

LINDEX

Human Rights Report 2024

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Introduction

Lindex is a fully owned subsidiary of Lindex Group and one of Europe's leading fashion chains, with approximately 440 stores across 17 markets and 4,300 employees. Our operations span across several regions and markets, and we are committed to promoting and safeguarding human rights across our entire business.

This report reflects Lindex ongoing Human Rights Due Diligence (HRDD) efforts, covering both our own operation and our supply chain. It highlights our responsibility to respect human rights at every level of our operations and outlines how we identify, prevent, mitigate, and address potential and actual impacts. Additionally, the report ensures alignment with the requirements set by the Norwegian Transparency Act (NTA).

In line with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, we are dedicated to upholding internationally recognized human rights, including civil, political, economic, social, and cultural rights, labour rights, and the rights of vulnerable individuals and communities.

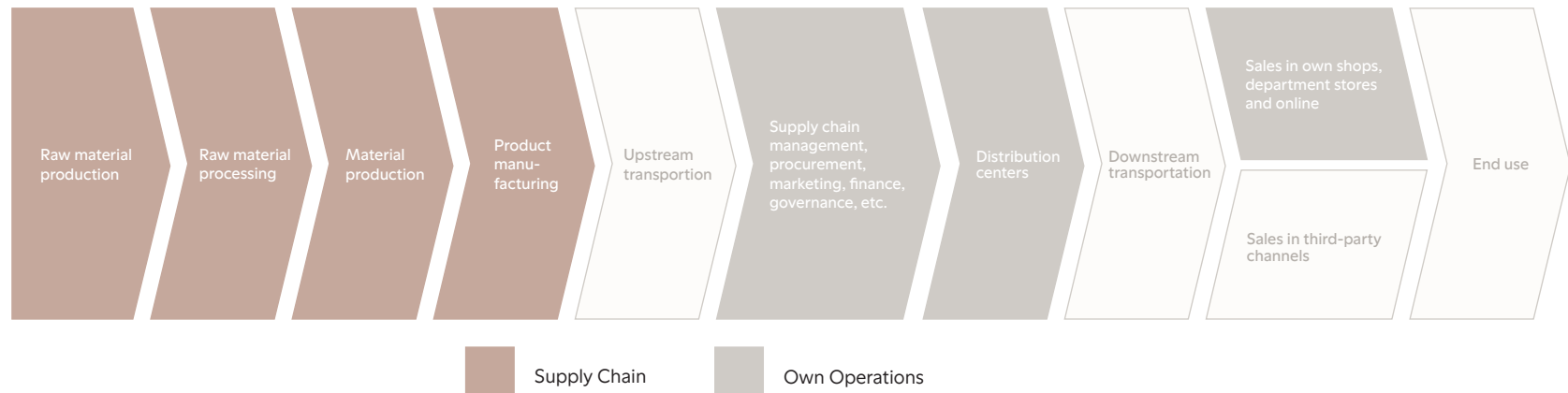
Through this report, we aim to provide transparent insights into our progress, addressing the challenges we encounter and the opportunities we see to strengthen our human rights work.

SCOPE OF THIS REPORT

While Lindex value chain includes several parts the scope of this report includes own operations and commercial goods supply chain, including affected communities, excluding transportation and cosmetic. We are in

the process of expanding our scope of HRDD to other parts of the value chain in alignment with OCDE due diligence framework and Corporate Sustainability due diligence directive.

Lindex Value Chain



LINDEX OWN OPERATIONS

Lindex operates in several key areas. Our Head Office is located in Gothenburg, Sweden, where we manage everything from design and purchasing to IT, communication, and marketing.

We recently launched an Omnichannel Distribution Centre in Sweden, which supplies goods to our stores, customers, and B2B partners.

Our Presence

- Stores: Lindex have stores in Sweden, Norway, Finland, Czech Republic, Slovakia, Latvia, Lithuania, Estonia, and the United Kingdom.

- Country Offices: Our country offices in Finland, Norway, and the Czech Republic support business operations, including controlling, merchandising, and human resources.
- Production Offices: We operate production offices in Bangladesh, China, Hong Kong, India, and Turkey. These offices work closely with our design and buying departments to ensure our collections meet high standards of quality, fit and sustainability.

LINDEX SUPPLY CHAIN STRUCTURE

Lindex do not own any factories, instead we work with independent suppliers. To clarify different part of the supply chain we use below definitions to describe our supply chain in tiers.

Tier 1 Assembly and manufacture of final products

Facilities involved in the assembly and manufacture of final products (including vertically integrated) We publish the list at our website and the list contains all for Lindex active manufacturing factories at the time of publishing, with whom we have placed orders with during the last 12 months. The list is updated monthly and the most recent can always be found on [this page](#).

Tier 1 Processing mills

Facilities involved in the further processing if the assembly and manufacturing of final products. We publish the list at our website and the list contains processing units that do prints, embroideries and garments washes. We estimate that these units make up at least 70% of our volumes at the time of the publishing and we work to put in place system support that will enable us to determine the actual volume and show total supply chain transparency. This list is updated quarterly and the most recent can always be found on [this page](#).

Tier 2 - Material Production

Fabric, trim and other components are produced.

Facilities involved in the manufacturing and processing of fabric, trim and other components. We publish the list at our website, and it contains at least 70% of our volumes at the time of the publishing and we work to put in place system support that will enable us to determine the actual volume and show total supply chain transparency. This list is updated quarterly and the most recent can always be found on [this page](#).

Tier 3 - Raw Material Processing

Facilities where raw materials are processed into yarn and other intermediate products such as fibre processing, yarn spinning etc.

Tier 4 - Raw Material Production

Extraction, farming and/or production of raw materials.

We publish the list at our website and the list contains raw material suppliers that make up approximately 40% of our polyester, 30% of our polyamide, 40% of our manmade cellulosic fibre (MMCF) and 40% of our cotton.

We work to put in place system support that will enable us to determine the actual volume and show total supply chain transparency. This list is updated twice per year and the most recent can always be found on [this page](#).



Governance of Respect for Human Rights

LINDEX'S HUMAN RIGHTS JOURNEY

Ensuring human rights is one of the core aspects of our higher purpose, to empower and inspire women everywhere, and our sustainability promise, to make a difference for future generations. It is our responsibility to make sure that fundamental human rights are respected throughout our entire value chain and our own operations.

For more than 70 years, Lindex has been a fashion company on a journey. As the company has grown, the commitment to respect Human rights has remained at the core of our business, shaping our relationships with employees, suppliers, and stakeholders. In an increasingly complex global landscape and evolving regulatory frameworks, we continuously evaluate our role in upholding human rights.

1997

- Lindex Supplier Code of Conduct is launched.

1999

- Over half of Lindex's largest suppliers are inspected.

2004

- Business Social Compliance Initiative (BSCI) is established. Lindex becomes one of the first founding members.

2005

- Lindex adopts BSCI's Code of Conduct and begins supplier classification under its framework.

2006

- Launch of a new group-wide training program covering both environmental and Code of Conduct topics.

2007

- Workshops and information sessions are held for suppliers and factories regarding the Code of Conduct.

2013

- Lindex signs the Bangladesh Accord as one of the first signatories.

2017

- Launch of Lindex's first Human Rights Policy.
- Commitment to the Transparency Pledge; Lindex begins publishing its supply chain on its website.
- Development and launch of 'WE Women by Lindex,' including the We Women toolbox to promote gender equality in the supply chain.

2018

- Strategic partnership with WaterAid to provide clean water and sanitation with a focus on women's needs in textile communities in Dhaka, Bangladesh.

2019

- Launch of Lindex's Sustainability Promise: to make a difference for future generations.
- Introduction of a new Code of Conduct integrating gender equality into textile production and business partnerships.
- Lindex developed our employee promise: Together for a greater impact. See more on our website [Our culture](#).

2021

- Recommitment to the Bangladesh Accord under its new setup.
- Membership in the Ethical Trading Initiative (ETI).
- Departure from BSCI; adoption of Sedex as a platform to support supplier self-reliance and human rights agendas, with a focus on gender equality.

2022

- Third-party human rights impact assessment conducted, identifying key human rights risks.
- WE Women program rolled out across Tier 1 suppliers in Bangladesh, India, and Turkey.
- DEI (Diversity, Equity, and Inclusion) strategy launched across Lindex's operations.

2023

- Supplier data for Tier 1 and Tier 2 published on the Open Supply Hub.
- Membership in the Pakistan Accord.

2024

- Creation of the Human Rights Operational Lead position to strengthen human rights efforts within own operations.
- Launching We Women program in China in collaboration with the China National Textile and Apparel Council (CNTAC)
- Update of the Human Rights Policy and launch of the Speak-Up Policy.
- Update of supply chain due diligence processes.

POLICIES AND COMMITMENTS TO RESPECT HUMAN RIGHTS

At Lindex, respecting and protecting human rights is a cornerstone of our sustainability strategy and deeply embedded in our higher purpose and sustainability promise. We believe that strong policies are essential to ensure we meet our responsibilities, both within our own operations and throughout our value chain.

Lindex Sustainability promise

At Lindex, we exist to empower and inspire women everywhere – this is our higher purpose. From field to fitting room and at every step in between, we are constantly seeking new ways to support, empower, and inspire the people and communities who are touched by our operations. For us to better fulfil

our higher purpose, in 2019 we launched our sustainability promise: to make a difference for future generations. The promise encompasses three core aspects: empower women, respect the planet, and ensure human rights.

In some areas, we have already made a tangible impact. In other areas, we are setting progress into motion. And there are some areas where we are still working to understand the best path forward. But even if we don't have all the answers yet, we know that transparency, inclusivity, innovation, dedication and, above all, collaboration will get us where we need to be. See more on our website [Our promise for future generations](#).

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:



Lindex Human Rights policy

Our **Human Rights Policy** applies to all individuals affected by Lindex's operations – including our own employees, workers in our value chain, business partners, and communities. The policy outlines our commitment to respecting all internationally recognized human rights, including labour rights, and forms the foundation of our approach to human rights across the entire business.

The policy commits Lindex to:

- **Integrate human rights due diligence (HRDD)** into our business practices.
- **Identify, prevent, mitigate, and remedy** any adverse human rights impacts caused by, contributed to, or linked to our operations.
- **Prioritize the most severe risks**, with a focus on vulnerable individuals and groups, including minorities, women, children, and migrant workers.
- **Promote transparency and accountability**, fostering an open culture where human rights are respected and upheld at all levels.

Lindex aligns its Human Rights Policy with globally recognised frameworks, including:

- The International Bill of Human Rights.
- ILO Declaration on Fundamental Principles and Rights at Work and core conventions.
- UN Conventions, such as those on the Elimination of All Forms of Discrimination Against Women, on the Rights of the Child, and on the Elimination of All Forms of Racial Discrimination.
- OECD Guidelines for Multinational Enterprises and UN Global Compact.
- UN Guiding Principles on Business and Human Rights
- The Women's Empowerment Principles, and the Children's Rights and Business Principles also guide the policy.

To strengthen our commitment and adherence to our Human Rights Policy, our Speak Up Policy ensures a safe and accessible grievance mechanism for all stakeholders – employees, suppliers, workers in the value chain, and affected communities. This enables anyone to report concerns regarding potential human rights violations or unethical behaviour.

See our policies on our website [here](#).

Changes During Reporting Year:

During 2024 we updated our Human Rights Policy to further strengthen our commitment to human rights, we incorporated feedback from stakeholders such as worker representatives and NGOs and address our identified adverse human rights impacts.

