

SUSTAINABLE GOALS





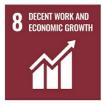
































To Readers Of The Report

Business and the public sector have a great impact on people, society, the environment, and animals and can both contribute positively to development, or negatively by causing harm. Businesses therefore hold a central role in achieving UN's Sustainable Development Goals (SDGs).

This report can be used as an account for the Transparency Act, but it has a broader scope with climate and the environment, circular economy, and anti-corruption indicators also being included. Our members are obligated to carry out due diligence and report annually on their work. Base level members also meet the Transparency Act's due diligence duty, and partially the Act's information duty.

Responsible business conduct is the systematic effort that businesses do to identify, prevent or mitigate adverse impacts and explain how they manage their risks of negative impact to people, society, and the environment as well as provide remediation where this is required. Norwegian authorities expect all businesses, regardless of their size, to carry out due diligence in accordance with the UN's Guiding Principles for Business and Human Rights (UNGP) and OECD's Guidelines for Multinational Enterprises. This applies to businesses, the public sector, and organisations.

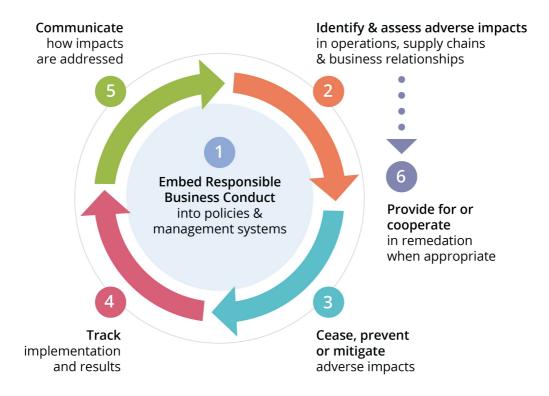
Ethical Trade Norway's Declaration of Principles (our Code of Conduct) covers the areas of decent work, human rights, environment/climate, anti-corruption, and animal welfare. This report is done in full transparency and in line with UNGP and OECD's guidelines. The reports of all members are publicly accessible on Ethical Trade Norway's website.

Heidi Furustøl Executive Director Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

Since Trimtex was established in 1976, the company has made several strategically good choices. These have not only benefited for the company's development and growth, but they have also contributed to positioning the company well in terms of sustainable business conduct. From the beginning Trimtex has built its business model on quality, durability and low minimum quantity (customized products). The production has always been close to market, first in Norway (until 1996) and later mainly in Estonia with a fully owned operational centre. Having the production close to market enables us to have good control over most development and productional processes, it also keeps our carbon footprint low in terms of transportation.

Trimtex has adapted and developed according to changes in the marked and experienced financial growth sometimes also despite the same conditions. We have over the years also increased in volume and for this reason it has been necessary to move some of our production to bigger suppliers in other countries. The need for a good system that could also manage the potential risks that this move could represent, was necessary. We have, based on this new development, seen it necessary to update and adapt our policy to emphasis our stance on sustainable business conduct.

Trimtex considers responsible business conduct to be a prerequisite for sustainable development, meaning that today's generation get their needs covered without compromising the ability of future generations to meet their own needs. Trimtex' values are: Open, Agile, Bold and Responsible. We are of the belief that openness and transparency in our production processes is an essential part of sustainable business conduct. We are open about our challenges and always open for suggestions about how to do better. We will act responsibly towards the people enabling our business as well as the environment in general. We promise to always strive to reduce where we have a negative effect as well as increasing where we can do the most good. - Trimtex Policy for Sustainable **Business Conduct 2025**

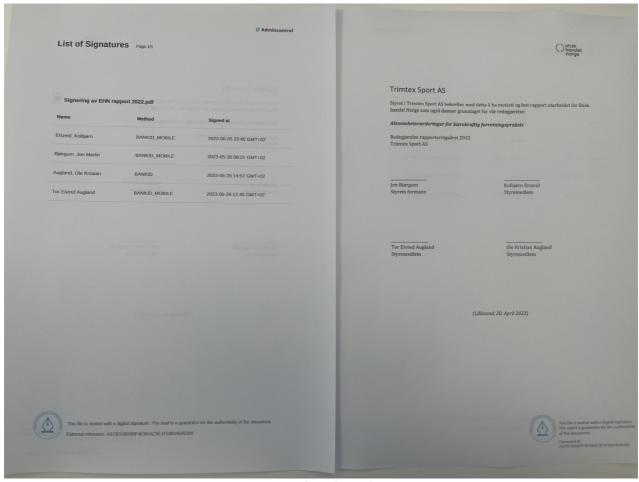
We promise to make highly durable, quality products that are made to last. This is at the core of our business. Together with our responsibility to future generations and the world we all inhabit. Trimtex will produce genuine products and will not compromise on quality. Sustainability is, however, not only about the products that we develop and produce. It is also about the general mindset of our company. Trimtex will make products for the future, and we feel that in order to make the best product it also needs to be the best for the environment as well as the people enabling our business. Trimtex will strive to have as little negative effect as possible on the

This way we will do our best to contribute to the UNs sustainability goals for 2030 being reached and thus sustaining life and nature also for future generations.

