

2008 Social Report of Filippa K



1. Introduction

Names of brands owned by Filippa K:

Filippa K

Filippa K turnover in 2008 (in €): Only garments / clothing, exclude shoes, accessories etc)

Date of joining FWF: 1st of March 2008

Which goals have been targeted with respect to Code implementation for 2008?

- Make an inventory of all subcontractors.
- Questionnaires to be signed by all suppliers
- 3 audits in China, 1 in Romania and 1 in Turkey – corresponding to 26% of Filippa K turnover.

If applicable, also state other activities related to Corporate Social Responsibility in 2008:

Filippa K have taken some small and some big steps on the way to be more sustainable. All of our offices, for example, use eco-friendly electricity and we have replaced all of our company cars with “green cars” and bought bicycles for transport within Stockholm. Recycling, sorting waste at source, and economical usage of office supplies are all givens for us.

We offer our employees ecological products, such as milk, fruit, bread and so on.

We have an environmental strategy for all departments at Filippa K. In line with the strategy did Filippa K recently open a second hand store in Stockholm.

We have increased the percentage of organic cotton garments included in our collections in recent seasons. The availability of organic cotton is limited, however, so we are also trying to identify alternatives to cotton.

The material we are most pleased by is a Lyocel/Tencel. The raw material for this material is wood, which is converted into cellulose and then fibres in an environmentally closed process that reuses water and chemicals time after time again.

For Spring 2009 is about 20% of the garments we produce made from an eco-friendly material.

Finishing and dyeing the material also uses chemicals, water and energy. We have a

list of chemicals that absolutely may not be used in our production processes and of chemicals that may be used in limited amounts. We monitor compliance through random samples.

There is still a lot to be done with regard to the finishing and dyeing process, and in order to learn more, we have initiated a partnership with the Nordic Eco Label (The Swan) and begun by eco-labelling some of our products. Nordic Swan are helping us to check that all of the chemicals used in the production of the Swan-labelled garments comply with their stringent requirements and to avoid the use of excessive amounts of energy and water. At the same time, we are also learning more about the sort of demands we should be imposing on all of our production processes.

We know that there is still a lot to do, so we are maintaining a dialogue with independent consultants and interest organisations that are helping us to draw up a long-term plan for our environmental guidelines.

Above all, Filippa K stands for high quality clothing and timeless fashion. Our clothes can be used from season after season – which is also very good for the environment

2. Overview of countries and factories from which Filippa K is sourcing

Number of suppliers in 2008:

	Main Suppliers or Trading companies	Subcontractors
Portugal	8	9
China/Hong Kong	5	8
Estonia	2	2
Hungary	1	0
Italy/Romania/Albania	1	2
Lithuania	2	7
Turkey	2	3

Number of new suppliers in 2008:

Supplier no. 13112 – Turkey
Supplier no. 12296 - Portugal

Number of new suppliers, which completed and returned the questionnaire about working conditions in 2008:

Since Filippa K joined FWF during 2008 has all our suppliers received the questionnaire. All main suppliers has completed and returned the questionnaire except supplier 13112 - Turkey that is new and only produce a very small quantity of special items

Activities performed to inform suppliers about the FWF Code of Labour Practices, and about the implications for them:

To all suppliers has the following documents been sent out:

- FWF standard letter (Appendix 1, Manual for members)
- FWF Questionnaire – translated to Mandarin on behalf of Filippa K for suppliers in China.
- 4 FWF info sheet
- Code of labour practise in the languages of the supplier.

Each Production Manager has spoken with the suppliers about Filippa K's membership in FWF.

When a majority of our suppliers were present during the 2009 Spring Fashion show in July in Stockholm, took the Product Director the opportunity to inform them about FWF.

Suppliers from which the member company stopped sourcing in 2008:

12372 – Portugal and 12373 – Hong Kong – both suppliers where tested as new suppliers for 2008. After test order and evaluation according to Filippa K sourcing process did we decide to not continue with the co-operation for 2009.

Description of Code implementation activities with suppliers from which you have been sourcing in 2008:

China:

Trading Company 12098:

Two of the subcontractors 12098A and 12098B were audited in September:

Supplier 12098A

Audit date 4-5/9-2008, audit by FWF audit team, supplier for Filippa K since 2002

Main findings

- Findings in Code Awareness, OHS, FOA, OT, LW, Contracts
- Main problems – factory keeps falsified records and work too much OT.

Visit and CAP

Filippa K received the report final from the audit on the 27/10-08. Then Filippa K sent it for translation to Chinese and during visit of the agent for the supplier 12098A in end of November 2008 did the Production Manager discussed all the findings of the audit. The agent will discuss the findings with 12098A and come back with a report to Filippa K.

Supplier 12098B

- Audit date 2-3/9-2008, audit by FWF audit team, supplier for Filippa K since 2006.

Main findings

- Findings in Code Awareness, OHS, Documentation, LW. OT,
- Main problems – factory keeps falsified records and therefore is it not possible

to determinate if the wages, OT compensation, amount of OT are in compliance with the legal requirements and FWF Standard. No voluntary OT system is set up and not all workers receive correct OT compensation.

Visit and CAP

Filippa K received the report final from the audit on the 24/10-08. Then Filippa K sent it for translation to Chinese and during visit of the agent for the supplier 12098B in end of November 2008 did the Production Manager discussed all the findings of the audit. Then they visit the supplier and went throw the status of all findings together with the supplier, the agent will come back with protocol from the meeting asap.

Supplier 12007A

Audit date 15-16/9-2008, audit by FWF audit team supplier since 1998.

Main findings

- Findings in Code Awareness, OHS, Documentation, FOA, LW. OT, Contracts
- Main Problems - Discrepancies were found between time records and on-site and off-site worker interview. Thus, audit team cannot verify whether the time record is in compliance. As a result, the audit team cannot rule out the possibility of excessive overtime. No voluntary OT system is set up and not all workers receive legal OT compensation.

Visit and CAP

Filippa K received the report final from the audit on the 24/10-08. Then Filippa K sent it for translation to Chinese and forwarded it to the supplier. In end of Jan. 2009 will the supplier come back with comments and suggestions for how the improvements will/have been made.

Turkey

Supplier no. 12057

Audit date 6-7 Oct. 2008, audit by FWF audit team, supplier for Filippa K since 2000.

Main findings

- No major findings but minor findings in Code Awareness, Hours of work, OHS, FOA, Documentation, Security of employment, LW.. For findings for OT had the supplier already started with improvements the last two months before the audit.

Visit and CAP

Filippa K received the report final from the audit on the 13/11-08. The report has been sent to the supplier, in end of Jan. 2009 will the supplier come back with comments and suggestions for how the improvements will/have been made.

Romania

Supplier 12100A

Audit on the 18-20/11-08 by FWF audit team. 12100A has been supplier for Filippa K since 2002.

Unfortunately is the report delayed and Filippa K has not received it yet. But most of the findings were agreed during the audit to be corrected within 2008.

Remaining suppliers.

The remaining suppliers have been informed about FWF as described under point 2.

3. Complaints received in 2008

Complaints received from workers of supplying factories

No complaints received during 2008

Description of action taken by Filippa K to resolve complaints

- See above.

4. Internal training and communication about FWF membership

Description of activities undertaken to inform staff of Filippa K

Company information (beg. June): Sopia Schop from FWF visits us and gave a presentation for all of the Filippa K head office, about 70 pers.

Education for Filippa K Shop's employers. (April – Maj) Filippa K CSR Manager visit Filippa K own shops and concession stores in Stockholm, Gothenburg, Oslo and Copenhagen and gave a lecture about Filippa K's CSR commitments including FWF. Totally around 150-170 pers.

New co-workers: All new co-workers at Filippa K office and trainees have received 1 hour information of Filippa K CSR work and FWF membership given by CSR Manager. Totally around 20 pers.

5. External communication about FWF membership

Description of activities

- Press release regarding Filippa K's membership in FWF 2008-05-07
- Filippa K Newsletter 2008-08-07 sent to our customer register
- New website 2008-09-28 with better CSR information and information re. FWF membership-

6. Conclusions

To which extent have goals been achieved?

Goals for 2008 has been achieved and the awareness of the Labour Code has increased a lot both within Filippa K and for our suppliers.

Which goals have not been achieved in 2008? What were the underlying reasons?

All goals achieved.