We introduced our new Speak-Up Policy to improve anonymous reporting through the speak-up portal, ensuring that all concerns regarding human rights violations and environmental impacts are promptly addressed.

Own employees

In addition to our overarching Human Rights Policy, Lindex also has specific policies aimed at safeguarding and promoting human rights within our own employees. These policies are designed to create a safe, inclusive, and fair working environment for all employees across all locations.

Key Policies for own employees:

- Discrimination Policy – Zero tolerance for discrimination, ensuring equal opportunities for all.
- Offense and Harassment Policy – Clear guidelines to prevent and address harassment and offensive behaviour in the workplace.
- Salary Policy – Commitment to fair and equal pay, ensuring no disparity based on gender, ethnicity, disability, or other protected characteristics.
- Working Environment Policy – Promotes a healthy and productive work environment, supporting employee well-being and development.

Workers in the Supply chain

We integrate sustainability into all our relationships with suppliers and business partners, seeking those who aspire to go beyond compliance and share our commitment to human rights. Our Human Rights Policy set out our commitment to respecting all internationally recognised human rights, including labour rights, for workers in the supply chain.

Our policy outlines our commitment to integrating human rights due diligence (HRDD) into our business management, ensuring that we identify, prevent, mitigate, and remedy human rights impacts based on severity and likelihood. Additionally, we engage in ongoing dialogue with workers and stakeholders in the supply chain to uphold these commitments.

See our Code of Conduct
on our website [here](#).

Key steering documents for supply chain:

- Supplier Code of Conduct – Aligned with international frameworks (e.g., ILO Core Conventions, UN Guiding Principles on Business and Human Rights), this code sets mandatory requirements for safe working conditions, fair wages, gender equality, and the elimination of forced and child labour.
- Sustainability Commitment – Suppliers must formally agree to adhere to Lindex's human rights, ethical, and sustainability standards as part of all purchasing agreements.

Compliance is regularly evaluated through pre-assessments, regular audits and continuous evaluations, using a business scorecard to recognise high-performing commercial goods suppliers.

Affected communities in the supply chain

Lindex's **Human Rights Policy** underscores our commitment to respecting the rights of affected communities throughout our supply chain. This includes prioritizing access to clean water, sanitation, and adequate housing, as well as implementing measures to minimize impacts on land and water resources. We are dedicated to upholding civil, political, economic, social, and labour rights across all areas of our operations.

Aligned with this, our **Environmental Policy** builds on principles for responsible business conduct and focuses on reducing water use and pollution as well as GHG emissions. It highlights sustainable practices such as water recycling and rainwater harvesting, especially in water-intensive areas of our supply chain.

Through our **Supplier Code of Conduct and Sustainability Commitments**, Lindex requires all suppliers to adhere to these principles.

By embedding these policies across our operations and supply chain, we strive to ensure that human rights are respected, protected, and continuously improved.

EMBEDDING RESPECT FOR HUMAN RIGHTS

Lindex recognizes that human rights risks exist both within our own operations and across the textile supply chain. We are committed to respecting human rights in all aspects of our business and expect the same commitment from our business partners. This journey is one of continuous learning and improvement, as we work proactively to identify, prevent, and minimize any negative impacts our activities may have on human and labour rights in our production countries, operations, and supply chain.

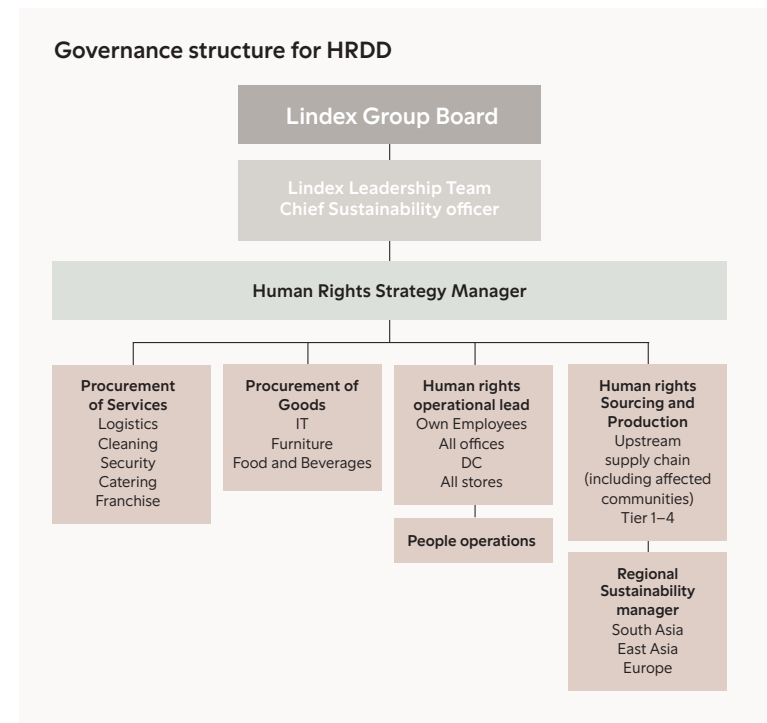
Due diligence is at the core of our approach to embedding human rights. We strive to integrate human rights considerations into our strategies, decision-making processes, and reporting as far as possible. This includes embedding human rights into sourcing plans and business partner selection strategies. Our due diligence process involves analysing risks and impacts in production markets and following up with business partners using tools such as self-assessments, SMETA audits, and risk and impact assessments. Before entering new markets, we engage with external stakeholders to gain insights into the local context.

The **Lindex Group Board of Directors** holds ultimate responsibility for managing human rights policies. The Corporate Sustainability team oversees the formulation and review of these policies, while the Board also remains accountable for addressing impacts, risks, and opportunities related to our employees, value chain workers, affected communities, consumers, and end-users. The **Lindex Leadership Team**, along with relevant business functions, managers, and employees, is responsible for implementing these policies.

The **Chief Sustainability Officer** is responsible for defining Lindex's sustainability direction and strategy and to lead the corporate sustainability team to meet stakeholder expectations and legal requirements. Supporting this work is the **Human Rights Strategy Manager**, a member of the Corporate Sustainability team, who sets the human rights agenda and policies for Lindex. This role ensures stakeholder expectations and legal compliance, while working with teams across Lindex to establish processes and tools for corporate governance, due diligence, and policy compliance. The Human Rights Strategy Manager also ensures that sustainability principles are embedded into sourcing strategies and company practices.

Lindex Regional Sustainability manager for East Asia also holds the responsibility to lead the Human rights work within Sourcing and Production. This responsibility involves developing and implementing human rights due diligence processes throughout the supply chain, in collaboration with the regional and corporate sustainability teams. To co-create global sourcing and production sustainability strategy and targets and secure global implementation across all sourcing regions.

Within our own operations, Lindex has recently appointed a **Human Rights Operational Lead** to oversee the implementation of the human right's due diligence process. The roles and responsibilities for this process are currently under development.



BUILDING AWARENESS AND CAPACITY

To ensure accessibility and understanding of our policies, we publish them on our website and make them available to employees through our intranet. All new employees receive policy information as part of their onboarding process, and we offer training for employees with specific responsibilities to ensure they are well-equipped to uphold our commitments.

We actively engage with suppliers operating in high-risk regions, including Bangladesh, China, India, and Turkey, through targeted outreach. This includes one-on-one consultations, workshops, and collaborations with industry peers to ensure that suppliers are fully informed about the

expectations outlined in our Sustainability Commitment, Supplier Code of Conduct, and Human Rights Policy.

Additionally, we provide ongoing role-specific training, such as health and safety and gender equality programs, to support the implementation of our policies both internally across the company and externally through our partnerships.

By fostering close relationships and maintaining open communication, we aim to ensure that our suppliers align with our commitments to sustainable practices and the protection of human rights, particularly in regions where significant social and human rights challenges persist.

Defining Our Approach

We are committed to identifying, preventing, mitigating, and remediating human rights impacts caused by or contributed to by our business operations. We systematically address these impacts in order of severity and likelihood, focusing particularly on vulnerable individuals and groups. We assess the severity of harm based on scale, scope, and irremediable character, following the UNGP framework and OECD due diligence guidance.

In 2022, we engaged a third-party consultant to conduct a human rights impact assessment. This assessment mapped our own operations and supply chain, considering inherent country and industry risks within our own operations and those of our business partners. The purpose was to understand actual and potential negative impacts on affected stakeholders. Conducted in alignment with international standards on business and human rights, including the UNGPs and OECD Guidelines for Multinational Enterprises, the assessment identified risks for adverse human rights impacts and provided the foundation for defining our adverse human rights impacts.

IMPACT ASSESSMENT IN OWN OPERATIONS

Lindex collects insights into our employee well-being, engagement, and workplace experiences through regular surveys, dialogue with employee representatives and performance dialogues. This plays a critical role in identifying areas for improvement and aligning business strategies with workforce needs.

Our regular engagement with employees and employee representatives and other stakeholders to gather insights and feedback helps us in identifying areas of concern that might not be immediately visible.

Lindex's Speak up Policy and our grievance mechanism enable Lindex employees to raise concerns through multiple channels, including managers, Human Resources, Security, Sustainability, Legal, Internal Audit, or the anonymous Speak-Up portal.

This allows us to identify and address potential or actual human rights.

During 2024 Lindex has expanded our human rights expertise by employing a **Human Rights Operational Lead** to enhance strategy development and due diligence linked to own operations. Lindex are in the process of strengthening the HRDD process for own operations and will perform a new impact assessment for own operations during 2025.

Sources for input:

- Grievance mechanism
- Employee engagement survey (Lindex Voice)
- Country-specific human rights risk assessment
- Sector-specific human rights risk assessment
- Local monitoring of emerging critical human rights risks
- Global monitoring of emerging critical human rights risks
- Stakeholder dialogue

IMPACT ASSESSMENT IN THE SUPPLY CHAIN

At Lindex, supply chain due diligence is a continuous and ongoing process for each production market. During each assessment period, we review adverse impacts identified in previous periods to account for changes in risks and impacts.

We regularly monitor risks related to human rights through a combination of risk assessments, tier 1 audits, and consultations with experts and stakeholders. When new risks are identified, we integrate them into our strategies and processes.

We pay special attention to:

- Significant changes in the risk profile of countries, raw materials, products, or other relevant aspects of our operations and supply chain.
- New markets for operation or production that are not yet covered by our annual risk assessment.
- The introduction of new materials, product categories, production methods, and new business models.

Lindex has established a strong local presence in high-risk countries through our production offices in Bangladesh, China, Hong Kong, India and Turkey. This presence enables close dialogue with suppliers, facilitates visits and audits across our supply chain, and helps us stay informed about market and industry events that may pose material risks.

We engage in stakeholder dialogue through memberships in ETI, International Accord, partnerships, presence in our supply chain, discussions with media and NGOs, participation in industry surveys and other channels to ensure we are constantly up to date and alert towards certain risks that we can address as they materialise. These voices and input are integrated into the country-level and supply chain-wide risk assessment identification process.

During 2024, we conducted impact assessment training and workshops with each production office. These sessions aimed to raise awareness of the human rights due diligence (HRDD) process, perform scoping exercises, and identify market specific risks. The result from these workshops will form the basis for an updated supply chain impact assessment scheduled for 2025.

