

WENAAS WORKWEAR

SUPPLIER COMPLIANCE GUIDELINES - AMFORI BEPI CoC



Supplier compliance guidelines – Amfori BEPI CoC

Wenaas Workwear (from now called Wenaas) strives towards responsible business conduct that respects people, society, and the environment. These guidelines for suppliers have been developed as a complement to our Policy for Responsible Business Conduct. To achieve responsible business conduct we wish to work in close partnership with our suppliers and business partners. Wenaas considers collaboration to be a prerequisite for responsible business conduct, and key to the achievement of the UN Sustainable Development Goals.

Requirements – conditions in the supply chain

Additionally, to comply with Wenaas Code of Conduct, we expect our *key suppliers and partners* to work focused and systematically to comply with the supplier compliance guidelines in the CoC for amfori BEPI (short for amfori business environmental performance initiative). This code encourages members and linked business partners to work together closely for continuous improvement in environmental performance. With a unique cross-sectorial tool amfori BEPI helps business partners identify and address sustainability issues a focus improvement effort on topics relevant to operation activities.

The amfori BEPI CoC sets out a commitment by amfori members and our business partners to exercise environmental due diligence in their global supply chains in line with internationally recognized principles. Amfori BEPI is supported and supplemented by the amfori Sustainability Platform, which provides a solution for Human Rights and Environmental Due Diligence. The amfori BEPI CoC commits amfori members and business partners to identify, assess, prevent, mitigate, account for, and remediate environmental impacts in their own operations and for their relevant supply chains. This first version of the amfori BEPI CoC was approved by amfori v.2023 and entered into force in January 2024.

The Amfori BEPI CoC is based on values established by:

- UN Guiding Principles on Business and Human Rights (UNGPR)¹.
- OECD Guidelines for Multinational Enterprises².
- All relevant global treaties on environmental protection, and specifically The Montreal Protocol³, The Basel Convention⁴, The Convention on Biological Diversity⁵, The Kyoto Protocol⁶, The Stockholm Convention⁷, The Minamata Convention⁸ and The Paris Agreement⁹.
- National regulations for environmental protection.

¹2011, UN Guidelines Principles on Business and Human Rights – [guidingprinciplesbusinesshr_en.pdf \(ohchr.org\)](#)

²2011, OECD Guidelines for Multinational Enterprises - [48004323.pdf \(oecd.org\)](#)

³1987, The Montreal Protocol - [volume-1522-i-26369-english.pdf \(un.org\)](#)

⁴1989, The Basel Convention – [1400778_E_inside_OCE_signa.pdf \(basel.int\)](#)

⁵1992, The Convention on Biological Diversity - [1400778_E_inside_OCE_signa.pdf \(basel.int\)](#)

⁶1998, Kyoto protocol to the United Nations framework convention on climate change - [kpeng.pdf \(unfccc.int\)](#)

⁷2001, The Stockholm Convention - [The POPs](#)

⁸2013, Minamata Convention – [Minamata-Convention-booklet-Sep2019-EN.pdf \(minamataconvention.org\)](#)

⁹2015, Paris Agreement - [ADOPTION OF THE PARIS AGREEMENT - Paris Agreement text English \(unfccc.int\)](#)

¹⁰2022, UNGA Resolution – [https://digitallibrary.un.org/](#) UN General Assembly adopted Resolution A/76/L.75

By endorsing the amfori BEPI CoC, the signatories confirm they will follow the values below:

