



Report on

Responsible Business Conduct 2020

for Cathrine Hammel AS

CATHRINE HAMMEL®

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

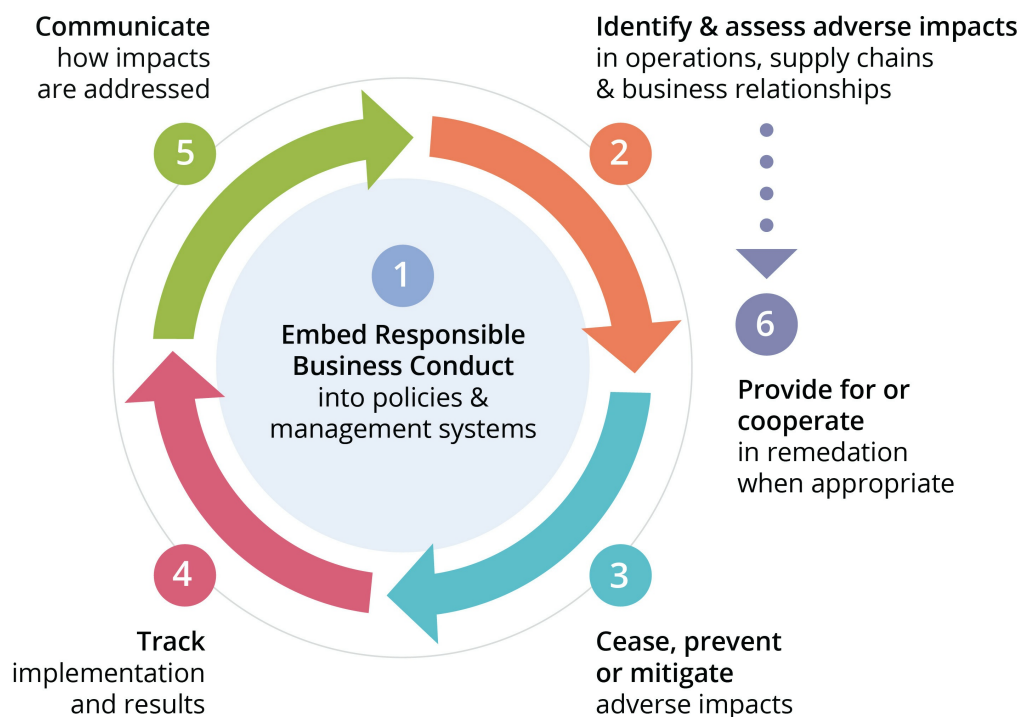
Executive Director

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

The philosophy of the Cathrine Hammel brand from the very beginning in 1997 has been to make high quality, made to last timeless essentials in comfortable, natural materials with the perfect fit for the modern woman, an opposite to today's fast fashion. Cathrine Hammel timeless design are clothes which reflect what any woman wishes to wear, and which can last and be reused for many years.

Cathrine Hammel AS became member of Ethical Trade Norway October 2018. As we know the main challenge in the work for ethical trade is to have sufficient transparency and traceability in the supply chain, we have chosen Ethical Trade Norway for their competence and resources as a support in our long term work for ethical trade.

Cathrine Hammel AS aims to be responsible, transparent, traceable and sustainable in all our work, with respect for human beings, animals and the environment.

The Cathrine Hammel brand works with only a few selected suppliers, and some suppliers have been with us from the very beginning. Our long term goals are to have a good long-term relation with our suppliers, to secure improved working conditions and environmental conditions in our supply chain, and to increase the awareness on ethical trade in general.

In the reporting year 2020, we made a conscious choice to make smaller collections, have fewer qualities, and work with fewer suppliers to have better control of our supply chain and the qualities we use. We see this as necessary to be able to meet our own requirements for a sustainable clothing production. This choice has led to major structural changes in the company, including halving sales and new working practices. Since we are a small brand, we have deliberately chosen these measures so we can grow an even more sustainable supply chain in the future.

" Our ambition is to produce in a responsible, transparent, traceable and sustainable way, with respect for human beings, animals and the environment. "



Cathrine Hammel
Owner, Head of Design and Production

Company information and business context

Key company information

Company name

Cathrine Hammel AS

Head office address

Oscarsgate 26 B, 0352 Oslo, Norway

Main brands, products and services offered by the company

Brand: Cathrine Hammel, a womens fashion brand made to last. Main products: Knitwear, skirts, pants, jackets, coats

Description of company structure

Family owned company founded in 1997. Head office and 2 concept stores located in Oslo, Norway. Warehouses in Norway, Denmark and Hong Kong. Worldwide distribution through our own webshop and multi-brand stores/retailers.

