



Sustainability
REPORT 2013

LINDEX

Working for a sustainable future

EVERYTHING WE DO AFFECTS OUR ENVIRONMENT IN ONE WAY OR ANOTHER.

Lindex takes responsibility for our business and how it affects people and the environment. Our sustainability work covers the whole value chain from raw materials to the finished fashion product and not least how the consumers use the products, and in the end dispose them.

All our efforts are about minimizing the negative environmental effects, take ethical and social responsibility,

contribute to a sustainable financial development, and prevent corruption. In this way, we contribute to a positive development and sustainable future in the countries where we do business and in countries where our production takes place.

This report cover Lindex sustainability work for 2013.

All investor information is published on www.stockmangroup.com.

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About the report

THIS IS OUR NINTH SUSTAINABILITY REPORT
AND IT SHOWS LINDEX RESULTS FOR
THE FINANCIAL YEAR 2013.

Our long-term sustainability work is based on the 10 principles of the Global Compact, which have been endorsed at the group level by our parent company Stockmann. We have used the GRI G3 guidelines for sustainability reporting, and consider that we fulfil the requirements for a report at application level C. Lindex sustainability report has not been externally assured.

This sustainability report covers the global activities of the Lindex group, i.e AB Lindex and its wholly-owned subsidiaries. The activities cover production and country offices, stores and Lindex-owned distribution centres in Sweden. The report also covers



Lindex share of the Stockmann Group's shared production activities in Asia, where Lindex accounts for some 87 per cent of the business.

The report does not cover Lindex franchisees, nor outsourced distribution and warehousing services that Lindex buys in.

The group's key financial indicators have been defined according to IFRS standards.

Read more about Lindex sustainability work in the Stockmann Group's joint CSR report and Climate report.

Follow our sustainability achievements in our Scorecard at www.lindex.com.

THE UN GLOBAL COMPACT 10 PRINCIPLES

HUMAN RIGHTS

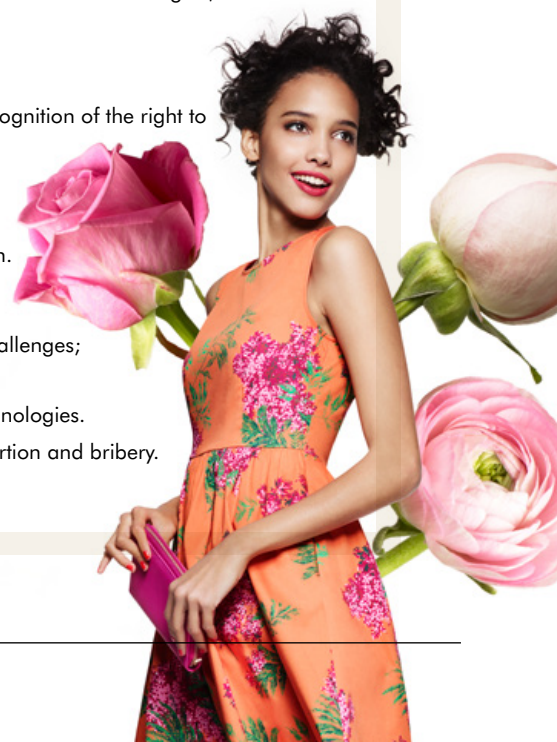
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



CEO's comment

We only have one planet, which we share with 7 billion people. The Earth's resources have to meet the present and future needs of a growing population. This requires that we together domestics wisely with the resources available, and ensure that as much as possible can be and is recycled.

As one of Europe's leading fashion chains, we offer inspiring and affordable fashion within several different concepts for women and children, and since 2013 for men as well. For us, sustainability is about doing what we do best; offering inspiring and affordable fashion while working to minimise the impact on the climate, safeguard biodiversity, husband the Earth's resources and show consideration for our employees and people affected by our business. This is a lengthy process that involves global challenges, the need for increased transparency and traceability backward in the supply chain, increased cooperation and business opportunities. Our sustainability work is part of our daily work and is based on the Global Compact's principles for responsible business.

IMPORTANT EVENTS AND PROGRESS IN 2013

2013 has been an eventful year for Lindex. In the midst of a changing and competitive industry, we opened 10 new stores, and with our focus on the customer we have worked hard to further improve our already powerful offering to our customers. Our capable staff has succeeded well in developing and improving the women's range and the collection work. This, along with several amazing campaigns and our way of presenting the Lindex brand, has been very well received by our customers and has contributed to a positive development on several of our sales markets. In Sweden, which is one of our biggest markets, we were named Fashion Chain of the Year again in 2013, of which we are very proud.

During autumn 2013, we launched LXM, our first range for men, where 95% of the garments were environmentally labelled. We have a 39% increase of environmentally labelled garments compared to the previous year. A larger number of garments made from Better Cotton and garments made from recycled materials indicate that we are on the right path. We have also managed to cut the share of air freight, and together with the stores' lower electricity consumption per square meter area, this has contributed to a reduction of our impact on the climate.



Sustainable choices

"In many ways, the fashion industry is the opposite of sustainable. That is why, as an individual fashion company, we have a duty to do what we can to act in a responsible and sustainable manner"

As a subsidiary in the Stockmann Group, Lindex Bangladesh signed an Accord in 2013 that supplements our already ongoing and long-term work to improve the factories' fire and building safety in Bangladesh.

At Lindex, we and our customers have become involved in various ways in the fight against breast cancer and together, during 2013, we donated more than SEK 10 million that goes into research.

SUSTAINABLE DEVELOPMENT AS THE BASIS

It is self-evident that sustainable development is a basis for Lindex long-term strategy. Like many other companies, we face common global challenges linked to climate impact, availability of raw materials and natural resources, altered consumption patterns and an ambition to improve conditions in the supply chain. These far-reaching challenges are areas that affect our activities and our sustainability priorities.

It is essential that sustainability work be firmly established in our daily work and part of our strategic decisions and priorities in order for us to be the successful company we are today as well as in the future. This ultimately means further opportunities to contribute to an overall positive sustainable development.

CHALLENGES AND GOALS IN THE COMING YEARS

As I see it, we have come a long way in terms of our sustainability efforts, but of course there is much more to do, both for us as an individual company but also for our industry as a whole. Our aim is that at least 80 % of our range in 2020 will be made from less environmentally harmful materials, sustainable fibres and that all cotton that we use in our products will be organically grown or Better Cotton.

We will continue to build on what we are already good at. We have a strong brand and a range that our customers enjoy and we are working further to improve this. We are seeing increased demands and changed buying habits and we are seeing how the interest in e-commerce is growing increasingly. We can offer a broader range through our e-commerce than we are able to do in the retail space we have today. We also invest heavily in developing our customer offering and in being present with our products wherever the customer wants to find us, whether this is in-store, online, in their mobile, tablet or on social media. For us it is important to meet customers needs while optimising our flow of goods, and a way for us to act sustainably.

We are also seeing that the second hand trade with our garments is increasing in various market places online, which is a sign that our goods are appreciated. There is a big environmental impact in how the customer handles the garments during the user phase and as a company we can become better at raising awareness and enabling more sustainable actions. Our work to extend the user phase of our garments is part of our sustainability efforts, that we also share with our customers. We also have a long-term goal to close the materials cycle and a basis for

this is recycling Lindex garments and one of the areas that we, together with our customers, need to focus on more moving forward. Our ambition is to become better at inspiring our customers and in turn, to let them inspire us to become more sustainable.

We will continue our already ongoing work to improve working conditions in our supply chain and improve living conditions for the workers employed at the factories we use. We see that through our business and our presence, we can help to improve the conditions for a sustainable development, not only for Lindex but also for others who are involved in or affected by our business.

