

A scenic mountain landscape with two children walking away in a grassy field. The children are in the foreground, walking away from the camera on a lush green hillside. The child on the left is wearing a blue jacket and a brown backpack, while the child on the right is wearing a green jacket. The background features a dense forest of evergreen trees and a large, rugged mountain range with patches of snow under a clear blue sky.

# MINI RODINI

SUSTAINABILITY REPORT 2022

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## 01. Note from Cassandra Rhodin *Founder & Creative Director*



”The clothing industry is a very dirty business as we all know by now. One of the worst industries of all. Heavy on chemical use, slave labour, and has a huge impact on people and our planet.

Our promise at Mini Rodini is to try our best to be the most sustainable option, and we are not compromising with quality nor design. We also demand the same standards from our partners, meaning that sometimes they have to develop and push their work with better production in order to be able to work with us.

As long as we produce a much better product than what’s on the conventional market, I feel like Mini Rodini has a reason to exist.

As an independent company we have the ability to hold tight to our core values. We believe we have the power to change and we lead our company in the direction towards the future we wish for.”

/Cassandra Rhodin,  
Founder & Creative Director  
December 2021

## 02. About Mini Rodini

Mini Rodini is created by a female leader. Cassandra Rhodin is the main owner of the brand, has artistic control and is involved in the overall business strategy of the company. She designs the collections, shoots the images, and is behind the storytelling of the brand.

Cassandra started the company in 2006 and Mini Rodini was born and raised with her vision to make clothes that kids love to wear without compromising on environmental and social aspects of production.

Since then Mini Rodini has created a new arena in the childrenswear industry, with unique prints, a genderless design and an ambitious sustainability agenda.

### VISION

Mini Rodini is the first choice for the conscious parent and gift buyer by providing a product with unique design in high quality, and being a leader in sustainability standards.

### MISSION

Mini Rodini makes it easy and fun to buy children's wear that has the lowest possible impact on people and our planet.



### 03. Highlights

# 01. 100% BETTER PRODUCTS

100% of our products were made using only certified fabrics



## 02. TREASURES

25% of our Stockholm retail sales have been Treasure products, including 719 pcs repaired garments

## 03. UPCYCLE

1,3 tonnes of fabric leftovers was transformed into new garments



## 04. CO2 MAPPING

For the second year we mapped out our CO2 emissions for scope 1, 2 and 3

## 05. TRACEABILITY

75% of our collections where traced down to raw material processing - all time high

## 06. CHARITY COLLECTION

20% of our profit for our charity collection released autumn 2022 went to the Wildhood foundation and the Akashinga project



## 07. LIVING WAGE PROGRAM

Our living wage project continues for the 8th year in a row

## 04. Mini Rodini Quick Facts

### 2022 UPDATES FACTORIES

Türkiye	68%	7 suppliers, 13 factories	<i>jersey, woven, swimwear, socks</i>
China	12%	4 suppliers, 8 factories	<i>outerwear, caps, hats, bags</i>
Portugal	18%	1 supplier, 3 factories	<i>jersey</i>
Lithuania	1%	1 supplier, 1 factories	<i>jersey</i>

### MINI RODINI STORES AND OFFICES

#### SWEDEN, STOCKHOLM

- \* Head office
- \* Warehouse
- \* 1 Mini Rodini Store

#### UNITED KINGDOM, LONDON

- \* 1 Mini Rodini Store

### WHOLESALE CUSTOMERS

#### COUNTRY

#### NR OF CUSTOMERS

	COUNTRY	NR OF CUSTOMERS
TOP 10 RETAILERS	Italy	62
	United States	61
	Japan	35
	Netherlands	34
	Sweden	30
	Germany	25
	South Korea	34
	United Kingdom	17
	Spain	13
	Australia	13
	Others	82
	<b>TOTAL</b>	<b>406</b>



## 05. Mini Rodini sustainability agenda - The UN Sustainability Development Goals



In 2015 the UN identified 17 sustainability goals (SDG) as a part of the 2030 Agenda for Sustainable Development. By setting these goals, the UN set a clear direction for what we all need to prioritize for a sustainable future.

As a global clothing company we recognize that we have an important part to play in reaching these goals and have integrated the SDGs into our sustainability strategy to help us stay focused on our priorities and to guide our business.

When the UN presented the SDGs we at Mini Rodini identified SDG 8, 12, 13, 14, 15, and 17 as the most essential ones for us to prioritize as our operations have the most impact on these goals.



