



mini rodini

Sustainability report '16

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CEO AND CSR MANAGER COMMENTS

For Mini Rodini CSR is in our genes! It is a way of life, not an add-on. This is a growing movement in our industry and consumers and stakeholders are becoming more interested. Although, we think the pace of the collaborative movement is too slow and we have to work hard to be one of the few actors taking more responsibility than the majority to make a pathway of transformation. This requires a dedicated and courageous mindset where we always try to have a creative and modern approach in the daily work throughout our whole organisation.

During 2016 our work to minimize our footprint on the planet while maintaining our growth as a company has continued. And it has been a successful year. During 2016 we reached 99% sustainable products in our assortment! A very impressive figure even on a global scale. We increased our upcycled production with 75% and 100% of the material that could be organic was organic. On the social responsibility side, we joined Fair Wear Foundation and continued our implementation of our living wage program with yet another supplier.

We are happy to share in detail our sustainability progress of 2016 and plans onward in the following pages.

Johan Larsson
CEO

Klara Gardtman
CSR manager

ABOUT MINI RODINI



Mini Rodini is a Swedish children's wear brand that was founded in 2006 by illustrator Cassandra Rhodin as a tribute to all children, their imagination and sense that everything is possible. Mini Rodini's mission has always been to make it both easy and exciting for parents and gift buyers to buy better products for their kids in regards to the design as well as environmental and ethical aspects of the production. And while the playful

and humorous aesthetics may speak directly to the children, the quality of the products is equally important. A Mini Rodini garment is not only fun to wear or just look at, but is also produced in a way that is kinder to the environment and the people behind it.

When Mini Rodini first started in 2006, the aim was to add something new and something better to a market

that was already rapidly growing. Since then Mini Rodini has been, and still is, a fast growing company. What started with cotton leggings and tees in the now iconic robot print has grown to large collections consisting of outerwear, organic denim, accessories and everything in between. And as the collections keep growing, so is the sustainable range.

Sustainability according to us

SUSTAINABILITY ACCORDING TO US

A core value since the start.
A given obligation.
An aspect in everything we do.
For the people and the planet.

WHY OUR SUSTAINABILITY IS FRONT-RUNNING

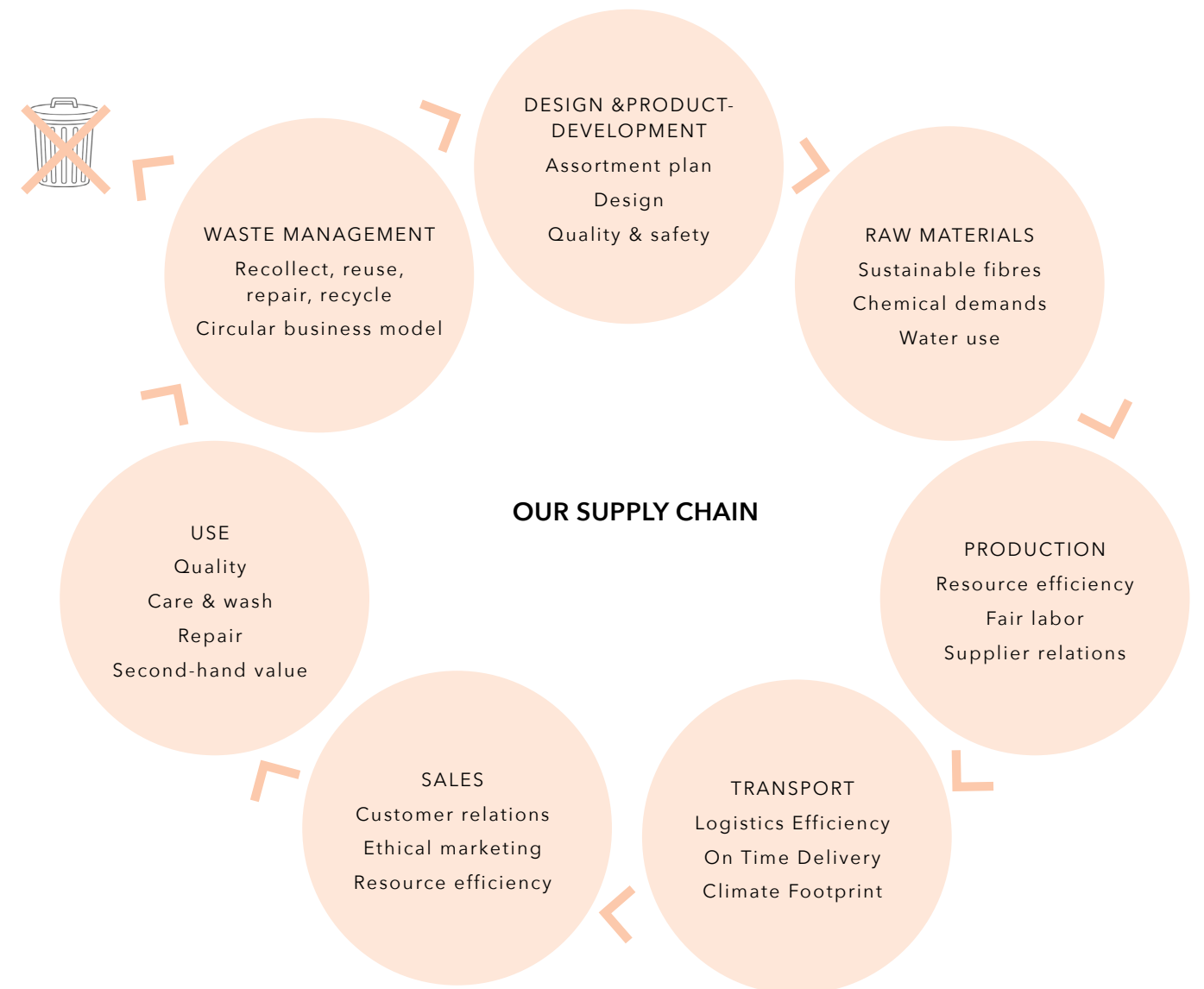
A young and small, yet profitable and already responsible company.
A broad assortment, yet most sustainable.
Upcycling where we create value out of our waste is made on routine.
Responsible sourcing focusing on living wages.