" Shaped by nature and Nordic grit, Trimtex promises to deliver superior quality and long-lasting products while at the same time act responsibly towards people and the environment in general. "

Tor Eivind Augland CEO / Owner

Board Signature



Signature board members 28.06.2023

Company information and business context

Key company information Company name TRIMTEX SPORT AS **Head office address** Sekkebekksletta 8 Main brands, products and services offered by the company Trimtex **Description of company structure** Trimtex Sport AS is a trading group that consists of one head office with main gouverning elements, Trimtex Sport AS, five sales companies (Norway, Sweden, Europe, Finland and Denmark) and one production company (Trimtex Baltic in Estonia). All companies are 100% owned by Trimtex Sport AS. Turnover in reporting year (NOK) 132 000 000 **Number of employees** 34 Is the company covered by the Transparency Act? Yes Major changes to the company since last reporting period We have established a new affiliated company in Germany in 2022. New company is called Trimtex Deutschland GmbH. Contact person for the report (name and title) Hilde Hallandvik Pisani - Head of Brand and Development

Email for contact person for the report

hilde@trimtex.no

Supply chain information

General description of the company's sourcing model and supply chain

Our main product is custom sportswear - which means that all product are customized (unique design) for each customer (club, company or event). Our own (sister) company in Estonia, Trimtex Baltic (which we refer to as our "operational centre") handle 98,25 % of all that we produce. Our sister company, Trimtex Baltic, buy all fabrics and accessories from our assigned suppliers (tier 2) (most of which are from Italy and Taiwan - but also some from China, Switzerland, France and Sweden). We do all the planning (patternmaking, plotting, cutting and printing ourselves) - but we outsource the assembling/sewing to two-three main companies in Estonia (one of which is located within our own facility). In addition we have some externally produced garments which is developed by us (Trimtex Norway and Trimtex Baltic) and made in Asia. All garments are shipped from Estonia directly to the customer.

Number of suppliers with which the company had commercial relations in the reporting year

Comments

Trimtex Sport AS has had direct commercial relations to the above 11 suppliers (NB! suppliers that we purchased for less than 500Euro from in 2021 are not taken into account in this report). Suppliers to Trimtex Baltic are viewed as Tier 2 suppliers.

Type of purchasing/ suppliers relationships



Own or joint venture production



Direct contracting/purchas



Purchases through agents/intermediary/ importers/brands



Other

98,25% of our purchases are form our sister-company Trimtex Baltic OU in Estonia. We have also made a complete risk analysis over our tier 2 suppliers (Tier 1 for Trimtex Baltic OU) and sent out COC to all high risk suppliers at this level as well.

List of first tier suppliers* (producers) by country
Estonia: 1
Sweden: 7
Germany: 1
China: 1
Norway: 1
Apart from our 1 main supplier in Estonia (Trimtex Baltic), these suppliers are mostly finished products/sub brands. List is included in the document list.
State the number of workers at first tier producers that the company has an overview of, and the number of suppliers this overview is based on:
Number of workers
1000
Number of suppliers this overview is based on
5
Numbers of workers per supplier (calculated average)
200
Comments to number of workers
We have a complete overview over our top 5 suppliers, Trimtex Baltic plus 2 more in Estonia (98,25% is produced here) and 2 in China (Down and base-layer mostly)

Key inputs/raw materials for products or services and associated geographies

Polyester	East Asia South Europe
paper	Austria Netherlands
ink	Switzerland
spandex	East Asia South Europe

We make print-on-demand products using sublimation print. In order to achieve the best colorfastness combined with durability and technical features for top-athletes, polyester is by far the best quality for our purpose and therefore difficult to replace at this time.

Is the company a supplier t	to the	public	sector?
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Yes

Goals and progress

Process goals and progress for the reporting year

Research the best way to measure/trace our product footprint Goal:

Started collecting information from our supply chain on clean energy and measuring Status:

consumption at our own facilities.

Goal: Certification. Continuing mapping the need and possibilities for certifying our products

Status: The entire Trimtex group is from 2022 both ISO 9001 and ISO 14001 certified.

Goal: Labour Rights in China. Follow up suppliers, post pandemic.

We have had dialogue with our suppliers. All our long-term suppliers seem to be doing ok. Not Status:

been able to visit yet unfortunately.

Goal: 50% of the fabrics used for production is recycled

Status: We did not manage 50%, for many reasons. We are currently at 44% which is close.

5

Reducing factory waste. In 2022 we will reduce packaging waste on supplied goods with new Goal:

standard on packaging.

Status: Ready and implemented.

6

Goal: Update our sustainability page at our website.

Status: Started - but not yet finished. Set to be ready Q2 2023.

Goal:

Trimtex Baltic: New automated system for monitoring all technical equipment for the best and Status:

most efficient use of energy. Implementation Oct 2022.

Goal for coming years



55% of the fabrics used for production is recycled



On labour rights in China, we are participating in the "Responsible Purchasing Practices Learning and Implementation Community (LIC)". To educate ourselves on responsible purchasing and how to implement routines in our relevant departments to make sure we act in accord with this standard.



PFC free by 2025.



Reduce factory waste with -3% (median number for all types of waste)



Trimtex Baltic to use 100% Green Energy



Evaluate and update our Sustainability Strategy



1.A Policy* for own business

1.A.1 Link to publicly accessible policy for own business

https://trimtexstore.com/pages/sustainability

1.A.2 What does the company say publicly about its commitments to respect people, society, the environment and climate?

Trimtex' values are: Open, Agile, Bold and Responsible. We are of the belief that openness and transparency in our production processes is an essential part of sustainable business conduct. We are open about our challenges and ready for suggestions about how to do better. We will act responsibly towards the people enabling our business as well as the environment in general. We promise to always strive for reducing where we have a negative effect as well as increasing where we can do the most good.

The UN's sustainability goals are the worlds collective plan for action towards a sustainable future. At Trimtex we are working in sync with these goals with focus on #8 Decent work and Economic growth, #12 Responsible Consumption and Production and #13 Climate Action. We see it as our responsibility, as a part of an industry with grave impact on both people and environment, that we actively work to reduce our negative impact. Pls also see our Trimtex Policy for Sustainable Business Conduct available on our website.

We also say a lot about our commitment and focus on our website: https://trimtexstore.com/pages/sustainability

1.A.3 How has the policy/commitment been developed and how is it embedded in the company?

Our policy is developed in cooperation with and guidance from Ethical Trade Norway. The policy is approved by the board and is now publicly available on our website. We send our this policy to all new suppliers / business relations.

