

MINI RODINI

SOCIAL REPORT

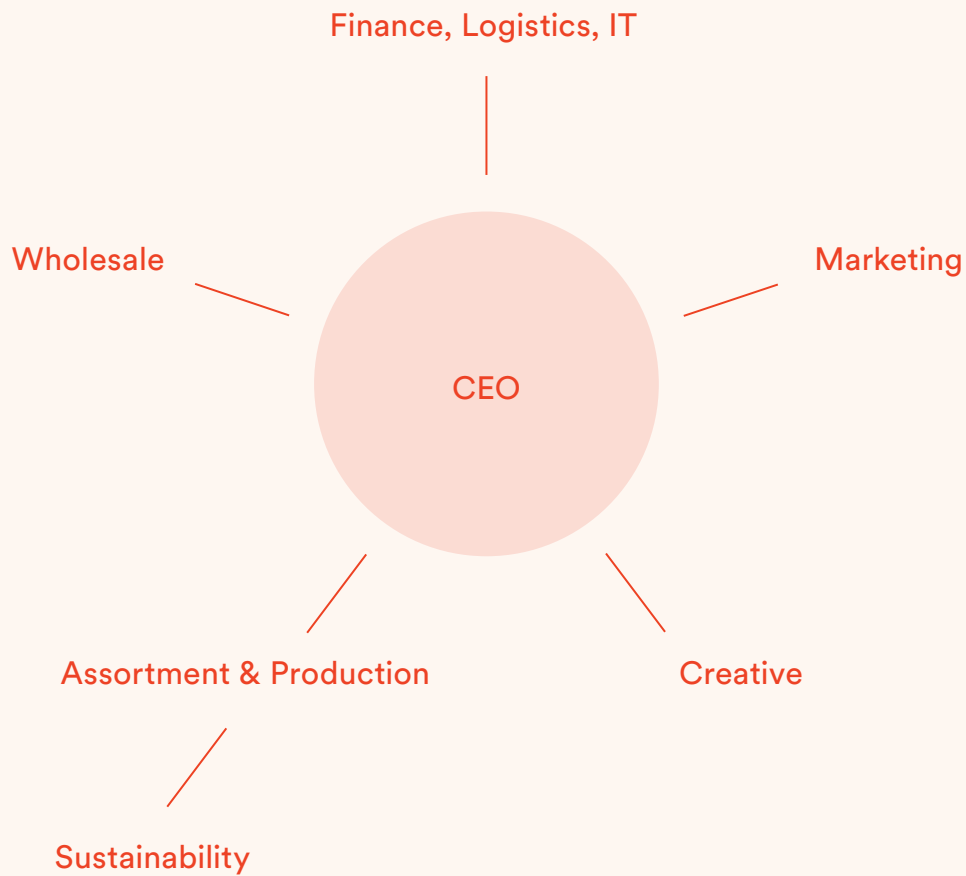
*Reporting period (Financial year: January 2024–December 2024)
Fair Wear Foundation member since 2016*

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Organisational chart

Mini Rodini has a flat organisation where each department head reports to the CEO. The Sustainability Manager is placed under the Head of Assortment and Production.



Intro – Year of 2024

Since Mini Rodini was founded, sustainability has been at the core of our company and this affects everything we do, from using organic and recycled materials to responsible sourcing and supplier relationships.

In 2024 we had an ambitious agenda of accelerating sustainability efforts. We conducted several workshops and information sessions internally to increase awareness in all departments and to enable us to include sustainability in everyone's daily work. We also updated our purchasing practices, to provide clearer direction and alignment across teams.

Our sustainability agenda remains firm. While priorities have been adjusted, it has been clearly decided that social compliance will continue to be a core focus area, and our fiber and material sourcing policy will remain unchanged

Achievements & Goals 2024

Brand Performance Check

In the 2024 Brand Performance Check (reflecting the 2023 financial year), Mini Rodini received a benchmarking score of 64 points, placing us high in the GOOD category. As a Fair Wear Foundation member, we are already held to high standards, and we are proud to have established a strong, risk-based system for ongoing follow-up on social labour rights across our supply chain.

Risk-Based Follow-Up

Using Fair Wear Foundation's tools we conducted extensive follow-ups based on our risk assessments. This allowed us to map where effective policies are in place, ensure grievance mechanisms and worker representation exist, and evaluate compliance through assessment reviews. We identified gaps and created tailored improvement plans with each supplier, laying the foundation for continued monitoring and remediation.

Assessments

In 2024, we initiated two third-party assessments and collected 11 additional external assessments, resulting in a total of 13 assessed facilities. All corrective action plans (CAPs) have been followed up during the year.

Living Wage Projects

Our two living wage initiatives in Türkiye continued in 2024. One of these, started in 2017, is led solely by Mini Rodini. The second involves collaboration with four additional brands. We are proud that 60% of our Türkiye production (FOB) in 2024 came from factories where these living wage projects are active.

Supplier schedule

We upheld the mutually agreed timelines for order placements and sales samples in collaboration with our suppliers, helping to reduce production pressure and mitigate the risk of excessive overtime.

Environmental Progress

We remain proud that 100% of the fibers used in our garments meet our preferred standards, in line with our Fiber Sourcing Policy. Additionally, 81% of our styles were certified at product level to GOTS or GRS in 2024. We also began shaping a broader environmental strategy, building on our robust fiber sourcing and transportation policies as well as internal practices. The development of this strategy will continue in the coming years.

Sourcing Strategy

HUMAN RIGHTS DUE DILIGENCE

Based on the OECD Due Diligence framework and with the support of our membership in the Fair Wear Foundation, we have adapted a risk based due diligence process to handle potential issues in our supply chain connected to human rights and environmental impact.