## 05. Mini Rodini sustainability agenda - The UN Sustainability Development Goals



### SDG 8 DECENT WORK AND ECONOMIC GROWTH

- \* FairWear members
- \* Chemical management (worker protection) - RSL
- \* Living wage program
- \* Internal work environment
- \* Responsible supplier partnership
- \* GOTS certification
- \* Wildhood Foundation & Akashinga project financial donation



### SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- \* Material sourcing policy
- \* Certifications - GOTS certified wool and cotton and GRS, OCS, RCS certified materials
- \* Design strategy - High quality, unique prints, and timeless design, no pattern matching to avoid waste
- \* TrusTrace – traceability of supply chain and product footprint calculation
- \* Chemical management - RSL
- \* Upcycling
- \* Treasures concept
- \* Inform and educate customers of our work with sustainability, charity partners and projects
- \* Annual Sustainability Reporting
- \* Fair Wear Foundation members
- \* Policies to never burn or let unsold clothes go to landfill
- \* Free repair service
- \* Certified paper for packaging and marketing materials



### SDG 13 CLIMATE ACTION

- \* Material sourcing policy
- \* TrusTrace; product footprint
- \* Textile Exchange yearly reporting
- \* Customer communication
- \* Climate impact GHG emissions
- \* Free repair service



### SDG 14 LIFE BELOW WATER

- \* Plastic waste from the ocean used as a material resource in products
- \* Chemical management - RSL
- \* Inform customers of how to reduce microplastics by using GuppyFriend washing bag, sold in our channels
- \* No plastic in e-commerce packaging
- \* No fish or seafood can be bought with company money for representations or events



### SDG 15 LIFE ON LAND

- \* Material sourcing policy
- \* GOTS certified wool and cotton
- \* Organic Cotton
- \* GRS, OCS, RCS certified materials
- \* TENCEL™ Lyocell
- \* Chemical management - RSL
- \* Office purchase policy
- \* No meat can be bought with company money for representations or events



### SDG 17 PARTNERSHIPS FOR THE GOALS

- \* Strong supplier relationships
- \* Textile Exchange members
- \* Swedish Chemical group / Rise - members
- \* Fair Wear members
- \* GOTS certified
- \* TEKO - Sveriges textil och modeföretag

## 06. Nothing is sustainable but this is how we work with sustainability

### 6.1 OUR PRODUCT

We have a unique product with personal design and original prints, created in high quality made to last and live over seasons.

Therefore Mini Rodini garments can be worn over and over again by many kids and the second hand market for Mini Rodini is great, which is important to us as circular consumption is one of the most important questions moving forward. In 2022 Mini Rodini was the second most searched and sold kids brand on the Swedish site Tradera, which facilitates consumer-to-consumer sales through its website.

“A Mini Rodini garment should survive many kids and it’s so amazing to see that prints I made 10 years ago are as popular today! To shop less but buy quality, care for our clothes and sell them when we don’t need them anymore is one of the most sustainable ways forward.”

/Cassandra Rhodin, Founder & Creative Director

### RESPONSIBLE BUYING

Overproduction is a big environmental issue that we work actively to avoid. To let clothes go to landfill or be burnt, just because they were not sold within a season is something we would never tolerate in our company. At Mini Rodini any item that isn’t sold, is saved in our warehouse for future opportunities such as our Treasure concept. We also carefully calculate our buying for each season, to avoid any overproduction. In 2022 we only had 10% stock left of all seasonal items we produced.



**”In 2022,  
100% of our products  
were made using only  
certified fabrics.”**

## 6.2 ABOUT OUR MATERIALS

At Mini Rodini our ambition is to minimize the negative impact that the production of our garments has on the environment and to the people making our garments. One of the most essential aspects to consider in order to meet this ambition is the materials we chose for our production.

In our supply chain, we work with certified materials that are organic, recycled or stem from sustainably better man-made processes with strict regulations of negative chemical impacts. To ensure these claims are met we always look for the best and strictest certifications of materials.

Our goal is that all the products we make contain at least 78% materials that are better for the environment, compared to conventional materials. This means materials that are organically sourced or recycled and always certified through GOTS, GRS or other trusted certifications. In 2022, 100% of all products we made lived up to this criteria, and although our threshold is set at 78 %, almost all of our products contain between 95-100% certified fibers.

In 2022, 100% of our products were made using only certified fabrics.

## MINI RODINI FIBER SOURCING GUIDELINES

Our fiber sourcing guidelines are based on Textile Exchange Preferred Fiber and Material Reports.

- \* **NATURAL FIBERS** - All plant based fibers should be from Organic farming; GOTS certified or OCS certified for blended fabrics.
- \* **ANIMAL FIBERS** - The only animal fiber we use is wool and it must be sourced from Responsible Animal farms. GOTS or RWS certified.
- \* **SYNTHETIC FIBERS** - All synthetic fibers should be recycled, GRS certified. \*Exception is elastane, we don't have the correct setup to use recycled options, but are working on finding a way.
- \* **Manmade cellulosic fibers** - The only MMCFs we use are LENZING branded TENCEL™ Lyocell and TENCEL™ Modal micro.
- \* We never use; exotic skins, fur, down, angora wool, virgin acrylic, conventional viscose

## MATERIALS USED 2022:

MAIN MATERIAL	
ORGANIC COTTON	81,00%
RECYCLED POLYESTER	11,00%
TENCEL™ LYOCELL	5,00%
REGENERATED POLYAMIDE	2,00%
LINEN	1,00%
TENCEL™ MODAL MICRO	0,05%



### 6.3 ABOUT OUR CERTIFICATIONS

There are many material certifications out there. We work with the strictest and most extensive certifications on the market like GOTS and GRS. This ensures that the entire production process from raw material to final product is monitored and certified, including working conditions and quality control like color fastness and shrinkage.

90 % of all styles produced in 2022 were certified on a product level, the remaining 10% was made out of certified materials.

