



Report on

Responsible Business Conduct 2019

for Stokke AS



SUSTAINABLE DEVELOPMENT GOALS



To Readers Of The Report

Business is key for the achievement of the Sustainable Development Goals (SDGs). A well-functioning and responsible business community contributes to sustainable development through job creation and innovative solutions to global challenges. However, business operations can also have a negative impact on people, the planet and the society. Members of Ethical Trade Norway have committed themselves to work with due diligence for a more sustainable business practice.

The basis of this work is Ethical Trade Norway's Declaration of Principles, which covers the decent work agenda, human rights, environment/climate, anti-corruption and animal welfare. Members are obliged to report annually on challenges they face and on measures carried out to address these. The reporting template is this year for the first time based on the OECD due diligence model. It is new for us and new for our members. It is this report you are currently holding in your hands. The report is publicly available on our website.

The template seeks to respond to the expectations concerning due diligence for responsible business conduct as described in the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. Ethical Trade Norway's report covers essential elements of the Global Report Initiative (GRI) reporting framework and can be used as a progress report for the Global Compact.

Heidi Furustøl

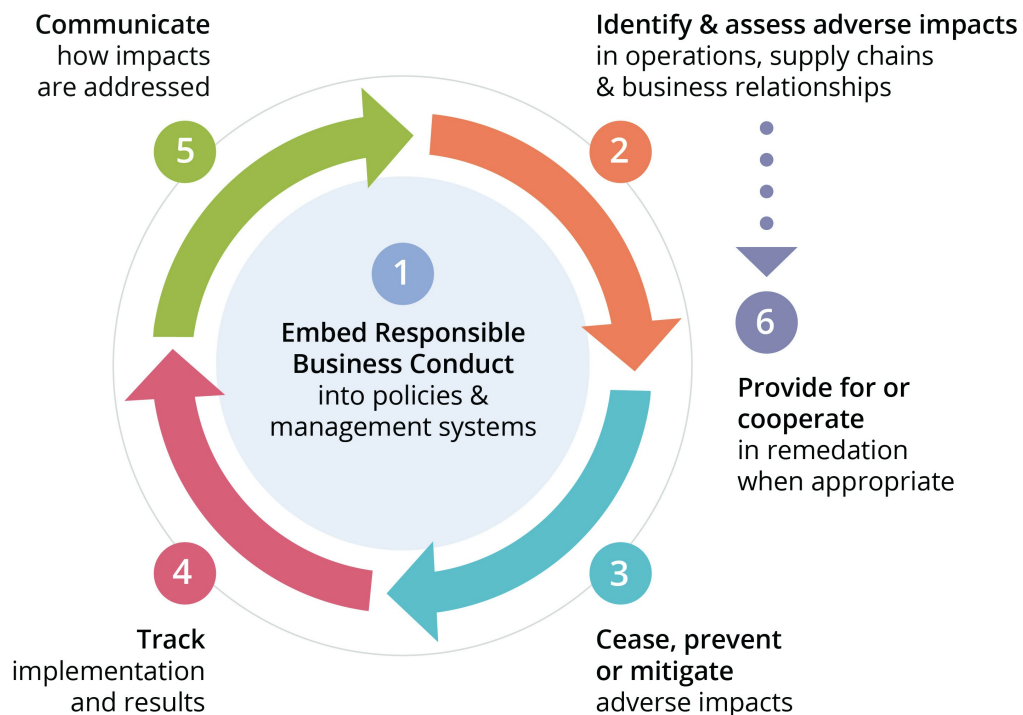
Executive Director

Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

At Stokke, we take great pride in the products we sell and have done since our beginning in 1932. Our company is focused on solutions for babies' development. Every day, millions of people place their trust in our products to take the best possible care of what is most precious to them; their young children. They expect the highest quality and safety from our products! Therefore, we always strive to do whatever is "in the best interest of the child" – our brand promise.

We are all concerned about the environment and how our actions affect it. In today's modern world, caring for our children means much more than providing them with safety, comfort, and protection. Caring for our children means caring for the planet that they will inherit. We strive to create innovative high-quality products in a responsible business environment that provides the assurance and peace of mind that is expected from Stokke products. This will contribute to the preservation of our planet not only for our children, but for generations to come.

