



## The Way we Work at JOLO Fashion Group

As a group of children's wear specialist brands, JOLO Fashion Group is engaged in the future of children, today. We work together with all our brands and all our partners to make our operation more sustainable and fair. This long term commitment focuses on a social and sustainable supply chain, sustainable materials and learning together with all our partners.



### Social and Sustainable Supply Chain

We underline the importance of fair practice and endorse the internationally renowned Amfori BSCI Code of Conduct, a set of principles and values that reflect the beliefs of its participants and the expectations they have towards their business partners. The Code of Conduct refers to international conventions such as the Universal Declaration of Human Rights, The Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines, UN Global Compact and International Labour Organization (ILO) Conventions and Recommendations relevant to improve working conditions in the supply chain.

For the production locations we work with, we have developed a set of 7 Minimum Requirements.

#### 1. All production locations used for the production are disclosed

JOLO Fashion Group wants to know where our garments are produced, so full transparency of production locations is therefore a prerequisite to doing business.

#### 2. Child labour should be prevented

Child labour is to be prevented by all means. The production location should have an effective and documented management system in place to ensure no children are and will be employed. Also, if young workers (workers aged between the minimum working age and 18 years) are employed, they should be under special protection.

#### 3. No forced and bonded labour

Forced or compulsory labour of any type under any circumstance is prohibited. Every prospective worker should be fully informed of the terms and conditions of the offered employment and voluntarily agree to them without facing any penalties. The production location is responsible for all workers on site, regardless of who is the direct wage payer.



#### 4. No severe safety hazards

The production locations should have an effective management system in place to manage health and safety throughout the entire workplace; dormitories and canteens are within scope. It includes systems to identify risks, set up, implement and document effective measures to mitigate the risks, and monitor whether such measures are implemented accordingly.

#### 5. Real and accurate wage and working hour records

The production location should always be transparent about the real and accurate wage and working hour records. Piece rate wages are accepted as long as the payment system is fair and at least the minimum hourly wage can be guaranteed.

#### 6. Accident insurance for all workers

All workers – regardless of who is the direct wage payer – should be covered by work related accident insurance, which should be paid by their employer.

#### 7. No severe environmental pollution

Negative impacts on the environment should be limited to a minimum and under no condition violate any laws in this regard.

### Sustainable materials

Most of the materials we use at JOLO Fashion Group to produce our garments consist of cotton or polyester. This is why we are working towards the use of organic cotton and recycled polyester as much as we can.

**Organic cotton** is grown using methods and materials that have a positive impact on the environment. Organic production systems replenish and maintain soil fertility, expand biologically diverse agriculture, and prohibit the use of synthetic toxic and persistent pesticides and fertilizers, as well as genetically engineered seed (source: [www.textileexchange.org](http://www.textileexchange.org)). Our brands Bampidano, Le Chic baby and Moodstreet Petit are proud to use 100% organic cotton in their baby collections.

**Recycled polyester** can be either mechanically or chemically recycled, with feedstock consisting of either pre- or post-consumer waste that can no longer be used for its intended purpose. This includes returns of materials from the distribution chain (source: [www.textileexchange.org](http://www.textileexchange.org)). For the bigger part of our coats and jackets we use recycled polyester, with high quality fibre to match our requirements.

For the upcoming years, we strive to transform our other collections to the use of these more sustainable materials.

**Animal welfare** recognizes that animals are sentient beings and have an intrinsic value, so must be treated with respect. At JOLO Fashion we highly regard animal welfare, which means that we do not use materials such as fur, down from live-plucked or force-fed geese and ducks, angora, wool from mulesed sheep or shells.



**Restricted substances (chemicals)** need to be monitored throughout the production chain, from raw materials to finished products. This is important because the production chain of garments is both complex and chemical intensive. JOLO Fashion Group has a commitment to responsible chemical management, for which we have developed a Restricted Substances List to reduce the use of hazardous substances in our supply chain. With the help of this list we have informed all our suppliers on chemicals that are banned or restricted in production processes and finished products.

## Learning together with our partners

The design and making of a fashionable high quality garment is quite a process. It starts with growing of the fibres such as cotton and is followed by many steps in the production chain such as spinning, weaving or knitting, bleaching, dyeing, washing, cutting and sewing of a garment. The distribution from production location through our distribution centre, to retail or online stores all the way to the final customers are steps needed to give excellent service and pleasure to wear our clothes. Many partners add value in each step of this process. JOLO Fashion Group would never be able to make this happen on our own. This is also true for the process of learning to improve our sustainability performance. To get the job done, we will need to learn together with everybody involved.

In 2015 we started with an internal workshop program cycle to educate our stylists, brand managers and merchandisers on a variety of sustainability topics. Each brand designed their own 'Roadmap to Doing Good' and took decisions on how to grow in a social and sustainable way. Ever since the start, these biannual workshops continue to create new learnings and add value to the existing knowledge of our staff.

In 2016 we intensified our partnership with our suppliers to also include conversations and mutual learnings on the development of sustainable supply chains. We visited many production locations and learned about their way of working. Many of our production locations are relatively small scale family based businesses with a long term craftsmanship in the production of children's wear. Many workers are locals who know each other and form close communities. A key step forward with them was to introduce our system of minimum requirements and to assess the performance of our most important production locations. Step by step improvements are happening with the help of our suppliers to guide the production locations.

Our retail customers are equally important to be engaged in this effort. How to bring across the message of sustainability to children, parents and grandparents? How to help people to make a sustainable buying decision in the store or online? From the conversations we have had, we learned that our retail customers are very open to work with us on this topic. Together we take our first steps and we expect that in the years to come the message of sustainability will become stronger and more attractive to more people.

Finally, we involve quite a number of experts to help us on our path of sustainability. As a member of branch organisation Modint, we engage their technical experts to help us define our restricted substances list. As a signatory of the Dutch Sustainable Garment and Textile Agreement, we learn from conversations with their staff and other signatories on how to deal



with dilemma's we encounter in our supply chain. As a member of Amfori BSCI we align our minimum requirements with the international BSCI Code of Conduct. During our annual supplier summits in China, we invite NGO's and front runners to talk about more sustainable materials and other topics, so that local staff and suppliers have access to this knowledge too.

Learning together supports mutual development of our stakeholders and strengthens our relationships. In this way we work for the future of children today, together.

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