OUR DIMENSIONS

BETTER PRODUCTS
Better materials
Better certifications
Better chemicals

SOCIAL JUSTICE
Responsible sourcing
Fair wear foundation
Living wages

AT HOME
Responsible organisation
Ethical values
Ecological footprint



Highlights 2016

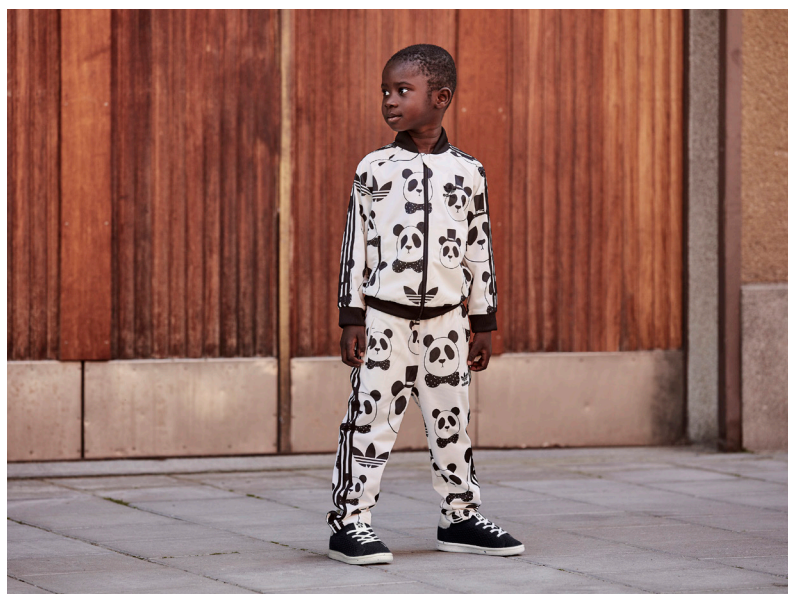
We created 75% more upcycled products than we did in 2015.



We joined Fair Wear Foundation, enabling us to take deeper social responsibility in our factories.

100%
of all cotton was organic
(just like it was in 2015)

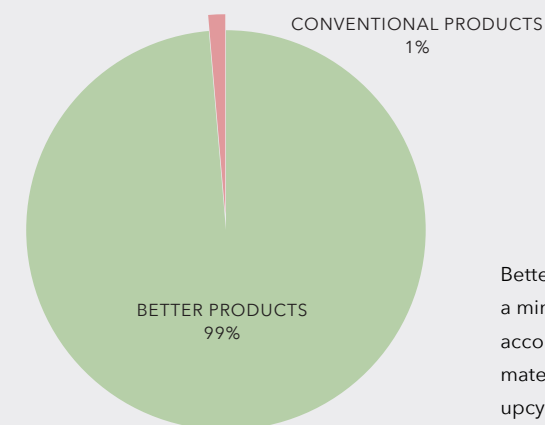
99 % OF ALL PRODUCTS
WE MADE WERE
BETTER (2015 it was -97 %)



Mini Rodini and adidas Originals made a design collaboration with sustainable materials used in every product.

A living wage system was implemented with one more supplier.

SUSTAINABLE/CONVENTIONAL PRODUCTS 2016



Better products are made in a minimum of 80% of the, according to us, sustainable materials; organic, recycled, upcycled and Modal.

We were ranked as **TOP 10** user of Fairtrade organic cotton and listed in the **100% CLUB** of organic cotton in Textile Exchange's Organic Cotton Market Report.

We introduced our first towels and bathrobes, organic and GOTS certified.



We made a super sustainable sneaker; in organic, vegan and natural rubber materials with GOTS-, Fairtrade and FSC certifications.



The swimwear collection was in recycled material, mostly from plastic waste cleaned from the seas.

100% of our plastic bags were degradable, degrading within ca 5 years instead of ca 100 years. (2015 it was 55%).

THE WORLD OF MINI RODINI



520 RETAILERS WORLDWIDE

AUSTRALIA	GRECE	PORTUGAL
AUSTRIA	ICELAND	RUSSIA
BAHRAIN	ISRAEL	SPAIN
BELGIUM	ITALY	SWEDEN
CANADA	JAPAN	SWITZERLAND
CHINA	KAZAKSTAN	TAIWAN
CZECH REPUBLIC	KOREA	TURKEY
CYPRUS	KUWAIT	UNITED ARAB EMIRATES
DENMARK	LATVIA	UNITED KINGDOM
ESTONIA	NETHERLANDS	UKRAINE
FINLAND	NEW ZEALAND	UNITED STATES
FRANCE	NORWAY	
GERMANY	POLAND	

MINI RODINI AROUND THE WORLD RETAILERS

SWEDEN, STOCKHOLM HEAD OFFICE WAREHOUSE 3 MINI RODINI STORES 3 MINI RODINI SHOP-IN-SHOPS	SWEDEN, UPPSALA 1 MINI RODINI SHOP-IN-SHOP
SWEDEN, GOTHENBURG 1 MINI RODINI STORE 2 MINI RODINI SHOP-IN-SHOPS	DENMARK, COPENHAGEN 4 MINI RODINI SHOP-IN-SHOPS
SWEDEN, MALMÖ 1 MINI RODINI STORE 1 MINI RODINI SHOP-IN-SHOP	FINLAND, HELSINKI 1 MINI RODINI SALES OFFICE
	UNITED KINGDOM, LONDON 1 MINI RODINI PR AGENCY

SUPPLIERS / FACTORIES

TURKEY 55%, 3 SUPPLIERS, 14 FACTORIES
INDIA 16,5%, 4 SUPPLIERS, 5 FACTORIES
CHINA 16,5%, 6 SUPPLIERS, 13 FACTORIES
LITHUANIA 11,5%, 1 SUPPLIER, 1 FACTORY
PAKISTAN 0,5%, 1 SUPPLIER, 1 FACTORY

GREENLAND

Better products

Producing products will always have an impact on people and the planet, regardless considered sustainable or not. Challenge is to instead do better; use better quality, better materials, better certifications and better chemical management – then only, Mini Rodini considers a product sustainably *better*.