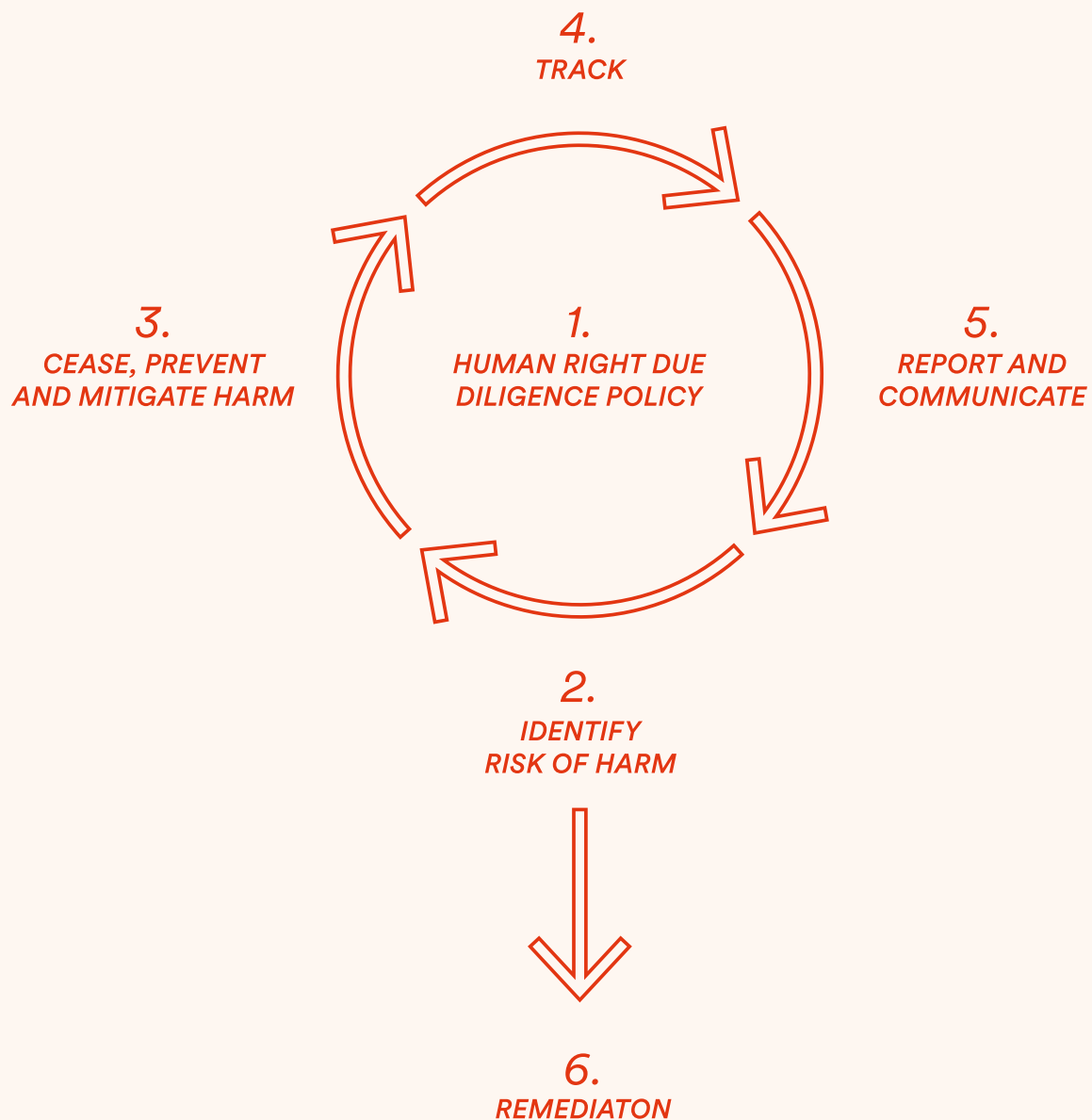


Figure 2. The human rights due diligence process adapted from Fair Wear Foundation, 2024

1. HUMAN RIGHT DUE DILIGENCE POLICY

Mini Rodini's Human rights and environmental due diligence policy (HREDD) sets a framework for how we conduct our business and is a complement to the policies that we have within our company. The policy applies to everyone within our organization and all our business partners. It is available on our website and will be reviewed and updated regularly to adapt for new risks that might appear.

2. IDENTIFY RISK OF HARM

We identify risks to breaches of human rights on several different levels; in the country, in the industry and in the production process within the factories where our products are made. All these risks are weighed in our risk assessment exercise, where we assess the likelihood and severity of the different risks on a country and supplier level. Severity is based on the scale (gravity of the impact), scope (number of individuals it concerns) and whether the harm is irremediable. The risks are then prioritized based on their accumulated risk level and informs our sourcing decisions and the plans we make together with our suppliers.

The risk assessment of a new supplier starts with an onboarding process which takes place before we make any business decisions, and only if the conclusion of this process is that the suppliers can live up to our human right and labour right's standard, do we proceed with the next steps of business.

3. CEASE, PREVENT AND MITIGATE HARM

If harm or risk of harm to workers is detected we investigate the issue to determine the best way to cease, prevent or mitigate the harm it might cause workers. This includes training or programs together with the supplier such as our living wage programs in Türkiye. If there is an incident we analyse the root cause of the issue, to prevent and solve any underlying systemic problems, to mitigate the risk of future incidents.

Based on the outcome of the risk assessment and the findings of the latest assessment we might identify areas where the supplier must improve, to mitigate risks, which are set up through corrective action plans (CAP). The CAP includes jointly decided steps and timelines that we continuously track to ensure steady progress. Mini Rodini strives to always support our suppliers through worker voice helplines, living wage projects and other initiatives which are accounted for in this report.

4. TRACK

We re-evaluate the risks in our supply chain annually based on reports, risks identified in the Fair Wear Foundation system and information from the supplier. For each new risk assessment, we follow-up with the supplier and create new CAPs. All suppliers must undergo assessment at least every three years, conducted by trusted third parties and we expect our suppliers to be transparent with us and any inspecting company, in accordance with our transparency policy. Through Fair Wear Foundation's annual brand performance check we can validate our process and track our progress as a brand.

5. REPORT AND COMMUNICATE

To keep customers and stakeholders informed about the outcome of our risk assessments and our status towards our ambitions we annually publish our sustainability report as well as our social report on our Mini Rodini website.

Through our annual Brand Performance Check conducted by Fair Wear Foundation, improvements to how we implement our human rights due diligence process, are identified and actions and goals for the coming year are set up. The outcome of our BPC is communicated through our sustainability report and is available on our website.

6. REMEDIATION

When we receive complaints from the Fair Wear Foundation helpline, through assessments or through other channels, we investigate and develop a plan for resolving issues with the supplier. The solution must comply with the national laws of the supplier's country and international standards. Our goal is to address the affected individual's situation promptly, before any harm occurs, and respond appropriately based on the severity and scope of the problem. We also assess the satisfaction of the complainant after the solution has been implemented. Local Fair Wear Foundation staff or external stakeholders may provide support during the remediation process.

Sourcing Strategy & Pricing

Before Mini Rodini enters a new production country, we carry out a thorough risk assessment focused on human rights and environmental factors. This assessment is grounded in industry insights, Fair Wear Foundation's country risk scoping tool, and input from our broader network of industry partners. If the assessed risks are considered too high and our ability to influence them too limited, we choose not to pursue production in that country.

When exploring a new supplier partnership, the process begins with a meeting between our sustainability team and the supplier. This dialogue includes an introduction to our labour and human rights expectations, our sustainability standards, and a detailed review of our Code of Conduct. It is important that our suppliers share our values and commit to working collaboratively towards our sustainability and human rights goals. All business partners must sign our Code of Conduct, which is fully aligned with the Fair Wear Foundation's Code of Labour Practices.

Following this, a formal risk assessment is conducted for each new production site. All new suppliers must complete the Fair Wear Foundation's questionnaire before being onboarded into the Fair Wear system.

We aim to build long-term, trust-based partnerships, where suppliers are included early in planning and forecasting. This proactive involvement reduces the

risk of production stress and excessive overtime. Our teams maintain close and continuous contact with suppliers throughout the production cycle, sharing updates and adjustments in real-time.

Mini Rodini's living wage policy is a cornerstone of our sourcing approach and is reflected in the agreements all suppliers must sign. Price negotiations are never based on labour costs; instead, we focus on optimizing material and design choices to manage complexity.

As of 2024, we run two living wage projects in Türkiye: One project, launched in 2017, is driven solely by Mini Rodini. Throughout 2024, we've engaged in continued dialogue with this supplier about adopting the Fair Price app, which aligns with Fair Wear's methodology and would allow for broader brand participation. These discussions will continue into 2025.

The second project is a collaboration with four other brands. All participating brands contribute a living wage premium, calculated based on their order volumes using the Fair Price app.