1.B Organisation and internal communication

1.B.1 How is the due diligence work organised within the company, and why?

The entire Trimtex group (all affiliates) is now ISO 9001 and ISO 14001 certified. Our operational centre in Estonia Trimtex Baltic OU is in addition to this also ISO 45001 certified. Through these certifications we have established routines for control and evaluation of current and potential suppliers. The suppliers are evaluated on a regular basis on their general performance (communication, delivery time, product quality etc) and country of origin (ITUC). We also evaluate lour high risk suppliers based on their country/geographical position, financial risk (are they of great importance to our core business) and the type of supplier (is this a supplier of finished garments/assembly or a supplier electricity) - based on these three factors the suppliers are given a score to determine their risk level. In addition to this we do a more in-depth Risk analysis on our "high risk" suppliers every 2 years or so, making sure that all certificates and recent audits are updated.

We do these evaluations to make sure that quality of product is taken care of as well as to make sure that we take care of the people enabling our business.

We have one responsible person for sustainability in-house: Hilde Pisani our Head of Brand and Development

1.B.2 How is the significance of the company's due diligence work defined and clarified for the employees through their job description, work tasks and incentive structures?

Key people in the following departments; product department, purchasing dept. and development dept as well as CSR manager, our COO manager and our CEO are involved and have all been given additional tasks in order to make sure we reach our overall goals on sustainability.

All employees are given updated information on our progress two times a year in addition to providing them updated information on our website and our intranet year-round.

All new employees are also given an introduction to our sustainability programme, which we have called "Clean Grit", within a few weeks of their start date.

Our CSR manager is both owner and Director of Product and Brand - he has a key role in the company with the power to make real changes. Head of Brand and Development is in charge of reporting and keeping on top of progress here. Our COO has been given the responsibility from the operational side to make sure that we make the changes requested and also report on them (make sure that there is a system in place to do so and that people in key roles have the necessary info and routines to do the job). Our purchasing / planning departments have tasks to evaluate the suppliers as well as assess deliveries for opportunities to improve. ex: packaging waste.

1.B.3 How does the company make sure employees have adequate competence to work on due diligence for responsible business conduct?

Key people have been to several talks, tutorials and workshops at Etisk Handel Norge as well as other summits on sustainability and environmental issues. Now that clear tasks and routines have been established we have started inviting more people to attend these workshops/tutorials. We also keep our salesforce updated on a seasonally basis so they can easily and with confidence forward and promote our policy and progress. Trimtex, represented by: Head of Brand and Development, COO and Purchasing Manager, is part of the Learning and Implementation Community programme for Responsible Purchasing Practices. This is a 2-year long process where we exchange best practice within the industry where at the end we have implemented this practice in our organization.

1.C. Plans and resources

1.C.1 How are the company's commitments to respect people, society and the environment embedded in strategies and action plans?

Our commitment to sustainable business conduct and reducing our negative impact on the environment is clearly stated in Trimtex business strategy for 2025. The topic is one of three focus areas. We have also followed up with developing a Sustainability strategy for the same period - building on our main strategy promise.

"..we make sportswear developed for the future. At Trimtex we are of the opinion that in order to make the best product for the market, we need to make the best product for the future with the goal of having as little negative affect on the world as possible. Considering both the human and environmental aspects. " - Trimtex Business Strategy 2025.

We are continuously working to replace our virgin polyester materials with equally high level and technical recycled polyester material.

We are participating in an international learning and Implementation group on Responsible Purchasing Practice to learn and implement actions to improve the power-balance between buyer and supplier within our industry. We are monitoring general waste carefully and reducing/reusing where we can and in addition we have installed monitoring on our technical equipment (Trimtex Baltic) to make sure that we optimize efficiency.

1.C.2 How is the company's strategies and action plans to work towards being responsible and sustainable followed up by senior management and the board?

CSR manager reports to the board quarterly (4 times a year) on the status of our work with becoming more sustainable. By setting smart goals and adding KPIs to various departments the management will track the progress as well as evaluate the effect of these. Everyone in the company have been introduced to the Sustainability Strategy and are encourraged to do what they can towards acheiving these goals in within their departments.

1.D Partnerships and collaboration with business relationships, suppliers in particular

1.D.1 How does the company emphasise the importance of responsible and sustainable business conduct in its business relationships, particularly in the supply chain?

Today we send out our Code of Conduct together with an engagement letter to better explain why this is important to our company. We follow up our suppliers to make sure they understand how this will effect them. We also discuss this topic and the importance of it with our businesspartners when we meet in person. Our minimum criterias for working with a supplier are:

- 1. The supplier has signed our Code of Conduct or sent own equivalent code in writing.
- 2. Outsourcing only allowed upon agreement.
- 3. Supplier needs to have routines to manage breaches of the COC.
- 4. Supplier knows and shares information about where all parts of the product are being produced and where the raw materials are coming from.
- 5. Supplier gives us access to the production facility and any facility that is attached to the production and the workers (cantina, sleeping dorms etc.)
- 6. «Gut feeling» must be easy to communicate with, suit us in size..
- 7. All materials used must be either Oeko-Tex or Bluesign approved.
- 8. Use only approved recruitment agents / agencies.
- 9. Must have collective bargaining agreements and/or well-functioning trade unions or other forms of worker representation.

When we have potential suppliers, we have a package that we send out containing three documents: "General purchasing conditions", "Purchasing Policy" and "Supplier Evaluation Form". Based on these and our minimum criteria (see above) we decide which supplier to proceed with.

Indicator

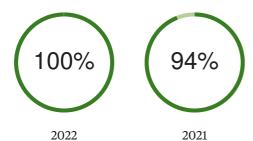
Percentage of Tier 2 FABRIC suppliers that have signed our CoC



All our Tier 1 suppliers have signed our CoC.