CREATING A SUSTAINABLE FASHION INDUSTRY

Lastly, I would like to reflect a bit on what it takes for us to move toward a sustainable fashion industry. As a company, we have a big responsibility and we can achieve a lot, but we cannot solve everything on our own. The global sustainability challenges is something we need to work on together with others in order to resolve. In the supplier segment, the water issue is one of the most important challenges, the salary issue is another and the phasing out of chemicals is a third challenge. It is also important that we, together with other players, continue to work to secure workplaces and good working conditions. More cooperation with various players – suppliers, customers, competitors, organisations as well as authorities – is needed in order to create a more sustainable future. We have made our minds up at Lindex. Sustainability is part of our brand and our offering to the customer.

During 2014, Lindex will celebrate its 60th anniversary, which we will celebrate together of course. We love fashion, and together, we are determined that by acting sustainably, we will exist for far more than 60 more years!

Together we can make a difference!



Highlights

*Lindex
sustainable
product range
increased
by 39%!*



*Lindex, through the
Stockmann Group, signed
the Accord on Fire and
Building Safety in
Bangladesh.*

*Successful
PINK campaign
collaboration with
Matthew Williamson:
10% of sales income
donated to cancer
foundations.*

*We were one
of the initiators to
SWAR, a sustainable
water management
programme
in India.*



*Lindex supports
PaCT project for cleaner
water in Bangladesh.*

*Lindex institutes the
design award
Lindex Tomorrow
for new designers.*

habit
MODE²⁰¹³
GALAN
Vinnare
Årets
Modekedja

habit
SKO & MODE

*We published
our supplier list.*

*Introduction of
LXM collection
for men: 95%
of collection
made of
organic
cotton.*

*Lindex received the
prestigious award "Fashion
chain of the year" at
Habit's Fashion Event.*

More
at LINDEX

*New customer reward
program More at
Lindex launched in Sweden
and Norway.*

Read more about our sustainability work
and achievements in our scorecard at www.lindex.com

About Lindex

THE LINDEX BUSINESS CONCEPT IS TO OFFER
INSPIRING, AFFORDABLE FASHION.

Lindex assumes responsibility for how the company's operations affect human beings and the environment. Production of the company's products should take place under good working conditions and the customer should be satisfied with Lindex as a company. Assuming responsibility for how people and the environment are affected is an important prerequisite if Lindex is to grow and at the same time maintain a good level of profitability.

With more than 480 stores Lindex is one of the leading fashion chains in Europe. Our assortment covers several different concepts within women's wear, lingerie, kids' wear and men's wear, which are sold through the company's stores and on the Internet throughout all 28 EU-countries and Norway.

Lindex was founded in 1954 and the head office is located in Gothenburg, Sweden. Since September 2007, Lindex has been a wholly-owned subsidiary of the Stockmann Group whose parent company, Stockmann plc, is listed on the Nasdaq OMX Helsinki stock exchange. The retail company Stockmann was founded in 1862 and now has over 15,000 employees. The Group's turnover for 2013 totaled EUR 2037 million and it had 59475 shareholders at 31 December 2013.

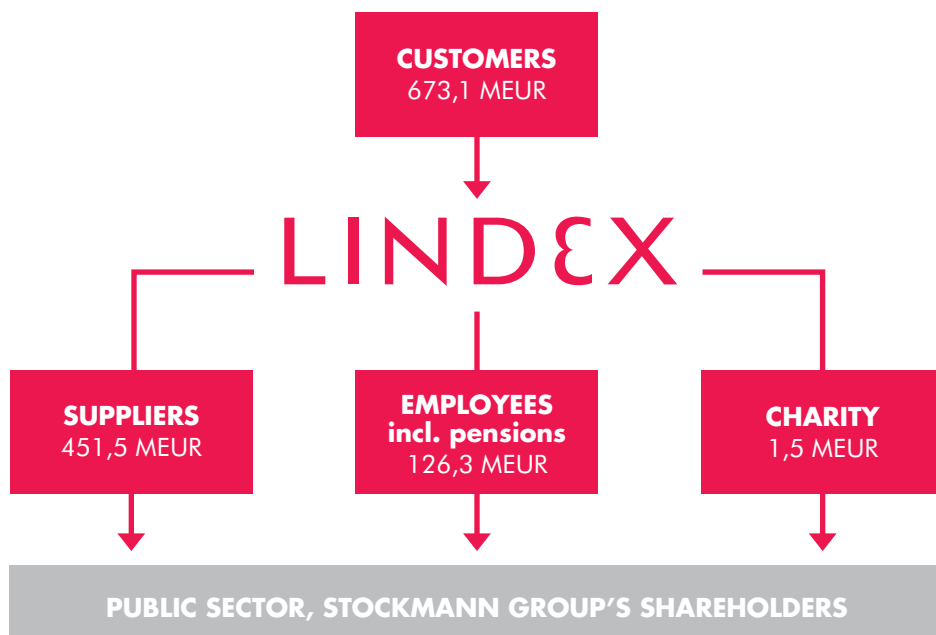
With 5096 employees at the end of 2013, Lindex is an important employer. Lindex has production offices in China, India, Hong Kong, Bangladesh, Pakistan and Turkey. The company does not own its own production facilities and instead cooperates with around 200 different suppliers, mainly in Asia. Lindex estimates that a total of 165 000 people are involved in the production of the company's garments.

For more information about ownership structure and organisational changes, please see Stockmann Group website www.stockmanngroup.com.





**FINANCIAL VALUE – ADDED PER
INTEREST GROUP IN 2013:**



Materiality analysis and stakeholder dialogue

MATERIALITY ANALYSIS

We conduct a continuous materiality analysis for Lindex sustainability work by maintaining a dialogue and discussions with key people within Lindex and the Stockmann Group, as well as with external experts, cooperation partners and stakeholders. Based on this analysis, we identify areas and aspects which are important for us to work on, and the issues that need to be prioritised. These areas are reviewed every year, so that the ongoing work relates to issues defined as essential.

PRIORITY AREAS AND ISSUES FOR LINDEX INCLUDE:

- Sustainable fashion; design, product safety, quality work and chemical controls
- Social compliance; protecting and supporting human rights by adhering to the code of conduct.
- Reduced climate impact
- Efficient resource usage and recycling of energy, electricity, materials, raw materials and water
- Engagement with and strengthening of the local community
- Enthusiastic employees
- Ethics and anti-corruption

STAKEHOLDER DIALOGUE

We are keen to have an active dialogue with stakeholders, since it both creates value and reduces the company's risks. An active dialogue creates strengthened relations, better understanding of the outside world, increased emergency preparedness in order to react to dangers and risks, as well as an increased degree of innovation by being able to act on opportunities more quickly. The dialogue with stakeholders is ongoing, and we are continuously striving to have an improved and more in-depth dialogue with our stakeholders.

Lindex most important stakeholder groups are those that most affect, and are affected by, the business.

Our most important stakeholder groups

CUSTOMERS AND STUDENTS

- Information via the website and printed material.
- Direct dialogue with Lindex via customer service and those responsible for the company's sustainability work, through direct dialogue in Lindex stores, and via forums such as open lectures.

SUPPLIERS AND FACTORY WORKERS

- General information via the website as well as targeted information to suppliers, production units and factory workers.
- Direct dialogue through regular meetings and workshops, regular visits to suppliers and in connection with inspections of factory and production units.

OWNERS

Dialogue with shareholders is mainly done by our parent company Stockmann. At Stockmann Group level, strategy and follow-up meetings are held on a regular basis.

EMPLOYEES

Direct dialogue. Information and work meetings, workshops and seminars. Information via the intranet.

TRADE ASSOCIATIONS AND COOPERATION PARTNERS

Information via the website. Direct dialogue regularly through networks, collaboration forums, workshops and information meetings.

AUTHORITIES

General information via the website, as well as targeted, specific information and reporting. At the national and international levels dialogue also occurs through trade associations, via networks and in connection with improvement work and development projects.