<b>GOTS Organic</b>	full product	67%
<b>GOTS Made with Organic</b>	full product	8%
<b>GOTS Organic</b>	fabric level	2%
<b>OCS Blended</b>	full product	1%
<b>GRS fabric only</b>	fabric level	10%
<b>GRS</b>	full product	4%
<b>TENCEL - lyocell</b>	fabric level	8%



#### GOTS

The Global Organic Textile Standard (GOTS) is an international certification that demands strict environmental criteria on the entire manufacturing process. GOTS certification ensures that an external auditor evaluates all phases of production after harvesting; yarn production, processing, manufacturing, packaging and branding. As importantly, GOTS certification does not only include environmental and chemical criteria throughout the whole process, but regulations on social criterias such as work environment, wages and working hours. Certification also ensures technical quality parameters like colour fastness and shrinkage for the finished product.



#### ORGANIC CONTENT STANDARD OCS

The Organic Content Standard (OCS) is an international standard that sets requirements for third-party certification of organic input and chain of custody.

GOTS requires 70-100% organic fibers in the product, OCS blended requires only 5% organic content. This means OCS is a good alternative certification when controlling the organic content that is blended with other fibers. Organic cotton is not the only organic material covered in the standard – organic linen, organic hemp, organic wool etc. are covered as well.



## GRS GLOBAL RECYCLED STANDARD

This standard is an international, full product standard that sets requirements for third-party certification of recycled input, chain of custody, social and environmental practices, and chemical restrictions. Polyester and polyamide are the most common recycled fibers but cotton, wool and others are also applicable.

Usually a garment company is only in contact with the tier 1 suppliers, assembling the garments. This practice however, means that you don't have insight into the working conditions or practices in the factories where the textiles and fibers are produced. For us at Mini Rodini it's essential to have a proper insight into how our clothes have been produced, from fiber to ready garment. Only then can we take responsibility that our standards regarding human rights and environmental impact are secured each step of the way.



## TENCEL™ Lyocell

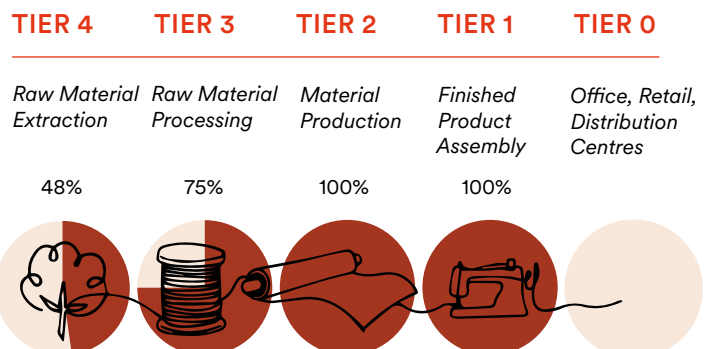
A good semi-synthetic alternative to viscose and conventional cotton is TENCEL™ Lyocell. It is a regenerated fiber spun by reconstituting cellulose, often taken from the beech or eucalyptus tree. These fibers are extracted from sustainably grown wood using a unique closed loop system which recovers and reuses 99% of water and solvents, minimizing the environmental impact of production. The fiber is 100% biodegradable. TENCEL™ Lyocell is a branded fiber from LENZING.

Mini Rodini's goal is to trace 100% of our products, from raw material to finished garment. To achieve this goal we partnered with tech-company TrusTrace, already in 2017, to start mapping out our lower tier supply chain.

In 2022 we traced all our products using TrusTrace's platform where 48% of the fabrics were traced down to raw material source, i.e. Tier 4. In addition to this - in order to assess our products based on their environmental impact - we can now collect data and calculate the full environmental footprint of each of the fully traced products.

### 6.4 TRACEABILITY

In the garment supply chain Mini Rodini works with several manufacturing suppliers that assemble the garments from fabric. These suppliers buy fabric and trims from their suppliers, who in turn buy yarn from spinning mills, and so on, down to the very source of the raw fiber production in the fields and farms. These different levels of suppliers and sub-suppliers, are referred to as tiers.





## 6.5 CHILDREN'S SAFETY AND CHEMICAL TESTING

It is essential that all our products are safe and free from toxins. Each garment is evaluated in a risk assessment where we identify children's safety- quality- and chemical risks. The risk assessment helps us identify which garments require more extensive testing. Our children's safety standards, chemical restrictions and general quality measures, are based on available standards in all our selling markets.

### CHEMICAL MANAGEMENT

Chemicals are a necessary part of each step of the textile production chain, from making the yarn to the ready garment. It is however essential that the chemicals used in these processes aren't harmful to the environment, the workers using the chemicals or to the consumer. This is why we at Mini Rodini have very strict chemical policies, controlling both how chemicals are used as well as which chemicals we allow in our products.

We have created an extensive Restricted Substances List (RSL), a list which is updated regularly and signed by all of our suppliers. This list covers all chemicals on the EU's REACH list and even goes beyond their requirements to cover all our global selling markets. We require regular factory audit inspections, where we check that each facility is maintaining a good chemical management procedure to ensure workers are always safe from any risks caused by poor chemical handling. As an extra safety measure, we conduct random chemical tests for each season,



to ensure our RSL is upheld. We are members of The Chemical Group/RISE, which is a platform for textile brands to get regular legislation updates and tools to improve chemical management even further.

