

MINI RODINI

SOCIAL REPORT



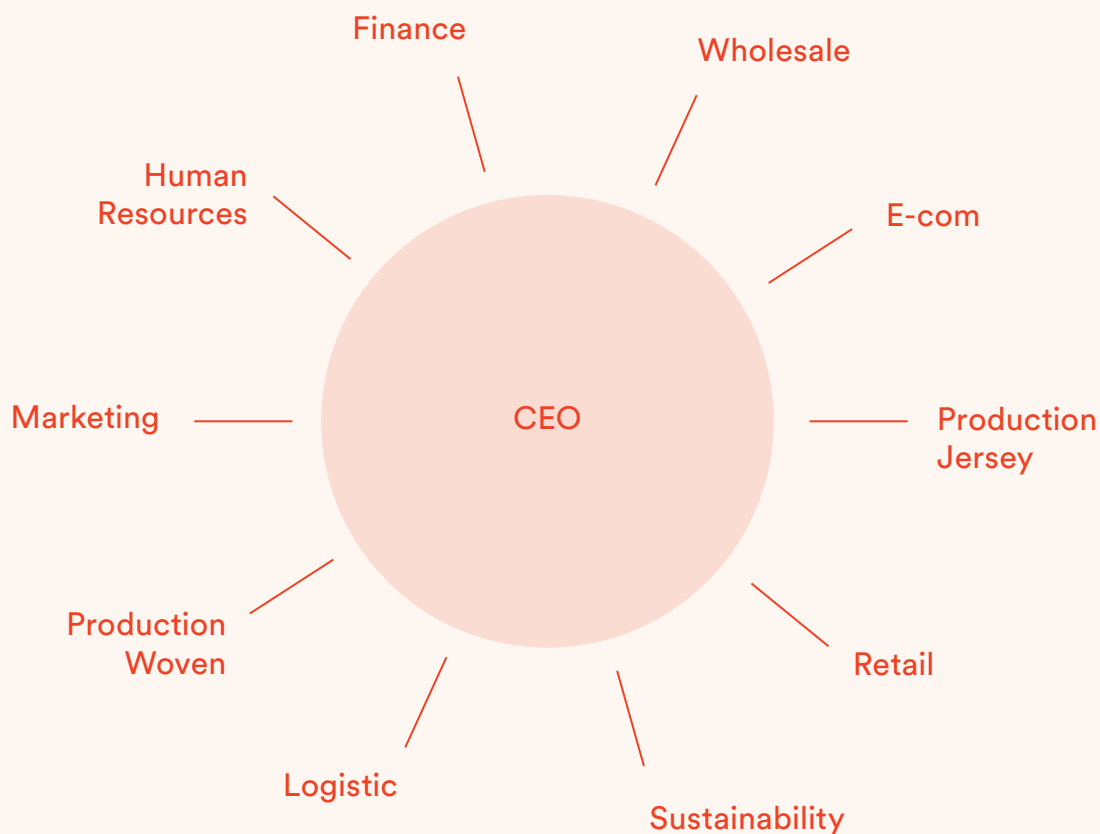
*Reporting period (Financial year: January 2023-December 2023)
Fair Wear Foundation member since 2016*

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Organisational chart

Mini Rodini has a relatively flat organization where each department head reports to the CEO. During 2023, the most significant update to the company's organizational structure was the creation of the new sustainability department, reporting directly to the CEO. This development shows the heightened focus on sustainability for the company as well as the corresponding need of an increased headcount of the department.



Summary: 2023 goals & achievements

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

In 2023, it was decided that Mini Rodini would form a separate sustainability department and to hire a head of sustainability. This decision was prompted by the increased focus the company has had on sustainability and the realization that, in order to meet our ambition, we need to increase both in the size of the department as well as position the department higher up in the company hierarchy. Previously sustainability was a function reporting to our head of production, but by creating its own division at the company, sustainability is cemented as a division connected to all parts of the organization and as part of the leading group of the company. This also meant that we hired a head of sustainability into the team, which increased the size of our sustainability department and will enable us as a brand to set an even more ambitious sustainability agenda ahead.

