

NEW WAVE GROUP

2022

*Sustainability  
Report*

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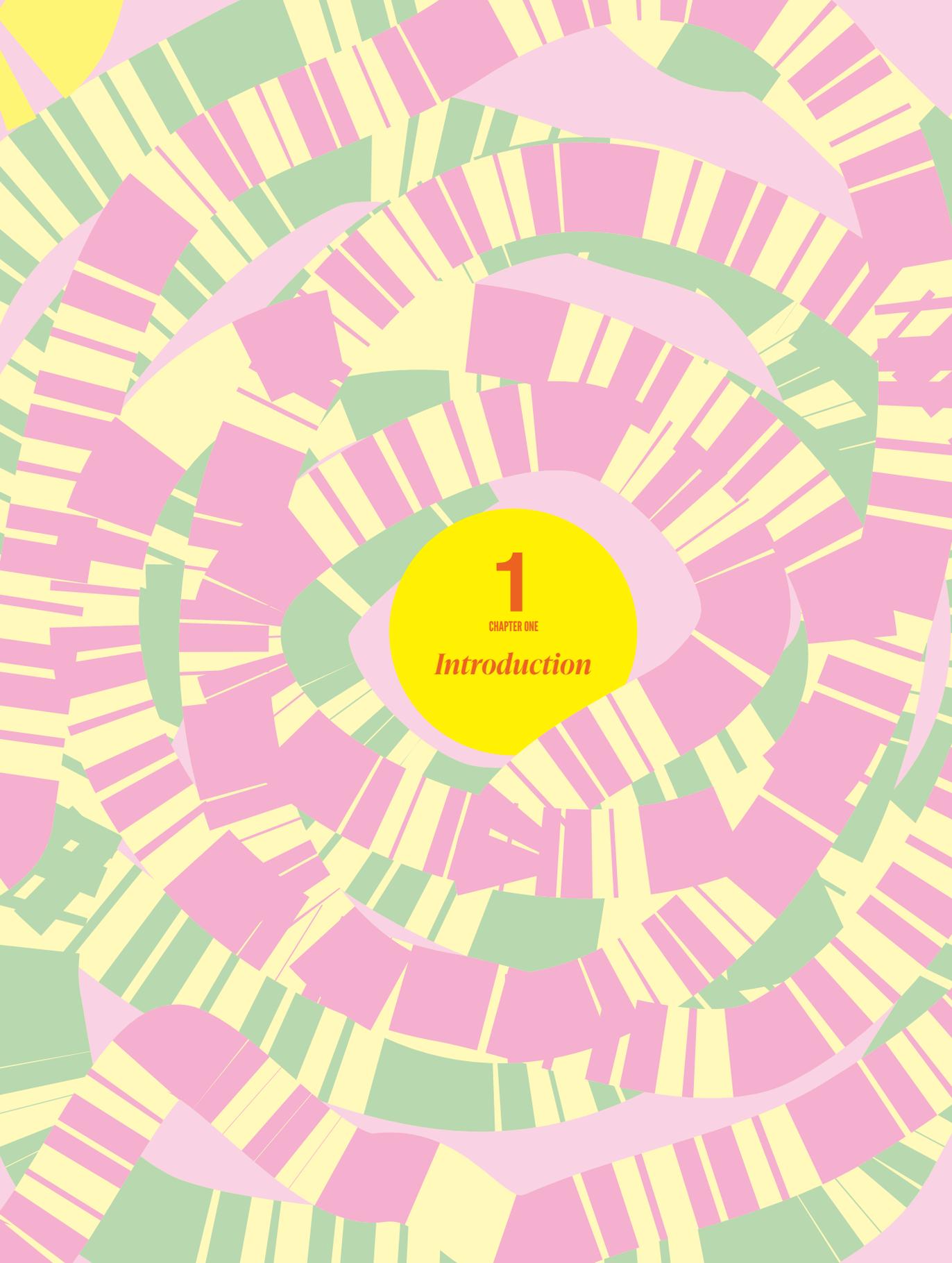
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# 1

CHAPTER ONE

## *Introduction*

# CEO statement

**“Our sustainability journey continues. The combined effects of the pandemic, social unrest, political instability, and climate crisis have not only influenced our operations this past year but also created momentum. Conducting business "as usual" is no longer an option, constant and rapid adaptations to a changing world are required.”**



Our continued journey is largely about leveraging the strength of the Group. We know our operations have the greatest impact on people and the environment in our production countries, and we must continue to focus heavily on our manufacturing suppliers to mitigate that impact. Our purchasing offices play a key role in this work - with strong local presence, we have the conditions to create real impact. Direct purchasing without agents and intermediaries creates the best conditions for close partnerships, monitoring of the flow of goods, and taking action to prevent, mitigate, and remediate potential sustainability risks. In addition, greater collective purchasing between subsidiaries enables a higher proportion of products and materials with sustainability attributes for more of the companies, which is one of several important tools in the transition to a more sustainable industry.

We also focus a lot on working with our processes and introducing support systems to be able to manage increased demands on information and transparency. And not least, preparing ourselves for upcoming legal requirements such as the EU's new law on sustainability reporting, the Corporate Sustainability Reporting

Directive (CSRD), and the Ecodesign for Sustainable Products Regulation (ESPR).

Some days it can feel overwhelming for everything that is to come. But at the same time, we are reminded that we are not the only ones working for a systemic change, which keeps us inspired.

*We see that working together with our partners and industry colleagues gives real results.*

We see how our customers are reconsidering their choices and how innovations enable other ways to design, manufacture, transport, track, and consume products. The systemic change is not only possible - it is happening right now.

A handwritten signature in black ink, appearing to read 'Torsten Jansson'.

**Torsten Jansson**  
CEO

# Highlights 2022

The number of products with sustainability attributes has increased with 65% since 2019.

Updated Restricted Substance List (August 2022).

Craft launches its sustainability initiative Craft Circle and maps its total emissions.

Textet Workwear conducts detailed emissions calculations at product level for the Printer Prime collection.

Toppoint is awarded Platinum in the Ecovadis ranking. Textet Workwear and Intraco are awarded Gold.

Digital sales platforms and catalogs are replacing printed materials to a large extent.

Several initiatives within the companies to reduce plastic and single-use packaging by smarter packaging and reusing cartons.

Large shift towards electrification of car fleet. In Norway, all company cars are electric.



## About the Group

New Wave Group is a growth company that designs, acquires and develops brands and products in the corporate, sports and leisure, gifts and home furnishings sectors.

New Wave Group was established in Sweden 1991 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. The Group's values are its guiding principle and we are dedicated to upholding and spreading New Wave Group's values within the Group.

**8,843.6**  
sek million net sales 2022

**● Own purchasing offices**  
Shanghai (China), Dhaka (Bangladesh),  
Ho Chi Minh City (Vietnam), Bangalore  
(India)

**● Sales activities**  
in own subsidiaries

**2,313**  
employees

**■** women  
**□** men

employees

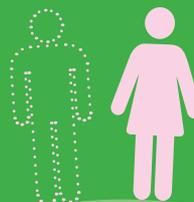
**49.5%**

**50.5%**

employees in leading positions

**32.8%**

**67.1%**



< 30 years: 17%  
30-50 years: 51%  
> 50 years: 32%

# Vision and values

*New Wave Group's organization is decentralized with a lot of entrepreneurial spirit. The Group's values are its guiding principle, no matter which subsidiary, operating segment or country. We are dedicated to upholding and spreading New Wave Group's values within the Group.*



## VISION

All operating 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 operating segment. Read more about the visions of each operating segment in the Annual Report.

**016** *“Sustainability and long-term thinking shall characterize the decisions we make, big and small.”*

**001** **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.

**002** **There are no limits.**  
Neither national nor cultural, religious, performance or any other limits. If you feel you have reached one, try to find a way round.

**003** **Constant improvements.**  
Everything can be improved - always!

**004** **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.

**005** **Be happy!**  
Your mood affects people around you and they deserve a smile.

**006** **See the opportunities and not the problems.**  
Every problem is actually an opportunity in disguise, and that is what you should focus on.

