

A photograph showing four hands of different skin tones reaching upwards against a light blue background. The hands are holding various items: a purple grape, a pink flower, a red tomato, and an orange. The hands are wearing different colored sleeves: white, light blue, and grey. The text "Our promise for future generations." is overlaid in white, and the word "LINDEX" is at the bottom in red.

Our promise  
for future generations.

LINDEX





## Lindex – a fashion company on a journey

For more than 65 years, Lindex has been a fashion company on a journey. In recent years, the journey is happening with an increasing sense of urgency. Climate change, social inequalities and the growing population has crystallised our road and what it takes to walk on it. We are at a turning point for society and business as usual is now a major business risk. We have a responsibility to contribute to the UN Sustainable Development Goals – for our customers, for society and for our business today and tomorrow.

Our higher purpose as a company is to empower and inspire women everywhere. Lindex is filled with and surrounded by women, and we feel a responsibility to every single one of them. Women populate every part of our value chain, from field to fitting room. They pick the cotton, spin the thread, weave the fabric and sew our garments. They design and market our products, they decide how we run our business and they meet our customers every day. Of course, we also have many men in our value chain. They are just as an important part of Lindex and in everything we do to reach for our higher purpose.

And while the woman is everything to us, she is also the key to the future. Women and girls bear much of the burden of the challenges in our society today and without real inclusion of half of the world's population, a sustainable future remains out of reach.

So, we will continue on our journey and use our business power and platform to have an impact. We have done a lot of good work which we will continue, but we are also stepping up in the areas where progress has been slow.

## Our sustainability promise – making a difference for future generations

If we truly want to empower and inspire women everywhere, we cannot settle with doing good today. We need to look ahead and work for what matters both today and tomorrow. For us to better fulfil our higher purpose, we have made a promise – to make a difference for future generations. Our promise is divided into three areas: empower women, respect the planet and ensure human rights.

We see a strong link between our higher purpose and our commitment to all aspects of sustainability. We exist to empower and inspire women, regardless of their relationship to

us. Whether they work in design, in production, in store or are one of our customers. That means, to fulfil our purpose, we must address everything from labour conditions in our supply chain, gender inclusive workplaces in our operations to how we use our business power to improve female health.

But that's just one part of the puzzle. We must also ask, what does it take – as a woman in today's world - to be able to feel empowered and inspired? Other needs come first: you can't fulfil your potential without access to clean water, food, shelter and safety. These basic needs rely on functioning natural

ecosystems. If our world's climate warms beyond the limit of 1.5 degrees, it will become a world without enough clean water and food; a world of social unrest and conflict. And women and girls are the ones who are most affected. In this way, our purpose pushes us to do more to drive circularity in the fashion industry and limit climate change.

Now is the time to run every decision we make through the filter of future generations and together create the new normal: a fashion industry that is climate neutral, empowering, circular and truly sustainable.

**LINDEX**

# We promise to make a difference for future generations

## Empower women

### Female health and well being

Investing and using our business power to improve women's health and well being in markets and communities where we operate.

### Gender inclusive workplaces

Taking the lead in strengthening women's positions and equal rights across our entire value chain, closing gender pay gaps and making sure women have the same opportunities to fulfil their potential as men have.

## Respect the planet

### Climate

Accelerating energy efficiency and transition to renewable energy, to reduce our climate impact in line with science in our entire value chain.

### Circularity

Transforming our business to create value and growth while decreasing our climate impact, minimising our use of natural resources and impacting consumer behaviour to reduce overconsumption.

### Natural resources

Minimising our impact on ecosystems and biodiversity with a responsible and regenerative approach to natural resources.

## Ensure human rights

### Fair and decent work

Enabling safe and healthy workplaces where labour rights are respected and making sure our whole value chain is progressing within living wage.

### Diversity, equity and inclusion

Making sure our whole value chain is free from discrimination and has an inclusive environment where all individuals are treated fairly, with respect and have equal access to opportunities and resources.

With our promise, we support the UN Sustainable Development Goals to which our business can make significant contributions:







# Empower women.

## Empower women

### Female health and well being

Investing and using our business power to improve women's health and well being in markets and communities where we operate.

### Gender inclusive workplaces

Taking the lead in strengthening women's positions and equal rights across our entire value chain, closing gender pay gaps and making sure women have the same opportunities to fulfil their potential as men have.