Sources for input:

- Sedex audit result tier 1
- Accord inspection reports
- WE women self-assessment tool
- Sedex Radar country risk – full supply chain coverage
- Country-specific human rights risk assessment
- Local monitoring of emerging critical human rights risks
- Global monitoring of emerging critical human rights risks
- Grievance mechanisms
- Stakeholder dialogue

Enhanced Due Diligence: Bangladesh political instability

In response to political instability in Bangladesh, we performed enhanced due diligence to address associated human rights risks. Following joint recommendations for responsible business conduct in Bangladesh developed by ETI and other multi-stakeholder initiatives, we engaged in close dialogue with suppliers to minimize negative impacts on workers. This included securing the timely payment of wages, avoiding excessive working hours, and reinforcing our commitment to responsible business practices. Specific actions included:

- Avoiding order cancellations.
- Extending production and delivery times.
- Ensuring timely payment to suppliers.
- Maintaining sourcing commitments in Bangladesh.

Enhanced Due Diligence: Red Sea crisis Mitigating human rights impacts

The Red Sea shipping route has presented heightened risks to seafarers and supply chains due to shipping delays. In response, ETI provided recommendations for mitigating these risks. We reviewed the potential impacts highlighted by ETI and followed up with our forwarders, confirming that no shipments via the Red Sea were identified in our supply chain. We also consulted with potentially affected suppliers to address concerns about increased worker pressure due to shortened lead times. No such risks were identified in Lindex's supply chain.



IDENTIFIED ADVERSE IMPACTS

Through our impacts assessment we have identified following adverse impacts related to own employees, workers in the supply chain and affected communities.

Impact	Actual or potential	Impact	Value chain	Countries
Own operations				
Restricted freedom of association	P	Restricted freedom of association: Lindex operates in countries where the right to freedom of association and collective bargaining may be restricted. Independent unions are illegal in China, and reports suggest that unions in India and Bangladesh might be compromised or ineffective.	All Production Offices, heightened risk in China.	China, Bangladesh, India and Turkey.
Work-life balance	A	Lindex business models, including distribution centres and stores, inherently carries risks related to temporary and part-time workers with irregular scheduling. These practices can negatively impact workers' mental health, hinder their ability to enjoy family life, and affect their financial stability.	Stores and Distribution centre.	Sweden, Norway, Finland, Czechia, Slovakia, Estonia, Latvia, Lithuania and UK.
Health and Safety	P	Potential issues across various countries include fire safety concerns, accident and near-accident risks, and ergonomic challenges. If the group fails to provide safe and healthy working conditions, it could lead to decreased performance and increased absenteeism due to illness or injury.	All production offices, stores and Distribution centre.	Sweden, Norway, Finland, Czechia, Slovakia, Estonia, Latvia, Lithuania, UK, Turkey, India, Bangladesh, China, Hong Kong.
Discrimination in the workplace	P	Discrimination in the workplace: Discrimination on various grounds negatively impacts employees' well-being and the group's reputation as an employer. This applies not only to hiring and occupational opportunities but also throughout the employment relationship, including termination, promotions, and pensions.	Stores, Offices, Distribution centre.	Sweden, Norway, Finland, Czechia, Slovakia, Estonia, Latvia, Lithuania, UK, Turkey, India, Bangladesh, China, Hong Kong.
Supply chain				
Inadequate wages in the textile industry	A	Inadequate wages in the textile industry: The lack of living wages has severe consequences for the entire workforce in the textile supply chain. Additionally, since the majority of workers are female, this wage disparity contributes to gender pay inequality, limits access to education for children and can lead to poorer health outcomes for workers and their families.	Tier 1 risk identified via data collection. Tier 2–4 Lower tier supply chain contains higher risk due to lack of transparency. Heightened risk identified in Tier 4 cotton industry.	Heightened risk identified in Bangladesh and India.
Restricted freedom of association for supply chain workers	P	Restricted freedom of association for supply chain workers: In many countries, freedom of association, the right to unionise, worker representation, and collective bargaining are under significant pressure. Industry trends indicate that unionisation efforts among garment workers face severe backlash in most production countries, compounded by a lack of government support and insufficient collaboration between trade unions, NGOs, factories, and fashion brands.	All tiers.	Heightened risk identified in China, Bangladesh India, Pakistan and Turkey, Vietnam.
Health and Safety	P	Workers in regions such as Bangladesh, China, India, Pakistan, and Turkey face common risks, including fires, electrical hazards, building safety issues, and workplace violence—each of which can lead to injuries and health problems.	All tiers.	All markets.
Diversity and discrimination	P	Women, who make up the majority of garment workers, often face gender-based discrimination, sexual harassment, unequal pay, and limited career progression. These issues negatively impact their emotional well-being, career opportunities, and safety.	All tiers.	Heightened risk identified in Bangladesh, China India, Pakistan, Morocco, Turkey and Vietnam.
Child labour in the supply chain	P	There is a risk of child labour in the supply chain, particularly in regions with weaker regulatory enforcement. This can have harmful impacts on children's health, education, and overall development.	Tier 1 processing units. Tier 2-4 Lower tier supply chain contains higher risk due to lack of transparency. Tier 4 Fibre Heightened risk in cotton industry, cotton seed production.	Heightened risk identified in China, Bangladesh, India, Vietnam and Pakistan.

Impact	Actual or potential	Impact	Value chain	Countries
Supply chain				
Forced labour in the supply chain	P	Forced labour in the supply chain: There is a risk of forced labour in the supply chain, particularly in regions with weaker regulatory enforcement. This can have harmful impacts on worker's health, education, and overall development.	Tier 1 processing unit. Tier 2–4 Lower tier supply chain contains higher risk due to lack of transparency. Tier 4 Heightened risk in cotton industry, cotton agriculture.	Heightened risk identified China, Bangladesh, and India.
Access to clean water	P	Many waterways in high-risk countries are being contaminated by industries, affecting access to clean water, as well as impacting fishing and soil quality for nearby farms. Lack of access to clean water is a silent disaster for women and girls, stealing their time and limiting their future opportunities.	Affecting communities in relation to: Tier 1 Vertical suppliers in Bangladesh. Tier 2 Fabric production requires large amounts of water and dyeing requires large amounts of chemicals. Tier 4 – Cotton requires large amounts of water.	Heightened risk identified Bangladesh, India, Pakistan and South China.
Supply chain impacts on communities' rights:	P	Industrial expansion for cotton agriculture and textile production can displace local communities, disrupt access to essential resources such as food and water, and degrade the natural environment, ultimately undermining livelihoods and human rights.	Affecting communities in relation to: Tier 4 Cotton agriculture .	Heightened risk identified India.

Management of adverse impacts

Lindex is committed to managing and addressing the adverse human rights issues within our operations and across our supply chain. Our approach is rooted in ongoing stakeholder engagement, collaboration, and the continuous integration of human rights considerations into our business practices.

STAKEHOLDER ENGAGEMENT AND COLLABORATION

Own Employees

The rights, interests, and well-being of our employees are fundamental to shaping Lindex's strategic direction and business model. By engaging with employees and gathering their feedback, we aim to foster a positive, inclusive, and safe working environment.

Lindex collects insights into employee well-being, engagement, and workplace experiences through regular surveys, dialogue with employee representatives and performance dialogues. This plays a critical role in identifying areas for improvement and aligning business strategies with workforce needs.

Engagement Tools and Methods

- Lindex Voice – Our primary platform for employee feedback, supported by the Peakon Workday survey tool.
- Frequency – Surveys are conducted at least twice a year, with questions focusing on well-being, motivation, DEI (Diversity, Equity, and Inclusion), and alignment with strategic goals.

- Participation and Results – In 2024, employee engagement scored 8.5, with a participation rate of 72–75%, benchmarked against industry standards.
- Accessibility - Surveys are translated into local languages to ensure inclusivity and capture diverse perspectives.

Employee Representation and Dialogue

- Lindex maintains elected trade union representatives in Sweden, Norway, and Finland, as well as duly elected worker representatives in Lithuania and Estonia.
- Representatives participate in 1–6 annual joint meetings to discuss:
 - Collective agreements (wages, working hours, employment conditions)
 - Workplace safety and risk mitigation
 - Conflict resolution processes
 - Career development and training opportunities
- In regions lacking formal representation, Lindex is actively working to strengthen alternative engagement channels.

Performance Dialogues

- Annual performance reviews are conducted with all employees, with regular follow-ups led by team leaders.

The **Chief People & Communications Officer** oversees all above processes and reports insights to management and the board to inform strategic decisions.

Supply chain workers

At Lindex, we value the voices of workers across our supply chain and actively engage with their legitimate representatives and trusted organisations. We believe in collaboration, transparency, and driving long-term improvements through meaningful partnerships.

To address human rights and worker well-being effectively, we work closely with key stakeholders, including industry peers, NGOs, trade unions, government bodies, and suppliers. By joining forces, we can create a more sustainable and fair working environment for everyone involved in our supply chain.

At Lindex, we actively seek input from supply chain workers through trusted organizations, holding regular consultations to gather feedback when developing or updating policies, creating action plans, or implementing capacity-building programs.

As part of our ongoing efforts to strengthen our **Human Rights Due Diligence (HRDD)** process, we are exploring ways to engage more systematically with rights holders at every stage of the due diligence process. Our goal is to ensure that their voices are heard and integrated into our decision-making.

We have established a strong local presence in high-risk countries through our production offices in Bangladesh, China, Hong Kong, India and Turkey. These offices enable close dialogue with suppliers, facilitate supply chain visits and audits, and keep us informed about market and industry developments that may pose material risks.

As an active member of the **Ethical Trading Initiative (ETI)**, Lindex leverages its platform to engage multiple stakeholders, including NGOs, academia, trade unions, and governmental authorities, ensuring a broad-based dialogue on workers' rights and ethical practices.

As a signatory to the **International Accord for Health and Safety in the Textile and Garment Industry**, we are committed to safety inspections, factory improvements, and worker empowerment through training and worker participation in collaboration with global trade unions.

Through our membership in **SEDEX (Supplier Ethical Data Exchange)**, we utilize the SMETA audit framework to conduct comprehensive audits across our global supply chain. These audits include confidential interviews with workers, providing essential insights into working conditions in the supply chain. Auditors assess workers' awareness of their rights, the availability of grievance

mechanisms, and the level of trust in those processes. The audit data informs Lindex priorities of efforts to improve working conditions.

Affected communities in supply chain

Since our operations are often remote, direct engagement can be challenging. That's why we work closely with NGOs and industry initiatives to ensure that the perspectives of affected communities are included when managing our impacts through partnerships and collaborations.

GRIEVANCE MECHANISMS AND REMEDIATION

At Lindex, we are committed to making sure that everyone affected by our operations - employees, suppliers, business partners, value chain workers, customers, and community members - has access to an effective way to raise concerns. In 2024, we introduced a new **Speak-Up Policy** to reinforce our commitment to transparency, accountability, and ethical behavior. This ensures that all stakeholders can safely and confidently report concerns, knowing they will be taken seriously and handled fairly.

Own employees

We have clear processes in place to address and resolve any negative impacts experienced by our employees, in line with the **EU Whistleblowing Directive (2019/1937)**. Our **Speak-Up portal**, managed by the external provider WhistleB, offers a secure and anonymous way to report concerns.

Through the **Speak-Up Policy**, we underscore our commitment to providing a safe and accessible grievance mechanism, where all reports are handled with confidentiality and care. We thoroughly investigate concerns and take corrective action when needed. Retaliation against individuals raising concerns in good faith is strictly prohibited under the policy.

To ensure our grievance mechanisms are effective, we regularly track employee trust through surveys. One key question we ask is: "If I experienced serious misconduct at work, I'm confident Lindex would take action to rectify the situation."

Employees can report concerns through various channels, including managers, HR, Security, Sustainability, Legal, Internal Audit, or the anonymous **Speak-Up portal**.