### FLUOROCARBONS AND BIONIC-FINISH ECO®

Fluorocarbons are non-degradable chemicals that cause harm to people and the environment. Since 2014, we are only using the eco-friendlier impregnation option BIONIC-FINISH ECO® on all our water-repellent outerwear. BIONIC-FINISH ECO® is free from fluorocarbons, formaldehyde and paraffin.



## 6.6 FAIR WEAR MEMBERSHIP

Mini Rodini has been a member of Fair Wear Foundation since 2016. Being a member of Fair Wear Foundation (FWF) means that we take responsibility in supporting the suppliers that we work with to maintain a good labour standard. All our suppliers are required to sign our Code of Conduct, which is aligned with FWF's Code of Labour Practice and fill in FWF's Questionnaire, and in addition to this regularly have social audits conducted by trusted third party agents. If we find that a supplier has trouble living up to our standards, we create joint plans together (corrective action plan, CAP) with the suppliers, in order to support them and to improve. This way we can develop and support our suppliers which will lead to stronger and more transparent partnerships, and eventually a more sustainable industry. As FWF members we are accountable to share the improvement plans and progress, through the annual brand performance check (BPC).

Our partnership with FWF has also supported us in one of our living wage projects in Türkiye that we share together with three other FWF member brands. Read more about our living wage projects under section 7 - Mini Rodini Living Wage project.

During 2022 our first Responsible Business Conduct (RBC) Policy was defined, accepted and signed by our Management Team. In our RBC policy we commit to operating in a responsible way, by identifying and mitigating risks connected to environmental and social issues, we commit to operating in a responsible way. The scope of the policy covers our

full business operations; from the countries where we operate, to the suppliers we work with, and the clothes we produce. Our way of working with risks through our RBC policy includes the following steps:

1. *Identifying social and environmental risks in our business model*
2. *Mitigate and prevent the identified risks, including long and short-term plans*
3. *Actively choose the countries where we operate in - down to supplier level - in order to avoid high risk exploitation of people*
4. *Review and track the progress of our mitigating plans*
5. *Accountability through public reporting of our progress and status*

Working with identifying and mitigating risks is incorporated into our way of working and is one of the reasons that we so carefully select the countries and suppliers where we produce. We only want to operate in countries where we believe that we can secure our environmental and social sustainability standard.

In the end of 2022 we underwent our sixth BPC by FWF, where we were evaluated on how well Mini Rodini has met FWF's requirements and implemented the Code of Labour Practices. This involved several interviews and document controls. The result of the 2022 BPC gave us a score of 86% and put us in the category of "Good". You can read more about FWF and our BPC [here](#)

## PERFORMANCE CHECK OF 2022

- \* Mini Rodini needs to ensure that new production locations and subcontractors sign and return the questionnaire before the first orders are placed. Besides, all signed questionnaires from subcontractors are missing.

*STATUS: Review of all documentation in the system, we have collected updated signed questionnaires from all facilities.*

*STATUS: All support facilities are added to the system.*

- \* Mini Rodini must ensure that the Workers are aware of their rights – meaning: Worker Information Sheet, including contact information of the local complaints handler of Fair Wear, is posted in factories in a location that is accessible to all workers. Mini Rodini should check by means of a visit whether the Worker Information Sheet is posted in the factories.

*STATUS; We did not have the possibility to travel and check the posters in person. However we have received recent pictures from all locations.*

- \* Mini Rodini needs to ensure its new Turkish supplier has a policy in place regarding the employment of Syrian workers. The member is required to enroll its Turkish supplier that employs a Syrian worker in specific training to prevent discrimination.

*STATUS: MR conducted a mapping of all factories that employ Syrian workers. All suppliers have signed our policy and no non-compliance was found.*

## PERFORMANCE CHECK OF 2022

- \* If a supplier fails to pay minimum wages, Fair Wear expects Mini Rodini to respond in time, identify root causes with factory management, and resolve the issue. Mini Rodini must collect evidence of remediation. Factory visits with a documents check or additional verification by Fair Wear may be needed to verify remediation.

*STATUS: The finding is connected to incomplete time records, which makes it difficult to determine the actual wages. This is ongoing and included in the new work process.*

- \* Fair Wear requires Mini Rodini to discuss the outcome of advanced training with its supplier and agree on the next steps, such as regular dialogue or committee meetings.

*STATUS: One training was done in 2022 and that was FairPrice App. The training is followed up carefully.*

## 6.7 RESPONSIBLE SUPPLIER RELATIONSHIP

### LONG-TERM SUPPLIER RELATIONSHIPS AND WHY IT'S IMPORTANT TO US:

Mini Rodini only wants to work with suppliers who share our vision of creating high quality garments under fair working conditions, with as little impact on the environment as possible.

We aim to have long-term relationships with our suppliers, providing stable orders where we include the supplier in both planning and forecasting. In 2022 we kept all deadlines in terms of order placement and commenting on samples. This allows for suppliers to plan better which in turn makes it possible for them to ensure good working conditions for their employees and reduce risk of overtime.