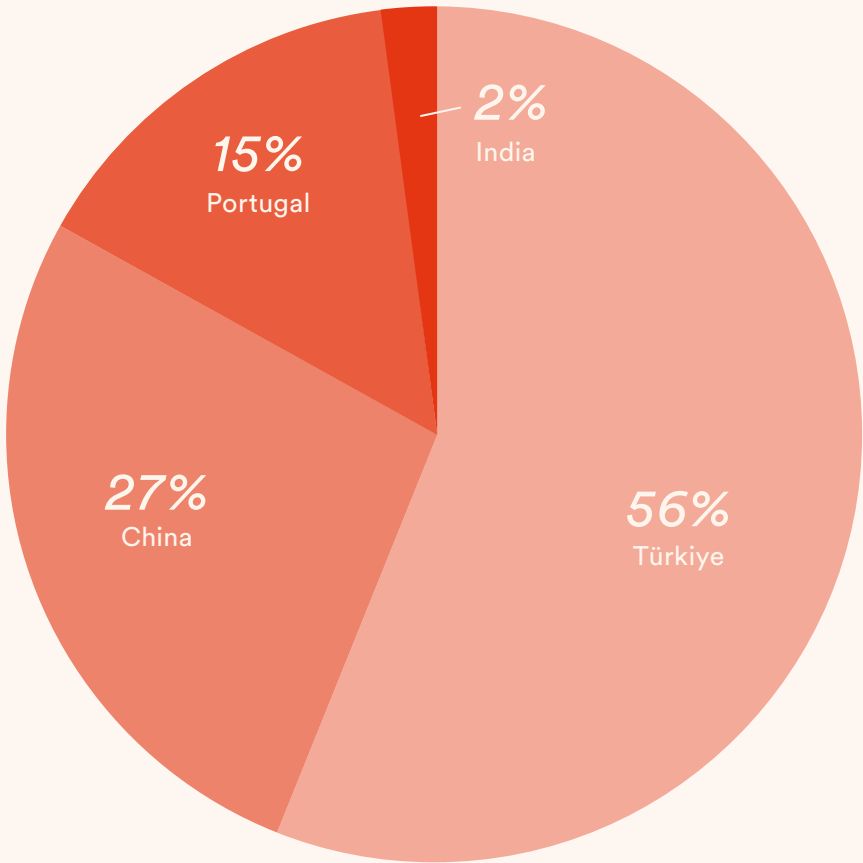
In 2024, 60% of our production in Türkiye (measured by FOB) came from factories involved in our living wage programs, where workers receive additional wage contributions.



Our Production Countries

In 2024 the majority of our production remained in Türkiye, followed by China, Portugal and India. During 2024, 32% of our order value was placed with factories that we have worked with for 5-9 years, and 53% was placed with suppliers we have worked with for 10 years or more. 68% of our order value was produced with suppliers where we have a leverage above 10%.

Production Volume per Country



2024 PRODUCTION COUNTRIES BY FOB

Türkiye	56%	7 facilities
China	27%	8 facilities
Portugal	15%	3 facilities
India	2%	2 facilities

Production Cycle

Mini Rodini's business model spans retail, wholesale, and online sales, and in 2024 we launched nine collections throughout the year. For our wholesale business, we are committed to fixed selling periods and strict release deadlines. While essential for commercial planning, this structure creates a risk of overtime for our suppliers. Therefore, maintaining a close and transparent dialogue throughout the production process is key to ensuring our suppliers have adequate time and capacity to meet deadlines sustainably.

Our production planning begins approximately 18 months before order placement, when we align internally on timelines and the assortment plan. Based on this, we distribute orders across our supplier base according to product type and quality specialization. Each supplier receives estimated order volumes and proposed delivery windows and is invited to share input to ensure the schedule aligns with their production capabilities.

This collaborative approach continues throughout development, where we remain in close contact to discuss design adjustments, quantity changes, and lead times. As always, we are clear that labour cost is not a factor in price negotiations, focusing instead on materials and design simplification.

Once orders are confirmed, we do not make changes, reducing the risk of last-minute stress and production pressure. In 2024, we met all agreed order deadlines for bulk production, including pre-orders with longer lead times, and all samples were commented within the agreed timeframe.

Factory Relations

In 2024, we began collaborating with four new suppliers—two in India and two in China. Each onboarding followed our established sourcing policy, starting with a country risk assessment and supplier-specific evaluation to ensure alignment with our social and environmental standards.

Suppliers were selected based on their ability to meet our sustainability criteria prior to any development work. The Indian factories were visited in person by our Head of Sustainability and Assortment & Production Manager prior to order placement. Labour standards were discussed in both introductory calls and in-person meetings, and each new partner entered our regular monitoring and follow-up system after onboarding.

We also ended partnerships with four suppliers in 2024. Three of these were due to business-related decisions, while the fourth was a subcontractor integrated into one of our existing supplier networks. In every case, we followed our exit policy, providing timely notice to allow the supplier to manage capacity and adjust planning accordingly.

Integration of Monitoring Activities and Sourcing Decisions

Our sourcing decisions are based on a risk assessment process carried out by our sustainability team. This Human Rights and Environmental Due Diligence (HREDD) framework helps us evaluate both country- and supplier-level risks. If risks are deemed too severe or beyond our capacity to mitigate, we choose not to initiate production in those locations.

We aim to maintain a small, stable supplier base, and focus on long-term partnerships with highly skilled manufacturers. Due to the technical nature of our collections, many of our suppliers specialize in specific materials or product types. As a result, we have limited supplier overlap and low turnover, which reduces the need for a volume-based reward system based on sustainability performance.

However, we conduct biannual supplier evaluations covering performance in Labour Rights, Design, Sampling, Production, and Logistics. These assessments are shared with suppliers to promote continuous improvement. If a supplier struggles to meet expectations in quality, quantities, or timelines, we may temporarily reduce their order share until improvements are demonstrated. Performance is also compared to their capacity and actual working hours to ensure a realistic workload.

Material Specific Risks

Our commitment to responsible sourcing is embedded in our sustainability strategy, ensuring that all materials are chosen with consideration for both environmental and human impact.

We follow a strict fiber sourcing policy that guides our design and product development teams in choosing materials with both environmental and human impact in mind.

Organic Cotton

Conventional cotton farming is associated with human rights risks such as child labour, forced labour, and unsafe working conditions. We mitigate this by prioritizing certified organic cotton, ensuring traceability and fair practices.

Recycled Polyester and Recycled Polyamide

These materials help reduce dependency on virgin fossil-based fibers and support circularity. However, they carry risks related to chemical processing and microplastic pollution. To address this, we source certified materials from suppliers adhering to strict chemical safety and environmental practises.

Man-Made Cellulosic Fibers (MMCF)

MMCFs can pose environmental risks such as deforestation and exposure to hazardous substances like carbon disulfide. We address this by sourcing from reliable producers using responsibly managed forests and ensuring compliance with high environmental and social standards.

Coherent System for Monitoring and Remediation

In 2024, our main focus was to follow up on the risks identified through our Human Rights Due Diligence process, using the Fair Wear member hub as our central tool for tracking and engagement. We worked closely with our suppliers to address risks and support the implementation of sustainable improvements.

A key part of this work was ensuring that suppliers have robust policies in place to uphold labour rights. We conducted in-depth reviews of each core labour standard, collecting documentation covering areas such as: freedom of association, child labour, human rights, wages, grievance mechanisms, and non-discrimination.

We also monitored progress on existing Corrective Action Plans (CAPs) from earlier assessments to ensure that remediation steps were not only initiated but meaningfully implemented.

Based on these reviews and ongoing dialogue, we identified prioritized risks per supplier, considering both the severity of the issue and our potential to drive improvement.

As a result, we developed time-bound action plans tailored to each production facility. These plans are grounded in findings from initial risk assessments and continuous follow-up. Some actions also directly link to Mini Rodini's internal sustainability goals, including our commitment to living wages.



China

China continues to be a key production country for Mini Rodini, valued for its technical expertise and availability of recycled synthetic materials. In 2024, 27% of our total FOB was produced in China – consistent with the previous year.

We currently work with five suppliers operating across eight factories and collaborate with three sub-suppliers for printing and embroidery. Our production is based in Zhejiang, Guangdong, Fujian, Jiangsu, and Anhui, covering outerwear, jersey, light woven, and accessories. For four of these factories, we engage an intermediary to bridge language gaps and offer localized support.

All main production units are required to undergo third-party social assessments at least every three years, and in 2024 we collected updated reports for all active facilities. These assessments revealed findings related to working hours, social insurance, and health and safety. While many of these findings have been addressed, some remain ongoing and will require continued attention. We maintain a regular review process to assess new risks and follow up on any unresolved issues.

As part of our country-level risk assessment, we have identified several high-priority risks in China, along with our corresponding approaches:

FREEDOM OF ASSOCIATION

Only government regulated trade unions are legally allowed in China and are not recognized as functional trade unions according to the international ILO standard.

