

## 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 comply with this agreement.

### General minimum criteria for suppliers

<b>Guidelines and Policies:</b> the supplier partner has read and understood Wenaas Workwear terms of agreement for the pre-qualification as stated in our Policy - ESG Supplier Program.
<b>Contact person:</b> the supplier has provided Wenaas with a contact person to follow up our ethical guidelines for suppliers.
<b>Ethical system:</b> the supplier can show a documented system for supervising the ethical guidelines for suppliers and is willing to improve during the collaboration.
<b>Traceability:</b> 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 CoC for Business partners and suppliers (1 <sup>st</sup> Tier) is to apply for sub suppliers (2 <sup>nd</sup> and 3 <sup>rd</sup> Tier).
<b>Access:</b> the supplier provides Wenaas with company information and access to the place of production and relevant belonging buildings, such as the canteen and sleeping halls.
<b>Communication:</b> 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.

### Minimum criteria for prioritized areas of risk

(This list is not exhaustive)

Prioritized risk	Minimum criteria
<b>Forced labor in Malaysia</b>	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.
<b>HES-violations in Bangladesh</b>	To establish decent and safe workplaces suppliers must ensure the safety of the workers in Bangladesh who sew garments. Inspections are approved by Government of the People's Republic of Bangladesh according to the National Occupational Safety and Health (OSH) related laws and regulatory frameworks and/or performed through the Accord on building structure and safety. Corrective action plans (CAP) reports are to be presented. The

	suppliers are obliged to undertake the safety renovations essential by the OSH and/or Accord's inspectors.
<b><i>Cambodia and Vietnam</i></b>	Textile suppliers in Cambodia and Vietnam must be part of ILO's Better Work-program to ensure compliance on overtime and wage.
<b><i>Amfori BSCI</i></b> (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).
<b><i>Amfori BEPI</i></b> (The program is required on key suppliers to ensure commitment and improvements on their environmental performance).	A tool to facilitate the reduction of energy and GHG emissions in production in our suppliers' facilities. Monitoring and quantitative reductions to create more climate sustainable value chains. An Amfori BEPI self-evaluation report must be submitted within the first year of partnership. In the second year of the partnership, the supplier must follow up with a third-party audit of Amfori BEPI.
<b><i>Amfori Academy</i></b> (An important partner to support due diligence training programs).	Key suppliers show commitment and willingness to improve Amfori BSCI and BEPI results by signing up for courses and seminars on the Amfori platform. Yearly evaluation on progression and development.
<b><i>Environmental</i></b> raw fiber, material or fabric programs and certifications through third-party.	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® LEATHER STANDARD, Oeko-Tex® STEP by Oeko-Tex, Leather Working Group (LWG), EU Ecolabel, Fairtrade Textile Standard, Cradle to Cradle Certified®, Ocean works® etc.