

Minimum criteria for suppliers to Wenaas Workwear

The minimum criteria provide the groundwork necessary for the **pre-qualifying** of and cooperation with suppliers. They can also include criteria for choice of product, raw materials, sourcing-country etc. Some criteria will be general and apply to all suppliers, whereas others will be more specific, based on product category, prioritized risk within the company's supply chain.

Below you will find examples of commonly used general criteria, as well as a few more specific ones. Business partners and suppliers kindly ask to sign this agreement by a duly authorized representative of the company and return by e-mail.

General minimum criteria for suppliers

<p>Code of Conduct: the supplier partner has signed our ethical guidelines (Code of Conduct for Business partners and suppliers), or perhaps communicated their own ethical guidelines to us in writing.</p>
<p>Guidelines and Policies: the supplier partner has read and understood our terms of agreement for the pre-qualification on below:</p> <ul style="list-style-type: none"> ✓ Wenaas Workwear Policy for Responsible Business Conduct. ✓ Wenaas Workwear Corruption & Anti-Bribery Policy. ✓ Wenaas Workwear Supplier Compliance Guidelines. ✓ Wenaas Workwear Sustainability & Corporate Responsibility Policy. ✓ Wenaas Workwear Code Red. ✓ Wenaas Workwear Restricted Substances list.
<p>Contact person: the supplier has provided us with a contact person for following up our ethical guidelines for suppliers.</p>
<p>Ethical system: the supplier can show a documented system for supervising the ethical guidelines for suppliers.</p>
<p>Traceability: the supplier has an overview over, and shares information about where the different parts of a certain product are produced, as well as where the raw materials come from, including information on sub suppliers. Our Code of Conduct for Business partners and suppliers (1st Tier) is to apply for sub suppliers (2nd Tier).</p>
<p>Access: the supplier provides the company information and access to the place of production and relevant belonging buildings, such as the canteen and sleeping halls.</p>
<p>Communication: the buying agreement set between Wenaas and the supplier must provide a dedicated contact person or team that is easy to communicate with, efficient and that is a good fit for our company size. We value all our suppliers and believe in a professional and respectful approach to our communications for great long-term mutual results.</p>

Minimum criteria for prioritized areas of risk

(This list is not exhaustive)

Prioritized risk	Minimum criteria
Forced labor in Malaysia	Suppliers in Malaysia must have a satisfactory system for monitoring the use of recruitment firms and must be able to document that migrant workers don't pay recruitment fees.
HES-violations in Bangladesh (safe workplace)	Suppliers must ensure the safety of the workers in Bangladesh who sew clothes. Inspections are performed through the Accord on building structure and safety and shown corrective action plans (CAP). The suppliers are obligated to undertake the safety renovations deemed essential by Accord's inspectors.
Overtime and low wage in the textile industry in Cambodia and Vietnam	Textile suppliers in Cambodia and Vietnam must be part of ILO's Better Work-program.
Amfori BSCI (The program provides comprehensive and independent acceptance to ensure the implementation of our production and supplier at all stages).	To ensure ethical working conditions and that our suppliers meet our conditions in accordance with our Code of Conduct suppliers categorized as our A-Strategi and B-Strategic are to comply with Amfori BSCI program (score min. C, preferably B or better). After each audit, a report and follow-up plan must be followed-up within the time frame set on the corrective action plans (CAP).
Specific raw fiber or materials (e.g., cotton, polyester, leather, merino-wool, etc.)	Suppliers and business partners are encouraged to show knowledge and documentation of eco-friendly and sustainable raw material, processes and certifications that handles certain risks that delivers on reduced impacts and increases the benefits for climate, nature, and people. These are for e.g., BCI™ (Better Cotton Initiative), GOTS (Global Organic Textile Standard), OCS (Organic Content Standard), RCS (Recycled Claim Standard), GRS (Global Recycled Standard), RWS (Responsible Wool Standard), TENCEL™ Lyocell, LENZING™ ECOVERO™ (EU Ecolabel certified), ECONYL®, Oeko-Tex® Standard 100, Oeko-Tex® Made in Green, Oeko-Tex® STEP by Oeko-Tex, OEKO-TEX® LEATHER STANDARD, Leather Working Group (LWG), EU Ecolabel, Fairtrade Textile Standard, PETA certified, Cradle to Cradle Certified®, Oceanworks® etc.

This document must be signed by a duly authorized representative of the company and returned by email to your contact person in Wenaas or to: csr@wenaas.com

Our business partners and suppliers:

Supplier/ Company:

Name:

Address:

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Phone: Email:

Name in print:

Position:

Signature/ On behalf of the Supplier/Factory:

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Date:

Company stamp/seal (when applicable):

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