INTEREST GROUPS AND OTHER PARTNERS FROM THE LOCAL COMMUNITY

General information via the website, as well as targeted, specific information. Direct dialogue regularly through networks, collaboration forums, workshops, lectures and information meetings as well as individual meetings and email exchanges.

Lindex sustainability management

As one of the companies of the Finnish Stockmann Group, the overall work is done jointly in various work and steering groups to push the sustainability work forward. The joint goal is to take clear social responsibility, minimise the negative effects on the environment, and contribute to a sustainable financial development as well as to prevent corruption.

At Lindex, sustainability is one of our company values. And the sustainability work is done by the employees in the organisation. Every country organisation, store, office and department is responsible for carrying out the sustainability work within their daily business. This includes setting goals, developing and applying working methods, following up, measuring and reporting results. We are convinced that the sustainability work has the biggest effect when it is made a part of the daily routine, thus leading to continuous improvements in Lindex activities.

Ultimate responsibility for the strategic management of sustainability work at Lindex lies with the CEO, together with the management group.

INDEX CODE OF CONDUCT

Lindex has had a code of conduct at the group level since 1997, and since 2004 has been a member of Business Social Compliance Initiative (BSCI). The code of conduct, which all Lindex suppliers undertake to comply with, defines requirements for basic working conditions, and it forms the basis for how work in the production segment is managed, implemented and supported.

We are aware that there is a risk of violation of the code of conduct and we are actively working to ensure that the code is complied with by our suppliers and factories. At our production offices, we have inspectors employed by Lindex, whose task it is to train and support our suppliers and factory owners in the improvement work that comprises both the code of conduct and environmental requirements, as well as to perform both announced and unannounced inspections. In addition to the factory inspections and training, every part of the supplier's operations is rated according to a "supplier scorecard", which forms the basis for the development work.

Moreover, Lindex has production and quality controllers in place in the production countries who visit the production units on a daily basis in order to ensure that production lives up to Lindex requirements. They also have the task of reporting any suspected violations of the code of conduct or Lindex environmental requirements.

Read about BSCI on the next page.



CHALLENGES WITH THE CODE OF CONDUCT – RISKS AND MEASURES

Lindex Code of Conduct is constantly faced with challenges and risks concerning issues such as human rights, working methods and environmental problems. On the next page you can see our risk analysis, as well as the active measures being taken to counteract these. The risk analysis uses as its basis the risks that Amnesty has identified in the textile industry.

Business Social Compliance Initiative (BSCI)

HUMAN RIGHTS

The BSCI Code draws on important international labour standards protecting workers' rights such as International Labour Organization (ILO) conventions, declarations of the United Nations (UN) as well as guidelines of the Organization for Economic Co-operation and Development (OECD). It sets out 11 core labour rights, which the participating companies and their business partners commit to incorporating within their supply chain in a step-by-step development approach.

Read more at BSCI: www.bsci-intl.org, UN: www.un.org, ILO: <http://www.ilo.org>, OECD: www.oecd.org, Global Compact: www.unglobalcompact.org



Management system

Problems with the management system may involve poor procedures for control of the individual factories and their subcontractors. Another aspect of the challenge may be that there is a lack of people responsible for the management system or that there is a lack of internal policies in the factories. Great emphasis is placed on giving advice and support to the factories to improve the situation, and Lindex works to train factory managers to enable them to conduct internal controls of their supplier chain.

Documentation

A common problem for our suppliers is that there are big shortcomings as regards documentation, which results in serious consequences. For example, this may mean that there are not copies of all of the employees' ID cards or that the wage lists are substandard. This makes it difficult to verify compliance with the requirements in the code, such as that the correct wage is paid out, that no minors are working in the factories or that no overtime work is taking place. In areas where the documentation is insufficient, the suppliers are not considered to meet the requirements of the code. Through seminars and workshops with suppliers, we work to increase knowledge about the importance of good documentation. Lindex also provides training to responsible persons at the factories.

Challenges with the code of conduct – risks and measures

Wages and compensation

A common problem is that incorrect wages are paid out by suppliers. In accordance with the code of conduct, suppliers, as a minimum requirement, must pay the country's statutory minimum wage to employees in the factories. This is however not enough since the minimum wage often is not at a level that covers workers basic needs as well as provides some discretionary income.

We, at Lindex think that it should be possible to live on the wage earned by a factory worker and we discuss with the supplier about providing compensation and benefits as for example free lunch and transport. Lindex is therefore working with the question through the BSCI but also by benchmarking with different initiatives. We are working with our supply chain and are ranking our suppliers and their factories in a global supplier scorecard where also code of conduct issues like wages are measured on equal terms. The suppliers with the best score receive more orders than the others.

Trade union affiliation

The right to join a trade union with the possibility of engaging in collective bargaining is a basic right that Lindex upholds. Unfortunately, the trade unions are weak in many of our production countries and the underlying causes are complex and often multifaceted.

In many of the factories that Lindex uses today there are functioning worker's committees where the employees are given the opportunity to engage in dialogue with the factory management. These committees are in no way an equal alternative to a functioning trade union, and neither should they be seen as a replacement for one. Having the opportunity to join a trade union and engage in collective bargaining is a primary goal, but establishing trade unions is the workers' own responsibility. Lindex is responsible for making demands on the supplier to ensure that this right is not violated.

Working hours

Widespread overtime work that exceeds the requirements in the code is a big problem in almost all countries where Lindex has production.

Overtime work is difficult to remedy as there are several reasons for it to arise. Firstly, the employees in the factories say that they want to work overtime in order to earn more money. In cases where the employees work far away from home, they want to be able to work a lot over an intensive period and then return home afterwards. Secondly, it pays off for the supplier to have overtime working in their factories as production increases in this way. Lindex lead times represent a risk of overtime. In order to minimise the risk, a production capacity assessment is conducted prior to placing orders.

Working for an international fashion company

AT LINDEX, WE LOVE FASHION, CUSTOMERS
AND COMMERCE, AND WE ARE DRIVEN BY THE
COMPANY'S VISION AND VALUES!

All employees work to provide our customers with a world-class fashion experience, which is Lindex vision. One of the success factors for an international fashion company in a constantly changing industry is to value employees' ideas and creativity. Working at Lindex carries with it big possibilities to grow and develop. In order to attract and develop employees, we offer an inspiring working environment where participation, personal responsibility, feedback and performance are encouraged. Lindex has a prestige-free and open culture where initiative and ideas are expected and appreciated.

*a world-class
fashion experience*

Lindex values: **FASHION IS FUN!**

WE INSPIRE OUR CUSTOMER
WE BELIEVE IN SUSTAINABILITY
WE HAVE A WINNER ATTITUDE
WE ARE PROFIT DRIVEN
WE ARE PASSIONATE AND COMMITTED



31/12 2013:

4937 EMPLOYEES



IN **16** SALES MARKETS
AND...

159



EMPLOYEES AT THE
PRODUCTION OFFICES IN
CHINA, INDIA, PAKISTAN,
TURKEY & BANGLADESH

DIVERSITY

As an international fashion company on a global market, diversity among our employees and to have a global mind-set are crucial for us in order to stand strong in the competition and to reach our business goals. By taking advantage of our employees' unique competencies and experiences, we increase creativity and deliver better long-term results.

SKILLS DEVELOPMENT

Our employees are crucial to Lindex success, and we want to contribute to their continuous professional development through in-house training courses and activities. In 2013, our employees undertook around 8 hours of training in, for instance, Sustainability, Service & Sales, Security & Safety and Lindex Vision & Values. The managers at Lindex head office received around 10 hours of training in 2013 in, for instance, leadership, diversity, and environmental and employment law. These hours are an average based on the number of hours of training logged divided by the number of staff at head office.

