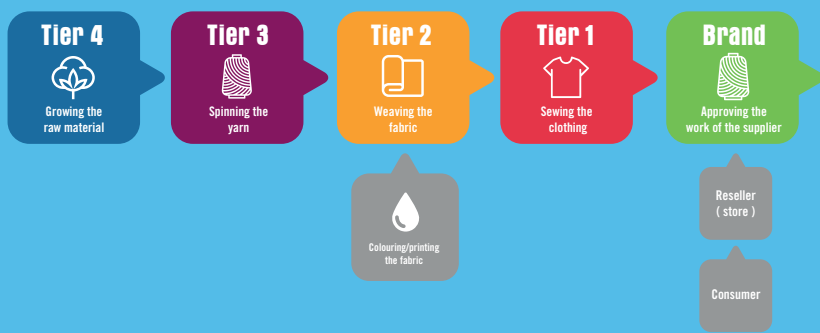


1

**Transparency of our entire production chain:**

by having a good understanding of our production chain we can also address the risks in that entire chain.



2



**Our purchasing policy and practices will be reviewed throughout the year:**

by continuing to critically examine our purchasing conditions, delivery times and purchasing prices, we will take into account the impact that our purchasing has on the production location and the employees in that location. Feedback from our suppliers will be taken into account.

**100% follow-up on social audits that have taken place in production locations:**

if audits reveal that human rights have been violated or that there is a risk of violation, we will immediately follow up



3

4



**Employee training at 25% of our suppliers:**

we support employees with training so that they themselves can stand up for their labour rights in the workplace.

**Zero-tolerance on payment of wages below the minimum wage:**

if it appears that workers are paid below the local minimum wage, we investigate why this is the case and we make sure that the supplier corrects this.



5

6



**Striving to pay a target or living wage:**

We want workers to receive a fair wage for the work they do. We therefore want to work with a number of suppliers to implement a target or living wage.

**Support for social dialogue between employees and the management of a supplier in Vietnam:**

together with CNV Internationaal, HAVEP, ETP and Groenen-dijk we support this project, which focuses on improving the labour position of employees.



7

8



**Better Mill Initiative:**

in cooperation with Solidaridad, Zeeman, Hunke-moller and America Today we are working on improving water and energy management and the safe use of chemicals at a supplier in Bangladesh.

**Stakeholders meeting:**

we would like to invite all our stakeholders to hear their input on our ICSR efforts.



9

10



**100% insight into the environmental impact of our clothing production:**

Tricorp wants to reduce its footprint and will therefore carry out a baseline measurement on the basis of which improvement measures can be formulated and implemented.

**50% of the workwear we sell is reused or recycled:**

To reduce the impact of the production of our workwear on the environment, it is very important that clothing does not end up on a landfill, but is reused or recycled. Tricorp is committed to working with collection services and possibly other sectors to achieve this.



11

12



**The use of harmful substances will be limited in 100% of our articles:**

Our articles will be supported by an Oeko-tex 100 certificate for the main fabric and we will ask all our suppliers to sign the so-called RSL list; we will also check this on a random basis.