In 2022, 60% of our order value went to factories that we have worked with for more than 5 years and 24% for 10 years. Having long-term relationships with our suppliers also allows them to invest in both social and environmental initiatives and programs, without the fear that these additional costs would impact their business.



## ENSURING GOOD SUPPLIER STANDARD:

All our suppliers are required to sign our Code of Conduct, which is aligned with FWF's Code of Labour practice, fill in FWF's Questionnaire, and in addition to this regularly have social audits conducted by trusted third party agents. If a supplier has any issues to live up to our standard as well as fill in FWF's Questionnaire, or we find any issues coming from the audits, we set up an action plan (Corrective Action Plan - CAP) together with our suppliers, with support from our FWF membership, so that our suppliers get the support they need to improve.

In addition to this our GOTS partnership makes sure that suppliers lower down in our supply chain are certified and comply with GOTS' standard which covers both social and environmental requirements.

If we need to end a business relationship with a supplier, we first evaluate how the exit affects the supplier and the factory workers. Through our Supplier Exit Policy we then take appropriate action. In order to make sure that our exit will have as little impact as possible for suppliers and its workers, we communicate our decision clearly and timely, so the suppliers understand our decision and have time to re-plan their production schedule.



## TRAINING OF STAFF:

It's essential that all our staff have full awareness about our work in sustainability and how their role plays a part in upholding our sustainability standards. When someone starts working at Mini Rodini they are introduced to our CSR work including our Code of Conduct. We update our staff regularly about the progress we make within sustainability including our partnerships such as FWF and GOTS.





## 6.8 CLIMATE IMPACT

The textile industry is one of the most polluting industries in the world and stands for 10% of all CO2 emissions according to a recent report from the European parliament.\*

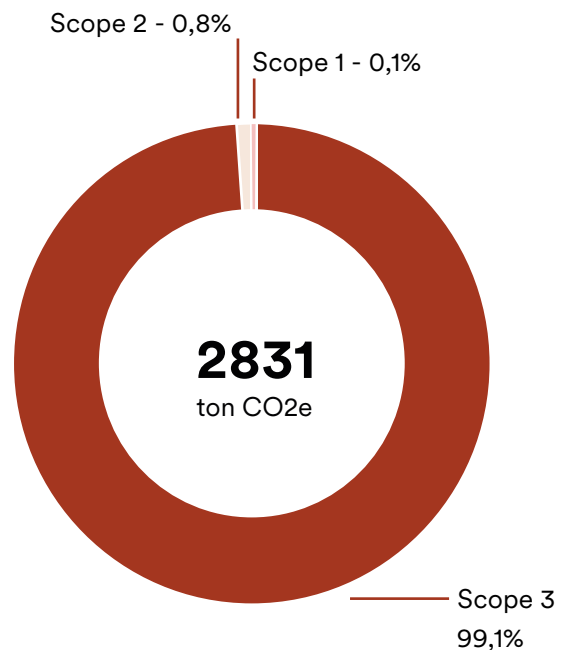
As a clothing company we are responsible to make sure that the climate impact we have is kept as low as possible.

In 2022, for the second year, we mapped out our climate impact in terms of CO2 emissions using the Greenhouse Gas (GHG) Protocol method, which is a global standard for how countries and companies measure emissions. This mapping enables us to identify the areas in our value chain where we have the most emissions and where we need to prioritize. According to this method, our emissions have been divided into three scopes; scope 1 direct emissions, scope 2 the indirect emissions from producing purchased energy and scope 3 all other indirect emissions.

Scope 1 and 2, covers the emissions coming from our office, stores and warehouses and stands for only 0,9%. In scope 3 we have chosen to include the categories where our type of business typically has the highest impact which is purchased goods and services and transport and distribution, this stands for 99,1% of our total emissions.

\* <https://www.europarl.europa.eu/news/en/headlines/society/20201208STO93327/the-impact-of-textile-production-and-waste-on-the-environment-infographics>