Turnover in reporting year (NOK)

21 594 000

Number of employees

13

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

Contact person for the report (name and title)

Karoline Solberg Larsen, Production and CSR assistant

Email for contact person for the report

karoline@cathrinehammel.no

Supply chain information

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

Design, sourcing and production of womens garments under the label Cathrine Hammel.

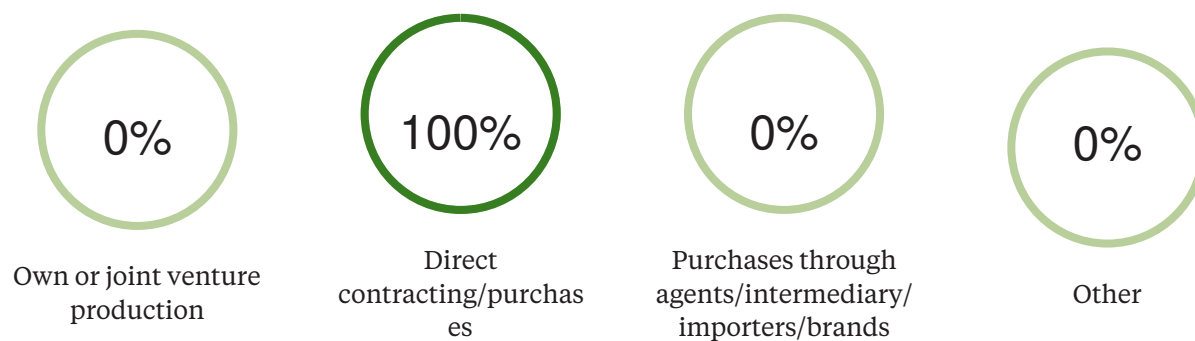
Number of suppliers with which the company had commercial relations in the reporting year

3

Comments to number of suppliers

This year we have chosen to only produce our clothes with our closest long-term relationship suppliers, to support their work during the Covid-19 pandemic.

Approximate ratio by sourcing options



List of first tier suppliers (producers) by country

India : 1

China : 2

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

180

Number of suppliers

3

Comments to number of workers

Supplier#1: 123 workers (55% women, 45% men), Supplier#2: 9 workers (88% men, 12% women), Supplier#3: 48 workers (60% women, 40% men)

Key inputs/raw materials and associated geographies

Merino Wool - Traceable ZQ certified	South Africa
Kid Mohair - which complies with the mohair industry sustainable guidelines	South Africa
Wool - Non-Mulesed	South Africa
Econyl regenerated nylon tulle/mesh	India Slovenia
Recycled Polyester - ECO CIRCLE™ FIBER	China
Cotton	China India

- Our merino wool is traceable ZQ certified from South Africa.
- The kid mohair we use contains only mohair from audited farms in South Africa which complies with the mohair industry sustainable guidelines.
- Our wool has been declared non-mulesed with South African origin.
- Our recycled polyester is made from ECO CIRCLE™ FIBERS made by ECO CIRCLE™ recycling system.
- In 2019 we developed in India our own Econyl® regenerated nylon tulle/mesh from broken fishnets and other nylon waste, which is used in the production 2020. The yarn was manufactured at Aquafil S.P.A, owners of Econyl®, factory in Slovenia. Then the yarn was imported to India, so our supplier could knit the spools of thread into tulle fabric.

This is the majority of raw material used in our production where the biggest volumes of raw materials are ZQ certified Merino Wool, Kid Mohair which complies with the mohair industry sustainable guidelines and Non-Mulesed Wool, all with South African origin.

We have come a long way with sourcing certified materials and we will continue this work onward, always trying to find better solutions for our qualities.

Is the company a supplier to the public sector?

No

Goals and progress

Goals and progress for the reporting year

1

Goal : Communicating our ethical and environmental work on our website and social media

Status : Due to the covid-19 pandemic, this work has been delayed. We have started communicating our ethical and environmental work and values on social media and on our website, and will continue and develop this work in 2021.