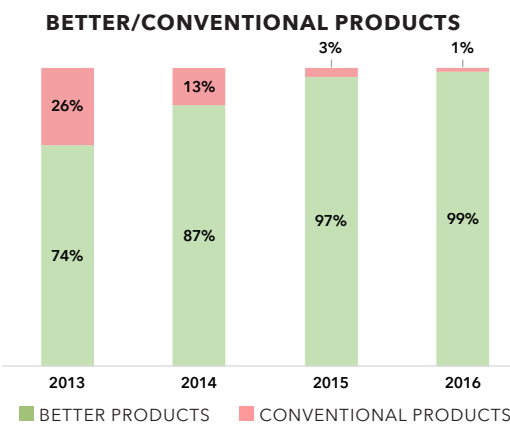
The products we create are a core of our business. They are ground for reducing our negative impact on nature substantially. Split in 15 collection releases in 2016, we made totally 734 products compared to 663 products in 2015, but still reached a higher sustainability level. In fact, we increased the number of better products from 97% in 2015 to 99% in 2016, reaching further to meet our goal of 100% better products in 2020.

Looking only aesthetically, it would add more variation to our collections if we were able to use more materials. Though, that would mean we would need to add new conventional materials – something we simply will not do. This uncompromising

engagement starts in the sourcing- and design phase where we create designs out of the sustainable materials available, rather than hoping to convert them into sustainable later on.

Quality is equally important in our products' sustainability as the materials, chemicals and certifications we choose for them. Our products should last long both aesthetically and physically. Together with our suppliers, we work hard to maintain the overall good quality level we have already accomplished, as well as improving where it sometimes flaws. Many people, processes and places are involved in making a product, and fabric is a vivid material to work with.

Hence, along our planned growth, we are for 2017 investing in more resources to secure our quality control system and create even better products.



BETTER MATERIALS

Mini Rodini has a stringent policy on what materials are actually to be considered sustainably better:

ORGANIC

Organic materials include for example organic cotton and organic wool. Every material that could be organic, is organic at Mini Rodini.

RECYCLED

Recycled materials include for example recycled polyester and recycled polyamide.

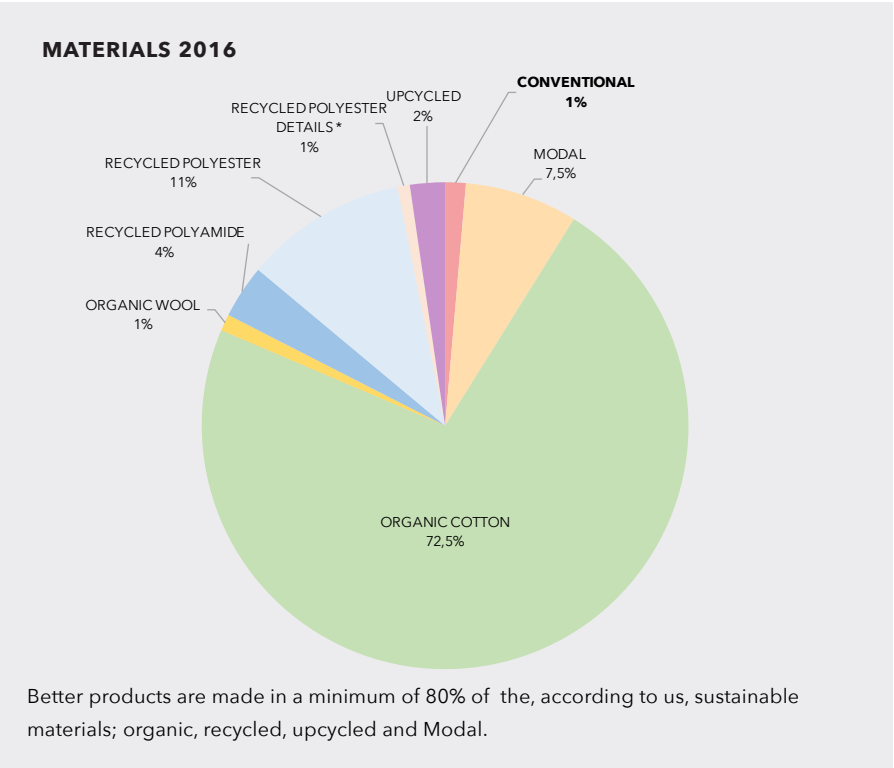
100% of our polyester and 81% of our polyamide is recycled.

UPCYCLED

We use leftover waste materials from previous productions to create new products with new need and new value. This makes less impact on natural resources, and everything else a new production would take.

MODAL®

Modal® fibre is sustainable as it derives from sustainably forested wood and its chemicals used are reused and recycled. It also saves more water and land than organic cotton.



THE MATERIALS WE AVOID

Due to animal welfare and harmful chemical risks for both health and nature, we avoid using the following fibres until they are possibly proven to do better.

- Leather
- Exotic skins
- Suede
- Fur
- Down
- Feathers
- Angora wool
- Conventional wool
- Conventional silk



SUSTAINABLE COMPOSITION

Apart from the few materials we consider sustainably better, our policy to be able to name a product sustainably better itself is also strict. We require a better product to contain at least 80% sustainable fibres. Yet, we already achieved a level over 95-100% on the very majority of our products. It is up to every company like ours to settle their own composition policy and therefore many others rule far below the 80% level but still name the product sustainable. The only products on the 80% level are our swimwear and socks, that require more polyamide and/or elastane to keep its stable fit and function. Nonetheless, we hope to reduce amount of conventional polyamide or make it recycled soon.