Stokke has been member of Ethical Trade Norway since 2006. As a small organization, ETN is an excellent resource center and support in our work to continuously improve and ensure that our business practice respects people, society and the environment. Through this cooperation, we ensure that our actions are in alignment with best practice according to international expectations such as the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Sustainable Development Goals. As a member, we are committed to:

1. Implementing strategies and policies which, at a minimum, covers ETNs principles for responsible business conduct.
2. Carrying out due diligence for responsible business to prevent negative impact on people and the environment in our supply chain.

Autumn 2019, ETN updated their minimum requirements to ensure that they reflect what is considered good business practice today. Stokke very much welcomes this update, while at the same time, acknowledges that within a few areas, work is still needed to reach the expected level. Our actions for 2020 and 2021 are based on lifting our internal practice within these areas while keeping up the good work we are already doing.

" In the best interest of the child "

Jacob Kragh
CEO

Company information and business context

Key company information

Company name

Stokke AS

Head office address

Parkgata 6, 6003 Ålesund

Main brands, products and services offered by the company

Stokke provides worldwide distribution of children's furniture and equipment within the highchair, stroller, baby carrier and nursery market segments through selected retailers represented in around 70 countries. The products are also available through ww

Description of company structure

Stokke AS is a Norwegian company with subsidiaries in Europe, Americas and in Asia. All subsidiaries companies are fully owned by Stokke AS, and conduct sales and marketing on behalf of Stokke AS in the respective countries.

Stokke is owned by NXMH, an investment company based in Belgium, wholly owned by NXC in South Korea. NXC is the largest shareholder in NEXON Corporation.

Turnover in reporting year (NOK)

1 551 000 000

Number of employees

381

Major changes to the company since last reporting period (mergers, acquisitions etc.)

Contact person for the report (name and title)

Gunnhild Ø Thorsen, Operations Director

Email for contact person for the report

Gunnhild.thorsen@stokke.com

Supply chain information

General description of the supply chain and the company's sourcing model

Manufacturing of Stokke products is outsourced with suppliers located in 12 countries. The production of wooden products is located in Eastern Europe, textiles in China and injection molding and assembly in China and Europe.

Stokke consider our 1st Tier suppliers as System suppliers that take care of the sub-suppliers on behalf of Stokke. Stokke has a close relation to all our 1st Tier suppliers with frequent visits and close cooperation related to continuous improvement within different areas of the common business.

The main pillars in our Sourcing Strategy are:

- Stokke works with suppliers that promote FAIR WORKING CONDITIONS and SUSTAINABILITY in their work
 - Stokkes production shall ensure PREMIUM QUALITY PRODUCTS
 - Stokke choose suppliers with a LONG-TERM FOCUS and strive for a cooperation based on PARTNERSHIP
- These pillars are giving guidance both in our day-to-day work with the suppliers as well as to our long-term actions

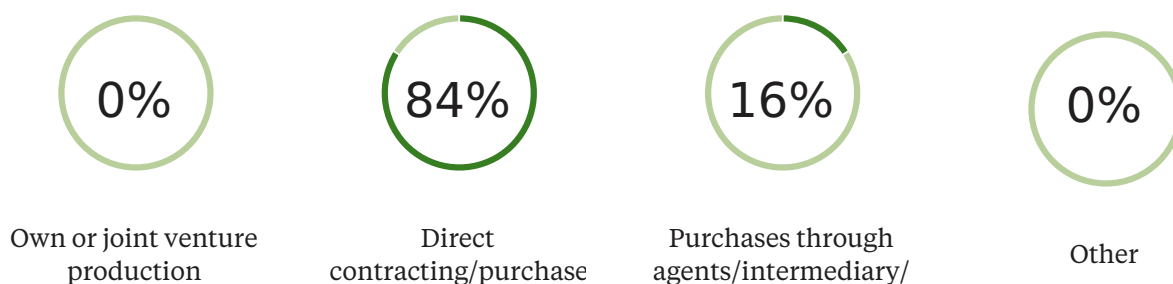
Number of suppliers with which the company had commercial relations in the reporting year