2

Goal : Open factory lists on our website 2020, transparent supply chain

Status : In 2021 we will communicate about our supply chain on our website, to ensure that our customers and public can find the information they need about how our clothes are made.

3

Goal : ZQ certified traceable merinowool from nominated farm in South Africa. Long term cooperation and dialogue with selected South African farms 2020

Status : All merino wool used in production 2020 is ZQ certified traceable merino wool from South Africa.

4

Goal : Buying our mohair from 4 emerging farmers in South Africa, processing and testing out possibility to manufacture the mohair garments in South Africa

Status : We are buying mohair from our trusted yarn supplier for many years, and together we work on finding the best yarns available on market, and we are in dialogue about Responsible Mohair Standard (RMS). This is an ongoing process.

5

Goal : ECONYL(R) regenerated nylon tulle from broken fishnets and other nylon waste produced for us in India 2020. The yarn was manufactured at Aquafil S.P.A, owners of Econyl®, factory in Slovenia. Then the yarn was imported to India, so our supplier could knit the spools of thread into tulle fabric.

Status : Achieved. In the Autumn Winter 2020 collection, the ECONYL ® regenerated nylon tulle/mesh was used for the first time in production. This was a big investment for our company as minimum meters for such fabric was 20.000 meters. We are the first to make this tulle/mesh fabric in the world.

6

Goal : Continue working on sustainable alternatives to new production, repair, reuse/vintage and renting

Status : This work is always ongoing. We are continuing to offer repair to customers garment, also older clothes purchased from us or from our stockist. We also did a pilot project where customers could return older Cathrine Hammel garments, and then got a discount on their new purchase to map the interest from our customers. We have also held courses in our flagship stores for our customers on how to repair their garments.

7

Goal : Environmental Product Declaration (EPD) and sustainable focus on sourcing all materials in all our clothing, including the cotton, viscose and silk and new developments to reduce Green House Gas (GHG) emission in the production line

Status : Ongoing.

8

Goal : Climate compensation through our wool and mohair supply chain

Status : Due to the covid-19 pandemic, this has not been a priority in 2020.

9

Goal : Continue mapping the supply chain. Focus anti-corruption and workers rights.

Status : Ongoing.

10

Goal : Running orders placed in low season to avoid overtime and secure more even workflow

Status : Ongoing.

11

Goal : All wool and mohair to be traceable and certified

Status : We will continue our work towards using wool and mohair that is certified with Responsible Wool Standard (RWS) and Responsible Mohair Standard (RMS).

12

Goal : Reducing waterconsumption by choice of raw materials and dyeing/washing methods in the production line

Status : Ongoing.

13

Goal : Continuing to design and produce high quality long lasting alternatives to overconsumption/fast fashion

Status :

In the reporting year 2020, we made a conscious choice to make smaller collections, have fewer qualities, and work with fewer suppliers to have better control of our supply chain and the qualities we use. We see this as necessary to be able to meet our own requirements for a sustainable clothing production. This choice has led to major structural changes in the company, including halving sales and new working practices. Since we are a small brand, we have deliberately chosen these measures so we can grow an even more sustainable supply chain in the future.

Goal for coming years

1

During 2022, all our qualities will be certified to have a sustainable and traceable supply chain from raw material to first tier supplier.

2

Continue mapping the supply chain with focus on anti-corruption and workers rights.

3

Continue mapping the supply chain with focus on working hours, use of overtime and living wage.

4

Running orders placed in low season to avoid overtime and secure more even workflow.

5

Continue communicating our ethical and environmental work on our web site and social media.

6

Communicating about our supply chain on our website, to ensure that our customers and public can find the information they need about how our clothes are made.

7

Attend courses through Ethical trade Norway to improve our employees competencies to work towards responsible business conduct both in the production- and design department. We have signed up for courses taking place during the spring of 2021.

8

Continue to work towards all wool and mohair to be traceable and certified with RMS, RWS and ZQ certifications.

9

Continue working on sustainable alternatives to new production, repair, reuse/vintage and renting.

10

Reducing water consumption by choice of raw materials and dying/washing methods in the production line.

11

Continuing to design and produce high-quality long-lasting alternatives to overconsumption/fast fashion.



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?

Our Code of Conduct includes company's policy and commitment and how we do business. We have published our policies, Internal Code of Conduct and Suppliers Code of Conduct, publicly on our website, and we will continue to communicate our commitment to respect people, society and the environment.