We do have one exception to this policy; The heavy-duty Explorer winter outerwear. We place this product range in the better product category even though it does not reach the 80% level, as it is actually far more sustainable than the majority on the market. The two different linings and all the paddings used are recycled, all material components are certified to Oeko-Tex® 100 Standard and the waterproof impregnation is a more environmentally friendly alternative free from fluorocarbons, formaldehyde and paraffin (Bionic Finish Eco®). Additionally, this product range is in very high functional quality and we want it to be durable for children's outdoor play. We are yet to find a recycled shell fabric without compromising on our high-quality demands and aim to do so as soon as possible.

DIGGING DEEPER

Every detail matters to us, not only the main materials. We dig deep into our products to map all trimmings a garment needs to hold it together, such as threads, buttons, zippers, and everything inbetween, and to furthest extent make them sustainably better.

The majority of the fastened standard labels on our products are already organic or recycled, certified by GOTS, GRS and Oeko-Tex® 100 Standard. The hanging labels on products are in paper certified by FSC. Our paper products in stores and marketing are FSC certified and shopping plastic bags are biodegradable.

REPAIR PATCHES

Regardless of their quality, garments get wear and tear after use, care and wash. To help our customers make their garment last longer, we developed outerwear and reflective patches to cover holes and stains, to add extra reflective safety, or just simply upgrading the look.



PRICE STICKERS

100% of all price stickers were made in recycled paper in 2016 compared to 50% in 2015. Garments need 2 stickers per piece, so we produce a large volume of them.



CLOTHING HANGERS

In one of our stores, we introduced sustainably better hangers in 2016 and will expand it onward. They are made of FSC-certified raw cardboard and locally produced in Sweden.

GARMENT TRIMMINGS

In garment trimmings, we made significant improvements on the light woven and denim products. All pocket sheeting, care labels and adjustable elastic tapes were changed to organic cotton and recycled polyester certified by GOTS and GRS.



PACKING TAPE

Our iconic robot packing tape for transportation boxes was changed into recyclable paper free from toxic solvents. The whole box can now be easily recycled, instead of firstly separating a plastic tape from it.

DISPLAY FOILS

We use display foil for communicational purpose in our storefront windows of our own stores. In 2016, we made a 25% reduction of this plastic display foil.

GARMENT BAGS

Each garment is transported in a protective plastic bag and in year 2016, 100% of them were made degradable and most of them partly recycled, compared to 55% in 2015. The method we use makes them degrade within approximately 5 years instead of up to approximately 100 years.



OUR DENIM

Did you know our denim is one of the most sustainable on the market?

- GOTS certified product from cotton farm to final product
- Wash saving 70% water
- Chlorine-free bleach
- Organic cotton pocket sheeting
- Nickel-free metals
- FSC-certified paper tag
- Recycled polyester logo label
- Recycled care label
- Recycled faux leather label



BETTER CERTIFICATIONS

To ensure our materials and products are as sustainable as claimed, we believe it is of great importance to have them certified. There are numerous certifications and product labels on the market - we choose the strictest and most comprehensive.



GOTS – GLOBAL ORGANIC TEXTILE STANDARD
One of the strictest global standards for organic materials certifying the production from raw material to finished product, including chemical restrictions as well as social criteria.



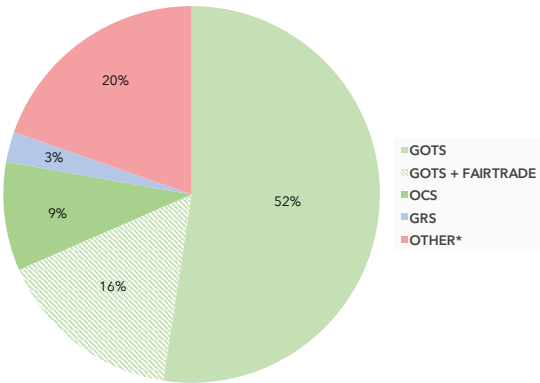
OCS – ORGANIC CONTENT STANDARD
GOTS require 70-95% organic fibres in the composition of a product. Where we mix the organic fibres with for example Modal® and the organic cotton doesn't meet GOTS composition rules, we use OCS to assure there is organic content in the fabric.



GRS – GLOBAL RECYCLING STANDARD
Like GOTS, GRS traces the product from raw material to finishing, including chemical- and social criteria, being the strictest standard for recycled materials on the market.

CERTIFIED PRODUCTS 2016

The textile supply chain is complex. Certifications helps traceability of a products' components and assures workers, suppliers, brands and end consumers a controlled and more sustainable supply chain. Our prioritized and most used certifications are GOTS, GRS, OCS, Oeko-Tex® standard 100 and FSC



* Styles with only material certification instead of final product certification.

FAIRTRADE
The Fairtrade certification assures cotton farmers get a fair pay, no matter how the cotton price on the market currently is. The cotton farmers also get a premium they can use to independently chosen developments in their community or production.



FSC – FOREST STEWARDSHIP COUNCIL
Our materials derived from wood are mostly FSC certified from un-threatened and responsible forestry and plantations.



OEKO-TEX® STANDARD 100
Oeko-Tex ® Standard 100 is an additional control that our materials are healthy for nature, maker and user. We use it as an extra safety of independent chemical testing, next to our own stricter chemical management.



BETTER CHEMICALS

Chemicals undeniably surround us in our everyday lives. They are also undoubtedly needed to manufacture textile products. Challenge is to use the better ones rather than the harmful, something Mini Rodini works hard with.