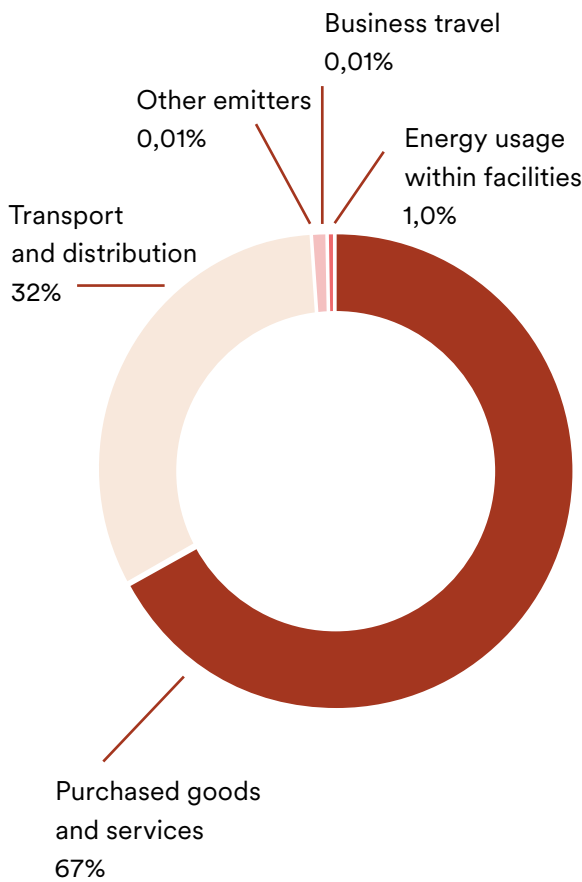
## EMISSIONS PER SCOPE



Footnote:  
Scope 1 and 2 are based on actual data from our office, stores and warehouse. Scope 3 calculations are a mix of actual information and assumptions; actual data on transportation, material usage per supplier, energy usage, energy source at our tier 1 suppliers, assumptions are made on energy data for tier 2-4. Material Impact Factors are from Kerings database. Compared to last year we have decreased our emissions significantly. This impact is primarily due the fact that we this year have made the effort to collect data from our production supply chain and therefore have a higher accuracy in our data. The data published in last year's report is not comparable to the data in scope 3, this year.

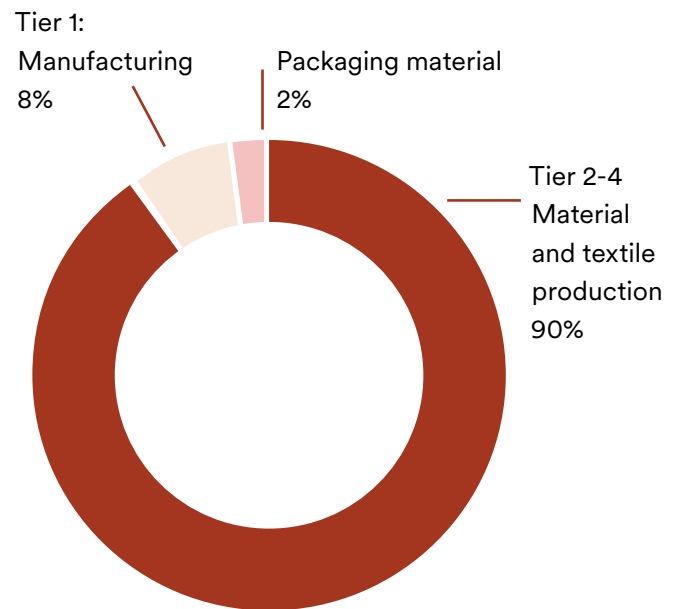
### SHARE OF EMISSIONS PER CATEGORY

Looking closer to the categories, purchased goods and services stands for 67% of our total emissions and transport and distribution 32%. In order to decrease our GHG emissions we need to focus our effort on these two categories.



### EMISSIONS PER CATEGORY FOR PURCHASED GOOD SERVICES

Purchased goods and services refers to the production of our garments and in this category we can see that the material and textile production stands for the vast majority, 90% of our emissions, according to calculations in this years report\*. Going forward we will identify how we can work to reduce this category even more, by reviewing our material use, production process and suppliers, even closer.



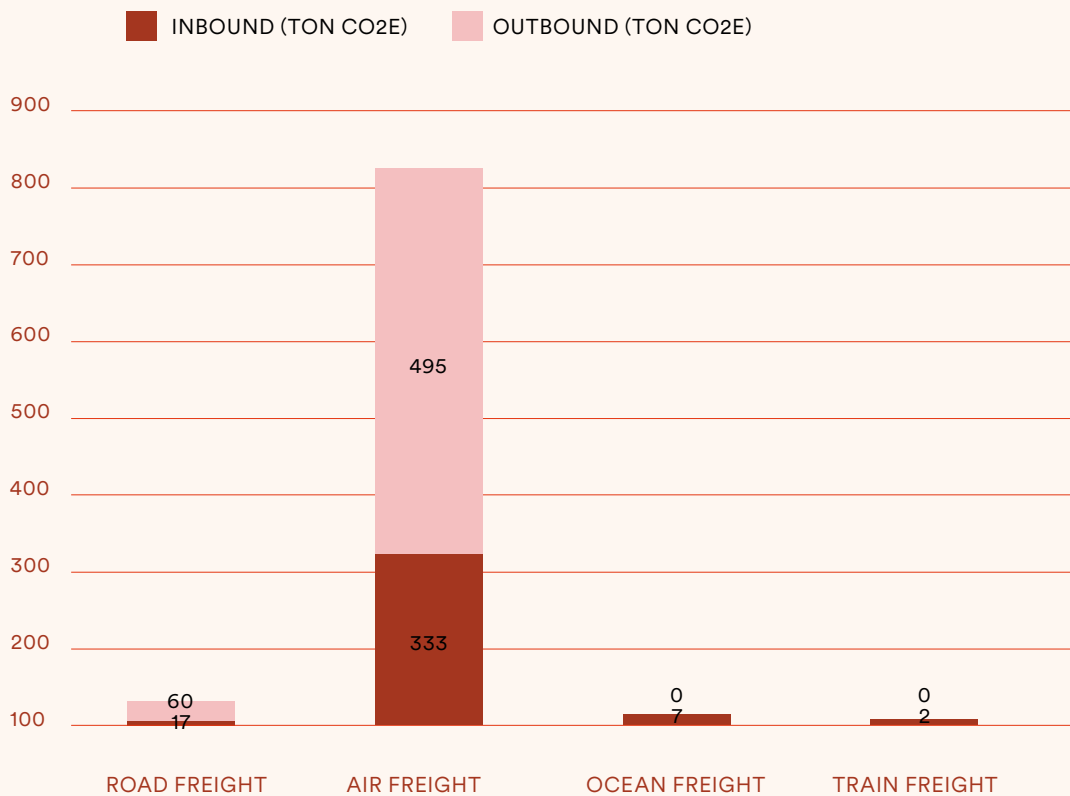
\*Scope 3 calculations are a mix of actual information and assumptions; actual data on transportation, material usage per supplier, energy usage, energy source at our tier 1 suppliers, assumptions are made on energy data for tier 2-4. Material Impact Factors are from Kerings database.