**007** **Act now.**  
Tomorrow may be too late.

**008** **A dollar saved is a dollar earned.**  
To earn a dollar we must sell for ten dollars.

**009** **Hard work gives results.**

**010** **Treat 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.

**011** **Always be 100 percent loyal towards the company.**

**012** **Use common sense and good judgement.**

**013** **Always think: what is my contribution towards improving the company?**

**014** **Always be honest.**  
Never lie, neither to your colleagues nor superiors or customers, regardless of the objective.

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

**016** **We have committed ourselves to conduct the business responsibly.**  
Sustainability and long-term thinking shall characterize the decisions we make, big and small. Do not take shortcuts that risk damaging people, the environment or the company. Perform your work with respect and care!

# Trademarks

## Corporate

## Sports & Leisure

## Gifts & Home Furnishings

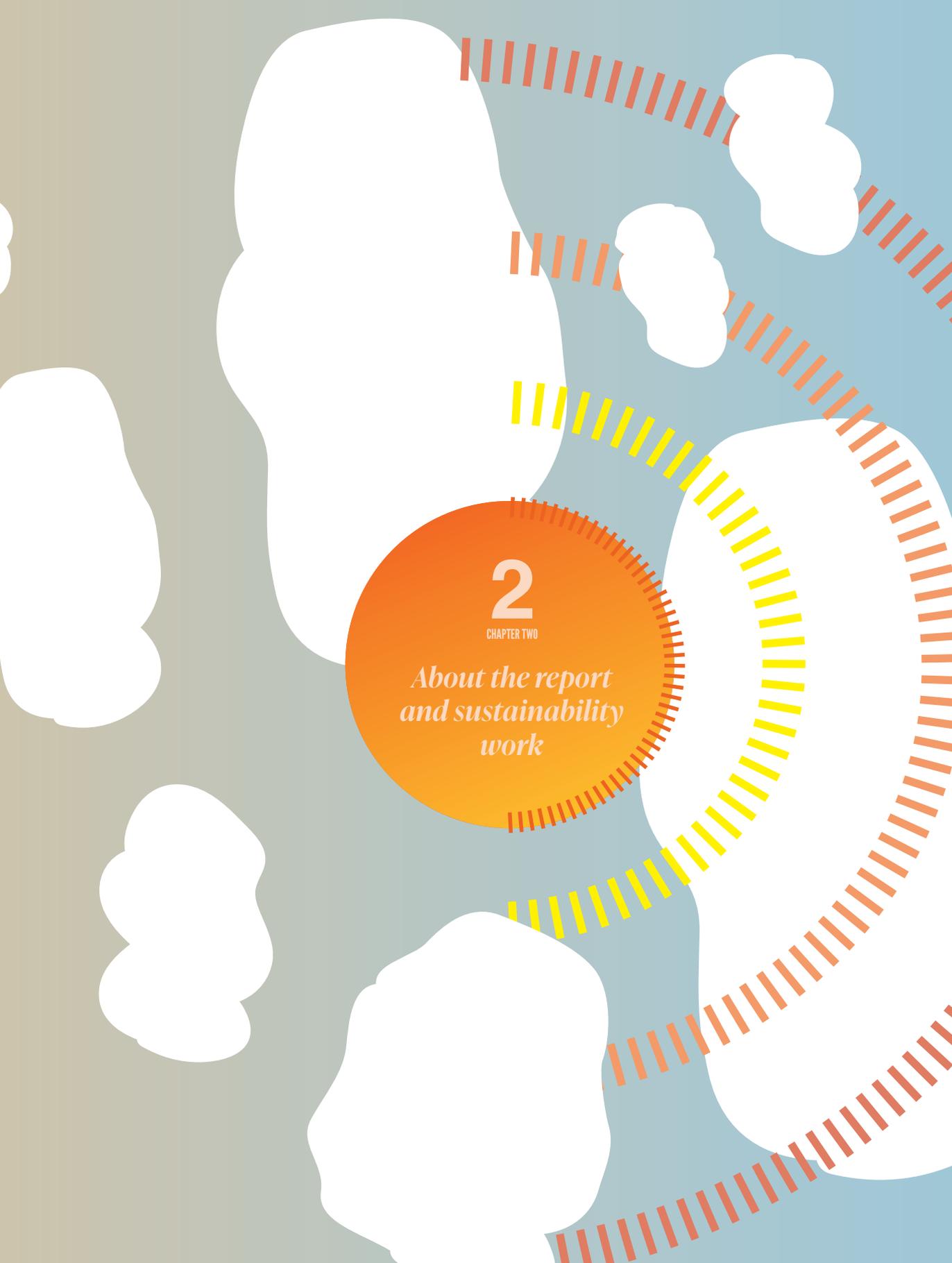
					
					
					
					
					
					
					
					
					
					

### COTTOVER

Cottover is New Wave Group's flagship when it comes to certified garments. The collection is certified with the Nordic Swan Ecolabel, Fairtrade, GOTS and Oeko Tex, which together cover the biggest sustainability challenges related to the manufacturing of garments.

Read more at [cottover.se](http://cottover.se)





# 2

CHAPTER TWO

*About the report  
and sustainability  
work*

# About the report

*This is New Wave Group's sustainability report summarizing the sustainability work for the fiscal year 2022.*

The Sustainability Report is a part of the Board of Directors' Report in the Annual Report for New Wave Group for the period 2022-01-01 to 2022-12-31. The content of the report reflects the aspects that have been ranked high from an impact perspective and considers issues that are highly prioritized by our stakeholders, in combination with our employees' knowledge and overall business strategy for New Wave Group. The report has been developed by New Wave Group's Sustainability Department. The Board of Directors and the Group Management have been involved in the process. Data collection and compilation has been made on Group level while the CEO of each subsidiary has been responsible for reporting. Reported data and key figures are based on 2022 activities unless otherwise stated. As in previous years, we have used the GRI Standards, the latest guidelines from the Global Reporting Initiative, for support.

## STAKEHOLDER DIALOGUE AND MATERIALITY ANALYSIS

New Wave Group's most important stakeholders are the groups most affected by and/or affected by our



operations. Continuous stakeholder dialogue is central to identifying important issues and material aspects affecting the environment and people. Also, to strengthen our relationships and understand stakeholders' expectations. Through a materiality analysis, material aspects have been ranked from an impact perspective. In assessing material aspects, we take help from employees' knowledge and external expertise, such as New Wave Group's sustainability council.

The foundation for the materiality analysis was laid in 2017 through surveys and in-depth interviews with three of our most important stakeholder groups: shareholders, customers, and employees. Since then, updates have been made from an impact perspective. Annually we summarize the issues that have arisen in ongoing dialogues with our stakeholders.

Material aspects that, from a Group perspective, are highly valued by our stakeholders and assessed to have the greatest impact on people and the environment are:

- Climate impact and emissions
- Materials
- Assessment of social aspects of suppliers
- Anti-corruption and business ethics
- Customer health and safety



