



Zizzi Denmark ApS

ESG Report 2022

Zizzi

This ESG Report covers the year 2022 and the legal unit Zizzi Denmark ApS (hereafter mentioned as Zizzi).

The ESG Report also serves as our Communication on Progress, which we are obligated to create and share as members of UN Global Compact.

The report will be revisited annually.

The ESG Committee is responsible for the contents of the ESG Report.

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Introduction

ESG Report 2022

A WORD FROM OUR CEO

As we were finally preparing to move onwards from the pandemic, the World finds itself once again in a crisis.

The atrocious war in Ukraine came as a shock to us all and we feel deeply with the Ukrainian people who have suffered beyond imagination. They have become a source of inspiration for leaders and citizens alike in terms for democracy, freedom, and sovereignty.

Just like the pandemic changed the course of history, so has the war, regardless of the outcome or the longevity from this point onward.

We have seen an unprecedented unification of support for Ukraine and a change in both national and international security and defense policies, with the purpose of continued support for Ukraine but also protection of own citizens, should the war spread further. We admire the stand taken by Ukraine and agree with the position taken by Western leaders to strengthen the alliance for peace and democracy. We decided early on to discontinue any relationships we had with Russian business partners; however modest it was compared to our total business. On several occasions, we have directly and indirectly supported the Ukrainian people with donations of various kinds, which we hope to have helped families with some of their basic needs. We will continue to do so and wish that a peaceful resolution may come soon.

The war also caused chaos on the international markets, especially regarding energy, food, and other commodities, triggering a steep increase in prices resulting in the highest inflationary pressure in more than four decades. The rise of costs for households, businesses, and consumers caused the consumer sentiment to drop to the lowest readings in modern times and made consumers hold back on new purchases, ensuring that the most basic needs are taken care of first. The turn of events underlines once again how interconnected we are on a global scale, how easily the situation can change and how we as a corporation must always be ready to act accordingly.

Although we had expected more and certainly better things from the year that passed, we are proud to say that we managed to grow the business to reach more customers than ever before, while delivering on several key initiatives. And despite the continued challenges, we remain dedicated to building a better future for our company, our employees, business partners and customers.

To guide us along the way, we have further developed our business and ESG strategy to include a more elaborated covering of activities, data, and objectives for Zizzi. This report constitutes our non-financial report on Environmental Social Governance (ESG) and sustainability, addressing the requirements outlined by The Danish Financial Statements Act § 99a & 99b (FSA) about reporting on ESG. It is also our COP (communication on progress), as we are a proud member of the UN Global Compact. It also contains information about our activities and progress regarding the ten principles of the UN Global Compact.

On behalf of the company,

CEO, Kuno Kildetoft

WE ARE ZIZZI

Zizzi is a Danish womenswear plus-size brand established in 1988. Our Headquarter is located in Billund, where we have 211 skilled Employees. Zizzi owns 72 retail stores across Scandinavia and Europe, as well as webshops in eight countries and a fast-growing online business in Europe.

We have a strong passion for plus-size fashion and want to be the first option when it comes to fashion apparel for all shapes. Every person in the company works hard to provide the customers with the best products, the perfect fit, and the greatest service. Zizzi is owned by Findos Investor. Besides Zizzi, Findos Investor owns fourteen other brands within different industries.





OUR MISSION

OUR WINNING ASPIRATION

We want to be the European leader within plus-size fashion

OUR CORPORATE DNA

Always striving for world class performance

OUR RETAIL STORES

Total 72 stores

Denmark	28 stores
Norway	29 stores
Netherlands	2 stores
Sweden	5 stores
Finland	8 stores

OUR E-COMMERCE

We have our own webshops in these countries

- Denmark
- Sweden
- Finland
- Netherlands
- Norway
- Germany
- Austria
- Belgium
- International (Zizzifashion.com)



