

New Wave

G R O U P

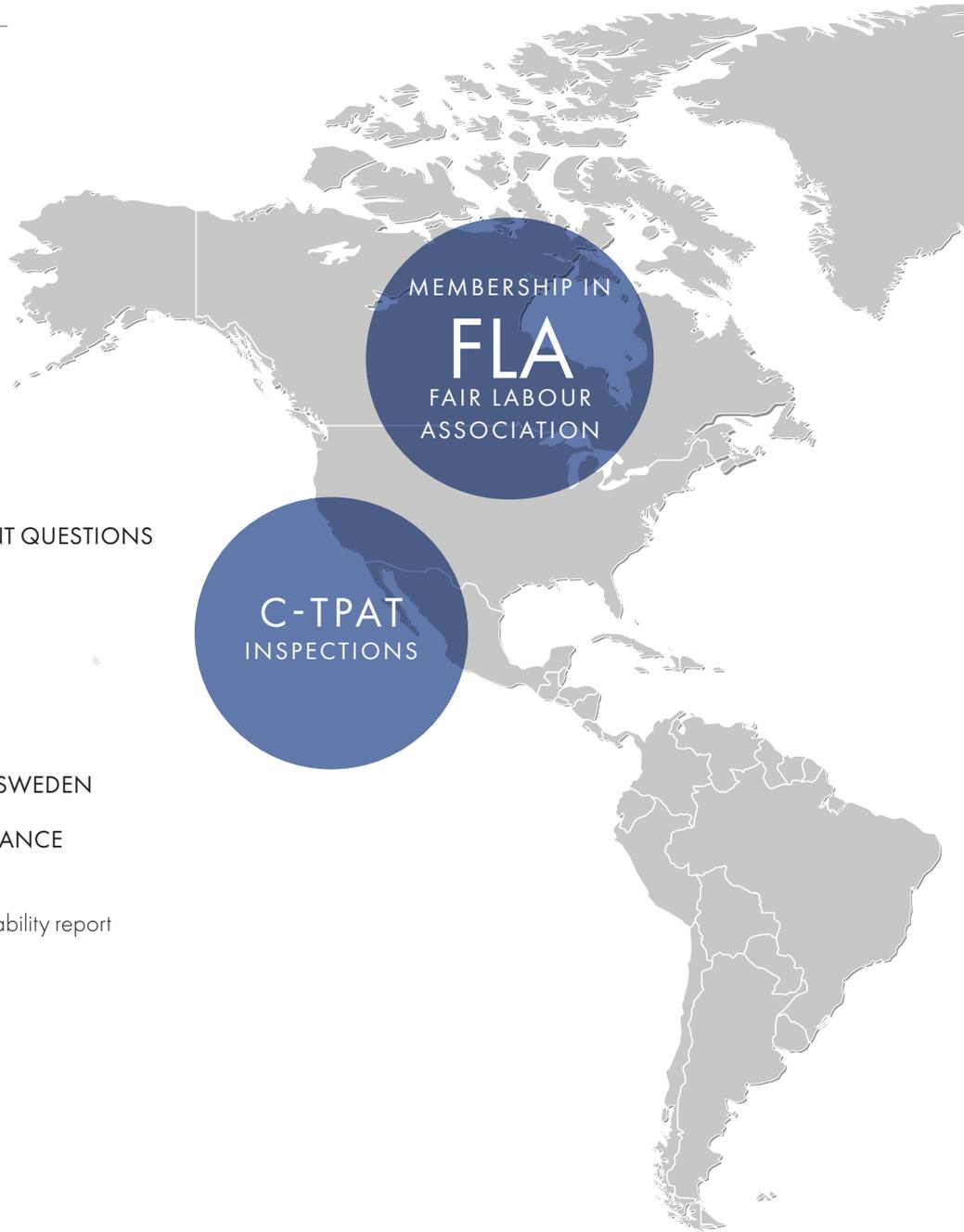


S/36
cottover
FAIRTRADE Certified Cotton
ORGANIC ECOLABEL 3039 0034
DESIGNED IN SWEDEN, MADE IN BANGLADESH
www.cottover.com

2017
SUSTAINABILITY REPORT

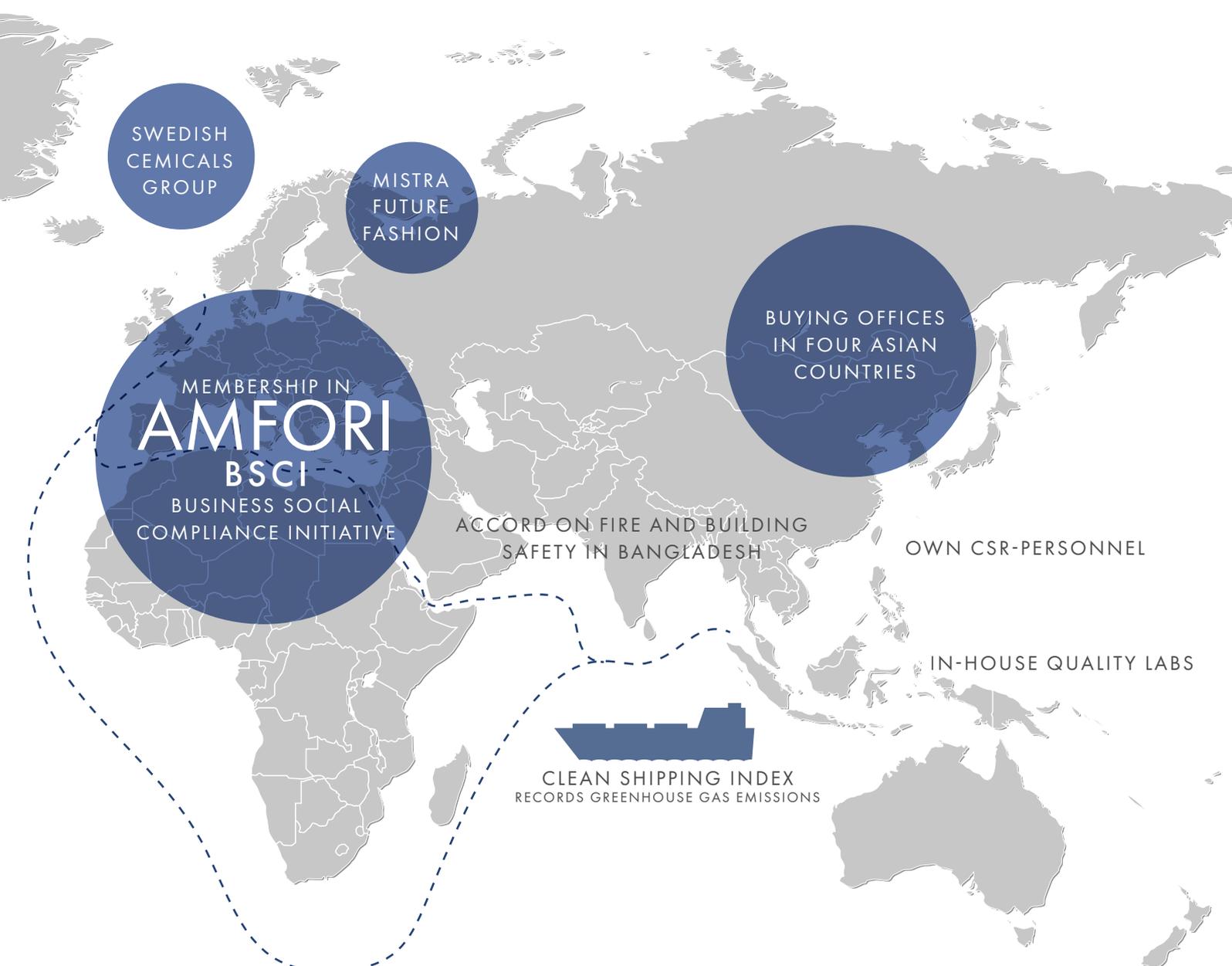
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NEW WAVE GROUP is a growth company that designs, acquires and develops brands and products in the corporate promo, sports and leisure, gifts and home furnishings sectors.

New Wave Group was established in Sweden 1990 and has since gradually expanded in Europe, North America and Asia. New Wave Group's organization is decentralized, with a high degree of independence and self-determination being delegated to company management, but with the advantages of belonging to a larger group.



2 495

EMPLOYEES ALL OVER THE WORLD

SEK 5 597 MILLION

NET SALES 2017

TRADEMARKS IN FOCUS

CORPORATE PROMO



SPORT & LEISURE



GIFTS & HOME FURNISHINGS







CEO STATEMENT

CSR (Corporate Social Responsibility) and sustainability have for long been important to New Wave Group. Since 2012 we have included a section about environment and ethics in our Annual Report, but this is the first time we have developed a more comprehensive Sustainability Report. Therefore, 2017 can be seen as a year of education on how the report should be designed and what to include. The Sustainability Report gives us the opportunity to highlight our accomplishments so far – but also reflect on how we can improve.

The Group's structure with a decentralized organization poses a challenge in measurability and to globally accumulate data regarding sustainability issues. The ambition is to add more sustainability-related goals as we learn more and develop our sustainability work.

Over the years, we have built a good foundation for how we work with sustainability on Group level. However, we have a need to further spread and establish this work, both among customers and subsidiaries. Hence, communication and education will be essential to take the next steps.

A company can only be long-term successful if its operations at the same time is sustainable. We want to be a profitable company not only today, but also in the future. Thus, it is a natural part of our long-term thinking to adapt business solutions which will integrate financial responsibility with social and environmental responsibility.

New Wave Group has the possibility to contribute and make a difference through our global operations. I'm proud of that. We always strive to find better and smarter solutions to the challenges we face. However, sustainability is a progressive target – and the journey of New Wave Group has in that perspective only just begun.

TORSTEN JANSSON
CEO

“The company engine runs on growth, but with sustainability as its navigator”

VISION AND VALUES

Decentralized organization with a high degree of independence and self-determination.

VISION

All business segments and brands have their own visions and business concepts. Although they may differ in some parts, all subsidiaries are gathered under an overall vision of building world leading brands and world leading suppliers in each business segment. Read more about the visions of each business segment's in the Annual Report.

VALUES

New Wave Group is a decentralized organization and the Group's values are its guiding principles. The company culture should be the same regardless of which subsidiary, business segment or country. Hard work, customer focus and employees having the conviction to take initiative and to learn from their mistakes are central principles throughout the whole organization in order to outperform competitors. We are dedicated to upholding and spreading the New Wave Group's values within the Group and particularly when acquiring new companies.

