



NIKIN AG
Material & Subcontractor Report

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1 Article Information

Article Nr.: B1, 844, 869, 817, 855

Article Name: ROUND 21, WOMEN, ROUND, CLASSIC, SPORT

Company Number:

2 About

NIKIN wants to increase the transparency of the used materials of products and the subcontracted steps 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 whenever possible.

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

3 Material

We ask the producer to answer the following questions honestly and truthfully. We expect our direct manufacturer to communicate with subcontractors and answer the following questions truthfully and honestly. The aim is to identify the status of the social and sustainable aspects of the materials. If questions are not fulfilled or can't be answered it's not a problem. We want to look at them and find solutions and ways of improvements together. We think sustainability is a process.

Please list all the materials included in the article in percentage. Please include the accessories like puller etc. too (without %).	Material 1: <u>Rilsan (BIO- Based)</u> e.g.-Organic-Cotton-(70%) Material 2 : <u>metal hinges</u> Material 3 : <u>polycarbonate lenses</u> Material 4 : <u>water-based paints</u> Material 5 : <u>ink</u>
Please list all the certifications of the materials	Material 1 : <u>EN ISO 12312-1:2013/A1:2015</u> e.g.-GOTS,-Oekotex-100 Material 2 : <u>CuNi12Zn24</u> Material 3 : Material 4 : Material 5 :
Please list all the companies and countries of the materials and their certificates or audits with expiry date you work with for this article (please attach the certificates). More than one company is possible per material.	Material 1 : e.g.-India-(Company-name,-GOTS,-GRS...) Material 2 : Material 3 : Material 4 : Material 5 :
Please list the processing steps of each material of this article.	Material 1 : <u>Injected in the moulding machine</u> e.g.-Spun, knitted,-dyed,-bleached Material 2 : <u>hinges are shot in the mould</u> Material 3 : <u>Polycarbonate lenses are edged and assembled on frames</u> Material 4 : <u>frames are washed and then painted</u> Material 5 : <u>customization is made by ink</u>
Can the product contain animal content? If yes, which material?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no

ha formattato: Non Evidenziato

4 Subcontractors

If you subcontract process steps of this article, please list them.

We expect you to communicate with subcontractors and answer the following questions truthfully and honestly.

Subcontractor Company Name	Process Step	Cerificates, Audits & expiry dates	Working hours per week	Workin days per week	Age of youngest employee
<i>Company XYZ</i>	<i>Cutting</i>	<i>GOTS-05-21</i>	<i>42</i>	<i>5</i>	<i>18 years</i>

5 Attachments

- Complete Material & Subcontractor Report
- All valid mentioned certificates

6 Signature

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

Signature of the responsible person:

Date and location:

18th October 2021, Monville

ha formattato: Apice

Morosi Angela
CEO



DANOR srl
L'Administratore



NIKIN AG
Supplier Environment & Sustainable Report

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1 Supplier Information

Company Name and legal status:	DANOR SRL
Company Address:	Via Lavandè 15 , 21020 Monvalle (VA)
Age of the company:	Since 1966
Contact of responsible person:	estero@danor.it

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: SMETA 4 PILLARS (BSCI) ISO 9001
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: Company Ownership is held by the Founder and his 3 sons.
3.3	What production steps is your company doing? e.g. Cutting, Sewing, Dying.	Eyewear manufacturing for Private Label	Steps: Mould making, injection of frames, tumbling, washing, painting, lens assembly, finishing with customization
3.4	How many employees are working in your company?		Number of employees: 31
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: suppliers are asked annually to renew the Code of Conduct

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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: if possible we recycle by reusing a % of material along with virgin material. we do this procedure only if quality of the finished product is not affected by this.
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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: e.g we tend to cut complete batches of lenses all at once e.g varnishing same color all at once
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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: we are compelled by the local Authority of our area to separate waste prior it is collected by the local public service.
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: at the moment our factory is powered using energy supplied by the local public service. Starting form 2022 Danor will be 100% independent from the local public service of energy as we are working to apply photovoltaic panels on our roof. This will serve completely our production plant and the extra energy produced will be released to the local public energy provider
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"/> <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: next step in the next future will be working on this aspect
4.6	Is your wastewater treated before it goes back into groundwater? Please justify your answer	<input type="checkbox"/> yes <input checked="" type="checkbox"/> <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: not necessary to treat water before it goes back. Water is not used in our production process
4.7	Is your company CO2 neutral? Please justify your answer	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: at the moment our company is not CO2 neutral, but in 2022 we will surely become in big % CO2 neutral

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: all our workers are employed legally following the Italian legislation
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: all our workers are employed legally and the labour and personal freedom is guaranteed by Italian legislation and Italian Ministry of labour and Labour union
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: employees are free to join labour unions
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: the Italian legislation imposes to factories like us to hire minorities or workers with a disability. The nr of these workers depends on the total number of employees and we follow this regulation. There is Code of Conduct available to all the workers in all the productions depts of our plant.

2. Working Conditions

5.2.1	What is the minimum living wage in your country?		Comment: <u>this depends on the contract and on the Italian legislation.</u>
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: <u>wages are established by the collective labour agreement Danor belongs to</u>
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:
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: <u>our factory is subjected to periodic training courses for health and safety held by the Official Labour Consultant and all our employees have to do a periodic medical check</u>

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: <u>30</u> Employment: <u>Export Manager</u>
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: <u>there is a box placed in our production plant where employees can put their comments, suggestions and complains anonymously. The box is opened periodically by the Board of Administrators.</u>
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: <u>can be both events and rewards</u>
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: <u>the company ensures courses related to the job assignment of the employee</u>
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: <u>placing POs ☺</u>

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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.	<u>Transportation of goods produced is something that depends on customer's choices.</u>	Type(s):
6.1.2	Does your company document their transportation? If Yes, please justify how.	<input checked="" type="checkbox"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: <u>we keep a record of every shipment we arrange for our customers.</u>
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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: <u>our production is not subjected to any kind of contamination</u>

2. Packaging

6.2.1	What packaging material is your company using? e.g. Cardboards		Type(s): <u>cardboards and filled with paper mainly</u>
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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: <u>Our cardboards are certified RESY.</u>
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"/> <input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> don't know	Comment: <u>we use Bio-degradable bags and coverings of temples and during our inner production process we reuse cardboards</u>
6.2.4	Does your packaging contain polyvinyl chloride (PVC)?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> <input 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:

18th October 2021, Monvalle

Formattato: Rientro: Sinistro: 7,49 cm, Prima riga: 1,25 cm

ha formattato: Apice

Morosi Angela

CEO

ANOR srl
Amministratore