Approach: Mini Rodini have regular discussions

with our suppliers about the importance of worker voice and representation. We focus on having established, and functional worker representation forums at each factory.

REASONABLE HOURS OF WORK

Long working hours remain a systemic challenge in the textile sector, especially during peak production seasons. Simultaneous order deadlines across brands often create pressure that leads to excessive overtime, negatively impacting workers’ health and wellbeing.

Approach: We recognize that brand behaviour can contribute to overtime. To mitigate this, we have clear internal guidelines that emphasize collaborative planning with suppliers and prohibit any changes to orders once they are placed.

LIVING WAGE

In many regions of China, the legal minimum wage does not meet basic living costs, making wage gaps a widespread issue.

Approach: We conduct regular wage assessments based on assessment findings and direct supplier dialogue. We regularly update our wage mapping to evaluate the potential for introducing living wage programs in selected units.

FORCED LABOUR

There have been several reports documenting issues of forced labour in China over the past years, especially related to cotton garment production.

Approach: Mini Rodini have a firm statement against forced labour which is cemented in our HREDD policy and all cotton that we buy is certified through third parties to minimize the risk of involvement of forced labour.

Supplier Id	Supplier Code	Years of Cooperation	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social Assessment	Type of Assessment	No of Workers	Comments
9781	CN001-1	13	5/5	1,2	3	2024-09-30	BSCI	51-500	Visit in MR Office
9784	CN028-1	13	5/5	5,9	2	2024-03-10	BSCI	51-500	Visit in MR Office
35476	CN001-2	2	5/5	0,9	1	2024-08-29	WRAP	51-500	Visit in MR Office
9932	CN022-1	10	5/5	17,1	40	2024-01-19	SA8000	26-50	Visit in MR Office
36606	CN022-3	New	5/5	0,5	1	2024-07-15	BSCI	26-50	Visit in MR Office
35056	CN029	3	5/5	0,6	1	2024-09-04	BSCI	51-500	
12085	CN025-1	7	5/5	0,4	1	2024-04-30	BSCI	51-500	Visit in MR Office
36540	CN035-1	New	5/5	0,1	1	2024-12-26	BSCI	51-500	Visit in MR Office

In China we have three support facilities for screen printing and embroidery.

FACTORY OVERVIEW CHINA

CN001-1

This Factory has been a valued production partner since 2011, specializing in functional outerwear and heavy-duty winter garments. In 2024, the factory relocated to a new facility, resulting in improvements in both production capacity and workflow efficiency.

The supplier is managed via an intermediary with offices in both Sweden and China, facilitating transparent and frequent communication. In 2024, representatives from both offices visited Mini Rodini’s headquarters, further strengthening the partnership.

Progress 2024

Based on our initial Risk Assessment we have followed up on all labour standards through discussions and reviewed existing policies.

One external assessment report was collected in 2024 and follow up is showing improvements in workplace safety, use of personal protective equipment (PPE) such as sewing guards and compliance with fire safety and health regulations.

FREEDOM OF ASSOCIATION

The factory is not unionized; however, employees are free to join a union. Democratically elected worker representatives are in place, and a grievance box and email hotline are available. Interviews confirmed worker awareness of these mechanisms, though no complaints have been filed to date.

REASONABLE HOURS OF WORK

Working hours are tracked using an electronic system with fingerprint and facial recognition. The latest assessment identified overtime, primarily due to short-term orders from other customers and seasonal peaks. Overtime was confirmed to be voluntary. Efforts to mitigate excessive overtime include early alignment of production timelines to balance workloads more effectively.

LIVING WAGE

All wages are above the legal minimum, though they remain below living wage estimates (Amfori/Anker methodology). Mini Rodini’s influence at this factory is currently limited due to paused orders. 12% of the workforce is enrolled in social security schemes, while 100% are covered by accident insurance. Discussions are ongoing to increase social insurance enrollment and raise awareness through training. In 2024, the factory adopted and implemented a wage policy covering paid holidays, sick leave, and other legal entitlements.

FORCED LABOUR

The majority of workers are local residents living near the factory. There is no retention of original documents, and no deposits are required. Workers are free to resign with 30 days’ notice.

Planned Actions for 2025

Due to a strategic business decision, this product range will be paused in 2025, and no new orders will be placed. We will continue to monitor and follow up on open actions.

Labour Standard	Issue	Action	Phase 1 - Timeline	Phase 2 - Timeline
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3	Follow up to verify improvements 2026–Q1
Safe & healthy working conditions	Building Certificates	Ensure the construction safety	Discuss the situation with the factory 2025–Q1	Collect evidence of building safety 2025–Q2

CN001-2

A partner since 2022, this factory manufactures our winter accessories including gloves and caps. The supplier is managed through an intermediary with offices in both Sweden and China, ensuring close and transparent communication. In 2024, staff from both offices visited Mini Rodini’s headquarters.

Progress 2024

Following our initial risk assessment, we carried out a full review of all core labour standards. Discussions were held with the supplier, and relevant policies were collected and reviewed, including policies on non-discrimination, recruitment, parental leave, and salary practices.

- Occupational Health & Safety (OHS) training was conducted.
- Remedial actions included improved evacuation procedures and enhanced electrical safety.
- Discussions were held on overtime management, with confirmation that all overtime is voluntary and compensated in line with requirements.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives. There is a grievance box and confirmed knowledge through interviews but no filed cases.

REASONABLE HOURS OF WORK

Working hours are tracked via an electronic attendance system. During the last assessment, excessive overtime was found, and the root cause discussions reveal that short term orders from other customers and the seasonal peaks are the main components. Overtime was always voluntary. Factory have set up a reduction plan to reduce the overtime hours during the coming 12 months. This will be followed in 2025.

LIVING WAGE

All wages are above legal wages but not above the living wage estimations from Amfori/Anker methodology. 98,8% of the workforce are covered by social insurance, 100% are covered by accident insurance.

FORCED LABOUR

Majority of the workers are locals and live around the factory. The factory never retain the workers original documents or demand deposits. Workers are free to resign with 30 days notice. Overtime is always voluntary.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Critical Path and capacity planning	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Reasonable hours of work	Total working time per week	Follow up on the overtime-reduction plan	Verify the result of the reduction plan from third party assessment. 2025–Q3	

CN028-1

This factory is a long-term supplier producing fleece and sportswear, and is certified to the Global Recycled Standard (GRS). The supplier is managed through an intermediary with offices in Sweden and China, ensuring close and transparent communication. In 2024, staff from both offices visited Mini Rodini’s headquarters.

Progress 2024

Following our initial risk assessment, we conducted a review of all core labour standards through dialogue with the supplier and a review of internal documentation. Updated policies were implemented during the year, including those on anti-discrimination and violence and harassment.

FREEDOM OF ASSOCIATION

The factory is not unionized; however, employees are free to join a union. Democratically elected worker representatives are in place. In 2024, the structure was revised to include quarterly meetings. The grievance mechanism was also improved to better protect worker privacy. Employee surveys were

introduced, and the outcomes will be monitored in future follow-ups.

REASONABLE HOURS OF WORK

Working hours are tracked via an electronic attendance system. The most recent assessment found excessive overtime, mainly caused by short-term orders from other costumers and seasonal peaks. All overtime was verified to be voluntary, and the assessment confirmed that workers receive at least one day off per seven-day period.

LIVING WAGE

Wages are above legal requirements and also exceed the estimated living wage for 2024, according to Amfori/Anker benchmarks. 62% of the workforce is covered by social insurance, and 100% by accident insurance.