OUR SIXTEEN VALUES

– more than beautiful words

MOST THINGS ARE STILL UNDONE

No matter what has been achieved by us or others in the past, there is always more to be done. Pursue constant growth.

THERE ARE NO LIMITS

Neither national nor cultural, religious, performance nor any other limits. If you feel you have reached one, try to find a way around.

CONSTANT IMPROVEMENTS

Everything can be improved - always!

IF YOU MAKE A MISTAKE, LEARN FROM IT!

Everyone makes mistakes, but if we learn from them we can improve ourselves as well as the company.

BE HAPPY!

Your mood affects people around you and they deserve a smile.

SEE THE POSSIBILITIES AND NOT THE PROBLEMS!

Every problem is actually a possibility in disguise.

ACT NOW!

Tomorrow may be to late.

A DOLLAR SAVED IS A DOLLAR EARNED

To earn a dollar we must sell for ten.

HARD WORK GIVES RESULT

TREAT OUR CUSTOMERS THE WAY YOU WANT TO BE TREATED WHEN BUYING SOMETHING PRIVATELY

Our brands are never better than our performance. New Wave Group is a service company.

ALWAYS BE 100 PERCENT LOYAL TOWARDS THE COMPANY

USE COMMON SENSE AND GOOD JUDGEMENT

ALWAYS THINK: WHAT IS MY CONTRIBUTION TOWARDS IMPROVING THE COMPANY?

ALWAYS BE HONEST

Never lie, neither to your colleagues nor superiors, regardless of the objective.

KNOWLEDGE

We should always strive to have the highest competence and knowledge in the business we operate in.

WE HAVE COMMITTED OURSELVES TO CONDUCT THE BUSINESS RESPONSIBLY

CSR (Corporate Social Responsibility) and long-term thinking will characterize the decisions we make, big and small. Do not take shortcuts that risk damaging people, the environment as well as the company. Perform your work with respect and care!

SUSTAINABILITY GOALS

New Wave Groups continuously invests in our work with CSR and sustainability, which has given us a head start compared to our competitors, especially in the corporate promo business segment. The objective is to minimize any negative impact that could occur from our business and at the same time maximize the positive effects.

We put great focus on introducing more sustainable and eco-friendly products in our assortment. At the same time, we want to help our customers to make conscious purchasing decisions, as the decisions matters for the world to succeed with the global sustainability goals. Each purchase is a vote with your wallet on which products and which companies that should be successful on the market.

This is why our sustainability efforts and sustainability-related goals primarily focus on our three strategic focus areas, which we will review in detail later in the report.



DESIGN AND PRODUCT DEVELOPMENT

How can we develop as sustainable products as possible?



SOURCING AND PRODUCTION

How can we assure a sustainable production process?



TRANSPORTATION AND LOGISTICS

How can we assure a sustainable distribution in a global market?

Directly linked to our three focus areas, the following key sustainability goals are important for New Wave Group:

KPI		2013	2014	2015	2016	2017	Goal	Comments
Products with sustainable attribute	Textile products	-	-	-	-	835*	90 % 2025	Refers to active products with certifications such as GOTS and Oeko Tex and products developed with extra care of people and planet. Read more on page 17.
	Hardline products	-	-	-	-	384*	50 % 2025	
Audited factories in risk countries	% of total number of factories in risk countries	-	-	-	-	59%	90 % 2020	Risk countries according to amfori BSCI's definition. Read more on pages 21–22.
	% of purchasing volume from factories in risk countries	-	-	-	-	86%	95 % 2020	
	% of purchasing volume from buying offices	52%	52%	70%	80%	92%	100 % 2020	
Emissions from transportation CO²e (t)	Air	1 944	2 511	1 586	1 767	1 790	Zero vision	Long distance transportations between Asia and Europe. Read more on page 27.
	Sea	1 098	1 857	1 762	2 501**	11 484***	-	

*2017 New Wave Group had 7 488 unique active products (color/size excluded). Due to difficulties in data collection we are not able to report how the distribution of total number of products looks between textile and hardline products.

** During 2016, New Wave Group signed a new transport agreement for shipments between Asia and Europe. For this reason, the data of 2016 is not comparable with previous years, as method and arithmetic deviates.

*** Not comparable to 2016 as the reported data refers to the period August – December 2016.

BUSINESS CONTEXT

Regardless of business segment, we are faced with structural changes in our business environment and in society. Technical development and easily accessible information opens up for new opportunities, but also puts pressure on companies and businesses. At the same time, the interest for sustainability and demand for sustainable products are increasing. New Wave Group is investing in initiatives to support the Global Goals.

Taking responsibility for a sustainable society and for sustainable product development is becoming increasingly important. Transparency throughout the value chain, with more information about origin, quality and content, is a key factor in gaining customer confidence in the future.

GLOBAL GOALS FOR SUSTAINABLE DEVELOPMENT

In 2015, world leaders agreed to 17 goals for a better world by 2030. These goals have the power to end poverty, fight inequality and stop climate change. With its 17 goals and 169 targets, Agenda 2030 is the most ambitious agreement for sustainable development the world leaders have ever adopted. The Global Goals unite the countries in the world through a universal agenda and demand that all countries – rich and poor – act both nationally and globally to achieve the goals by 2030. Guided by the goals, it is now up to all of us, governments, businesses, civil society and the general public to work together to build a better future for everyone.

In the light of sustainability and the Global Goals, the expectations and demands on companies are increasing. In Sweden, we see this through new laws such as mandatory Sustainability Reporting, energy audits in large companies and revised Swedish Corporate Governance Code. For New Wave Group it is important, in addition to meeting legal requirements, to invest in initiatives supporting the Global Goals, which is reflected in our strategic focus areas for our work with CSR and sustainability.

AT THE FOREFRONT IN THE CORPORATE PROMO SEGMENT

The degree of maturity in sustainability issues looks a bit different between the industries New Wave Group operates in through our different business segments. For example, the sports industry is relatively advanced in the development. Major players like Nike and Adidas conduct a solid work with sustainability issues and set the industry standard. To be competitive, we must follow.

The corporate promo industry has not reached as far as the sports industry, even though more and more players are beginning to realize that sustainability is a great part in order to build a brand to be proud of. Perhaps the low degree of maturity is because the industry yet not have been closely monitored and been spared from scandals. We think it's only a matter of time before this happens.

One of New Wave Group's biggest sustainability efforts, and a direct result of the ambition to be the industry leader in CSR and sustainability, is the launch of the brand Cottover - a complete eco-labeled garment collection. Cottover was launched in 2015 together with the subsidiary Textilgrossisten Hefa. We hope this can affect the entire industry to higher ambitions in the light of sustainability. Read more about Cottover on page 18.



VALUE CHAIN

New Wave Group's value chain covers several steps from design and product development, to delivery and the use of the product. Every detail is important in all the hundreds of steps taken along the way. Sustainability is our navigator and taken into account in all decisions, big and small. Every step creates value for New Wave Group and our stakeholders.

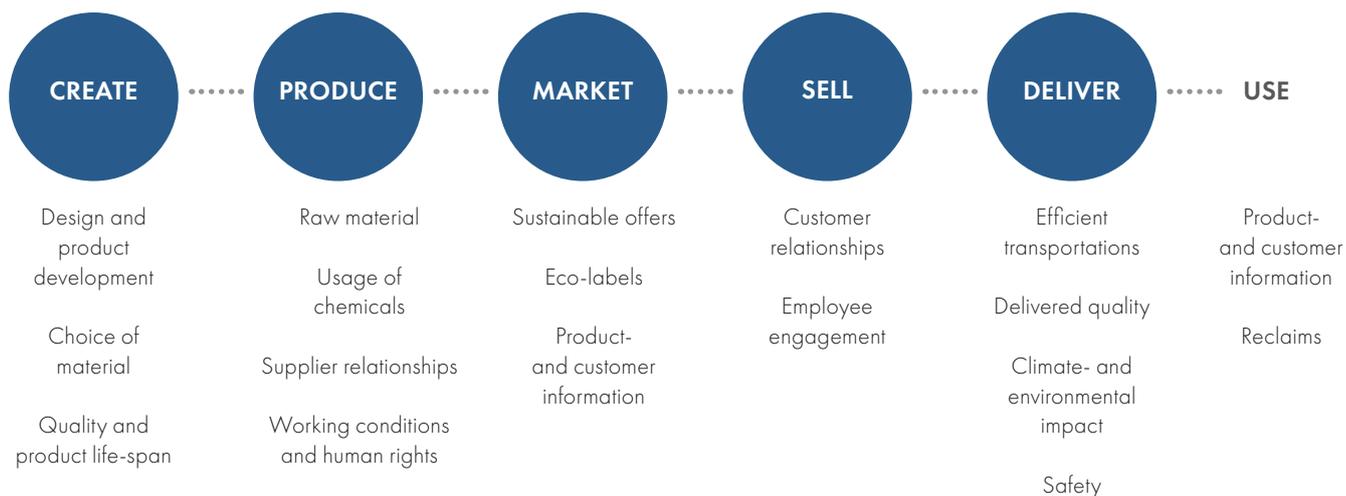
RISKS AND OPPORTUNITIES

Risks are an inescapable part of New Wave Group's mission. Constant adjustments are required to meet the customers' growing demands for transparency and sustainability, as well as changes in legislation. Our ambition is to constantly be at the forefront and what makes the biggest difference is how we operate our daily business. In other words, we should do what we do, but more sustainable in all steps throughout the value chain.

If our own goals and market expectations are not met in a satisfactory manner, there is a risk that both New Wave Groups and its subsidiaries' brands and market positions will be harmed. There is also a risk of low cost-effectiveness if resources are not optimally used. We are convinced that the market position for New Wave Group's brands can be strengthened if we better than our competitors can meet customer demand for sustainability and eco-friendly options.