19

Comments to number of suppliers

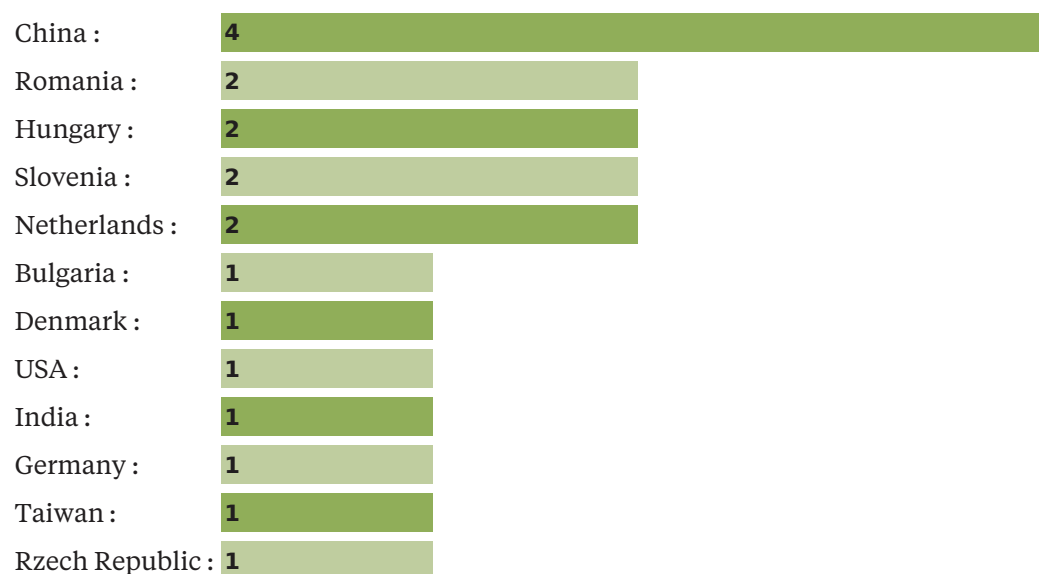
Stokke has a direct commercial relation to 19 factories/agents that supplies to Stokke AS. Including the factories supplying through and handled by our agents, Stokke has business relation with in total 30 factories.

Approximate ratio by sourcing options



Purchase of marketing materials and extra packaging for repackaging etc not included

List of first tier suppliers (producers) by country



State the number of workers at first tier suppliers (producers) that the company has an overview of and the number of suppliers this overview is based on

Number of workers

1 128

Number of suppliers

30

Comments to number of workers

Stokke is producing goods at in total 30 different suppliers. These 30 suppliers employees in total 17 000 people. Through our actions and communication about our expectations to the management of these suppliers, we are influencing all these people at 1s

Key inputs/raw materials and associated geographies

Wood (beech, oak, solid wood and plywood)	Bulgaria Rzech Republic Romania Slovenia Ukraine
Injection molding and assembly	China Hungary Netherlands
Metals (aluminium and steel)	China Hungary Netherlands
Polyester textile	China
Cotton textile	China

Is the company a supplier to the public sector?

No

Goals and progress

Goals and progress for the reporting year

1

Goal : Conduct Quality and Social audits of suppliers according to plan

Status : Done

2

Goal : Update mapping of 2nd Tier signing of CoC

Put on hold after dialogue with Ethical Trade Norway, where Stokke decided to reprioritize resources to other activities where we see a bigger impact than through this action.

Status : The wood supply chain is set out as priority and therefore second tier mapping was performed at our wooden furniture suppliers.

3

Goal : Establish a Stokke CSR strategy

Status : Started. However due to changes in Top management, work has been put on hold. The activity will be continued into 2020

4

Goal : Continue competence building about Ethical trade of employees with supplier contact

Status : Done

5

Goal : Raise internal awareness about our Code of Conduct and include information about CoC in Stokke Introduction training

Status : Information about Code of Conduct and work related to Ethical Trade has become part of the introduction program for all new employees at Stokke through the Stokke Academy

6

Goal : Establish a Due Diligence System for Wood Purchase

Status : A Due Diligence System related to risk of breach of Stokkes Code of Conduct has been established in 2019. The system has two dimensions, focusing both on the country/industry Stokke is operating within as well as the specific suppliers. Based on the risks identified, actions have been initiated at selected suppliers.