FORCED LABOUR

There is no retention of personal documents, and the factory does not demand deposits. Workers are free to resign with 30 days’ notice, and all overtime is voluntary, as confirmed through assessment interviews.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3	Follow up to verify improvements 2026–Q1
Reasonable hours of work	Total working time per week	Root Cause Analysis of overtime	Discuss root causes with factory 2025–Q2	Set up long term actions plan with factory 2025–Q2
Reasonable hours of work	Critical Path and capacity planning	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Safe & healthy working conditions	There is no written safety & health policy and procedure	Formulate a policy and design a procedure on health and safety	Collect the policy 2025–Q3	Verify awareness and compliance 2026–Q1
Safe & healthy working conditions	Safety & health training for workers	Display the key training notes/learning points on information board for workers	Verify through discussions that new routines are implemented and collect evidences 2025–Q2	Verify awareness and compliance 2026–Q1

CN022-1

This supplier manufactures lightweight jackets and puffers and holds certifications for both GOTS and GRS. In 2024, the Factory Manager visited our office in Sweden, further strengthening the relationship and alignment.

Progress 2024

Following our initial risk assessment, we conducted a comprehensive review of all core labour standards through dialogue and policy review. Key labour policies were reviewed and updated, including an improved childcare leave policy, reflecting ongoing efforts to support worker wellbeing and family rights.

FREEDOM OF ASSOCIATION

Democratically elected worker representatives are in place, with re-elections held every third year. A grievance mechanism is established and well-known among employees.

REASONABLE HOURS OF WORK

Working hours are monitored through an electronic attendance system. The most recent assessment

identified excessive overtime, primarily driven by seasonal peaks. Overtime was confirmed to be voluntary. To manage workloads more effectively, the factory has implemented a work schedule to reduce weekly working hours, which will be followed up during 2025.

LIVING WAGE

Wages exceed both legal requirements and the estimated living wage in 2024, according to the SA8000 assessment team. 46% of workers are enrolled in social insurance, and 100% are covered by accident insurance.

FORCED LABOUR

The factory has a formal non-forced labour policy. Workers retain their personal documents, are not required to pay deposits, and may resign freely with 30 days’ notice. In 2024, the factory enhanced its procedures for handling resignations, ensuring a more effective and respectful process.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Reasonable hours of work	Total working time per week	Reduce working time per week	Collect attendance reports and discuss the outcome 2025–Q2	Collect attendance reports and discuss the outcome 2025–Q4
Living wages	Ensure wages include OT premiums	Ensure piece rate is calculated correct to cover legal wages and OT premiums	Collect attendance records and wage data Set up action plan together with the factory 2025–Q3	Follow up on decided actions 2025–Q4
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3	Follow up to verify improvements 2026–Q1

CN022-3

A sub-supplier to our outerwear supplier, producing accessories that match our outerwear range.

Progress 2024

Based on our initial Risk Assessment we have followed up on all labour standards through discussions and reviewed existing policies on hiring, wages, and health and safety standards.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives, with defined responsibilities. There is a grievance box that is opened by supervisors, and each case is handled with worker representatives.

REASONABLE HOURS OF WORK

Working hours are tracked via an electronic attendance system. During the last assessment, excessive overtime was found, and the root cause discussions reveal that seasonal peaks are the main components. Overtime was always voluntary.

LIVING WAGE

All wages are above legal requirements but not above the living wage estimations from Amfori/Anker methodology. 51% of the workforce are covered by social insurance, 100% are covered by accident insurance.

FORCED LABOUR

The factory never retain the workers original documents or demand deposits. Workers are free to resign, with 30 days notice.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3	Follow up to verify improvements 2026–Q1

CN029

Supplier of GRS ertified bags and accessories since 2021.

Progress 2024

Based on our initial Risk Assessment we have followed up on all labour standards through discussions and reviewed existing policies.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives, with regular meeting but they are not involved in defining long term goals to protect workers. Several internal trainings are held to increase the awareness on FoA among workers.

REASONABLE HOURS OF WORK

Working hours are tracked using a face recognition system. The latest assessment identified excessive overtime, with root cause discussions pointing to seasonal peaks and insufficient staffing. Overtime was confirmed to be voluntary, and the assessment

verified that workers receive at least one day off per seven-day period. To address the issue, management has implemented a reduction plan, which will be monitored throughout 2025.

LIVING WAGE

All wages are above legal requirements but not above the living wage estimations from Amfori/Anker methodology. 14% of the workforce are covered by social insurance which is an improvement by 3% since 2023, 100% are covered by accident insurance.

FORCED LABOUR

The factory never retain the workers original documents or demand deposits. Workers are free to resign, with 30 days notice.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Reasonable hours of work	Total working time per week	Set up a working hour reduction plan	Follow up on the plan 2025–Q2	Based on the outcome, set new plan for 2025–Q3-4
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strenghten awareness on Social Security benefits to enrol more workers	Encourage training to strenghten awarenss among workers 2025–Q3	Follow up to verify improvements 2026–Q1

CN025-1

Main supplier of caps and hats since 2017, managed through an intermediary.

Progress 2024

Following our initial risk assessment, we conducted comprehensive follow-up discussions on all core labour standards and reviewed existing HR and wage policies. In 2024, we collected one external assessment report, which led to several targeted improvements:

- Actions to reduce overtime, including recruitment efforts and optimized production planning.
- Enhanced health and safety signage throughout the facility.
- Expanded PPE training and enforcement to ensure consistent safety practices.

FREEDOM OF ASSOCIATION

There is a FoA and collective bargaining Policy. The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives.

REASONABLE HOURS OF WORK

Working hours are tracked using a face recognition system. The most recent assessment identified excessive overtime. While previous efforts to hire additional workers had some positive effect, further improvements are still needed in production planning and workflow optimization. A reduction plan for 2025 has been established by management and will be monitored throughout the year. Overtime was confirmed to be voluntary, and the assessment verified that workers receive at least one day off per seven-day period.

LIVING WAGE

All wages are above legal requirements and also above the living wage estimations from Amfori/Anker methodology. 65% of the workforce are covered by social insurance 2024. There is an implementation plan that 100% should be enrolled by 2028. 100% are covered by accident insurance.

FORCED LABOUR

The factory never retain the workers original documents or demand deposits. Workers are free to resign, with 30 days notice. Overtime is always voluntary.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Reasonable hours of work	Total working time per week	Working hour reduction plan	Follow up on the plan 2025–Q2	Based on the outcome, set new plan for 2025–Q4
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3-Q4	Follow up to verify improvements 2026–Q1

CN035-1

New swimwear supplier from season SS25. We followed the onboarding procedure except that we did not have the possibility to visit the factory in person. However, the Intermediary visited our office in Sweden and we have had several digital meetings.

Progress 2024

Based on our onboarding and initial Risk Assessment we have followed up on all labour standards through discussions and reviewed existing policies and followed up on findings from the latest assessment.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives. There is an appeal mechanism, but no proper grievance function. The policy and procedure should be updated in 2025.

REASONABLE HOURS OF WORK

Working hours are tracked via fingerprint and face recognition system. During the last assessment excessive overtime was found. Discussions on root

causes revealed that excessive overtime is partly linked to high staff turnover, as well as broader industry practices – specifically, the common expectation of narrow delivery timelines from all customers. Management have set up a reduction plan including trainings, planning and forecasting. Overtime is always voluntary. Confirmed in the assessment that there is 1 day off per 7 days.

LIVING WAGE

All wages are above legal requirements but below the living wage estimations from Amfori/Anker methodology. 12% of the workforce are covered by social insurance 2024. This will be followed in 2025. All workers are covered by accident insurance.

