

## Code of conduct - Icebug AB - 20191029

Icebug operates according to the following 9 principles, as a basic sustainability level that we expect at all levels of the Icebug value chain. We have also set a time table (below) for the next steps.

1. Icebug endorses and strives to comply to the following international declarations:
  - **The UN Global Compact initiative**, <https://www.unglobalcompact.org/what-is-gc/mission/principles>.
  - **The United Nation's Universal Declaration of Human Rights** (<https://www.un.org/en/universal-declaration-human-rights/>)
  - **The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work** <https://www.ilo.org/declaration/lang--en/index.htm>
2. Of course Icebug complies with labor laws and regulations in the countries where we are active.
3. We actively use our resources and knowledge to improve processes and labour conditions at our partner factories. Icebug employees spend minimum 150 working days a year at suppliers facilities to ensure our standards are met.
4. We strive for continuous improvement of the labor conditions in the Icebug value chain.
5. We establish longterm business relations with our suppliers where cost is only one part of their value offer to Icebug. Quality aspects including environmental and social sustainability standard are equally important.
6. We believe in mutual learning to raise the sustainability level including workers conditions, and that this will allow Icebug and our suppliers to grow together on a market with growing sustainability concern.
7. We are open with where we source and produce our products and components.
8. We believe in openness and exchange of information between brands about labor conditions and other sustainability information, to raise the level in the footwear sector and to avoid unnecessary workload on the production facilities (by sharing we also optimize the work).
9. If we need to find new suppliers, we preferably work with partners that have been audited by a recognized external third party multi-stakeholders.

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### Time table for the next steps:

- Continuous work during 2020 with production facilities, improvements and documentation of labor issues, by:
  - a. Self assessments in SAC Higg index FSLM 2019 (Sustainable Apparel Coalition tool),
  - b. Sharing audits by other brands (via Higg system or direct sharing). Looking for brands in our factories that are willing to cooperate about external audits.
  - c. Visits with internal Icebug audits to all the facilities T1 (assembly factories) and all nominated suppliers (at present 11 suppliers) during 2020.
- Decision Q4 2020 about Icebug initiated audits and evaluation by a third party certification system, such as Fair Wear Foundation. The Code of Labour Practice by Fairwear Foundation: <https://fairwear.org/about-us/labour-standards/> The decision will depend upon the result achieved in the point above, by sharing audits between brands.