<https://cathrinehammel.no/retningslinjer/>

<https://cathrinehammel.no/baerekraft/>

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

Our Code of Conduct is our most important framework for ethical trade and reflects our values, integrity and ethics, expectations and commitments for Cathrine Hammel employees and the supply chain. Our Code of Conduct was first approved by the Cathrine Hammel board September 2018.

In march 2021 we decided to update our Code of Conduct to keep them up to date and to further improve our framework. The updated Code of Conduct was approved by the Cathrine Hammel board March 2021.

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?

Due to being a small company, the work with responsible business conduct is organized in the production department to efficiently combine all supply chain work with the responsible business conduct. Our Code of Conduct which is our guideline, is approved by the Cathrine Hammel board.

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

The same person responsible for the CSR is also responsible for the production, negotiations, and supplier follow-up. The Code of Conduct and updated supplier info is available to all Cathrine Hammel employees. Decision-making employees in the company frequently meet and discuss supplier strategy.

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

Through frequent internal information, presentations and monthly workshops. We have also signed up for courses through Ethical trade Norway taking place during the spring of 2021, to improve our employees competencies to work towards responsible business conduct both in the production- and design department.

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?

Our strategy and action plan is the same as our goals:

1. During 2022, all our qualities will be certified to have a sustainable and traceable supply chain from raw material to first tier supplier.
2. Continue mapping the supply chain with focus on anti-corruption and workers rights.
3. Continue mapping the supply chain with focus on working hours, use of overtime and living wage.
4. Running orders placed in low season to avoid overtime and secure more even workflow.
5. Continue communicating our ethical and environmental work on our web site and social media.
6. Communicating about our supply chain on our website, to ensure that our customers and public can find the information they need about how our clothes are made.
7. Attend courses through Ethical trade Norway to improve our employees competencies to work towards responsible business conduct both in the production- and design department. We have signed up for courses taking place during the spring of 2021.
8. Continue to work towards all wool and mohair to be traceable and certified with RMS, RWS and ZQ certifications.
9. Continue working on sustainable alternatives to new production, repair, reuse/vintage and renting.
10. Reducing water consumption by choice of raw materials and dying/washing methods in the production line.
11. Continuing to design and produce high-quality long-lasting alternatives to overconsumption/fast fashion.

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?

By approval of the board and frequent internal presentations and meetings. The CEO and chairman of the board are involved in the work towards responsible business conduct.

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?

All suppliers receive by mail and must sign and return the Supplier Code of Conduct before any business is started. In price negotiations the whole picture including ethical and sustainable values are considered and emphasized.

<https://cathrinehammel.no/wp-content/uploads/2021/04/Supplier-Code-of-Conduct-Cathrine-Hammel-AS.pdf>

Indicator

Percentage of the company's suppliers that have accepted guidelines for suppliers



CoC must be understood, signed and returned before any orders are placed.

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?

In the reporting year 2020, we made a conscious choice to make smaller collections, have fewer qualities, and work with fewer suppliers to have better control of our supply chain and the qualities we use. We see this as necessary to be able to meet our own requirements for a sustainable clothing production. This choice has led to major structural changes in the company, including halving sales and new working practices. Since we are a small brand, we have deliberately chosen these measures so we can grow an even more sustainable supply chain in the future.

As a result of this we can focus and priorities to map and improve the working conditions of our trusted long-term suppliers, with both our manufactories and yarn mills.

Although we have come a long way on the work of improving our supply chain and use of raw materials, we have in the last year also learned that since we are a small company, we have to improve our internal flow of information to make sure all employees at all times are up to date with our work to respect people, society and the environment, so this can better be communicated to the final costumer

We also see the importance in communicating our values and work to respect people, animals, society and environment to our customers and public, which has been under-prioritized in the last year due to the Covid-19 pandemic and other priorities.

Cost and pricing is the most challenging issue. Clients willingness to pay more for a product that is certified is our biggest challenge, and risk, as most clients prefers less expensive products still. The awareness of the responsibility towards animals, humans and the earth is not on top of peoples mind when choosing a product.

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
Workers rights	Freedom of association and collective bargaining	China
Working hours, use of overtime, living wages	Wages Working hours	China India South Africa
Animal welfare	Animal welfare	South Africa
GHG footprint, environment	Environment Emission Energy Water Use of materials	Global
Corruption	Corruption	Global

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

When mapping and determined our salients issues we focused on risks in the country where suppliers are located, inherent risk in the products and risks within the textile industry in general.