FORCED LABOUR

The factory never retain the workers original documents or demand deposits. Workers are free to resign, with 30 days’ notice. Overtime is always voluntary.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Collaborative planning of supplier schedule	Continue our collaborative creation of the supplier schedule together with the supplier Every new collection	
Reasonable hours of work	Total working time per week	Working hour reduction plan	Follow up on the plan 2025–Q3	Based on the outcome, set new plan for 2026
Living wages	Allowances, bonuses or social security benefits are not paid as legally required	Strengthen awareness on Social Security benefits to enrol more workers	Encourage training to strengthen awareness among workers 2025–Q3-Q4	Follow up to verify improvements 2026–Q1
Freedom of Association	The existing TUs or worker reps are not involved in improving working conditions	Increase awareness among workers	Training by Global Service 2026	

Türkiye

Türkiye has been a key production country for Mini Rodini since the start of our company. In 2024 we had 56% of FOB in Türkiye, which is a significant decrease from the previous year when we produced 64% of FOB in Türkiye. In 2024 we worked with seven factories located in Izmir and in the Istanbul region and additional eight sub-suppliers for embroidery and printing. In Türkiye we produce jersey, woven, heavy knit, swimwear, and socks. All direct suppliers we work with in Türkiye must be assessed at least every 3rd year and in 2024 we carried out two assessment, as well as collected one external assessment and CAP report. The assessment showed findings of issues connected to living wages, overtime and health and safety. Many of the issues have been resolved during the year, however some are still in progress or require further actions to be sufficiently handled and closed. We will monitor the progress of these CAPs during 2025.

As part of our country risk assessment, we have identified that the following risks are especially high in Türkiye:

LIVING WAGE

Wages that don't cover the basic needs of a worker is a well-known and widespread issue in the textile industry and has become an increasing issue in Türkiye since the start of the high inflation in the last years. During 2024 the inflation continued to rise and despite the increase of the minimum wage of almost 30%, the wage of workers often didn't meet the living wage requirements.

Approach: Mini Rodini have two ongoing living wage programs in Türkiye, where in 2024 we increased our contribution levels to align with updated living wage estimates.

REASONABLE HOURS OF WORK

Excessive overtime is a common issue within the whole textile industry, including Türkiye. Working long hours per day and week has severe effect on the mental and physical wellbeing of workers.

Approach: We know that several of the issues behind excessive overtime can be impacted by a brand's purchasing practices and have hence clear guidelines internally to always involve the supplier in the planning process and to never make changes after an order has been placed.

SYRIAN REFUGEES

Since the war in Syria started in 2011, there is an increase of Syrian migrants coming to Türkiye. As the Turkish government offers Syrian refugees work permissions, many migrant workers have entered the textile industry in Türkiye. As Syrian workers don't speak the language, often are in financial distress and risk to be unaware of the local labour laws, the risks of exploitation and discrimination of Syrian workers is high.

Approach: Two of the factories that we work with in Türkiye hire Syrian refugees, and both these units have signed our Syrian refugee policy and follow the policy requirement. We will also conduct trainings on the topic.

Supplier Id	Supplier Code	Years of Cooperation	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social Assessment	Type of Assessment	No of Workers	Comments
9759	TR003	9	5/5	5,8	1	2021-02-18	Global Serivces	51-500	Exit
4482	TR001-1	15	5/5	14	12	2023-08-31	Global Serivces	51-500	Visit in MR Office
9928	TR001-2	14	5/5	14	12	2023-09-18	Global Serivces	26-50	Visit in MR Office
15176	TR006	5	5/5	16,9	50	2024-06-27	Global Serivces	51-500	Visit in MR Office
7421	TR007	4	4/5	6	12	2024-10-31	Global Serivces	51-500	Exit
33974	TR008	3	4/5	3,7	1	2024-11-27	BSCI	51-500	Visit in MR Office
33711	TR012	3	5/5	1,2	1	2023-05-26	BSCI	51-500	Exit

In Türkiye we have eight support facilities for screen printing and embroidery.

FACTORY OVERVIEW TÜRKIYE

TR001 -1/-2

Our partner since 2010, producing mainly jersey and sweat garments. Two companies that share the facilities, work floor and complementing production processes. Our direct business partner procured another main subcontractor in 2024, improving accountability and worker protections. Visited our office in 2024.

Progress 2024

Based on our Risk Assessment in FW member hub we have followed up on all suggested actions through discussions and reviewed existing policies.

- Updated policies on discrimination and harassment.
- Risk assessments revised to include chemical safety and specific risk groups
- Annual inspections of industrial rack systems, doors, and emergency lighting are scheduled and conducted in accordance with relevant standards

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives with a clear workflow and processes. The grievance system was strengthened in 2024

including boxes in private places and established a feedback mechanism.

REASONABLE HOURS OF WORK

Enforced new monitoring process to control working hours. There is an electronic time tracking system, and controls are made regularly to ensure daily, weekly requirements and each Friday determine what workers are proposed to work on Saturday. Confirmed that workers are allowed to reject to work overtime.

LIVING WAGE

All wages are above legal wages in the factory, and there is a clear wage policy. Since 2018 we have a living wage project in this factory, where we ensure an extra premium is paid to all workers every month. The premium is based on our share of total production and the gap between legal minimum wage and agreed target living wage.

SYRIAN REFUGEES

This factory participate in a special program to support employment of Syrian workers. The factory have signed our Syrian refugee policy and follow all requirements.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Ensure the process for monitoring is upheld	Collect input 2025–Q3	Follow up in discussions if needed 2025–Q3
Living wages	Workers do not receive a living wage	Living wage program	Discussions on improving the system 2025–Q3	Fair Price App training 2026
Safe & healthy working conditions	Temperature of the environment is not appropriate	Implement measures to reduce the temperature	Collect temperature readings to ensure improvements 2025–Q2	

TR006

This supplier produces jersey and sweat garments for Mini Rodini. In 2024, representatives from the factory visited our office in Stockholm, strengthening collaboration and transparency.

Progress 2024

Based on our risk assessment in the Fair Wear Member Hub, we followed up on all suggested actions through dialogue and review of internal policies. The factory provided updated documentation covering: Social Responsibility Policy, Workplace Safety Policy, Employment and Wage Policies, Freedom of Association Policy, No Child Labour Policy, now expanded to include provisions for juvenile workers.

The majority of findings from the 2024 assessment have been resolved. Key improvements include: Enhanced accessibility to the Fair Wear Code of Labour Practice poster, Migrant worker contracts now available in native languages, Updated child labour policy with clearer guidance on juvenile workers, Health and safety measures covering ergonomics, chemical storage, and evacuation planning, Improvements in machine safety and clarified procedures for severance payments.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives with a clear workflow and processes. The grievance system was strengthened in 2024 including boxes in private places and established a feedback mechanism.

REASONABLE HOURS OF WORK

During the last assessment overtime was found, and the root cause analysis reveal that the seasonal peaks are the main components. Overtime was always voluntary.

LIVING WAGE

All wages are above legal wages in the factory. But they are below the living wage estimate by Türk IS.

SYRIAN REFUGEES

This factory employ Syrian migrant worker, and in 2024 these contracts was updated to include native language. We will also conduct a training in 2025.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Reasonable hours of work	Total working time per week	Setup a working hour reduction plan	Discussions on how to improve processes and reduce OT in peak seasons 2025–Q3	Follow up in dialouge and monitoring of attendance records 2026–Q1
Living wages	Workers do not receive a living wage	Increase wages towards living wage	Training on Fair Price App 2026	
Freedom of Association	Low awareness on Labour Rights	Increase awareness through training	Onboarding training + Migrant worker content 2025–Q3	Folllow up after training 2025–Q3
Safe & healthy working conditions	Legal licenses, certificates and reports on H&S are missing or invalid	Collect certificate	Collect updated certificate 2025-05-30	

TR008

Sock supplier since 2021, based in Istanbul.
Visited our office in 2024.

Progress 2024

Based on our Risk Assessment in FW member hub we have followed up on all suggested actions through discussions and reviewed existing policies.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives with a clear workflow and processes.

REASONABLE HOURS OF WORK

There is an electronic time tracking system.
There are no findings on overtime in this factory.

LIVING WAGE

All wages are above legal wages in the factory.
But they are below the living wage estimate by both Amfori/ Anker and Türk IS.