### A selection of our goals

- By 2025, Lindex's suppliers who stand for 80 per cent of our production have completed our Women Empowerment program and sustained the learnings

We continuously develop our goals, ambitions and strategies within our promise. More information and an update on our progress can be found in our annual sustainability report.

LINDEX



A person wearing a dark blue denim jacket is sitting and holding a large bouquet of flowers. The bouquet includes several yellow daisies and some white flowers with green foliage. The person's face is partially visible at the top of the frame. The background is a solid light blue.

# Respect the planet.

## Respect the planet

### Climate

Accelerating energy efficiency and transition to renewable energy, to reduce our climate impact in line with science in our entire value chain.

#### A selection of our goals

- By 2023, we will be climate neutral in our own operations
- By 2030, we will have reduced the CO2 emissions in our entire value chain with 50 per cent, with 2017 as baseline

### Circularity

Transforming our business to create value and growth while decreasing our climate impact, minimising our use of natural resources and impacting consumer behaviour to reduce overconsumption.

#### A selection of our goals

- By 2025, 100 per cent of our materials will be recycled or sustainably sourced
- By 2025, our entire assortment will be designed for longevity and/or circularity

### Natural resources

Minimising our impact on ecosystems and biodiversity with a responsible and regenerative approach to natural resources.

#### A selection of our goals

- By 2025, all Lindex's business partners with water intensive operations measure their water use, have set reduction goals and incorporated reduction, reuse and recycling of wastewater in the environmental management systems
- By 2025, we will have removed the release of all hazardous and toxic substances from our supply chain and promote transparency and more sustainable chemistry

We continuously develop our goals, ambitions and strategies within our promise. More information and an update on our progress can be found in our annual sustainability report.

LINDEX





# Ensure human rights.

## Ensure human rights

### Fair and decent work

Enabling safe and healthy workplaces where labour rights are respected and making sure our whole value chain is progressing within living wage.

#### A selection of our goals

- By 2025, Lindex's suppliers who stand for 80 per cent of our production show total supply chain transparency and commitment to improving working conditions
- By 2025, Lindex's suppliers who stand for 80 per cent of our production work actively with a living wage program

### Diversity, equity and inclusion

Making sure our whole value chain is free from discrimination and has an inclusive environment where all individuals are treated fairly, with respect and have equal access to opportunities and resources.

#### A selection of our goals

- Ensure that no discrimination and harassment occurs in Lindex's own operations, year by year

We continuously develop our goals, ambitions and strategies within our promise. More information and an update on our progress can be found in our annual sustainability report.

LINDEX





## Keeping our promise – enablers

With our sustainability promise we are raising the bar for ourselves. In some areas, we have already set things in motion and the roadmap is clear. In other areas, we know what we need to achieve but have not figured out how yet. Along the way and as we progress, we will move our targets forward to make sure we keep our promise. But even if we don't have all the answers yet, we know that there are some common enablers that are key no matter what we are aiming to achieve.

While transparency is a major challenge in the fashion industry, it is a precondition for making progress within all areas of sustainability. Lack of transparency increases risk and makes

issues more complex to address. But as transparency increases, it enables accountability, open dialogue among stakeholder about challenges and focus of efforts, as well as fact-based decision within the industry and from the customers.

Achieving the structural change we are striving for is not something we can do on our own. To address the issues that we face as a society and achieve what we aim for, we need to collaborate with our customers, our suppliers and partners as well as within and across industries. The UN's Sustainable Development Goals and a science-based approach as a foundation enables us to achieve real impact. It provides a global

common denominator for sustainability and the transformation we all need to be a part of.

And yes, transformation is the only way to go. With business as usual being a major business risk, we need to re-examine every part of the business and find new ways to do things. We need to utilise technology to build more robust data collection, explore innovations and collaborate in new ways.

We invite everyone to be part of our journey and make a difference for future generations.

**LINDEX**



A photograph showing four hands of different skin tones (two light, two dark) holding each other in a supportive grip. The hands are arranged in a circle, with the fingers of each hand interlaced with the others. The background is a solid light blue. The hands are wearing white and grey striped sleeves.

Together we can make a  
difference for future generations.  
Join us on this journey.

LINDEX