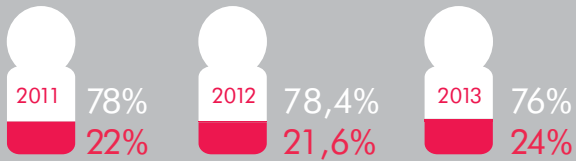
All permanent employees have annual employee appraisal meetings with their manager.

Lindex definition of diversity

A MIXED GROUP OF
EMPLOYEES WITH DIFFERENT
GENDER, ETHNICITY, AGE,
DISABILITY, RELIGION AND
SEXUAL ORIENTATION, BUT
ALSO EXPERIENCE, LIFESTYLE,
EDUCATION AND
PERSONALITY.

WOMEN/MEN

● WOMEN
● MEN



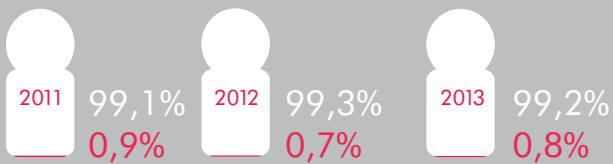
AB LINDEX



LINDEX SVERIGE



LINDEX RYSSLAND



LINDEX NORGE



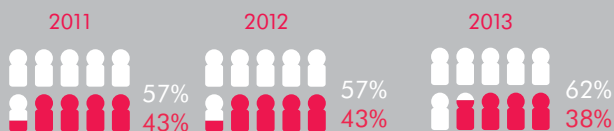
LINDEX BALTIKUM



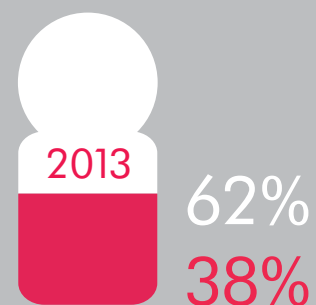
LINDEX FINLAND



LINDEX CENTRALEUROPA



MANAGEMENT STRATEGIC

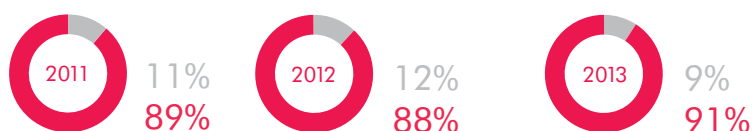


PRODUCTION OFFICES

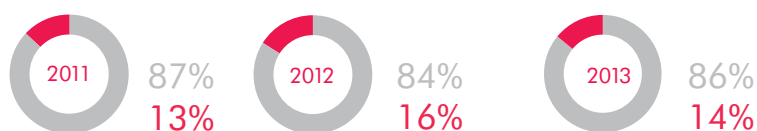
FULL-/PART-TIME

● PART-TIME
● FULL-TIME

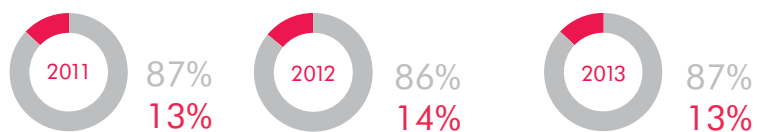
The primary reason for part-time positions is that Lindex prioritises being able to give customers the best service in the store's most attractive opening hours.



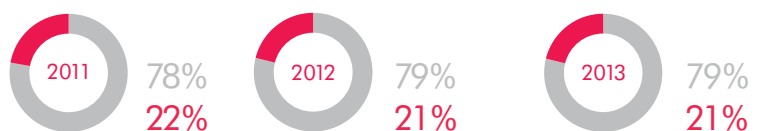
AB LINDEX



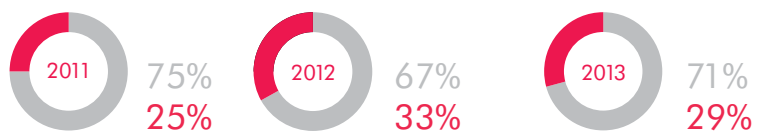
LINDEX SVERIGE



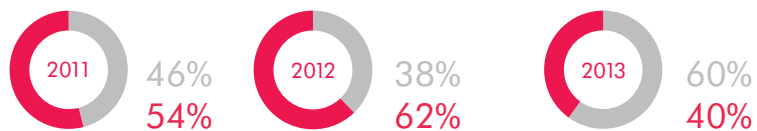
LINDEX NORGE



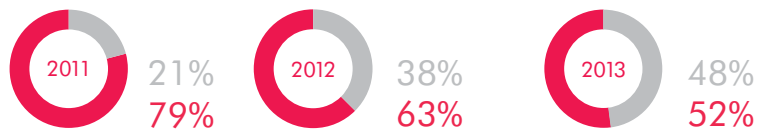
LINDEX FINLAND



LINDEX BALTIKUM



LINDEX CENTRALEUROPA



LINDEX RYSSLAND



SICKNESS ABSENCE PER MARKET 2013:

Lindex takes conscious preventive measures for employees' health and actively works to keep absence at a reasonable level.

3,6%

AB LINDEX

4,5%

LINDEX SWEDEN

6,4%

LINDEX NORWAY

3,8%

LINDEX FINLAND

1,3%

LINDEX BALTIC STATES

3,6%

LINDEX CENTRAL EUROPE

3,6%

LINDEX RUSSIA

No cases of discrimination have been reported within our own organisation during the reporting period.

Ethics are everyone's responsibility

COUNTERACTING CORRUPTION, BLACKMAIL AND BRIBERY.

Lindex works to counteract all forms of corruption and our ethics policy is the foundation for this work. We have a consistent attitude to bribery, gifts, representation and company secrets that apply to everyone in the whole company, regardless of country. Counteracting corruption and bribery is a constantly on-going process that requires collaboration, consensus and a joint approach. We have a dialogue and cooperates with external partners in business and industry, trade associations and authorities.

Lindex also places a strong focus on its suppliers. Before entering into cooperation with any supplier they are informed of our ethical policy. Among other things, our suppliers are not permitted to give large gifts or any other form of advantages to individual employees.



*“Last year, no violations
of Lindex ethics policy
were reported.”*



Work in the supply chain

LINDEX BUYING MARKETS

At Lindex, we work to ensure that the suppliers have good conditions and that constant improvements take place in the factories that are used. We do not own any factories but cooperate with around 200 suppliers with production in around 360 factories. In this way, we are involved in creating jobs for more than 165,000 workers, primarily in Asia, and specifically in China, India, Bangladesh and Pakistan. In Europe, a large part of our sock and stockings collection is produced in countries such as Italy and Turkey. The care label always states where the garment was produced.

For the full list of our suppliers and factories, please see www.lindex.com.



PRODUCTION OFFICES CLOSE TO THE PRODUCERS

Lindex, together with other companies in the Stockmann Group, has its own production offices in the major purchasing markets: China, Bangladesh, India, Pakistan and Turkey. Around 87 per cent of the business of the production offices is related to procurement for Lindex, with the remaining 13 per cent accounted for by other companies in the Stockmann Group.

Through its own production offices Lindex gets closer to the production, which simplifies the work of ensuring that production occurs in acceptable conditions. Lindex visits factories and suppliers on a daily basis and talks with the workers who make the products. Apart from the locations where production takes place, we also inspect workers' accommodation, canteen buildings where they eat, sick rooms, childcare facilities and other parts of the factory where the workers spend time. Both announced and unannounced inspections are carried out both by Lindex own personnel and by external audit firms approved by SAI (Social Accountability International). Lindex checks that the information provided by factory management, in the form of both documentation and oral feedback, matches the reported position. The work consists of cross-checking that what the factory managers have said in interviews and the documents presented actually tally with the physical inspection of the factory. At the end of the inspection, a plan of action is created over the points that need improvement as well as a time frame for when, at the latest, the

measures should be implemented. The plan of action is always followed up with a new inspection of the factory, new employee interviews and meetings with both the supplier and factory management. In our experience, the improvement process can take a long time in many cases.

