

# Hoffmann Group Corporate Responsibility



*We support Global Compact*

**HOFFMANN GROUP**

## A WORD FROM MANAGEMENT

The Hoffmann group has been in business for 123 years, and this achievement depicts an outstanding performance of our operations in terms of a competent workforce, excellent service and quality products.

Traditionally, quality products were defined by craftsmanship, wear and tear etc. but today a quality product is also one that has been produced with lessening impacts on the environment and with proper working conditions for the workers engaged in the production cycle.

The Hoffmann group management has always been aware of the importance of satisfied staff, but systematic CSR work began some 15 years ago when management decided that a targeted effort was needed to define and tackle CSR related impacts.

Environmental, Social and Ethical impacts in the textile industry are well documented and are present throughout the life cycle from raw material production, to the final product. Due to the nature of our operations, most of the impacts occur within our supply chain and the task of lessening these impacts has been both rewarding and very challenging.

Today the Hoffmann group is working with CSR issues in a realistic "Hands On" approach which means working closely with relevant stakeholders in a targeted and result orientated way.

The key words in our CSR strategy are "Balance and Synergy". Cooperating to find a workable balance between the customer's demands, our requirements and the supplier's capabilities in terms of capacities and operative considerations in order to tackle identified impacts.



Finn Hoffmann  
Hoffmann Group CEO

Michael Graversen  
Mammut Workwear CEO

## Environmental and Social Responsibility



Our responsibility is to manage and reduce negative environmental impacts and to produce under amiable working conditions that uphold the ILO labour standards and the Universal Declaration of Human Rights throughout our operations and especially within our supply chain where most of the impacts occur.

No matter what products we produce, there is always a supply and a sub-supply chain of raw materials, chemicals, dyes, finishes, accessories and so on before the finished fabrics are ready. Social and environmental impacts are present throughout the supply chains.

### IMPACTS

- Soil degradation, desertification
- Water Pollution, water use
- Energy use
- Ocean contamination
- Greenhouse gasses emissions
- Wastes accumulation
- Diseases from Toxic residues and harmful chemicals
- Human rights violations
- Corruption

# Managing Impacts



Managing impacts means reducing the specific impact through result-orientated sustainable actions.

**STAKEHOLDER SYNERGY** is the most fundamental action in reducing impacts and it involves:

Developing mutually rewarding relationships with suppliers and customers where impact reduction, requirements, actions and compliance mechanisms are agreed upon.

Cooperation with third party certifications, standards and audit schemes for verification, compliance and setting of future actions.

Close dialogue with stakeholders for learning about workable tools and for information provision in order to avoid risks and conflicts and to make decisions on how to proceed in specific areas.

## KEY STAKEHOLDERS

*Our stakeholders are the key in our pursuit to reduce impacts.*

*Stakeholders provide learning platforms, impact management tools, opportunities for participation and cross cooperation in impact reduction projects*

# Key elements in impacts management

## AWARENESS

*Awareness of impacts throughout the supply chain and within internal operations.  
Awareness of available possibilities and opportunities in reducing industry impacts.  
Awareness of up to date developments and knowledge relating to solving specific industry impacts.*

## PARTICIPATION

*Participating in Hands-On projects and collaborating with key stakeholders such as Sustainable Apparel Coalition Higg Index project regarding the environment, Social and facility modules.*

*Participating in certification schemes, standards and memberships.*

## RESPONSIBLE ACTIONS

*Responsible sourcing that includes a code of conduct, supplier assessment and actions regarding specific manageable requirements as well as non-negotiable requirements such as:*

- *Compliance with local and national regulation*
- *Use of hazardous chemicals and chemicals of high concern*
- *Waste water treatment*
- *Compliance with ILO and UDHR principles*

*Compliance Actions mechanisms relating to social, ethical and environmental impacts such as allowing third-party audits, tests and following up with corrective actions.*

## AMFORI BSCI/BEPI

*Our production company Mammüt A/S is a member of Amfori with access to the Amfori resources including the Business Social Compliance Initiative (BSCI) and the Business Environmental Performance Initiative (BEPI) platforms which binds and enhances our supply chain management activities.*



## Impacts management internally

Our sustainable strategy is in alignment with several of the UN SDGs



*Internally, impacts occur during the daily operation of offices and facilities, when we produce garments as well as the EOU (End Of Use) and Transport stages.*

### PRODUCTION

Mammut Work Wear A/S produces Work Wear and Uniforms with headquarters in Næstved, Denmark where administration, procurement, sales, logistics and management of our production and supply chain takes place.