7

Goal :	Perform risk assessment of Stokkes textile purchase when it comes to sustainability and ethical trade. Evaluate and identify potentials for improvement
Status :	Stokke decided to further develop the Due Diligence System established for Wood Purchase to be applicable for all suppliers, materials and regions. Following the establishment of the system, the risk assessment has been performed for all 1st Tier suppliers and followed by specific actions for some of them.

Goal for coming years

1

Due diligence system: Building on the system established in 2019, Stokke will proceed with further mapping of the downstream supply chain followed by risk mitigation actions where needed

2

Conduct Quality and Social audits of suppliers according to plan

3

Establish a Stokke Corporate Social Responsibility Strategy giving the ambition for the future work with responsible business conduct

4

Continue competence building about Ethical trade of employees with supplier contact - extended to employees with indirect supplier contact (Innovation, Inventory management)

5

Establish a policy and regular reporting for Stokke responsible business conduct in line with Ethical trade Norway's' declaration of principles

6

Formalize focus and way of working for evaluation of environmental impact of Stokke suppliers



1

Governance and commitment to responsible business conduct

Commitment to sustainability means that the business should have relevant policies and codes of conducts in place, as well as effective management systems for implementing them. Central to this is the company's work with due diligence. This means, among other things, the business need strategies and action plans for how the company identifies and manages its risk of negative impact on people, society and the environment, including through business relationships and in the supply chain. Systematic management of such risks will strengthen the company's contribution to the Sustainable Development Goals. Strong commitment from top-management, and clear division of the responsibility for conducting due diligence is key. Those involved need to know how to proceed. Sustainability should be an integral part of business operations. Essential to this is transparency on the company's commitments, challenges faced and measures undertaken to manage those challenges.

1.A Policy commitment

1.A.1 What does the company say publicly about its commitment to respect people, society and the environment?

Stokke has published our commitment to people, society and environment on our homepage: www.stokke.com:
<https://www.stokke.com/NOR/no-no/stokke/ethics-and-environment/ethics-and-environment.html>

1.A.2 How is the commitment/policy developed and how is it anchored in the company?

Stokkes developed and implemented the Code of Conduct for our work with Suppliers in 2010. This policy was developed by the Sourcing Director in cooperation with Ethical Trade Norway and has since then been anchored with Top management. In 2020 Stokke do see a need of having a policy including the full business and have therefore set this as one of the targets for 2020.

1.B Organisation and internal communication

1.B.1 How is the work with responsible business conduct organised within the company and why in this particular way?

The main focus of Stokke has been to ensure Responsible Business Practice in cooperation with our suppliers. Therefore the responsibility lies at Operations Director.

Next to responsible business practice towards the suppliers, Stokke set as a target in 2018 that all product development projects shall have a sustainability fit. All projects are reporting to a Project Steering Group, including the Global Leadership Team. Based on last years learnings, there is a clear need to develop specific targets and guidelines to set the ambitions. This is part of the strategy-work started.

Responsibility for developing a product in line with Stokke's values is assigned to VP Innovation together with the steering group. Responsibility for responsible production lies with the Operations Director.

1.B.2 How are employees made aware of the ways in which responsible business conduct should inform their decisions and actions?

Employees working on product development and supplier selection/development are guided by internal process descriptions, as well as close dialogue and reporting to the Innovation Steering Group.

1.B.3 How does the company make sure employees have adequate competencies to work towards implementing responsible business conduct?

Stokke has conducted internal and external training of key staff with direct and frequent contact with the suppliers. There is a need to give other colleagues an introduction to responsible business practice to ensure understanding on how our daily business and way of operating might affect our partners. This is set as a target for 2020.

1.C. Plans and resources

1.C.1 How is the company's commitment to respect people, society and the environment rooted in strategies and action plans?

Stokkes commitment is as per now, rooted in the Sourcing Strategy and mainly focused on the work toward the suppliers. In the ongoing strategy-work Stokke target a more holistic approach for the whole company and actions to be set based on that. This effort is of strategic importance and is featured in our strategy.

effort is 'of strategic importance' and is featured in our strategy. Moving forward it will therefore be on the board agenda as well (not only CEO and CFO).

1.C.2 How is the company's strategies and action plans to work towards being responsible and sustainable followed up in top management and in the board?

Corporate Social Responsibility and Stokkes work with ethical trade is reported to CEO and CFO. The status of the work is reported to the Board of Directors on a yearly base.