LINDEX CODE OF CONDUCT WORK

Requirements for basic working conditions are set through the code of conduct which all Lindex suppliers undertake to follow. Conformity to the code of conduct is a part of the regular supplier and factory evaluations carried out by the purchasing department.

Lindex code of conduct work encompasses far more than just inspections and controls of the factories. Today, there is a focus on educating and coaching in the individual factory. The goal is for the suppliers and the factories themselves to progress to the point where they voluntarily work to improve the conditions for their own employees, without constant pressure from us. Commitment among the factory management in the individual factory is absolutely crucial for how the long-term sustainable improvement work unfolds. A great deal has to do with giving the factories' management and staff the opportunity to obtain and own the knowledge they need in order to advance the development forward themselves in a positive direction. Lindex continues to pursue a dialogue and support the factories' work through training seminars and workshops.

Factory inspections

A total of 246 inspections were carried out at Lindex suppliers in 2013; 168 initial inspections and 78 re-inspections. 32 audits were unannounced. Lindex own inspectors performed 116 of the inspections, and 130 were performed by external audit companies.

ALL FACTORY INSPECTIONS HAVE A NUMBER OF SET ELEMENTS:

- MEETING WITH FACTORY
- MANAGEMENT
- REVIEW OF DOCUMENTATION
- VISUAL INSPECTION OF THE
- FACTORY PREMISES
- INTERVIEW WITH THE EMPLOYEES
- CONCLUDING MEETING WITH FACTORY MANAGEMENT AND CREATION, IF APPLICABLE, OF A PLAN OF ACTION



LINDEX STOP LIST

Unfortunately, sometimes there are still suppliers and factories that are not always keen on carrying out the improvement process in line with requirements in the code of conduct. If all else fails, we use a so-called stop list. Placing a factory on the stop list means that no more orders will be placed there until the agreed upon measures and improvements are completed. The stop list is our way of stating when dialogue and other tools do not result in the desired - and expected - improvements and results.

PROHIBITION OF, AND ACTION PLAN AGAINST, CHILD LABOUR

We do not accept child labour at any of its suppliers or subcontractors that produce goods for us. For many years, we have worked to counteract child labour from occurring in factories that our suppliers use for production, and we consider it a very serious matter if this should arise. In order to determine if minors are working in the factories, Lindex has its own inspectors who, among other things, check employment agreements, ID cards, wage lists, doctor's certificates, attendance reports from the production, etc. Lindex employees who visit the factories are also on the look-out if anyone appears too young and report back to the Lindex CSR team if there are grounds to suspect child labour.

On the basis of Save the Children guidelines, Lindex has developed a "Lindex Child Labour Action Plan", which is always based on what is best for the child. The action plan is largely based on removing the child from labour and giving him/her the opportunity to go to school. The supplier pays a statutory monthly wage during the child's education, until the child reaches employable age and is offered re-employment in the factory. At the same time, the parents must guarantee that the child does not accept employment at any other place until reaching the employable age, but is being given the opportunity to go to school.

CONTRIBUTING TO INCREASED SAFETY IN TEXTILE FACTORIES IN BANGLADESH

Lindex does not own any factories, but we have long been working to improve the safety for workers in the factories that produce our garments. Among other things, in 2011 we entered a training programme to improve fire safety in the textile sector in Bangladesh, along with other international companies and IFC World Bank. The project resulted in two films; one to train factory management and one for training workers. The films show how to prevent fires, and what to do in case of fire. In 2013 we carried out electrical inspections 2/3 of our supply chain.

Through our parent company Stockmann, we have committed ourselves to The Accord on Fire and Building Safety in Bangladesh. The Accord is an independent legally binding agreement, signed by over 150 apparel corporations, aiming at developing a safe and sustainable industry in which no worker needs to fear fires, building collapses, or other accidents. It includes independent safety inspections/assessments, remediation and fire safety training. The Accord complements Stockmann and Lindex long-standing work to improve the factories' fire and building safety.

Resource-efficient and cleaner production

WE ARE CONTINUOUSLY WORKING ON INCREASING THE LEVEL OF AWARENESS AMONG BOTH PRODUCERS AND CUSTOMERS.

Lindex suppliers are expected to follow applicable environmental legislation but, on top of this, they are also asked to work with continuous improvements that extend further than the legislation requires. Therefore, Lindex suppliers participate in different improvement projects connected to areas like water, energy efficiency and use of chemicals. We aim for as many suppliers as possible to participate in different improvement projects and transition to a more resource-efficient and cleaner production.

WATER, A PRECONDITION FOR TEXTILE PRODUCTION

The water issue is very important to Lindex. Partly because textile production consumes large quantities of water and it is a precondition for Lindex suppliers to be able to product fashion, and partly because access to clean water is essential to human life.

Lindex water impact is largest through irrigation of cotton fields, and through the wet processes of textile production, such as dyeing and washing. Therefore, consumption of water and water treatment should be as efficient as possible. Our indirect impact also includes the way consumers care for the garments, how they are washed in the home. We are continuously working on increasing the level of awareness among both producers and customers, thus reducing Lindex direct and indirect water footprint.



The water issue is very important to Lindex.

LINDEX ENVIRONMENTAL CODE FOR FACTORIES WITH WET PROCESSES

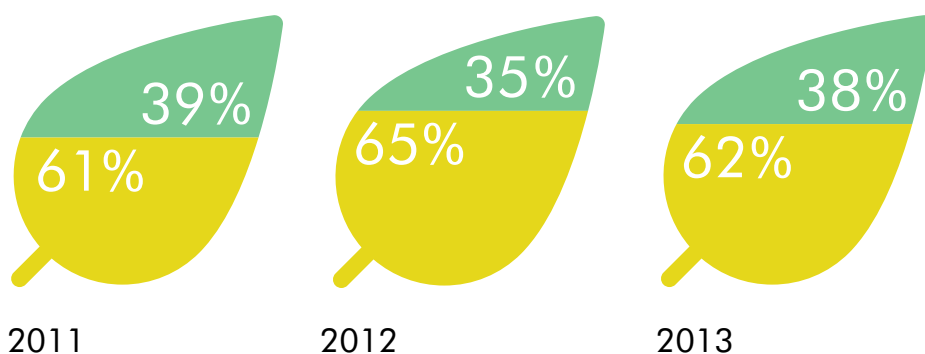
Lindex has an environmental code that sets requirements regarding water treatment, handling of chemicals, waste treatment and emissions, in which suppliers are ranked green, amber or red - depending on how well they meet the requirements. A supplier with a green ranking is doing environmental work that is on a par with Lindex requirements. An amber or red ranking means that the supplier must improve, but this does not exclude the supplier from supplying to Lindex. In the event of an amber or red ranking, Lindex can continue working with them on condition that they implement improvement measures in the meantime. By not only choosing green suppliers we influence more suppliers to work with environment-improving measures. An absolute requirement is that the supplier treats its wastewater and follows the applicable legislation.

Since 2009, environmental inspections have been made in all wet process factories owned by Lindex suppliers.

Since we started working on the environmental code in 2008, we have seen significant improvements. Awareness of environmental issues has increased among suppliers, and they are more open and willing to improve their processes. Many shortcomings can be resolved relatively easily and quickly, for instance by labelling chemical containers, keeping updated safety data sheets on how

to handle chemicals and which protective equipment to use, and by separating environmentally hazardous waste from other waste. But other measures are often expensive, require specialised skills and are dependent on local conditions. Great potential for improvement concerning energy efficiency and water consumption has also been identified, and we are working on overcoming these challenges in cooperation with our suppliers.

