

2012 REPORT



92.3 %

of the sold articles come from
factories checked by a third
party or from European countries

100 %

of the models are traceable

3.9

million articles sold

40 %

articles manufactured
in Europe

28

million articles since 2006
with a respect-code label

47.3 %

polyester articles made
of recycled PET

14.2 %

cotton articles sold under
the Max Havelaar label

28.4 %

cotton articles made
of organic cotton

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VISION

To be the Swiss benchmark brand in offering expertise across several markets by cultivating a sustainable development approach.

MISSIONS

- 1 To identify our clients so as to offer the solutions they expect through a specific service thanks to our expertise.
- 2 To promote a unique selection involving the minimum amount of stocked products capable of meeting the needs of several markets.
- 3 To develop production platforms so as to guarantee a controlled stock policy.
- 4 To be a Swiss traceable clothing brand which, through its transparency, proves its respect for the environment and its ethical commitment throughout the production chains.
- 5 The brand: to cultivate awareness as a differentiating factor.

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1.1 – VISION OF THE FOUNDER

In the textile sector, sustainable development can no longer be seen as a mere transitory tendency but exists as a movement in its own right. Do you agree?

Certainly, I am delighted that an increasing number of companies in the textile sector are coming to terms with their environmental and social responsibilities. Large companies, in particular, see the promotion of sustainability as a strategic tool. On the one hand, they seek to maintain their good reputation and on the other, to participate in this sphere of action. The fact that over the past twenty years one company in three has come to share Switcher's vision demonstrates the soundness of our choices.

Have you noticed a change in the mindset of consumers?

Absolutely, with the information accessible to consumers, due, in particular, to increased transparency and our traceability site, they are increasingly able to assess the environmental and social balance sheet of a product.

Both retail clients and corporate stakeholders may be confused by the large range of quality labels in existence. How to find one's way among them?

Assessing the eco-balance of a food product is relatively simple. But for consumer goods which result from a complex production process, things become more difficult. Reaching a valid evaluation demands absolute transparency. This is why we introduced our "Respect-Code" traceability label in every garment in 2006. It provides complete information regarding the supply chain.

Which information does this code contain?

By entering the respect-code in every product into www.respect-code.org, the consumer can access the entire manufacturing line. This process eliminates the possibility of cosmetic "green washing". Minor efforts can no longer be passed off as a fully-fledged ecological engagement. In my opinion, this is the only way: all products must offer complete traceability. This applies to social and ecological conditions, but at some point in the future should also be extended to cover economic factors such as the transparency of profit margins. Only then will consumers and companies be able to make fully informed purchasing decisions.

What are your other objectives?

I would like our products to be worn as long as possible. Whereas with a food product, the client's focus is on the sell-by date, I should like the exact opposite to be the case with our products: the longer the product lasts, the better. For this is proof both of its durability and of the responsible attitude of those who wear them.



Robin Cornelius, Chairman

1.2 – INTERVIEW OF THE CEO

What have been the most significant changes in 2012?

Structurally, we have provided the company with adequate dimensions to enhance its proactivity and rapid and effective levels of response to our markets. Today, we are close to our ideal: a company with a staff of 75, departments working closely together, improved internal relationships as well as an enhanced sense of responsibility at all levels, from operational staff to managers and the Managing Director. Our aim: to fully exploit competencies and speed of action.

With regard to the markets, 2012 has been marked by an unprecedented volume of new business, in particular with the acquisition of the 100% Swiss Label, since renamed Swiss Vision, which has opened up the tourist market with over 200 new customers; the reinforcement of our Retail network with the acquisition of several fully-owned shops in Switzerland, as well as the opening of a new Switcher boutique on the international level (Luxemburg). Another outstanding event: important distributors in Switzerland and in Austria have also joined our client portfolio.

What is the position of the brand?

Switcher has to take its place at the epicentre of the market for basic, timeless garments. Products commercialized for over 20 years now are among the top five of sales between 2007 and 2011. This, therefore, indicates that contrary to the usual logic of the textile trade, our offer includes strong products in the Corporate or Workwear lines which enable us to generate constant volumes with less demand for style changes. On the other hand, this requires significantly higher quality standards and professional competencies.

Has Switcher been affected by the European financial crisis?

Like other companies, we have been affected, but in very specific sectors. Thanks to Switcher's diversity of skills we benefit from a capacity to react and implement an appropriate strategy in reaction to the crisis: a concentrated product mix for as wide-ranging a multi-market as possible.

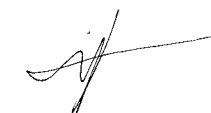
How do you evaluate Switcher's business model on the Corporate and Retail markets?

The fact that 80% of our range is destined for both Retail and Corporate markets is a genuine advantage. Switcher's business model is unique. Indeed, we can say that Switcher has no competitors, merely partial competitors. This also generates complexities which force us to continuously renew our efforts. How do we reach this fine balance? By being the 'professionals of the profession', i.e. through our ability to find specifically skilled solutions on a market with increasingly demanding and finely-tuned expectations.

Our good fortune is historical; Switcher is a 'beloved brand'. Our responsibility is to perpetuate the brand by means of our basic products. Switcher's strength lies in its particularity and this represents a marvellous economic, ecological and social challenge.

Where do you see Switcher in 5 years?

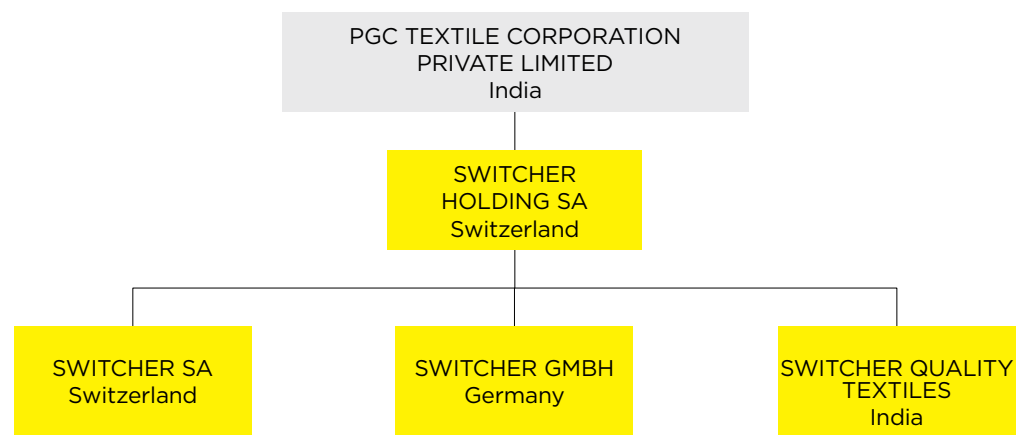
As a reference, a sustainable enterprise, a recognized pioneer and an enduring hallmark in terms of the quality of its products and services.



Alban Dupuis, CEO

1.3 – THE SWITCHER GROUP (AS AT 31.12.2012)

GROUP ORGANIZATIONAL CHART



SIGNIFICANT CHANGES IN 2012

2012 was marked by Switcher's entering the Tourism sector, thanks to the acquisition of the 100% Swiss label, by the reinforcement of its network with the acquisition of several self-owned shops in Switzerland and the opening of a new boutique on the international level. Another significant factor was the addition of large Swiss and Austrian retailing groups to the client portfolio.

SHAREHOLDERS

PGC International Holdings Limited, Cyprus	51%
PGC Textile Corporation Private Limited, India	35%
Robin Cornelius, Switzerland	14%

BOARD OF DIRECTORS

Members of the Board of Directors are elected once a year. They do not receive fees or expenses. In 2012, The Board of Directors met twice.

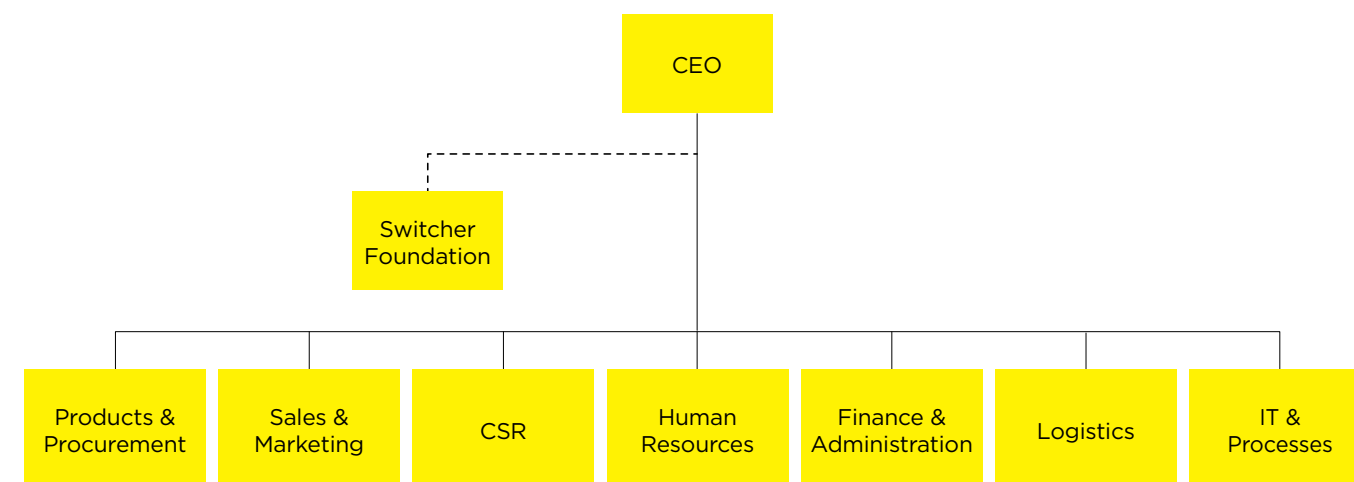
MEMBERS	FUNCTION	SINCE
Robin Cornelius	President	1981
Aadith Vikram Duraiswamy	Vice-President	2010
Subbahiagounder Duraiswamy	Member	2011
Prem Duraiswamy	Member	2010
Jérôme de Meyer	Independent Member*	2009

* An independent member is thus described when he has no financial interest in the organization or other potential benefits that could create a conflict of interest – GRI source.