In their overall existence and/or at certain limit values, places and mixes, chemicals can be very harmful. Some substances never degrade in nature and some are toxic for, either or all; human-, animal- and environmental health. We make children's clothes, and take it as our given obligation to make them safe and non-toxic. But we also work with the chemical safety of the workers being exposed to the substances in their everyday lives in the factories, how we affect the global eco-systems and everyone else involved in handling our products.

There are many challenges assuring to use only the better chemicals. The fact that several brands share the same factories with different levels of demands is one and always puts contamination at risk. The overall complexity of risk-minimizing the use of harmful chemicals with its great variety of substances is another, as well as the mixes of formulas, the concern for worldwide people and nature, the non-universal laws and the lack of transparency upstream. We acknowledge and work with these challenges systematically.

OUR CHEMICAL MANAGEMENT

PRODUCT DEVELOPMENT

All decisions concerning design, materials and certifications affect the chemical use. We have strict policies in which materials and certifications to choose and we minimize unnecessary design effects.

RSL - RESTRICTED SUBSTANCE LIST

We have restrictions on all chemicals related to our product assortment. It is based on the European legislation REACH but also has more strict values added. Each supplier needs to sign this list before receiving an order and in 2016, it was updated to be even more strict and more custom-made to our specific assortment.

EDUCATION AND SURVEILLANCE

Mini Rodini is a member of Chemical Group at Swerea, a network where approximately 90 brands similar to us learn to stay proactive on the relevant chemical laws, current risks in the industry and more sustainable substitutions of substances and processes.



LABORATORY TESTING

We arrange chemical tests by third party laboratories each season. Which products and materials to be tested are decided upon risk assessment; to have a broad range of substances tested, legally prohibited substances, currently observed high-risk substances in the industry, material composition, fabric function, order volume, supplier relation, production country context, etc.

In 2016, 26% of our main production order volume had different chemical tests initiated by us (2015 it was 16%).

RECIPES

Apart from laboratory testing, we also ask for recipes of chemical formulas and mixes by the same purpose. The recipe is part of a standardized safety data sheet used to instruct employees in production how to handle the chemicals safely and what influence they have on environment and human health.

COMPETENCE TESTING LABORATORIES

To be sure the laboratories making our tests have high quality and follow the relevant international standards as well as our requirements on methods and equipment, they must pass our competence test.

LOCAL LAWS

In our agreement with each supplier, we require them to not only follow our RSL and REACH but also their local chemical law (if applicable) in the production country(-ies).

FLUOROCARBONS AND BIONIC FINISH ECO® Since 2014, we have required all our water-resistant outerwear to have the eco-friendlier impregnation Bionic Finish Eco®, free from fluorocarbons, formaldehyde and paraffin. We have zero tolerance for these chemicals in our RSL, and in 2016, we advanced our risk assessment and production process system on continuing to avoid them further.

Status of our 2016 improvement plans in Better Products

2016 GOAL

STATUS DECEMBER 2016

Increase products with sustainable materials to 98% of yearly collection.	Accomplished, 99%.
Make an action plan for sustainable detail components and trimmings on product.	Accomplished.
Increase number of GRS certified final products from 3% to 5%.	Not accomplished.
Develop our RSL (restricted substances list) with stricter limit values.	Accomplished
Increase upcycled products from 40-50% to 70% of our total waste at applicable suppliers.	Accomplished, 71%.
Make a strategic plan of re-collecting used garments into re-use.	Started briefly but not accomplished.

Our goals in Better Products onward

2017 GOAL

- 99,5% of all our products are made with sustainable materials.
- Increase upcycled products from 71% to 80% of our total waste at applicable suppliers.
- 60% of all product trimmings are sustainable.
- Release our first circular product concept.

2020 GOAL

- 100% of all products are made with sustainable materials.
- 100% of all product trimmings are sustainable.
- Our business model is circular with a re-collect / repair / reuse / remake / recycle system on routine.

Social justice

For Mini Rodini, Social justice represents fundamental human rights. We stay true to our commitment of doing the very best we can for the people making our products according to international standards and frameworks on working conditions and human rights. We want to better the working environment in the textile industry and we do so in a progressive approach towards rigorous goals.

KEY ACHIEVEMENTS ON SOCIAL JUSTICE IN 2016

- We became members of Fair Wear Foundation enabling us to take deeper social responsibility
- We updated our code of conduct to more extensive and custom-made
- We made an action plan on implementation of living wage systems at all sewing factories
- We implemented a living wage system with another supplier
- We developed our already existing living wage system
- We reduced number of factories to be more progressive with the strategic ones
- We started with trainings on better labour standards at the factory floors
- We increased the CSR employment to fulltime
- We met with our suppliers on a CSR agenda more often



FAIR WEAR FOUNDATION

“Since the start, Mini Rodini’s mission has been to create childrenswear with the lowest possible impact on people and the planet. By Joining Fair Wear Foundation, we are able to develop and deepen our social responsibility efforts further together with our suppliers.”
Johan Larsson, CEO at Mini Rodini

2016 was our first year of membership in Fair Wear Foundation (FWF). FWF is a multi-stakeholder initiative with the mission to improve labour conditions in the global garment factories. The ground in FWF is that we accept to take more social responsibility in our factories, based on FWF’s principles. FWF gives us expertise on this area and also conduct social audits and trainings at the factories. A unique thing about FWF is also that they will verify and score our performance within social responsibility and report about it to the public - something we believe is of great value for our customers, stakeholders and other interested parties to legitimate their trust in us. This first year of membership has been a lot about implementing FWF routines into our existing routines, yet also an advancing year in our overall social responsibility performance.

RESPONSIBLE SOURCING

The garment industry is very labour-intense. Careful supplier sourcing is key to have fairer and safer labour standards for the production workers. Along our fast growth, we have sourced several suppliers with conscious due diligence and sustainability screening.