OUR PRODUCT LINES



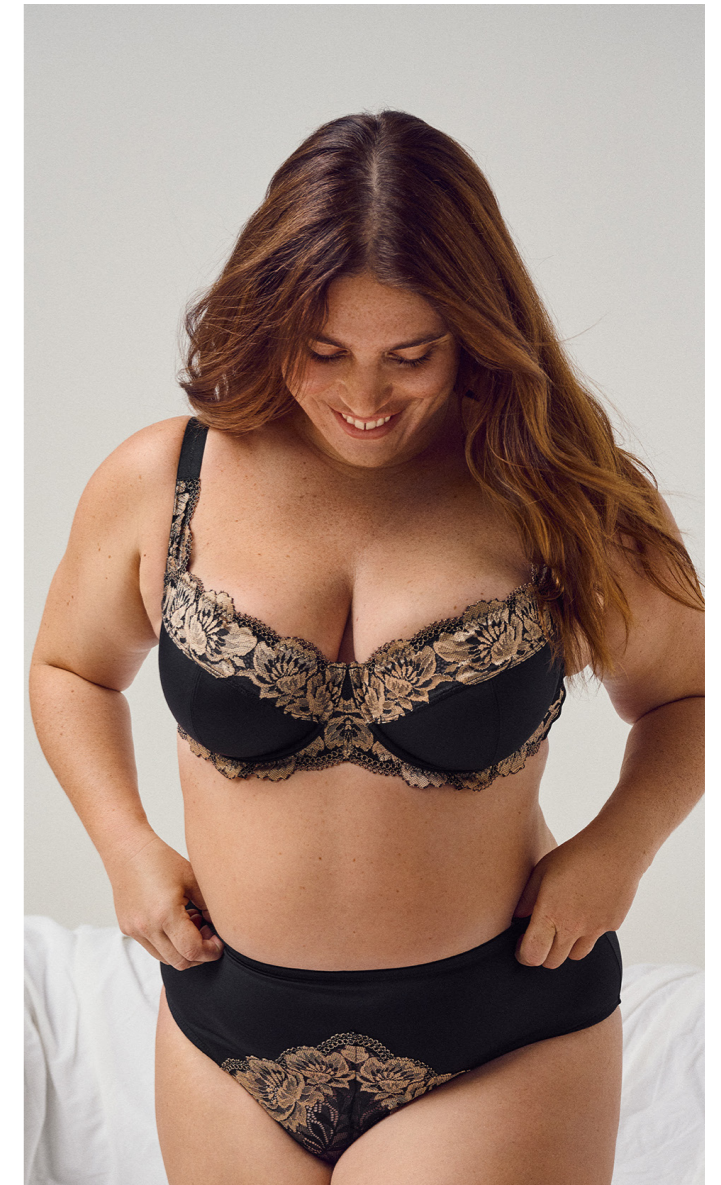
Zizzi



ACTIVE
By Zizzi



Swim
By Zizzi



devoted
By Zizzi

OUR PRODUCT LINES



blush
By Zizzi



HOME
By Zizzi



touch
By Zizzi

Sustainability – A Work in Progress

OUR COMMITMENT TO THE 10 PRINCIPLES BY UN GLOBAL COMPACT

Zizzi has been part of the United Nations Global Compact since 2011, and we commit to the 10 Principles that are part of the world's largest corporate sustainability initiative.

HUMAN RIGHTS (PRINCIPLE 1-2)

Zizzi supports and respects the Universal Declaration of Human Rights and the UN Guiding Principles on Human Rights. We take continuous steps to assure that we are not complicit in human rights abuses by implementing these principles in our due diligence process.

LABOUR RIGHTS (PRINCIPLE 3-6)

Zizzi supports and adheres to the fundamental labour principles and International Labour Rights. We are dedicated to the elimination of all forms of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation. We also respect and adhere to the principles of freedom of association and the effective recognition of the right to collective bargaining.

ENVIRONMENT (PRINCIPLE 7-9)

Zizzi supports a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. Furthermore, we encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION (PRINCIPLE 10)

Zizzi works against corruption in all forms, including extortion and bribery.

A DEDICATED TEAM

Our ESG-Committee initiates short- and long-term actions and defines our overall goals and objectives. The ESG-Committee is comprised of Kia Bak Knudsen (Coordinator), Allan Junge-Jensen (COO/CFO), Camilla Michelle Arentoft (Buying & Wholesale Director), Hanne Meier Madsen (Office Manager & Executive PA) and Rebecca Santos Bay (Head of Global SoMe & Influencer Marketing).

KNOWING OUR RISKS

HUMAN & LABOUR RIGHTS

Zizzi source the majority of our products from countries with risks related to human and labour rights. Our industry is known to have issues with child labour, modern slavery, compulsory labour, and discrimination based on sex, gender and religion. In addition, there are risks related to health and safety, unfair remuneration, indecent working hours, precarious employment and the disregard of freedom of association and collective bargaining.

In our own facilities, we work with known risks of discrimination, excessive overtime, health and safety, and inequality in pay and opportunities.