ORGANIZATIONAL CHART

Switcher SA is a Swiss limited liability company whose commercial headquarters are in the Mont-sur-Lausanne.

In 2012, Switcher SA continued to put in place an organisation which strives to provide its customers with improved co-ordination and efficiency, in line with the development of its new markets.



MANAGEMENT

DEPARTMENT	MANAGERS	SINCE
CEO	Alban Dupuis	2011
Sales & Marketing	Marc Joss	2000
Products & Procurement	Séverine Meier	2010
CSR	Gilles Dana	1996
Finance & Administration	Jasna Bidari	2008
Logistics	Jérôme Quiblier	2006
IT & Processes	Sanjeev Kumar S.H.	2011
Human resources	Danièle Buonocore	2004

1.4 – BRANDS



Switcher is the group's main brand. High quality, comfortable and attractive articles are sold in a wide range of colours. They are 100% traceable and manufactured according to extremely high social and environmental standards.



Whale is a brand with a very good price-quality ratio aimed at corporate clients. It is 100% traceable and manufactured according to extremely high social and environmental standards.

1.5 – CUSTOMERS

Customers can be divided into three categories:

1 Clients Retail

Stores, Shop in shops, Corners, Wholesale.

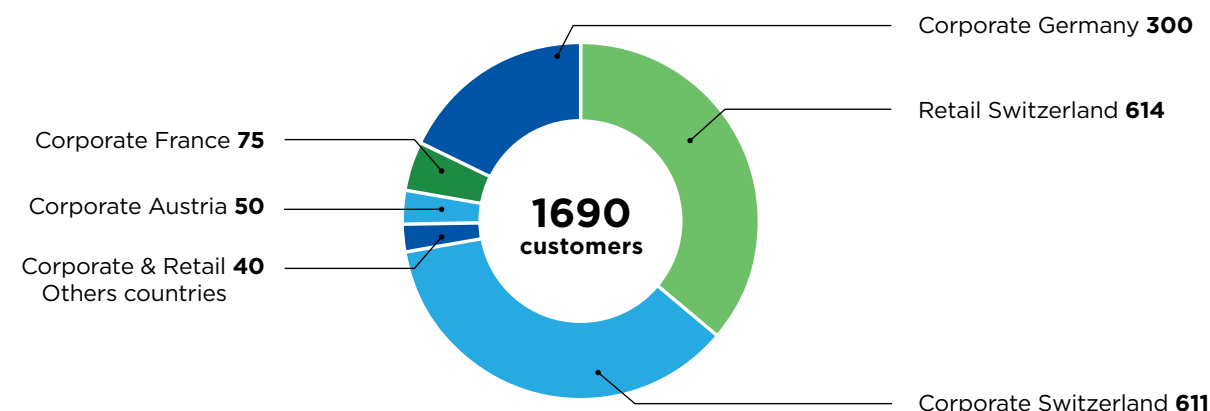
2 Clients Corporate

Companies involved in manufacturing, screen printing, embroidery, advertising articles and workwear.

3 Customers

Direct clients of the online shop www.switcher.com

NUMBER OF CUSTOMERS BY TYPE/COUNTRY



1.6 – SPONSORING

Solidarity, the pleasure of being together, creativity and respect of others are all prominent features of the events that Switcher supports.

In 2012, the main sponsored events were:

Sport

Swiss Olympic, 20KM de Lausanne, Swiss Orienteering Championships, Geneva Marathon, FSG – Swiss Federation of Gymnastics, Lausanne Marathon, Thuner Stadlauf, Sierre-Zinal, Migros Sprint.

Culture, Music & More

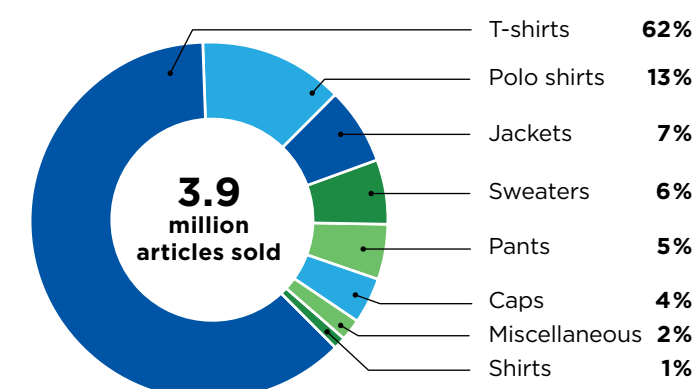
Avo Session Basel, Blue Balls Festival, Caprices Festival, Gurten Festival Bern, Montreux Jazz Festival, Paléo Festival Nyon, Magic Circus, Basel Tattoo, Tous en Choeur, Open Air St-Gall.

1.7 – PRODUCTS

In stock: over 200 designs on sale at all times; new articles and new colours launched several times each season.

At the request of clients: Switcher develops personalised and unique products from A to Z for businesses, clubs, associations and events.

ARTICLES SOLD BY CATEGORY



100 % of the models are traceable

100 % of the models are in conformity with Oekotex 100 and REACH standards

100 % of the models: exact calculation of the impacts CO₂ and water

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150	BRIGITTE	●	●	●	●	●	●			0.7	102
153	DONNA	●	●	●	●	●	●			0.8	113
162	EDDY	●	●	●	●	●	●			1.0	145
164	JUDE	●	●	●	●	●	●			1.4	207
644	CHURCHILL	●	●	●	●	●	●			2.1	416
662	KENNEDY	●	●	●	●	●	●			1.6	311
1005	OSLO	●	●	●	●	●	●			9.8	1363
1006	STOCKHOLM	●	●	●	●	●	●			8.7	1208
1022	OHIO	●	●	●	●	●	●			12.7	1758
1500	LONDON	●	●	●	●	●	●			9.5	1312
2001	BOB	●	●	●	●	●	●			4.7	929
2003	VICTOR	●	●	●	●	●	●			4.5	880
2010	MURIEL	●	●	●	●	●	●			1.8	339
2057	GAIAVI	●	●	●	●	●	●	●		2.8	419
2166	HELEN	●	●	●	●	●	●			1.9	358
2187	BAOLINO	●	●	●	●	●	●	●		2.4	366
2220	LADY GAIA	●	●	●	●	●	●	●		2.6	394
2222	GAIA	●	●	●	●	●	●	●		2.8	422
2276	GIORGIA	●	●	●	●	●	●			2.0	381
2375	RAFA	●	●	●	●	●	●		4	2.6	32
2531	RILEY	●	●	●	●	●	●			3.7	436
2610	LILIANE	●	●	●	●	●	●			3.3	623
2657	BAO	●	●	●	●	●	●	●		2.8	419
2667	GALI	●	●	●	●	●	●	●		4.1	613
2685	ALAIN	●	●	●	●	●	●			4.5	888
2766	ANNE	●	●	●	●	●	●			2.8	527
2850	SALLY	●	●	●	●	●	●	●		2.8	416
2855	EFIA	●	●	●	●	●	●	●		2.8	428
2865	YASMIN	●	●	●	●	●	●	●		3.7	565
2875	TISHA	●	●	●	●	●	●	●		3.9	585
3002	VICO	●	●	●	●	●	●			9.4	1306
3006	CANDICE	●	●	●	●	●	●	●		6.9	1324
3007	CONNY	●	●	●	●	●	●	●		5.5	1051
3041	HARLEM	●	●	●	●	●	●			8.4	1110
3094	PERRY	●	●	●	●	●	●			4.9	647
3141	TERRY	●	●	●	●	●	●			8.3	1095
3327	DENVER	●	●	●	●	●	●			8.6	960
3500	BRYAN	●	●	●	●	●	●			7.0	977
4000	SAM	●	●	●	●	●	●			6.4	1264
4010	HARRY	●	●	●	●	●	●			5.6	1110
4030	STACY	●	●	●	●	●	●	●		4.4	835
4375	NOVAK	●	●	●	●	●	●		7	5.4	67
4531	TAYLOR	●	●	●	●	●	●			6.1	730
4911	JOHN	●	●	●	●	●	●	●		5.2	785

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6026	HELSINKI	●	●	●	●	●	●			5.0	76
6028	DALLAS	●	●	●	●	●	●			8.6	956
6030	MONTREAL	●	●	●	●	●	●			7.0	105
6036	MIA	●	●	●	●	●	●	●		7.6	1447
6041	BROADWAY	●	●	●	●	●	●	●		11.9	1577
6080	CORTINA	●	●	●	●	●	●			8.3	125
6094	BRUCE	●	●	●	●	●	●	●		6.7	878
6141	LILLY	●	●	●	●	●	●	●		9.8	1299
6160	STAN	●	●	●	●	●	●	●		8.9	1339
6165	STEVE	●	●	●	●	●	●	●		7.0	1049
6170	SANTA CRUZ	●	●	●	●	●	●	●		12.2	1690
6180	VANCOUVER	●	●	●	●	●	●			11.0	165
6182	OZIEL	●	●	●	●	●	●		18	6.9	81
6210	VESUVE	●	●	●	●	●	●			5.8	88
6300	MIAMI	●	●	●	●	●	●			13.0	1796
6580	WYOMING	●	●	●	●	●	●		29	9.5	112
6830	NEBRASKA	●	●	●	●	●	●		23	6.5	77
7058	ANDERMATT	●	●	●	●	●	●		61	9.8	100
7068	AVORIAZ	●	●	●	●	●	●		60	9.3	94
7088	LENK	●	●	●	●	●	●		43	6.4	65
7227	TELLIERS	●	●	●	●	●	●			11.2	169
7238	WEISSHORN	●	●	●	●	●	●		68	10.4	106
7338	COMBIN	●	●	●	●	●	●		74	11.1	113
7509	RHIN	●	●	●	●	●	●		12	5.8	59
7528	ENGELBERG	●	●	●	●	●	●		57	8.1	83
7530	RHINO	●	●	●	●	●	●		8	5.1	51
7628	EBENALP	●	●	●	●	●	●		67	9.1	93
7639	BROMO	●	●	●	●	●	●			13.3	200
8208	DAYTONA	●	●	●	●	●	●			6.3	699
204	t-shirt kids Whale	●	●	●	●	●	●			2.1	412
1444	sweatshirt Whale	●	●	●	●	●	●			8.5	1165
2004	t-shirt Whale	●	●	●	●	●	●			4.1	812
2034	t-shirt Whale	●	●	●	●	●	●			3.0	597
2224	t-shirt women Whale	●	●	●	●	●	●			2.9	573
2374	t-shirt Whale	●	●	●	●	●	●			4.1	807
4114	polo Whale	●	●	●	●	●	●			5.8	1155
4214	polo Whale	●	●	●	●	●	●			5.3	1054
4314	polo women Whale	●	●	●	●	●	●			4.5	892
4514	polo kids Whale	●	●	●	●	●	●			4.3	856
6124	shirt Whale	●	●	●	●	●	●			7.0	578
6134	shirt Whale	●	●	●	●	●	●			8.3	688
6664	shirt women Whale	●	●	●	●	●	●			4.8	399
6674	shirt women Whale	●	●	●	●	●	●			6.0	495

ecofriendly models impact CO₂ & Water Footprint: Quantis, calculator V.10, december 2012



Fair Wear Foundation

Fair Wear Foundation is an international standards organization that strives for fair working conditions worldwide. Switcher has been a member since 2006. Switcher commits to respect the eight international labour standards.

