



RAINS

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Policy Commitment

Rains recognizes that we as a global operating brand have an impact on the environment through our core business activity. Therefore, we will seek to contribute to environmental sustainability, wherever possible. With the same level of importance, we are committed to comply with and contribute to international principles for social and economic sustainability as human rights and anti-corruption. This means, we are motivated and committed to prevent, address and mitigate adverse impacts on all three areas of sustainability; environmental, social and economic. By bridging the three areas, we integrate and embed all facets of sustainability into the core of our business and all procedures will be aligned with our policy statement.

Our commitment

With our commitment, we are supporting a normative approach based on minimum expectations of compliance and our own self-motivated contribution to sustainability on all three areas. Our commitment refers to internationally recognized principles for sustainable development expressed by UN Global Compact and made operational by the UN Guiding Principles on Business and Human Rights (the UNGPs) and the OECD Guidelines for Multinational Enterprises (the OECD) including core labor rights from the ILO declaration on Fundamental Principles and Rights to Work, the Rio Declaration on Environment and Development, the UN Convention against Corruption, and the UN Principles for Responsible Investment (PRI).

Our responsibility

We believe, an honest and proactive approach is the best way to contribute to sustainability. Wherever we operate, we will establish due diligence processes that enable us to identify, prevent and mitigate potential adverse human rights impacts that we cause, contribute or are directly linked to. This includes impact assessments on all three areas mentioned. If we find that we have caused or contributed to any actual adverse impacts, we will support remediation for the affected stakeholders and/or notify the relevant authorities.

Our business relationships

Rains has been informed on all 48 human rights by relevant and sufficient human rights experts in order to fully understand how we comply with and positively contributes to the rights. In the same way, we expect our suppliers to be informed on human rights including labor rights, environmental, and anti-corruption principles. If not, we will as a part of our first-tier responsibility educate and guide our manufacturing partners in widespread knowledge of the human rights, as well as we are committed to help our business relations in conducting their own impact assessments to help them help their business relations (i.e. other customers, suppliers and sub-suppliers) in doing the same.

By exercising due diligence and conducting impact and risk assessments, we show how we expect our business relations to assist us in respecting The International Bill of Human Rights. If we repeatedly find that our suppliers not are complying with the minimum standards, we will use our leverage to push the specific entity to permeate our requirements stated in our supplier Code of Conduct.

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Grievance mechanism

Rains values an open-door policy for employees and an open and honest communication with all stakeholders. Therefore, all stakeholders – including employees – have the possibility to ask questions or report any potential or actual negative impact. To make it possible for grievance to be addressed early and remediated directly, Rains has established a grievance mechanism for all individuals and communities who may be adversely impacted.

Please contact responsibility@rains.com on areas of factual concern. At our site, we are committed to investigate all such reports and take appropriate measures when needed.

Employees who report about any such negative impacts will not be subject to any reprisals, and we are committed to monitor and handle all potential complaints immediately.

Evaluation and communication

We will evaluate on our processes by reassessing within each financial year and communicate on our findings, progress and initiatives through public reporting. The report will as well be directly communicated to all internal business relations and we will repeatedly promote our sustainability policies and standards towards our suppliers.

Review

The effectiveness of this policy statement will be reviewed annually by the management to secure that Rains is meeting its responsibility and the minimum expectation from the UN and the OECD.

This document will continuously be updated to support the implementation.

Aarhus, March 2019

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