In 2024, six concerns were raised through channels for own employees to raise concerns. Of these, three were either fully or partially substantiated, leading to remediation and closure. Three cases are open in review or on-going remediation.



Supply chain workers

Lindex takes a structured approach to addressing negative impacts on supply chain workers. When concerns arise, our sustainability team conducts a thorough investigation and works directly with affected workers or their representatives to find appropriate solutions.

Supply chain workers can report concerns anonymously through our **Speak-up Portal**, which is publicly accessible on our website. This ensures transparency and protects the anonymity of those raising concerns.

As part of Lindex's **Supplier Code of Conduct**, all partner factories must have internal grievance mechanisms that workers can easily access. We assess these systems during audits, including worker interviews, to ensure they are effective and trusted.

Through audits, Lindex has identified challenges linked to workers' trust in suppliers' internal grievance channels. To help strengthen these systems, we continuously work with suppliers to improve their internal processes. Additionally, we collaborate with **third-party grievance mechanisms** through regional and sector initiatives, providing workers with alternative ways to raise their concerns.

Partnerships for Grievance Mechanisms:

- **Bangladesh:** Through the **Ready-Made Garments Sustainability Council (RS)**, governed by the International Accord for Health and Safety in the Garment Industry, Lindex provides workers in Bangladesh with a transparent platform to report health and safety concerns. Complaints are investigated by a specialized team, and findings are made public to ensure accountability. This mechanism is available in all factories we work with in Bangladesh.
- **Women's Café, Gazipur:** As part of our Women Empowerment Program, the café offers a safe space for women workers to raise grievances related to workplace issues, including leave, wages, and broader social challenges, with access to legal counseling.
- **Turkey:** In collaboration with MUDEM, Lindex provides legal support and grievance channels for garment workers in Turkey.

Through these initiatives, we aim to enable supply chain workers access to trusted grievance mechanisms and support systems. We are committed to monitoring the awareness and effectiveness of these channels and addressing feedback to continuously improve our approach.

In 2024, 20 concerns were raised through grievance mechanism for supply chain workers concerning wages and benefits, working conditions, and harassment.

- 18 concerns were raised via RSC in Bangladesh, 13 cases were substantiated, leading to remediation and closure 5 case were not sustained.
- One concern was raised via Mudem in Turkey. The case was substantiated and is open for on-going remediation.
- One concern was raised via Lindex own channel and was substantiated, leading to remediation and closure.

ACTIONS TO ADDRESS ADVERSE IMPACTS

Mitigating actions own operations

Lindex is committed to mitigating and remediating its adverse impacts arising from its own operations. We continue developing our human rights due diligence process and we are also actively setting and reviewing specific action plans and targets to address our adverse impacts.

In 2024, we:

- **Enhanced human rights expertise** by hiring a dedicated human rights expert to improve our strategy development and due diligence processes.
- **Created a new Code of Conduct** for employees, which includes human rights and ethical standards, set to launch in 2025.
- **Initiated plans to implement a digital learning and development** platform for human rights training.

Work life balance

Lindex's business model, with distribution centers and numerous stores, naturally comes with challenges related to temporary and part-time workers, leading to unpredictable schedules. To support a better work-life balance, we aim to create more predictable shift schedules and offer flexible working arrangements that promote the well-being of our employees.

Health and Safety

At Lindex, prioritizing **health and safety** is fundamental to protecting the well-being of our employees. Potential issues in Lindex offices, warehouses, and stores across various countries include fire safety concerns, accident and near-accident risks in warehouses, and ergonomic challenges in office environments. We take necessary steps to ensure compliance with local legislations, organising safety training programmes, providing essential equipment, and implementing monitoring processes. These actions demonstrate our commitment to a safe and responsible working environment.

Freedom of Association

Lindex respects the right of all employees to freely associate and to join or not join labour unions or other associations where they can voice their concerns and be represented.

As an employer, Lindex participates in the practice of collective bargaining, if the local context allows, as a constructive means of dialogue between workers, unions, and employers, all working together to enhance working conditions.

In Sweden and Norway 100% of our workers, and in Finland 96% of our worker are covered by the collective bargaining agreement, which amounts to 81% of our total workforce being represented by Unions. However, Lindex has employees in countries where the rights to freedom of association and collective bargaining are restricted.

Discrimination

As a global company with a diverse workforce, we are aware of the risks of discrimination. By integrating below measures, we aim to create a supportive and inclusive environment that upholds the highest standards of human rights and equality:

- We have Discrimination Policy that strictly prohibits any form of discrimination within Lindex. This policy shows of our commitment to fostering an inclusive and equitable workplace, along with our Diversity Plan and Equal Opportunities Plan.
- We conducted diversity and inclusion awareness sessions for all existing employees in 2022 and 2023. In 2024 we included DEI awareness in our onboarding practices. These sessions are designed to raise awareness, educate on best practices, and promote a culture of respect and understanding.
- Conducting diversity and inclusion training sessions, participating in different networks, such as the Diversity Charter and Jobbsprånget, and committing to transparent, fair recruitment processes. Actively monitoring and reviewing practices to ensure compliance with human rights standards and continuously improve workplace culture.
- Hold annual culture bearing events for all employees to promote inclusion on International Women's Day, Menstrual Hygiene Day and a pink event linked to the Breast Cancer Awareness Month.

Diversity, Equity and Inclusion (DEI)

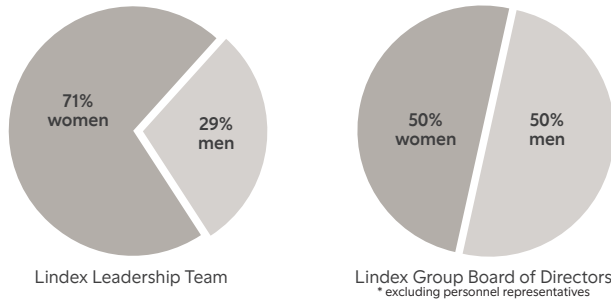
In alignment with our DEI strategy, we added six DEI-focused questions to our employee survey. Our overall result on our 'Diversity & inclusion dashboard' is based on the statement "I'm satisfied with Lindex's efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, socio-economic status)" and we score 8.7 which positions us in the top 25 per cent of the consumer industry among users of this data-gathering platform.

Our strength lies within 'Inclusiveness' where we score 9.1 on the statement: Our priorities for improvement are summarized under the category 'Diversity' and include three statements:

- "A diverse workforce is a clear priority at Lindex (for example, in terms of gender, ethnicity, disability, socio-economic status)",
- "Recruitment processes at Lindex attract and select a diverse workforce (for example, in terms of gender, ethnicity, disability, socio-economic status)," and
- "I believe Lindex is a diverse workplace (for example, in terms of gender, ethnicity, disability, socio-economic status)". Here we score overall 8.1.

Gender diversity

Gender is one lens on diversity that we have been monitoring for years. We are proud to have many women in leadership positions among our Lindex leadership team and to have equal representation of men and women in Lindex Group Board of Directors.



Looking to the future, we strive for a gender balance where those with the best competence are on board and welcomed to support Lindex in our journey toward greater diversity, equity, inclusion, toward fulfilling our promise, and toward business success.

Equal opportunities

Providing equal opportunities is part of our promise to future generations. Lindex is an equal opportunity employer dedicated to inclusion and diversity. We strive to create a culture where everyone feels valued, respected, and comfortable being themselves. This commitment extends to all aspects of employment, such as hiring, promotion, pay, title, working conditions, discipline, and termination. We prohibit any form of discrimination and are dedicated to making all decisions based on merit and business needs.

Through questions we recently asked via our employee engagement survey, we can see that most of our employees feel that we provide equal opportunities and treat people from different backgrounds fairly. We continue to gather data on our employees' perceptions and experiences related to harassment and discrimination through our employee engagement platform. Among other questions, our employees were asked to respond to this statement: "If I experienced serious misconduct at work, I'm confident Lindex would take action to rectify the situation". We have scored 8.3 this year in this question, which shows the overall positive impression among our staff. During 2024, there were no discrimination cases that came to our attention via the whistleblowing and other internal reporting channels.

MITIGATING ACTIONS SUPPLY CHAIN WORKERS

Lindex is committed to respecting human rights in all aspects of our business and expect the same commitment from our business partners. This journey is one of continuous learning and improvement, as we work proactively to identify, prevent, and mitigate any negative impacts our activities may have on human and labour rights in our supply chain.

We identify necessary actions to address negative impacts in supply chain through a due diligence process, including a human rights impact assessment. We systematically address these impacts in order of severity and likelihood, focusing particularly on vulnerable individuals and groups. We focus on several actions to mitigate negative impacts on workers in supply chain.

Membership in ETI

Lindex is a member of ETI, the Ethical Trading Initiative, which is a UK based independent body that has been bringing together companies, trade unions and non-governmental organisations (NGOs) since 1998 to ensure compliance with international labour standards in the global supply chains of member companies. Lindex has been a member since 2018, and we work with ETI to progress our approach to human rights and workers' rights.

Supply chain management

Effective supply chain management is fundamental to our commitment to human rights and ethical business practices. Our business success relies on being able to find the right supply chain partners who share our values and working together to maintain both strong relationships and high ethical standards.

On a strategic level, we have worked pro-actively to transform and consolidate our supply chain and have encouraged our business partners to become self-reliant. We want to work with partners who take responsibility for their own sustainability and in the long term we believe that this will be one important part to prevent violations of human rights.

Through a pre-assessment we first confirm compliance with our zero tolerance issues, and we assess performance against our code of conduct. Once a relationship is established, the business scorecard is used to recognize and reward high performing suppliers based on business criteria as well as social and environmental performance. We focus on our key suppliers that represent 80 per cent of our production volume who are significantly contributing to our sustainability goals. Other suppliers that we may use from time to time, or for smaller quantities, will generally be audited and monitored by our third-party auditing partners.

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We have a management system structure in place which helps us to find potential long-term partners who:

- Share our vision for a transparent and sustainable fashion industry,
- Have the aspiration to move beyond compliance and focus on continuous improvement, and
- Commit (alongside us) to empowering women, respecting the planet and ensuring human rights.

Our suppliers must indicate that they share our commitment to sustainability. To formalise this shared set of values, we have a written sustainability commitment that our suppliers must review and sign. This sets a clear baseline for our work together.