1.D Partnerships and collaboration with business associates, such as suppliers

1.D.1 How does the company make clear in its business relationships (in particular in the supply chain) the importance it places on responsible business conduct?

Stokke CoC is a key document that is signed early in the process when sourcing new suppliers. Regular Social Audits, depending on risk profile of the country and supplier, also put the issue on the agenda at the suppliers. The topic is also a fixed agenda point in the yearly business review with our 1st Tier suppliers.

Indicator

Share of 1st Tier suppliers, who have received and accepted the Stokke Code of Conduct



2019

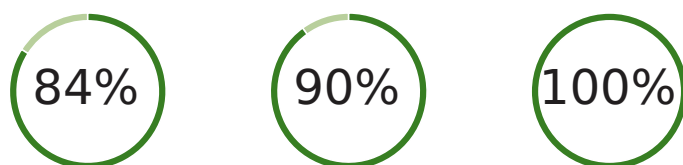
2018

2017

Percentage of Stokkes first tier suppliers who have received and accepted our CoC for ethical trade (percent based on number of suppliers). If the percent should have been based on total monetary value of purchase then % would have been 99 for 2019 & 2018 and 100 for 2017.

The deviation from 100% is caused by one supplier of Stokke that has not signed the CoC. This supplier is introduced to Stokke through co-branding. The supplier is located in China and has together with it's direct customer an extensive program for sustainability and ethical trade. During visits and screening, Stokke has considered the risk of breaching the CoC to be low and accepted that the CoC is not signed.

Percentage of suppliers with whom we have had a business relationship for more than three years



2019

2018

2017

The percentages is based on numbers of suppliers. The reason for the drop from 2017 to 2019 is introduction of new suppliers through co-branding and other kind of cooperation with 3rd parties.

Looking at purchase value the percentages are 2017: 100%, 2018: 98%, 2019: 96%.

Percentage of risk suppliers/sub-suppliers mapped on social and/or environmental sustainability



An increased focus on suppliers in Eastern Europe in 2019, has resulted in a significant improvement of this indicator. Work is planned to continue in 2020.

1.E Lessons learned and changes

1.E.1 What lessons has the company learned during the reporting period concerning sustainability, and what has changed as a result?

Stokke has through an extra focus on risks in our supply chain and implementation of a Due Diligence system related to the Code of Conduct, become more aware and focused on some of the risks identified. As a result this has helped Stokke to prioritize and follow up on specific risks at some of the suppliers. Control routines have been implemented for the visits at selected suppliers.

In previous years, the main focus within Ethical Trade was related to the asian suppliers. During 2019 both more presence at the suppliers, but also the risk assessment performed in the new Due Diligence system gave more focus to the suppliers in Eastern Europe.

A man with a slight smile, wearing a white hairnet and a dark blue long-sleeved shirt, is looking towards the camera. He is in a factory or industrial setting, with blurred machinery and structures in the background. The lighting is soft, highlighting his face.

2

Defining the focus for reporting

Identify and assess the company's impact on people, society and environment

“Identify and assess” is about identifying the company's risk for, and actual negative impact on, people, society and the environment, including in the supply chain and through business relations. As a first step the company should get an overall risk picture, before subsequently prioritising measures where the risk of negative impact is the greatest, i.e. salient issues. How the company is involved in the negative impact is central to determine the right actions to take. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

STATEMENT ON SALIENT ISSUES

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 In the table below state the salient issues associated with the company's activities and business relationships, particularly in the supply chain and during the reporting period

Salient issue	Related topic	Geography
Workload	Freedom of association and collective bargaining Wages Working hours Regular employment	China Pakistan
Wood traceability	Environment Corruption Use of materials	Bulgaria Romania Slovenia Ukraine
Contamination of water in cotton production	Environment Water	China Pakistan

The list represent the most salient issues that Stokke has identified and prioritized for 2020

DETERMINATION OF SALIENT ISSUES

2.A.2 Describe how the salient issues were determined, in terms of processes and sources of information, including any input from stakeholders

In 2019 Stokke established a process and systematic approach for performing risk assessment of our supply chain.