Stakeholder groups	Stakeholders	Channels for communication	Important questions
<p><b>Shareholders</b> Decides on the aims of the business and influence the company's direction.</p>	<ul style="list-style-type: none"> <li>Funds and financial institutions ✓</li> <li>Private shareholders ✓</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meeting ✓</li> <li>Individual meetings ✓</li> <li>Stock analyzes ✓</li> <li>Surveys ✓</li> </ul>	<ul style="list-style-type: none"> <li>Tax and social ethics ✓</li> <li>Product quality ✓</li> <li>Attraction of employees and employee development ✓</li> <li>Communication and marketing ✓</li> </ul>
<p><b>Customers</b> Affects New Wave Group's revenue and brand perception</p>	<ul style="list-style-type: none"> <li>Promo distributors ✓</li> <li>Retail ✓</li> <li>End consumers ✓</li> </ul>	<ul style="list-style-type: none"> <li>Customer surveys ✓</li> <li>Market Advisory Board ✓</li> <li>Individual meetings ✓</li> <li>Social media ✓</li> </ul>	<ul style="list-style-type: none"> <li>Product quality ✓</li> <li>Sustainable products and circularity ✓</li> <li>Origin and transparency ✓</li> <li>Monitoring of the supply chain ✓</li> <li>Provide information to support purchases of sustainable products ✓</li> <li>Knowledgeable staff ✓</li> </ul>
<p><b>Employees</b> Implement and develop operational work within New Wave Group</p>	<ul style="list-style-type: none"> <li>All employees in all subsidiaries ✓</li> <li>Consultants and clients ✓</li> </ul>	<ul style="list-style-type: none"> <li>Daily interaction ✓</li> <li>Staff meetings and performance reviews ✓</li> <li>Employee surveys ✓</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction and product quality ✓</li> <li>Performance reviews and feedback ✓</li> <li>Working terms and conditions ✓</li> <li>Equality ✓</li> <li>Knowledge and education ✓</li> <li>Monitoring of the supply chain ✓</li> <li>Anti-corruption and business ethics ✓</li> </ul>
<p><b>Suppliers</b> Produce and influence the impression of New Wave Group's products</p>	<ul style="list-style-type: none"> <li>External suppliers, for the majority in Asia ✓</li> </ul>	<ul style="list-style-type: none"> <li>Purchasing offices ✓</li> <li>Individual meetings ✓</li> <li>Supplier audits (internal and third-party) ✓</li> </ul>	<ul style="list-style-type: none"> <li>Product quality ✓</li> <li>Long-term business relationships ✓</li> <li>Anti-corruption and business ethics ✓</li> <li>Working terms and conditions, health and safety ✓</li> <li>Chemicals and product safety ✓</li> <li>Energy use ✓</li> </ul>
<p><b>Society</b> Sets the outside expectations on New Wave Group</p>	<ul style="list-style-type: none"> <li>Interest groups and organizations ✓</li> <li>Partners ✓</li> <li>Politicians ✓</li> <li>Policy makers ✓</li> <li>Trade unions ✓</li> </ul>	<ul style="list-style-type: none"> <li>Lectures at seminars and other events ✓</li> <li>Memberships in industry organisations ✓</li> <li>Individual meetings ✓</li> </ul>	<ul style="list-style-type: none"> <li>Climate impact ✓</li> <li>Sustainable products and circularity ✓</li> <li>Chemicals and product safety ✓</li> <li>Anti-corruption and business ethics ✓</li> <li>Origin and transparency ✓</li> <li>Working terms and conditions, health and safety ✓</li> <li>Monitoring of the supply chain ✓</li> </ul>

# Sustainability strategy

**How New Wave Group conducts its sustainability work and which areas we focus on are linked to the degree of impact and issues valued highly by our stakeholders.**



Our strategy is based on the vision of maximizing our contribution to globally agreed goals for sustainable development. The Global Goals guide how New Wave Group addresses climate change, depletion of natural resources, and social inequality - some of the risks to our business, the planet, and people connected to our value chain.

Through our value chain - that is, the entire chain of activities required to design, manufacture, market, sell, deliver and use our products - the company meets countless people, communities, ecosystems, and other companies worldwide. Through our sustainability strategy, we aim to seize opportunities and manage risks. The goal is to maximize positive impact and minimize negative impact through decisions made in line with the company's values and contributing to our long-term goals.

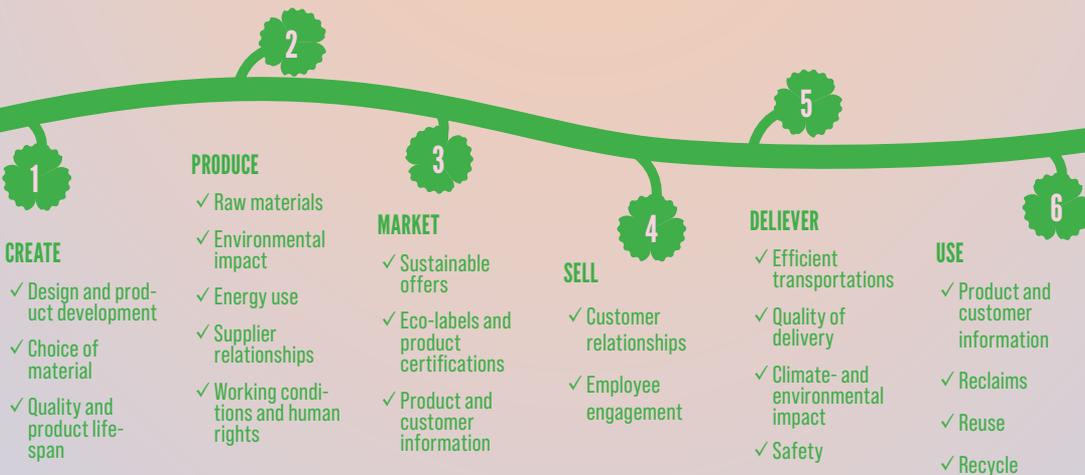
## OWN PURCHASING OFFICES

To be close to the production of the products, New Wave Group has its own purchasing offices in Asia that handle daily contact with our suppliers. We have offices in four production countries: China, Bangladesh, Vietnam, and India. About 200 New Wave Group employees work here.

China is our largest production country. The purchasing office is located in Shanghai, where New Wave Group has been operating since 1992. Our strategy is for purchases to be made directly between us and the supplier without agents and intermediaries. We believe this creates the best conditions for close collaboration and better control over purchase prices, quality, and production flows.

## 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.





**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. For New Wave Group, all 17 sustainability goals are important and we try to influence them in a positive direction, directly or indirectly.

The world today is more interconnected than ever. Civil society alone cannot solve the challenges facing the world,

neither can nations nor the business sector. Partnerships are thus a prerequisite, a tool for achieving the other 16 goals.

Therefore, New Wave Group is committed to several global partnerships on issues and challenges that require cooperation at a higher level than individual companies (read more on page 30).

*The Global Goals are strongly interconnected, but we consider our business can make more significant contributions to four of the goals:*



**08 - DECENT WORK AND ECONOMIC GROWTH**

Ensure good working conditions, both within the Group and in the global supply chain.



**12 - RESPONSIBLE PRODUCTION AND CONSUMPTION**

Develop as sustainable products as possible and actively spread knowledge and information about sustainable consumption.



**13 - CLIMATE ACTION**

Decrease indirect GHG emissions from production and choose transportation with eco-friendly fuels and improved vessels.



**17 - PARTNERSHIPS FOR THE GOALS**

Partnerships such as amfori BSCI, FLA, International Accord for Health and Safety in the Garment and Textile Industry and Clean Shipping Index.

# 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 CEOs.*

## **CODE OF CONDUCT, POLICIES AND GUIDELINES**

New Wave Group is committed to conduct business according to good business practices and with high ethical standards in all relationships with stakeholders. The foundation of this work is New Wave Group's values and Code of Conduct, where we strive to work preventively to the greatest extent possible and apply the precautionary principle.

In addition to the Code of Conduct, further group-wide policies and guidelines include the following: CSR and Environmental Policy, Quality Policy, Corporate Governance Policy, Finance Policy, Risk Policy, IT policy, Information Policy, Insider Policy, Anti-corruption Policy, Anti-money laundering Policy, and Whistleblower Policy.

## **SUSTAINABILITY COUNCIL**

New Wave Group has an expert council for sustainability issues, whose purpose is to provide input, suggestions, and criticism of New Wave Group's work. It is a way to invite dialogue and access expertise. Examples of issues discussed within the sustainability council include sustainability requirements in public procurement, protection of young workers, and strategic communication.

### RISKS AND OPPORTUNITIES - ENVIRONMENT

Environmental risks that affect our business and value chain include, among others, climate change, depletion of natural resources, environmental impact from production, and changing consumption patterns. Many environmental risks are closely related to risks for people.

