



NIKIN

NIKIN AG

Supplier Environment & Sustainable Report

Contents

1	Supplier Information	3
2	About	3
3	Company Information	3
4	Environment	4
5	Social Responsibilities	5
6	Transportation	7
7	Optional - Please introduce yourself in a short Video (max. 30 sec.)	8
8	Attachments	8
9	Signature	8

1 Supplier Information

Company Name and legal status:	TETRIBÉRICA, S.A.
Company Address:	RUA FREI LEÃO DE SÃO-TOMAS 468-B - ERVOSA SÃO MARTINHO
Age of the company:	28
Contact of responsible person:	joaquim.moreira@tetriberica.com

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: GOTS, OCS, GRS, RCS, SMETA, Lenzing, BCI
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:
3.3	What production steps is your company doing? e.g. Cutting, Sewing, Dying.		Steps: Cutting, Sewing
3.4	How many employees are working in your company?		Number of employees:43
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:

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: Recycling
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: cutting tool optimization
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: we do separation of card/paper, plastic and common garbage.
4.4	What sort of energy do you use for production? E.g. energy from solar panels Please justify your answer	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: Energy from solar panels
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: Don't have operations 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:
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:

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: Yes, all employees have an employment contract in accordance with the labor code
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 type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment: We don't have any system to prevent discrimination in the workplace, but we do have a human resources manager that workers can communicate with (email, phone) if they feel they are being discriminated against for whatever reason. We have a suggestion box or complaints that if workers want to complain about something anonymous they can do so. We are in favor of Equal Opportunities and Non-Discrimination

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: everyone earns above the minimum wage

5.2.3	How many hours a week and how many days a week your employee's work?		Hours/Week:40 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: all employees work 8 hours a day 5 days a week and are entitled to two days off per week
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: yes we are in compliance with current health and safety laws.

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:22 Employment: commercial assistant
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: . We have a suggestion box or complaints that if workers want to complain about something anonymous they can do so.
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: all workers are entitled to a day off on their birthday. We have yoga at the workplace, soon we will have a gym at the workplace. Usually employees receive a bonus at the end of the year if the company makes a profit. and we are implementing a Key performance indicator reward system, which gives monetary rewards and salary increases.

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: the employees have regular training
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 checked="" type="checkbox"/> no <input type="checkbox"/> don't know	Comment:


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: yes our company documents the transport, it is mandatory to have a transport/invoice note, packing lists.
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: Yes. Items are always packed in appropriate boxes that are properly lined.

2. Packaging

6.2.1	What packaging material is your company using? e.g. Cardboards		Type(s): Cardboards
6.2.2	Is the packaging you use certified? If Yes, please list the certificates and expiry dates. e.g. FSC 05.2022	<input type="checkbox"/> yes <input checked="" 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:

Date and location:



29/10/2021

Trofa