We have received signed CoC from 100% of all our tier 2 FABRIC suppliers.

Percentage of out Tier 2 Accessories suppliers (incl. Retailers) have signed our COC



100% accessories suppliers have signed.

Percentage of all suppliers of finished goods (purchased items)



2022

These are ready-made goods that we do not make our selves but we need to complete our collection. We are missing the signed CoC on one supplier only and this is expected to be ok within Q1 2023.

1.E Experiences and changes

1.E.1 What experiences have the company encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

We have learned that the topic of sustainability is ever evolving and changing. However, we have seen that this work is extremely beneficial in many ways.

In 2022 we have mainly had our focus on the products, how can we make better products, replace virgin polyester with re-cycled polyester, removing all unnecessary packaging and future waste from our products. We have also moved forward with our certification process and the entire Trimtex group (incl. all affiliates) is now from November 2022, both ISO 9001 and ISO 14001 certified. Trimtex Baltic also have the ISO 45001 in addition. We have also established an in-house sewing line (Trimtex owned) where we will do our own sampling and all product repairs.



2.A Mapping and prioritising

STATEMENT ON SALIENT ISSUES

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List the company's prioritised risk of negative impact on people, society and environment. Take note that the prioritized risk that you list in the table below will be exported to step 3 of this report, where you will be asked to answer how you work with stopping, preventing, or reducing the negative impact.

Salient issue	Related topic	Geography
Use of non-degradable fabrics (Polyester/ Spandex)	Environment Waste	Global
Labour rights in China	Freedom of association and collective bargaining Working hours	China
PFC Chemicals (Long-chained perfluorooctanoic acid- C8 and short-chained perfluorooctanoic acid- C6) often used in DWR (Durable Water repellency) treatments on outer-garments.	Occupational Health and safety Environment Water	Global
Supplychain pollution (Packaging/transport)	Environment Emission Greenhouse gas emission Waste Use of materials	Global
Factory waste	Environment Waste	Global

Sources used for our risk analysis are:

- 1. Ethical Trade Norway's own database,
- 2. International Trade Union Confederation (ITUC) Annual Survey of Violations of Trade Union Rights,
- 3. Transparency International corruption index,
- 4. Environmental Performance Index (EPI),
- 5. CSR Risk Check Tool (Land https://www.mvorisicochecker.nl/en/risk-check
- 6. The US Department of Labour; List of Goods Produced by Child Labor or Forced Labour
- 7. IDH benchmark finder Living wages

DETERMINATION OF SALIENT ISSUES

2.A.2 Describe: a) the company's routines for mapping and identifying risk and show how the negative impact was identified and prioritised in this period: b) eventual aspects of the company that have not been covered in this report (product groups, own products, departments etc.) and why you not chose to prioritize these in the continued work: c) how information was gathered, what sources were used, and which stakeholders have been involved/consulted: d) whether you have identified areas where information is lacking in order to get an overview, and how you are planning to proceed to collect more information/handle this.

Based on resources from Ethical Trade Norway and also through discussing with stakeholders/suppliers and through audits, we determined our most salient risks.

We are doing a yearly risk-check both through our ISO certifications (every November) done by Trimtex Baltic and our CEO Maiu Antsmaa - and now also of Trimtex Sport AS by CFO Asbjørn Sundodden in Norway, and in connection with our report to Ethincal Trade Norway every Feburary, done by Head of Brand and Development (and responsible for reporting to ETN) Hilde Pisani.

Primarily we did an evaluation of the business as a whole - evaluating all suppliers including also suppliers of office equipment and services. However based on the OECDs risk assessment tool we evaluated our main risk to lie with the product and its development and have decided to focus on these suppliers. This is where we can have the most impact - both positive and negative.

Then we determine our risk through firstly checking our product against the country in which it is produced using the following tools: CSR Risk Check Tool, ITUC, US dept of Labour and more. With this in mind, we determine the urgency of the risk in terms of gravity and remendability and also finally our potential impact (can we make a difference here?).

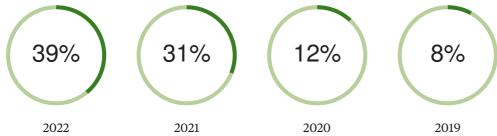
Our suppliers are scored based on three factors: Geographical placement (country/county), financial risk to Trimtex and type of supplier (product or admin).

In addition to, our purchasers continually evaluate our suppliers based on product quality and dialogue (frequency and general feeling through information shared by long term partners).

Our risk assessment of this salient of replacing virgin polyester. Most of our recycled material today comes from factory waste, and we see no obvious risks related to collection and assembly of this material as opposed to post consumer polyester material that might/could be related to child labour. It is in the re-claiming and collection process of plastic on landfills that we find the potential risk of child labour in post-consumer plastic materials. We are aware that this might also be a risk for us when moving to recycled polyester material.

Indicator

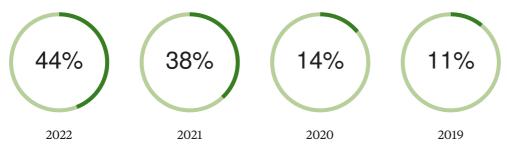
Models in collection, recycled content ≥ 50%



Our goal is to have all our garments contain recycled material within the year 2025, and to be 100% recycled by the year 2030. We see that due to a number of reasons, both internal and external, we have not managed to

increase the amount of recycled models as much as we have hoped the previous year. This might affect our timeline some. We are not stopping this push to become 100% recycled, however we need to make sure that the quality level, technical level and availability is there in order to make the change.

Amount of recycled fabrics (articles) used in collection



We have increased the number of fabrics/articles in our collection to 44% of total.

Amount of recycled garments produced.



The percentage of total production that are recycled garments. Recycled garments are defined with containing 50% or more recycled fibres.