The main tools within our supply chain management system are our:

- Human rights policy
- Code of conduct (with embedded gender equality expectations)

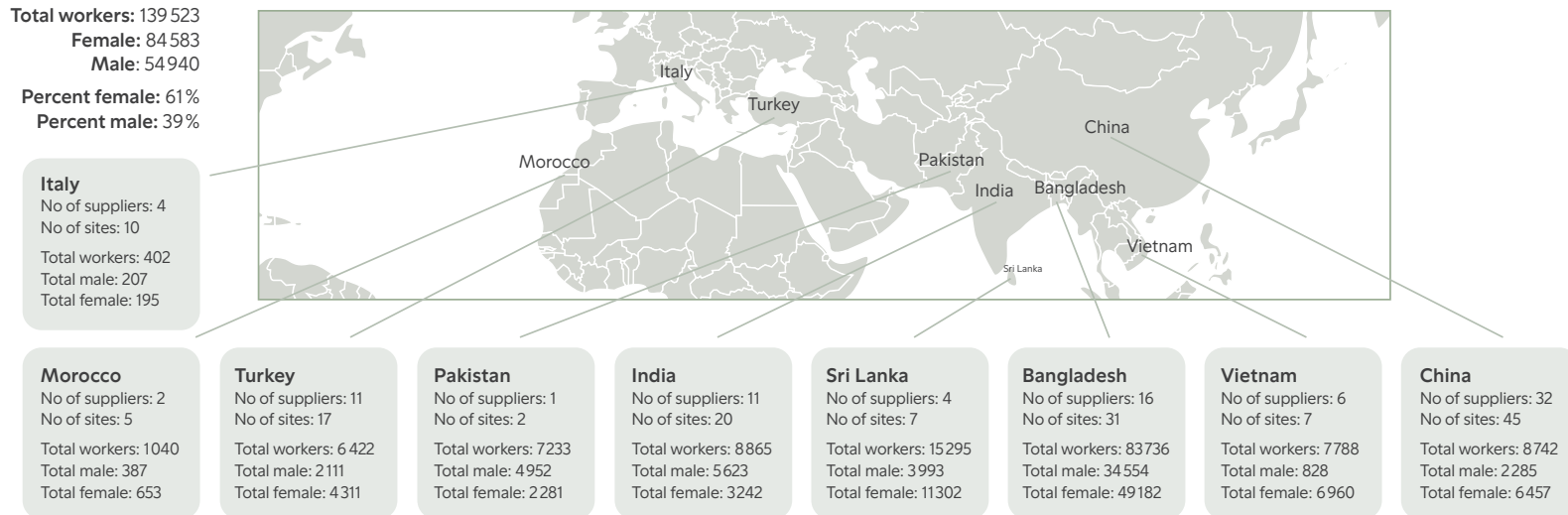
- Sustainability commitment
- Instructions for suppliers
- Business scorecard
- Business calendar/handbook (a guide for purchasing practices and design development)
- WE Women Management System

Our supplier management process encompasses critical stages: **onboarding, monitoring, evaluation, motivation, and disengagement.**

Each stage plays a vital role in ensuring that Lindex's supply chain remains robust, ethical, and aligned with the Lindex sustainability goals.

In 2024 we worked with 87 suppliers and a total of 144 factories. One hundred per cent were covered by our code of conduct by 3rd party audits or Lindex self-assessment. As part of our commitment to transparency, we publish contact information for garment factories, processing units and fabric suppliers [here](#).

Our Tier 1 suppliers around the world who are Sedex members





Onboarding

We have a clear onboarding process designed to ensure compliance with our standards and sustainability commitments.

- **Pre-assessment**

Before onboarding a new supplier, we conduct a pre-assessment to verify compliance with our Zero Tolerance issues and assess performance against our Code of Conduct. This includes an internal Code of Conduct (CoC) audit and/or a third-party audit. These assessments, along with legal documentation, benchmark our Zero Tolerance requirements, any breach results in an immediate halt in the onboarding process.

- **Onboarding training**

Our Production Office Sustainability Department provides onboarding training covering Lindex's Sustainability Strategy, Roadmaps, Goals, and KPIs, as well as our approach to the Sustainability Scorecard.

- **Regular monitoring**

We conduct regular audits using the SMETA methodology, and when necessary, corrective action plans are implemented and closely monitored. After six months, all newly onboarded suppliers must be registered on SEDEX before entering our regular monitoring phase.

- **Business Scorecard**

Once a supplier relationship is established, we use our business scorecard to evaluate and recognize high-performing suppliers based on business criteria, as well as social and environmental performance.

Self-assessments

We aim to go beyond audits by implementing various capacity-building initiatives, including self-assessments. These assessments, conducted alongside traditional audits, help suppliers take responsibility for improving working conditions without relying on external pressure. This approach fosters self-reliance, which is a key element of our definition of a more sustainable supplier. The results are integrated into our supplier scorecard system.

We focus on key suppliers responsible for 80% of our production, using this process to ensure they significantly contribute to our sustainability goals.

In 2024, suppliers representing 73% of Lindex's production volume successfully completed self-assessments.

Business score card

We use the Lindex Business Scorecard as a vital tool to objectively evaluate supplier performance across our global network. This scorecard enables us to assess supplier effectiveness and identify areas for improvement, aligning with our production office objectives.

Each supplier or production unit is assessed based on four main categories:

- **Quality Management**
- **Lead Time**
- **Business Performance**
- **Sustainability**

The primary goal is to optimize three key parameters - Price Value, Time, and Sustainability, across both new and existing suppliers. Business consolidation is a priority, and suppliers with higher scores are rewarded. Each season, our teams conduct supplier budget reviews to ensure orders are allocated to the highest-performing suppliers.

Responsible disengagement

Maintaining integrity and high standards within our supply chain sometimes requires disengaging from suppliers. However, abruptly ending a supplier relationship can negatively impact workers. We are committed to using disengagement only as a last resort and prioritize dialogue in our partnerships.

If disengagement arises due to shifts in our business strategy, we follow our Responsible Purchasing Practice guidelines to minimize negative consequences. This includes early preparation, open communication, and a structured transition plan to support the supplier.

When disengagement results from poor supplier performance, unwillingness to improve, or misalignment with our sustainability objectives, decisions are based on thorough evaluations, including scorecard assessments, performance reviews, and responses to feedback and support.

Zero tolerance

We take violations of our **Supplier Code of Conduct** very seriously. Our commitment extends beyond **tier 1 suppliers** to include all production sites manufacturing goods for Lindex.

If a supplier is found to be in breach of our Zero Tolerance issues, we require immediate action to prevent, mitigate, and remediate the violation. If corrective actions are not taken, we reserve the right to temporarily or permanently discontinue the business relationship.

While disengagement remains a last resort, we prioritize open dialogue and carefully assess the potential impact on workers before making such decisions.

- Child labour
- Forced labour
- Failure to meet minimum wage requirements
- Harassment
- Discrimination
- Use of banned chemicals
- Lack of transparency and denial of access to facilities and documents
- Lack of proper business license
- Insufficient building and fire safety practices
- Environmental non-compliances
- Unauthorized subcontracting

Audits and audit statistics

We are members of SEDEX and use the SMETA audit approach; SMETA stands for Sedex Members Ethical Trade Audit. These audits lead to the development of an audit report, and where any areas for improvement are found, a corrective action plan (or CAP) is established. Our teams then monitor progress on deadlines and provide support as needed to resolve all corrective actions.

During 2024, SEDEX has further developed their audit methodology.

Key changes;

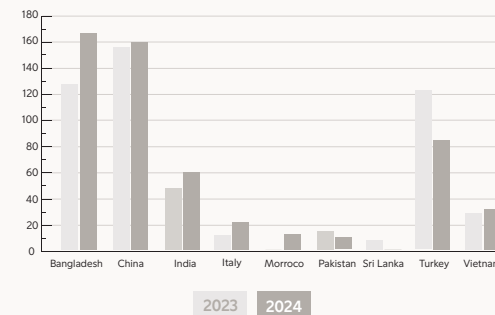
- Workplace requirement, that is breakdown of the ETI base code into workplace requirements. It explicitly lists what an auditing should assess against the ETI base code.
- Introduction of a 'Management Systems' assessment against each ETI Base Code.
- Developed a new type of findings, Collaborative Action Required. That aim to foster collaborative efforts between suppliers buyers and other relevant stakeholders and includes actions such as payment of living wages, repayment of recruitment fees, and remediation of child labour.
- Introduction of new data points to provide additional context on supplier sites to enable better analysis of supply chain risks and improved due diligence.

The new audit methodology was introduced in September 2024 and will be used for new audits after the introduction.

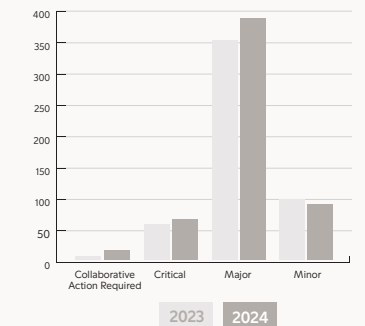
In 2024, our production units onboarding SEDEX kept stable, slightly decreased based on 2023 (from 137 to 131) and a slight increase in facilities conducting SMETA 3rd party audits (from 120 to 141). With increased auditing number and new markets, the Non-compliance finding also shows a slight increase compared to 2023 Critical (from 59 to 67), Major (from 357 to 385), Minor (96 to 93).

Over the past two years, our active participation in the SEDEX database has allowed us to achieve a more stable supply chain coverage. This stability demonstrates the maturity of our ethical monitoring systems and lays a strong foundation for deeper analysis. With this stabilized platform and data coverage, we are now prepared to delve deeper into the data, uncovering further insights and driving meaningful improvements and start integration with human rights due diligence angel.

Non-compliance findings 2023 vs 2024



Non-compliance findings 2023 vs 2024



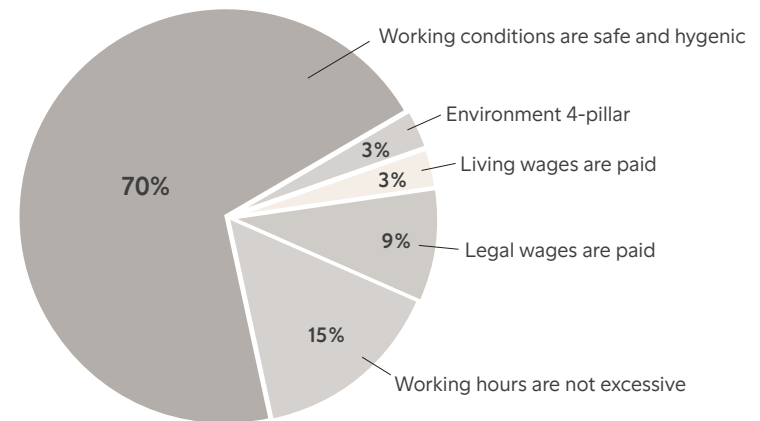


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Common compliance challenges

The most common non-compliance issues that we find in our supply chain are shown in the pie chart here.



The most frequently observed non-compliance issues - **Environment 4-Pillar Standards, Legal Wages Are Paid, Living Wages Are Paid, Safe and Hygienic Working Conditions, and Excessive Working Hours** - closely align with Lindex identified adverse negative impacts.

All the areas are strongly interlinked, and this highlights the need for a holistic approach to human rights and sustainability within the supply chain. Workers who do not receive **legal or living wages** often feel compelled to work excessive hours to cover basic needs. These prolonged hours increase fatigue, heightening the risk of workplace accidents and health hazards, thereby violating the right to **safe and hygienic working conditions**. Additionally, **insufficient adherence to environmental standards** can further compromise workplace safety. Poor environmental management affects both workers' health and the surrounding communities, underscoring the interconnected nature of compliance issues.

Monitoring Corrective Actions and Country-Specific Noncompliance Issues

To ensure that non-compliance issues are effectively addressed, we closely monitor the corrective actions taken by our suppliers and production units. This includes regular follow-ups and assessments to verify implementation and track progress.