With growing customer interest and gradually changing behaviors, we see increased opportunities to further accelerate the development of more sustainable and circular products and supply chains. This also enables us to steer the business towards more resilient and resource-efficient methods and thereby create positive impact and more meaningful, long-term relationships with suppliers, customers, and other stakeholders.

### RISKS AND OPPORTUNITIES - SOCIAL

Risks that affect people and human rights in our value chain are primarily related to working conditions, diversity, and the impact on communities caused by environmental destruction.

Respecting and promoting internationally recognized human rights is fundamental to everything we do. Our work is based on the implementation and follow-up of our Code of Conduct within the framework of amfori BSCI, of which New Wave Group is a member (read more on page 25). Our due diligence regarding human rights is risk-based and applied within our own operations, throughout our value chain, and in the communities where we operate.

By promoting human rights, working to ensure good working conditions, and promoting inclusion and diversity throughout the value chain, we have the opportunity to help people reach their full potential and contribute to sustainable development in line with globally agreed goals.

### HUMAN RIGHTS DUE DILLIGENCE

New Wave Group conducts due diligence on human rights throughout the entire organization and value chain. Human rights-related risks in our value chain are identified and managed through the following activities:

- Due diligence. Systematic use of due diligence to identify risks and consequences related to human rights, and to prevent, reduce and address such issues in line with the UN Guiding Principles (UNGP). New Wave Group is a member of amfori BSCI and applies their framework and tools.
- Grievance mechanism and incident management. New Wave Group has a whistleblowing function that enables employees, shareholders, consultants, suppliers, and other stakeholders to safely and anonymously provide information about misconduct. More information about when, what, and how to report is available on the company's website. It is expected that business partners have equivalent complaints systems at the operational level.
- Policy development. Establishment and implementation of relevant policies and standards regarding human rights in daily operations, including internal social policies and sustainability commitments for suppliers (regulated in the business agreement).
- Stakeholder engagement. Collaboration and communication with stakeholders such as employees, customers, employers, unions, human rights experts, and civil society.

# Sustainability goals

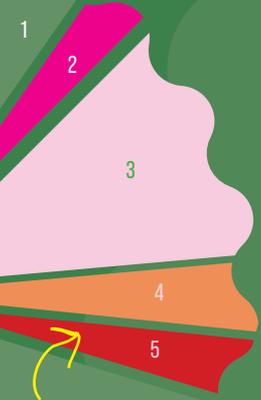
**In order to realize our sustainability strategy and vision to maximize our contribution to globally agreed goals for sustainable development, we have defined strategies, policies and goals. Here are our most important sustainability goals.**

our total climate impact: Creating high-quality products that enable long lifespan, working with our partners on energy efficiency and transition to renewable energy, and spreading knowledge and facilitating sustainable consumption

We have partially mapped our emissions according to the GHG Protocol for scopes 1 and 2, i.e. direct and indirect emissions from purchased electricity, steam, heat, and cooling (see page 35) as well as for long-distance transportation in scope 3 (see below). We currently work with mapping all scopes, but due to challenges with access to quality data in a global value chain, uncertainty around calculation methods, and aggregation of data at the group level, the mapping is not yet complete. The goal is to be able to present a mapping of total emissions and concrete emission goals in connection with next year's reporting.

## EMISSIONS FROM LONG-DISTANCE TRANSPORTATION

Transportation and logistics are key activities for New Wave Group and a prioritized area (read more on page 28). As air freight generates the most emissions, we have a zero vision for this freight option. For transport between Asia and North America, only weight data is reported as the companies use different carriers, which means that detailed methods and calculations differ between companies' reporting, making it not comparable.



**CLIMATE IMPACT OF SWEDISH CLOTHING CONSUMPTION**

1. 80% production
2. 3% distribution and retail
3. 11% user transport
4. 3% user laundry
5. 3% end-of-life

Source: Mistra Future Fashion 2019

## CLIMATE IMPACT AND EMISSIONS

The largest share of our emissions comes from scope 3, i.e. all indirect emissions from, for example, purchased materials, production, transportation and other activities that we do not control. When it comes to textile production, research from Mistra Future Fashion shows that 80 % of the climate impact from Swedish clothing consumption comes from the production phase. By doubling the active lifespan of a garment, the climate impact can be almost halved. Producing garments with solar energy results in a total reduction in climate impact of 67 %. Adding a consumer who bikes or walks to the store instead of driving reduces the total impact by 78%. Thus, it is clear what we must prioritize to reduce

		2019	2020*	2021	2022	Goal	Comments
CO2e (t) Asia - Europe	Air	1 154	189	133	~**	Zero vision for air freight. Cleaner fuel and vessels. High filling rate.	Emission and weight data for long distance transportations between Asia and Europe.  Weight data for long distance transportations between Asia and North America.
	Sea	2 672	1 385	2 776	4 648		
Freight (t) Asia - Europe	Air	183	30	20	~**		
	Sea	10 357	5 468	12 504	16 883		
Freight (t) Asia - North America	Air	86	26	32	35		
	Sea	4 574	2 932	3 114	5 726		

\* Significantly affected by the COVID-19 pandemic.

\*\*Aggregated data is missing due to a change of supplier. The trend is a continued reduction in volume and the number of shipments.

## PRODUCTS WITH SUSTAINABILITY ATTRIBUTES

An important tool of the transition towards a more sustainable industry is developing products made from more sustainable materials and/or through smarter production processes (read more on page 20). We have chosen to measure this using our own indicator called "products with sustainability attributes". When classifying the products, we follow established industry practices. Development in this area is moving quickly and the list of materials and processes we consider more sustainable is updated and adjusted over the years.

Textile products with sustainability attributes include products with one or more of the following labels, materials, or more environmentally friendly processes:

Nordic Swan Ecolabel, GOTS, Oeko-Tex, Fairtrade, recycled polyester, solution-dyed polyester, recycled polyamide, and EXP 4.0-treated wool. Oeko-Tex is by far the most widely represented.

So-called "hardline products" with sustainability attributes include products with one or more of the following labels or materials: FSC, recycled polyester, recycled rubber, sugar cane-based plastic, and recycled glass. Crystal products from Orrefors and Kosta Boda, made from crystal free from lead and arsenic - substances that unfortunately are still commonly found in the industry - are also included.

		2019	2020	2021	2022	Goal	Comments
Products with sustainability attributes	Textile products*	1 036 (30%)	1 178 (34%)	1 525 (44%)	1 703 (49%)	90% år 2025	Number of active products
	Hardline products*	461 (13%)	664 (19%)	738 (21%)	768 (22%)	50% år 2025	

\* New Wave Group has around 7,000 active products (color/size excluded).  
Around 50% are textile products and 50% are hardline products

## THIRD PARTY AUDITED FACTORIES IN RISK COUNTRIES

An important tool for identifying, preventing, reducing, and addressing sustainability risks in the global supply chain is third party audits of external suppliers (read more on page 25). Our goal is for all factories in risk countries (as defined by amfori BSCI) to have undergone a third party audit with a good grade. The purchasing offices are very close to

set goals, but there are still challenges with sourcing made outside the offices, which are often smaller productions and not recurring. Due to the COVID pandemic, there have also been challenges with postponed and canceled audits.

		2018	2019	2020	2021	2022	Goal	Comments
Third-party audited factories in risk countries	% of total number of factories in risk countries	67%	77%	81%	83%	88%	100% year 2025	Risk countries according to amfori BSCI's definition
	% of purchasing volume from factories in risk countries	85%	90%	80%*	93%	96%		
	% of purchasing volume from purchasing offices	92%	96%	85%*	98%	98%		

\* The decrease is mainly due to one factory with high purchasing volume whose audit was delayed and rescheduled to 2021 due to the corona pandemic.