The search of a new supplier starts with evaluating the past season. This routine is made annually twice by the whole production department today consisting of 10 people, including CSR Manager. In the evaluation, we score our suppliers highest on sustainability, communication and quality on delivery. At the same time, we also ask the supplier to evaluate us back so we can share the responsibility of a mutually responsible relationship. We reward the suppliers with highest scoring by increased orders as much as we can.

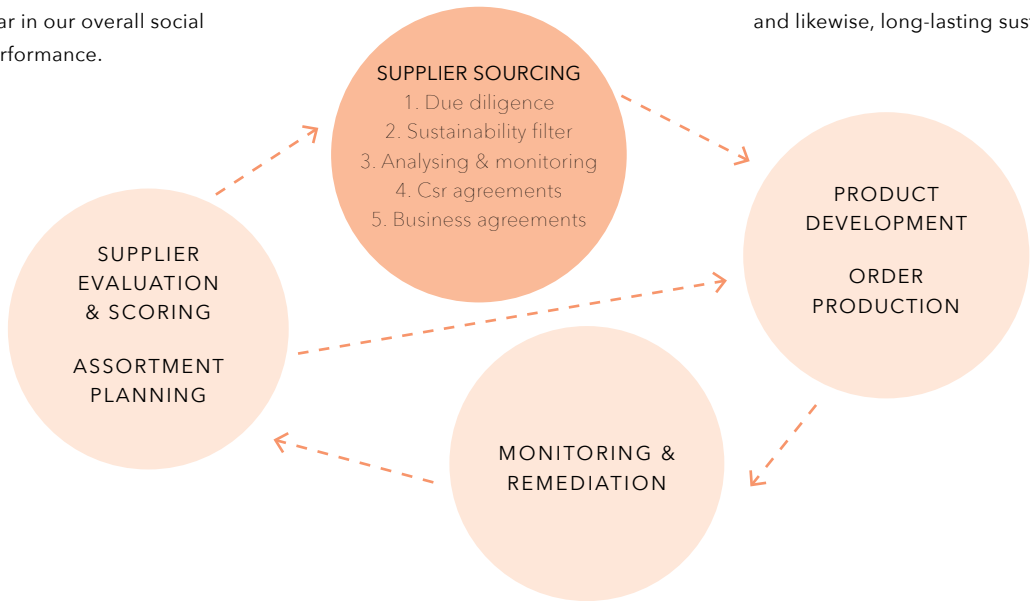
Thereafter, we possibly decide we need a new supplier, and that search is made solely by the CSR manager where a checklist is used as our first filter. The checklist is developed by us checking the suppliers’ own initiatives on both environmental and social responsibility. This has resulted in that our suppliers already have invested in sustainability engagements themselves, such as labour condition certifications, wind or solar energy, sponsorship to local schools and tree planting projects. A consequence to this is that we are able to make advanced social responsibility improvements with the supplier in a short period of time after the relationship has started. We also ask new suppliers to fill in the self-assessment questionnaire from FWF and if they can share previous audits’

reports for our study. After that process only, the responsible buyer checks the more business-related values such as prices and lead-times. We also visit the new supplier and ask them to comply with our code of conduct before placing them orders presently striving to move parts of our production closer to our home market during 2016 to have lesser environmental impact from freights and shorter lead-times.

SUPPLIER AND ASSORTMENT PLANNING

We are aware of that we don’t have long relationships with several of our suppliers yet. But we aim to build strong and long-term relationships with all our suppliers, and the reason why some relations are shorter is mostly because of the strong need of increased capacity along our rapid growth and higher sustainability demands. However, with our main suppliers, making 52% of our production, the relationship has lasted over 5 years. And, what we have also determined in 2016 is that we now have a stable platform of strategic suppliers making our core assortment with high sustainability and quality standards to grow with years ahead.

Another important insight is that we have a few suppliers where we have small leverage and order volumes that are not growing as steadily as the rest of suppliers due to slower sales of the characteristic product types they make. Thus, during 2016 we have developed a new assortment and control management structure in our organisation, making more careful range- and (pre-) purchase planning to gain stronger business, proactivity for us and supplier, and likewise, long-lasting sustainability.



CODE OF CONDUCT

Our code of conduct is an agreement about labour rights and working environment each supplier needs to sign and comply with. The criteria are based on the regulations by International Labour Organization (ILO), the UN Universal Declaration of Human Rights and the Code of Labour Practices by Fair Wear Foundation.

HEADLINES OF OUR CODE OF CONDUCT

- Employment is freely chosen
- There is no discrimination in employment
- No exploitation of child labour
- Freedom of association & the right to collective bargaining
- Payment of a living wage
- No excessive working hours
- Safe and healthy working conditions
- Legally-binding employment relationship
- Environmental impact obligations
- National and international legal obligations

During 2016, our code of conduct was updated to follow FWF criteria deeper as well as some more custom-made requirements on responsibilities between the parties focusing on transparency and subcontracting.

LIVING WAGES

Even though living wages has been an ongoing topic of discussion for decades, the vast majority of garment workers globally still earn far below that level. We believe a living wage is a human right. It shall be, as named, a wage one can live on, covering the basic needs such as housing, food, healthcare, education, etc. including savings.

In 2014, at 1 supplier and 3 factories in India, we joined a project together with other brands to pay our share of a living wage to the employees. This project is still on-going and today approximately 2000 employees get this extra income. All employees at the factories receive the living wage bonus and not only the ones producing for Mini Rodini. During 2016, these factories made 13% of Mini Rodini's production volume in product pieces.

In 2016, we implemented a similar living wage system on our own initiative with another Indian factory. This factory employs approximately 1000 workers and all of them will receive the additional income. We also created a living wage policy document describing what we believe a living wage should be and our path towards it in a detailed plan per factory and order until year 2020. During the year, we also made studies and an action plan for further implementations with more suppliers in 2017.