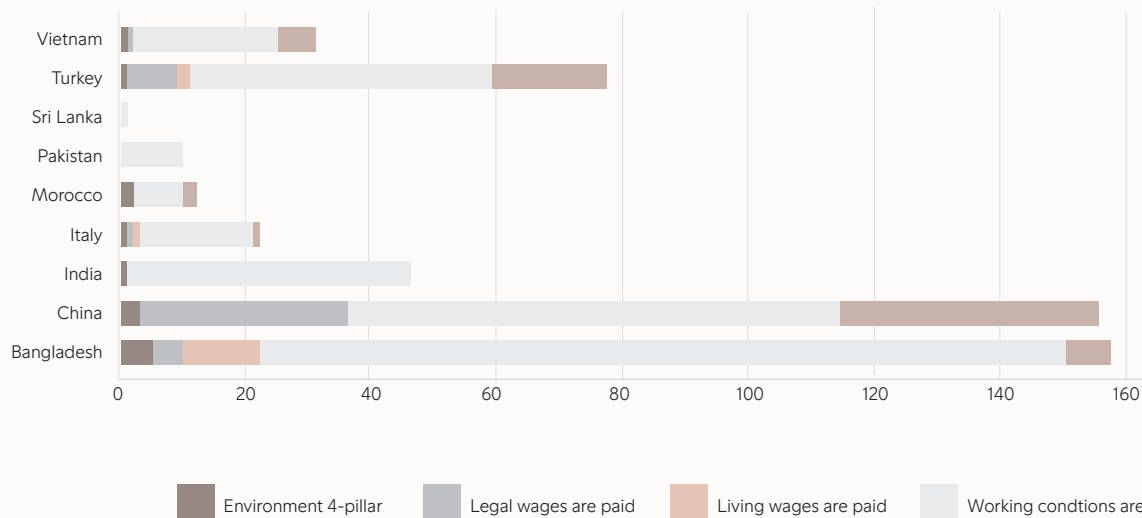
Through an analysis of unresolved non-compliances, we have identified flowing country-specific challenges that require targeted remediation efforts:

- **Living Wage (Bangladesh):** Bangladesh presents persistent challenges in ensuring that workers receive a **living wage**. See mitigating actions under Inadequate wages in the textile industry page 28.
- **Fire Safety (Bangladesh):** **Fire safety** remains a significant concern, with a large proportion of non-compliance findings in this area. We are actively working to strengthen fire safety via the Accord see page 31 mitigation action for Health and Safety
- **Social Insurance Coverage (China):** In China, gaps in social insurance coverage have been identified as a key non-compliance issue. We collaborate with our suppliers to bridge these gaps, striving to ensuring that workers receive adequate social protections in line with legal requirements and our standards.

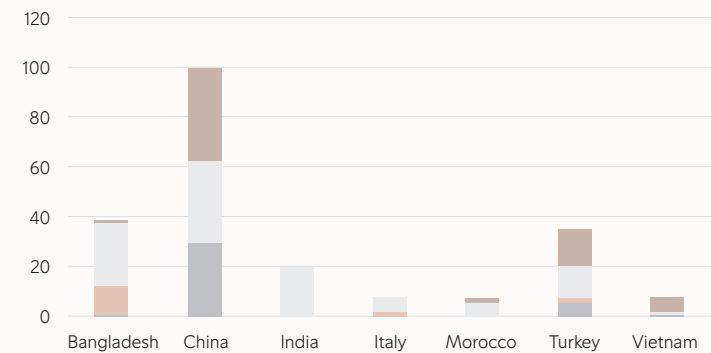
- **Excessive Overtime (Across Markets):** Excessive overtime remains a widespread issue across multiple production regions. In response, we are working on our purchasing practices to mitigate our impact and engaging with suppliers to implement better scheduling practices and optimize workloads to avoid critical overtime.
- **Safe and Hygienic Working Conditions (Across Markets):** Maintaining safe and hygienic working conditions continues to be a challenge in various markets, particularly in high-risk environments. While improvements have been made, we remain committed to enhancing safety measures and hygiene standards across all production facilities. Also see page 31 mitigation action for Health and Safety.

We prioritize integrating corrective actions of non-compliance finding into our mitigating actions for adverse negative impacts. By aligning remediation efforts with our HRDD adverse impact assessments, we aim to ensure a proactive, long-term approach that goes beyond addressing individual compliance issues

Top 5 Non-compliance among markets



Non-compliance finding status - Open per market



Transparency

Transparency is essential for accountability and improving practices. It also underpins traceability efforts. In 2021, Lindex set a goal to make all products traceable by 2027. Each year, Lindex participates in the Fashion Transparency Index, achieving a score of 44%, significantly above the industry average of 26%, with continuous efforts to improve. In alignment with the Transparency Pledge, Lindex publishes contact information for garment factories, processing units, and fabric suppliers on both its own website and the Open Supply Hub.

Lindex purchasing practices

Responsible purchasing practices play an important role in supporting and enabling improved working conditions at supplier facilities. Lindex is committed to building strong, long-term relationships with our key suppliers, which produce 80% of our production volume. These close partnerships allow us to collaboratively address and mitigate negative impacts within the supply chain, aiming for mutual benefits for both Lindex, its suppliers and the workers in the supply chain.

At the core of this commitment is embedding sustainability into business practices at every level. Responsibility for sustainability-related risks rests with the Chair of the Board of Directors, ensuring top-level commitment to achieving sustainability targets. The Chief Sustainability Officer, a member of the Lindex Leadership Team, further drives the integration of responsible purchasing practices into the company's overall strategy and decision-making processes.

Human rights due diligence is central to Lindex's planning and reporting, directly influencing the company's five-year strategy, sourcing plans, and placement strategies. These efforts are guided by:

- 2025 goals, supported by roadmaps and action plans
- Annual reporting
- Alignment with the Norwegian Transparency Act, CS3D, UNGP and OECD guidelines

Key principles are embedded across Lindex's:

- Human Rights Policy
- Sustainability Commitment
- Supplier Instructions
- Code of Conduct
- Due Diligence Methodology

Being a good partner to suppliers means fostering win-win scenarios and empowering suppliers to proactively promote sustainability. Lindex also shares responsibility for workers' well-being, recognizing how business decisions—such as payment terms or purchase timing—can affect workers.

Lindex maintains local production offices staffed with regional teams in key markets. These teams, including Regional Sustainability Managers, provide training on responsible purchasing practices and how purchasing decisions impact workers.

To facilitate planning and reduce excessive overtime, Lindex collaborates with suppliers to create clear workflows and provide practical tools for planning and forecasting. These include:

- A Buying Handbook
- Forecasting and capacity booking tools
- Fabric booking tools, and
- Product workflow tools

Internal guidelines on purchasing practices further reinforce Lindex's commitment to responsible operations. As a member of the Ethical Trading Initiative (ETI), Lindex adheres to the Common Framework for Responsible Purchasing Practices, ensuring that business decisions do not adversely impact workers' rights and well-being within the supply chain.

Diversity and Non-Discrimination:

Women, who make up the majority of garment workers, often face gender-based discrimination, sexual harassment, unequal pay, and limited career progression. These issues negatively impact their emotional well-being, career opportunities, and safety.

To address these challenges, Lindex has implemented the **WE Women Management System**, developed in collaboration with GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit). The program is designed to reduce the gender gap in management positions by offering women skills training, mentorship, and raising awareness about gender issues among company management. The initiative also emphasizes women's health and closing wage gap.

By implementing the system across our global supply chain, including in Bangladesh, India, Turkey, and China, Lindex aims to foster gender equality in career progression, skills training, and promotion opportunities. Our goal is to create inclusive workplaces that provide equal opportunities for women and protect them from discrimination and harassment. Read more about We Women program here [WE Women by Lindex](#).

Women's Café initiative in Bangladesh

As part of the WE Women Management System Programme in Bangladesh, Lindex launched the Women's Café in 2019 in collaboration with the local women's rights organization Karmojibi Nari. The café's activities and services, shaped by the women who attend, include literacy training, sewing classes, computer skills training, and a peer education space focused on local labour law training. The café also functions as a grievance channel, addressing work-related concerns and broader social issues, and provides legal aid services for workers.

Launching WE women program in China

In China, Lindex collaborates with the China National Textile and Apparel Council (CNTAC), an NGO pioneering family-friendly workplaces in the Chinese textile and garment industry. Lindex has integrated its WE Women program with CNTAC's Family Friendly Factory (FFF) framework. This collaboration launched a pilot project with three long-term partner suppliers and one production unit from each supplier, introducing the program into Chinese factories.

Gender data indicators

The Gender Data Indicators guidance, [Gender data initiative | Ethical Trading Initiative](#), developed collaboratively by the **Ethical Trading Initiative, Partnership for Sustainable Textiles**, and others, provides practical tools for collecting gender-sensitive data in supply chains to promote gender-responsive due diligence. The guidance builds on the [BSR Gender Data Impact Framework Report.pdf](#) (GDI).

During the year, Lindex benchmarked these indicators against current supply chain data to identify both alignments and gaps. To address identified gaps, a supplier survey was conducted to map supplier efforts in the following areas:

- Gender-responsive training programs
- Women returning back to work after childbirth
- Gender pay gap
- Policies promoting gender equality

The results of this survey, combined with insights from the WE Women Management Program, will guide the development of future action plans and targets for 2030.

Inadequate wages in the textile industry

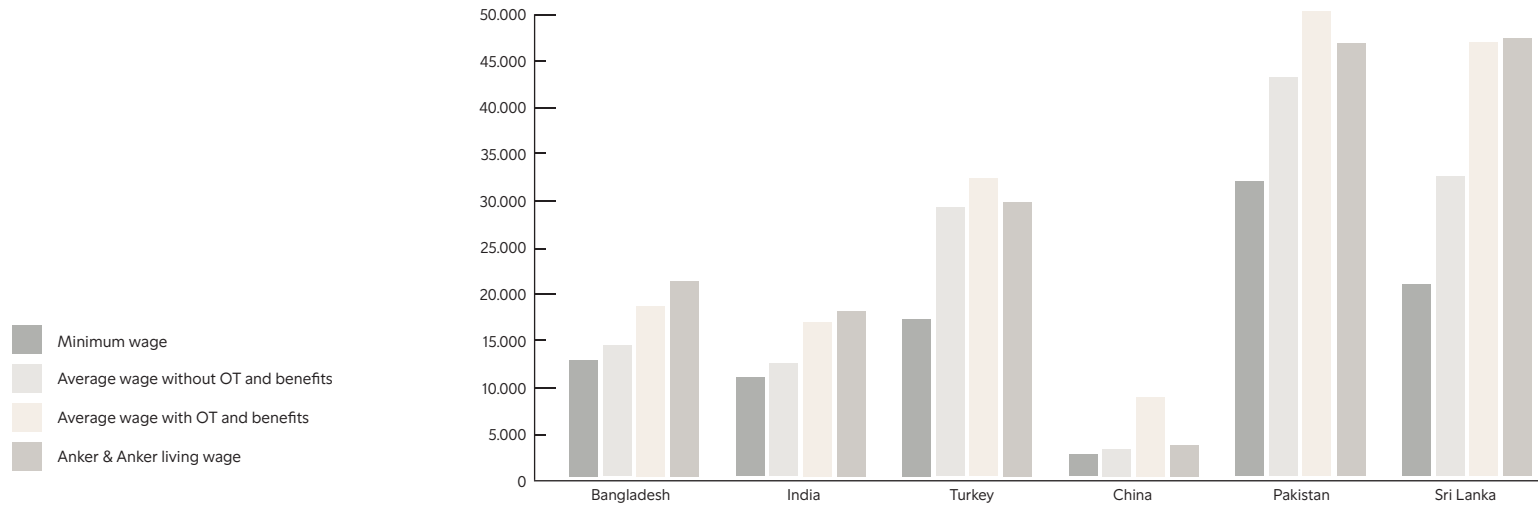
The lack of adequate wages has severe consequences for the workforce in the textile supply chain. Additionally, since the majority of workers are female, this wage disparity contributes to gender pay inequality, limits access to education for children and leads to poorer health outcomes for workers and their families.

Lindex production is outsourced to independent suppliers, and worker wages are not directly paid by the Lindex. However, we are committed to adopting purchasing practices that support fair wage payments in the supply chain and using leverage to influence wage progression.