# 3

CHAPTER THREE

## *Initiatives and engagements*

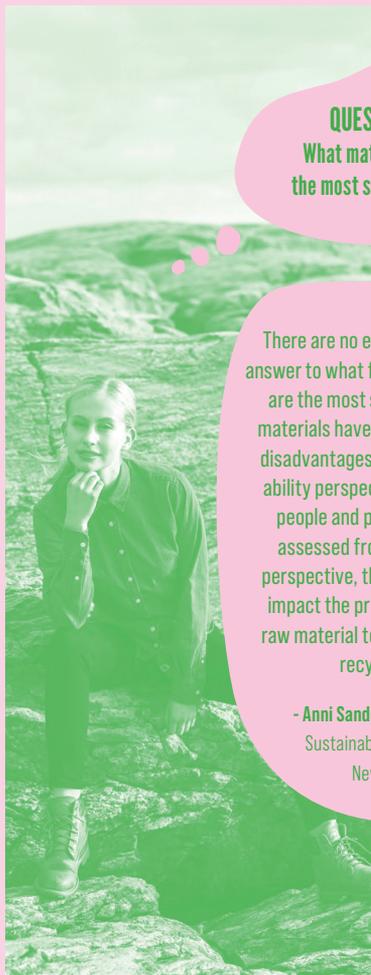
## Product development and materials

*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.*

### SUSTAINABLE MATERIALS

Natural materials are often seen as a good choice before synthetic as they are biodegradable, which means they don't contribute to plastic waste or microplastic pollution. But if we include other aspects like energy use and emissions of greenhouse gases, water use, chemical, land use, ocean acidification, overfertilization or biodiversity, the image becomes more complex. Add social aspects and working conditions and it becomes even harder to navigate, even with the best intentions. With other words, natural materials can sometimes be more sustainable than synthetic, but not always. Perhaps the biggest advantage of synthetic materials in garments is that the fiber is usually stronger than natural ones and maintains its quality very well after use and washing. It's also easier to design waterproof materials.

At the end of the day, it is also about developing products for requested function and intended usage, so that they are actually used. A product never used can never be sustainable. All production has impact on the

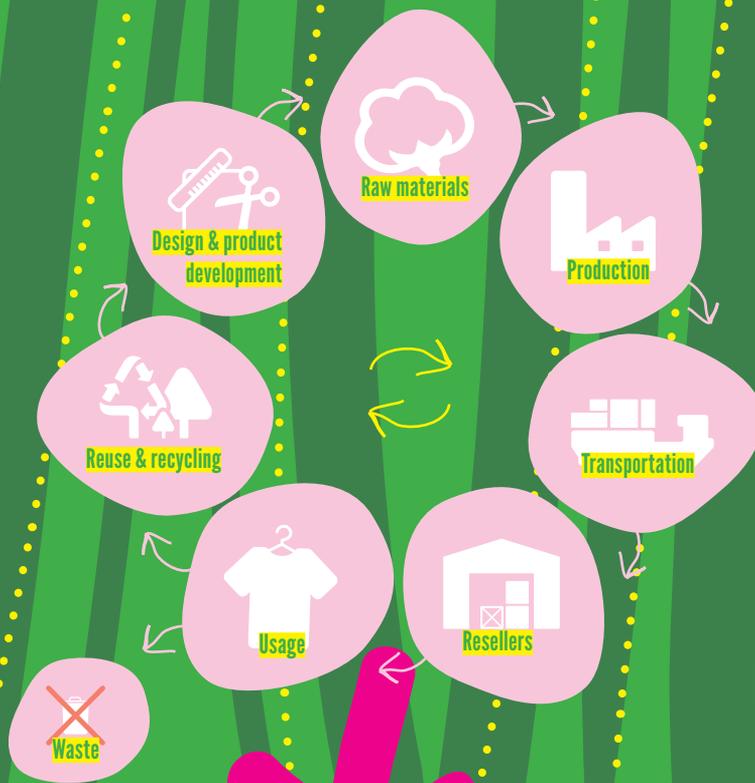


**QUESTION!**  
What materials are the most sustainable?

There are no easy and general answer to what fibers or materials are the most sustainable. All materials have advantages and disadvantages from a sustainability perspective. Impact on people and planet must be assessed from a life cycle perspective, that is how much impact the product has from raw material to use, reuse and recycling.

- **Anni Sandgren**, CSR and Sustainability Manager, New Wave Group

environment, we will not get away with that. Regardless of which material – natural or synthetic – we have a responsibility to use the resources as wisely as possible. In the following pages we present some examples of materials we use that come from more preferred and smarter processes.





### ORGANIC COTTON

Conventionally grown cotton accounts for about 25 % of global use of pesticides. Chemical pesticides are harmful to wildlife and plants and also for those who work with it. It also leaks into drinking water and poisons the soils. To be allowed to call the cotton organic, it is required that it is cultivated without any chemical pesticides or artificial fertilizers. Organic farming may result in poor harvests and requires more work. It can be good to have in mind when comparing prices and wondering why there is a price difference between organic cotton and conventionally grown cotton with chemical fertilizers and pesticides. Examples of brands that offer garments and products in organic cotton are Cottover, Clique, Craft, Sagaform and Printer.



### SOLUTION POLYESTER

The biggest environmental impact in the life cycle of clothes and textile derives from the fiber processing and wet treatments. Normally, this requires huge amounts of water, chemicals and energy. Solution 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 eliminate the need for a conventional wet dyeing process – saving approximately 70 % water and 50 % energy – it also results in excellent quality properties such as improved color fastness.

Garments made out of solution dyed polyester are available among our brands AHEAD, Clique, Projob, Cutter & Buck and Printer.



### A WIDE ASSORTMENT OF PRODUCTS CERTIFIED WITH STANDARD 100 BY 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. A wide assortment of Oeko-Tex certified workwear can also be found at ProJob and Jobman.

### RECYCLED POLYESTER

In recent years, there has been a noticeable shift towards more products made from recycled materials and fibers such as recycled plastics, aluminum, leather, cotton and rubber. The material that is most represented in the New Wave Group product range is recycled polyester and more specifically RPET, which stands for "recycled PET". RPET comes from plastics that has already been used for packaging, such as PET bottles. The plastic is sorted, cleaned



and ground into flakes and then transformed so it can be reused as a new product or as a new fiber for yarn and fabrics in polyester garments. [Products in recycled polyester can be found at Toppoint, Cutter & Buck, Craft, J. Harvest, Sagaform, Derby of Sweden, Printer and Clique.](#)

**It's not just garments that can be environmentally improved!**



#### **OUR AMAZING 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 and 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 used for the entire glass manufacture in Kosta. The quality and environmental management system in the production unit in Kosta is certified according to ISO standards and waste heat from the glassworks is delivered to the district heating network in Kosta. Also, in recent years several products made from recycled waste glass from their own production have been developed.



#### **EXP 4.0 MERINO REWOOLTION**

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 treatment 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. [You can find products in EXP 4.0 treated wool at Seger.](#)

# Quality and product compliance

*New Wave Group shall consistently provide products and services that meet or exceed the requirements and expectations of our customers. To ensure the quality of our products, we work closely with our suppliers and perform both quality and chemicals testing.*



Chemicals are present in our everyday-environment, but do not automatically imply a hazard.

## QUALITY CONTROL AND INSPECTIONS

New Wave Group's procurement strategy is to purchase directly from the suppliers, without intermediaries that reduce our control of the supply chain. Being represented on site with sourcing offices enables us to have a close partnership with our suppliers and to actively monitor the flow of goods and quality. We have employed quality controllers that continuously visit factories to ensure the highest product quality. We have also invested in our own, in-house quality labs where we have equipment for conducting a variety of quality tests, such as for shrinkage, color fastness and pilling.

## PROGRESSIVE CHEMICAL WORK

Chemicals are present in our everyday-environment, but do not automatically imply a hazard. In fact, chemicals are needed to live the life we do. However, it is important with adequate knowledge to handle chemicals in a correct and safe manner. New Wave Group invests a lot of time and resources in a progressive approach to chemicals.

New Wave Group is a member of the Swedish Chemicals Group by RISE. We receive the most updated information on legislation and research on chemicals, which supports our active work to reduce and replace chemicals in accordance with the best available

techniques. 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 chemical legislation) and other industry recommendations and standards. The RSL is continuously updated and communicated to our suppliers.

