

Lindex Sustainability Commitment

This agreement is valid for any business partner of AB Lindex.

As a business partner of Lindex Group, you are expected to share our sustainability ambition and strive towards constant improvement within sustainability. Compliance with the law is the basic starting point but our ambition is that together we go beyond what the law says to advance the following areas:

Social sustainability and labour conditions

Providing a safe and healthy workplace, guaranteeing rights at work, paying a fair wage that meet workers' needs and promoting social dialogue are essential for economic growth and thriving communities. Our business together should have a positive impact on people's lives. Gender equality and empowerment of women in the supply chain is of especially great importance to Lindex.

The foundation for our social sustainability work, as outlined in our human rights policy, is a number of internationally agreed standards such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

Environmental sustainability

Using natural resources responsibly is essential in order to meet the needs of future generations. Our business together should at all times strive to minimise the negative environmental impact and not compete or compromise with people's basic human rights like access to clean water.

Animal welfare

Good animal husbandry and no animal testing must be respected at all times throughout the supply chain.

Ethics and transparency

Lindex expects all business partners to apply the requirements and approach as outlined in this commitment in their supply chains.

Lindex has a zero tolerance on corruption and the Stockmann Group Code of Ethics has to be complied with.

Lindex strongly believes that mutual trust and transparent dialogue is the foundation for a successful business relationship. In order to enable continuous sustainability improvement and performance evaluation, Lindex reserves the right to request relevant data from business partners as well as access to production facilities. Business partners may be subjected to assessment made by Lindex's own personnel or third-party assessors shortlisted by Lindex.

Assessments may be announced, semi announced or unannounced. Business partners are therefore obliged to inform Lindex of where production of goods or services is taking place. The production site has to be approved by Lindex before any production may take place there. Lindex has a zero tolerance towards unauthorised subcontracting. Unauthorised subcontracting is a violation against this commitment and is a reason for termination of the business relationship.

When submitting information asked by Lindex, business partners are required to be transparent and not intentionally mislead Lindex. Non-transparency is considered to be a violation against this commitment and is a reason for termination of the business relationship.

Transparency is also the essential starting point to address and engage in industry wide collective actions to tackle the sustainability challenges of the fashion industry. Lindex will continuously engage with business partners, industry, civil society, customers and governments to promote collective actions and systemic changes to reach social and environmental sustainability. Lindex encourages business partners to do the same and we expect cooperation in this regard.

Social sustainability

Code of Conduct

Lindex's appointed Code of Conduct needs to be followed along the value chain. The fundamental requirements are that the business partner follows the minimum requirements as outlined by Lindex.

Appendixes:

Lindex's appointed Code of Conduct

Lindex Minimum requirements

We encourage suppliers to constantly strive to improve the workplace in order to make a positive impact with the aim of eventually become self-reliant, driving their own agenda within social and environmental sustainability in the factories as well as the communities where they are located.

Being a key supplier or a strategic partner with Lindex requires a strategic approach and goal settings aligned with Lindex sustainability ambition.

The sustainability performance will be set and followed up on by our local sustainability teams and measured and scored in the Lindex Supplier Score card

Environmental sustainability

As a minimum requirement, the Stockmann Group environmental requirements should be followed if stricter than the local law or in case of no relevant law or regulation in a specific environmental criteria.

Appendix:

Stockmann Group Environmental criteria

Energy management

Lindex's business partner conducts operations in full compliance with applicable laws and regulations or with Stockmann Group's environmental requirements, whichever is stricter, on air emissions, air quality and energy management and is able to verify the legal compliance with relevant documents.

Waste management

Lindex's business partner conducts operations in full compliance with applicable laws and regulations or with Stockmann Group's environmental requirements, whichever is stricter on waste and hazardous waste and is able to show relevant documents. All hazardous waste must be handled by authorised company or licensed receiver. At all times, the business partner must work to eliminate waste going to landfill.

Chemicals management

Lindex's business partner conducts operations in full compliance with applicable laws and regulations or with Stockmann Group's environmental requirements, whichever is stricter on chemical use and disposal and is able to show relevant documents. Lindex's MRS and RSL are followed. Stockmann Group's chemical requirements in the IFS need to be followed at all times.

Water management

Lindex's business partner conducts operations in full compliance with applicable laws and regulations or with Stockmann Group's environmental requirements, whichever is stricter on water conservation and water quality and is able to show relevant documents. The business partner has and uses a functioning ETP and adheres to relevant local laws.

Being a key supplier or strategic partner with Lindex requires a strategic approach and goal settings which are aligned with Lindex's sustainability ambition. The performance within energy, water, chemicals and waste management will be set and followed up on by Lindex's local sustainability teams and measured by supplier KPI and scored in the Lindex Supplier Scorecard.

Animal welfare

Animal husbandry

Lindex's business partner conducts operations in full compliance with applicable laws and regulations and can show relevant documents and permits. Further requirements for the sourcing of materials of animal origin for Lindex products are specified in Lindex's Animal welfare policy which is based on Five Freedoms Framework.

Appendix:

Lindex's Animal welfare policy

Prohibited animal fibres

Animal testing

Animal testing shall not be applied on any of Lindex's products.

Sustainability Commitment

Lindex's business partner

As a business partner of Lindex, we commit to comply with this sustainability commitment and all minimum requirements as outlined in this document. We commit to implementing them in our operations as well as in our entire supply chain.

As a business partner of Lindex we agree to be monitored and assessed on sustainability performance within the areas described in the sustainability commitment.

Furthermore, as a key supplier or strategic partner of Lindex we understand that a strategic sustainability approach with goal settings and an alignment with Lindex's sustainability ambition is required.

We recognise that this sustainability commitment is drafted and valid in the English language. Where there are different language versions of this document these shall be seen as translations of convenience only and the English version will prevail in any case of discrepancy.

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Place and date

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Company name

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Signature