ADDITIONAL SEVERE IMPACTS

2.A.3 Describe any other negative impacts on people, society and the environment that were identified in the mapping of the business, supply chain or other business relationships during the reporting period and how these have been handled.

Modern slavery, forced Labour and discrimination are issues that are also addressed by us due to the severe impact these have on people effected-however these were determined as less salient due to it being unlikely to occur in our supply chain. Having said this, we will of course continue to keep these in mind when doing the yearly risk analysis of our supplychain.

In addition we are also looking at our supplychain when it comes to Energy consumption, water consumption and CO2. This is a project that we started in 2022 and will continue in 2023. Pls see report from Trimtex Baltic (operational center) - TB use 99% renewable energy for heating, and from 01.01.23 Green energy. New Project for 2022 was for building automation for monitoring all technical equipment for best use of energy. Implementation was October 2022.



3. A Cease, prevent or mitigate

3.A.1 For each salient risk, add a goal, progress status and describe the measures you have implemented to handle the company's prioritized negative impact on people, society and the environment

Salient issue	Use of non-degradable fabrics (Polyester/ Spandex)
Goal:	100% re-cycled materials in collection by year 2030
Status :	ongoing
Goals in reporting year :	Increase volume of recycled materials in collection as much as possible without reducing quality and durability. KPIs are determined and implemented.

Completed measures and reasoning:

The problem with using non-degradable products is the general risk for the environment. The problem with plastic is becoming more and more apparent through research, it is also clear that there are numerus ways in which plastic and non-degradable materials are harmful. We have decided to start by on doing what we can to reduce the development of virgin non-degradable materials by using only recycled material in future products.

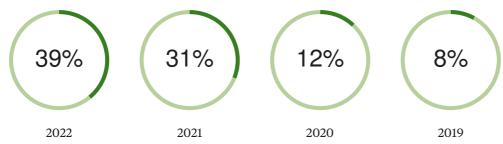
On new product purchase we always source re-cycled materials. On exsisting products it is important for us to keep same quality and performance so we do not change the fabric until quality has reached the level we need them to be. To develop longlasting and durable products is important to both Trimtex and the environment, and therefore someting we take seriously when sourcing new materials and create new garments. We work closely with our tier 2 suppliers (trims and materials) in order to push for durable fabrics that have less negative impact on nature. We have specific KPIs on this progress and we have in 2021 increased amount of recycled materials from 14% to 38%. In 2021, 29% of all products produced were recycled (over 50% recycled fibres) compared with the year before (7,4%), this is an increase of 314%.

Goals and activities for the coming reporting year:

The goal for the reporting year is to reach 55% re-cycled materials in collection.

Indicator

Percentage of items with 50% or more recycled materials in collection



Of our total collection, 60% contain some recycled material.

Salient issue	Labour rights in China
Goal:	Complete overview and make a risk assessment of Trimtex tier 1 and tier 2 suppliers.
Status :	All tier 1 suppliers and all tier 2 suppliers have received and are in agreement with our COC.
Goals in reporting year :	Object for this year is for all supplied goods to have signed and agreed with our CoC.

Based on this mapping/ risk assessment, we established our most salient risks. We have sent out COC and got compliance from all our suppliers at both tier 1 - and tier 2 level.

We are aware, through previous audits, that there is a risk for excess overtime at our suppliers, we have made some adjustments to our timeline to try and give enough time for the developement and production. We are also educating our ourselves through the Learning and Implementation Community for Responsible Purchasing Practices - where the aim is to improve our purchasing routines in order to make sure we do not, voluntary or involuntarily, act in a way that puts unnecessary pressure on workers.

Goals and activities for the coming reporting year:

Continue the work with LIC on Responsible Purchasing Practice and make plan for implementation.

Salient issue	PFC Chemicals (Long-chained perfluorooctanoic acid- C8 and short-chained perfluorooctanoic acid- C6) often used in DWR (Durable Water repellency) treatments on outer-garments.
Goal:	Free from PFC Chemicals in our outer-garments by 2025.
Status :	Started
Goals in reporting year :	Become 100% PFC free

We have stopped using C6 on any new products. However the change 1from C6 to C0 has been a bit slow on a few styles so we are not quite PFC free yet. We will over the next year replace the materials that still have the C6 DWR - with material that have PFC free coating (C0).

Goals and activities for the coming reporting year:

Becoming 100% PFC Free

Salient issue	Supplychain pollution (Packaging/transport)
Goal:	Net zero / Carbon neutral
Status :	Started reducing
Goals in reporting year :	In 2022 we will determine scope of project for measuring product footprint.

We have already started reducing and changing to recycled alternatives, reducing waste, changing to clean energy and measuring consumption. In 2021 we changed system for waste management and with this managed to reduce waste a lot. And in 2022 we have built a new energy efficient system that monitors all technical equipment and enables the best use of energy (KPIs Sustainability 2022).

Goals and activities for the coming reporting year:

Get info on main Tier 2 suppliers type of energy, consumption and carbon gas emissions

Salient issue	Factory waste
Goal:	Circular production
Status :	Preliminary phase
Goals in reporting year :	Searching for collaborative partners/ projects to help speed up this process.

To really make a difference, the apparel industry needs to tackle the issue of circularity. This is the industry's greatest negative impact on the environment today. However, there is also a great opportunity here for becoming self-reliant on input/fibres for new products. This is a long term goal.

Goals and activities for the coming reporting year:

Searching for collaborative partners / projects to help speed up this process.

OTHER ACTIONS RELATED TO MANAGEMENT OF NEGATIVE IMPACTS

Describe the company's general measures to cease, prevent or mitigate negative impacts, including in the supply chain.