SUSTAINABILITY THROUGHOUT THE VALUE CHAIN

New Wave Group strives for creating value and to take social and environmental responsibility throughout the whole value chain:



IMPACT IN THE VALUE CHAIN

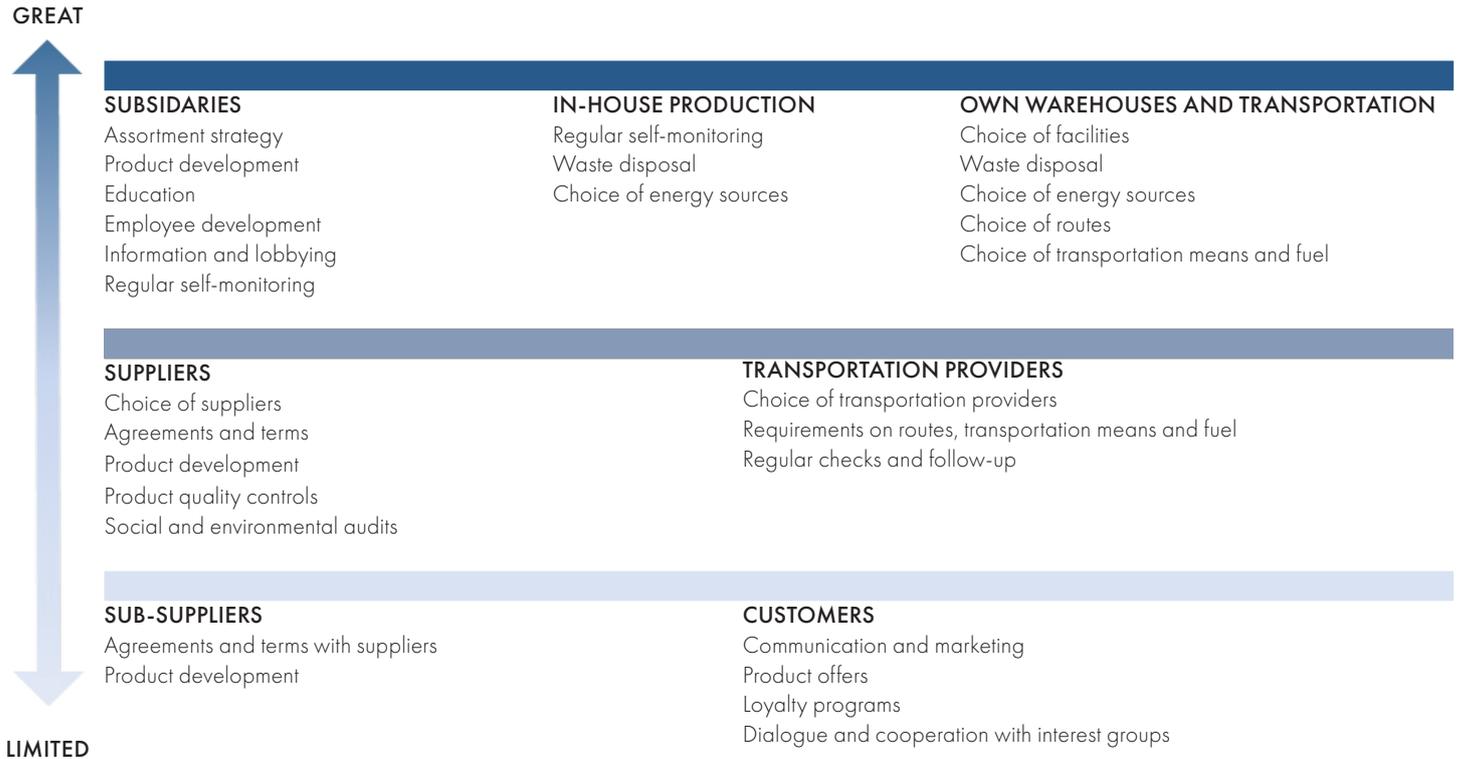
New Wave Group influences and manages different parts of the value chain to varying extent. Because of the nature of the operations, our efforts are mainly put on sourcing, production and suppliers in the global supply chain. However, some subsidiaries like Seger and Orrefors Kosta Boda have their own in-house production, where we also have direct influence.

BUYING OFFICES

New Wave Group is never far away from the production. We have our own buying offices in charge of sourcing and production. Our offices are located in China, India, Vietnam and Bangladesh where we have approximately 200 employees.

China is our biggest office and country of production. In addition to our main office in Shanghai, where we have been operating since 1992, we have three minor offices in Qingdao, Xiamen and Nanchang. Our procurement strategy is to purchase directly from our suppliers and to cut intermediaries that could jeopardize our control of the supply chain.

Based on purchasing volume, about 72 % of the Group's purchases are made through the buying offices. External purchases usually take place by acquired companies that already had their own established suppliers and CSR functions.



STAKEHOLDERS AND IMPORTANT QUESTIONS

The most important stakeholders for New Wave Group are the ones that are most affected and/or affect our business to a large extent, namely: shareholders, customers, employees, suppliers and society in general.

Their expectations in combination with the knowledge of our employees are guidelines for how we work with sustainability. By being responsive to the expectations, we can continue to develop in desired direction.

An important question for New Wave Group's CSR and sustainability efforts is to create sustainable products where quality, design and compliance with regulations, as well as good environmental performance and social conditions throughout the supply chain are taken into account. The dialogue with our customers is important for the sustainable product to also be attractive for the customer to buy. This is why communications, marketing and education, both internal and external, play an important role in raising the awareness of sustainability issues. Furthermore, another important issue is that New Wave Group supports long-term suppliers to ensure improvements in working conditions and environmental processes.

STAKEHOLDER GROUPS	STAKEHOLDERS	CHANNELS FOR COMMUNICATION	IMPORTANT QUESTION
SHAREHOLDERS Decides on the aims of the business and influence the approach New Wave Group take to other stakeholders.	<ul style="list-style-type: none"> Funds and financial institutions Private shareholders 	<ul style="list-style-type: none"> Annual General Meeting Individual meetings Stock analysis Surveys 	<ul style="list-style-type: none"> Tax and business ethics Product quality Attraction of employees and employee development Communication and marketing
CUSTOMERS Affects New Wave Group's revenue and brand perception	<ul style="list-style-type: none"> Promo distributors Retail End consumers 	<ul style="list-style-type: none"> Customer surveys Market Advisory Board Individual meetings Social media 	<ul style="list-style-type: none"> Product quality Strong brand in light of sustainability Origin and transparency Monitoring the supply chain Provide information to support purchases of sustainable products Knowledgeable staff
EMPLOYEES Implement and develop operational work within New Wave Group	<ul style="list-style-type: none"> All employees in all subsidiaries Consultants and clients 	<ul style="list-style-type: none"> Daily interaction Staff meetings and performance reviews Employee surveys 	<ul style="list-style-type: none"> Customer satisfaction and product quality Performance reviews and feedback Working terms and conditions Equality Knowledge and education Monitoring the supply chain Anti-corruption and business ethics
SUPPLIERS Produce and influence the impression of New Wave Group's products	<ul style="list-style-type: none"> External suppliers 	<ul style="list-style-type: none"> Buying offices Individual meetings during product development and production Supplier audits (internal and third party) 	<ul style="list-style-type: none"> Long-term business relationships Anti-corruption and bribes Working conditions, terms, health and safety Chemicals
SOCIETY Sets the outside expectations on New Wave Group	<ul style="list-style-type: none"> Interest groups and organizations Partners Politicians Policy makers 	<ul style="list-style-type: none"> Lectures at seminars and other events Memberships in industry organisations Individual meetings 	<ul style="list-style-type: none"> Product quality Chemicals Anti-corruption and bribes Democracy Origin and transparency Monitoring the supply chain Eco-labels and certifications

EMPLOYEES

It's the employees at New Wave Group who every day through hard work and grounded values creates success and contributes to our work with sustainability.

SHARED VALUES

At New Wave Group, we believe it is essential that our employees share the values of the Group. We want our employees to enjoy their work and stay for a long time. That is why we are very clear from the beginning that if a potential employee do not like or share our values, he or she will probably not be happy working with us. We believe this is an important explanation to why many people stay for a long time within the Group. In addition, as a growth company we continuously have to recruit employees to new position, which means great opportunities for advancement within the Group.

DECENTRALIZED HR FUNCTION

Like all other operational work, the HR function within the Group is fully decentralized to the subsidiaries. Therefore, the HR department, and how they work, looks a bit different between the companies. All subsidiaries have some kind of annual performance review with feedback and discussions about development opportunities. Some subsidiaries also apply bonus systems.

INCREASED FOCUS ON EDUCATION IN CSR AND SUSTAINABILITY

In order to enable an attitude change, raise the knowledge level, and take further steps forward in how we work with CSR and sustainability, we have during the year initiated a web-based training tool. The first program, a basic education about CSR and sustainability, has been carried out by 129 co-workers in Swedish subsidiaries. During 2018, the tool will be further implemented through translating the basic education on CSR and sustainability into several other languages than Swedish, as well as develop additional training programs.

EMPLOYEES

Number of employees	2 495
Share of female employees	52 %
Share of male employees	48 %
Share of female in management positions	38 %
Share of male in management positions	62 %
Average age	41 years
Estimate average hours of training per year and employee	19 hours

The Board of Directors in New Wave Group AB consists of six people, two of which are women. Group Management consists of nine people, none of which are women.





STRATEGIC FOCUS AREAS

For New Wave Group the work with CSR and sustainability is about long-term thinking and to include social, environmental and financial dimensions in every decision. The work requires commitment and the true impact depends on the actions we take on a daily basis. Therefore, we have identified three focus areas which we believe are the most important in order for New Wave Group to integrate sustainability with our core business:

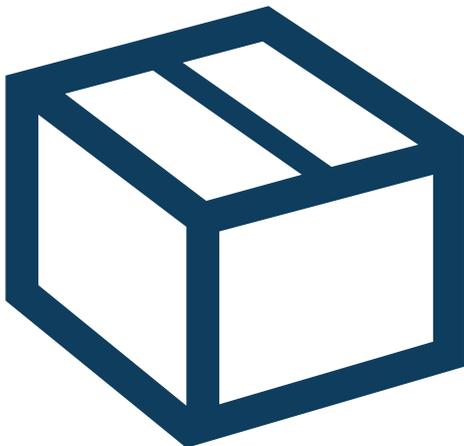


DESIGN AND PRODUCT DEVELOPMENT

How can we develop as sustainable products as possible?

SOURCING AND PRODUCTION

How can we assure a sustainable production process?



TRANSPORTATION AND LOGISTICS

How can we assure a sustainable distribution in a global market?



DESIGN AND PRODUCT DEVELOPMENT

New Wave Group has a long experience with design and product development. This is always the first step towards sustainable products; regardless of whether it concerns garments or famous crystal art. Our products should keep high quality to enable longevity, which is one of the most important things we can do to cope with the environmental strain caused by a linear industry.