- **Continuous improvement:** The signatories undertake to implement the amfori BEPI CoC using a comprehensive approach, and embedded in their management systems and company culture, to ensure continuous improvement of due diligence within their organizations and relevant supply chains. In addition, signatories commit to engaging in constructive dialogue and working with their business partners and stakeholders to improve environmental performance. Disengagement should only be considered as a last resort when all other means for improvement have been attempted. Continuous improvement must also consider the needs of any vulnerable persons who may be affected by operations, in own operations or in the supply chain.
- **Cooperation:** The signatories will have a greater impact on, and a better chance of identifying, assessing, preventing, mitigating, and remediating environmental impacts in their organizations and supply chains by committing to working collaboratively with relevant stakeholders and taking a comprehensive approach to due diligence. The spirit of cooperation is crucial in the engagement between signatories and stakeholders at different levels, particularly to create leverage.
- **Empowerment:** Signatories will commit to developing their organizations and empower stakeholders involved in their supply chains in a way that protects the environment and enables continuous improvement. Both parties may use and cascade within their organizations and supply chains the tools provided by amfori to support this commitment. Further, as they implement this code, both parties should consider the UN General Assembly (UNGA) resolution¹⁰ recognizing the right to a clean, healthy, and sustainable environment as a human right which expects businesses to “scale up efforts” to ensure a clean, healthy, and sustainable environment for all. Signatories will ensure that efforts to cascade and implement the amfori tools consider the needs of vulnerable persons within the organization and in supply chains.
- **Code observance:** Complying with national legislation is the first obligation of business enterprises. In countries where the national legislation sets a different standard of protection than the amfori BEPI CoC and its references, the signatories shall abide by the principles that provide the highest protection to the workers and the environment, without contradicting the legal framework of the country.
- **Transparency:** Signatories commit to being transparent with each other, with amfori and with any third party involved as relevant (e.g., auditors, quality partners), within the context of identification, prevention, and remediation of adverse human rights and environmental impacts. Signatories will proactively inform other relevant signatories and inform them of any critical incidents, as well as the effectiveness of any responses to any adverse impacts. Through reasonable disclosure to shareholders, stakeholders, and governments regarding their impacts on the environment and those affected by impacts on the environment, in line with national legislation requirements where available.

Environmental Performance Areas

The risks addressed by amfori BEPI are captured in eight areas, called environmental performance areas (PA).

ENVIRONMENTAL MANAGEMENT SYSTEM

- Implement a process- and risk-based environmental due diligence management system in their business practices, adjusted to the business model of the company. This can also be integrated into the overall due diligence management system.
- Comply with national environmental legislation, or with international standards where national legislation is weak or poorly enforced.
- Identify the environmental impacts of their operations, and implement adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.
- Assessing environmental management practices of business partners so they can identify, assess, monitor, and control adverse impact(s) on the environment and humans.
- Reviewing business partners' processes to ensure legal compliance and prevent major environmental incidents.

ENERGY & CLIMATE

- Establishing and implementing effective management practices and encouraging business partners to do the same to identify, quantify and reduce the greenhouse gas emissions resulting from their energy use.
- Ensuring in own operations and those of business partners there is an expectation to use international good practice and standards to manage energy use.
- Ensuring there are effective energy management practices in own operations and those of business partners.

EMISSIONS TO AIR

- Ensuring in own operations and in those of business partners' effective management practices to identify, monitor, and control emissions to air and their impact on the environment and humans.
- Specifically ensuring that own operations and those of business partners, emissions of Ozone-depleting, or other hazardous, substances are strictly managed.

WATER & EFFLUENTS

- Reviewing water and effluents management practices in own operations and business partners to identify, monitor, and ensure effective controls are in place to avoid adverse impact(s) on the environment and humans.
- Encouraging own operations and business partners to adopt measures that promote efficiency in water consumption and water reuse where possible.
- Encouraging own operations and business partners to adopt measures that reduce or eliminate adverse impacts of effluents by reducing their quantity and/or their content of hazardous substances.

WASTE

- Reviewing waste management practices used in own operations and by business partners to identify, monitor, and ensure effective control of waste-related impact(s) on the environment.
- Monitoring waste generation and encouraging management practices that divert waste from disposal (reuse, recycling and/or other recovery operations).
- Encouraging own operations and business partners to adopt measures that reduce or eliminate adverse impacts of wastes, for example through improved processes.

BIODIVERSITY

- Reviewing management practices used in own operations and by business partners to identify, monitor, and control adverse impacts on biodiversity.
- Encouraging own operations and business partners to adopt, where possible, measures that create positive impacts for biodiversity.

CHEMICALS

- Reviewing chemicals management practices used in own operations and by business partners to identify, monitor, and ensure effective control of chemical-related impact(s) to people and/or the environment.
- Encouraging own operations and business partners to use alternative substances that are less hazardous to people and/or the environment.

NUISANCES

- Reviewing management practices used by own operations and business partners to identify, monitor, and control the impacts of noise and other potential nuisances, such as light pollution, dust or traffic on the environment and local community, and where necessary, implementing corrective actions or remediation activities.

Suppliers commit to addressing adverse impacts or risks in the above-mentioned environmental performance areas in their own operations and in their relevant supply chains. For each of these areas, supplier is encouraged to:

- Set internal targets and to set and monitor their own targets for improvement and track this over time.
- Look to international good practice guidelines to support the effective management of risks.