During 2023 we revised our RBC policy and are now happy to publish a HREDD policy in the beginning of 2024. The HREDD policy, which includes both human rights and environmental issues, is informed by, and aligned with, the UN Guiding Principle on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. It was developed with input from all departments and serves as a foundation for our work in sustainability and promotes responsible practices across our operations and supply chain.

In 2023 we conducted several workshops and information sessions internally to increase awareness in all departments and to enable us to set a new sustainability strategy. This also sets the foundation for reviewing our purchasing practices internally, which will be an ambition for 2024.

We conducted new risk assessments of all our production countries, and direct suppliers, using the Fair Wear Foundation reports and systems. We have also introduced our suppliers to the new Fair Wear system and informed them about the increased due diligence that this risk-based approach entails. We had hoped to have been able to complete all risk assessments sooner and be able to follow-up closer on the potential improvements with the suppliers, but due to lack of resources, we couldn't meet our ambitions this year. We hope to be able to track and support our supplier's progress even more, in the coming year, as the sustainability team's resources have increased.

We initiated three audits in our factories and collected another eight external audits from our suppliers, a total of eleven of our units were audited during 2023. All corresponding CAPs have been monitored during the year and we will continue to track the outcome of the CAPs during 2024.

Our living wage projects in Türkiye have continued during 2023 and we are proud to be working with an additional four brands, in one of the living wage projects. Due to the high inflation in Türkiye, we needed to revise the living wage contribution several times during the year.



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.