For both existing suppliers, but also potential new suppliers the assessment performed is split in two parts:

1. General risk assessment of the relevant country and industry in that country. The assessment is performed based on available information in the database www.mvorisicochecker.nl
2. A Stokke internal review of the specific supplier. Input to this review is information gathered through
 - a. Social audits performed by 3. party companies
 - b. Own visits and frequency of follow-up
 - c. Own knowledge of risk parameters
 - d. Deep-dive audits of most salient issues at the relevant supplier

The risk evaluation gives a score to the supplier and a list of most salient issues to follow up at the different suppliers in our portfolio. Based on the total list, the three issues listed above have been prioritized.

ADDITIONAL SEVERE IMPACTS

2.A.3 Identify any severe impacts on people, society and the environment that occurred or were still being addressed during the reporting period, but which fall outside of the salient issues, and explain how they have been addressed.

Violations of working time regulations, salaries (including overtime pay and statutory insurance), and HSE related issues have been identified in social audits. The way of handling such topics is to explain the management of the suppliers how this is in breach with the Stokke Code of Conduct and local requirements and why they should focus on it. Stokke together with the 3rd party supporting the audit give the suppliers recommendations and advice on how to improve the conditions. Stokke follows up with asking for status reports and/or do a re-visit after some months to check if the improvements have been implemented.

A woman in a blue surgical cap and gown, looking down, in a hospital setting. The background is blurred, showing other people in similar attire and bright overhead lights.

3

Management of salient issues

Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings in a way that contributes to a sustainable and responsible business conduct. The most severe negative impact on people, society and the environment should be prioritised first. This does not mean that other risks are less important or that they are not handled. The way the company is involved in the negative impact is central to taking the right action. Negative impact that the company causes or contributes to must cease, and the business must work to prevent and mitigate such risk. To address negative impact directly linked to the company, e.g. in the supply chain, the business must use its leverage to influence the entity causing the adverse impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the company's policy documents and management systems. Effective management of the negative impact on people, society and the environment is a major contribution to the achievement of the SDGs.

3. A Cease, prevent or mitigate

3.A.1 For each salient issue in your supply chain, add a goal, status and describe specific actions and progress made in the reporting year

Salient issue	Workload
Goal :	Production and overtime practice of our suppliers should be according to local law
Status :	<p>Findings in social audit in China that too much overtime is being used compared to local law</p> <p>In 2019, Stokke has worked hard to reduce our inventories. This work has often resulted in variations in purchasing volume. Some suppliers have experienced stop in production, and some have experienced increased orders with short deadlines that have resulted in more use of overtime.</p> <p>Also in Product development projects, Stokke do partly operate with short deadlines and sometimes end up pushing suppliers for samples. This might result in overtime</p>
Objectives in reporting year :	Stokke should make sure that our business practice is not pushing for the use of overtime at the supplier. The supplier should be given information, forecast/orders and other request with a fair chance to be able to respond/produce within normal working hours

Actions :

In previous years Stokke has adapted purchase practice to improve this issue. The situation in 2019 was influencing this in a bit negative way and Stokke will perform an internal evaluation of our purchasing practice to see how we can contribute to ensure stable production at our suppliers without excessive use of overtime. Stokke must work to strive for stable production.

Internal training of Responsible Business Practice to those functions with direct/indirect contact with the suppliers to create understanding on how our actions/work influences the situation of the workers at our suppliers.

Salient issue	Wood traceability
Goal :	Establish overview from which forests Stokke get the raw material
Status :	Stokke has overviews of the suppliers (2nd Tiers) of our 1st tiers, which in the case of wooden production are the saw mills. Audits have been performed checking the documentation following the deliveries
Objectives in reporting year :	Get overview on how much of our raw material comes from certified forest and make a risk analyses on needed amount of control on non-certified forests

Actions :

Trace our non-certified wood input back to forest by conducting audit in our supply chain supported by a professional, neutral 3rd party

Salient issue	Contamination of water in cotton production
Goal :	Stokke suppliers shall have programmes for responsible water treatment (water use and discharge of water)
Status :	Stokke has production in China and Pakistan, which both have challenges with water scarcity. Stokke do know of programmes at some suppliers, but have not yet evaluated the content and effect of these
Objectives in reporting year :	Get overview of suppliers with programmes for responsible water treatment

Actions :

Map and create overview of suppliers with programmes for responsible water treatment
Define Stokkes way of following up and focusing on this topic moving forward

Other actions related to management of negative impact:

Describe general actions to cease, prevent or mitigate negative impacts, including in your supply chain

3.B.1 Reduction of environmental and climate footprint

The key focus of Stokke is to have a high focus on quality of our products and with good quality follows longevity. TrippTrapp is the perfect example on this, as it can be used for generation and by that contributing less to the consumption society we experience today.