SYRIAN REFUGEES

There are no migrant workers employed in this factory.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
All Labour Standards	Verify status	Collect 3rd party assessment	Collect assessment 2025–Q4	Update action list and if needed risk assessment

TR007

Supplier of light woven garments and is shared with other Fair Wear Foundation brands.

Progress 2024

Based on our Risk Assessment in FW member hub we have followed up on all suggested actions through discussions and reviewed existing policies. We did not have the lead in any follow up but received regular updates and participated in meetings with the other FWF brands.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There are democratically elected worker representatives with a clear workflow and processes.

REASONABLE HOURS OF WORK

Working hours are tracked through an electronic fingerprint scanning system. The most recent assessment reported no findings of excessive overtime.

LIVING WAGE

All wages at the factory are above the legal minimum. This supplier has been part of a living wage project since 2021, carried out in collaboration with other Fair Wear brands. We use the Fair Price App to calculate the additional labour cost based on our order volume and pay a corresponding living wage premium.

SYRIAN REFUGEES

There are no migrant workers employed in this factory.

Planned Actions for 2025

Participate in actions initiated by the lead member throughout the year 2025.

TR003

Swimwear supplier since 2016.
Exit announced in 2024.

TR012

Heavy knit supplier since 2021 Exit announced in 2024. Handled through an intermediary.

Planned Actions for 2025

No further actions. Exits completed.

India

India is one of the largest exporter of textiles and apparel globally, and a top producer of cotton. Since cotton is the major fiber used in Mini Rodini products, it is a strategic decision to have a local supply of material, even though we are not a big producer. After a few years absence we have again moved production to India in 2024.

As part of our country risk assessment, we have identified that the following risks are especially high in India:

LIVING WAGE

Wages that don’t cover the basic needs of a worker is a well-known and widespread issue in the textile sector, including in India. The wages differ depending on region, sector and skill level.

Approach: Mini Rodini regularly assesses the wage level of each supplier through assessment reports and supplier discussions. One factory is performing regular wage assessment surveys on the actual cost of living.

REASONABLE HOURS OF WORK

Excessive overtime is a common issue within the whole textile industry including in India. Working long hours per day and week has a severe effect on the mental and physical wellbeing of workers.

Approach: We know that several of the issues behind excessive overtime can be impacted by a brand’s purchasing practices and have hence clear guidelines internally to always involve the supplier in the planning process and to never make changes after an order has been placed.

DISCRIMINATION AND HARASSMENT

According to reports on human rights issues in India, discrimination, especially against women and people from various minority groups, remains a prominent issue in the workplace. Issues connected to women being dismissed due to pregnancy as well as a non-renewal of pregnant women’s contracts, has been reported more frequently in connection with and after the pandemic. This is reflected on the one hand in the positions they hold within the company structures and on the other hand in the lack of opportunities for advancement. In addition, we consider the risk of physical and psychological abuse and physical assaults on vulnerable groups to be high.

Approach: Mini Rodini require our suppliers to implement an anti-discrimination policy and will continue to follow this with our supplier as well as encourage other preventive measures such as workplace trainings on the topic.

Supplier Id	Supplier Code	Years of Cooperation	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social Assessment	Type of Assessment	No of Workers	Comments
8879	IN010	New	5/5	0,1	3	2024-12-19	SMETA 4 Pillar	51-500	Visited 2024-05
36138	IN008/009	New	5/5	1,8	1	2024-12-16	SMETA 4 Pillar	>1000	Visited 2024-05

In India we have three support facilities for screen printing and embroidery.

FACTORY OVERVIEW INDIA

IN008/009

Supplies flat knits, jersey, and sweat garments. Committed to strong HR systems and social responsibility. Supplier since 2024, onboarded according to our set up process.

Progress 2024
Initial risk assessment where all labour standards have been discussed and available policies collected.

FREEDOM OF ASSOCIATION
The factory is not unionized but employees are free to join a union. There are established committees with well organised processes.

REASONABLE HOURS OF WORK
Working hours are tracked via an electronic attendance system. The last assessment show no excessive overtime.

LIVING WAGE
The latest assessment show that all wages are above legal requirements in the factory. This facility is running their own living wage surveys, and regularly update the actual living costs of the workers. There is still a gap between actual wages and estimated living wage. This is one targeted area for coming years.

DISCRIMINATION AND HARASSMENT
There are no findings found in last assessment. Factory is running gender equality initiatives to promote female supervisors. Factory have an Anti-discrimination policy.

Planned Actions for 2025

To improve our business relationship, the production team will visit the factory aimed at strengthening cooperation with the supplier. Moving forward, there is a clear need to improve timeline planning to ensure sufficient lead time and implement a more structured process for meeting deadlines effectively.

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Business Relationship	Planning and deadlines	Factory visit to align on requirements	Visit from the production team to align on our requirements 2025–Q1	Follow up the timeline and collect time reports to ensure that extra pressure on deadlines does not create OT 2025–Q4
Living wages	Workers do not receive a living wage	Training on fair price app	Plan for training of Fair Price App 2026–Q1	

IN010

New partner in 2024 producing light woven garments and interior products. Onboarded according to our set up process.

Progress 2024

Initial risk assessment where all labour standards have been discussed and available policies collected. Assessment CAPs followed up, including routines of fire safety and chemical handling. Improved routines to tie up scissors at the inspection tables, and have rubber mats at ironing station for safety reasons. First Aid box was fully equipped.

FREEDOM OF ASSOCIATION

The factory is not unionized but employees are free to join a union. There was a need of training and re-establishing the committees, which was conducted in 2025.

REASONABLE HOURS OF WORK

There is an electronic time tracking system. The last assessment show no overtime.

LIVING WAGE

All wages are above legal wages in the factory. The factory have their own method to compare actual wages to living wage costs. There is a gap between actual wages and estimated living wage. This is one targeted area for coming years.

DISCRIMINATION AND HARASSMENT

There are no findings found in last assessment. Anti-discrimination and harassment policy existing.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
Freedom of Association	Low awarenss on Labour Rights	Increase awareness through training	Onboarding training to increase awareness to this topic 2025–Q1	Follow up meeting 2025–Q2
Freedom of Association	Not correct established committees	Correct set up of Comittees	Collect written information about the committees 2025–Q2	Ensure new processes are implemented Collect statement from worker representatives 2025–Q3
Freedom of Association	Missing a policy on violence and harassment	Update policy on violence and harssment	Collect the document 2025–Q2	
Living wages	Workers do not receive a living wage	Training on wage structure	Internal training about wage, bonuses and premiums 2025–Q3	Follow up in discussions and collect feedback from worker reps, 2026–Q1 Fair Price App training 2026–Q3

Portugal

Portugal has been known for high skilled and high-quality textile production for decades. Mini Rodini have produced clothes in Portugal since 2017. In 2024 we worked with one supplier having three sewing factories in Portugal, which stands for 15% of our FOB. As Portugal is a country with a robust and well-functioning labour law system, we believe the human right risks to be less likely of occurring especially risks of high severity. We therefore have not had a requirement on all units here to conduct external assessments of a certain frequency, however as there are still risks, we will revisit this decision if there are need to. As part of our country risk assessment, we have identified that the following risks are especially high in Portugal:

DISCRIMINATION

According to reports on human rights issues in Portugal, discrimination, especially against women, remains a prominent issue in the workplace. Issues

connected to women being dismissed due to pregnancy as well as a non-renewal of pregnant women’s contracts, has been reported more frequently in connection with and after the pandemic.

Approach: Mini Rodini require our suppliers to implement an anti-discrimination policy as well as encourage other anti-discrimination activities.

LIVING WAGE

Wages that doesn’t cover the basic needs of a worker is a well-known and widespread issue in the textile sector, including Portugal. Assessing the living wage gap, we believe the issue to be less sever in Portugal but remaining as a risk.

Approach: Mini Rodini regularly assess the wage level of each supplier and to discussion with suppliers on how to implement living wages.