We conduct sample testing to ensure that our requirements are being respected and adhered to. Every year, we conduct about 300 different chemical lab tests, including textile products as well as products made out of plastic or ceramic. A lab test is never a guarantee of a product's chemical content, but an important tool for us to get an indication of product and supplier compliance and maintaining a systematic approach regarding chemicals. We also benefit from product labels such as the Oeko-Tex label. Follow-up and control of routines also take place in connection with inspections by authorities.

*We conduct sample testing to ensure that our requirements are being respected and adhered to.*

# Social responsibility in a global supply chain

*New Wave Group shall work to ensure that we, our suppliers and partners respect human rights and international conventions for good labor conditions. This means actively set requirements and support suppliers as well as ensure that resources are deployed where they are needed to comply with the New Wave Group Code of Conduct. Here we will tell you more about our work to improve working conditions in the global supply chain.*

## OUR PRODUCTION COUNTRIES

Most of our products are produced by external suppliers, mainly located in Asia. We are aware of the responsibility that comes with sourcing goods in countries which have not come as far as Sweden when it comes to working conditions and environmental issues. Many challenges in developing countries can be related to poverty and lack of welfare systems. Through visits and supplier dialogue we build trustful relationships to be able to discover potential non-compliances in time. The visits are not only made by our CSR staff, but also Merchandisers and Quality Controllers employed at the purchasing offices. Thus, we have several employees who are

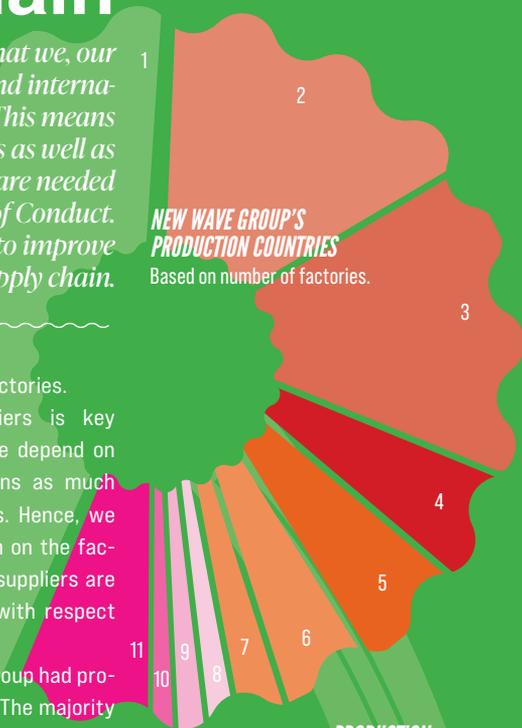
continuously out at the factories.

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.

In 2022, New Wave Group had production in 36 countries. The majority of the factories are located in China. 86 % are located in risk countries according to amfori BSCI's definition.

### NEW WAVE GROUP'S PRODUCTION COUNTRIES

Based on number of factories.



### PRODUCTION COUNTRIES

1. China 45%
2. Bangladesh 16%
3. Myanmar 15%
4. India 5%
5. Vietnam 5%
6. Egypt 4%
7. Turkey 2%
8. Germany 1%
9. Slovenia 1%
10. Lithuania 1%
11. Other 6%

## DISTRIBUTION PER PURCHASE OFFICE

Based on purchasing volume, previous year in parentheses.

## LOCAL PRESENCE

Our own four purchasing offices in China, India, Vietnam and Bangladesh are an important part of our social and environmental responsibility in the supply chain. **Local presence makes it easier to visit, support and train our suppliers in sustainability questions.** The biggest strength of New Wave Group is that we have our own CSR staff on site working full time with these tasks. Based on purchasing volume, approximately 80 % of the Group's purchases in risk countries are made through the buying offices.

### PURCHASING OFFICES

1. China 72% (74%)
2. Bangladesh 19% (20%)
3. Vietnam 6% (4%)
4. India 3% (2%)





amfori BSCI is a global initiative for companies all over the world committed to improve working conditions in the supply chain.

**CODE OF CONDUCT**

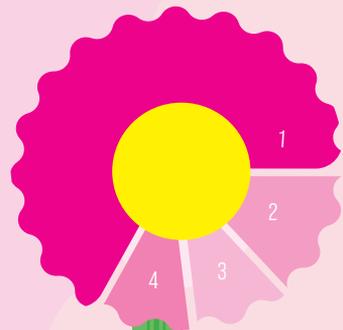
New Wave Group's Code of Conduct is a policy which contains requirements such as minimum wage, working hours, prohibition of child labor and several other requirements from the ILO Conventions and the UN Declaration of Human Rights.

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 BSCI (Business Social Compliance Initiative). 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. As a member of amfori BSCI, New Wave Group is obliged to implement and follow up the Code of Conduct through third-party audits of our suppliers.

**THIRD-PARTY AUDITS**

In addition to internal audits, the monitoring of the Code of Conduct is 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



**GRADES FROM THIRD-PARTY AUDITS**

1. 67% (78%) Improvements needed (BSCI C)
2. 13% (10%) Outstanding and good result (BSCI A+B, SA8000)
3. 10% (6%) SMETA
4. 10% (6%) Other (WRAP, ESEP, WCA)

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. In total, 13 different areas are assessed, corresponding to the requirements in the Code of Conduct. 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 documentation. 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. All suppliers have signed the Code of Conduct as part of the Business Agreement.

### INSPECTIONS AND VISITS DURING THE COVID-19 PANDEMIC

Due to the spread of COVID-19, our contracted factories have been greatly impacted. Throughout the year, there have continued to be limitations on physical visits. As a result, many scheduled audits have been postponed, cancelled, or temporarily conducted digitally. However, with fewer restrictions and societies reopening, we can once again conduct more visits and physical audits to the same extent as before.

### INTERNATIONAL ACCORD FOR HEALTH AND SAFETY IN THE GARMENT AND TEXTILE INDUSTRY

The original Accord – or the Accord on Fire and Building Safety in Bangladesh – came into force in 2013, only weeks after the Rana Plaza disaster where a factory building collapsed. New Wave Group signed the agreement, which was a legally binding five-year agreement for improved safety in the textile industry in Bangladesh with focus on structural, electrical and fire safety. The agreement meant, among other things, that factories undergo electrical and building inspections as well as training and education in fire safety.

The Accord brought important changes that would not otherwise have been possible in such a short period of time, but when the agreement expired it was a fact that still a lot of work remained to secure all necessary measures before the follow-up work could be handed over to the local government and authorities. Therefore, the so-called Transition Agreement entered into force in May 2018 with a clear handover phase. New Wave Group signed the new agreement, which lasted until May 2021.

After long negotiations the Transition Agreement was in September 2021 replaced by the International Accord, which New Wave Group has also signed. There are mainly two differences compared with previous agreements: On one part it is not just about fire and building safety anymore but also about the general work environment. On the other part it is an international agreement that can be implemented also in other production countries, hence the name change.

The Accord directly affects two million workers, making it one of our most important social responsibility projects.

[Read more on www.internationalaccord.org](http://www.internationalaccord.org)

98%

98 % of the purchasing volume through the purchasing offices are from third-party audited factories.

C

C is the most common grade in an amfori-audit, graded on a scale from A-F.

13

In an amfori-audit, 13 different areas are assessed, corresponding to the requirements in the Code of Conduct.

# Transportation and logistics

*For New Wave Group, transportation and logistics are key activities. Therefore, reducing the environmental impact of transports is a priority area.*

New Wave Group depends on a well-functioning distribution network. Hence, transportation and logistics must be efficient and sustainable to meet our requirements. 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, freight by air or by sea are usually the only available transport mode. Air freight has the highest emissions of greenhouse gases. Therefore, we have a zero vision to keep air freight to an absolute minimum, for example at very urgent deliveries that may be crucial for large business agreements.

We constantly work with evaluating our processes to streamline our routines and plan our purchases well in advance. Within the Group, we club together as much of our shipments as possible so that containers are always optimally filled during transport. We are also very careful which partners we choose to work with and only use well-known carriers we know are at the forefront from a sustainability perspective, both for sea freight and land transport.

