



**NIKIN**

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**NIKIN AG**

**Supplier Environment & Sustainable Report**

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## 1 Supplier Information

Company Name and legal status:	TAREFAS COLORIDAS LDA
Company Address:	R. das Fontainhas nº7, 4760-634 Lousado-Braga
Age of the company:	10y – Start activity on 17/01/2011
Contact of responsible person:	Pedro Mesquita

### 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.

## 2 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: GOTS ( 20.11.2021 )
3.2	Is your company a Family Business? Please justify your answer.	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Avelino Pinto / Aldina Pinto ( Owners – members, married ) Daniela Pinto Mesquita ( daughter - CFO ) / Pedro Mesquita ( Manager - CEO, son-in-law )
3.3	What production steps is your company doing? e.g. Cutting, Sewing, Dying.		Steps: Patterns / developments / cutting / sewing / dyeing / sampling / packaging / expedition
3.4	How many employees are working in your company?		Number of employees: 16
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: We just subcontract individual services in each order.
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: - Suppliers who work for us, particularly for NIKIN, are GOTS certified or part of our

			<p>GOTS project. They are constantly meted/visited, to check if every GOTS criteria is being applied. Additionally, we visit them 5 to 6 times a year to check several points, namely:</p> <ol style="list-style-type: none"> <li>1. Prices</li> <li>2. Deadlines</li> <li>3. Capacity</li> <li>4. Long term relationship.</li> <li>5. Obligations</li> <li>6. Payment Conditions</li> </ol>
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### 3 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	<p>Do you do something with your production waste? E.g. recycling</p> <p>If not, how is it disposed? E.g. landfill, burned etc</p> <p>Please justify your answer</p>	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	<p>Comment:</p> <ul style="list-style-type: none"> <li>- We recycle fabric materials or accessories which can no longer be used;</li> <li>- We donate garments to children's institutions</li> </ul>
4.2	<p>Do you do something to spare resources in the production? E.g. cutting tool optimization or education</p> <p>Please justify your answer</p>	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	<p>Comment:</p> <ul style="list-style-type: none"> <li>- We recently bought a CAD system, to create cutting plans automatically, in order to get the best resource/ fabric consumption.</li> </ul>
4.3	<p>Do you have an internal waste concept? If yes, please explain, what are you doing? e.g separating and recycling PET bottles, cardboard ...</p> <p>Please justify your answer</p>	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	<p>Comment:</p> <ul style="list-style-type: none"> <li>- All the waste/trash is separated. Plastic separated from the cardboard and from the domestic waste.</li> </ul>
4.4	<p>What sort of energy do you use for production? E.g. energy from solar panels</p>	<input type="checkbox"/> yes <input type="checkbox"/> no	<p>Comment:</p>

	Please justify your answer	<input type="checkbox"/> don't know	We use electrical energy. However, we are about to install panels all over the company.
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: Tarefas Coloridas is located at Ronutex's facilities, which has its own water treatment ( ETAR ).
4.6	Is your wastewater treated before it goes back into groundwater? Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Yes all the waste and polluted water of dyed products, before it goes outside is treated on our ETAR – Water treatment station
4.7	Is your company CO2 neutral? Please justify your answer	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment:

#### 4 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: Yes. All our employees have legally binding written contracts.
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: We act on the light of law, and we make sure every employee understands his rights as well his duties.
5.1.3	Are you offer or allow to your employee's association and collective negotiation rights?	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comment:

	Please justify your answer	<input type="checkbox"/> don't know	All employees are free to form an association or to be part of one.
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: Through trainings upon admission (and by reinforcing it every year), we make sure every employee understands our code of conduct and our social criteria, as well the disciplinary sanctions/consequences for misbehaving or bad conduct.

## 2. Working Conditions

5.2.1	What is the minimum living wage in your country?		Comment: In 2021: 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: At a regular monthly base.
5.2.3	How many hours a week and how many days a week your employee's work?		Hours/Week: 40h if full time, 20h if part time. Days/Week: 5
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: Appropriate working hours and days off are part of the legal contract signed. All employees register their working hours.
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: We have a contract with a health and safety company.

## 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: 21 Employment: part time term contract (6 months)
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: There is a human resources department at their disposal if necessary as well as the freedom to address any matter that might concern them with the manager.
5.3.3	Does your company do something to ensure employees satisfaction? Organising events, rewards?	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comment: We consult our employees every year to understand their

	If Yes, please justify what or how.	<input checked="" type="checkbox"/> don't know	points of view on health and safety, as well as open boxes for suggestions.
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: We provide further education whenever is necessary. We ask for and allow suggestions. Every year we make a plan for a given number of trainings. Due to Covid19 we haven't been able to go through with them as planned.
5.3.5	Is there anything NIKIN could do to support the education or happiness of your employees? If Yes, please justify what.	<input type="checkbox"/> yes <input type="checkbox"/> no <input checked="" type="checkbox"/> don't know	Comment:

## 5 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): For our internal services and subcontracted services we use our own vehicles (truck and car). To send bulk orders to Europe, we subcontract carriers.
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: We book the service and issue a transport document/waybill. Also the carrier issues CMR / FCR, proof that the goods were transported and delivered.
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: All storage and transported products are packaged, for that reason orders cannot be mixed or contaminated.

### 2. Packaging

6.2.1	What packaging material is your company using? e.g. Cardboards		Type(s): For cutted garments and sewed garments – reusable non-PVC Plastic bags. For bulk orders, cardboards
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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: Plastic is NON PVC, product certification attesting the non pvc. Carboard – no certification
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: All plastic bags to transport goods are reusable.
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: Plastic used in GOTS orders do not contain PVC.

## 6 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)

## 7 Attachments

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

## 8 Signature

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

Signature of the responsible person:

Date and location:



