

## 2009 Social Report of Filippa K

### 1. Introduction

#### Names of brands owned by Filippa K:

Filippa K

**Filippa K turnover in 2009; 40 M EURO.**

#### Persons responsible for implementation of FWF Code of Labour Practices and their positions:

	Name	Position
Policy formulation	Jon Abrahamsson	CEO
Final responsibility for the Code implementation programme	Anders Wiberg	Supply Chain Manager
Contents of the work plan	Anders Wiberg	
Execution of the work plan:		
Internal education & training	Anders Wiberg	
Informing suppliers	Monica Lindström, Ulrika Appelberg, Doreen Chiang	Production Manager
External communication	Pär Zetterberg	PR Managers
Archiving	Ida Lundqvist, Cyntiha Wallin Harris, Emma Arnström, Theresa Mårtensson, Hedwig Kajblad Sandra da Silva	Production Controllers
Supplier register	Anders Wiberg	Supply chain manager
Monitoring & remediation	Anders Wiberg	
Annual evaluation and report	Anders Wiberg Eva Boding	Marketing Director
Sourcing Decisions	Anders Wiberg  Monica Lindström, Ulrika Appelberg, Doreen Chiang	Supply chain manager Production Managers -

**Date of joining FWF: 1<sup>st</sup> of March 2008**

**Which goals have been targeted with respect to Code implementation for 2009?**

During the year 2009, The company have been focusing on strategy work in all different areas , range, supply, sales and economic aspects that has involved the whole company. Because of this heavy burden the work with social responsibility has not been treated as we have as ambition.

Our goals during this year has been to follow up an maintain the business that we have built up during 2008.

**If applicable, also state other activities related to Corporate Social Responsibility in 2009:**

Filippa K have continued with the eco friendly policy that was created under 2008 in our office and stores . 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.

The second hand store has been up and running more than one year ,and have more and more customers and are also highly interesting for media.

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.

For 2009 about 22% of the garments that was produced was 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.

During the year 2009 we have also been working with a Swedish company called Sustainia to know more about Reach and to secure that it is followed in our company

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

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### Number of new suppliers in 2009:

Supplier no. 13203 – Wongo / China  
Supplier no. 13254 – Tonghui/ China  
Supplier no 13325 – Always/Portugal

### Number of new suppliers, which completed and returned the questionnaire about working conditions in 2009:

We have not sent out new questionnaires during 2009

### 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)
- 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 and the way we are working with our suppliers.

### Suppliers from which the member company stopped sourcing in 2009:

12101 – Ceannis / China  
12151 – Team Idea / China  
12983 – Mno, Swedish agent for Vietnames shoe factory

## **Description of Code implementation activities with suppliers from which you have been sourcing in 2009:**

As stated above no such activities has been made out during 2009

### **3. Complaints received in 2008**

#### **Complaints received from workers of supplying factories**

Complaint from workers at supplier 12098 Bonus / silk factory regarding payrolls and overtime.

#### **Description of action taken by Filippa K to resolve complaints**

Close discussion with representative from FWF, talking with the factory and the agent. This is not yet solved but the aim is to do this during spring 2010.

### **4. Internal training and communication about FWF membership**

#### **Description of activities undertaken to inform staff of Filippa K**

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 15 pers.

When having company information ( one a month at Head office) the CSR work is constantly described as well as the work together with FWF.

### **5. External communication about FWF membership**

#### **Description of activities**

- The website is constantly upgraded.
- During the year a lot of students has been doing masters thesis about the CSR work that has been done by Filippa K, whereas we are informing of the work with FWF

### **6. Conclusions**

#### **To which extent have goals been achieved?**

We have not come up to the standard that we would like to achieve for 2009, so the goals has not been fulfilled, we have only maintained the level from 2008