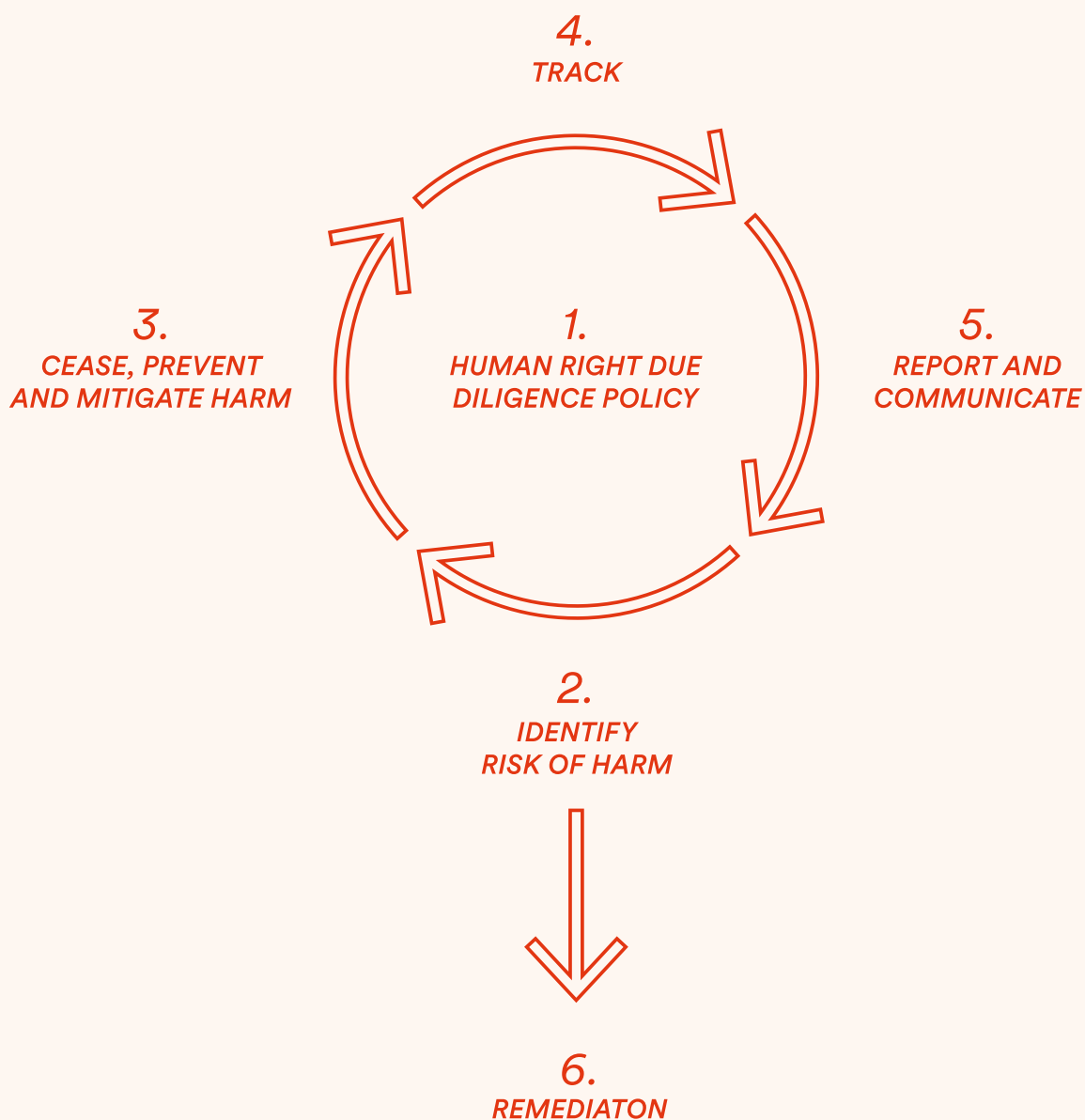


Figure 2. The human rights due diligence process adapted from (Fair Wear Foundation, 2023)

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 audit 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 to 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 audits at least every three years, conducted by trusted third parties and we expect our suppliers to be transparent with us and any auditing 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 available on our website.

6. REMEDIATION

When we receive complaints from the Fair Wear Foundation helpline, through audits 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 we at Mini Rodini decide to enter a country for production, we conduct a risk assessment to identify risks to human rights and the environment. The risk assessment is based on industry reports and the Fair Wear Foundation country risk scoping tool, as well as information we gain from other industry partnerships. Based on the risks assessed, we analyse how we can best organize our business practices to mitigate and prevent these risks. If we see that the risk of harm is too high in a country, and our ability to mitigate and prevent those risks are too small, we will abstain from conducting any business in that country.

When we seek to enter a business relationship with a new supplier the first step is that the sustainability manager and the supplier have a meeting where we discuss labour and human rights risks, inform the supplier about our standards, and go over our code of conduct, so that they understand the expectations we have. It is essential to us that the supplier shares our values and wants to have a partnership where we together work to meet our sustainability and human rights ambitions. Our Code of Conduct is aligned with the Fair Wear Foundation's Code of Labour Practice and must be signed by all our business partners. After this we conduct the risk assessment for all new production facilities, suppliers are required to fill in the Fair Wear Foundation questionnaire and can then be added to the Fair Wear system.