IN-HOUSE QUALITY LABS

To ensure the quality of our products, New Wave Group has invested in in-house quality labs. We have professional equipment to perform a wide range of quality tests, such as color fastness, pilling and dimensional changes during washing. Our products should meet the expectations of our customers, as well as our own high expectations.

Did you know that if an average garment could stay in use three times longer than today, its carbon footprint is reduced by 65% and the water use by 66%?

(Source: Mistra Future Fashion)



**mistra
future
fashion**

Mistra Future Fashion is a research program on sustainable fashion. New Wave Group participates as research partner.



To support the development of organic cotton farming, New Wave Group is a member of Textile Exchange. Textile Exchange is an international non-profit organization working for a sustainable textile industry

cottoVer



The Swedish Chemicals Group meets on regular basis to discuss the latest news and updated of REACH and other chemical legislations.

CHEMICALS

Our products are safe and free from restricted chemicals. We have made this work a priority, both in efforts and resources.

Chemicals are needed in our everyday-environment and part of a modern lifestyle. However, it is important to handle chemicals in a correct and safe manner with adequate knowledge. For this reason, New Wave Group is a member of the Swedish Chemicals Group, led by the testing institute Swerea IVF. From the Chemicals Group, we receive the most updated information on legislation and research on chemicals, which supports our active work to reduce and replace chemicals in line with best available technique.

All New Wave Group-suppliers must follow the requirements stated in our Restricted Substance List (RSL). The list has been designed in accordance with legislations such as REACH (European Union) and other industry recommendations and standards. As a result, our requirements sometimes are stricter than the applicable legislation. In order to ensure that our requirements are being respected and adhered to, we conduct testing and spot checks. We conduct about 300 different chemical lab tests in a year, including textile products as well as products made out of plastic or ceramic. A test report is never a guarantee of a products chemical content, but an important tool for us to get an indication of product compliance and maintain a systematic work regarding chemicals. We also benefit from product labels. For example the Oeko Tex label, mentioned on page 19, demonstrates that the complete composition of the product has been independently tested and certified for safe textile in regards to chemicals and restricted substances.

PRODUCTS WITH EXTRA CARE FOR PEOPLE AND PLANET

Human consumption causes one of the biggest ecological footprints in the world. We want to increase the amount of products coming from sustainable sources and help our customers to imbed social and environmental criteria in their purchasing decisions.

PRODUCTS WITH SUSTAINABLE ATTRIBUTE

Working with ecolabels and certifications is an important part of our work with sustainability. It is a tool to help our customer to identify the best performing products in terms of social and environmental responsibility. However, we think it is important to also highlight other products which are made of material and/or environmentally sound processes not covered by specific labels. Therefore, we have chosen to report products with some type of sustainability attribute.

In 2017 New Wave Group had 7 488 unique active products (color/size excluded). For the textile products, 835 products had one or more sustainability attributes. The corresponding figure for hardline products was 384. Due to difficulties in data collection we are not able to report how the distribution of total number of products looks between textile and hardline products. Roughly, they account for 50 % each, which implies that the share of textile products with sustainable attributes is approximately 22 %, and the share of hardline products with sustainable attributes is approximately 10 %.

TEXTILE PRODUCTS

Textile products with sustainable attribute include one or more of the following labels, materials or processes: The Nordic Ecolabel, GOTS, Oeko Tex, Fairtrade, recycled polyester, spin dyed polyester, EXP 4.0 treated wool and Primaloft® Black insulation Eco. Oeko Tex is by far the most represented attribute and accounts for more than 90 % of the products with sustainable attribute. The goal is that in 2025, 90 % of the textile products should have some type of sustainability attribute.

HARDLINE PRODUCTS

Hardline products with sustainable attribute include one of the labels TUC GS or FSC. Also included are crystal products from Orrefors Kosta Boda made of so-called "eco-crystal" that are free from lead and arsenic, which is unfortunately still common in the industry. Compared with textile products, the selection of ecolabels and certifications for hardline products is limited, which is also reflected in the number of reported hardline products with sustainable attribute. The goal is that in 2025, 50 % of the textile products should have some type of sustainability attribute.

7 488

ACTIVE PRODUCTS

835

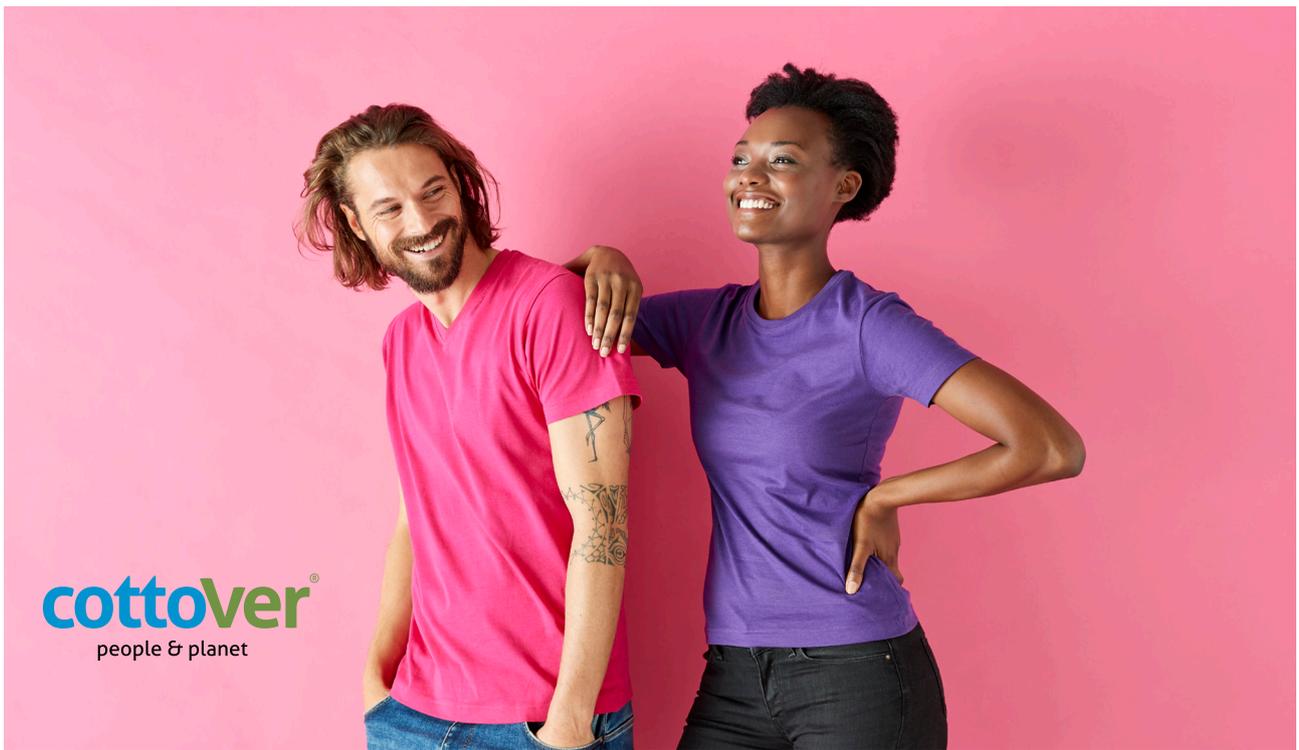
TEXTILE PRODUCTS WITH SUSTAINABLE ATTRIBUTE

384

HARDLINE PRODUCTS WITH SUSTAINABLE ATTRIBUTE

cottoVer COTTOVER
people & planet

In spring 2015, we launched the brand Cottover – a complete eco-labeled garment collection certified by Nordic Ecolabel and GOTS. The cotton is organic, which means it is grown without chemical pesticides and fertilizers, and Fairtrade-certified which ensures fair economic and social conditions for the cotton farmers. The polyester is recycled from old PET-bottles and we have applied social and environmental criteria throughout the whole supply chain – from raw material to finished garment. The garments have also been independently quality tested in order to pass the requirements of Nordic Ecolabel. We are proud to be able to offer a complete assortment of sustainable clothing, cooperating with four different third party-certifications - Nordic Ecolabel, GOTS, Fairtrade and Oeko Tex.





EXP 4.0 MERINO REWOOLUTION!

Wool is a fantastic material and more sustainable in itself than most other textile fibres. It is a 100 % biodegradable and renewable fibre, valued for its natural water- and soil repellence. Unfortunately, the processing of wool includes steps with negative environmental impact. The process of one ton of wool requires approximately 0,5 ton of chlorine, several other industrial chemicals and huge amounts of water. EXP 4.0 is a modern technology of wool that requires fewer chemicals and uses up to 50% less water than older treatments. EXP 4.0 is the first wool treatment that meets stringent requirements of eco-labels such as GOTS. Our brand Seger obviously chose to knit its Sense and EveryDay socks in EXP 4.0 treated wool.



A WIDE ASSORTMENT OF OEKO TEX

Oeko Tex is the world's most recognized and independent product label for all types of textiles tested for harmful substances. Garments with the Oeko Tex-label have been successfully tested for chemicals that pose a health risk, and therefore contribute to an effective consumer protection, taking into consideration both REACH and non-regulated substances. Within our brand Clique, more than 80 % of the assortment is certified by Oeko Tex. You can also find Oeko Tex-certified work wear from Projob and Jobman.



SPUN DYED POLYESTER

The biggest environmental impact in the life cycle of clothes derives from the fibre processing and wet treatments. Normally, this requires huge amount of water, chemicals and energy. Spun dyed polyester is a way to add color to polyester fabric in a much improved way. Instead of soaking fabric or yarn in water with dyestuffs, the color pigment is added into the polymer melt. Thus, the color pigments become an imbedded part of the fiber prior to extrusion. Not only does this eliminates the need for a conventional wet dyeing process – saving approximately 60 % energy and water – it also result in excellent quality properties such as improved color fastness. Garments made out of spun dyed polyester are available among our brands Projob, Cutter & Buck and Printer.

OUR AMAZING CHRYSTAL GLASS!

Garments are just one example of materials that could decrease its environmental impact. Another important material is glass. Glass affects the environment in several ways and historically, many substances have been used that are harmful to the environment. Orrefors Kosta Boda has conducted active environmental work for a long time and has been world leading in its ambition to create crystal glass without lead and arsenic. This glass is sometimes referred to as “eco-crystal”, but in Kosta Glassworks it is simply the material we use for the entire glass manufacture in Kosta.