3.B.1 Reduction of nature- and environmental impact

Our main input is Polyester. The worst aspect of this material is that it is not degradable. We have as a short term goal to year-on-year reduce the usage of virgin material in our products. We will, by 2030 have only re-cycled materials in our products. Of the materials we use, 58% are of Non-EU origin and 42% of EU origin. For our other main inputs; paper and ink; these are of EU origin. Waste is recycled where possible. At our own facilities, all packaging (plastic, card and paper as well as wooden pallets) are recycled - only contaminated packaging (approx 3% of total packaging waste) are not. Also Production waste (Production paper) is recycled. All textile waste is currently stored /deposited due to the complexity of the procurement process. This is something we are working to find a better solution for in the future (circular options). Due to our closeness to marked we transport most our products by road. Our target for transport is to have >1% sent by air by year 2025.

In 2021 we changed system for waste management and with this managed to reduce waste a lot. In 2022 we unfortunately increased our plastic waste with 17% (due to purchasing of new large scale machines for establishing new factory line in-house), reduced waste of cardboard and paper with -8%, Increased carboard coils with 1%, Contaminated waste increased with 4%, waste of ink was reduced by -6%, waste of production paper stayed at same level 0% and Textile waste was reduced with -7%.

For 2022 we are we will chose a certification for our products/ company that will help us to reduce our negative environmental impact further. Also we will find a collaborative partner or organisation working with reducing negative impact on the planet, that we will work with or support in the future.

3.B.2 Reduction of greenhouse gas emissions

Trimtex Baltic have in 2022 started a new project on monitoring all technical equipment for best and most efficient usage of energy. Heating is 99% renewable energy. We are closely monitoring our waste level and continue to make plans for reducing packaging material.

3.B.3 Adapting own purchasing practices (sourcing)

The approach to our own purchasing / sourcing is to review the neccessity of new supplier thorougly. If we can use exisiting suppliers we always will. However if the need is there, and none of our existing suppliers can deliver this to the required standard, then we will search for new. The way we find new potential suppliers varies from suggestions from existing suppliers to visit relevant fairs.

We have in the reporting year updated our purchasing pracsis by determining two timelines for purchase from external producers (Asian mostly) - we have also moved these dates 3-4months back in order to give more time for planning/production. By increasing the leadtime we are hoping to give us and our suppliers more predictability and hopefully contribute to less strain on workers (workinghours etc.). We became aware of the risk of overtime at supplier level through an Audit that we did at one of our suppliers.

We have joined the Learning and Implementation Community on Responsible Purchasing Practices - a project that will go over 2 years 2022-2023.

3.B.4 Choice of products and certifications

All the fabrics that we use are either Oeko-Tex and/or Bluesign approved. This is one of our minimum standards. We are a polyester brand due to our reliance on technical, durable and also printable fabrics (polyester being the material that meets all these criterias in the best way). We are however, changing to re-cycled polyester - our goal is to be 100% re-cycled by year 2030. Trimtex Baltic already have the ISO9001, ISO 14001 and ISO 45001 at company level. In 2022 the remaining Trimtex affiliates also became ISO 9001 and ISO 14001 certified - so now entire Trimtex group is covered by these two certifications.

3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

In 2022 all our tier 1 and tier 2 suppliers have complied with our COC. In Trimtex Baltic workers reps. play an active role for supporting the workers.

In 2020 Trimtex Baltic also obtained another ISO certificate, the ISO 45001 - which is standard for "Occupational health and safety management". This is in addition to our ISO 9001 certificate. All certificates were renewed in November 2021. In 2022 the remaining Trimtex affiliates also became ISO 9001 certified - so now entire Trimtex group is covered by these two certifications. We only work with long term suppliers. Suppliers we have met and visited, that we have collaborated with over many years.

Pls see our Code of Conduct, paragraph 2:

- 2.1. Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, obstruct, the formation of unions or collective bargaining.
- 2.2 Workers' representatives shall not be discriminated and shall have access to carry out their representative functions in the workplace.
- 2.3 Where the right to freedom of association and/or collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of alternative forms of independent and free workers representation and negotiations.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

Trimtex work closely with our suppliers and what we see is that they are at a level where we are exchanging knowledge and building capacity together rather than having to train them. However, we also realize that further down the value chain (at tier 2 and 3 level) we might need/want to do more. Example: We did learn something on how to reduce plastic waste in packaging from suppliers last reporting year and continued the learning-curve this reporting year. We had to adjust the reduction of plastic somewhat because the packing solution put extra strain on supplier as it was. So we ended up, still reducing a lot but not as much as we first thought.

Internally we have scheduled updates 2 times a year for all employees on sustainability. All new employees are given a briefing of our Sustainability Strategy and status. Key people meet at least once every quarter for updates and discussions on progression and priority. The board is updated on progression and plans every quarter.

3.B.7 Combatting corruption and bribery in own company and supply chain.

Our "Internal policies regarding corruption, extortion and bribery, money laundering and whistleblowing" we state clearly that:

"The following rules concerning corruption, extortion / bribes, money laundering and whistleblowing ("Rules") shall apply to all employees, directors, trade agents and distributors ("Employees") in Trimtex Sports ("Group"). Trimtex Sport AS is hereinafter called the "Parent Company".

Any violation of the rules can be a serious offense, and will normally lead to punishment and termination of the employee from the Group. A violation will significantly damage the Group's reputation, and may further result in criminal prosecution from the Group in the form of corporate penalties and compensation claims.

The Group has a clear policy to comply with all legislation in every country where the Group conducts its business. All employees in the Group will be aware of this at every interaction with the Group's contract partners and other third parties."

3.B.8 Other relevant information concerning the company's work to reduce, prevent, and manage negative impact on people, society and environment

This work has forced us to look at many aspects of our business, and we have made some changes to workflow and added tasks, especially in the purchasing and planning dept. but also in the, warehouse as well as the product- and technical depts. The tasks are related to reviewing the purchasing routines, collecting and documenting data, putting a system in place for how this data is documented as well as implementing new routines so that working with these issues will become a natural part of our workday.



