

1. Our Commitment

Sustainability is at the heart of our company as is our mission to satisfy our clients, as we believe that both – trade and sustainability – are naturally intertwined. We bear responsibility not only for the products but also for the people working at Jomo as we also share responsibility for business partners and particularly the people who produce the products we sell. Our business contributes to creating and maintaining jobs and development not only in the Netherlands but also in countries such as China or Bangladesh where we source products through our partners. Prosperity, growth and development are all directly linked to responsibility which is also a large challenge.

We face this challenge by making it not only a strategic aspect of how Jomo's business is run but it is part of our daily business operations. Sustainability is a topic at all company levels at Jomo as it must be embedded in all activities in order to be consistent, meaningful and effective.

Making business sustainable is a continuous task. It is not achieved quickly and it is also not done and finalized one day. We have to monitor our operations and our supply chain constantly as we need to identify potential risks and, where necessary, we have to intervene and mitigate as well as minimize them. It is a natural part of our processes as is quality control – because sustainability is part of the quality we want to deliver.

2. Our Strategy towards increasing sustainability

Human rights must be protected at all times. Whereas it is the responsibility of states that laws and regulations which aim at the protection of human rights are being implemented, it is Jomo's responsibility to exercise its due diligence as a corporate citizen and constantly monitor that our activities do not harm, directly or indirectly, human rights or harm other rights of people.

Jomo's subsidiaries Y'Organic and Coconette are members of *amfori* and are participants of the *Business Social Compliance Initiative – amfori BSCI*. As such, we endorse the values and principles of the amfori BSCI Code of Conduct and commit to take, within our sphere of influence, all reasonable and appropriate measures to promote their implementation in our supply chain.

Jomo improves **the social performance of its supply** chain meaning means that we select our business partners upon their willingness and ability to improve and implement social compliance in their facilities according to the *amfori BSCI Code of Conduct*.

Y'Organic is signatory to the *Accord on Fire and Building Safety in Bangladesh*. We believe that this provides for an efficient system to inspect and improve our producers in Bangladesh with regard to building safety which is naturally not part of social compliance schemes.

It is Jomo's commitment that our operations and the operations of our business partners don't have a negative **impact on the environment**. Similar to our engagement in the field of social compliance, it is

our responsibility to exercise our due diligence as a corporate citizen and constantly monitor that our activities as a company do not harm, directly or indirectly, the environment.

Y'Organic, as part of Jomo, is member of *CPI2*. In this context we aim that our business partners conduct Self-Assessments and take active steps to reduce their carbon footprint in their business operations. We believe that *CPI2* provides an ideal first step to embark towards better environmental performance, as *CPI2* does also provide practical guidelines for our business partners to make improvements.

Furthermore, in the environmental field, we stepwise lead our business partners to reduce the use of hazardous chemicals in their production processes in line with Detox principles. Jomo has started to take a closer look at how these activities can be streamlined and brought to a higher level. For that reason, a large part of Jomo's subsidiary Coconette's products are Oeko-Tex certified.

In addition to protecting the health of consumers, it is in Jomo's view also crucial that the production of textiles itself does not harm the environment thus we aim at increasing the share of organic textiles we trade. Some of Jomo subsidiary company Coconette's factories are GOTS certified.

Jomo has set **clear targets for implementing its sustainability policy**. We set ambitious, yet realistic goals in order to achieve more sustainability in a short timeframe. This is important not only to keep the ambition of our supply chain to work on this issues, but also to provide the confidence to our clients that the products they buy from Jomo are being produced and sourced under circumstances respecting internationally expected social and environmental standards.

3. Our implementation processes at Jomo

In the practical implementation of this Policy, Jomo is not keeping all the **mentioned elements separate but they are all dealt with in a holistic approach**, as we understand sustainability as a strategic as well as a day-to-day-business topic which touches upon the work of everyone working at and with Jomo.

We have conducted trainings for the different teams about our social compliance commitment and we continuously do so to underline the importance of the subject matter and the implications for the daily work.

Jomo has formed a Compliance Committee in 2017 under the leadership of its CFO, bringing together Quality Assurance, Buying Department, buying offices in Asia as well as CSR experts to discuss developments and the continuous strengthening of our sustainability work. Also Jomo's CEO is directly involved in the Committee's work.

On a monthly basis we monitor and follow-up directly with our business partners – both suppliers as well as clients – the developments at factory level, i.e. social audit results, Bangladesh Accord inspections, CPI2, Detox as well as other sustainability related matters

We support our business partners in their efforts to comply with applicable regulations especially in the social and environmental area. We also support them in their efforts to exceed minimum standards as defined by the schemes we adhere to and are committed to as for example *the amfori BSCI Code of Conduct or the Accord on Fire and Building Safety in Bangladesh*. As we do provide support as best we can, such standards do also represent expectations we have vis-à-vis our business partners. We understand that implementing and improving social and environmental standards needs time, however, we also do expect a commitment and stepwise improvements in these areas from business partners, as long as such standards are not reached yet.

The organizations providing the initiatives and standards which we implement, such as amfori and CPI2 for instance, but also other business associations such as Modint are key for Jomo to receive guidance.

4. Ethical behavior and integrity is key for Jomo

Jomo is **committed to operating lawfully, ethically and with integrity** in all business activities. As part of this commitment, Jomo will not tolerate any form of bribery or corruption in our business or in those we do business with.

Jomo **will uphold all anti-bribery and corruption laws** and regulations in all the jurisdictions in which we operate. This business principle, underlining this commitment as mentioned also in *the amfori BSCI Code of Conduct*, makes clear our commitment to honesty and integrity in all transactions. Jomo would rather walk away from a business opportunity than be involved in any activity that could be construed to be a bribe. We expect all business partners associated with Jomo to adopt a similar zero tolerance approach to bribery and corruption.