SOURCING AND PRODUCTION

How a product has been produced and under what social circumstances is an important matter. New Wave Groups strives to improve working conditions in the global supply chain. The number of third party social audited factories increases every year.

Most of our products are produced by specialized and external suppliers. However, we also have some in-house production units. This you can read more about under the section In-house Production on page 25.

LOCAL REPRESENTATION

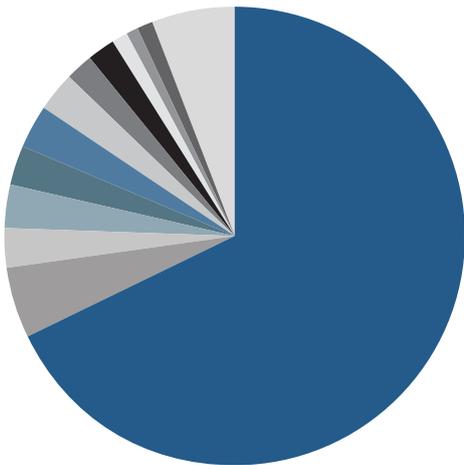
Our own four buying offices China, India, Vietnam and Bangladesh are an important part of our social and environmental responsibility program. The biggest strength of New Wave Group is that we have our own CSR personnel dedicated to visit, support and train our suppliers in sustainability questions. We offer more than audits. We offer an extended hand, which enables us to have a sincere communication and face challenges together.

HUMAN RIGHTS AND WORKING CONDITIONS

We are aware of the responsibility that comes with sourcing goods in countries with different legal standards and labor conditions. Many challenges in developing countries can be related to poverty and lack of welfare systems.

Through regular visits and communication, we always aim to have an open dialogue with our suppliers and discover potential issues in time. The visits are not only made by our CSR employees, but also by merchandisers and quality controllers. This means that we have many people who are constantly visiting the factories. Having good suppliers is key for our business and we depend on their business operations as much as they depend on ours. Hence, we care about the situation on the factory floor and that the suppliers are treating their workers with respect and according to law. That is a win situation for everybody.

NEW WAVE GROUP'S PRODUCTION IN THE WORLD DIVIDED BY NUMBER OF FACTORIES



● China 69%	● Pakistan 3%	● Taiwan 1%
● Vietnam 5%	● India 3%	● Thailand 1%
● Bangladesh 3%	● Turkey 2%	● USA 1%
● Portugal 3%	● Poland 2%	● Slovenia 1%
		● Other 6%

In 2017, New Wave Group had production in 35 countries and 484 factories. The majority of the factories are located in China.

Based on purchasing volume, about 72 % of the Group's total purchases are made through the buying offices in china, Bangladesh, Vietnam and India.

436 factories (90 %) are located in so-called risk countries according to amforu BSCI's definition: Bangladesh, Bosnia and Herzegovina, Bulgaria, Cambodia, China, India, Jordan, Malaysia, Mexico, Pakistan, Peru, Philippines, Romania, Sri Lanka, South Korea, Taiwan , Thailand, Turkey and Vietnam.

Based on purchasing volume, approximately 77 % of the Group's purchases in risk countries are made through the buying offices.

CODE OF CONDUCT

New Wave Group's Code of Conduct is a policy which contains requirements such as minimum wage, working hours, prohibition of child labor and several other requirements from the ILO Conventions and the UN Declaration of Human Rights. The Code of Conduct summarizes what we expect from our suppliers when it comes to social and environmental responsibility.

We have adopted the Code of Conduct of amfori, previously BSCI (Business Social Compliance Initiative), which is a global initiative for companies committed to improve working conditions in the supply chain. Companies all over the world are working together, using the same Code of Conduct, meaning that more than 2 000 companies have adopted the code. Together we reach out to approximately 30 000 unique suppliers worldwide.

THIRD PARTY AUDITS

In addition to internal audits, the monitoring of the Code of Conduct are made through third party audits. An amfori BSCI audit is performed by professional auditors, accredited by SAAS (Social Accountability Accreditation Services). Our goal is to include all our suppliers located in risk countries in amfori BSCI or an equal monitoring system and that the audit should result in a good grade.

An amfori BSCI-audit results in an overall grade between A-F to summarize the supplier's performance. The audit takes into account the actual working conditions as well as management systems and policies established to ensure a systematic work.

The most common grade is C, which can be translated into "Acceptable". There are usually some non-compliances that must be handled, but the labor conditions do not violate the Code of Conduct or pose an immediate threat to workers health and safety. Common non-compliances could be excessive overtime work or lack of systematic follow-up of the working environment. To address such issue requires dedication and the ability of production planning. It is important to have a long-term perspective and work for continuous improvements.

amfori BSCI Code of Conduct

Our enterprise agrees to respect the following labour principles set out in the amfori BSCI Code of Conduct.

amfori BSCI Principles



The Rights of Freedom of Association and Collective Bargaining

Our enterprise respects the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.



Fair remuneration

Our enterprise respects the right of workers to receive fair remuneration.



Occupational health and safety

Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



Special protection for young workers

Our enterprise provides special protection to any workers that are not yet adults.



No bonded labour

Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



Ethical business behaviour

Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.



No discrimination

Our enterprise provides equal opportunities and does not discriminate against workers.



Decent working hours

Our enterprise observes the law regarding hours of work.



No child labour

Our enterprise does not hire any worker below the legal minimum age.



No precarious employment

Our enterprise hires workers on the basis of documented contracts according to the law.



Protection of the environment

Our enterprise takes the necessary measures to avoid environmental degradation.



amfori 
Trade with purpose

amfori BSCI Approach



Code Observance

Our enterprise is obliged to protect workers' rights as mandated by the law and the amfori BSCI Code.



Supply Chain Management and Cascade Effect

Our enterprise uses the amfori BSCI Principles to influence other business partners.



Workers' Involvement and Protection

Our enterprise keeps workers informed about their rights and responsibilities.

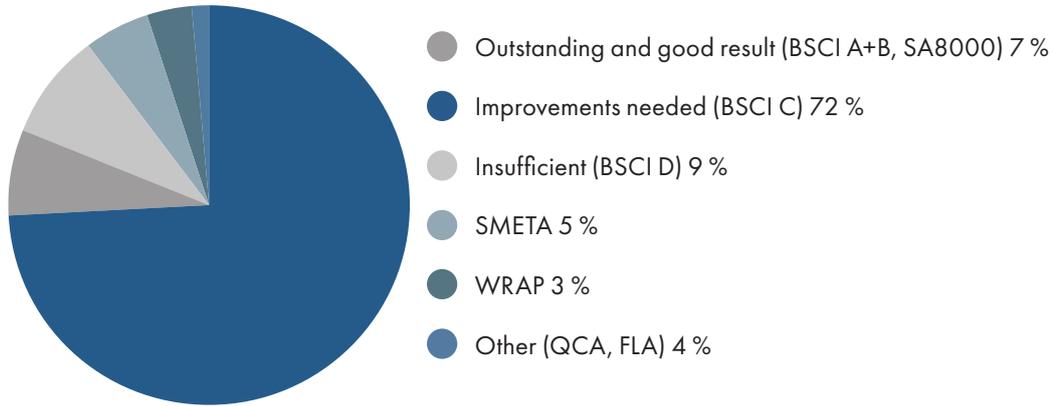


Grievance Mechanism

Our enterprise provides a system to collect complaints and suggestions from employees.

In January 2018, BSCI changed its name to amfori. The new name is part of the launch of a new ambitious strategy called "Vision 2030".

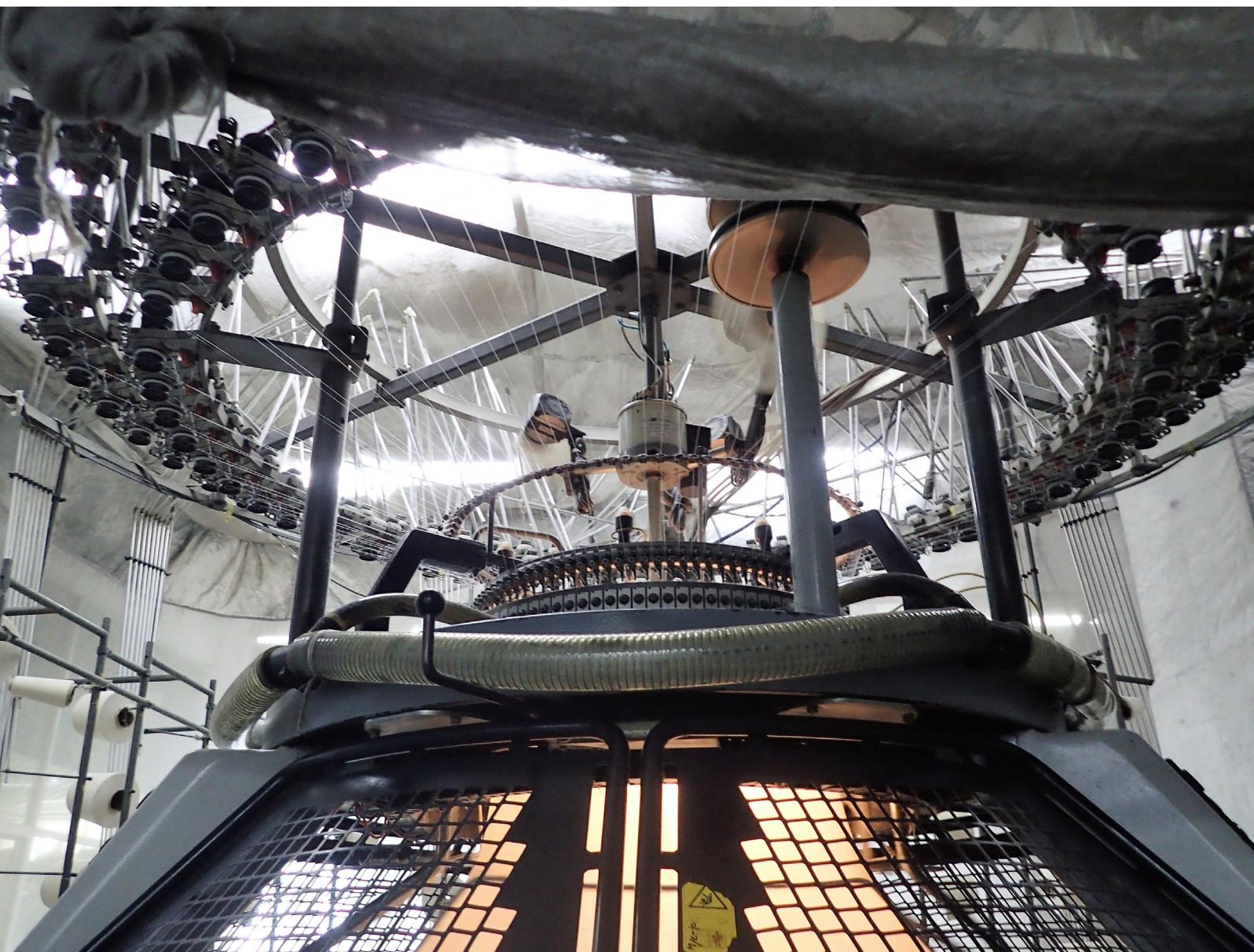
AUDITED FACTORIES IN RISK COUNTRIES 2017



246 factories, of a total of 436 factories in risk countries (59 %), have been social audited by third party and have valid audits. This corresponds to approximately 86 % of the total purchasing volume in risk countries. In addition to amfori BSCI, other included monitoring systems are SA8000, SMETA, WRAP, FLA and QCA.