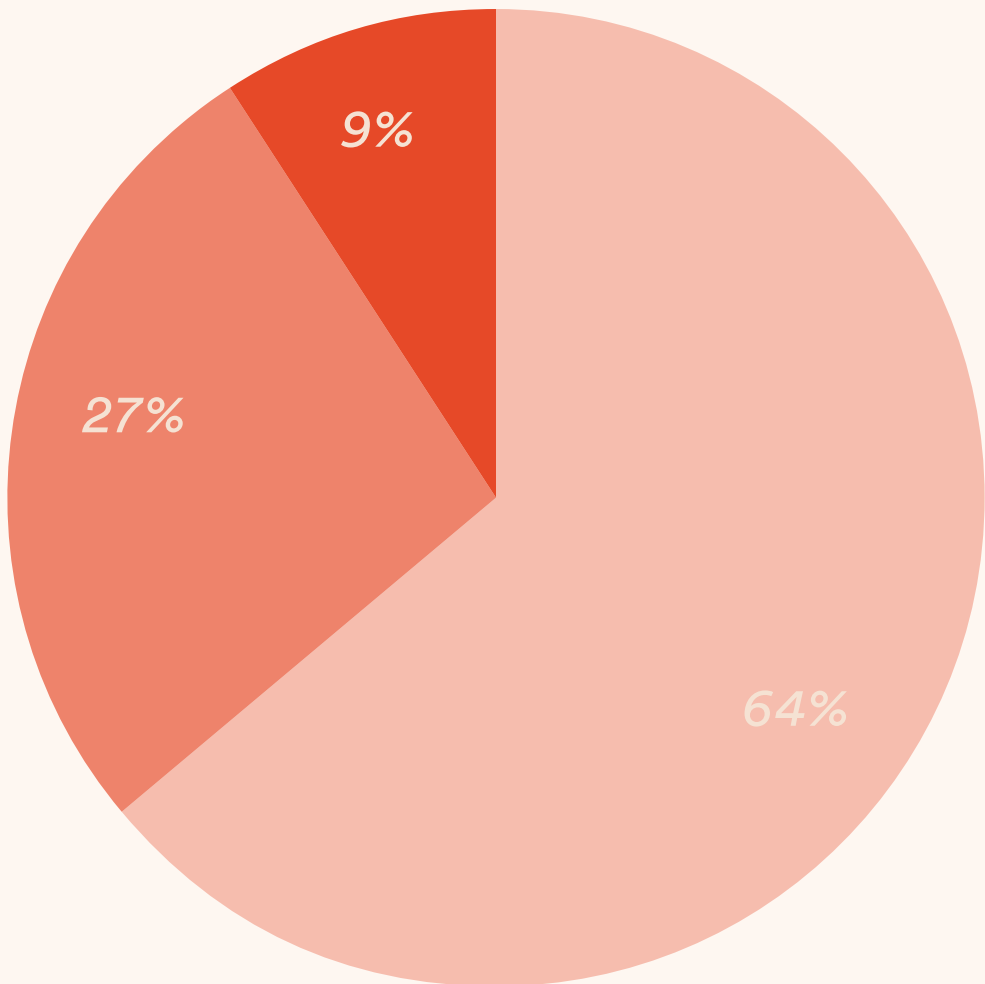
We aim to initiate a long-term relationship where we can include the supplier in both planning and forecasting, to create conditions where risks of stress and overtime are kept low. We are in close communication with our suppliers continuously throughout the production process and share updates to our plans and forecasts in each step of the way.

Mini Rodini has a clear living wage policy which is also reflected in our CoC that all suppliers must sign. We are always clear to suppliers that the price negotiations cannot include the labour cost and that it should be strictly focused on adjustments that can be done to quality and design when discussing the price. As of 2023 Mini Rodini has two living wage projects in Türkiye where we pay out a wage premium to contribute to living wages for workers. One of the projects was initiated in 2018, in which Mini Rodini drive the project independently without the support of other brands. During 2023 we have initiated a discussion with this supplier about using the Fair Price app, as this would align with the Fair Wear method, which we believe would open for other brands to collaborate in this project. The other living wage project is conducted in collaboration with three other brands, and we were happy to expand to one more brand during 2023. In this living wage project, all brands pay a living wage premium, based on their order volume, which is calculated through the Fair Price app.

Due to the high inflation in Türkiye in 2023, the cost of living has drastically increased during the year. To keep up with these rising costs we had to assess and adjust the living wage contribution we provide to these suppliers several times over the year. In 2023, 55% of Mini Rodini's production (FOB) in Türkiye (35% of all FOB) were made in factories where we are running living wage projects and where workers are paid an additional wage contribution.

In 2023 the majority of our production remained in Türkiye, followed by China and Portugal. During 2023 20% of our order value was placed with factories that we have worked with for 5-9 years, and 35% was placed with suppliers we have worked with for 10 years or more. 73% of our order value was produced with suppliers where we have a leverage above 10%.

