

ULVANG AND CORPORATE SOCIAL RESPONSIBILITY

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RESPONSIBLE PRODUCTION

Here at Ulvang we are great at making durable, functional and warm clothing. In addition we care about each other and work closely with nature. We aim to be responsible members of society, which is why we strive to ensure good working conditions for all workers who develop our products. Naturally, that also applies to the sheep that produce the high quality wool we use in our products.

We strongly reject the practice of mulesing, and demand that all our suppliers are certified, and follow our strict guidelines. Ulvang is moving more and more of its production to Europe, where we can better control the animals' welfare – from sheep to socks.

The best wool comes from happy and healthy sheep. Everyone who has ever worked with animals knows that illnesses and injuries can occur. We do our utmost to prevent this from happening by ensuring the best possible conditions for our people and animals.

That is why Ulvang and Swix Sport AS have worked specifically to ensure that our suppliers follow the same strict ethical guidelines as we do. We have our own staff who visit the producers to control the routines and make sure our ethical guidelines are followed.

MULESING-FREE

Ulvang reject the practice of mulesing, and all other kinds of animal abuse. Our wool products come from suppliers that can certify that 100 percent of the wool originates from farms that under no circumstance practice mulesing. Our suppliers are obligated to follow strict ethical guidelines through our Code of Conduct, which includes a whole section on mulesing. In case we should discover any breach of the guidelines, Ulvang will terminate any existing agreements or demand immediate improvements.

Ulvang uses Merino wool because of the high quality of the wool. Products made by Merino wool are popular because the wool is soft and does not itch. The wool comes from the Merino sheep, who unfortunately can suffer from flystrike. The wet wool and the skin folds on the back of the Merino sheep is the perfect breeding ground for the fly larvae, and the larvae can, in worst cases, eat the sheep alive. To avoid this, many Australian farmers have had a tradition to cut away the skin folds. The process is painful for the sheep, and Ulvang's opinion is that this is an unacceptable way to treat animals. Mulesing is mainly practiced by Australian farmers.

As an important measure to uphold animal welfare, Ulvang uses exclusively mulesing-free wool from Australia. We also conduct checks to control the validity of the certificates and that the different farms follow the guidelines. Ulvang buys more and more of its wool from farms in Europe and South Africa, where mulesing does not occur.



TRACEABILITY THROUGHOUT THE VALUE CHAIN

In today's market, wool is usually mixed from different farms and from different countries before it is sorted by quality. Therefore, it can be hard to know exactly which farm the wool originates from. We believe that traceability in the value chain is paramount to ensure that animal welfare is upheld in the best possible way.

Our goal is to be able to trace all our wool back to the farm it originates from, and we work hard to reach this goal. One measure is to buy more from European farms. This has also direct positive effect on the environment as we cut down on transportation.

We produce 99 percent of our socks in Europe, with wool from selected and certified farms from the Extremadura region in Western Spain. We visit the farms ourselves, and inspect every part of the value chain from the certificates to the actual welfare of the sheep. Naturally, design, colour and function are important, but we care equally about what happens in the value chain. We have to know where the wool comes from, and we only buy wool from farmers who care about their animals.

We actually believe that happy sheep give happy customers, and in our opinion, a customer should demand to know where the wool comes from. A responsible consumer knows that all consumption affects people, animals and the environment. Therefore, it is important to be conscious about how products are made. Similarly, as the responsible consumer, we are keen to ensure to have full knowledge about the complete value chain – from sheep to sock.

In addition to the obvious animal welfare benefits that come from strict control of the value chain, there are also many other good reasons to buy European wool. The Merino breed originates from Spain and here it has a fluffier crimp than Merino wool from Australia, New Zealand, Argentina and China. Due to

intensive breeding in these countries, the Merino wool has lost some of its original qualities. Better crimp makes our products finer, more elastic and even more temperature regulating. Locally produced wool from Europe also reduces the carbon footprint, as the distance from the producer to the consumer is much shorter.



ETHICAL TRADING INITIATIVE NORWAY

Ulvang and Swix Sport AS has been a member of the *Ethical Trading Initiative Norway* since 2007. Through our membership, we strengthen our effort for improved working- and environment conditions in our supply chain. As a member of IEH we have committed to improve our value chain and to report yearly to the IEH about our progression. Our corporate social responsibility is also deeply rooted in our employees at Ulvang, and we require our suppliers to follow our ethical guidelines.

Ulvang invests heavily in mapping the value chain. We visit our most important suppliers at least twice a year, so that we can ensure that the working conditions and the quality is up to standard. Ulvang is also making its own measures to achieve more ethical production by our suppliers. We spread our orders over the year, and have a specific focus on creating timeless garments of top quality. Predictability, cooperation, selection and quality are key words that describes our purchasing practices.

Our policy dictates that all subcontractors guarantee that they do not employ child labour, discriminate, use unethical punishment or harm the environment. Furthermore, all of our suppliers must guarantee that the workers work voluntarily, receive minimal wages and work within the hours the law in the specific country dictates. The workers must have the right to negotiate, and the workspace needs to satisfy strict rules for health, safety and environment. Our Code of Conduct is a part of the contract we have with the suppliers. In addition, all of our suppliers are followed up on by regular inspections throughout the line of production.

If we discover any violations against our Code of Conduct, we will react swiftly. If it is a serious violation, Ulvang will void the contract immediately. In cases where the violations are less serious, Ulvang and the supplier will develop a detailed plan in order to resolve the shortcomings.

[You can find more information about IEH here:](#)



WOOLMARK BLEND

WOOLMARK

Big parts of Ulvang's collection is Woolmark-certified. Woolmark is a quality certification that guarantees that the wool in the products are in line with the standard. A Woolmark-certificate means that either the raw material or the product has been tested and considered a product with high quality wool. The Woolmark logo is one of the world's most recognizable symbols for quality wool and is administrated by the Australian Wool Innovation (AWI). The organization was established in 2001 as a collaboration between the Australian government and Australian spinning mills. Today AWI focuses on research, development and marketing throughout the supply chain, from sheep farmers to retailers. The aim is to preserve the natural resources and ensure a sustainable development of wool production for future generations.

[Read more about Woolmark here:](#)



OKEO-TEX – CONFIDENCE IN TEXTILES

Ulvang is keen to ensure that our textiles have low or no harmful substances. Our products are often worn close to the skin, and this means a high level of ecological requirements must be met. The OEKO-TEX Standard 100 excludes harmful substances or controls their use. Products labelled with OEKO-TEX cannot contain environmentally hazardous and toxic chemicals such as sensitizing dyes, pesticides, heavy metals and flame-retardants. "Confidence in Textiles" is synonymous globally with responsible textile manufacture – from the raw materials to the finished product. All of our OEKO-TEX certified products are clearly labelled.

[Read more about Oeko-Tex here:](#)