We sourced information from public reports and articles, information and resources from Ethical trade Norway, share own knowledge internally and from previous visits with our suppliers and farms visits in South Africa.

Some of public sources used is ITUC Global Rights Index Annual Survey, Ilo.org, MVO Risico Checker, McKinsey the state of fashion.

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.

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 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	Workers rights
Goal :	Workers in our supply chain should be allowed to collective bargaining and be able to speak their opinion.
Status :	Ongoing
Objectives in reporting year :	Continue the process of finding out how the situation is for our workers in our supply chain.

Actions :

We are mapping our supply chain for understanding practises for workers rights (focus China).

Salient issue	Working hours, use of overtime, living wages
Goal :	Workers in our supply chain should be paid fairly, and have decent working hours.
Status :	Ongoing
Objectives in reporting year :	Continue the process of finding out how the situation is for our workers in our supply chain (focus China and India).

Actions :

We are mapping our supply chain for understanding practises for living wages, and use of overtime. We communicate that living wages should be discussed when discussing the material and garment prices. We communicate and discuss our production plans and deadlines through our supply chain as soon as they are ready. Orders placed in low season where possible (India, China).

Salient issue	Animal welfare
Goal :	Animal welfare Certified wool and mohair.
Status :	Achieved Responsible Wool Standard (RWS) for 2019, Traceable ZQ Certified Merino Wool for 2020, ongoing Responsible Mohair Standard (RMS) for 2021.
Objectives in reporting year :	Animal welfare focus in all our wool and mohair products.

Actions :

After participating in IEH wool and mohair Due Diligence project in South Africa, we see the importance of transparency and higher animal welfare standards. We will continue our work with sourcing raw materials who are certified. Now that our merino wool is traceable ZQ certified, we will focus on sourcing traceable and certified wool and mohair.

Salient issue	GHG footprint, environment
Goal :	Finding our carbon footprint as a brand.
Status :	Achieved in 2019
Objectives in reporting year :	To use the LCA report as a guide to find out where in our supply chain it is most important to make improvements.

Actions :

We did a full LCA report in 2019, and have included this information when we made the choice to focus on fewer qualities to decrease our carbon footprint. Train as our preferred transport from China to Hamburg when possible is also important for us to reduce our carbon footprint. We work with the same suppliers and qualities as in 2019.

Salient issue	Corruption
Goal :	Transparency in our supply chain (as opposed to opaque suppliers) as a tool to limit corruption, understanding and deciding the selection of qualities, prices and suppliers.
Status :	Ongoing
Objectives in reporting year :	Using transparency in our supply chain to work against and limit corruption, and nominating spinners and weavers we have direct communication with.

Actions :

Knowing our suppliers from many years. Making the patterns ourselves and having direct communication with spinners, weavers, and accessory suppliers to be able to check and negotiate prices and be free to place orders with the most suitable supplier to the correct price. Doublechecking manufacturers CMT prices when we know the material cost.

Cross-cutting actions related to management of negative impact:

Describe cross-cutting actions to cease, prevent or mitigate negative impacts, including in your supply chain

3.B.1 Reduction of environmental and climate footprint

We changed all our plastic bags and poly bags to recycled plastic. We use recycled polyester labels and recycled FSC paper hangtags on our garments. We use recycled polyester ECO CIRCLE™ FIBERS in production. We use train as preferred transport from China to Hamburg. We use our own developed Econyl® regenerated nylon/tulle from regarded fishnets and other nylon waste in production. We use traceable ZQ certified merino wool in production. After the LCA report we got a better picture where we can further reduce our climate footprint by sourcing lower GHG emission materials and by working towards climate reduction in our own supply chain.

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

We have gradually adapted our purchasing practises/sourcing to communicating production and delivery forecast time ahead to factories, transport companies and warehouses. We are focusing on placing orders in time for suppliers to have enough lead time to be able to avoid overtime. We always consider ethical and sustainable factors during price negotiations, and have close dialogue with our suppliers. At our smallest supplier where we are the only customer we are cooperating and communicating about minimum and maximum capacity to try to keep some running production at low periods and try to avoid overload and overtime at peak periods.