4.A. Track and assess

4.A.1 Describe the assignment of responsibility for tracking the effect of measures implemented to cease/prevent/mitigate salient risks of negative impact on people, society and the environment, as well as how the tracking is done in practice

We have assigned several additional tasks to key departments.

The key departments to address and handle salient issues concerning suppliers are the departments that have direct contact with these (Ex: Purchasing/Planning and Product/Development) and/or those with indirect impact on how these suppliers can do their jobs (Ex: Management, Sales). The departments that can have a direct impact on environmental issues such as, materials used, treatments added, waste, packaging, energy consumption everything that has to do with the product itself (Ex: Development, Design, Wearhouse and Logistics) as well the ones indirect impact (Ex: Management, Sales).

We have quarterly management meetings on Sustainability, attending is CEO, Director of Product and Brand, Head of Development (CSR). The board is updated on progress on the Sustainability Strategy on a yearly basis.

We make sure that we are doing what we say we are by:

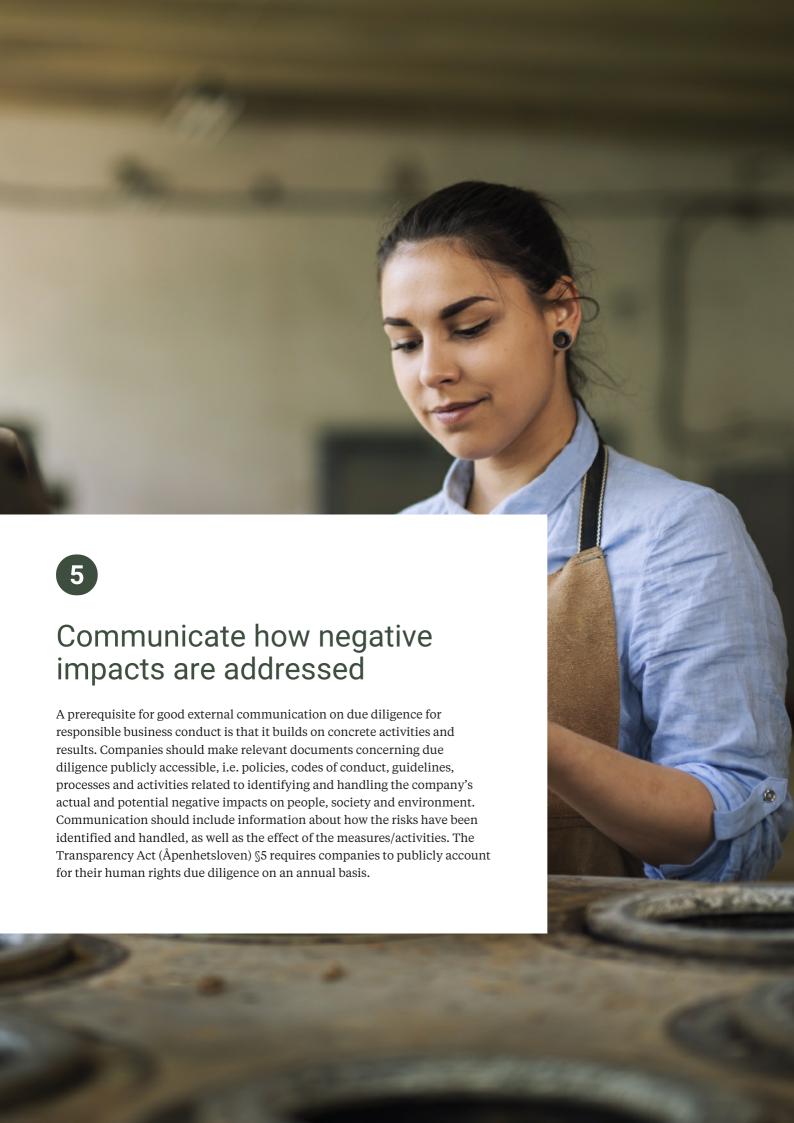
But we are more people working with sustainable business conduct through tasks added to ther departments. Development dept. searches for new material to replace virgin material all year round. They are also searcing for new coatings and way to improve products in a sustainable way. Important for us is also to amke as clear product request as possible to reduce resources used. The purchasing dept are in dialogue with suppliers on shipments and packaging. They look for the best mode of transportation as well as changing our packing instructions to more environmentally friendly alternatives. They are also the ones who ask for updated certificates, follow up and evaluate the suppliers. Our logistics dept takes care of the waste and make sure to reduce, reuse and recycle everything.

We have added KPIs to many departments which are evluated on a yearly basis together with our risk analysis these are updated in time for our yearly reporting to Ethical Trade Norway. Reporting is end of feburary.

Through reporting to ETN we see and evaluate the actions taken. Do we make a difference with the actions taken or do we have to make changes? Are we doing what we say and is what we say still the correct way to reach our ultiumate goal?

4.A.2 Describe how the company ensures that measures taken to identify, prevent and reduce negative impact actually work

Previously we have mostly looked at the quality of the garment ,which also is a good indicator to the general health of the supplier. However, today we rate the communication with our suppliers as well as their financial details in addition to the final product. We make sure to have updated /current certificates from all our suppliers such as ISO, Bluesign and Oeko-Tex etc... Now we have, in addition to our more in-depth risk analysis, we have developed a file where essential information from suppliers is placed and where we can generate a total score per supplier based on their overall performance. We are in close dialogue with our main suppliers throughout the year.



5.A External communication

5.A.1 Describe how the company communicates with affected stakeholders about managing negative impact

Whenever we face a challenge with a supplier, we always seek to find a solution that works for both parties. To have an open and good dialogue with our suppliers is by us considered very important and something we always aim for. To understand each others challenges is important in order to make correct and good decisions. See the example in 3.B.6

Re-Cycled Polyester:

1. The general amount of waste that the Apparel industry is producing is critical, and we want to take part in changing this. We are in dialogue with our suppliers regularly about moving from virgin to re-cycled polyester and also discussing sustainable and circular solutions for the future.