## TRANSPORTATION AND DISTRIBUTION

Air freight is the biggest share of transportation emissions with 91% (29% of our total emissions). As we are a global company we need to be responsible when it comes to selecting the means of transport for our goods. Our policy is, and always has been, not to use air freight for transport of incoming goods, however outgoing sales and returns are sent by air.

We are reviewing the transportation means we have in our business, to see how we can improve in this area and have less of our goods transported by air.

### EMISSIONS PER MODE OF TRANSPORTATION AND DIRECTION





## 07. Our projects/initiatives involving circular consumption, animal welfare & social justice

### UPCYCLING - A CIRCULAR BUSINESS MODEL

“Unnecessary waste is one of the most provoking things for me, it’s just stupid in all ways. So many companies are burning or throwing away fabrics and clothes, Mini Rodini have never done that and will never do it. If you make high quality garments and fabrics they will always have a home.”

/Cassandra Rhodin, Founder & Creative Director

In order to reduce waste our aim at Mini Rodini is to utilize all fabric that is produced for our garments. One way of doing so is our Mini Rodini Upcycling collections that we have been producing since 2013. Instead of throwing away or burning leftover fabrics (which unfortunately often occurs in the textile industry) we create Mini Rodini Upcycling collections using leftover fabric pieces to make new garments. Since 2013 we have saved more than 15 tonnes of waste fabric in total. In 2022 we launched two Mini Rodini Upcycling collections, one in spring and one in autumn and transformed 1,3 tonnes of fabric left overs into new garments.

### MINI RODINI TREASURES - TOWARDS A CIRCULAR BUSINESS MODEL

Treasures was created by Cassandra Rhodin, Founder & Creative Director, in 2018 as a way to give longer life to our products. So much love and care are put into every single Mini Rodini garment and over the years Cassandra has put aside some of her favourites and marked them as Treasures.

Our clothes and prints are made to last and work season after season. With Mini Rodini Treasures, we reintroduce a few pieces and prints from previous collections for customers to rediscover them. This is also a way to make sure that clothes that were not sold initially, won’t end up in landfill or being burnt. Through the Treasure concept we also sell samples and repaired items.

**The purpose of the concept is both to increase the life of our products and is also a step towards our goal to minimize waste and become more circular.**

The fact that our older prints and products are still as desirable today as they were when first released is testament that our design carries a timeless quality.

Customers can buy Treasures at online Pop-Ups on [minirodini.com](https://minirodini.com), and in our stores in Stockholm and London where a devoted area is filled with samples, items from older collections and repairs. In 2022, 25% of our Stockholm retail sales were Treasure products, including 719 repaired garments. In 2022 we had two Mini Rodini Treasures online launches, one in spring and one in autumn, where we re-released a selection of older products and prints.

## ANIMAL WELFARE - MINI RODINI CHARITY COLLECTIONS

Since 2018 Mini Rodini has made an annual donation to a NGO that is working with endangered or vulnerable animals. Our founder & creative director Cassandra Rhodin picks an NGO & cause and designs a charity collection where 20 % of the selling price is donated. Apart from donating the money, we also use our platforms to help inform and educate about the animal cause and the organization. So far we have done Charity collections for Sea Shepherd, Wildhood Foundation and Galgos del Sol and raised 100 683 Euros (December 2022).

In 2022 we once again partnered up with Wildhood foundation (first time was 2019) and the Akashinga project and launched a new Mini Rodini 4 Elephant capsule collection to support the wildlife and elephants in Lower Zambezi Valley Zimbabwe, one of Africa's most critical ecosystems. As before, we donated 20% from the price of each garment from the collection to Wildhood Foundation to support the Akashinga project, the first fully armed female anti- poaching unit. The 2022 collection has raised 14 038 EUR.

Read more about Wildhood Foundation and The Akashinga project: <https://www.wildhood.org/en/rangers/>

## MINI RODINI LIVING WAGE PROJECT

Having a living wage is a human right and should be granted to all workers. However many workers, especially in the textile industry, are paid wages that don't cover their and their families needs. When workers are not paid a living wage, they will need to work excessive overtime or agree to extreme production quotas, to extend their income, which is harmful to both their physical and mental health, or they won't be able to cover their needs. Ensuring that all workers have a living wage is one of the most essential issues for the textile industry, and something that all textile brands must work towards.