## IMPROVED ENVIRONMENTAL PERFORMANCE

Because the freight has such a significant climate impact, perhaps the challenges within the shipping have not been given so much space in many companies' environmental work. But shipping also has its problems, mainly related to emissions, pollution and garbage from the vessels. The biggest impact from an environ-



We have a zero vision to minimize air freight.

About 3 000 containers are shipped yearly between Asia and Europe

3 000



mental 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.

Clean Shipping Index was founded in 2007 and aim to impact the carriers 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. In this way, we can help to create market incentives for environmentally improved vessels.

## Clean Shipping Index

Clean Shipping Index is an initiative aiming to impact the carriers to use cleaner vessels and upgrade their fleet of ships.

The exhaust gases from the large ship engines often contain high levels of acidifying and fertilizing sulfur, nitrogen oxides and other dangerous particles. Also, the release of oils and chemicals into the ocean and the leakage of toxic substances from boat watercolor is unfortunately still a reality. Therefore it is important that we try to influence the carriers we work with.

- Anni Sandgren, CSR and Sustainability Manager, New Wave Group

**QUESTION!**  
How does shipping affect the marine environment?

*now*

Cutter & Buck has reduced its air freight imports from 18% to well below 1%.

*2017*

Cutter & Buck reduces their air freight by half

*2015*

Cutter & Buck launch the objective "We Hate Air Freight"

*2014*

Cutter & Buck is dependent on air freight



#### **CUTTER & BUCK**

By adapting their product development and changing their procurement strategy, including placing earlier orders, Cutter & Buck has made an incredible journey and eliminated more than

99% of all air freight from their supply chain.

Learn more about Cutter & Buck at [cutterbuck.com](http://cutterbuck.com)

### **The International Accord for Health and Safety in the Garment and Textile industry**

is a legal agreement to improve the safety of textile factories mainly in Bangladesh, with focus on building construction, electrical- and fire safety. The Accord includes inspections, fire safety training as well as effective remediation and renovations. The ambition is that the initiative shall expand to other production countries. (Read more on p.27)

### **Textile Exchange**

is an international non-profit organization working for responsible expansion of the textile industry. New Wave Group is a member to support the development of more preferred materials and production methods.

### **CTPAT**

is a voluntary initiative by the US CBP (Customs and Border Protection) to build relationships that strengthen international supply chains to improve border and cargo security. CBP organizes regular visits to our suppliers for on-site inspections.

### **FLA**

is a collaborative effort of universities, civil society organizations and socially responsible companies dedicated to protecting workers' rights around the world. New Wave Group is a member through the subsidiary Cutter & Buck.

### **amfori BSCI**

is a global initiative for companies committed to improve working conditions in the global supply chain. Over 2 000 members around the world are working together, using the same Code of Conduct with requirements such as minimum wage, working conditions, prohibition of child labor, bonded labor and discrimination. (Read more on p. 26)

### **Clean Shipping Index**

aims 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. The organization has developed a tool in order to help companies evaluate the environmental impact when selecting freight forwarders or shipping companies. (Read more on p. 28)

### **The Swedish Chemicals Group**

is arranged by RISE, a world-leading research group with a key role in the Swedish innovation system. The purpose of the group is to share the most updated information on chemical legislations and developments and to support companies with tools to manage legal requirements and other activities in the chemical field. The group meets regularly to discuss current topics and changes to legislation.



## **Partnerships and networks**

Many issues and challenges require cooperation at a higher level than with individual companies. There are many ways to make a difference together and learn from each other. Therefore, an important mission for our Sustainability-team is to participate in different industry networks and round table discussions to share information and discuss structural problems and solutions.

For example, we regularly participate in the amfori BSCI National Group and the Swedish Chemicals Group. In addition to the above initiatives, we also participate in the Buyers Forum in Bangladesh (organized by World Bank Group IFC-SEDF) and CSR Forum in Shanghai.



### **DESTINATION KOSTA AND KOSTA BODA ART HOTEL**

The operations within New Wave Group are not just about production and sales of consumer goods – in Kosta we also run hotel operations and various events that revolve around the destination and our own safari park. Kosta Boda Art Hotel is a business with many smart sustainability solutions. To name a few, the hotel has water reduction in the taps, reuse 80 % of the pool water (the 20 % they have to refill is heated with the heat from what is drained), and empty the garbage without replacing the plastic bags.

The restaurants put great emphasis on good food and locally produced ingredients. It is a given to use Swedish vegetables, buy bread from the bakery on the other side of the street and take care of food waste that can be given as food to the animals in the Kosta Safari Park.

Read more at [destinationkosta.se](http://destinationkosta.se) och [kostabodaarthotel.se](http://kostabodaarthotel.se)

## GRI index 2022

Sustainability Report (SR)  
Annual Report (AR)

Disclosure		Comments	
<b>GRI 1 - Foundation</b>			
Statement of use		New Wave Group has reported in accordance with the GRI Standards for the period 1 January 2022 – 31 December 2022.	
GRI 1 som används		GRI 1: Foundation 2021.	
Applicable GRI sector standards		Not currently available	
Disclosure		Comments	Page
<b>GRI 2 - General Disclosures</b>			
2-1	Organizational details	Legal namne New Wave Group AB with headquarters in Gothenburg, Sweden.	AR p. 14-15,44
2-2	Entities included in the organization's sustainability reporting	Same as in financial reporting (all subsidiaries).	
2-3	Reporting period, frequency and contact point	Reporting period 1 January – 31 December, annually. The report was published 31 March 2023. Contact point: Anni.Sandgren@nwg.se..	
2-4	Restatements of information	Any restatements of information are always described in connection with the reported key figures.	
2-5	External assurance	The report has been reviewed by an external auditor, who confirms that the report complies with applicable legal requirements for sustainability reporting.	SR p. 38
2-6	Activities, value chain, and other business relationships		SR p. 6, 11-12
2-7	Employees	Employees are reported as FTE (Full-Time-Equivalent). No significant fluctuations in the number of employees during the reporting periods or between reporting periods.	SR p. 6 AR p. 82
2-8	Workers who are not employees	A total of 102 people, the majority of whom are hired personnel for warehouse and sales.	
2-9	Governance structure and composition		AR p. 44-50
2-10	Nomination and selection of the highest governance body		AR p. 46
2-11	Chair of the highest governance body		AR p. 47
2-12	Role of the highest governance body in overseeing the management of impacts	The Board of Directives approves strategies, goals and policies related to sustainability.	
2-13	Delegation of responsibility for managing impacts	The responsibility for strategies, goals, policies and follow-up lies with the Group Management. Reporting takes place regularly during Board meetings.	
2-14	Role of the highest governance body in sustainability reporting	Reviewed and approved by the Board of Directors, CEO and relevant members of the Group management.	
2-15	Conflicts of interest		AR p. 44-50

Disclosure		Comments	Page
<b>GRI 2 - General Disclosures</b>			
2-16	Communication of critical concerns		AR p. 44-50
2-17	Collective knowledge of the highest governance body		AR p. 44-50
2-18	Evaluation of the performance of the highest governance body		AR p. 44-50
2-19	Remuneration policies		AR p. 48, 85-86
2-20	Process to determine remuneration		AR p. 48, 85-86
2-21	Annual total compensation ratio	Aggregated data on Group level is missing.	
2-22	Statement on sustainable development strategy	CEO Statement.	SR p. 4
2-23	Policy commitments		SR p. 14 AR p. 49-50
2-24	Embedding policy commitments		SR p.4, 26-27 AR p. 49-50
2-25	Processes to remediate negative impacts		SR p.14-15
2-26	Mechanisms for seeking advice and raising concerns		SR p.11, 14
2-27	Compliance with laws and regulations	No significant cases of non-compliances with laws and regulations have been reported during the year.	
2-28	Membership associations		SR p.30
2-29	Approach to stakeholder engagement		SR p.10-11
2-30	Collective bargaining agreements	All employees in Sweden are covered by collective agreements. Other countries follow the guidelines of collective agreements.	
<b>GRI 3 - Material Topics</b>			
3-1	Process to determine material topics		SR p. 10
3-2	List of material topics		SR p. 10
3-3	Management of material topics	See all relevant disclosures below, by topic.	