Production volume per country



2023 PRODUCTION COUNTRIES BY FOB

Türkiye	64%	7 suppliers, 11 factories : jersey, woven, heavy knit, home, swimwear, socks
China	27%	5 suppliers, 11 factories : outerwear, jersey, woven, caps, hats, bags, accessories
Portugal	9%	1 supplier, 3 factories : jersey

Production cycle

Mini Rodini's business model includes retail, wholesale, and online sales, and in 2023 we released nine collections over the year. For our wholesale channel we need to commit to certain selling periods and keep strict release deadlines, which makes the order delivery date more sensitive. We recognize that this might pose a risk of overtime for our suppliers and it's hence essential that we are in close dialogue with our suppliers in every step of the production cycle to make sure they always have sufficient time to meet our deadlines.

The first step in our production cycle is setting up a production timeline to inform and align all internal teams about the steps and milestones of the production process. This usually starts around 18 months before order placement (OPD). Once we have internal alignment of the initial timelines and assortment of the collection, we set a plan to distribute the orders among our suppliers based on the qualities and styles of the collection. Each supplier is then presented with the planned order volumes and suggested timelines and can provide their initial feedback so that the schedule fits their production timeline. However, they are welcome to provide feedback on the timeline and assortment, throughout the production process. This is important to us as we want to avoid human rights risks connected to high workload such as excessive overtime. Once we have agreed on a plan with the supplier, we continue with the product development process where we continuously have a discussion with the suppliers about quantities and design changes as well as negotiate the price, where we are always very clear that labour cost is not a negotiating factor. Once the order is placed, no adjustments are to be made to the order.

During 2023 we kept all our initially planned order deadlines for both our sale samples and bulk order deliveries. During the year we experienced some changes to the assortment such as reduced styles due to optimization and market demand. Despite this, no order reductions or design changes were made after the order placement date.

Factory relations

During 2023 we started working with two new suppliers, in a total of six units. One of the new suppliers, located in China, we started working with due to an external collaboration with the brand FILA Kids, which required us to make the production with their suppliers. The supplier for this collaboration was audited and onboarded according to our regular process. The supplier was made aware from the start

that this would be a temporary collaboration, for this collection only, and we hence didn't make any long-term improvement plans in these units. We also added one supplier in Türkiye, specialized in home textiles as this was a new product type for our brand and no other supplier, we already worked with offered this kind of product.

During 2023 we decided to end our business relationship with one supplier in Lithuania. This decision was taken already in 2022 and was a joint decision between us and the supplier. We followed our exit policy which includes an assessment of the impact for the supplier and workers and set up a joint phase out plan.

Integration of monitoring activities and sourcing decisions

The foundation of our sourcing decisions is based on the risk assessment made by the sustainability team where we determine the risks of a country as a production location and the risks of a specific supplier. If we consider the risks too high, or that we won't be able to mitigate any of the current risks, we cannot start production at this location. Using this HRDD system, we also assure that the suppliers share our values and ambitions in terms of labour standards and human rights.

We strive to keep our supplier base small and build long-term relationships with our suppliers. Due to the nature of our products, we often collaborate with smaller suppliers that are highly skilled in specific product types or qualities. This means that each supplier often is specialized in one specific material or product type, and we don't have a high competition between suppliers as the products they offer are not comparable. This sourcing strategy as well as our very limited supplier turnover, has meant that we haven't found a need for a system which rewards suppliers with order volume, for their sustainability performance. We are however continuously assessing the need for a supplier evaluation tool and are discussing how a tool like this could be built up and be used.

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.

Coherent system for monitoring and remediation

China

China is an important production country for Mini Rodini, due to their technical skills and variety of materials. In 2023 we produced 27% of our FOB in China which is very similar to the volume produced in 2022 of 26%. We have five suppliers with eleven factories in China and three supporting sub-suppliers for printing and embroidery. Our production in China takes place in Guangdong, Fujian, Jiangsu and Anhui and we produce outerwear, jersey, woven and accessories products with these suppliers. We use an intermediary for three of the factories, to support with language barriers and local expertise. All direct suppliers we work with in China must be audited at least every 3rd year and in 2023 we five external audits. Through the audits findings of issues with overtime, social insurance and health and safety, were identified. While many of the issues are resolved, some are still in progress or require further actions to be sufficiently handled and closed. We will monitor the progress of these CAPs during 2024.