Our environmental requirements are followed up through environmental inspections, which are carried out by Lindex own CSR inspectors. They are provided with regular training so they can in turn support the suppliers in the improvement work that is relevant to environmental aspects connected to production.



- GOOD
- IMPROVEMENTS NEEDED
- NO COMPLIANCE

SUSTAINABLE WATER RESOURCES MANAGEMENT FOR MORE EFFICIENT USE OF RESOURCES AT INDIAN FACTORIES

In cooperation with SIWI, Stockholm International Water Institute, and two other Swedish fashion companies, Lindex is during 2013-2014 implementing a project at textile suppliers and their sub-suppliers in India, in order to reduce their water, chemicals and energy consumption. The project is partially financed by Sida, the Swedish International Development Cooperation Agency.

A total of 16 textile factories in the Delhi area participated in the project in 2013, of which four are Lindex suppliers and five their sub-suppliers involved in dyeing of textiles. Through the measures that were implemented, such as reusing water after treatment, more efficient rinsing processes and improved water economising, the factories participating in the project were able to reduce their annual water consumption by 84.5 million litres per year. The factories have also reduced their energy consumption by up to 16%, and one factory reduced the amount of chemicals by 15% by introducing a "Right First Time" concept for dyeing and by improving the efficiency of the dosage of water treatment process chemicals. In addition to joint workshops covering areas such as efficient energy supply, wastewater treatment and chemicals, the factory workers have also been trained in sustainable use of water, energy and chemicals. 60% of the entire workforce have received training over the course of the year.

In Jaipur, the project, in collaboration with the traditional block-printers at Jaipur Industrial Texcraft Park, has produced a handbook for sustainable resource use in this industry, but has also increased capacity for environmentally friendly production for the dyeing units.

The project is continuing in 2014 and in addition to the factories that participated in 2013, a further 23 factories will be participating, three of which are Lindex suppliers and five their sub-suppliers.





Lindex supports PaCT project for cleaner water in Bangladesh

Lindex is participating in the four-year programme Partnership for Cleaner Textile (PaCT) in Bangladesh together with seven other international fashion companies. The programme is being implemented by IFC, in cooperation with Solidaridad Network and Bangladesh Garment Manufacturers and Exporters Association (BGMEA), and is financed by the Dutch Embassy in Dhaka and the participating companies.

PaCT covers the period 2013-2016 and seeks bring about systemic, positive environmental change for the Bangladesh textile wet processing sector, its workers, and surrounding communities, and to contribute to the sector's long-term competitiveness.

PaCT builds on a Resource Efficiency program managed by IFC, where 18 pilot factories saved together up to USD 2 million, and 1.3 million cubic meters of water, among them two main suppliers to Lindex.

PaCT will during the program implement Cleaner Production measures in 200 factories in the participating companies supply chains.

PaCT partners are also collaborating to develop harmonized resource-efficiency procurement requirements, building Textile Technology Business Center (TTBC) to support the factories and creating a platform for community and national dialogue on sustainable use of water in the textile sector.

At present, two of Lindex largest suppliers participate in the programme, and our aim is that about 80% of all our garments that are manufactured in Bangladesh will have been produced in cleaner factories on completion of this programme.

Read more: www.textilepact.net

Sustainable fashion – because we care

AT LINDEX WE ARE CONSTANTLY WORKING TO IMPROVE OUR PROCESSES AND INCREASE THE USE OF SUSTAINABLE MATERIALS.

We have used organic cotton since 2007, and all of our business areas including women's wear, men's wear, kid's wear and lingerie have a number of garments made of organic cotton, recycled material and other alternative fibres that have less of an environmental impact than conventional fibres and materials.

At Lindex we are constantly working to improve our processes and increase the use of sustainable materials. The goal is to minimise the environmental impact in all parts of our design and production chain and, through our own work and external cooperation, find new roads to sustainable production. We have a long-term plan based

on continually increasing the number of garments made of sustainable fibres in all business areas. In addition to these goals, we are working with training to increase competence among employees and suppliers in this area.

As 98% of all cotton produced worldwide are still grown in the conventional way, Lindex want to contribute to improving conventionally cultivated cotton. Therefore Lindex has been a part of Better Cotton Initiative (BCI) since 2010. BCI works to measurably reduce the negative effects of cotton cultivation from an environmental, financial and social perspective, while highlighting the financial advantages that follow from resource-efficient cultivation.

IN 2013
WE SOLD **12,4**



WHICH IS AN INCREASE OF **39%** COMPARED TO PREVIOUS YEAR

AND REPRESENTS: **17%** OF OUR TOTAL PRODUCT RANGE



Better Cotton Initiative

The Better Cotton Initiative (BCI) was formed on the initiative of WWF (World Wide Fund for Nature). Since 2005, the WWF has been working with organisations from the whole cotton supply chain and other interested stakeholders to make the traditional cotton industry more sustainable.

The BCI works with local partners who train cotton farmers in sustainable cultivation, i.e. how to cultivate cotton with less water, chemicals and fertiliser. The BCI also works to increase the social standard for cotton cultivation. Lindex project in Gujarat, India, is run by local personnel from Cotton Connect, who work to create more sustainable supply chains. The aim of the project is to promote measurable improvements in the environmental and social impacts of cotton cultivation around the world in order to make it more sustainable.

- Reduced use of insecticides, fertiliser and water
- Increased knowledge of the soil and biological diversity
- Improved work situation for cotton farmers
- Increased information and knowledge between farmers

Training takes place through different projects - Farmer Field Schools and Sustainable Cotton Training Programmes. Completed projects in India and Pakistan have resulted in a reduction of chemical pesticides, reduced water consumption and increased cotton production.

Read more: www.bettercotton.com



We have used organic cotton since 2007.

Product responsibility

We take full responsibility for the products that are sold in our stores. All of the products must be safe, have a good quality and not contain any dangerous chemicals, and they must have been produced with consideration to people and the environment, and with regard to animal rights. At Lindex head office, we have a whole department working on ensuring exactly this, and at our production offices a further 30 or so employees are working on these issues. Our customers should always feel safe when they buy clothes or other products from us.

QUALITY TESTS

Quality has always been important to us and takes centre stage when we create our fashions. All our suppliers sign agreements based on statutory requirements and recommendations in the countries where we have stores. Lindex always applies the strictest requirements in all countries, even if the requirements in our own country are less strict. A number of different tests are carried out in order to ensure the quality of the garments. The tests are carried out on the finished product, but also throughout the production process. Lindex conducts thousands of quality, chemical and safety tests each year at its own testing facilities, as well as at external, independent laboratories.

Examples of tests that are carried out

WASH TEST
 DRY COLOUR TRANSFER TEST
 PILLING TEST
 NICKEL TEST
 FIRE TEST
 CHEMICALS AND PH TESTS
 SUN, SALT AND CHLORINE TEST



MORE THAN 16 000

*quality tests were carried out
on Lindex initiative*

PRODUCT RECALL

Despite comprehensive safety and quality tests, it sometimes happens that products that do not meet our strict requirements end up in the stores and thus reach customers. In such cases, Lindex has developed an action plan to ensure that quick action is taken in order to recall the item or products. The law requires companies to try to reach as many interested consumers as possible with information. This may be communicated via announcements and information in the printed or digital media, information to members of More at Lindex, information at the tills in the stores, and on the Lindex website.

*products had to
be recalled
during 2013*

Environmental work

ENVIRONMENTAL MANAGEMENT

Lindex environmental management has been developed in line with the ISO 14001 methodology, and the foundation of our long-term environmental work is our environmental policy. By having a structure and following routines, we are ensuring that goals are set and results are achieved. Read more on the page Lindex Sustainability Management and in our Scorecard at www.lindex.com

Lindex has for many years worked to continuously reduce the environmental impact of the business. We work to offer our customers a world-class fashion experience while also securing a sustainable future.