Disclosure		Comments	Page
<b>Topic Standards</b>			
<b>GRI 200 Economic</b>			
<b>GRI 201: Economic performance</b>			
3-3	Management approach 201		AR p. 16-37
201-1	Direct economic value generated and distributed		AR p. 63-64
<b>GRI 205: Anti-corruption 2016</b>			
3-3	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 policies. During audits of suppliers there is a risk of corruption, which is a serious zero tolerance issue.	SR p. 26-27
205-1	Operations assessed for risks related to corruption	See Management Approach 205.	
205-2	Communication and training about anti-corruption policies and procedures	Communication of Code of Conduct is made to all suppliers with related agreements. Follow-up and training is conducted within the framework of amfori BSCI and the International Accord.	
205-3	Confirmed incidents of corruption and actions taken	No reported incidents during the year.	
<b>GRI 207: Tax 2019</b>			
207-1	Approach to tax	No communicated tax strategy. The Group's Finance policy includes a Tax section, governance and approach to regulatory compliance is described.	
207-2	Tax governance, control and risk management	Description of governance body and control is included in the Group's Finance Policy. Disclosures on tax are reviewed by the Group's auditors when reviewing the financial reports.	
207-3	Stakeholder engagement and management of concerns related to tax	The Group Finance Policy states that New Wave Group shall strive to have an open and transparent dialogue with tax authorities. Stakeholder engagement with other stakeholders such as shareholders takes place continuously.	SR p. 11

## EU TAXONOMY

Work has been done to map financial activities and/or sectors that could be classified as environmentally sustainable in accordance with the EU Taxonomy, a classification system establishing a list of environmentally sustainable economic activities. New Wave Group works systematically for sustainability and continuous improvement in the industry we operate, but our conclusion is that the Group currently has no financial activities or sectors to report as aligned with the Taxonomy, at this phase of the development of the Taxonomy.

## ENERGY MAPPING FOR SUBSIDIARIES IN SWEDEN

Within the framework of the Swedish Act (2014:266) on energy mapping in large companies (EKL), an overall energy audit for New Wave Group and its subsidiaries in Sweden has been conducted. The result was reported to the authorities in March 2021 and showed that New Wave Group in Sweden used a total of 29.104 MWh annually. Of the Group's significant energy users, the Kosta Boda glasswork and Glasma's facilities will be prioritized for detailed mapping during this EKL period (2020-2023) where site visits for detailed mappings will be conducted by certified energy auditor.

## COMPANY CARS 2022

With a large number of traveling salesmen, company cars are a natural part of New Wave Group's business. 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.

	Diesel fuel	Gasolien fuel	Hybrid- and mildhybrid	Electric
<b>Number (previous year in paranthesis)</b>	244 (303)	45 (42)	49 (14)	36 (23)
<b>Kilometers</b>	624 853	126 962	149 483	113 126
<b>Litres*</b>	281184	76 177	-	-
<b>Emissions WTW kg CO<sub>2</sub> **</b>	725 455	211 848	-	-

\*\* The calculations are made with the following standard values on mileage and fuel type: 0.45 litres/10 kilometers for diesel and 0.6 litres/10 kilometers for gasoline.

\*\* The calculations are based on the average emission data for the fuel sold in Sweden during 2021/2022, which is the latest available.

Disclosure	Comments	Page
<b>GRI 300 Environment</b>		
<b>GRI 301: Materials 2016</b>		
3-3	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 sustainability attributes	SR p. 12, 20-24 SR p. 17
<b>GRI 302: Energy 2016</b>		
3-3	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.
301-1	Energy consumption within the organization	An overall mapping has been made for the electricity consumption in offices, warehouses and own production, which for a total of 67 units amounts to 21,189 MWh. For 10 units, district heating (in total 6,384 MWh) is added. In addition, heating with gas for 13 units and use of propane in Orrefors Kosta Boda AB and Glasma AB's production facilitates. For New Wave Group AB and the subsidiaries in Sweden, a more complete energy mapping has been done within the framework of EKL (see page 34).
<b>GRI 305: Emissions 2016</b>		
3-3	Management Approach 305	The largest share of emissions comes from the production (scope 3). Priorities for decreasing total GHG emisisions are to develop high quality products that enable long product lifetime and to spread knowledge and facilitate for sustainable consumption. In addition, a significant share of emissions comes from long distance transportation, therefore we are actively working on creating effective routines and to influence the transportation providers we cooperate with.
305-1	Direct (Scope 1) GHG emissions	Currently only company cars. Other data is not aggregated on Group level.
305-2	Indirect (Scope 2) GHG emissions	Data is yet not aggregated on Group level.
305-3	Other indirect (Scope 3) GHG emissions	Currently only freight transportation. The largest share of emissions comes from production (at contracted suppliers) but data can yet not be reported due to complexity to collect and aggregate data correctly.
305-5	Reduction of GHG emissions	See Management Approach 305.

Disclosure	Comments	Page	
<b>GRI 300 Environment</b>			
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
3-3	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.	
<b>GRI 400 Social</b>			
<b>GRI 401: Employment 2016</b>			
3-3	Management Approach 401	The HR-function is decentralized to each subsidiary.	
<b>GRI 403: Occupational Health and Safety 2016</b>			
3-3	Management Approach 403	New Wave Group AB and all subsidiaries have a legal responsibility and direct impact on the employee's 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.)	
403-9	Work-related injuries	No fatalities reported. Other types of injuries are not included in the Group accident reporting (done at company level).	
<b>GRI 404: Training and Education 2016</b>			
3-3	Management Approach 404	The responsibility for regular evaluation, career development and education lie 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 10 hours.	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
3-3	Management Approach 405	Diversity, gender equality and anti-discrimination are fundamental principles of the Code of Conduct.	SR p. 14-15
405-1	Diversity of governance bodies and employees	Currently, only by gender.	SR p. 6
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>			
3-3	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. 14-15
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.	

Disclosure		Comments	Page
<b>GRI 408: Child Labor 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	An increased risk for incidents of child labor lays further down in the supply chain, where the control is limited.	
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
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.	
<b>GRI 414: Supplier Social Assessment 2016</b>			
3-3	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. 25-27
414-1	New suppliers that were screened using social criteria		SR p. 17
414-2	Negative social impacts in the supply chain and actions taken		SR p. 15, 25-27
Own indicator	Percentage of Bangladesh suppliers who conducted fire and safety inspections under the International Accord	100% of New Wave Group's suppliers in Bangladesh have conducted fire and safety inspections under the International Accord for Health and Safety in the Textile and Garment Industry, previously Accord on Fire and Building Safety in Bangladesh.	
<b>GRI 416: Customer Health and Safety 2016</b>			
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.	
<b>GRI 417: Marketing and Labeling 2016</b>			
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	No incidents reported during the year.	

## THIS SUSTAINABILITY REPORT IS SUBMITTED BY THE BOARD OF DIRECTORS

### 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 sustain-  
ability report has been conducted in  
accordance with FAR's auditing stan-  
dard RevR 12 The auditor's report on the  
statutory sustainability report. This means  
that our examination of the statutory sus-  
tainability report is different and substan-  
tially 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 31, 2023  
Ernst & Young AB

  
Jonas Svensson  
Authorized Public Accountant



**Chairman of the Board**  
Olof Persson

### Members of the Board

Torsten Jansson  
M. Johan Widerberg  
Kinna Bellander  
Jonas Eriksson  
Ingrid Söderlund  
Ralph Mühlrad

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The Sustainability Report  
has been approved by  
the Board of Directors on  
March 31, 2023.



Follow our  
sustainability  
journey on  
**NWG.SE/EN**

## CONTACT

If you have any questions or comments on the report, contact us:

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