- › Employment is freely chosen
- › No discrimination in employment
- › No child labour
- › Freedom of association and right to collective bargaining
- › Payment of a living wage
- › Reasonable hours of work
- › Safe and healthy working conditions
- › A legally binding employment relationship

92.3% of the sold articles come from factories checked by a third party or from European countries.



Max Havelaar

Through fair label, the Max Havelaar Foundation contributes to improving the living and working conditions of farmers in disadvantaged areas. This label guarantees the payment of a stable and fair price to cotton farmers; a price which is not affected by market fluctuations and covers their production costs.

14.2% cotton articles sold under the Max Havelaar label.



Organic Cotton

The cultivation of organic cotton is cultivated entirely without chemical fertilizers and pesticides. The use of genetically modified seeds is banned. Land is left fallow for at least three years before conversion to ecological farming. Organic cotton is cultivated in rotation with other crops and is fertilized with manure and compost, which preserve and even increase the soil's fertility.

28.4% cotton articles made of organic cotton.



GOTS

(Global Organic Textile Standard) is the leading worldwide textile processing standard for organic fibres, including ecological and social criteria, of the entire textile supply chain.

10.5% cotton articles sold under the GOTS label. Certified by IMO-CH, lic. no. 100591.



Reach Conform

European regulation for registration, evaluation, authorization and restriction of chemicals since June 2007.



PET

Switcher products with the recycled PET label are made using “eco-care” polyester yarns from recycled PET bottles. This process means saving of resources and reducing environmental impacts. 47.3 % polyester articles made of recycled PET.



CO₂ index

This index shows the emission of CO₂ and other pollutants throughout the whole manufacturing process; from raw material to the final product.



H₂O index

This index shows the waterfootprint throughout the whole manufacturing process; from raw material to the final product.



Oeko-Tex

Oeko-Tex standard 100 is a standardized worldwide testing and certification system for textile products at all stages of the supply chain.

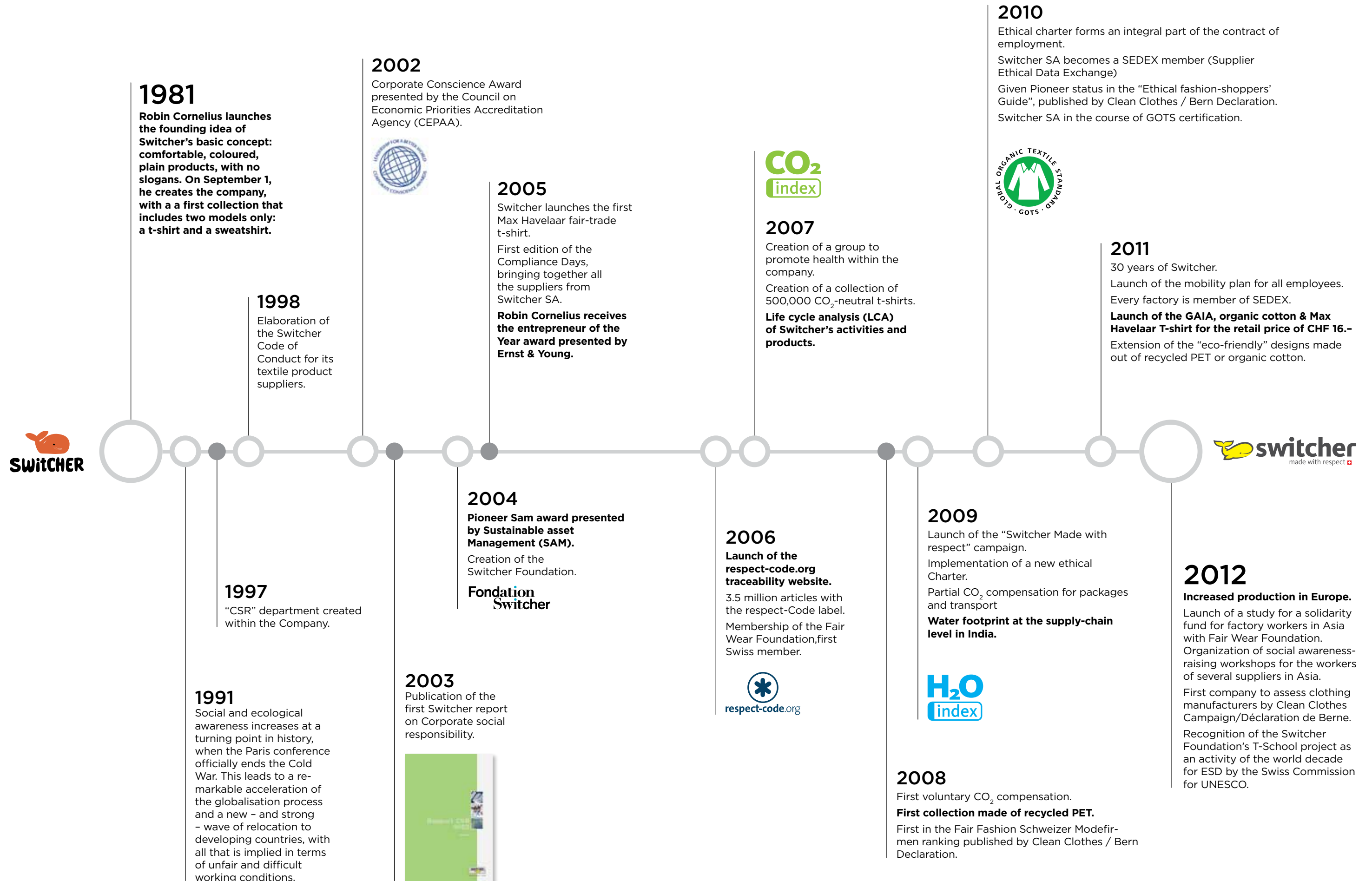


Swiss Solar Energy

When you buy a Switcher product with this logo, 10 centimes will be paid to support the installation of solar panels in Lausanne.

1.9 – SIGNIFICANT CSR STAGES *

(* Corporate Social Responsibility)



Nature of ownership	Private capital	
Legal form	Limited liability company	
		CHF
Group's net turnover		40'650'561
	Switcher SA	36'803'640
	Switcher Textil Vertriebs GmbH	2'165'322
	Switcher Quality Textiles India PVT LTD	1'681'599
Operational costs		
	Costs related to staff	-8'127'510
	Operational costs and amortizing	-8'729'495
Total financing	Loans	13'200'000
Equity capital		21'015'591
Total assets		51'161'196
CSR Costs		386'000
Retained earnings	No allocation to the reserve as maximum already reached in accordance with CO 671	0
Payments to capital providers	No dividend was distributed in any way	0

AUDITORS

The Auditors Deloitte SA audited the accounts for the year ended 31 December 2012.

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2 – GOVERNANCE

The Corporate Social Responsibility concept (CSR) is a voluntary contribution by the Company in excess of the legal requirements. It integrates environmental and social responsibility aspects into the commercial process, by a regular exchange with all parties related to its activity.

Switcher's CSR strategy is ratified by the Board of Directors. The CEO entrusts operational responsibility of this undertaking to the CSR Responsible. If necessary, the latter has direct access to the President and a member of the Board.

The three main directions are:

Transparency Publication of all products' traceability

Social commitment Commitment to fair trade and socially responsible working conditions; implementation of the tools needed to control and reduce substances harmful to health (health & safety).

Environmental management Orientation towards recycled or natural materials; all impacts of the commercial activity taken into account.

2.1 – MANAGEMENT TOOLS

ANNUAL REPORT

Strategic steering and internal and external communication tool which meets the growing demand for credible and measurable information. It defines the company's scope of responsibility and its management system. Since 2002, the annual reports have enabled all stakeholders to monitor the efforts and progress made by Switcher.

ETHICAL CHARTER

A company's Ethical Charter aims at defining acceptable behaviours, giving each employee, manager or director a sense of responsibility for his or her behaviour, defining a framework for professional behaviour, promoting the brand's values and being a federating instrument for the whole staff.

SATISFACTION SURVEY

The survey allows to regularly assess the needs, expectations and satisfaction of employees towards their company. Given structural modifications in 2012, the HR Department decided to postpone the satisfaction survey until 2013.

SUPPLIERS' CODE OF CONDUCT

Tool intended to improve the working conditions and lives of workers throughout the world. It rests on the International Labour Organization's conventions and the UN's Human Rights declarations, and is based on recognized international standards.

Switcher adopted in full the Fair Wear Foundation's Code of Conduct (see chapter 4.3). This document provides guidelines to be followed in areas such as labour rights and conditions for its textile suppliers.

TRACEABILITY WEBSITE



Since 2006, Switcher has implemented a tool for the publication of data on www.respect-code.org. Traceability of practically all models sold is published. By entering the code printed on the inside label of each model, the steps and processes the product goes through are displayed, from the raw material to distribution in Switzerland.

Respect-Code also enables consumers to know each product's immaterial, environmental and social data for a responsible purchase.

COMPLIANCE DAYS

The objective of the Compliance days is to invite textile suppliers to Switcher's premises and provide them with training and updates about different themes. One of the key elements of these meetings is to let all suppliers open a dialogue and understand the needs and expectations of each party. Held every two years, the 4th Compliance Day took place in September 2011, the next meeting will be held in 2013.