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

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 China. The severity of the issue differs from region to region depending on the local minimum wage setting. Mini Rodini regularly assesses the wage level of each supplier through our audit reports and supplier discussions. In the coming year we will initiate a wage mapping to investigate the need for further action and the potential for living wage programs.

FREEDOM OF ASSOCIATION

Only government regulated trade unions are accepted in China and are not recognized as functional trade unions according to the international ILO standard. Mini Rodini have regular discussions with suppliers about the importance of the voice of the worker, but given the situation in China, we focus on having established, and functional worker representation forums at the suppliers.

EXCESSIVE OVERTIME

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

FORCED LABOUR

There have been several reports documenting issues of forced labour in China over the past years, especially in cotton production. We at 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 number	Years of collaboration	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social audit	Type of audit
CN022-1	9	5/5	14	30	2022-02-01	SA8000
CN001-1	11	5/5	3	6	2023-10-24	BSCI
CN028-1	12	5/5	2	1	2023-03-08	BSCI
CN025-1	6	5/5	1	0,4	2023-04-26	BSCI
CN029	2	5/5	1	0,4	2023-08-14	BSCI
CN001-2	1	5/5	0,4	0,3	2023-07-27	WRAP
CN022-2	2	5/5	0,1	0,1	2022-07-01	Global Services/ FWF

In 2023 we had an additional four units used in temporary FILA Kids brand collaboration representing 5% of total FOB.

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

Türkiye

Türkiye has been a key production country for Mini Rodini since the start of our company. In 2023 we had 64% of FOB in Türkiye, which is a significant increase from the previous year when we produced 54% of FOB in Türkiye. In 2023 we worked with seven suppliers, having eleven factories, located in Izmir and in the Istanbul region including nine 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 audited at least every 3rd year and in 2023 we carried out three audits in three factories in Türkiye, as well as collected two external audit and CAP reports. The audits showed findings of issues connected to living wages, overtime, young workers 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 2024.

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 2023 we saw an inflation rate of over 60% and despite the increase of the minimum wage of almost 50%, the wage of workers often didn't meet the living wage requirements. Mini Rodini have two ongoing living wage programs in Türkiye,

where we during 2023 increased the living wage contribution level to meet the living wage estimates. In the coming year we plan to assess the possibility to include more factories in our living wage programs.

EXCESSIVE OVERTIME

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. 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, we have seen 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. In two factories that we work with in Türkiye they hire Syrian refugees, and both these units have signed our Syrian refugee policy and follow a policy requirement. One of the suppliers is included in a special program to support employment of Syrian workers, and the other supplier only have one worker from Syria who has lived in Türkiye for many years and speaks the local language. We have discussed the risk with our suppliers and given the situation not deemed it necessary to take any further actions to mitigate the risk of exploitation of these workers.

Supplier number	Years of collaboration	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social audit	Type of audit
TR006	4	5/5	17	35	2021-04-15	Global Services/ FWF
TR001-1	14	5/5	9	17	2023-08-31	Global Services/ FWF
TR001-2	13	5/5	9	17	2023-09-18	Global Services/ FWF
TR001-3	13	5/5	9	17	2023-09-20	Global Services/ FWF
TR007	3	4/5	8	16	2021-09-21	Global Services/ FWF
TR017	1	-	3	3	2022-09-13	BSCI
TR008	2	4/5	3	3	2023-01-23	BSCI
TR009-1	10	5/5	3	0,3	2021-09-28	Global Services/ FWF
TR003	8	5/5	2	2	2021-02-18	Global Services/ FWF
TR010	2	5/5	2	2	2023-05-23	BSCI
TR011	1	5/5	0,2	0,40	2023-10-25	Global Services/ FWF

In Türkiye we have nine support facilities for screen printing, embroidery and washing.