We guide our production units in conducting periodic reviews of worker wages against locally calculated living wages (using the Anker & Anker methodology) and benchmarking these against actual wages paid. Our purchasing practices are designed to facilitate correct wage payments

without promoting excessive overtime. We support suppliers in implementing effective wage management systems that classify jobs according to skill level, ensuring workers are compensated based on their competencies. Additionally, we encourage transitioning from cash payments to digital payment methods (e.g., bank transfers).

Lindex publishes aggregated living wage data per country. Suppliers calculate this data based on Anker and Anker methodology including local costs. For reporting purpose we aggregate data to monitor trends across markets. While this approach to aggregate the data departs from the Anker and Anker methodology, it provides a clear and understandable overview for each market situation.





Freedom of Association and Collective Bargaining:

Freedom of association, rights to unionisation, worker representation and collective bargaining are under pressure in many countries. Lindex have identified significant risks to these rights in Bangladesh, China, India, Pakistan and Turkey. As part of our commitment to improving workers’ rights, we have mapped our supply chain to understand where unionization exists. This mapping is an essential first step toward establishing fair worker representation across our supply chain.

Upholding workers’ rights to freedom of association and collective bargaining is a fundamental requirement in our Supplier Code of Conduct. We require all our suppliers to reflect and implement these standards within their operations. Lindex closely monitor audit findings related to worker representation and address areas for improvement. Findings include resolving issues such as the absence of elected worker representatives, a lack of awareness regarding their roles, irregular meetings between representatives and management, and inadequate systems for holding regular elections for representatives.

This is an area that requires collaboration with industry and union representatives. In Bangladesh, the International Accord – of which we are a member – has been successful in their work with setting up functional occupational health and safety committees including dialogue with management and workers.

As a part of Lindex ongoing work to strengthen our HRDD process, we are planning to develop a more detailed action plan aimed at further supporting and strengthening workers’ rights to freedom of association and collective bargaining.

2024 PU with Trade Units		
Country of Origin	Production Units without Trade Union	Production Units with Trade Union
Bangladesh	26	5
India	20	0
Pakistan	2	0
Sri Lanka	1	0
Vietnam	0	7
China	33	12
Italy	0	10
Turkey	10	1
Morocco	5	0

Health and Safety

Workers in regions such as Bangladesh, China, India, Pakistan, and Turkey face common risks, including fires, electrical hazards, building safety issues, and workplace violence - each of which can lead to injuries and health problem.

At Lindex, we are committed to improving health and safety in the garment industry. In response to the 2013 Rana Plaza tragedy, we were early signatories of the Bangladesh Accord on Fire and Building Safety. In 2021, the International Accord for Health and Safety in the Textile and Garment Industry was launched to extend the success of the Bangladesh Accord to other countries. Lindex signed this agreement in 2021 and renewed our commitment in 2023 by signing an updated version valid until 2026. Additionally, we have signed the Pakistan Accord, which includes all Cut-Make-Trim (CMT) facilities, home textiles, fabric, and knit accessories suppliers.

The International Accord for Health and Safety in the Garment and Textile Industry (International Accord) is a legally binding agreement between garment brands and trade unions. It establishes a robust, industry-wide compliance and accountability system to ensure worker health and safety. The program promotes safe workplaces through independent safety inspections, training programs, and a complaint mechanism to safeguard workers against occupational health and safety risks.

Since June 2020 the inspections, remediation and worker participation programmes of the Accord are implemented by the RMG Sustainability Council (RSC) in Bangladesh, which is an independent organisation jointly governed by brands, trade unions and manufacturers. The RSC conducts structural, electrical, fire and boiler safety inspections and monitors remediation of concerns found through corrective action plans. The RSC also conducts safety training for factory workers and operates an independent safety & health complaints mechanism available to all workers at Accord factories in Bangladesh.

The RSC conducts inspections, at all Lindex tier one suppliers in Bangladesh. During 2024 133 inspections were conducted at Lindex suppliers in Bangladesh and the progress rate was 92 percent.

Beyond the work carried out under the International Accord, we prioritize safety in our production facilities by conducting external audits and diligently following up on corrective action plans to ensure effective remediation. Our self-assessment program supports production units in strengthening their management systems and enhancing staff competencies. This systematic approach helps us examine health and safety issues from a management perspective and drive continuous improvement across our supply chain.

Child labour in the supply chain

There is a risk of child labour in the supply chain, particularly in regions with weaker regulatory enforcement. The risk is most prevalent in agriculture, raw material production, and informal recycling sectors, especially in cotton farming and textile production. Child labour, often driven by poverty and weak local institutions, can lead to harmful impacts on children's health, education, and development.

At Lindex, we strictly condemn and prohibit all forms of child labour. We are committed to preventing child labour from occurring in our supply chain, and we actively work to anticipate, prevent, and address child labour in all forms. Our Code of Conduct explicitly states that no recruitment of child labour is allowed, and we require verification processes to ensure compliance.

Through our SMETA PILLAR II assessments, we focus specifically on child labour, ensuring alignment with the principle that "Child Labour Shall Not Be Used." Our cotton strategy, which ensures that all cotton is traceable through recognized certification schemes by 2026, plays an important role in mitigating the risk of child labour. By creating transparency and traceability in high-risk cotton sectors, we aim to reduce vulnerabilities. Additionally, our broader transparency and traceability goals include making all products fully traceable by 2027.

Child labour is included in our Zero tolerance policy, which is monitored during supplier onboarding and through ongoing assessments. If we receive allegations of child labour, we follow a step-by-step action plan that includes identifying responsible individuals and implementing appropriate remediation measures. We have not received any reports regarding cases of child labour in recent years.

Forced labour in the supply chain

There is a risk of forced labour in the supply chain, particularly in regions with weaker regulatory enforcement. This can have harmful impacts on worker's health, education, and overall well-being. The risk is most prevalent in agriculture, raw material production, and informal recycling sectors, especially in cotton farming and textile production. Forced labour is a heightened concern for migrant and vulnerable workers, who may face exploitative conditions such as debt bondage and withheld passports.

At Lindex, we include forced labour in our zero-tolerance policy, and we monitor this risk during supplier onboarding and through ongoing assessments. If we receive information about allegations of forced labour, we follow a clear, step-by-step action plan. This process involves identifying responsible individuals and implementing appropriate remediation measures as necessary.

Our cotton strategy is a key part of mitigating the risk of forced labour. By committing to make all cotton traceable through recognized certification schemes by 2026, we aim to create greater transparency and traceability in high-risk cotton sectors. Our broader traceability goals include making all products fully traceable by 2027, further reinforcing our efforts to prevent forced labour in our supply chain.

We also have a Modern Slavery Act Statement, which defines our approach to preventing, identifying, and mitigating the risk of modern slavery in our business and value chains.

We have not received any reports of forced labour cases during the financial year.

MITIGATING ACTIONS AFFECTED COMMUNITIES

Many waterways in high-risk countries are being contaminated by industries, affecting access to clean water, as well as impacting fishing and soil quality for nearby farms. Lindex takes ongoing actions to mitigate negative impacts on affected communities, especially focusing on water and land use in our supply chain.

Water management: By promoting water-saving practices, rainwater harvesting, and responsible wastewater treatment among suppliers, Lindex aims to minimise freshwater reliance and water contamination risks. Lindex partners with WaterAid in Bangladesh to improve access to water and sanitation for vulnerable communities, with a focus on supporting women and girls.

Land use and ecosystem protection: Lindex is committed to more sustainably sourced or recycled material by sourcing certified materials (e.g., OCS, GOTS, GRS) and regenerative agriculture) to reduce land degradation and enhance biodiversity.

Wateraid

We have made a promise to future generations that we will be a water responsible company, and we have also made a promise to empower women. Our collaboration with WaterAid to improve access to clean water and sanitation around the world is a significant part of fulfilling both promises.

The lack of access to clean water is a silent disaster for women and girls, robbing them of time and limiting their future opportunities. Instead of attending school, going to work, or participating in their communities, women and girls are often burdened with the responsibility of collecting water. Reliable access to clean water and sanitation can change the lives of millions of women and girls around the world. That is why we have partnered with WaterAid to deliver a program in Bangladesh that provides both physical improvements, such as handwashing stations, toilets, and showers, and awareness-raising initiatives and training in factories and communities.

As part of WaterAid's standard practice to ensure local ownership and sustainability, the communities have been mobilised to contribute financially towards the construction of WASH (Water, Sanitation, and Hygiene) facilities. To further strengthen local ownership, WaterAid involves the users of these facilities, particularly women, during the planning process, considering their specific needs, comfort, and safety. Additionally, 150 women and girls have been trained as hygiene behaviour change agents to promote long-term positive habits.

Through this partnership, we have supported two communities in Dhaka (Mirpur and Gazipur) and one in Myanmar (prior to the military coup). In 2023, we launched a new project in Savar, Dhaka, which is expected to benefit another 8,700 people.

At the time of reporting, we have been able to renovate or construct 101 improved sanitation facilities in communities of RMG workers and their families. These facilities have so far reached over 16,000 people with increased access to improved toilet and shower facilities, segregated for women and men. Each community now includes dedicated spaces for menstrual hygiene management (MHM) in at least one female chamber, enabling women and adolescent girls to manage their menstruation and hygiene with privacy and dignity. Where possible, the program has also increased the number of available toilet chambers. Read more about our partnership with Water Aid here [WaterAid](#).

Collaboration for impact

With transparency as the foundation, collaboration is the next precondition for achieving the structural change we are striving for. Collaboration between Lindex and our suppliers, as well as among industry peers and stakeholders, is a must considering the complex, global and intertwined nature of the fashion industry. Systemic change cannot be achieved without collaboration, which increases leverage and allows for sharing knowledge and creating a common agenda among peers. Collaboration is also paving the way for a harmonisation among industry players, such as a common language and way of reporting, and common expectations about actions



toward suppliers and customers. In line with SDG #17, we are part of multiple commitments where we join forces with others and gather around common goals and ambitions.



Diversity Charter Sweden

Lindex is a member of this initiative which aims to help organisations increase creativity and competitiveness through an emphasis on diversity. As a signatory, we are making a commitment to establishing and maintaining a working environment that is inclusive to all, and free from discrimination based on gender, racial or ethnic origin, religion, age, disability or sexual orientation.



ETI

Lindex is a member of The Ethical Trading Initiative (ETI), which is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe.



GIZ

Lindex has collaborated with GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) in two public-private partnerships. WE Women programme was developed through a public-private partnership between Lindex and [GIZ](#), and in cooperation with [BSR](#) and local non-governmental organisations. We also collaborated with GIZ through a public/private partnership also including Bestseller, Deltex and Orsay to improve chemical management in 600 factories across the globe with the support of GoBlu International Ltd.'s digital chemical management tool The BHive®



Sedex

Sedex is a leading ethical trade membership organisation that provides its members, including Lindex, with tools, services, and local networks to help improve working conditions in global supply chains. SMETA (Sedex Members Ethical Trade Audit) is Sedex's social auditing methodology.



The Global Deal

The Global Deal for Decent Work and Inclusive Growth was launched by the former Swedish Prime Minister Stefan Löfven in cooperation with OECD and ILO in 2016. The Global Deal aims to encourage governments, businesses, unions, and other organisations to enhance social dialogue.



The International Accord for Health and Safety in the Garment and Textile Industry

Lindex was part of the original five-year Bangladesh Accord on Fire and Building Safety, which has made workplaces safer for millions of garment workers since its launch in 2013. Lindex was among the first signatories to the next iteration of this initiative, which seeks to expand the original improvements to factories around the globe.