Considering factories linked to our buying offices, 78 % have been social audited by third party and have valid audits. This corresponds to 92 % of the purchasing volume through the buying offices.

Common non-compliances mainly concerns overtime work and lack of documentation. Any serious non-compliance of type zero tolerance (child labor, serious health and safety risks etc.) have not been reported during the year.



OTHER IMPORTANT INITIATIVES

ACCORD ACCORD ON FIRE AND BUILDING SAFETY IN BANGLADESH

on Fire and Building Safety in Bangladesh

In 2014, New Wave Group signed the Accord on Fire and Building Safety in Bangladesh, a legal five year agreement to improve the safety of textile factories in Bangladesh, with focus on building construction, electrical- and fire safety. Many important changes have taken place during this time, but still a lot of work remains. Therefore, a new agreement will take place in May 2018 when the current Accord expires. New Wave Group signed the new agreement in November 2017.

The Accord is an important investment for New Wave Group and our operations in Bangladesh. We are happy to be part of the initiative and witness the solid improvements taking place on the factory floor. The Ready Made Garment industry is very important to the Bangladeshi economy and their single biggest Export income. The Accord directly affects two million workers, making it one of the greatest social initiatives in modern time.



FAIR LABOR
ASSOCIATION™

FAIR LABOUR ASSOCIATION

New Wave Group is also associated with Fair Labour Association (FLA) through our subsidiary Cutter & Buck. Our FLA commitment applies to all suppliers producing for the American market. FLA is an independent organization working with social accountability, comparable to amfori BSCI. Each year, FLA will handpick suppliers from our supply chain to be audited for social compliance. The audit reports will be published on the FLA website for you to take active part in the progress and findings of individual factories.



C-TPAT

American suppliers are also obliged to participate in our work for safe transportation and anti-terrorism. The Customs-Trade Partnership Against Terrorism (C-TPAT) is a voluntary initiative of U.S. Customs and Border Protection (CBP) to build relationships that strengthen international supply chains and improve U.S. border security. CBP organizes regular visits to our suppliers for on-site inspections. Although C-TPAT is not linked to the traditional CSR topics, it demonstrates how multiple stakeholders are monitoring our supply chain.

WORKING FOR PROGRESS

Improving working conditions requires more than monitoring. It also means to challenge cultural differences and to find solutions that will lead to long-term sustainability. Sometimes, this will require communication on a higher level than with individual suppliers. Therefore, an important mission for our CSR-team is also to participate in local forums and roundtable discussions.

For example, we participate in the amfori BSCI National Group three times per year. Another important forum is Buyers Forum in Bangladesh, which is organized by World Bank Group IFC-SEDF. The forum consists of well-known fashion brands and together we put pressure on both suppliers and politicians. For example, the forum wrote a letter to the government in Bangladesh regarding the question of minimum wage.

Since 2016, New Wave Group is also a part of CCR CSR's (Save Children's Sustainability Center in China) Virtual Youth Development Working Group. Here we get further knowledge, education and advice on how children and young people are affected in the global supply chain.

CONTINUOUS IMPROVEMENTS

We strive for continuous improvements and step-by-step actions. Through regular visits and communication, we attempt to discover findings in time or to suggest actions that could lead to business improvements.

Everything is not perfect. Sometimes we identify non-compliances to what we expect from our supplies. If we discover findings, we prefer to develop an action plan in order to bring the supplier back to an acceptable standard, rather than to end our cooperation. By such means, New Wave Group can achieve the highest compliance levels while contributing to social development in the countries of production. That is taking responsibility in our opinion.

MADE IN BANGLADESH

Bangladesh is the world's second largest producer of garments and textiles and an important sourcing country for New Wave Group. Our buying office was established in 1999 with four employees. Today, we have 47 employees at our office in Dhaka.

Many people associate Bangladesh with poor working conditions, poverty and the building collapse of Rana Plaza in 2013, which is the textile industry's worst accident ever with 1 129 dead and many injured. The eyes of the outside world have since been directed towards Bangladesh with new interest.

With the collapse in mind, the importance of the textile industry for the country is often overshadowed. However, the fact is that the textile industry is the engine in Bangladesh's economic development and has lifted millions of people out of extreme poverty. As export business and production grows, GDP per capita rises, poverty decreased and living standards improve. That is why the textile industry has been called for a springboard out of economic poverty by UNDP, UN's network for global development. The industry has the potential to give a large number of people employments without requirements on higher education and is of great importance, not least for women, who thereby gaining more power over their lives.

The collapse also became the starting point for the Accord on Fire and Building Safety in Bangladesh, a legal agreement between buyers of Bangladeshi garments and factory owners to work together for safe factories in the country. The Accord has brought important changes that would not otherwise have been possible in such a short period of time. In the around 1,600 factories covered by the Accord, over 80,000 security deviations have been corrected and nearly 700 factories have corrected over 90 % of their deviations, but still a lot of work remains. Eventually, the responsibility for the safety in the factories will be taken over by the Bangladesh government, but until the conditions are right, the important work must continue. Therefore, a new agreement has been developed that will enter into force in May 2018 when the current accord expires. New Wave Group signed the new agreement in November 2017.

European brands play a key role, both being active in the country and by working for improved conditions and rights for textile workers. With our own buying office and own CSR staff working full time with these issues, the New Wave Group has a great advantage in its local presence. We share the supplier's reality and have knowledge of cultural and religious differences, which creates conditions for trustful relationships where the suppliers dare to share their problems. That way we can make a difference and support sustainable development where it really is needed.

"The biggest strength of New Wave Group is that we treat our suppliers as partners. Suppliers know there is always an extended hand, which enables us to have a sincere communication. There is still much work to be done in Bangladesh, and we accept the challenge step by step."

MIZANUR RAHMAN

Works as the CSR-manager for New Wave Group in Bangladesh, India and Vietnam. Mizanur has worked over 20 years in the industry and is accredited amfori BSCI-auditor



IN-HOUSE PRODUCTION

New Wave Group owns a few production units. In-house production has the benefit of direct influence, which gives us even better opportunities to work with sustainability.



SEGER

Seger has its knitting factory in Röhshult where the production has been based since the company was founded in 1947. During 2017, Seger completely switched to energy from wind power in the production, which brings us one step closer to a green manufacturing plant in Sweden.

The work to recycle and reduce waste is an on-going part of the daily environmental efforts. For example, with leftovers of raw material, Seger produced 200 knitted caps which were donated to the City Mission of Stockholm – sustainability at its best.



ORREFORS KOSTA BODA

The glasswork in Kosta supplies Orrefors and Kosta Boda with premium utility and art glass. Kosta is Sweden's oldest still operating glasswork. The furnaces have been lit since 1742.



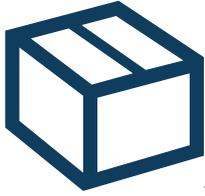
Orrefors Kosta Boda has been working actively with environmental questions since the 1970s. For example, the entire production chain in Kosta is ISO-certified for quality and environmental management. Waste heat from the glassworks is delivered to the community's district heating network. In 2007 and 2008, we replaced heating oil with biofuel-based district heating, which resulted in a 1 700 ton reduction of CO² emissions.

OTHER COUNTRIES

In the Netherlands, Toppoint has a printing unit for pens and mugs and in Denmark, our subsidiary Dahetra owns a facility for embroidery and transfer printing. A similar embroidery unit can be found in the U.S where we have our subsidiaries Paris Gloves and Cutter & Buck.







TRANSPORTATION AND LOGISTICS

For New Wave Group, transportation and logistics is a key question. At the same time, the transport sector plays a vital part in the fight for our climate, as fossil fuel accounts for the biggest contribution to the greenhouse effect.

New Wave Group depends on a well-functioning distribution network. Most of New Wave Group transportations consist of container shipments between Asia and Europe, resulting in an average shipment of 3 000 containers per year.

For long-distance transportations, freights by air or by sea are usually the only available transport mode. Air freights have the highest emissions of greenhouse gases. Therefore, we have a zero vision to keep air freights to an absolute minimum, for example at very urgent deliveries that may be crucial for large business agreements.

EFFICIENT ROUTINES

We have two main strategies to decrease our environmental impact and to cut our emission of greenhouse gases. First of all, we strive to streamline our own logistics and operations. Within New Wave Group, we club together as much of our shipments and transports as possible. It reduces the environmental footprint as well as the financial cost for our company. Hence, we consider sustainable distribution as a natural part of our journey towards a more profitable company.

TOTAL EMISSIONS CO²e (t)

	2013	2014	2015	2016	2017
CO²e (t)					
Air	1 944	2 511	1 586	1 767	1 790
Sea	1 098	1 857	1 762	2 501*	7 852**
Shipping(t)					
Air	305	338	187	218	234
Sea	6 116	11 080	9 783	4 460*	11 484**

As air freights have the highest emission of greenhouse gases, New Wave Group strive to minimize air freight to situations when it is absolutely necessary.

* During 2016, New Wave Group signed a new transport agreement for shipments between Asia and Europe. For this reason, the data of 2016 is not comparable with previous years, as method and arithmetic deviates.

** Not comparable to 2016 as the reported data refers to the period August – December 2016. .

IMPROVED ENVIRONMENTAL PERFORMANCE

Our second strategy is to influence the transportation providers that we are cooperating with. The biggest impact from an environmental point of view can be achieved by investments in eco-friendly fuels and vessels with improved fuel- and energy efficiency. New Wave Group is therefore a member of Clean Shipping Index (CSI).