Stokke has also worked with implementing product certifications supporting the environmental footprint and supply chain of our products, as we are not able to control all materials 100% by ourselves.

In 2019, there has also been an increased focus on environmental impact of potential supplier when sourcing processes have been performed.

3.B.2 Adapting own purchasing practices (sourcing)

There have been performed evaluations of environmental impact of our suppliers in some sourcing processes, but target for 2020 is to formalize this activity into a process.

3.B.3 Choice of product design and of raw materials

Stokke has through product development of both new and existing products worked with implementing product certifications. Focus has mainly been related to textiles, where the following certifications are established or ongoing work.

Stokke has implemented Standard 100 by Oeko-tex for Product Class I for the indoor textile products. The Oeko-Tex product label, introduced certifies adherence to the specifications of the standard by the same name, a document of testing methods and limit values for potentially harmful chemicals. This independent testing and certification system supports our target to develop products in the best interest of the child. Stokke has in 2019 also started the work on implementing Made in Green by Oeko-tex, a certification which in addition to the testing for harmful substances also certifies that the textile products are sustainably produced. A unique product ID and/or QR code on the label enables consumers to trace the production of the labelled textile article.

Stokke has the OCS certification for cotton used in our textile products. The Organic Content Standard (OCS) applies to any non-food product containing 95-100 percent organic material. It verifies the presence and amount of organic material in a final product and tracks the flow of the raw material from its source to the final product.

In 2015, Stokke implemented an extensive upgrade of Stokke Restricted Substances List (RSL). The list describes which substances to test for dependent of material, which test method to use and acceptable levels. All suppliers must confirm that their deliveries to Stokke will comply with the RSL. RSL has been updated in 2018, and 2019, to ensure that the Stokke products are in compliance with rules and legislations, voluntary standards and industry trends. Stokke has committed to updating RSL once a year so that RSL. Stokke is following up-to-date recommended practice as well as voluntary standards and acts precautionary restricting chemicals that could potentially be harmful, often ahead of legislation.

In 2018 Stokke started the work of implementing a new water repellent PFC-free coating to our textiles. PFC (Per- and polyfluorinated chemicals) are a family of man-made, fluorine-containing chemicals with unique properties to make materials stain resistant (especially oil) and waterproof. They have been used (and are being used) for most outdoor products on the market. Research has shown that PFCs are incredibly resistant to breakdown; some have the potential to remain in the environment for hundreds of years after being released. PFCs are not known to go directly through the skin and there is no evidence of direct health risks from wearing clothes containing PFCs, but researchers are concerned about potential effects. PFCs are released into the environment during the textile's manufacture, as well as when they're washed and disposed. Stokke have developed a new PFC free test plan together with a 3rd party test-lab. According to our RSL we now test for 33 PFC's versus previously 2 PFC's. All new products being launched by Stokke are PFC-free and we are gradually working on implementing this into our existing portfolio as well.

3.B.4 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation.

Mentioned in Stokke CoC. Not a prioritized action to Stokke to follow up on besides through audit.

3.B.5 Contribute to development, capacity building and training of suppliers and workers in the supply chain:

Not prioritized in 2019

3.B.6 Other plans and measures taken to deal with salient issue

No plans beside the ones mentioned in this report



4

Track implementation and results

Tracking implementation of actions and results is key to the company's due diligence process. For example, is the identifying and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect real conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the company's negative impact work as intended? Is negative impact remediated where relevant? This may apply to actions taken by the company alone or carried out in collaboration with others. Companies must have procedures and systems to track their implementation and results in order to assess them. The company's experience with due diligence is used to improve processes and results in the future.

4.A Monitoring and assessment

4.A.1 Describe responsibilities and procedures within the company for tracking performance with respect to due diligence activities

Director for Operations together with Operation department is responsible for tracking performance. Performance is controlled through dialogue with suppliers after findings in 3rd party audits.