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 2023 we worked with one supplier having three factories in Portugal, which stands for 9% of our FOB. During 2023 we collected one external audit in Portugal where there were no CAPs needed.

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 audits of a certain frequency, however as there are still risks, we will revisit this decision in the coming year. The risks we have identified on a country level in Portugal are as follows:

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. Mini Rodini require our suppliers to implement an anti-discrimination policy and will continue to follow this up with suppliers 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 severe in Portugal but remaining as a risk. Mini Rodini regularly assess the wage level of each supplier and to discussion with suppliers on how to implement living wages.

Supplier number	Years of collaboration	Risk	Total FOB (%)	Estimated Leverage (%)	Latest Social audit	Type of audit
PT002-1	6	2/5	1,8	6	2023-06-15	SMETA
PT002-3	4		5	18		
PT002-2	1		2,9	10		

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

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 conduct an investigation to 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 investigation and remediation process whenever more consultancy is needed.

During 2023 we didn't receive any complaints through the Fair Wear Foundation helpline. Although this is positive, we will during 2024 make sure that workers are aware about this channel, so that the lack of complaints is not due to the trust or lack of awareness from 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 all Mini Rodini staff are presented with relevant information about the collection including information about sustainability, certifications of the collection and information about the suppliers including living wage projects.

During 2023 Mini Rodini formed a separate sustainability department as well as hired a head of sustainability to increase our focus on sustainability. An outspoken requirement from Mini Rodini's board of directors is that the new department should deliver a new sustainability strategy as well as increase the internal awareness about sustainability and to create a closer relation to sustainability for each function.

During the fall of 2023 workshops and information sessions were held with the majority of all departments to discuss how to improve our sustainability focus within the function, and how to set new sustainability goals. A goal has also been set for Mini Rodini to increase the information and transparency about sustainability externally, which has resulted in a communication plan for 2024.

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

During 2023 we started using the new Fair Wear Foundation HRDD system which included new risk assessments on country and factory level. To make sure that our suppliers understand the system as well as our values, we have initiated meetings with each supplier to introduce them to the system as well as the requirements on them. These meetings will continue into 2024.

In one of our Turkish suppliers, we have an independent living wage project which has been running since 2018. To improve this system, we started introducing them to the Fair Price app which we believe will make the living wage calculations more efficient and accurate. We also connected this supplier with another supplier who is already using the app to share learnings of the system. This work will continue into 2024.

Information management

During 2023 we started 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 five of our suppliers to visit our office for physical meetings. During 2023 we also arranged one staff trip to Portugal, where we visited our direct supplier and three support units, and one to Türkiye where we visited two suppliers.

As of 2023 we have done risk assessments and created 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 audits available, we have not been able to conduct proper risk assessments for these units yet. In 2024 we plan to start conducting proper risk assessments of selected sub-suppliers including collection of audits.

Further down in our supply chain, our visibility is based on the tracking we have done with traceability platform TrusTrace where we as of 2023, have full visibility of tier 1 and 2 units, 75% on tier 3, and 48% tier 4. 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 sustainability report which includes information about the progress we have done to meet our ambitions and goals. We also annually publish a 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 still 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 sustainability report and available on our website.

During the end of 2023, we started an update of our sustainability website, to share more information about the work that we do, which will be ready in 2024. In connection to this we have also set up a communication plan for 2024 to be able to spread awareness about our sustainability work and to keep interested parties continuously updated.



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 - 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 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 of 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.

ORGANIC CONTENT STANDARD OCS

At Mini Rodini all of 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.

GLOBAL RECYCLED STANDARD - GRS

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. This means that the products have been thoroughly tested and verified to be free from a comprehensive list of potentially harmful substances.

Corporate Social Responsibility

In 2023 Mini Rodini introduced a new whistleblowing service for our 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.

In 2023 Mini Rodini conducted our first employee survey to assess the general feeling of satisfaction of Mini Rodini as an employer. The survey will be conducted every other month during 2024 and improvement plans and activities based on the result, will be set up accordingly.





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