INTERNAL INFORMATION SESSIONS

Internal information sessions enable the CEO to provide information about the general progress of the business and about the targets, outlook and other topical matters relating to the business.

In 2012, four staff information sessions, as well as monthly managers' meetings, took place.

SELECTION OF SUPPLIERS

Guidelines for the selection of new textile suppliers.

Quality

Quality checks in the factory; use of an efficient machine park and trained and managed human resources. When Switcher buyers are present, constant monitoring that norms set by Switcher are respected.

Profit margins

Application of coherent and honest margins allowing support of our cost structure, in accordance with the mandate of Switcher's board of directors.

Working conditions

Code of conduct signed and implemented. Independent audit to monitor social conditions. Coaching by Fair Wear Foundation. Awareness of salaries applied in the garment industry in relation to local salary scales. Subsistence salary is the strict minimum accepted by Switcher.

Other CSR norms

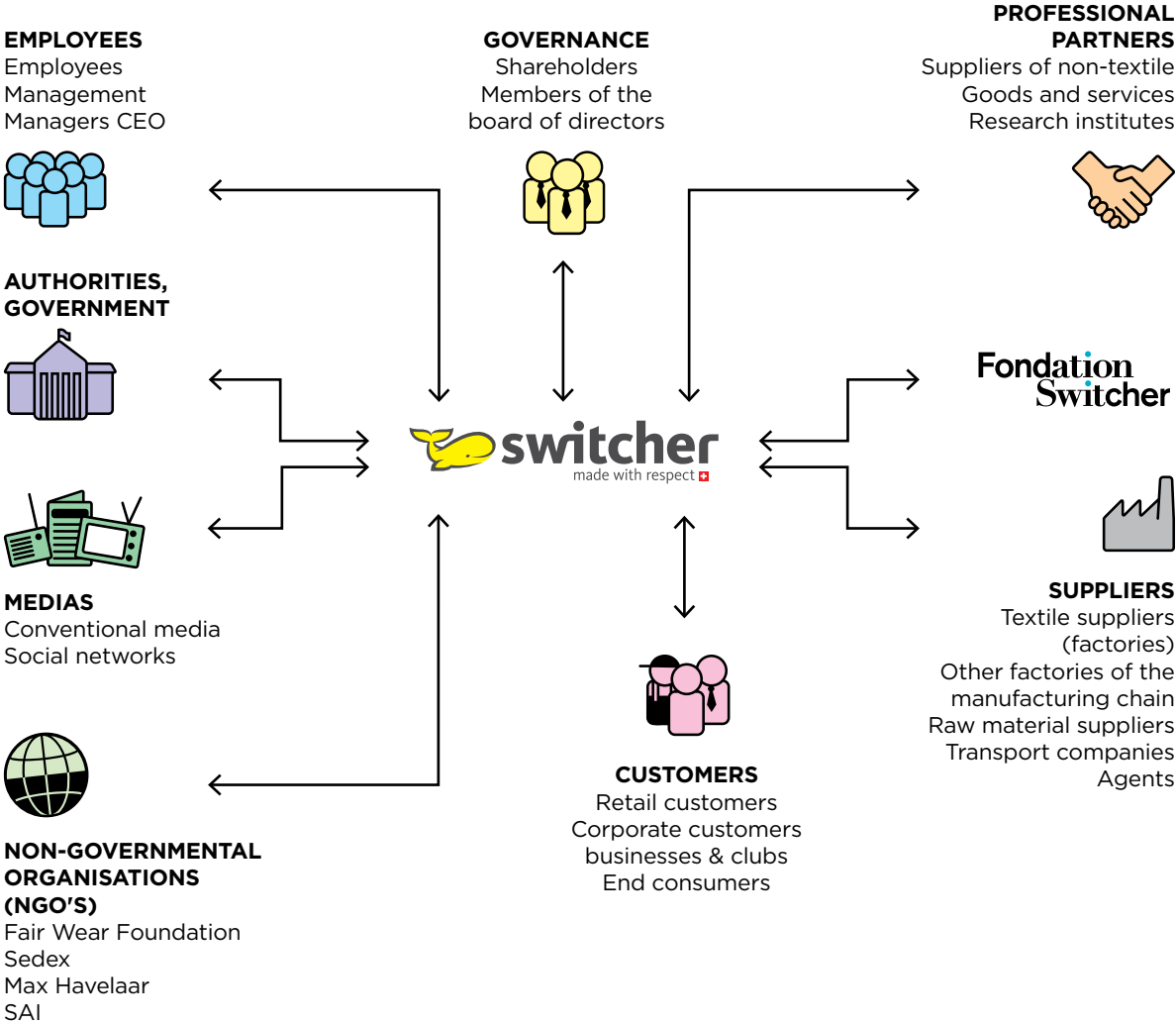
Total traceability, Oeko-Tex Standard 100, European norm REACH. In each garment factory, nomination of a person responsible for traceability and sustainable development. Meeting of these to be held every two years in Lausanne.

AUDIT SHARING PLATFORM

Sedex (Secure Data Exchange) is the largest international collaborative platform for sharing supply chain data. By promoting responsibility and ethics, it enables each factory to limit risks, protect its reputation and improve supply chain practices.

2.2 – STAKEHOLDERS

A stakeholder is an individual, community or organisation that affects or is affected by certain aspects related to the products, operations, markets, industries or the results of an organisation.



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3.1 – FACTORIES PRODUCING FOR SWITCHER

Traceability has become the new reference point for the purpose of comparing brands and ethical management of their supply sources. Informing the customers of a brand has become necessary. Buyers and consumer protection organisations are no longer satisfied with the sole indication “made in”. A traceability label allows every step of the production chain to be consulted and must reveal the social and environmental criteria implemented in order to enable responsible purchases.

Transparency is one of the core values of Switcher’s philosophy. The company has published relevant and verified information in relation to each product since 2006.

Cotton

Organic cotton

Polyester

Recycled Polyester

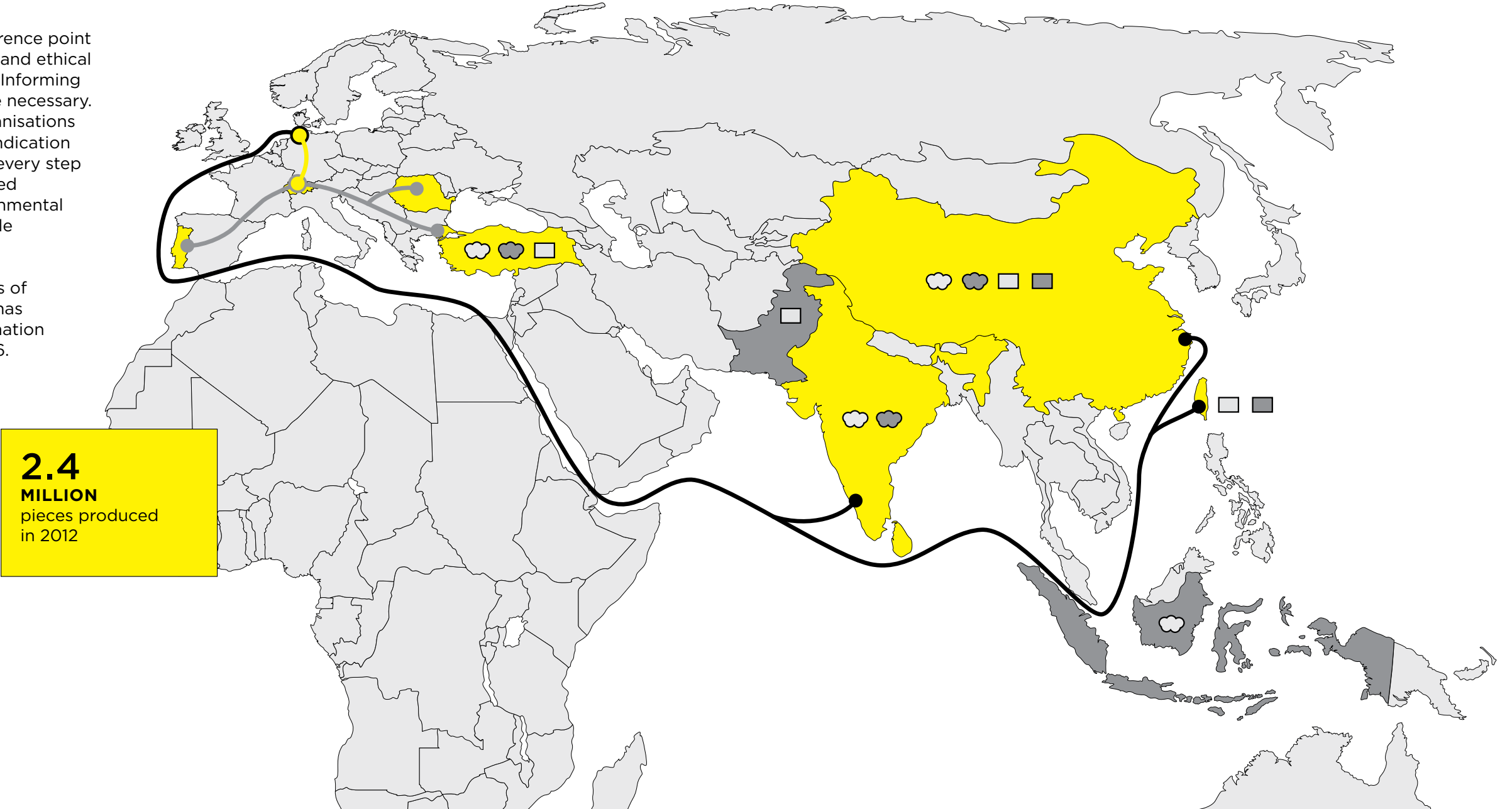
Sea

Road

Rail

Factories/raw materials

raw materials



PORTUGAL
Purchased pieces 478'131
% Item 19,9%
% Purchase (value) 23.8%
Factories 9

ROMANIA
Purchased pieces 215'345
% Item 9.0%
% Purchase (value) 16.2%
Factories 1