Our business affects the environment in several different ways during the value chain process. It is all about the design, products and production choices that are made throughout the entire the process; the use and consumption of energy source, responsible water use, the choice of transport mode, how we implement prevention of waste and promote the recycling possibilities etc. To sum it up: all choices made throughout the products' lifecycle process. All of these choices are also related to our suppliers and customers' actions, and together we need to adopt a close-the-loop- mindset.

Thanks to continuous improvement work and cooperation with others, access to and sharing of knowledge and new techniques, there are improved possibilities to work more resource-efficiently and environmental responsible. By, for example, minimising energy consumption, responsible use of water, prevention and reduction of waste, emissions and the use of chemicals, we are working for a sustainable future. This is a continuously on-going effort that we undertake together with our partners in the supply chain, our customers and other stakeholders.

Reduce the negative impact and fight climate change

RESPONSIBLE, EFFICIENT USE OF
RESOURCES SUCH AS RAW MATERIALS,
ENERGY, WATER AND CHEMICALS

MINIMISING WASTE THROUGH THE DESIGN,
PURCHASING AND PRODUCTION PROCESS,
PROMOTING REUSE AND RECYCLING

TRANSPORT OF GOODS AND
BUSINESS TRAVELLING TAKING PLACE WITH
CONSIDERATION OF THE ENVIRONMENT

INFORMATION, DIALOGUE,
PARTICIPATION AND COOPERATION WITH
OUR STAKEHOLDERS



Efficient energy use

THE GOAL IS TO FURTHER MINIMISE ELECTRICITY AND ENERGY CONSUMPTION PER SQUARE METRE AND ALSO IN RELATION TO TURNOVER.

Our overall aim is to be as energy-efficient as possible, and the Lindex group is working systematically on keeping energy consumption as low as possible. The biggest share of Lindex electricity consumption is accounted for by the store segment, with over 480 stores that use energy for lighting, heating, operation of escalators, elevators, computers and tills. In order to make our employees as energy aware as possible in a simple way, we launched the "Lindex energy efficiency campaign" in 2008. The energy efficiency campaign covers all units: offices, distribution centres and stores, with the largest focus on stores. In order to get all employees to take responsibility and contribute to energy-efficient action, it is important to provide information and training about simple ways in which Lindex can save energy in the daily work. This is done

through various channels such as the intranet, e-learning, information in conference rooms, etc. By following these checklists we reduce energy consumption in our daily work. When new store concepts are developed, energy saving is always included as an important parameter.

Lindex will continue the work on being an energy-efficient company, in all the stores, offices and distribution centres. The goal is to further minimise electricity and energy consumption per square metre and also in relation to turnover.

In order to reduce Lindex impact on the environment, we have chosen to use electricity that we purchase ourselves from renewable energy sources in our stores and offices.

Energy efficiency in Lindex stores

FOR LINDEX STORES, THIS WORK INVOLVES MINIMISING ENERGY CONSUMPTION BY US WORKING IN THREE STAGES:

1. Stores that report an unreasonably high energy consumption are investigated more closely in order to find the causes and an action plan is prepared and implemented.
2. All stores follow the guidelines in Lindex "hot list" with small, energy-saving measures connected to the daily operation in the stores.
3. Energy efficiency comprises an important part of the development of new store concepts which, among other things, resulted in façade signs with LED lighting, automatic regulation of store and window lighting, reduced output of general lighting in stores and fewer but more efficient spotlights.

Efficient goods shipments reduce environmental impacts

ENVIRONMENTAL MANAGEMENT

Lindex goods shipments affect the environment, and we therefore work continuously to minimise the negative effect resulting from this activity. In order to achieve cost-effective, reliable and environmentally advantageous transport solutions, it is important for us to cooperate with other companies and organisations, as well as with forwarders.

We require our forwarders to have documented environmental work and to report carbon dioxide emissions for Lindex shipments. Lindex has a long-term aim of minimising its impact on the climate, and monitoring those carbon dioxide emissions which are directly or indirectly generated by its operations is part of this work.

In order to minimise emissions into the air and water as a result of Lindex goods shipments, we are continuously working on follow-up and improvements in the following areas:

LOW PERCENTAGE OF AIR FREIGHT

Production of Lindex products takes place in both Asia and Europe. Clothes are shipped to Lindex distribution centres that are located in Gothenburg and Prague. Shipments go by train and lorry from certain departure points in Europe, but the largest share is shipped by sea. Air freight must only be used in exceptional cases. In recent years, Lindex has worked to reduce the percentage of air freight in the total shipments to our distribution centres.

CLEAN SHIPPING INDEX

In 2008, Lindex joined the Clean Shipping Network, a network where global players in sea freight procurement meet with the shared aim of minimising the negative environmental impact of shipping. Sea freight as a means of transportation has the potential to produce a low negative environmental impact, but there is a big difference between types of vessel depending on the motor and fuel.

The network uses a tool, the Clean Shipping Index, where different shipping companies and their environmental impacts are registered. This makes it possible for Lindex, as a cargo owner and transport buyer to, in the tender process to make fact-based decisions out of consideration for the environment. A total of 20 different environment-impacting factors are scored in the Clean Shipping Index, including carbon dioxide emissions, nitrous oxide, sulphur dioxide and particulates, chemical products and fuel as well as water and waste control. The database provides a ranking of the vessels' environmental performance, and information is available for the transport buyers who are part of the Clean Shipping network. The database will function as a tool for environmental assessment in tenders for ocean transport, which has a positive influence on the environmental performance of ocean freight.

Read more:
www.cleanshippingindex.com

INCREASED LOAD FACTOR IN SHIPMENTS:

- From the supplier to the distribution centre. A large proportion of Lindex goods are transported in containers by boat from Asia to Europe. Lindex regularly measures the goods volume in relation to theoretical container volume and cooperates with its forwarders to increase utilisation of the shipped containers.
- From the distribution centres to stores. At Lindex various distribution centres, we aim to maintain a high load factor in the containers that are packed. In this way, the shipments to the stores are as efficient as possible, and the amount of emissions is minimised. In order to follow this up, the load factor in the containers is measured regularly.

JOINT REQUIRE- MENTS AS REGARDS ROAD TRANSPORT

Lindex lays down traffic safety and environmental requirements for road transport based on a joint requirements platform that is developed together with other companies in the retail and grocery trades, in cooperation with the Swedish Transport Administration. The environment is always a factor when we choose suppliers.

The requirements platform includes:

- Business management - the environment and traffic safety
- Compliance with legislation
- Alcohol and drugs
- Greenhouse gas emissions
- Speed
- Emissions of substances detrimental to health
- Follow-up

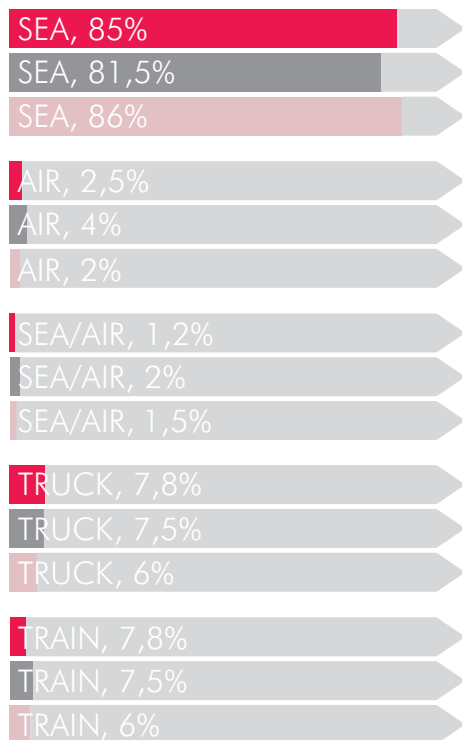
FOLLOWING UP CO2 FOR GOODS TRANSPORT

Each year, Lindex requests statistics concerning all shipments of Lindex goods, commercial products as well as non-commercial products. This applies to shipments from suppliers to the distribution centre, and shipments from the distribution centre to stores. In this way, the amount of CO2 emissions attributable to our goods shipments can be monitored.

