

NIKIN

NIKIN AG

Supplier Environment & Sustainable Report

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1 Supplier Information

Company Name and legal status:	ITALTEMPO – BRINDES, Lda
Company Address:	Av. José Francisco Guerreiro, Paiã Parque – Armazém B11 1675 – 076 Pontinha
Age of the company:	23 years
Contact of responsible person:	Paola Graça

2 About

NIKIN wants to increase the transparency of the production towards the customers and the community and relies on a good and long-term partnership with the producer and trust, as well as on certificates and/or standards (e.g., GOTS) whenever possible.

This is a report created by NIKIN and advised by the sustainability experts of ecos.

We ask the producer to answer the following questions honestly and truthfully. The aim is to identify the status of the social and sustainability aspects of the products. It is a process, if questions are not fulfilled or can not be answered yet, it's not a problem. Our goal is to improve together and therefore we want to reinsure our partnership. This means we will try to find the most suitable solution for both parties.

3 Company Information

3.1	Is your company certified or audited? If yes, please list certifications or audits and expiry date. e.g. GOTS (04.2021) e.g. Fairwear or Amfori (BSCI)	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Certificates & Audits: Health and safety Health and safety at work
3.2	Is your company a Family Business? Please justify your answer.	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We are a small company
3.3	What production steps is your company doing? e.g. Cutting, Sewing, Dying.		Steps: Product development; Total manufacturing; sale
3.4	How many employees are working in your company?		Number of employees: 7
3.5	Do you have subcontractors to whom you pass on entire NIKIN orders because you have too little capacity or for other reasons? If yes, please list the companies and all their certificates.	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Subcontractor names & certificates:
3.6	How do you work with your suppliers? How well do you know them and how transparent is the supply chain? Please explain.		Comment: We work with some of suppliers for many years (10 or more years)

4 Environment

The following questions relate to environmental aspects of your company. Please answer all questions honestly. If questions cannot be answered, you can select "don't know". However, please explain if there's another system in place or why the question can't be answered.

4.1	Do you do something with your production waste? E.g. recycling If not, how is it disposed? E.g. landfill, burned etc Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Cardboard
4.2	Do you do something to spare resources in the production? E.g. cutting tool optimization or education Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Education
4.3	Do you have an internal waste concept? If yes, please explain, what are you doing? e.g separating and recycling PET bottles, cardboard ... Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Waste cork is used to make small items like key rings; the cardboard are used to make shelves in our warehouse.
4.4	What sort of energy do you use for production? E.g. energy from solar panels Please justify your answer	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We work with electric energy, but all the energy supplied by our supplier EDP has a% of renewal energy
4.5	If you have processes with water, do you have a system in place to minimize water consumption. Please justify your answer	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We don't work with water
4.6	Is your wastewater treated before it goes back into groundwater? Please justify your answer	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We don't work with water
4.7	Is your company CO2 neutral? Please justify your answer	<input type="checkbox"/> yes <input type="checkbox"/> no <input checked="" type="checkbox"/> don't know	Comment:

5 Social Responsibilities

The following questions relate to social aspects and the treatment of employees of your company. Please answer all questions honestly. If questions cannot be answered, they can be left open. However, please explain if there's another system in place or why the question can't be answered.

1. Working rights

5.1.1	Does your company offer a legally binding employment relationship? (Written employment relationship, rights apply to subcontracted work). Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We have a work contract with all employees
5.1.2	Is there any form of forced labour or a ban on free choice of work in the company? Please justify your answer	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment:
5.1.3	Are you offer or allow to your employee's association and collective negotiation rights? Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment:
5.1.4	Is there a system in place to prevent discrimination in the workplace? How do you ensure that there is no discrimination in the workplace with regard to gender, age, religion, race, ethnic or national origin, citizenship, religion, age, disability, gender, marital status, pregnancy, sexual orientation, trade union membership, political orientation, social background or any other circumstance? Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: It is latent in the company, for all people to be respected.

2. Working Conditions

5.2.1	What is the minimum living wage in your country?		Comment: 665€
5.2.2	Does your company pay living wages? Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Above
5.2.3	How many hours a week and how many days a week your employee's work?		Hours/Week: 8 h Days/Week: 5 days
5.2.4	Do you confirm that your employees work in appropriate workhours and have at least one day a week off? Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: 2 days a week off

5.2.5	Does your company ensure occupational health and safety for its employees? If Yes, please justify how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: A every year check up with a Company safety and hygiene at work
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3. General Questions

5.3.1	What is the age of the youngest person in your company and in which employment relationship is this person employed?		Age: 41 Employment: Accounting
5.3.2	Does your employee is able to address complains at your company? If Yes, please justify how and if there are independent authorities.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Face to face with the boss
5.3.3	Does your company do something to ensure employees satisfaction? Organising events, rewards? If Yes, please justify what or how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: themed snacks and lunches
5.3.4	Does your company offer further education possibilities? If Yes, please justify how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: It is mandatory by law in Portugal.
5.3.5	Is there anything NIKIN could do to support the education or happiness of your employees? If Yes, please justify what.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Provide training in sustainability and organizational processes

6 Transportation

The following questions relate to packaging and transport aspects of the above-mentioned company. Please answer all questions honestly. If questions cannot be answered, they can be left open. However, please explain if there's another system in place or why the question can't be answered.

1. Transportation & Storing

6.1.1	What transportation is your company using? e.g. Train, Truck, ship Please explain your answer.		Type(s): Truck
6.1.2	Does your company document their transportation? If Yes, please justify how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: All asked by NIKIN
6.1.3	Can you ensure that storage and transport of products do not cause contamination or mixing? If Yes, please justify how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Boxes are well packed

2. Packaging

6.2.1	What packaging material is your company using? e.g. Cardboards		Type(s): Recycled cardboard, paper tape with water glue
6.2.2	Is the packaging you use certified? If Yes, please list the certificates and expiry dates. e.g. FSC 05.2022	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment:
6.2.3	Does your company use recycled & recyclable packaging or reusable system in packaging. (e.g. example Repack) If Yes, please justify how.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment:
6.2.4	Does your packaging contain polyvinyl chloride (PVC) ?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment:

7 Optional - Please introduce yourself in a short Video (max. 30 sec.)

In order to show the customers and the community who is behind the products, we would like to show a video of you on the website, if you allow us to do so.

Please film yourself with your smartphone or a camera and introduce yourself briefly.

What do we want to know?

- What is your name? (Please do not mention the company name because of competitors of NIKIN)
- What is your position in the company?
- What products does your company make for NIKIN?
- In which country is your company located and what is a must-see cultural site or a must-taste food?

Format:

- Landscape
- Max. 30 seconds
- Quality, as good as possible. With smartphone or camera. No background noises.

Do you agree that the video can be used on the web page and social media? (Yes/No)

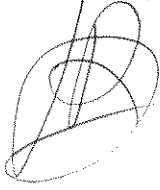
8 Attachments

- Complete Supplier Environment & Sustainable Report
- All valid certificates for environmental, social or packaging criteria
- Introduction Video (optional)
- Complete Material & Subcontractor Report per Article

9 Signature

With the signature the responsible person promises to have filled in all the information truthfully.

Signature of the responsible person:

A handwritten signature consisting of several overlapping loops and lines, rendered in black ink.

Date and location:

15/12/2021, Lisboa.