Another project we made on the topic was to join a new project by FWF called The Living Wage Incubator, starting in January 2017. This will be a forum together with a few of the other FWF member brands that already work with or want to work more with living wages, sharing knowledge and experiences to make further advancements on the topic.



CERTIFICATIONS

The certifications our suppliers use, SA-8000, GOTS, GRS and Fairtrade, independently monitor the social labour situations in the factories and cotton fields we partner with. 85% of our total production comes from suppliers working with these three certifications. We see this is an important yet additional control of working conditions' apart from our own initiated and more thorough social responsibility controls.

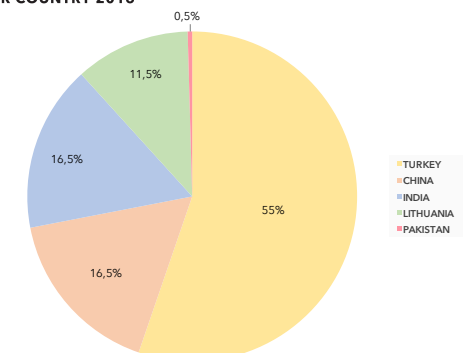
PRODUCTION LOCATIONS

The production of 2016 was made with 15 suppliers and in 2015 with 16 suppliers. Out of the 15 suppliers, we worked with 34 manufacturing factories making the cutting, sewing, trimming and quality control of our products. We ended our relationship with 4 suppliers due to their inability to comply with our sustainability and quality policies and replaced these by placing the orders at 2 already existing suppliers. Before terminating a supplier relationship, our method is rather to solve the issues in the relationship than to quickly move to another, as we know that textile production is a lot about solving problems, and believe it is fairer to give the suppliers and all its workers a chance. If we anyway finally decided to terminate the relationship, we try to do it with good foresight communicated as early as possible to the supplier in a respectful manner, in order for them to firstly understand our decision, and also not lose business and working hours for the workers promptly.

In 2016 we also started with 2 new suppliers, one to be able to make the highly sustainable sneaker in spring/summer 2016 collection (made in Pakistan), and one external producer being adidas Originals.

A new production country for us in 2015 was Lithuania, where we grew a lot in 2016, from 0,6% to 11,5% of our total production volume in pieces. Turkey is still our largest producing country but India was reduced significantly due to the large increase in Lithuania. We are striving to expand our production made closer to our home market to have lesser environmental impact from freights and shorter lead-times. A new country for us in 2017 will therefore be Portugal.

PRODUCTION PER COUNTRY 2016



* Counted in volume of ordered product pieces.

AUDITS AND REMEDIATION

Alike most other brands in the textile industry, we do not own any factories, but share them with other brands. We have been making social audits since 2013 to monitor compliance to our code of conduct, and to learn more how we from our side can take responsibility of a safe and fair working environment in all the factories we partner with.

In 2016, we made third party audits at 8 factories initiated by us, compared to 2 in 2015. Out of total order values in 2016, 91% of our manufacturing factories has until now had a social audit on our initiative, made by our previous third-party audit partner, or, by FWF. Out of these, 82% are located in the considered high-risk countries Turkey, India and China. The considered low risk countries we work with are Lithuania and Portugal.

Our social audits are announced beforehand, as we believe in a close and open dialogue to gain strong long-term trust between both parties. Why we choose to audit a certain factory is decided upon risk assessment including for example order volume, strategic plans and current country specific risks. Each audit is reported and followed by a Corrective Action Plan (CAP) saying what things needs improvement at an agreed timeframe between auditor and factory management. The CAP is followed-up by continuous communication between factory and CSR Manager, factory visits and re-audits. Where we work with agents in-between us and the factory, they make parts of the follow-up as well. Where we can, we also cooperate on follow-up with brands producing at the same factory and in 2016 we did so with 8 other brands.

The most common findings in CAPs’ during 2016 were concerning working time, compensation and health and safety at the workplace. Within working time, too much overtime is the most common due to heavy workload at peak seasons in the factory, Mini Rodini’s unexpected growth of orders and late changes in our product development. We acknowledge our responsibility of impact within this, which was another reason why we developed our new assortment planning and control system in 2016. Which hereafter will be followed by more careful order pre-planning to suppliers so they can plan their production schedules more efficiently, reducing the excessive overtime. Another investment we made was to purchase a pattern maker program which will step-by-step result in a lower need of sampling and more effective garment cutting processes in the factories. Together with compensation, audit results also showed working time was to be documented unorganised in some cases. As payment of a living wages is a criterion in FWF’s Code of Labour Practices, this is often a finding in our CAPs’ as well, as we don’t pay living wages in all factories we partner with yet. On health and safety at workplaces, the most common findings have been about evacuation plan, fire safety and personal protective equipment.

During regular factory visits by both CSR Manager and other employees from our production team, we also check that FWF Code Of Labour Practice including the complaint mechanism is posted visibly for the workers. We also make our own on-site checks on health & safety according to FWF’s guidance and encourage factories to attend FWF trainings when applicably conceivable.

COMPLAINTS

In 2016, we received 5 complaints from workers via FWF’s hotline. This mechanism is another unique thing with FWF we valued highly when deciding to become members. Workers can file a complaint directly to FWF as an independent party who will help them investigate and solve their issue anonymously or transparently as they wish, with our help of feedback and follow-up. Our CSR manager works to solve the complaint as urgent as possible with the supplier and FWF, and also together with other FWF member brands if they are producing at the same factory. Apart from FWF’s complaint mechanism, we also continuously check that the factory has their own internal grievance system at our own factory visits and it is also a standard control during the third party social audits. When the complaints are solved, they are reported to the public at FWF’s website.

TRAININGS AND COMMUNICATION

In 2016, a FWF training was held at two of our suppliers in India. The training was about female and male supervising and how to address those gender inequalities often present in garment factories. Results from training will be finished and evaluated spring 2017.