Clean Shipping Index was founded in 2007 and aim to impact the freight companies to use cleaner vessels and upgrade their fleet of ships. Through the CSI Database we have direct access to data on emissions and the environmental performance of a high number of ships. By this way, we can help to create market incentives for environmentally improved vessels. The future of global trade will depend on clean transportation to address the climate challenge.



The initiative Clean Shipping Index aim to impact the freight companies to use cleaner vessels and upgrade their fleet of ships in order to reduce greenhouse gas emissions and chemicals in our oceans.

COMPANY CARS

With a large number of travelling salesmen, company cars are a natural part of New Wave Group's business. In 2017, for the first time we aggregate the total number of company cars worldwide. In total, we have 358 cars, of which 325 are driven by diesel fuel.

Like many other business decisions, the choice of company cars is decentralized to the subsidiaries. Several of the companies have car policies including the aim of using more environmental friendly alternatives. However, we see a need to set clear goals from the Group level.

Number of company cars 2017 358

Diesel fuel		Gasoline fuel		Hybrid	
Number	325	Number	28	Number	5
Kilometers	11 803 310	Kilometers	900 780	Kilometers	210 000
Litre*	531 148	Litre*	54 047	Litre	-
Emissions CO ² (t)**	1 496	Emissions CO ² (t)**	159	Emissions CO ² (t)	-

* The calculation is made with standard values on mileage and fuel type. The standard values are derived from "Vägledning energikartläggning i tillverkande industri, Energiläget 2015 Energimyndigheten" and are the same values as in the legislated energy audit conducted for the Swedish subsidiaries.

**The calculation is based on the average emission data for fuel sold in Sweden during 2017/2016, which is the latest available.



"We are the first generation that can end poverty and the last one that can fight climate change"

Ban Ki-moon,
Former secretary general of the united nations 2007–2016

SUSTAINABILITY INITIATIVES IN SWEDEN

The work with sustainability within New Wave Group is more than the large complex processes in the global supply chain. Many actions at home can also make big difference. Here are some sustainability initiatives from New Wave Group that take place in Sweden.

ENERGY AUDIT

At the beginning of 2017, the legislated energy audit was carried out for New Wave Group AB and its subsidiaries in Sweden. The law has its background in the EU Efficiency Directive and is a part of the European Climate Package aiming to decrease greenhouse gas emissions. The result was reported to the Swedish Energy Agency during the first quarter of 2017 and shows that New Wave Group in Sweden uses a total of 27,000 MWh. Of these, own production (mainly glass production but also textile) accounts for about 40 %.

The companies that use most energy are: Kosta Glasproduktion AB (53.9 %), Kosta Boda Art Hotel (9.1 %), Glasma AB (7.8 %), Craft of Scandinavia AB (4.3 %) and Seger Europe AB (3.7 %). In total, these companies accounts for 78.8 %.

During 2018, detailed energy audits will be conducted for the significant energy users Kosta Glasproduktion AB, Kosta Boda Art Hotel AB, Glasma AB and Seger Europe AB. Thereafter, some of the proposed suggestions for improvement will be implemented. The reason for why a detailed energy audit will not be conducted for Craft of Scandinavia AB is because a large part of the company's energy use comes from the company cars. New Wave Group will work with this internally, but in addition to this work the improvement potential is expected to be small.

ONLINE MEETINGS

New Wave Group strives to reduce the number of business trips. Therefore, in 2017, we have installed equipment for online meetings in a number of offices around the world. More offices will be added during 2018. Reduced travel is not only an environmental and cost issue, but also a employee work environment issue, as fewer trips increase the opportunities to combine work with leisure time

GREEN IT

IT solutions in the work with sustainability are not just about online meetings. The IT department at New Wave Group also works for reduced environmental impact from the IT hardware, what we call "Green IT". For example, we only buy LED displays and recommend all subsidiaries to replace old hardware regularly with new models for lower energy consumption. Old hardware is disposed and offered to recycling companies. For all computers setup by the IT department we have a policy to reduce energy consumption, for example, by turning the computer into standby if not in use for a certain period of time. Furthermore, we have also improved the temperature in our data centers to make these rooms as optimal as possible.

During the year we purchased several TCO certified products, which is the most comprehensive eco-label available today in the IT sector, but we can definitely do more. A next step in the work towards an even greener IT is to put tougher requirements, both social and environmental, on our suppliers.



ORGANIZATION AND GOVERNANCE

The overall responsibility for strategies, goals and follow up lies with the Group Management and the CSR and Sustainability Manager.

The operational responsibility is decentralized to the subsidiaries and their respective CEO. The work is coordinated by the CSR and Sustainability Manager and is conducted through ongoing dialogues and meetings with the different companies, as well as other stakeholders, based on specific topics.

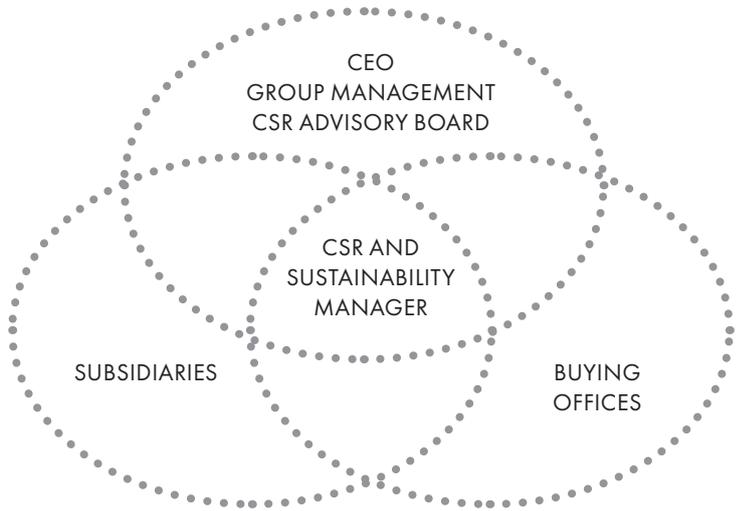
New Wave Group also continuously makes efforts in raising the level of knowledge in terms of sustainability and sustainability issues.

CODE OF CONDUCT, POLIIES AND GUIDELINES

New Wave Group shall conduct business in accordance to good business practice and high ethics in all relationships with different stakeholders. The foundation of the work is the values of New Wave Group and the Code of Conduct. We strive to work preventively as much as possible and apply the precautionary principle.

In addition to the Code of Conduct, New Wave Group has the following policies and guidelines:

- Anti-corruption policy
- CSR and environmental policy
- Handbook for employees
- Financial policy
- IT policy
- Communication policy



CSR ADVISORY BOARD

New Wave Group has established an expert panel on social and environmental topics (CSR Advisory Board). The purpose of the board is to get feedback, critique and suggestions on our CSR-work. It is a forum for dialogue and a great opportunity to get qualified advice from true experts within CSR. Topics that have been discussed in the CSR Advisory Board are sustainable public procurement, young workers protection and strategic communication.



ULRICA MESSING

Chairman of the Board Astrid Lindgrens Värld
Vice Chairman of the Board Wallenstam AB
Member of the Board Länsförsäkringar Fond
Chairman of the Board Port of Gothenburg



ELISABETH DAHLIN

Secretary General Save the Children
Member of the Board New Wave Group AB
Member of the Board Pressens Opinionsnämnd
Member of the Board Radiohjälpen



ANDERS FERBE

Previous Chairman of the Board IF Metall
Member of the Board Business Sweden
Chairman of the Board Statens Valideringsdelegation
Investigator SOU Statligt stöd vid korttidsarbete
Lay judge Södertörn Tingsrätt



MIKAEL KARLSSON

Researcher at KTH Royal Institute
Lecturer environmental science Karlstad University
Senior Partner and Advisor, 2050 Consulting
Member of the Board The Swedish Forest Agency
Member of Insynsrådet vid Kemikalieinspektionen
Member of Kärnavfallsrådet



ANNI SANDGREN

CSR and Sustainability Manager
New Wave Group

ABOUT THE REPORT

For the 2017 Sustainability Report, we have applied the GRI Standard 2016 to provide a complete picture of New Wave Group. Still a lot of work and data collection remain in order to be able to fully report according to GRI's principles. The ambition is to continuously improve and develop both our work with sustainability and reporting.

IMPLEMENTATION AND MATERIALITY ANALYSIS

The content of the report reflects the questions that are most important for New Wave Group and have been prioritized high by our stakeholders. The material analysis includes among other surveys filled in by three of our key stakeholders: shareholders, customers and employees. We have also taken into consideration the sustainability questions most important for New Wave Group in terms of business strategy and competitiveness.

DATA COLLECTION

Collection and compilation has been made on Group level. The CEO of each subsidiary has been responsible for reporting. Reported data and key figures are based on 2017 activities, unless otherwise stated.

CONTACT

Do you have questions and comments about the report?

Please contact Anni Sandgren, CSR and Sustainability Manager at New Wave Group:

anni.sandgren@nwg.se

+46 (0) 31 712 89 05

New Wave Group AB
Kungsportsavenyen 10
411 36 Gothenburg
SWEDEN



THE AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the general meeting of New Wave Group AB (publ), corporate, identity number 556350-0916

ENGAGEMENT AND RESPONSIBILITY

The Board of Directors is responsible for that the statutory sustainability report has been prepared in accordance with the Annual Accounts Act.

THE SCOPE OF THE AUDIT

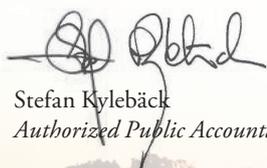
Our examination of the statutory sustainability report has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's report on the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

OPINION

A sustainability report has been prepared.