Indicator

Percentage of the company's suppliers with whom the company has had a business relationship for more than three years



Cathrine Hammel has stable supplier relations, has worked with 90%+ of the suppliers since the very beginning 23 years ago, and focus on a long term relationship with the suppliers.

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

Since the very beginning of the brand, the value of making timeless pieces in natural fabrics has been our philosophy. The concept of having as few garments, and garments that can be used for many occasions and generations has always been the focus since Cathrine Hammel's very start in 1997. This has always been our core values, and will continue to be so.

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.

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

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



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

Monitoring is carried out through data collecting and reporting. Production manager has the responsibility, and collects and systemizes the information.

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

As a small brand, it is not always easy to measure the effects of what we do or to see any visible change in the end of the line. But we can see the change in what we do at our small Indian supplier, where smaller or larger orders make a significant difference.

When we in 2019 measured Green House Gases (GHG) through an LCA report, we choose to lean on external specialists in the field like CEMAsys and trust their analysis tool.

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

Although sometimes challenging, we communicate with the workers like for example the workers at the different stitching units when visiting the factories we work with in India and in China. We have communicated with merino wool farmers and mohair emerging farmers when we visited farms in South Africa.

Because of the travel restrictions in 2020 we have not been able to visit the factories we work with. We hope to visit our suppliers in 2021 to continue our communication with affected stakeholders.

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

We have started working on our public sustainability and ethical trade communication. Our policies are publicly available on our web site, which describes our own work on identifying and management of salient issues. We will continue this work onwards.

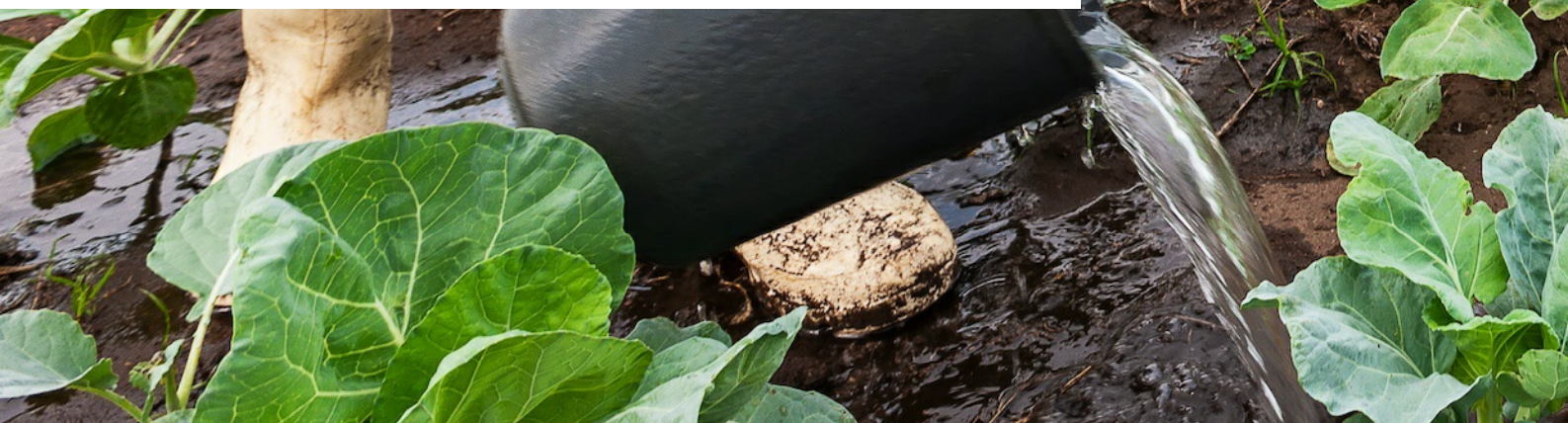
<https://cathrinehammel.no/retningslinjer/>



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

We commit to conduct due diligence on our most significant risks in own operations and in our supply chain. This involves; conducting risk assessments to identify potential negative impact on people, society and the environment and to stop, prevent and reduce such impact. The measures put in place are monitored and their effect evaluated. The measures are communicated to those affected by our actions. If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy.

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

We have not had any cases.

6.B Secure access to grievance mechanisms

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

We have not started working on this yet.

Contact details:

Cathrine Hammel AS

Karoline Solberg Larsen, Production and CSR assistant

karoline@cathrinehammel.no