4.A.2 Describe how the company evaluates the effect of its own efforts, or those made by suppliers (and other business relations), to identify, prevent and mitigate salient issues

This is an area of improvement and where Stokke will need to evaluate how to perform this.

A woman with dark hair tied back, wearing a light blue button-down shirt and a brown leather apron, is looking down at a large, round, metal tray with several circular indentations. The background is a blurred kitchen or industrial setting.

5

Communicate how impacts are addressed

Relevant external communication on company due diligence for responsible business conduct needs to build on specific activities and results. This include external communication of policies and codes of conduct, or processes and activities related to identifying and managing the company's actual and potential negative impact on people, society and the environment. Communication should also include findings, effects and results of concrete actions or activities.

5.A External communication

5.A.1 Describe how the company communicates with affected stakeholders when managing its salient issues

Communication with management at suppliers regarding findings in Social audits. During product development of new products we target a close dialogue with the supplier to ensure a product designed for manufacturing and the processes at the supplier.

5.A.2 Describe how the company communicates publicly about its own work on identifying and management of salient issues

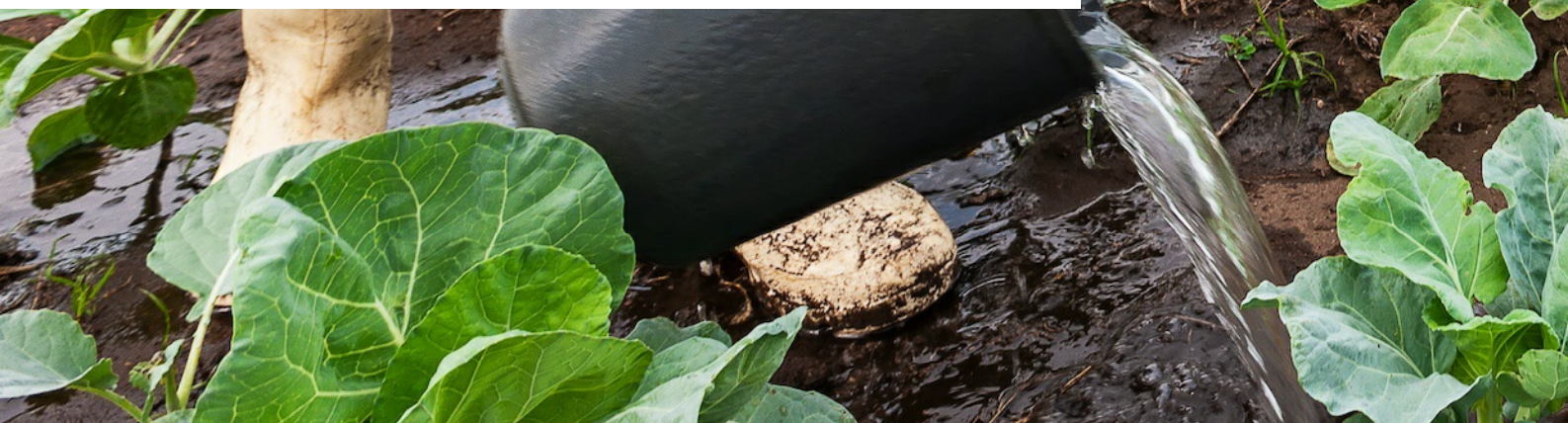
Communication about Stokkes responsibility is done on our homepage Stokke.com



6

Provide for or cooperate to ensure remediation when appropriate

Once a company has identified that it has caused or contributed to negative impact on people, society or the environment, the company must provide for, or cooperate to ensure remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. When appropriate, companies should provide for or cooperate with legitimate remediation mechanisms through which impacted stakeholders and rights holders can raise complaints.



6.A Remediation

6.A.1 Describe the company's policy for remediation of negative impacts on people, society and the environment

Stokke do not have a policy in place yet.

6.A.2 Describe cases of remediation in reporting year, if relevant

Not relevant

6.B Secure access to grievance mechanisms

6.B.1 Describe what the company does do to ensure that workers and communities have access to effective remediation mechanisms, when appropriate:

Contact details:

Stokke AS
Gunnhild Ø Thorsen, Operations Director
Gunnhild.thorsen@stokke.com