

## EXAMPLES (1/3)

Portfolio companies show various developments on all aspects of ESG

### NINE & Co.

BRANDS FOR MUMS & KIDS



#### Increasing supply chain transparency

**NINE&Co.** aspires to become a sustainability frontrunner in the clothing industry. In the previous years, the company traced all of its tier 1 (direct) suppliers. The company is currently working on creating supply chain transparency of tier 2 suppliers, which were previously unknown.

In 2020, NINE&Co. expanded its production location overview to trace and disclose tier 2 suppliers. Currently, ~150 tier 2 suppliers are known.

### ALPINE

HEARING PROTECTION



#### Developing sustainable packaging

**Alpine** is making strides in reducing packaging impact. In 2020, the company developed a more sustainable packaging line, which contains 98% less plastic per unit. The packaging is made from FSC-certified cardboard, biodegradable PaperFoam, and a small plastic 'window' made from recycled plastic.

The sustainable packaging line is implemented in 2021 for Alpine's 6 best-selling products.

### Petrol

THE ROAD  
—TO A—  
*Cleaner*  
FUTURE

#### Launching a sustainable clothing collection

**Petrol** aims to reduce environmental impact by increasing sustainable materials used for clothing. In 2020, Petrol launched a sustainable brand proposition: "The Road to a Cleaner Future". This sustainable collection contains 25% sustainable styles.

Petrol has set the goal of increasing the share of sustainable styles by at least 5 percentage points per year.

**NINE & Co.**  
BRANDS FOR MUMS & KIDS



**Working on living wages in the supply chain**

**NINE&Co.** wants to ensure that everybody involved in producing and delivering their products is treated in a fair and safe manner. The company has set the long-term goal of reducing the living wage gap at the biggest suppliers (representing 25% of the business) in 2023.

The company has already taken the first step towards reaching this goal: in 2020, a pilot project was initiated at two main suppliers (IN & TR), responsible for ~20% of production. NINE&Co. aims to reduce the living wage gap at those suppliers in 2021.



**Ensuring sustainable material sourcing**

Since Vendis' acquisition of the company, **SoLow** has implemented several ESG measures relating to material procurement. The EU Timber Regulation prohibits the placement of illegally harvested timber and timber products on the EU market.

To adhere to the Timber Regulation, SoLow has set up a Due Diligence System (DDS) for wood and paper. Going forward, the company will carry out a risk analysis of current suppliers of timber products and start buying 100% FSC-certified wood, cardboard and paper.

**Beliving**



**Promoting talent development & wellbeing**

**Beliving** recognises the importance of talent development and employee wellbeing. Firms that can attract and retain employees and manage talent are better positioned to protect and enhance shareholder value.

To advance employee engagement, the company conducted its first employee satisfaction survey in 2020. Additionally, several trainings (e.g., sales, coaching, time management) were implemented for showroom staff and a trajectory for store managers was started to encourage promotions amongst staff.

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Switching to 100% FSC-certified paper

**L'Atelier d'Amaya** aims to reduce the environmental impact of packaging on the environment. To this end, a long-term aspiration of the company is to switch to packaging made from recycled paper and cardboard.

L'Atelier d'Amaya has taken the first step towards increasing the sustainability of packaging in 2020: all paper and cardboard used for packaging was replaced by 100% FSC-certified materials.



Launching a training & development programme

**Kamera Express** recognises the importance of employee satisfaction and development. Besides cultural benefits, this might result in commercial advantages: higher employee well-being can result in more productive employees.

In 2020, the company started "Kamera Express University", a platform that can be used by store staff to follow several (online) trainings. Going forward, the company aims to further expand training & development opportunities by appointing a dedicated employee for this.



Publishing a "Staff Handbook"

**Sylphar** is a fast-growing company and has almost doubled its FTEs since 2018. Especially for companies that are growing at a high rate, it is important to have relevant ESG policies in place. This can help create a consistent culture, support employees and minimize the risk of legal issues and conflicts.

To this end, the company has published a group-wide "Staff Handbook" in 2020. This Handbook contains several important policies, including a Code of Conduct, Privacy & Data Security, Anti-Corruption & Bribery, Gifts, Whistle-Blowing, Diversity & Equal Opportunities, Health & Safety, and HR.