

Sustainability & Environmental Policy & Targets

Date: 31/01/2023

Version 1

We are committed to creating high-quality shoes that are not only stylish and comfortable but also produced in a sustainable and ethical manner. As a company, we take our responsibility to the environment and society seriously, and we are constantly striving to improve our sustainability performance.

Here are some ways that we are identifying, measuring, and managing the most material social and environmental issues relevant to our operations and business model:

Animal welfare, chemical usage, and worker rights

We secure animal welfare and chemical usage by carefully selecting the tanneries we work with and by requiring that they be certified by the Leather Working Group (LWG). We also secure worker rights by working with factories within the EU that are REACH compliant and by conducting regular audits. Our suppliers have also signed our Supplier Code of Conduct & Compliance Agreement to ensure that they are meeting our social and environmental expectations.

Waste reduction and material efficiency

We have created KPIs to help us reduce transport and measure waste generation in order to improve our sustainability performance. For example, we have successfully reduced the material used for our shoe boxes resulting in a weight reduction of 50%. To further reduce our impact, we have replaced our ecommerce packaging with a 50% thinner cardboard, despite the increased cost. This allows us to use less material and ship 100% more pieces on a pallet.

Local sourcing

We source local materials whenever possible and keep almost all sourcing within the region to reduce our environmental impact.

Transparency

Approved Alexander Ziegler Petersen, CEO

anonymous

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Nordic Apparel ApS // DK35801626 // Nikolaj Plads 30, 1067, Copenhagen, Denmark

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We have implemented a reviews system that enables our end consumers to report on overall and product-related matters. We also publish our sustainable efforts and achievements, including all available information about the main materials used in creating our products.

We are proud of our sustainability efforts and achievements, but we know that there is always room for improvement. We will continue to identify and address the most significant social and environmental issues in our industry, and we will work towards a more sustainable and ethical future. We are committed to reducing our impact on the environment and promoting sustainability in all of our operations. We believe that it is our responsibility to protect the planet for future generations, and we are dedicated to making environmentally responsible decisions in everything we do.

To fulfil this commitment, Anonymous Copenhagen will implement the following initiatives and guidelines:

- Energy efficiency measures such as turning off lights and electronics when not in use and using energy-saving equipment and appliances.
- Minimising waste through recycling, composting, and reducing packaging and single-use products.
- Promoting sustainable transportation options, such as using public transportation and encouraging the use of bicycles.
- Choosing environmentally friendly products and materials, such as products made from recycled materials and products with minimal packaging.
- Educating employees and customers about the importance of environmental sustainability and providing resources for them to make sustainable choices in their own lives.
- Conducting regular assessments of Anonymous Copenhagen's environmental impact and setting goals for continuous improvement.

As a company, we are committed to continually assessing and improving our environmental performance and to leading by example in our industry. We believe that by working together, we can make a positive impact on the environment and help create a more sustainable future for all.

Energy Efficiency, Waste Reduction, Sustainable Materials and Sustainable Packaging

Objectives

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Increase the use of environmentally friendly products and reduce the environmental impact of procurement activities. Reduce energy consumption and lower greenhouse gas emissions from energy usage. Minimise the amount of waste generated, improve recycling rates and reduce the environmental impact of packaging and promote sustainable packaging solutions.

Target

Reduce solid waste generation and increase the recycling rate. Eliminate single-use plastic from packaging and increase the use of FSC certified and recycled materials to 100%. Reduce energy consumption by 20% per facility over the next 3 years through energy-saving measures such as implementing energy-efficient lighting and equipment. Increase the proportion of sustainable products in Anonymous Copenhagen.

Conclusion

Anonymous Copenhagen will achieve this target by implementing a sustainable packaging policy, partnering with suppliers to promote sustainable products & packaging solutions, and increasing awareness of sustainable packaging among employees. Anonymous Copenhagen will also regularly review and assess its packaging materials to ensure that they align with its sustainability goals. Anonymous Copenhagen will source more sustainable material solutions. Anonymous Copenhagen will also replace older equipment with more energy-efficient options, and implement employee training programs to promote energy-saving behaviour.

Achieved targets

- 100% of packaging materials are FSC certified and made from recycled materials.
- 100% plastic-free shoe packaging has been achieved through the use of FSC certified 100% recycled corrugated fiberboard shoe boxes containing a minimum of 85% post-consumer recycled materials, FSC paper sheets, paper tape, and paper instead of plastic protection bags.
- Regular thunit soles are replaced with certified thunit soles, which have been certified by Inescop to meet specific criteria for sustainability. These criteria include the use of sustainable materials, the restriction of certain chemicals, and durability. The thunit soles are labeled as "Ready For ECOdesigned Footwear," indicating that they meet certain environmental standards. The soles are RCS Blended, meaning that they are produced using 10% recycled materials from wastages.
- E-commerce packaging has been changed to 100% recycled carton boxes, replacing poly bubble mailers.
- E-commerce packaging has been replaced with a 50% thinner cardboard, despite the increased cost. This allows us to use less material and ship 100% more pieces on a pallet.
- New shoe box sizes have been developed to optimise volume and reduce transportation needs.

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- New shoe box sizes have been developed to reduced the material used for our shoe boxes resulting in a weight reduction of 50%

Sustainable Transportation & Reduced Transportation Distance

Objectives

Reduce the environmental impact of transportation and minimise the distance that each pair of shoes travels.

Target

Reduce the average transportation distance for each pair of shoes and keep it above a 30% reduction through the implementation of multiple distribution warehouses in our main markets in Europe, compared to the distance it would have been if we only had one central warehouse in Denmark (which was the case some years ago). In addition to establishing multiple distribution warehouses in key markets in Europe, Anonymous Copenhagen will also move most of its B2B stock warehouse from Denmark back to Portugal, the country of manufacturing. This will reduce the environmental impact of transportation by avoiding the need to transport products through Denmark and reduce the ton miles associated with transportation.

Conclusion

Anonymous Copenhagen will achieve this target by establishing multiple distribution warehouses in key markets in Europe, and move most of its B2B stock warehouse from Denmark back to Portugal, the country of manufacturing. Allowing for closer proximity to customers and reducing the need for shipping back and forth. Anonymous Copenhagen will regularly assess and optimise its distribution network to ensure that it is aligned with its sustainability goals and minimising the environmental impact of transportation. Promoting sustainable transportation options such as public transportation and offering bike storage at the office facility. We encourage the use of virtual meeting technology to reduce the need for in-person meetings.

Achieved targets

- Transportation distance has been reduced by 30% by adding multiple distribution warehouses in our main markets and shipping directly from the country of manufacture to the country of destination instead of shipping to a central warehouse first. As other markets grow, the use of additional warehouses will be considered.
- New shoe box sizes have been developed to optimise volume and reduce transportation needs.

Approved Alexander Ziegler Petersen, CEO

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