Gothenburg, March 28, 2018

Ernst & Young AB



Stefan Kylebäck
Authorized Public Accountant

GRI CONTENT INDEX

GRI Standard 2016
Sustainability Report (SR)
Annual Report (AR)

GENERAL DISCLOSURES	DISCLOSURE	DISCLOSURE TITLE	COMMENT	PAGE
GRI 102: Standard Disclosures 2016	Organisationsprofil			
	102-1	Name of the organization	New Wave Group AB	
	102-2	Activities, brands, products, and services		SR p.2-5, AR p.4, 12-35
	102-3	Location of headquarters	Gothenburg	
	102-4	Location of operations		AR p.12-13
	102-5	Ownership and legal form		AR p.40
	102-6	Markets served		SR p.2, AR p.12-13
	102-7	Scale of the organization		SR p.3
	102-8	Information on employees and other workers		SR p.13, AR p.71
	102-9	Supply chain		SR p.10
	102-10	Significant changes to the organization and its supply chain		AR p.50
	102-11	Precautionary Principle or approach	We apply the precautionary principle in our environmental work and have adopted a preventative approach with the substitution of hazardous chemicals	
	102-12	External initiatives	Amfori BSCI, Fair Labour Association, C-TPAT.	
	102-13	Membership of associations	Amfori BSCI, Bangladesh Accord on Fire and Building Safety, Swedish Chemicals Group, Clean Shipping Index, Textile Exchange, Mistra Future Fashion, CCR CSR (Save the Children).	
	Strategy			
	102-14	Statement from senior decision-maker		SR p.6
	102-15	Key impacts, risks, and opportunities		SR p.10
	Ethics and integrity			
	102-16	Values, principles, standards, and norms of behavior		SR p.7, 30
	102-17	Mechanisms for advice and concerns about ethics	CSR Advisory Board	SR p.31
	Governance			
	102-18	Governance structure		SR p.30, AR p.36-43
	102-22	Composition of the highest governance body and its committees		AR p.46
	102-23	Chair of the highest governance body		AR p.46
	102-24	Nominating and selecting the highest governance body		AR p.38
	102-32	Highest governance body's role in sustainability reporting	Reviewed by all the relevant members of the executive management team and CEO	

Stakeholders and stakeholder engagement

102-40	List of stakeholder groups		SR p.12
102-41	Collective bargaining agreements	All employees in Sweden are covered by collective agreements. Other countries follow the guidelines of collective agreements.	
102-42	Identifying and selecting stakeholders		SR p.32
102-43	Approach to stakeholder engagement		SR p.12
102-44	Key topics and concerns raised		SR p.12

Reporting

102-45	Entities included in the consolidated financial statements		AR p.104-105
102-46	Defining report content and topic Boundaries		SR p.32
102-47	List of material topics		SR p.12
102-48	Restatements of information	Any restatements of information are always described in connection with the reported key figures.	
102-49	Changes in reporting	Not applicable as this is the first year conducting a Sustainability Report.	
102-50	Reporting period	Refers to fiscal year 2017	
102-51	Date of most recent report	Not applicable as this is the first year conducting a Sustainability Report.	
102-52	Reporting cycle	Yearly.	
102-53	Contact point for questions regarding the report	Anni Sandgren, CSR and Sustainability Manager.	SR p.32
102-54	Claims of reporting in accordance with the GRI Standard		SR p.32
102-55	GRI content index	Consists of this index.	
102-56	External assurance	EY assures our Annual Report and has also assured our Sustainability Report.	

ECONOMIC	DISCLOSURE	DISCLOSURE TITLE	COMMENT	PAGE
GRI 201: Economic performance 2016	103-1/2	Management Approach, 201		AR p.36-43
	201-1	Direct economic value generated and distributed		AR p.51
GRI 205: Anti-corruption 2016	103-1/2	Management Approach, 205	Risk for corruption can be found in our sourcing processes and in the meetings with our customers. Fundamental for the preventive work is the values of New Wave Group, the Code of Conduct and additional Group policys. During audits of suppliers there is a risk of corruption, which is a serios zero tolerance issue.	SR p.30
	205-1	Operations assessed for risks related to corruption	See 103-1/2	
	205-2	Communication and training about anti-corruption policies and procedures	Communication of Code of Conduct is made to all suppliers with related agreements.	
	205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption have been reported during the year.	

ENVIRONMENT	DISCLOSURE	DISCLOSURE TITLE	COMMENT	PAGE
GRI 301: Materials 2016	103-1/2	Management Approach, 301	Decisions regarding materials are decentralized to the subsidiaries. New Wave Group aim to introduce more sustainable and eco-friendly materials in our range of products.	
	Own indicator	Products with sustainable attribute		SR p.17
GRI 302: Energy 2016	103-1/2	Management Approach, 302	The direct energy consumption occurs mainly in own production, where we have direct influence, and real estate energy. Other significant parts of energy consumption are upstream in our suppliers' factories and also downstream, for example, by washing garments. Therefore, we work to reduce our own consumption, focus on manufacturers' environmental work through audits, and advise customers on care instructions for garments.	
	302-1	Energy consumption within the organization	Limitation to Sweden, as energy audit has only been carried out for the Swedish companies within the Group.	SR p.29
GRI 305: Emissions 2016	103-1/2	Management Approach, 305	Significant climate impact comes from freight transportation between Asia and Europe. Therefore, we are actively working to create effective routines and to influence the transportation providers we cooperate with.	SR p.27-28
	305-1	Direct (Scope 1) GHG emission	Company Cars	SR p.28
	305-3	Other indirect (Scope 3) GHG emissions	Transport providers	SR p.27-28
	305-5	Reduction of GHG emissions		SR p.27-28
GRI 308: Supplier Environmental Assessment 2016	103-1/2	Management Approach, 308	New Wave Group works with other actors in the industry to gain an understanding of the environmental impact in the supplier chain, and how we through requirements and development projects can contribute to improvements.	
	308-2	Negative environmental impacts in the supply chain and actions taken.	An assessment of new suppliers, as well as ongoing assessments of existing ones, are conducted. To some extent, environmental requirements are included in the amfori BSCI audits, but are also included in our internal audits.	

SOCIAL	DISCLOSURE	DISCLOSURE TITLE	COMMENT	PAGE
GRI 403: Occupational Health and Safety 2016	103-1/2	Management Approach, 403	New Wave Group AB and all subsidiaries have a legal responsibility and direct impact on the employees working environment. Depending on the activity (office, warehouse, production etc.), specific risk assessments and action plans are made. (For the work with health and safety at suppliers, see GRI 414.)	
GRI 404: Training and Education 2016	103-1/2	Management Approach, 404	The responsibility for regular evaluation, career development and education lies on the respective company within the Group.	
	404-1	Average hours of training per year per employee	Based on the estimations from the companies, the average number of training hours (internally and externally) per year and employee is 19 hours.	
GRI 405: Diversity and Equal Opportunity 2016	103-1/2	Management Approach, 405	Diversity, gender equality and anti-discrimination are a fundamental principles of the Code of Conduct.	
	405-1	Diversity of governance bodies and employees	Currently, only by gender.	SR p.13, AR p.71
GRI 407: Freedom of Association and Collective Bargaining 2016	103-1/2	Management Approach, 407, 408, 409	Freedom of association and collective bargaining, no child labor and no forced labor are fundamental principles in the Code of Conduct. The Code of Conduct is followed up through third-party audits, internal audits and factory visits.	SR p.21-25
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	An increased risk of limited association freedom of association and collective bargaining lays in the product supply chain, in particular factories and subcontractors in risk countries.	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	An increased risk for incidents of child labour lays further down in the supply chain, where the control is limited. In order to gain more knowledge, education and advice on how children and young people are affected in the global supply chain, New Wave Group is a part of CCR CSR's (Save Children's Sustainability Center in China) Virtual Youth Development Working Group.	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	An increased risk of forced or compulsory labor lays in the product supply chain, in particular factories and subcontractors in risk countries.	

GRI 414: Supplier Social Assessment 2016	103-1/2	Management Approach, 414	The assessment of social aspects of supplies is a challenge, not just for us but for the entire industry. All suppliers acknowledge the Code of Conduct as part of the Business Agreement and an assessment of social aspects must be done before the first purchase order. The assessment is done either through self-assessment, an internal audit or a third-party audit (amfori BSCI or equivalent). Our goal is to include all our suppliers located in risk countries in amfori BSCI or an equal monitoring system.	SR p.21-25
	414-1	New suppliers that were screened using social criteria		SR p.8
	414-2	Negative social impacts in the supply chain and actions taken		SR p.21-24
	Own indicator	Percentage of Bangladesh suppliers who conducted fire and safety inspections under the Accord	100% of New Wave Group's suppliers in Bangladesh have conducted fire and safety inspections under the Accord.	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	100% of New Wave Group's products are assessed for health and safety improvements, for example in the case of chemicals.	
	Own indicator	Voluntary requirements	New Wave Groups Restricted Substance List is on many points more extensive than legal requirements.	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	New Wave Group base requirements on current legislation and industry standards/agreements regarding information and labeling.	
	417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents reported during the year.	

APPAREL AND FOOTWEAR

SECTOR SUPPLEMENT	DISCLOSURE	DISCLOSURE TITLE	COMMENT	PAGE
	AF1	Code of conduct content and coverage		SR p.21
	AF2	Parties and personnel engaged in Code of Conduct compliance function		SR p.21, 33
	AF3	Compliance audit process		SR p.21
	AF4	Grievance mechanisms	Fundamental principle in our Code of Conduct.	
	AF5	Capacity building	Trainings initiated by New Wave Group as well as training within the context of amfori BSCI and the Accord.	
	AF6	Policies for supplier selection, management and termination	Termination of cooperation with a supplier may occur if a zero tolerance issue reveals (child labor, serious health and safety risks, substitution of subcontractor without prior approval and refusal to be audited) are detected, but if we identify non-compliances, we prefer to develop an action plan in order to bring the supplier back to an acceptable standard, rather than to end our cooperation.	

AF7	Number and location of workplaces covered by the code of conduct	All companies and all suppliers within the Group.	
AF8	Number of audits conducted and percentage of workplaces audited		SR p.22
AF9	Incidents of non-compliance with legal requirements or collective bargaining agreements on wages	Non-compliances regarding wages may occur, especially in risk countries, but are not considered as a zero tolerance issue that pose an immediate threat to the health and safety of the workers (see also AF6).	SR p.22
AF10	Incidents of non-compliance with overtime standards	Non-compliances regarding overtime standards may occur, especially in risk countries, but are not considered as a zero tolerance issue that pose an immediate threat to the health and safety of the workers (see also AF6).	SR p.22
AF11	Incidents of non-compliance with standards on pregnancy and maternity rights	No incidents reported during the year.	
AF12	Incidents of the use of child labor	No incidents reported during the year.	
AF13	Incidents of non-compliance with standards on gender discrimination	No incidents reported during the year.	
AF14	Incidents of non-compliance with Code of Conduct.	No incidents reported during the year.	



New Wave

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