During our first year of membership in FWF, we also arranged several other educational and communicative activities both internally and externally, for example gathering our whole company in workshops to highlight how everyone’s role affects the labour standards in our factories, workshops with the buying team, presentations to our sales agents, joined the new member seminar held by FWF, wrote newsletters to the public and announced our membership at our website. Onward, there will be two standard public communicational routines per year that FWF require, namely parts of the content of this chapter of our sustainable report released at the beginning of the year and the Brand Performance Check FWF makes to verify our efforts and challenges, released by summer season.



Status of our 2016 improvement plans in Social Justice

2016 GOAL	STATUS DECEMBER 2016
Implement living wage payment system with one more supplier.	Accomplished.
Update our Code of Conduct according to the Fair Wear Foundation criteria.	Accomplished.
Implement the Fair Wear Foundation routines, externally and internally.	Accomplished.
Make our first Worker Education Program(s) with applicable supplier(s).	Accomplished

Our goals in Social Justice onward

2017 GOAL	2020 GOAL
Implement living wage payment system with two more sewing suppliers.	We pay our share of a living wage at all sewing suppliers we partner with.
Make our first production made in Sweden.	We create labour of our production for people in our local community.
Create a system to be transparent with our sewing factories.	We are transparent with the suppliers we work with.

Mini Rodini at home

Our sustainability commitment not only include making better products and social justice in our production. What we do at home inside our own organisation is equally important to make progress and keep our team staying dedicated onward.

THOUGHTFUL UNIQUE DESIGN

We do not divide our collections by gender. Quality, comfort, function and safety are always key words in our design and product development. We go our own way and do not follow trends.

ETHICAL MARKETING

We always keep our core values of equality and diversity in mind when we carefully choose which channels and in what ways our brand and our products are to be communicated.

INTERNAL PURCHASE POLICY

Every employee at Mini Rodini is to follow our internal purchasing guidelines on purchases made on Mini Rodini's accounts. It guides us on food, travel, restaurants, cleaning products, interior design, tools, gifts, etc.

SUSTAINABLE STORE CONCEPT

We make our stores' interiors as sustainable as possible. We use LED lights, and several of the materials are sustainable, locally produced, Swan-marked and FSC certified. Some materials, like stone or metal, are used due to their durable longevity.

WASTE SORTING

We recycle everything we can in all of our departments. That means paper, plastic, glass and metal as well as light bulbs and batteries.

COMPOSTING

We compost all organic waste in all of our departments wherever it is possible. We ferment our organic waste in order to avoid the greenhouse gases that emit from conventional composting.

RENEWABLE ELECTRICITY

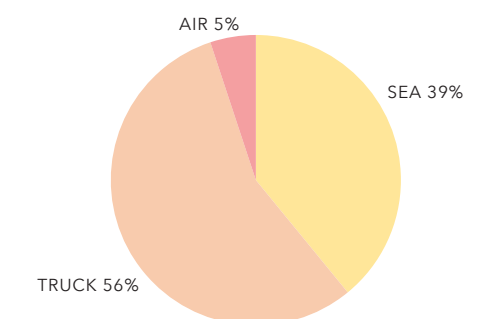
Wherever it is possible, in our own facilities, we use clean electricity from renewable sources like sun-, wind- and water power.

LOGISTICS

When it comes to production freights, we always prioritize sea- and truck freights. We avoid airfreight to furthest extent possible and consolidate as many orders as possible in each shipment. The reason to use airfreight is in general tight lead-times to delivery to retailers and customers and last-minute corrections needed in production. Airfreight decreased from 7% in 2015 to 5% in 2016 of the total shipped volume of products.



FREIGHT MODES 2016



Naturskyddsföreningen

SWEDISH SOCIETY FOR NATURE CONSERVATION

To care for nature, Mini Rodini is since 2015 a member of the Swedish Society for Nature Conservation (SSNC). A "charitable organisation spreading knowledge, charting environmental threats, and proposing solutions and influence politicians and authorities"



DONATION OF WINTER OUTERWEAR

In fall 2016, we donated some of our winter outerwear to Alla Kvinnors Hus, a non-profit independent Swedish organization working with supporting and protecting women exposed to violence and their children.



What
you buy
matters

Status of our 2016 improvement plans in Mini Rodini at home

2016 GOAL

STATUS DECEMBER 2016

Make an action plan for more green overall logistics and freights.	Not started. New plan in 2017
Make an action plan to start making carbon footprint analyses.	Not started. New plan in 2017.
Make mapping system and sustainability action plan of our product packaging system.	Started, more to do.
Re-develop the Mini Rodini CSR guide to external partners.	Accomplished
Re-develop our sustainable customer care and wash instructions.	Not started. New plan in 2017.
Re-develop and highlight our CSR communication at our website.	Started, more to do.
Set an external strategic CSR statement platform.	Started, more to do.


Our goals in Mini Rodini at home onward

2017 GOAL

- Set an external strategic CSR statement platform.
- Re-develop CSR communication at our website.
- Complete a mapping system of all products per factory.
- Make an action plan for more green overall logistics and freights.
- Make an action plan to start making carbon footprint analyses.

2020 GOAL

- We are a front-runner and market leader in sustainability efforts.
- We have a traceability system of all our products on 100% of our supply chain.

An abstract painting of a forest landscape. The sky is a mix of pink, white, and light blue, with visible brushstrokes. The trees are rendered in various shades of green, from dark forest green to bright lime green, with dark trunks and branches. The overall style is expressive and painterly.

ABOUT THE REPORT

This is the third sustainability report of Mini Rodini. It covers the key performances of the environmental and social responsibility in the financial- and calendar year of 2016. The GRI standard for sustainability reporting has been used to furthest extent possible based on current material and resources available. All facts and data are collected from internal systems, suppliers and partners.

To read more about GRI - Global Reporting Index, visit www.globalreporting.org.

mini rodini

csr@minirodini.se • Visit www.minirodini.com to follow our current movement and actions.