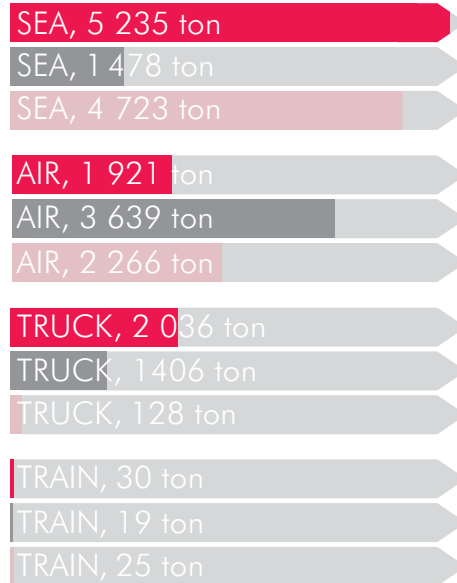
Read more at: www.stockmanngroup.com.

- 2013
- 2012
- 2011

BREAKDOWN BY MODE OF TRANSPORT:



CO2 EMISSIONS BY MODE OF TRANSPORT:



*Each year,
Lindex requests
statistics concerning
all shipments.*

PACKAGING

Packaging is used in order to transport, sell and present Lindex products. By following the EU Directive 94/62/EC, which contains provisions on the prevention of packaging waste, the recycling of packaging and the reuse and recycling of packaging waste, we are working to reduce the environmental impact of our packaging.

RECOVERY, SOURCE SEPARATED RECYCLING AND REDUCING THE AMOUNT OF WASTE

Lindex actively works to reduce the amount of waste that is generated from stores, warehouses and offices. We also work to increase reuse, recycling and source separated recycling based on the local conditions where we have operations.

REUSING GARMENTS WHICH HAVE NOT BEEN SOLD

Garments that have not been sold must always be reused or recycled. Stockpiled garments must never be disposed of, with the exception of garments that do not meet our chemical or child safety requirements. Each year, stockpiled garments are donated to various charities and organisations. Often, the garments go directly to those in need, such as orphanages and women's shelters, while in other cases, the material is recycled to create new products.

Recycle and reuse!

Contact

IF YOU HAVE QUESTIONS REGARDING OUR
SUSTAINABILITY REPORT, YOU CAN REACH US AT:

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SWEDEN

Linda Skogsberg,
Sustainability Communications Coordinator

Tel.: +46 (0)31 739 50 00
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Please follow us on www.lindex.com and
see how our continued sustainability work
is progressing.

LINDEX



GRI-INDEX

- FULLY REPORTED
● PARTIALLY REPORTED

	DISCLOSURE	LOCATION OF DISCLOSURE/ANSWER	
STRATEGY AND ANALYSIS			
1.1	Statement from the most senior decision-maker of the organization.	CEO's comment, p.4	●
ORGANIZATIONAL PROFILE			
2.1	Name of the organization.	About Lindex, p.8	●
2.2	Primary brands, products, and/or services.	About Lindex, p.8	●
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	About Lindex, p.8	●
2.4	Location of organization's headquarters.	About Lindex, p.8	●
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	About Lindex, p.8	●
2.6	Nature of ownership and legal form.	About Lindex, p.8	●
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	About Lindex, p.8	●
2.8	Scale of the reporting organization.	About Lindex, p.8	●
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	About Lindex, p.8	●
2.10	Awards received in the reporting period.	Lindex highlights 2013, p.6	●
REPORT PARAMETERS			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	About the report, p.3	●
3.2	Date of most recent previous report (if any).	Lindex CSR report covering 2012 was published 2013-06-12	●
3.3	Reporting cycle (annual, biennial, etc.)	Lindex reports annually	●
3.4	Contact point for questions regarding the report or its contents.	Sustainability Contact, p.33	●
3.5	Process for defining report content.	Materiality analysis and stakeholder dialogue, p.10	●
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	About the report, p.3	●
3.7	State any specific limitations on the scope or boundary of the report.	About the report, p.3	●
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	About the report, p.3	●
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	About the report, p.3	●
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/ periods, nature of business, measurement methods).	Nothing to report	●
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Nothing to report	●

3.12	Table identifying the location of the Standard Disclosures in the report.	GRI-index, p.34	●
3.13	Policy and current practice with regard to seeking external assurance for the report.	About the report, p.3	●
GOVERNANCE, COMMITMENTS, AND ENGAGEMENT			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Lindex sustainability management, p.11 Stockmann's Annual Report - Lindex reports together with Stockmann.	●
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Stockmann's Annual Report - Lindex reports together with Stockmann.	●
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Stockmann's Annual Report - Lindex reports together with Stockmann.	●
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Stockmann's Annual Report - Lindex reports together with Stockmann.	●
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Lindex sustainability management, p.11	●
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Work in the supply chain, p.20	●
4.14	List of stakeholder groups engaged by the organization.	Materiality analysis and stakeholder dialogue, p.10	●
4.15	Basis for identification and selection of stakeholders with whom to engage.	Materiality analysis and stakeholder dialogue, p.10	●
4.16	Approaches to stakeholder engagement	Materiality analysis and stakeholder dialogue, p.10	●
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	www.lindex.com - Stakeholder dialogue	●
PERFORMANCE INDICATORS			
Economic performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	About Lindex, p.8 www.lindex.com - Scorecard: Financial responsibility	●
Environmental performance			
Energy			
EN3	Direct energy consumption by primary energy source.	www.lindex.com - Scorecard: Environmental responsibility Stockmann Climate report	●
EN4	Indirect energy consumption by primary source.	www.lindex.com - Scorecard: Environmental responsibility Stockmann Climate report	●

EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Resource-efficient and cleaner production, p.22	●
Emissions, Effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	www.lindex.com - Scorecard: Environmental responsibility	●
		Stockmann Climate report	
EN17	Other relevant indirect greenhouse gas emissions by weight.	www.lindex.com - Scorecard: Environmental responsibility	●
		Stockmann Climate report	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Efficient energy use, p.30	●
		Efficient goods shipments reduce environmental impacts, p.31	
Products and service			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Product responsibility, p.28	●
		www.lindex.com - Scorecard: Product responsibility	
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not any during reported period	●
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Efficient goods shipments reduce environmental impacts, p.31	●
SOCIAL: LABOR PRACTICES AND DECENT WORK			
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Working for an international fashion company, p.14	●
Labor/Management relations			
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Working for an international fashion company, p.14	●
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	All employees (100%) are offered regular performance dialogues	●
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Working for an international fashion company, p.14	●
		www.lindex.com - Scorecard: Social responsibility	
SOCIAL: HUMAN RIGHTS			
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	100% of all contracts with suppliers who manufacture Lindex labeled products	●
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	100% of all suppliers who manufacture Lindex labeled products go through human rights screening as a part of regular Code of Conduct inspections and follow-up	●

Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	No cases of discrimination within Lindex organisation during the reported period	●
Freedom of association and collective bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Challenges with the code of conduct - risks and measures, p.12 Work in the supply chain, p.20	●
Child labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Work in the supply chain, p.20	●
Prevention of forced labor and compulsory labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Work in the supply chain, p.20	●
SOCIAL: PRODUCT RESPONSIBILITY			
PR2	incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	www.lindex.com - Scorecard: Product safety	●
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Production country is specified in all (100%) Lindex garments. Eco-labeling with specified fiber type in all (100%) Lindex garments that are marked with label Sustainable Choice.	●

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