TURKEY
Purchased pieces 56'707
% Item 2.4%
% Purchase (value) 4.0%
Factories 3

INDIA
Purchased pieces 1'304'734
% Item 54.3%
% Purchase (value) 36.7%
Factories 3

CHINA
Purchased pieces 296'211
% Item 12.3%
% Purchase (value) 17.6%
Factories 7

TAIWAN
Purchased pieces 50'803
% Item 2.1%
% Purchase (value) 1.7%
Factories 1

3.2 – MINIMUM REQUIREMENTS FOR EACH NEW TEXTILE SUPPLIER

(cutting and assembly factories)

- 1 OEKO-TEX® Standard 100 a valid certificate is required of each supplier; this certificate is to be renewed annually.
 - 2 TRACEABILITY for each model the supplier undertakes to identify and communicate each step of the production chain (fibres, spinning, knitting-weaving, dyeing).
 - 3 TRACEABILITY LABEL each article delivered includes a sewn-on label with the traceability code of the production batch.
 - 4 REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). This European standard is obligatory for each article delivered. The signed self-declaration is to be renewed annually.
 - 5 CODE OF CONDUCT drawn up by the Fair Wear Foundation, this is based on the 8 main articles of the ILO (International Labour Office) and is signed by each supplier. The code of conduct must be displayed visibly in each factory, written in the local language.
 - 6 SEDEX each supplier must become a member of SEDEX (Supplier Ethical Data Exchange), a non-profit organisation dedicated to the management of social improvements in each factory.
 - 7 ANNUAL QUESTIONNAIRE each supplier must complete the SEDEX conformity questionnaire every year. Each unsatisfactory reply is the starting point of a corrective action followed up by Switcher.
 - 8 SOCIAL AUDIT each supplier organizes an annual social audit carried out by a specialized, independent and recognized auditing company.
- 9* ORGANIC COTTON for its models in organic cotton, Switcher requires independent proof from the supplier confirming the source of the organic cotton used.
 - 10* FAIR TRADE COTTON for models in Fair Trade cotton (Max Havelaar), Switcher requires independent and reliable proof of the Fair Trade cotton used from the supplier.
 - 11* RECYCLED PET for models containing recycled PET, Switcher requires independent proof of the source of the material used from the supplier.
 - 12* GOTS (Global Organic Textile Standard) for models corresponding to the GOTS standard, each stage of the production chain must present a valid GOTS certificate.
- * *obligation for the supplier, according to product typology*

3.3 – RESPECT-CODE



Transparency is one of the key values of Switcher's philosophy. Each customer should be able to find out where the product he is buying comes from. To this end, Switcher has put in place a traceability tool informing the consumer of every production stages, from raw materials to the distribution in Europe.

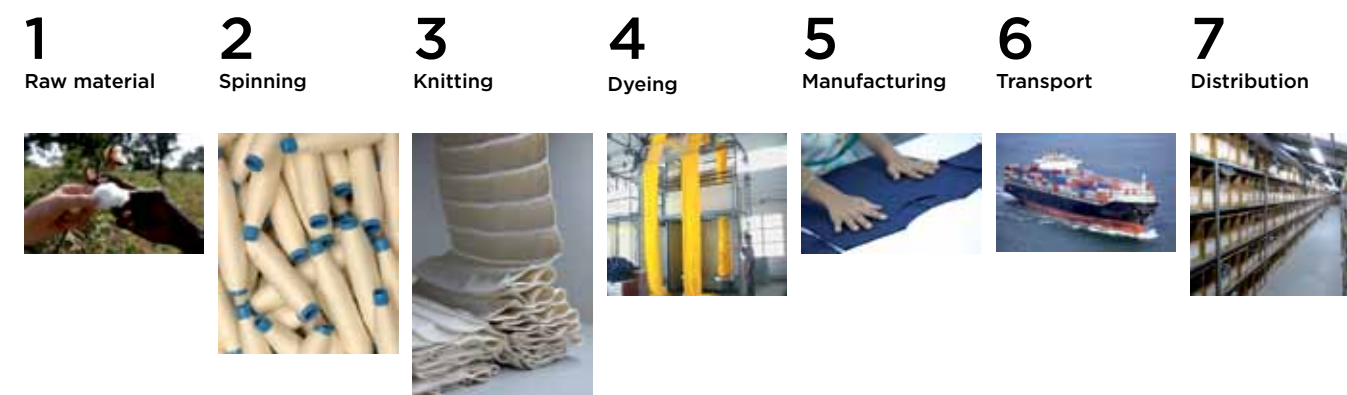
Aims

- › To encourage a respectful and sustainable partnership with operators in these chains in order to create new values such as reliability and shared vision.
- › To offer transparency to potential buyers and inform them of all of the operations, checks and implementations applied at every stage in the process.

For each production batch, the person in charge of traceability is responsible for the manufacturing chain; he checks the exact origin of the raw materials, the identity of factories in charge of each process, and passes on the up-to-date environmental and social certificates available for each factory of the relevant chain. He indicates the modes of transport used, shipping dates and volume of each batch.

At Switcher's, a permanent verification of the chains and batches is ensured by the direct contracts and by an audit plan intended for the most critical factories and those handling greater volumes of articles. This work is completed with the collecting of audit data, the ongoing training of persons locally in charge of traceability and by the analysis of the received data.

APPLICATION IN THE SUPPLY CHAINS



Find all steps of the production of a Switcher product on www.respect-code.org

3.4 – TEXTILE SUPPLIERS

7.5
YEARS
average length
of business
relationships

Switcher enjoys close relationships with its suppliers and favours long-term partnerships, thus avoiding supplying tourism. The company carries out work graded over time that enables suppliers to improve their social and environmental performances. This “step-by-step” policy avoids leaving behind a supplier whose working conditions are not satisfactory, but who nevertheless seeks improvement.

NB	MANUFACTURES	PURCHASED ARTICLES IN 2012	% PIECES	COUNTRY	RELATION SINCE	OEKOTEX 100	GOTS	CODE DE CONDUITE	REACH	MEMBRE SEDEX	AUDIT 2011-2012
1	PGC, UNIT 2	1'250'878	52.1%	India	1981	•	•	•	•	•	•
2	ETFOR	291'813	12.1%	Portugal	2006	•	•	•	•	•	•
3	FILOBRANCA EE	218'425	9.1%	Romania	2008	•		•	•	•	•
4	POCARGIL	71'108	3.0%	Portugal	2007	•		•	•	•	
5	LONG JIE	69'640	2.9%	China	2002	•		•	•	•	
6	TRISKY	66'313	2.8%	China	2004	•		•	•	•	•
7	TEXTILIUM TEKSTIL	55'239	2.3%	Turquie	2011	•		•	•	•	•
8	GREATWAY	52'766	2.2%	China	2008	•		•	•	•	
9	YUAN TAI	51'530	2.1%	Taiwan	2009	•		•	•	•	
10	BAPTISTA	50'332	2.1%	Portugal	2011	•		•	•	•	
11	SENTHIL VELAVAN (+)	47'362	2.0%	India	2012	•		•	•	•	
12	GOLDENCROWN (-)	37'423	1.6%	China	2008	•		•	•		
13	BECRI	26'825	1.1%	Portugal	2011	•		•	•	•	
14	WONDERFUL	24'468	1.0%	China	2000	•		•	•	•	•
15	MANDHANA	23'260	1.0%	India	2002	•	•	•	•	•	•
16	GUADALUPE	16'237	0.7%	Portugal	2002	•		•	•	•	
17	XIAMEN BASSINGTON	15'554	0.6%	China	2004	•		•	•	•	•
18	FILOBRANCA	15'521	0.6%	Portugal	1981	•		•	•	•	•
19	ANJOS & LOURENÇO	6'197	0.3%	Portugal	2010	•		•	•	•	
20	SIENA (+)	5'477	0.2%	Portugal	2012	•		•	•	•	•
21	ERONI (+)	1'958	0.1%	Turkey	2012	•		•	•		
22	GOLDEN SEAM (-)	1'895	0.1%	India	2011	•		•	•		
23	FORBODY	1'460	0.1%	Portugal	2008	•		•	•	•	
24	KOKTEN (+)	322	0.0%	Turkey	2012	•		•	•		
TOTAL		2'402'000									

(+) 4 new suppliers in 2012
(-) end of business relationships with 2 suppliers in 2012

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Environment	33
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4.1 – HUMAN RESOURCES

The clothing industry is based primarily on labour-intensive production. Switcher undertakes to ensure a constant improvement in the living and working conditions of the production-chain workers producing all the products marketed as well as of the employees of the administrative office located in Le Mont-sur-Lausanne.

STAFF DATA

All employee data only applies to Switcher SA.

Social and family benefits

- › Women benefit from a 16 week maternity leave and the opportunity to work part-time after giving birth.
- › Monthly payment of CHF 160.- as a contribution to private health insurance.
- › Minimum of five weeks holidays for every employee, six weeks for employees over fifty.
- › Loss-of-earnings health insurance entirely covered by the employer.
- › Accident insurance in private division.
- › Switcher covers 60% of the professional provisions premium for employees.
- › Paternity leave of two weeks.
- › Employees may buy ten Switcher articles at preferential rates every month.
- › One extra week of holiday for employees celebrating jubilees.

Each employee goes through a yearly performance review with goal setting.

Total Workforce by employment type and contract

EMPLOYEES	TYPE OF CONTRACT	FULL-TIME EQUIVALENT
71	CDI	67.18
3	Apprentice	3.0
74		70.18

One apprentice comes from the Repuis Institution, a specialised vocational-training centre which takes girls and boys, released from their compulsory education to undergo vocational and social training.

AUXILIARY, CONSULTANTS	TYPE OF CONTRACT
58	Auxiliary (CDD)
5	Consultants

Auxiliary workers were taken on mainly for logistical and sales support during one-off events. Consultants are involved in the products and financial departments.

Employee turnover

(Dismissals, Voluntary Redundancy, Retirement or Death).

- › 21 people left the company in 2012.
- › 17 people joined it.