The Partnership for Sustainable Textiles

The Partnership for Sustainable Textiles is committed to a social, ecological and corruption-free textile and clothing industry – an industry that respects the rights of all workers, protects the climate as well as the environment, and acts with integrity and within planetary boundaries.

As a multi-stakeholder initiative, the Textile Partnership brings together companies, associations, non-governmental organisations, standard settings organisations, trade unions and the German Federal Government. The Textile Partnership also cooperates with European and international initiatives to disseminate best practices, move forward in a joint effort and address shared offers and requirements to members and companies, thereby increasing the leverage for commitment.



The Private Sector Action for Women's Health and Empowerment Initiative

The Private Sector Action for Women's Health and Empowerment Initiative was launched by the United Nations Foundation, the Bill & Melinda Gates Foundation, the UK's Department for International Development, and Merck for Mothers. Together with other brands from the private sector, we have made a commitment in line with this initiative. This aligns with our sustainability promise of investing and using our business power to improve women's health and wellbeing in markets and communities where we operate.



Transparency Pledge

While transparency is a major challenge in the fashion industry, it is the key to making progress within all areas of sustainability. We first committed to the Transparency Pledge in 2017. The Apparel and Footwear Supply Chain Transparency Pledge is an initiative by nine global trade unions and human rights organisations. The initiative was developed to promote deeper and wider transparency in supply chains by getting companies to publish information about the factories in the manufacturing phase of their supply chains.



United Nations Global Compact

The United Nations Global Compact is a global platform for business and non-business entities to proactively network and engage in areas of human rights, labour, environment, and anti-corruption. Participation in the UN Global Compact is a widely visible commitment to the implementation, disclosure, and promotion of its ten universal principles. Lindex is a member of the UN Global compact through Stockmann group but also carry a membership of our own.



WaterAid

WaterAid As part of our promise to future generations that we are striving to be a water responsible company, and we collaborate with WaterAid to improve access to clean water and sanitation around the world. This partnership also supports our promise to empower women and our commitment to female health.

Tracking Progress and Targets

Lindex has established several targets to prevent and mitigate negative impacts on our own employees, supply chain workers, and affected communities. These targets align with our Human Rights Policy and Sustainability Promise.

For our own employees, we focus on employee engagement, diversity, equity, and inclusion (DEI), while maintaining a zero-tolerance policy for discrimination and harassment. Employees played a key role in shaping these targets, particularly for DEI, through interviews and survey analysis to ensure alignment with workforce needs and business goals.

To uphold our commitment to responsible and ethical sourcing, we have set targets to improve supply chain workers' rights, focusing on living wages, better working conditions, transparency, and women's empowerment. The target was developed by a cross-functional team with expertise from global production markets, incorporating insights from over 20 years of audit results and multi-stakeholder collaborations. These targets are set for achievement by 2025 and are reviewed annually.

For affected communities, we have committed to targets related to sustainable water management, waste reduction, and ecosystem protection. More details can be found in the Lindex Group Sustainability Statement.

Target	Scope of the target	Related policy and brief description of relation to the policy objective	Target base-line year	Progress 2022	Progress 2023	Progress 2024	Additional information
Own employees							
Employee Engagement & Participation: achieve an engagement score of 8.6 (out of 10) and a 69% participation rate in the Lindex Voice employee survey.	All own employees	The target is directly linked to our Human Rights Policy objective of fostering employee engagement and participation.	2021			Both targets were met in 2024, with an engagement score of 8.6 and participation rates of 75% in March and 8.5 and 72% in November.	Target has been consistent since 2021.
DEI Awareness Training: 100% of employees to participate in DEI awareness training.	All own employees	The target is directly linked to our Human Rights Policy objective of creating a culture of diversity, equity, and inclusion.	2022	Lindex has set the ambition and made a decision to educate all managers and teams in DEI. Trainings for HQ managers were launched in the second quarter of 2022.	All staff except for store staff completed training.	All employees have received the training, which is incorporated into onboarding.	Tracking attendance is a challenge due to the lack of a formal system. Future progress will depend on acquiring a digital learning and development platform to track completion. Target has been consistent since 2022. While there have been no changes in targets or measurement methodologies, future efforts will focus on implementing a learning management system to track DEI training completion and enhance the 's ability to monitor performance.
Zero Discrimination and Harassment: Ensure that no discrimination and harassment occurs in Lindex' s own operations, year by year.	All own employees and non-employees	The target is directly linked to our Human Rights Policy and discrimination policy objective of zero tolerance for discrimination and harassment.	2021	During 2022 there was one case that came in through our whistle-blowing system. It was resolved during the year.	No reported cases.	Our commitment to a zero-tolerance harassment policy remains unwavering as we continue to ensure a safe and respectful workplace for all employees. We identified one incident of harassment in 2024 and took necessary actions to remediate it.	Target has been consistent since 2021.

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Target	Scope of the target	Related policy and brief description of relation to the policy objective	Target base-line year	Progress 2022	Progress 2023	Progress 2024	Additional information
Workers in the supply chain							
Living Wage Program: By 2025, Lindex tier 1 suppliers who stand for 80% of its production volume will participate in a living wage program. Lindex requires suppliers to calculate living wages, identify wage gaps, and use digital payments.	Upstream supply chain, tier 1, covering 80% of Lindex production volume.	Group's Human Rights Policy. The target is directly linked to our Human rights policy objective of adequate wages.	2019	In 2022, 72% out of Lindex top 30 suppliers are calculating a living wage and 98% of Lindex tier 1 suppliers have adopted digital payments.	In 2023, tier 1 suppliers who stand for 83% of Lindex production volume are calculating a living wage and tier 1 suppliers who stand for 100% of Lindex production volume have adopted digital payments.	In 2024, tier 1 suppliers who stand for 80% of Lindex production volume are calculating a living wage and tier 1 suppliers who stand for 95% of Lindex production volume have adopted digital payments.	The calculation method was adjusted in 2023 and now looks at the volume of tier 1 suppliers that have participated in a living wage program conditions / full Lindex production volume.
Working Conditions: By 2025, Lindex tier 1 suppliers who stand for 80% of its production volume will demonstrate commitment to improving working conditions in areas such as health, safety, and anti-discrimination.	Upstream supply chain, tier 1, covering 80% of Lindex production volume.	Group's Human Rights Policy. The target is directly linked to policy objective of working conditions including discrimination, health and safety, adequate wages, Freedom of association, forced labour, child labour and offense and harassment.	2019	72% (out of top 30 suppliers).	78% (of total Lindex volume)	In 2024, tier 1 suppliers who stand for 78% (of Lindex production volume) showed commitment to improving working conditions. Self-assessment performance reached 72% by 2024.	The target is measured through Lindex scorecard system, that evaluates suppliers annually on self-assessment capability and management improvements in working conditions. The calculation method was adjusted in 2023 and now looks at the production volume of tier 1 suppliers that have showed commitment to improve working conditions/full Lindex production volume.
Supply Chain Transparency: By 2025, Lindex tier 1 suppliers who stand for 80% of its production volume will be traceable within the supply chain.	Upstream supply chain, tier 1, covering 80% of Lindex production volume.	Groups Human rights policy. The target is directly linked to the objective of the Human rights policy. Transparency in supply chain is essential for upholding and advancing human rights by enabling greater accountability and addressing systemic issues effectively.	2019			Lindex has published supplier information on both its website and Open Supply Hub.	While we have already mapped big parts of our supply chain, currently the IT infrastructure needed to enable transparency and product traceability is still in development. Full product traceability is targeted for 2027. In accordance with Lindex commitment to the transparency pledge, Lindex publishes contact information to garment factories, processing units, and fabric suppliers on both our own websites as well as on open supply hubs.
Women's Empowerment: By 2025, Lindex tier 1 suppliers who stand for 80% of its production volume will have completed and sustained the Women Empowerment (WE Women) program.	Upstream supply chain, tier 1, covering 80% of Lindex production volume.	Group's Human Rights Policy. The target is directly linked to policy objective of women empowerment and gender equality.	2019	Suppliers standing for 57% of order quantity	Suppliers standing for 59% of order quantity	In 2024, tier 1 suppliers who stand for 53% of Lindex production volume had completed the WE program.	The target is measured annually. The calculation method was adjusted in 2023 and now looks at the volume of tier 1 suppliers that have onboarded WE Women / full Lindex production volume. Lindex has successfully implemented the We Women project with the majority of suppliers in Bangladesh and key suppliers in India. However, challenges like COVID-related disruption have delayed the rollout in other markets. The exit from Myanmar, where the project had been implemented, has also affected the result. Although Lindex plans to expand the project to more suppliers in China in 2025, it is expected that the original target will not be met. Instead, lessons learned will be used to shape the strategy beyond 2025.

Target	Scope of the target	Related policy and brief description of relation to the policy objective	Target base-line year	Progress 2022	Progress 2023	Progress 2024	Additional information
Affected communities							
By 2025 the aim is to secure 1200 people gain access to clean drinking water and improved sanitation facilities at RMG workers' dwelling communities.	The initiative focuses on targeted group in Ready made garment sector communities in Savar Upazila's in Bangladesh.	Group's Human Rights Policy. The target is directly linked to policy objective of affected communities and access to clean water and sanitation.	2023			87 people	The target is absolute. The target was developed together with the project partner Water aid. Expected result on target is delayed due to political instability in Bangladesh during 2024, including protests and lockdowns, which have lead to limited access to the communities and factories. Expectation is still to deliver on the original set target.
By 2025 the aim is to secure 8700 people gain access to handwashing facilities at factories and RMG workers' dwelling communities.	The initiative focuses on targeted group in Ready made garment sector communities in Savar Upazila's in Bangladesh.	Group's Human Rights Policy. The target is directly linked to policy objective of affected communities and access to clean water and sanitation.	2023			2780 people	The target is absolute, The target was developed together with the project partner Water aid. Expected result on target is delayed due to political instability in Bangladesh during 2024, including protests and lockdowns, which have lead to limited access to the communities and factories. Expectation is still to deliver on the original set target.
By 2025 the aim is to reach 6200 people in awareness raising and improved hygiene behaviour of workers and their families	The initiative focuses on targeted group in Ready made garment sector communities in Savar Upazila's in Bangladesh.	Group's Human Rights Policy. The target is directly linked to policy objective of affected communities and access to clean water and sanitation	2023			1423 people	The target is absolute. The target was developed together with the project partner Water aid. Expected result on target is delayed due to political instability in Bangladesh during 2024, including protests and lockdowns, which have lead to limited access to the communities and factories. Expectation is still to deliver on the original set target.

Transparency and Communication

PUBLIC REPORTING

At Lindex, transparency is a cornerstone of our approach to human rights and sustainability. We are committed to openly sharing information about our work, progress, and challenges to ensure accountability and foster trust with our stakeholders.

- Annual report in line with EU Corporate Sustainability Reporting Directive.
- Website – Providing up-to-date policies and commitments.
- Stakeholder Engagement – Sharing insights through dialogues, collaborations, and industry forum.

COMPLIANCE WITH THE TRANSPARENCY ACT

This report has been developed in alignment with the requirements of the Norwegian Transparency Act, ensuring that it addresses the mandatory elements related to transparency and accountability in human rights due diligence. Additionally, it adheres to other relevant regulations and international standards, including the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. By fulfilling these requirements, Lindex demonstrates its dedication to respecting human rights and promoting ethical business practices across its operations and supply chain.



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