Implementation

The Supplier to the BEPI CoC commit to address adverse impacts or risks in the environmental performance areas using the following five-step approach:



1. **Materiality:** Determining topics that represent the organization's most significant environmental risks or impacts.
2. **Supply Chain Mapping:** Mapping the relevant business partners connected to the member according to member selection and prioritization within their supply chains.
3. **Risk Assessment:** Identifying the environmental risks of business partners based on production processes, and the unique characteristics and the material risks identified in Step 1 and, where necessary, supporting business partners to identify their own risks and those in their supply chains.
4. **Improvement activities:** Collaborating with internal stakeholders and business partners, and other stakeholders to mitigate, prevent and remediate identified environmental risks or impacts. Activities can include environmental monitoring, capacity building, consultancy and/or projects to deliver positive environmental impact.
5. **Monitor and report progress:** Monitoring progress and reporting on the implementation of the commitments set out in the amfori BEPI CoC.

In addition, to further embed and cascade the implementation of the commitments within the amfori BEPI CoC, supplier commits to:

- Declaring their participation in amfori BEPI and communicating their endorsement of the amfori BEPI actively and publicly through their company organization and to relevant business partners and stakeholders.
- Implementing a risk-based due diligence management system in their organization in line with the UNGPs and the most updated OECD guidelines for responsible business conduct; adjusted to the business model of the company.
- Training and incentivizing all relevant departments and individuals in a manner that allows them to implement the expectations of the amfori BEPI CoC within their own operations and their relevant supply chains.
- Having the strategy, processes, and sufficient resources in place to meet the responsibilities related to the amfori BEPI CoC and ensure that there is continuous improvement in its implementation.
- Requiring their relevant business partners to work towards full observance of the amfori BEPI CoC within the sphere of their influence.
- Being clear with business partners that sincerity, accuracy, and genuineness of self-declared data is of the utmost importance for the spirit and content of the BEPI CoC to be implemented effectively.
- Avoiding putting their business partners in a position that prevents them from adhering to the amfori BEPI CoC.
- Agreeing to implement the values and principles set out in this document throughout the life cycle of their own operations and business relationships, and in close liaison with relevant stakeholders.
- Keeping information up to date on the amfori sustainability platform, particularly contact information and, if changes are made, informing amfori staff of these changes.

- Establishing or participating in effective operational-level grievance mechanisms for individuals and communities who may be adversely affected by environmental risks or impacts:
 - The operational-level grievance mechanism must be in line with UNGP Article.
 - The operational-level grievance mechanism should be accessible in relevant languages for affected stakeholders and should allow signatories to address and remedy the issues effectively across jurisdictions through partnerships and coordination.

Monitoring in the Supply Chain

- Amfori members commit to ensuring the amfori BEPI CoC is observed internally. It is amfori members' responsibility to drive continuous improvement of their business partners by conducting continuous improvement actions, follow-up monitoring and other activities in their relevant supply chains.
- Business partners acknowledge that amfori members may choose to include them in environmental monitoring activities and agree to being monitored by amfori, or third parties qualified by amfori (e.g., auditing companies, quality partners) for this purpose. These activities may be conducted within the scope of amfori monitoring tools. Within the course of a monitoring activity, business partners agree to:
 - Give full access to the facilities as requested by the individuals conducting the activity, including parts that may not have been initially indicated in the activity scope.
 - Give access to personal data on their workers, and let the individuals gather relevant data for reporting purposes if this is in line with national legislation and the Regulation (EU) 2016/679 (General Data Protection Regulation), which is also referred to as EU GDPR.
 - Allow the individuals delivering environmental monitoring to gather the necessary documentary evidence relevant to the activity, including but not limited to business documents, licenses, certifications, and photographs.
 - Allow the individuals delivering environmental monitoring's to conduct on-site and off-site interviews with workers in full confidentiality, without any influence or retaliation from the management.

Information Management

- The supplier shall maintain the amfori Sustainability Platform with up-to-date and accurate information and will instruct their employees and representatives to use such information in compliance with the EU GDPR.
- The supplier understands that all personal information collected, used, and otherwise processed within the amfori tools and platforms must comply with the EU GDPR, regardless of the geographical location the data is collected.
- The supplier agree that the information gathered through a monitoring activity, including a grievance mechanism, can be shared with third parties (i) insofar as this occurs within the framework of amfori; (ii) insofar as such transfer is necessary for the provisions by or on behalf of amfori-related activities, and/or (iii) the third parties agree to treat the information provided with utmost respect and for the only purpose relevant for the case.

SIGNATORY

Place and date: _____

Company name: _____

Name and Title: _____

Signature: _____