38 YEARS
average age
of the staff

- ACCIDENTS, SICK LEAVE AND ABSENTEEISM
- › Accidents at work: 3 cas
- › Minor accident: None
- › Disease: 4.21%
- › Occupational disease: None
- › Number of death: None
- › Number of outside contributors to on-site safety: None
- › Absenteeism average rate: 5%
- › Lost days: 984 work days
- › Accident: 0.65%

Source: Computerized management of absences and attendance time

Local hiring procedure

Switcher does not currently apply a recruitment policy directed towards hiring local salaried employees. However, the company shows open-mindedness by welcoming new employees from various countries.

Handicap

One person placed by a private institution is employed in the logistics department, returns sector (reconditioning and folding goods).

7.5 YEARS
average seniority

EMPLOYEES BY NATIONALITY			
Switzerland	46	Brazil	1
Portugal	10	Chile	1
France	4	India	1
Germany	4	Macedonia	1
Italy	2	Kosovo	1
Belgium	1	Poland	1
Spain	1	Total	74

3 APPRENTICES

1 VOCATIONAL REINTEGRATION TRAINEE in 2012

Employees by Category, Gender and age

CATEGORY	TOTAL	<30 YEARS	31-50 YEARS	>50 YEARS	WOMEN	MEN
Apprentices	3	3			1	2
Administrative	19	7	10	2	13	6
Chairman	1			1	0	1
Commercial staff	8	1	6	1	1	7
Logistics	21	5	8	8	6	15
Management	13	1	10	2	4	9
Salesforce in pos	9	4	5	0	7	2
TOTAL	74	21	39	14	32	42

Lowest gross salary – at company HQ: CHF 4160.- (100% employment)
Lowest gross salary – in sales outlets belonging to Switcher: CHF 4035.- (100% employment)

TRAINEE

For each new employee, Switcher offers initial compulsory training sessions on themes related to the company. The company also trains apprentices (three from January to July and three from August to December), which represents 1602 hours of external training and 16 hours of internal courses.

HEALTH & SAFETY

Switcher is aware of the need for safety measures in warehouses. For employees receiving deliveries, wearing security shoes is compulsory and the company covers the costs. Switcher also encourages other warehouse employees to wear security shoes (50% participation to the costs).

The following benefits are available for the company’s employees:

- › Water fountain connected
- › Significant discounts at a local fitness centre
- › Sitting massages twice a year
- › Free-of-charge vaccination against the flu

The objective of health promotion in the company is to prevent the risk of illnesses in the company (including illnesses linked to working conditions, accidents and stress) and to improve the health and well-being of individuals.

2012 PROJECTS

The HR manager attended all staff appraisal meetings. This procedure is to allow the discovery of any potential malfunctions in the different departments. Corrective actions were put into place with those responsible.

2013 PROJECTS

A revised version of the Staff Guidelines including the Ethical Charter will be edited and will form an integral part of the employment contract.

4.2 – SUPPLIERS VERIFICATION

AUDITS

10
INDEPENDENT
AUDITS
at the premises
of Switcher suppliers

The main steps of an audit are:

- › initial meeting with the factory’s management.
- › full tour of the factory, including areas such as toilets, depots, rest areas, etc.
- › discussion with staff chosen at random, without management present; discussion with workers’ representatives when applicable.
- › inspection of documents such as staff files, remuneration system, contribution to social security.
- › conclusion meeting with the factory’s management and handing over of corrective action plans.

WORKER TRAINING

In partnership with the Fair Wear Foundation, Switcher undertakes to organize social education workshops in the factories, for workers and managers.

These programmes aim to raise social awareness, to prevent violence (the majority of the workers are women), to introduce complaints procedures and to improve channels of communication within the factory.

WAGE SCALE

Payment of a living wage is one of the 8 standards upheld by Fair Wear Foundation. This living wage means that the worker’s basic needs are covered (food, clothes, home, medical services and education). The concept is a simple one, and means that someone who works a normal working week should be capable of living decently. Switcher undertakes to remain informed of the salary scale of each functional group in each factory and to check that salaries are above subsistence level.

2013 PROJETS

Organization of social awareness raising workshops for the workers and managers in Asian factories, led by Fair Wear Foundation. Setting up of a solidarity fund for the most destitute workers in two Asian factories. Extension of European production with existing suppliers.

In 2012, Switcher transferred a part of its purchasing orders to Portugal, a country which is seriously affected by unemployment. This initiative, which results in smaller series, order delivery dates shortened by more than a month, slightly lower margins and shorter travel and transport times, will be pursued in 2013.

4.3 – PARTNERS (SOCIAL)

FAIR WEAR FOUNDATION



Independent, non-profit, managed by umbrella textile organizations, NGO's and trade unions.

Mission: the improvement of working conditions in textile factories.

- › 80 brands in 9 countries
- › 20'000 outlets in 80 countries offer garments produced by its members
- › The members are responsible for the improvement of working conditions on their production lines.
- › Fair Wear Foundation verifies the performance of each member annually and publishes its report.
- › As well as carrying out audits, Fair Wear Foundation organizes social education courses for workers and sets up information committees within the factories. Its programmes are: social dialogue, reducing violence against women, studies of salary scales, promoting the access to mediation.

92.3%
OF THE SOLD
ARTICLES

come from factories checked by a third party or from European countries

Switcher's Code of Conduct was drawn up by Fair Wear Foundation.

Switcher has been a member since 2006

MAX HAVELAAR



The reference label "Fair Trade" is a non-profit organization offering a system of ethical certification with the aim of improving the living conditions of farmers and agricultural workers, as well as that of local communities, in developing countries.

Fairtrade offers consumers a means of helping to reduce poverty while encouraging change in their day to day shopping habits.

Fairtrade minimum price: a basic minimum purchasing price offered to producers, covering the average costs of a sustainable development orientated production.

Fairtrade Prime: an additional fund for the creation of community, social or environmental projects.

14.2%
OF SWITCHER
COTTON
ARTICLES

are sold under the Max Havelaar label

SOCIAL ACCOUNTABILITY INTERNATIONAL (SAI)

Social Accountability International (SAI) is a non-profit-making organisation, whose mission is to advance human rights by promoting ethical working conditions in the whole world. SA8000R is the recognized standard established by SAI. It is a very efficient and appropriate system to improve the social governance of companies and subcontractors. The solution offered by voluntary SA8000R standard aims to ensure that companies follow the highest of ethical standards, by giving the administration instruments that meet both the wishes of the workers and those of the company.

SAI has several programmes: research and development, accreditation, improving audit efficiency, training and technical assistance, development of networks with trade unions, companies, NGO's, governments and international organizations.

Switcher SA is a Signatory Member

Robin Cornelius is a member of the SAI Advisory Board

SEDEX



Sedex, the Supplier Ethical Data Exchange, is a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.

All audits carried out in factories are stored in the SEDEX database in order to facilitate their access.

SWITCHER HAS BEEN A MEMBER OF SEDEX SINCE 2011.
Every supplier of Switcher is a member of Sedex.

Sedex manages four fields:

- › Working standards
- › Health and safety
- › Environment
- › Commercial practices

Clients

can consult and manage ethical information for all their suppliers on a secure site.

Suppliers

can enter their ethical information and choose to share it with a large number of clients.



Our commitment to children and young people, in Switzerland and throughout the world.

Switcher makes a clear distinction between its core-business social responsibility, i.e. working and production conditions in relation to its commercial activities, and the support which it provides to the community in terms of voluntary contributions. Switcher created its own foundation for this purpose in 2004. The Switcher Foundation is active in the areas of childcare, education and training, and designs, implements and finances public utility projects within the scope of its vision of sustainable development.

Education — the Switcher Foundation is convinced that social progress is realized through training and education, not only in developing countries but also in Switzerland.

Internationally — the Foundation is committed to prioritizing the number of underprivileged children in full-time education and to ensuring that they complete the educational programme in.

Switzerland — it invests in pedagogical projects which aim to train young people in sustainable development and human rights.

Transparency - each centime given by the general public is attributed to a project, with Switcher SA covering the majority of administrative costs. The Foundation is apolitical and non-demoninational and is recognized as being of public interest. It comes under the jurisdiction of the Federal Department for Home Affairs.

AMONG OUR PROJECTS

SWITZERLAND — T-SCHOOL PROJECT An educational project on the topic of clothes, creating awareness of diverse social and ecological aspects of a textile production line. This project has been recognized by Unesco as an “Activity of the Decade for Education in Sustainable Development” www.t-schoolproject.com

BURKINA FASO — DRAW ME A SCHOOL Promoting pre-school education in rural areas by setting up nursery schools run by the local population. Each year, 150 children benefit from a learning-rich environment while their mothers work in the fields.

INDIA — SWITCHER PREM SCHOOLS For over 15 years, Switcher Prem schools provide free education to needy children in the Tirupur area. At present, 500 children attend our schools, studying from pre-school to secondary levels.

Discover all the Switcher Foundation’s activities:
www.fondationswitcher.org



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5.1 – COTTON, POLYESTER & CHEMICAL TESTS

For over 15 years, Switcher has paid daily attention to the impacts of its business in terms of life cycle, CO₂, water, offsetting, reducing, transport and raw materials.

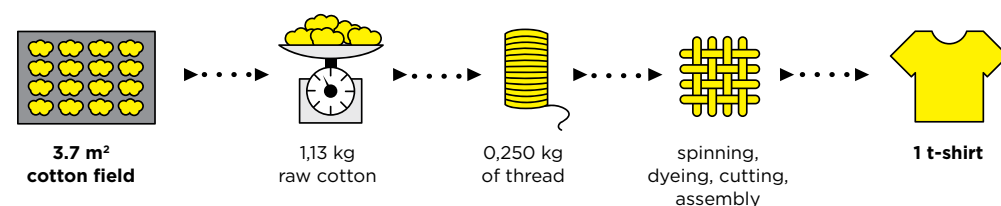
COTTON

Cotton plants are a species of shrubs native to India, cultivated in many hot countries for the natural fibres that surround the mature seed. The use of cotton is very ancient, remains of fabric dating 3000 BC having been found in India.

28.4%
OF COTTON
ARTICLES
made of
organic cotton



FROM THE COTTON TO THE T-SHIRT



POLYESTER & RECYCLED POLYESTER

Polyester is the most produced synthetic fiber in the world (abbreviation: PET or PES), made from refined petrol. Its two main uses are clothing and bottles. Recycled polyester is made from the collected PET bottles.