Workers rights:

- 1. First through our governing documents, when sending them our Policy, Code of conduct and Engagement letters. Then later through our development, by asking for certificates etc. Finally through our purchasing. We do not do aggressive pricing and we ask for realistic delivery dates. We also try to arrange meetings with our suppliers yearly (either at fairs or by visiting them).
- 2. We include workers interviews in our audits. (Social audits) **DWR Coating:**
- 1. This is a risk for the general public, however it is also a risk for those who are working with the toxins directly. We have started this work by implementing a CO (PFC free) coating to most of our garments - Our aim was to become PFC free in 2022 - we did not manage this 100% unfortunately but will do our best to have this done within this reporting year- 2023.
- 2. We are in dialogue with our suppliers continuously and work together with them to find alternative and better solutions.

5.A.2 Describe how the company publicly communicates its own work on identifying and managing negative impact/harm

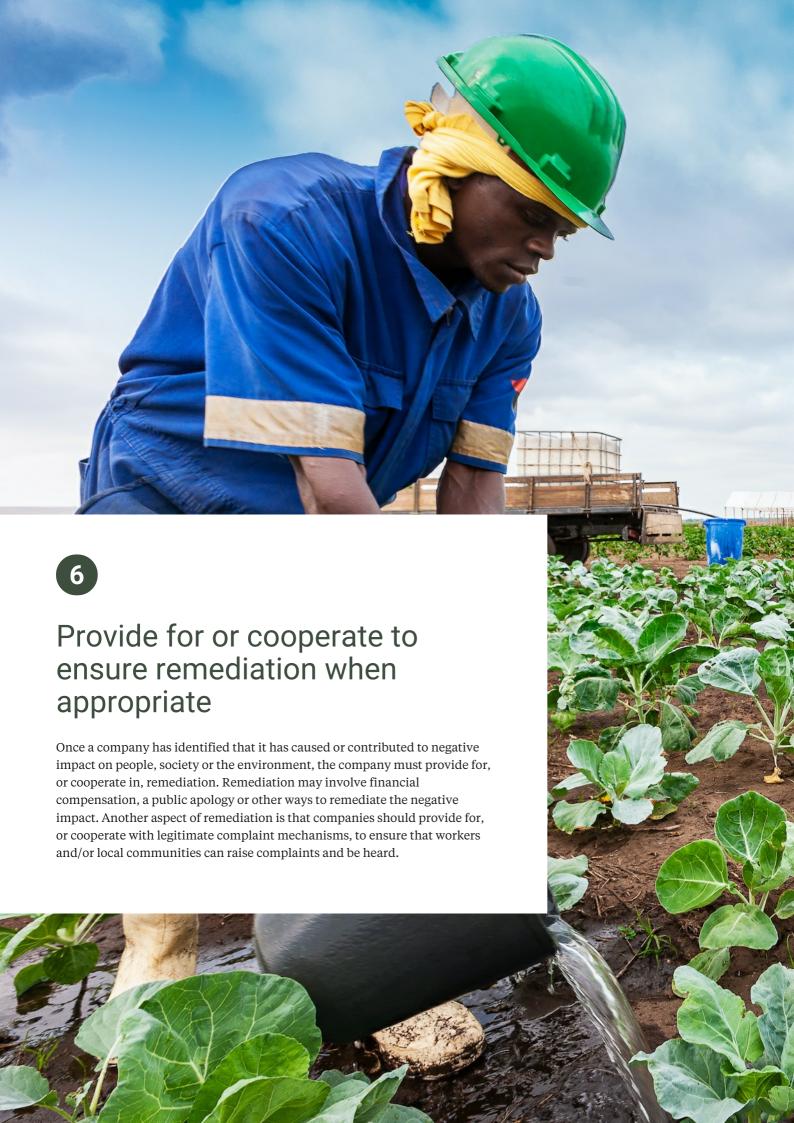
We have a sustainability focus on our website: https://trimtexstore.no/pages/barekraft/ https://trimtexstore.com/pages/sustainability - where we introduce and elaborate on what we do and what our goals are.

On this page we now have available our Policy for Sustainable Business Conduct and CoC. We have made a FAQ (frequently asked questions) on sustainability issues which is also here. In addition we have made our yearly report to Ethical Trade Norway available.

We also have monthly focus on sustainability in our marketing channels.

5.A.3 Describe the company's routines for maintaining and answering external inquiries related to the information requirement imposed by the Transparency Act

As of now any queries that are not answered by the information on our webpage are redirected to the person responsible for sustainability at Trimtex - Hilde Hallandvik Pisani. Each inquiry is treated separately and answered in the best way possible. We refer to this yearly report for (Ethical Trade Norway) where we cover all the topics related to the Transparency Act.



6.A Remediation

6.A.1 Describe the company's policy for remediation of negative impacts on people, society and the environment

As described in our company Policy for Sustainable Business Conduct - "If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy".

6.A.2 If relevant, describe cases of remediation in the reporting year

We have not experienced any cases of remediation in the reporting year.

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the company does to ensure that workers and local communities have access to effective grievance mechanisms when this is needed

Through risk analysis done by using ETNs risk assessments tools/linkes we check the country, the area and the potential risks here. For new suppliers we avoid areas that are at high risk (China is in itself a high risk country however there are areas that are worse and with an increased risk for workers not being treated right). We always work with existing suppliers (long term partners) that we know are good if this is possible. All our tier 1 and tier 2 suppliers have signed our Trimtex Code of Conduct. Quote from this document: "The supplier shall have an effective management system for handling complaints relating to human rights, workers' rights, environmental issues and corruption. The supplier shall ensure that both workers and external parties, such as local communities and civil society organisations, are able to submit complaints."

Contact details:

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