Supplier Id	Supplier Code	Years of Cooperation	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social Assessment	Type of Assessment	No of Workers	Comments
3022	PT002-1	7	2/5	3	6	2024-06-03	SMETA	51-500	
10710	PT002-2	5	2/5	7,5	15		GOTS	0-25	
35533	PT002-3	2	2/5	4,5	10		GOTS	0-25	

In Portugal we have three support facilities for screen printing and embroidery.

FACTORY OVERVIEW PORTUGAL

PT002 -1/-2/-3

Supplier since 2017 for jersey and sweat garments.
Uses subcontractors under the same social compliance framework for sewing.

2024 Highlights

Based on our Risk Assessment in FW member hub we have followed up on actions through discussions and reviewed existing policies.

LIVING WAGE

All wages are above legal wages in the factory. They are also offering leave allowances and benefits, such as daily food allowance, above legal requirements.

Risk level assessed as low. Certificates and assessment collected and reviewed.

DISCRIMINATION AND HARASSMENT

The supplier has implemented an Anti-Discrimination Policy. A close and familiar working environment is fostered by the regular presence of the factory owner, who actively engages with employees, gathers feedback, and identifies areas for improvement.

Planned Actions for 2025

Labour Standard	Issue	Corrective Action	Phase 1 - Timeline	Phase 2 - Timeline
All Labour Standards	Verify status	Collect 3rd party assessments	Collect assessments 2025–Q3	Update action list and if needed risk assessment
All Labour Standards	Verify status	Collect 3rd party assessments	Collect additional information on Labour Rights from the sewing facilities. Extended questionnaires 2025–Q3	Update action list and if needed risk assessment

Complaints Handling

Mini Rodini seeks to capture the voice of workers with the Fair Wear Foundation helpline, through which workers can raise concerns and grievances directly to us as a brand. We are committed to hear and address all complaints that are raised against the suppliers that produce our products. When we receive complaints from the Fair Wear Foundation helpline, we investigate to develop a plan for resolving the issues with the supplier. The solution must comply with the national laws of the supplier’s country and international standards. Our goal is to address the affected individual’s situation promptly, before any harm occurs, and respond appropriately based on

the severity and scope of the problem. We also assess the satisfaction of the complainant after the solution has been implemented. Local Fair Wear Foundation staff or external stakeholders may provide support during the investigation and remediation process whenever more consultancy is needed.

During 2024 we received one complaint through the Fair Wear Foundation helpline at a shared supplier. Another member was leading the process, but several digital meetings and emails was shared between all brands.

Complaint number: 1720

Filed against	Factory Managment
Initial Claim	The grievant has complaints regarding overtime, wages, and discrimination.
Resolved	Yes
Actions on Overtime	A training session was held with all line supervisors to emphasize the importance of communication. Additionally, measures were being taken to distribute overtime work more flexibly among workers.
Actions on Fair Wear Worker Information Poster	A refresher meeting was held about Fair Wear as well as the living wage allowances by the factory’s human resources manager.
Actions on Wages and Allowances	A guideline with clear explanations is prepared and discussed with all the workers.

Training and Capacity Building

ACTIVITIES TO INFORM STAFF MEMBERS

All new employees at Mini Rodini get an introduction to sustainability including our code of conduct and other policies relevant to their line of work. For the release of every new collection the Mini Rodini staff are presented with relevant information about the collection including relevant updates and refreshers about sustainability, certifications of the collection and information about the suppliers including living wage projects.

One goal for 2024 was to increase sustainability communication both internal and external. To be able to promote our work we started by updating the structure and look of the sustainability website, as well as reviewed and refined the content.

We are in close contact with several other Fair Wear brands to share learnings, new developments and to collaborate on CAPs and living wage projects.

ACTIVITIES TO INFORM EXTERNAL PARTNERS AND SALES AGENTS

Together with each collection all sales agents are informed about our sustainability efforts. We also spread the word on our sustainability work through newsletters and all social media communication.

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

During 2024 we continued using the new Fair Wear Foundation HRDD system which included full risk assessments on factory level. To make sure that our suppliers understand our risk-based approach as well as our values, we have regular meetings with each supplier and intermediaries.



Information management

Since 2023 we have been using the Fair Wear system to collect and track the progress of our suppliers, in addition to the questionnaires and other information we collect over email. We have been in regular meetings with our suppliers to discuss their progress and arranged for six of our suppliers to visit our office for physical meetings. During 2024 we arranged one trip to India to visit the potential new suppliers.

As of 2024 we have updated our risk assessments and worked on the action plans with all our direct suppliers. Our supporting sub-suppliers (embroidery, printing etc.) are included in our systems but as we don't have a direct connection with many of them and don't always have assessment available, we have not been able to conduct proper risk assessments for these units yet. The work to collect more information from them will continue in 2025.

Further down in our supply chain, our visibility is based on the tracking we have done with the traceability platform and manually collection from each season. Our ambition is to have full visibility down in our supply chain in the coming years.

Transparency & Communication

We at Mini Rodini believe in transparency towards internal staff, customers, and stakeholders on both the achievements and challenges we face in our sustainability work. We annually publish our social report, according to the Fair Wear member requirements, to share the work that we and our suppliers have accomplished during the year, as well as the challenges we are facing.

Through our annual Brand Performance Check (BPC) conducted by Fair Wear Foundation, improvements to how we implement our human rights due diligence process, are identified and actions and goals for the coming year are set up. The outcome of our BPC is communicated through our annual report and is available on our website.



Stakeholder Engagement

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 insights, 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 – CHEMICAL GROUP

Mini Rodini, member of RISE since 2013. RISE or the Chemical group 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.

TEKO

Mini Rodini, members of TEKÖ since 2017. TEKÖ (Sveriges Textil och Mode Företag) is a brand organization for textile and fashion brands who provide its members with industry insight, support and updates about coming legislations and innovations for the textile industry.

CERTIFICATIONS

GOTS - GLOBAL ORGANIC TEXTILE STANDARD

At Mini Rodini almost all the cotton we use is GOTS-certified. The Global Organic Textile Standard (GOTS) is recognized as the world's leading certifying standard for textiles made from organic fibers. GOTS certified cotton is ensured to be grown organically, without the use of pesticides, and with socially responsible manufacturing, as well as certified technical quality traits. At Mini Rodini we also use GOTS certified wool which ensures good animal welfare standards and organic farming.

OCS - ORGANIC CONTENT STANDARD

At Mini Rodini all the cotton we use is either GOTS or OCS - certified. The Organic Content Standard (OCS) is an international certification standard that ensures that the cotton content is grown without pesticides and with less consumption of water, compared to conventional cotton.

GRS - GLOBAL RECYCLED STANDARD

At Mini Rodini all the recycled polyester we use is GRS-certified. The Global Recycled Standard (GRS) is a certification standard that sets strict requirements on recycled materials and the social, environmental, and chemical practices involved in their production.

RWS - RESPONSIBLE WOOL STANDARD

At Mini Rodini we only use wool that is certified, either by RWS or by GOTS, to ensure an ethical and environmentally friendly production of wool. This means that the sheep farms have good animal welfare standards and that farmers are working to promote good environmental practices such as land management, and traceability throughout the wool supply chain.

OEKO-TEX

At Mini Rodini, we are on a mission to make sure that every material we use, is not just of the best quality, but also meets our high sustainability standard, from main material all the way to the trims and buttons of our garments. OEKO-TEX is an established, global certification system that sets standards for the textile industry to ensure products are free from harmful substances. We source trims and accessories that are OEKO-TEX certified where possible.

Corporate Social Responsibility

Since 2023 Mini Rodini have a whistleblowing service for the employees to be able to anonymously raise any concerns they have about the work environment. The service is provided by a third party that receives any complaints as well as support with investigations and potential remediation. No grievances have come in during 2024.

Contact: csr@minirodini.se





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