The recycling process:

- 1 PET bottles
- 2 PET bottle flakes
- 3 Recycling of polyester chips
- 4 Fibre and filament thread
- 5 Fabric for manufacturing clothing

keys arguments for recycled pet:

- › Reduces energy and CO₂ emissions
- › Reuses resources
- › Recycle PET bottles

CHEMICAL TESTS

In addition to the basic requirements to be met by every supplier (Oeko-Tex 100 certificate), Switcher regularly submits garments from standard production batches for testing by independent, specialized companies (Testex, Intertek...). The critical substances sought, which are generally little used in Europe, are phtalates and Perfluor or PFC (PFOS and APFO). Results are made public on www.respect-code.org.

In 2012, 20 models successfully passed this test and no critical substances were discovered.

5.2 – CO₂ ET H₂O



Greenhouse gases (GHG) are the main culprits behind global warming. Switcher has been demonstrating its civic responsibility for over 10 years by measuring and publishing the impacts of each design, putting reduction solutions into practice and offsetting some of the CO₂ emitted.

CO₂ OFFSETTING

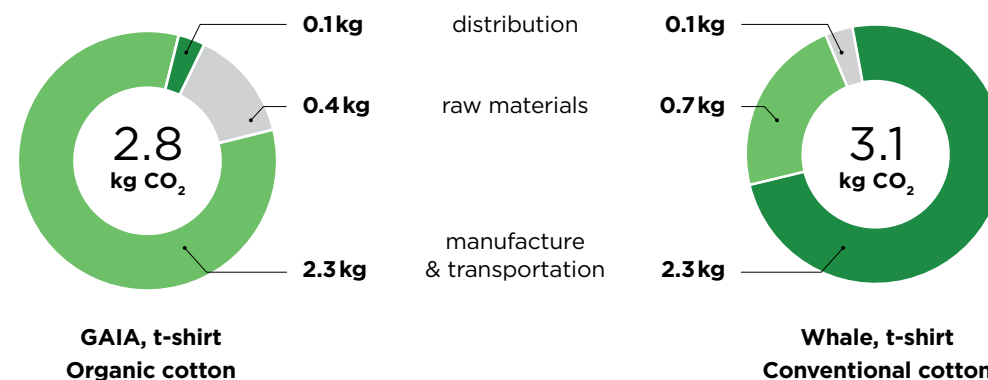
	TONNES OF CO ₂
ProClima packages in partnership with Postlogistics	282
Containers, in partnership with Kuhne + Nagel	36
Business trips by air	85
Sales staff's vehicles in partnership with Citroën	61
Mobility plan for visitors	1
Total CO ₂ offset (tonnes)	465
INDICATOR: KG CO₂ / 1000 ARTICLES SOLD	119

Offsetting partner: myclimate, Zurich. 2012 offsetting project: Uttarakhand, India, use of biomass briquettes instead of coal.



DIFFERENCE IN THE CO₂ IMPACTS OF 2 T-SHIRTS: ORGANIC COTTON AND CONVENTIONAL COTTON

11%
CO₂ SAVING
T-shirt made from
organic cotton



In 2009, Switcher financed a study of the water used throughout the supply chain of its products coming from India. Knowing the volume of water was the basis for making changes and reducing consumption. Thanks to the water purification plant at PGC, our principal supplier, and the recovery of salt after dyeing in Tirupur (India), the water saving is 26%.

WATER SAVING: 154 LITRES
for one t-shirt, thanks to the water treatment plant and salt recovery.

5.3 – 2013 NEW MODELS

Switcher continues to adapt its range towards a reduction of environmental impact. In 2012, almost one model out of two is made of recycled PET and one out of three is made of organic cotton.

Each of the 12 new models launched in 2013 is eco-friendly, made of either organic cotton or recycled polyester.



6165 Steve
Shirt unisex
100% Bio cotton



2220 Lady Gaia
T-shirt women
100% Bio cotton



7058 Andermatt
Softshell jacket unisex
100% Pet-recycled




7068 Avoriaz
Softshell jacket women
100% Pet-recycled



7088 Lenk
Softshell jacket junior
100% Pet-recycled




6160 Stan
Shirt unisex
100% Bio cotton



6041 Broadway
Jacket unisex
85% Bio cotton
15% polyester



6094 Bruce
Jacket junior
85% Bio cotton
15% polyester



6141 Lilly
Jacket women
85% Bio cotton
15% polyester



3094 Perry
Jogging pants junior
85% Bio cotton
15% polyester



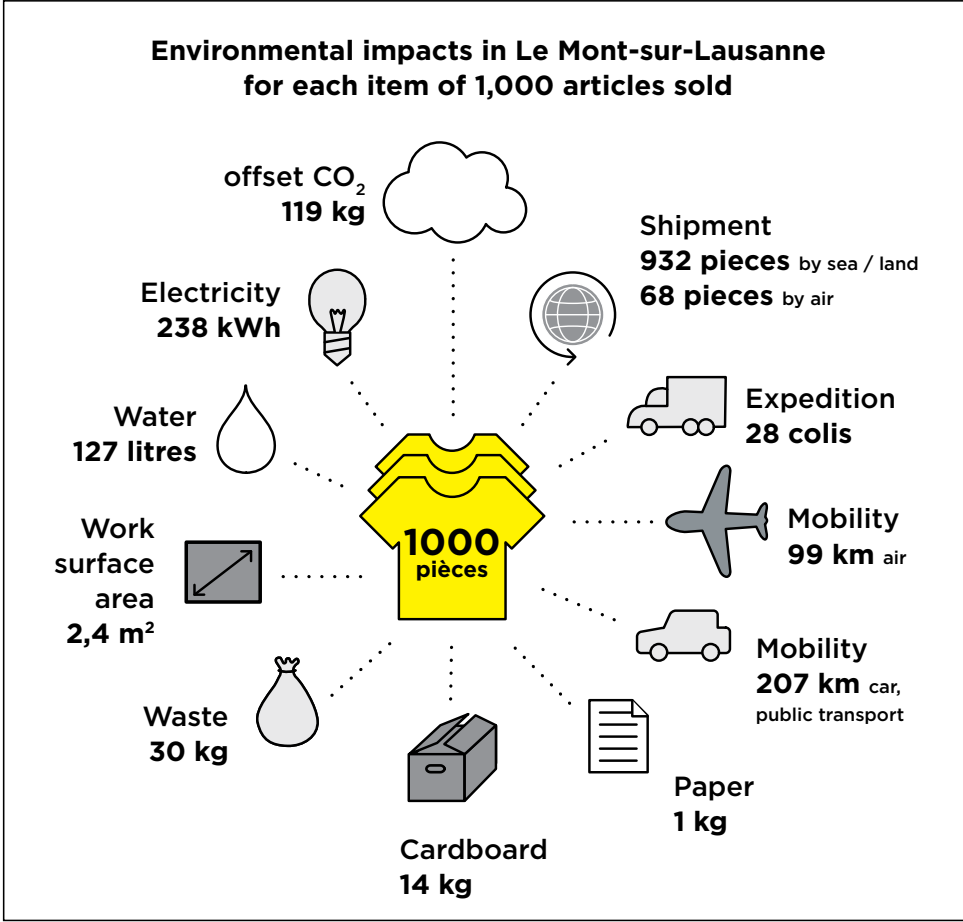
3041 Harlem
Jogging pants unisex
85% Bio cotton
15% polyester



3141 Terry
Jogging pants women
85% Bio cotton
15% polyester

5.4 – ENVIRONMENTAL IMPACTS

At the Mont-sur-Lausanne site, Switcher set up 11 indicators in 2009 which it promised to monitor in order to determine its environmental footprint. The functional unit selected is the sale of 1,000 articles.



ENERGIE & RESOURCES

The consumption of energy of non-renewable origin is one of the main causes of greenhouse gas emissions.

The photovoltaic solar panels (installed in 2002 on the roof of the Switcher building) by Edisun Power, the City of Lausanne and Switcher produced 28'873 KWH in 2012, an equivalent to the annual energy consumption of eight Swiss households.

ENERGY	KWH	WATER CONSUMPTION	LITER	WORK SURFACE AREA	M²
Electrical consumption	253'085			Administrative surface area	1'200
Gas consumption (heating)	676'321			Storage surface area	8'100
Total	929'406	Total	496'000	Total	9'300
INDICATOR: kWh/1000 articles sold	238	INDICATOR: Liter/1000 articles sold	127	INDICATOR: M²/1000 articles sold	2.4

PARCEL ARRIVAL AND SHIPMENT

Road transportation alone is allowed for European suppliers. Marine traffic (Asia) must be loaded onto the rail network when it arrives at European ports.

PARCEL ARRIVALS	PACKAGES	PARCEL SHIPMENT	PACKAGES
Sea / land	41'938	To Switzerland, by PostLogistics	80'537
Air	3'047	To Switzerland, by Camion Transport SA	19'000
Total	44'985	To international destinations, by DHL	9'500
PARCEL ARRIVAL /1000 articles sold	932 by sea / land 68 by air	Total	109'037
		INDICATOR PACKAGES /1000 articles sold	28

MOBILITY

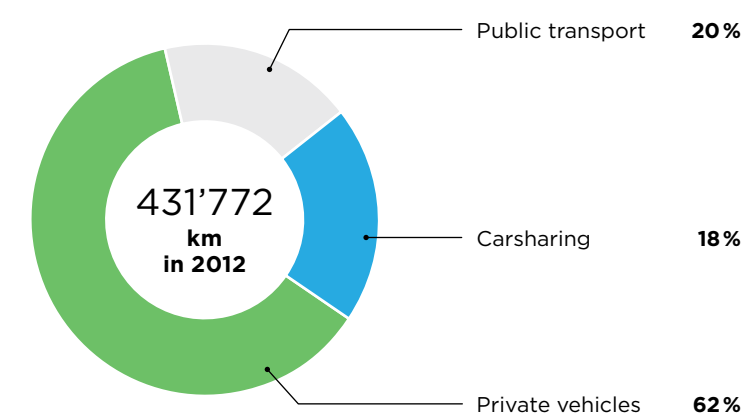
In 2010, Switcher launched a visitors' mobility plan on the Mont site. On arriving at reception, each visitor announces his or her means of transport and starting point; carpooling and travel by public transport are rewarded by a voucher to buy in a Switcher shop. The CO₂ impact of private vehicle travel is automatically compensated, either by the visitor or by Switcher. Each visitor is given an awareness card. The mobility plan also includes the fleet of vehicles (energy cat. A) and offsetting all business trips by air.