**"The clothing industry can be a dirty business and the price for cheap conventional clothing production is paid by someone else.**

**Our Mini Rodini Living Wage Program is paying workers that work in factories producing our clothes an extra bonus. We are just doing what all companies should do. People have the right to be able to live on their salary."**

**/Cassandra Rhodin, Founder & Creative Director**

A living wage should cover a person's and their family's needs such as food, housing, clothes, healthcare, education, and the ability to put away some savings. A minimum wage is set by the government and determines the minimum wage that an employer must pay their workers. Unfortunately, the minimum wage of a country often doesn't meet the living wage standard, and doesn't cover a person's basic needs. We believe that all workers should have the right to a living wage and that we have a responsibility to promote higher wages in our supply chain, which is why we started working with living wages already in 2014.

There are many challenges to working with living wages. First of all it's difficult to set one living wage number as this varies for each individual worker depending on where they live, the size of their family and what costs they have to cover in their everyday life. The other challenge is that most brands produce in the same factories as other brands and the wage of the workers is therefore determined by the price that all brands that produce in that factory pay. In our living wage projects we have wanted to take a very direct approach to this issue and work directly with our suppliers to pay our share of living wages. We work with trade unions and worker representatives, to make sure that this wage increase reaches all workers.

**In 2022, 53% of Mini Rodini's production in Türkiye (36% of all produced styles) were made in factories where we are running living wage projects and where workers are paid an additional wage contribution.**



We currently have two living wage projects. One project is in a jersey factory in Türkiye that we have a long term relationship with. In 2018 we introduced a living wage project where we agreed with the supplier and worker representatives, on an additional bonus that would contribute to living wages for the workers.

The other project is in a woven garment factory in Türkiye which we drive together with three other Fair Wear brands. Each brand contributes a specific amount which bridges the gap to a living wage, that is calculated through the Fair Wear Foundation Fair Price app. The amount each brand contributes is based on how much they produce in the factory.





## 08. Partnerships

We wouldn't be able to uphold our high environmental and social standards if it wasn't for our partnerships. They provide us with tools, expert insight and support. Our partnerships also help us build strong networks and collaborations that can help us create a better textile industry.

### FAIR WEAR FOUNDATION

*Mini Rodini, member since 2016.*

Fair Wear Foundation (FWF) is an independent multi-stakeholder organization that works with garment brands, garment workers and industry influencers to improve labour conditions in garment factories. Each member brand makes a commitment to uphold a certain standard and to work on improving working conditions and wages as they join.

### RISE - KEMIKALIEGRUPPEN

*Mini Rodini, member of RISE since 2013.*

RISE or Kemikaliegruppen is a platform for chemical knowledge and insight in the textile industry. As members we get updates on chemical legislation and regulations, insight on how to best communicate about chemical requirements to our suppliers and support on how to best communicate with customers about chemicals.

### TEXTILE EXCHANGE

*Mini Rodini, members of Textile Exchange since 2021.*

Textile Exchange is a global non-profit organization that is working towards a more sustainable textile industry. Textile exchange provides input, support and inspiration to brands, retailers, manufacturers, farmers, and others committed to climate action toward more purposeful production, all across the supply chain.

### TEKO

*Mini Rodini, members of TEKO since 2017.*

EKO (Sveriges Textil och Mode Företag) is a brand organization for textile and fashion brands who provide it's members with industry insight, support and updates about coming legislations and innovations for the textile industry.

## 09. Mini Rodini own operations

### NO MEAT AT MINI RODINI

We have a no meat, fish or seafood policy at Mini Rodini meaning that all food bought for company events or representation has to be vegetarian and preferably vegan. For all household goods bought to the office including snacks, beverages, and office supplies, we select goods that are organic, recycled, or in other ways more sustainable options.

### SUSTAINABLE STORE CONCEPT

Our stores' interiors are made to be as sustainable as they can be. Using LED lights and locally produced, certified sustainable materials wherever possible. Choosing materials such as metal and stone for their durability and longevity when appropriate.

### NO VIRGIN PLASTIC

Since 2021 we don't use plastic in our ecom DTC shipping packaging. This minimizes our use of virgin petroleum as a raw material.

### MARKETING MATERIALS

We only use certified sustainably better materials when producing marketing materials. For example, we only use certified paper when producing bags for our stores, greeting cards, etc.



## 09. Mini Rodini own operations



### COMMUNICATING OUR WORK WITH SUSTAINABILITY

Working to make children's wear that has the lowest possible impact on people and our planet, and as sustainable as possible, also includes informing, educating and including our customers on this journey. We inform customers about our work with sustainability through our website, newsletter and social media channels. We try to educate and show facts in an easy and accessible way in order to get people to understand and to relate to the messages, such as Upcycling, Charity collections, the upside of buying less but in quality that last over time and for many kids. In the product pages and the Sustainability section at the website we also inform about our materials and certifications and how to care for our products in order for them to live longer.

We also publish our annual sustainability report, and information about our FW membership, and show results from the annual FW Brand Performance Check.

### RENEWABLE ELECTRICITY

We use clean electricity from renewable sources like solar-, wind- and water- power in our own facilities wherever available.

**MINI RODINI**

[WWW.MINIRODINI.COM](http://WWW.MINIRODINI.COM)