Mammut produces for customers in both the public and private sectors such as the Danish, Norwegian and Islandic police, DSB (Danish Railways), Swedish army, Gendarmerie in France, Meny supermarket chain and so on.

Production of fire protection garments is carried out by Albatros International which is a division of Mammut and based in Poland.

### MANAGING THE ABOVE IMPACTS IS DONE THROUGH:

Participation in seminars, workshops and Hands-On projects such as:

- ECAP Fibre to Fibre through the Dutch ministry of infrastructure and Environment
- Recycling of uniforms and workwear that are normally incinerated through the Danish business agency
- Workshops on recycling through the Danish competences waste and resources association

Annual assessment of:

- The physical and psychological work environment
- Project work
- Market status regarding innovative environmental solutions

Deciding the next steps in-regards to:

- Focus impact areas
- The actions needed
- The possibilities and implementation procedures



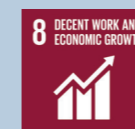
*Improving both the physical and psychological well-being of our employees is a part of our CSR agenda and our yearly work evaluation*

*Hazardous substances, unsafe working conditions are always a risk in our supply chain. We stipulate minimum requirements and cooperate with suppliers in such areas in order to improve these*



*The nature of the textile business is that there are more women working in the making up area and more men in the administrative/management level.*

*We are always aware of achieving gender balance and encourage our suppliers to work towards a gender balance*



*Our making-up facility is based in the Ukraine where we provide work for about 110 persons and thereby economic growth for the area.*

*All employees are provided with decent facilities and working conditions and are informed of their rights*



*We have programs in place for reducing consumption in various areas such as energy where we monitor the market for new cost-effective technologies. Sourcing of either EU or Nordic certified daily products is more responsible both for our consumption and the production of these*

*We cooperate with suppliers in order to achieve a more responsible production.*

# Today, the Hoffmann Group consists of three companies: Hoffmann Firmatøj A/S, Mammut Work Wear A/S and A/S Albatros International

## Hoffmann Firmatøj A/S

+45 4699 0000  
hoffmann-as.dk  
Company reg. no. (CVR): 53338712

Hoffmann Firmatøj specialises in designing and producing uniforms and corporate clothing for large Danish and other Scandinavian companies who demand a high level of quality, design and service.



## Mammut Work Wear A/S

+45 5572 7022  
mammut.dk  
Company reg. no. (CVR): 89926211

The head office, sales department and logistics centre of Mammut Work Wear is based in Næstved, Denmark. Mammut specialises in the supply and servicing of uniforms and specialised clothing to a wide range of large companies and institutions throughout Scandinavia. Mammut has its own production company in Ukraine – where production and quality control takes place – since 2005.



## A/S Albatros International

+45 5572 7022  
albatrosint.dk  
Company reg. no. (CVR): 29937222

Albatros International is the Group's production company specialising in fire and specialised clothing for the oil and gas industry, for which approved CE certificates that adhere to safety regulations in various areas are required. Albatros International has its own production facility in Poland, which is also where the Group develops samples and new designs.

## FR Protection

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ul. Sienkiewicza 7A  
Poland

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*All the companies are subject to the Group's guidelines for "Responsible Sourcing", including: UN Global Compact's Ten Principles, which cover human rights, labour, the environment and anti-corruption.*

*The Group employs approximately 160 staff, of which 40 are based in Denmark.*

## Perechyn Sewing Factory

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Ukraine

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