Since September 2011, employees have been included in the mobility plan:

- › fee-charging for parking space
- › free parking space for car pooling
- › compensation offered to employees using public transport or soft mobility
- › compensation offered for any use of public transport within employees' family circles and for their private trips

MOBILITY	PRIVATE VEHICLES	CARSHARING	PUBLIC TRANSPORT	FLIGHT	TOTAL
Commuting trips	269'148	75'988	86'636		431'772
Visits to customers	304'571				304'571
Management cars	45'754				45'754
Utility vehicles	24'141				24'141
Business trips by air				385'260	385'260
Total	643'614	75'988	86'636	385'260	1'191'498
INDICATOR: km/1000 articles sold	207 by car & public transport 99 by air				

Commuting 2012



5.5 – PAPER, CARDBOARD & WASTE

PAPER, CARDBOARD & WASTE

<div><div></div><div>PAPER CONSUMPTION</div></div>	KG
Total	3'820
INDICATOR: KG/1000 articles sold	1.0

<div><div></div><div>RECYCLING</div></div>	KG
cardboard	91'700
paper	1'500
waste to be incinerated	3'270
PET bottles	80
various sorted waste	18'580
glass	750
clothes	900
Total	116'780
INDICATOR: KG/1000 articles sold	30

<div><div></div><div>CARDBOARD CONSUMPTION</div></div>	KG
Total	55'160
INDICATOR: KG/1000 articles sold	14

The selective sorting of waste is an efficient measure for the recycling and economically justified valorisation of materials. By enabling the recycling of some household waste on the workplace, Switcher encourages waste collecting by making it more convenient, as it is done directly at the employees' workplace. Messages of encouragement are regularly sent out.

In addition to the recycling of paper and cardboard, the collecting centre gathers the following household and professional waste:

- › Toners (Swico)
- › PC, printers, electronic material (Swico)
- › Second-hand clothes (Texaid)
- › Batteries (neighbourhood collecting centre)
- › Coffee capsules (Nespresso)

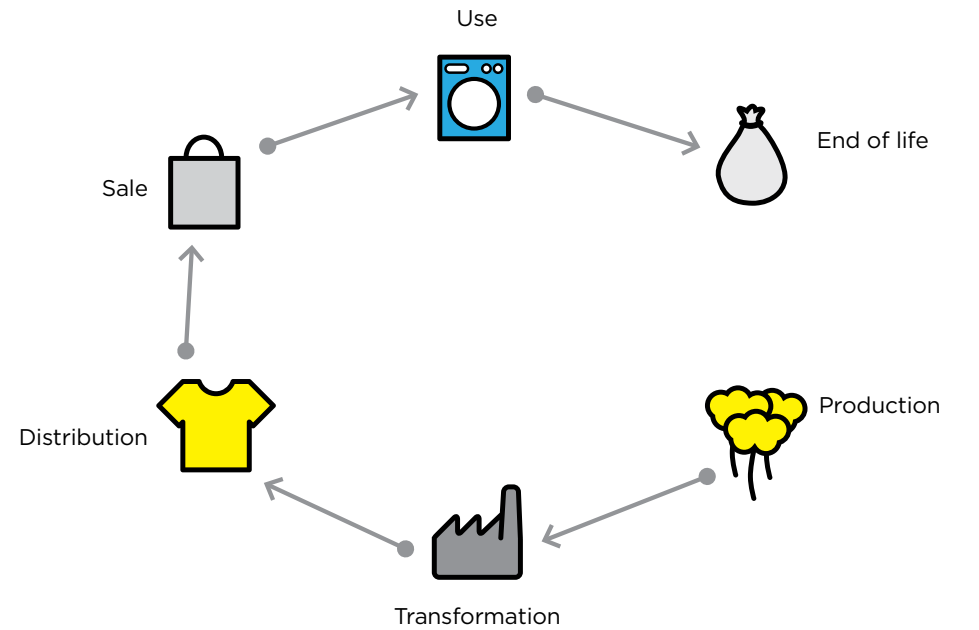
LIFE CYCLE ANALYSIS (LCA)

The life cycle analysis covers the entire life of a garment. It includes the production of raw materials (cotton, synthetic fibres), their transport to the place where they are transformed (spinning, knitting, weaving, dyeing as well as cutting, stitching and finishing).

The finished product is then transported, mainly by ship, rail and road, to the storage centre in Switzerland. The garments are distributed at the various points of sale. The Switcher points of sale are included in the life cycle.

This is where the consumer comes into play and is responsible for the following stages. Indeed, the customer goes to the shops by car or public transport to buy clothes.

He or she will then wear them, which involves washing, drying and ironing them. Finally, at the end of its life, the garment will be destroyed, either by incineration or recycling.





The Global Organic Textile Standards (GOTS) is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, of the entire textile supply chain. Switcher is certified since december 2010.



myclimate’s international network makes a relevant and innovative contribution to climate protection and to a sustainable development. myclimate is one of the world’s leading providers of voluntary carbon offsetting measures. myclimate’s carbon offset projects are characterised by their compliance with very strict criteria. myclimate also creates carbon assessments and raises awareness for climate change and climate protection in climate education projects.



Quantis is a spin-off of the laboratories of two major engineering schools (École Polytechnique Fédérale de Lausanne [Lausanne Federal Polytechnic School] and École Polytechnique de Montréal [Montréal Polytechnic School]), Quantis benefits from the best life cycle analysis experts, at the same time as maintaining close links with university research. Quantis is one of the worldwide leaders in LCA. Switcher has been working with Quantis since 2006.



A Swiss initiative which boasts more than 350 companies today, Öbu has set itself the task of promoting the development of the Swiss economy according to sustainable principles. Öbu develops tools for its members and also provides them with experience-sharing platforms and sessions. Switcher is a member of Öbu since 2008.



The Industrial Services of the City of Lausanne (SiL), multi-fluids service, actively implement an energy policy which guarantees efficient energy use and a reliable and sustainable regional electricity supply in the greater Lausanne area.

Thanks to the partnership between Switcher and the SiL, 10 centimes from any sale of a BAO T-shirt contribute to the installation of solar panels on the roofs of the city.



Switcher was the first “pro clima“ partner of the Swiss Post (1st February 2009) for shared compensation of CO₂ effects caused by parcel post in Switzerland.



Switcher was the first partner of Kühne and Nagel (1st January 2010) for shared compensation of CO₂ effects caused by all containers transported from India to Switzerland.



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6.1 – EVOLUTION OF INDICATORS

INDICATORS	2011	2012	EVOLUTION
Production steps	6	6	↑
Manufactures	21	24	→
Audits	3	10	↑
% articles sold with Max Havelaar label	4.8	14.2	↑
Apprentices / trainees	5	4	↑
% articles produced in Europe	14	40	↑
% articles sold in organic cotton	11	28.4	↑
% articles sold in PET recycled	13.9	47.3	↑
Sold pieces (million pieces)	4.3	3.9	↓
Retail customers	400	617	↑
Corporate customers	1105	1073	→
Employees	79	74	↓

PER 1000 UNITS SOLD	2011	2012	EVOLUTION
Offsetting CO ₂ (kg)	214	119	↓
Electrical consumption (KWH)	223	238	→
Water (L)	105	127	→
Work surface area (m ²)	2.5	2.4	→
Parcels by air	60	68	→
Parcels shipped	27	28	→
Mobility cars & Public transportation (km)	234	207	↑
Business trips by air (km)	86	99	→
Paper consumption (kg)	0.7	1	↓
Cardboard consumption (kg)	19	14	↑
Waste (kg)	27	30	↑

↑ IN PROGRESS

→ STABILITY

↓ DETERIORATION

6.2 – 2012 COMMITMENTS

EMPLOYEES › Participative workshops for the new guide for employees › HR participation at yearly performance review › CSR training for all employees	● ● ●
GOVERNANCE › Use of the sedex platform to share audits and self-assessment of suppliers	●
CLIENTS › Development/transmission of CSR know-how to clients › Better integration of CSR values in the internet site	● ●
SUPPLIERS › Use of sedex	●
FONDATION SWITCHER › Widnmill project: acquisition and installation of a wind mill in the park of tirupur (India) › Switcher prem school: launch of additional classes › T-school project: development and diffusion of the project in the primary schools (Switzerland)	● ● ●

6.3 – 2013 COMMITMENTS

EMPLOYEES › Job procedures drawn up, listed and communicated. › Satisfaction survey	
GOVERNANCE › Relaunch of Code of Conduct with all suppliers › Organization of Compliance Days 2013	
CLIENTS › Improved deployment of RSE values among all clients	
SUPPLIERS › 90% of purchasing volume is covered either by an independent audit or comes from a low-risk country. › Volume of European purchases > 40%	
ENVIRONMENT › Proportion of Bio cotton > 30% › Proportion of recycled PET > 40%	
SOCIAL › Creation of a solidarity fund for disadvantaged workers	

6.4 – GRI INDEX



The Global reporting Initiative (GRI) was established in 1997 with the mission

to create guidelines applicable worldwide in the area of sustainable development, and to create conditions for the reporting of economic, environmental and social performance, at first for companies. It offers benchmark indicators to measure the progress of sustainable development projects in companies.

In this report, Switcher has met the GRI C-level requirements. This shows that the information on the company and its social responsibilities is in accordance with the G3 GRI guidelines.

For the boundaries of this report, the company chose the spheres in which our influence is the greatest and so report about our own entity’s operations.

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REPORT SCOPE

This report aims at providing a fair and balanced view of Switcher performances during the calendar year 2012 in the area of sustainable development, and endeavors to meet the main expectations of our stakeholders (shareholders, customers, employees, suppliers, etc.).

The content of this report has been prepared using indicators chosen in order to take into consideration our activities’ impacts on the economy, social issues and the environment. The chosen indicators also take into consideration the Global Reporting Initiative’s (GRI) recommendations.

REPORT PARAMETERS

This report covers the period from January 1 to December 31 2012. It is established on an annual basis and is available in PDF format in three languages on www.switcher.com.

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