ENVIRONMENT AND CLIMATE

As a fashion company sourcing textile product from around the world, we are very aware of the environmental and climate risks involved. In the growing, cultivation, extraction, and processing of raw materials as well as the production, treatment, transportation, and disposal of our products, we face a number of risks. These include but are not limited to high water use, water contamination, emissions to air, loss of biodiversity and a high level of GHG emissions, which are known to be highest in the production and transportation of our products.

ANTI-CORRUPTION

The value chains of the fashion industry stretch far and wide around the world, and in every country, we operate, there is a risk of corruption. In certain situations of corruption, we risk facing conflict of interest, bribery, extortion, fraudulent behaviour, receiving gifts and hospitable behaviour, and nepotism.

The risks of corruption are mitigated through the distribution of our anti-corruption policy, which all suppliers have read and signed, as well as our due diligence process. We have registered no cases of corruption in 2022 but will continue to focus on the issue in the future as part of our supplier due diligence.

Our Due Diligence Process

We do our due diligence in the following areas:

- Human and labour rights, including the rights of the child
- Animal welfare
- Chemical management
- Environmental protection
- Anti-corruption

Our due diligence process consists of these steps:

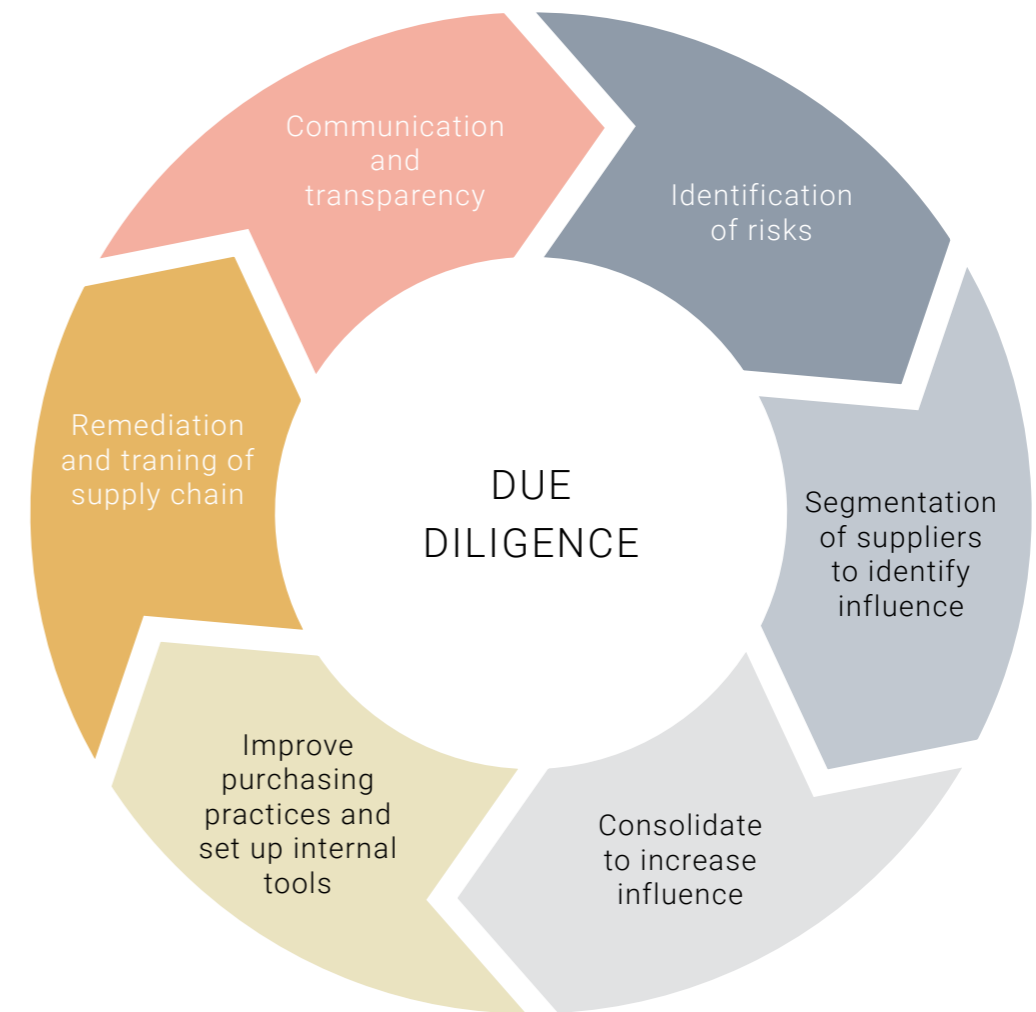
- Identifying our risks
- Segmenting our suppliers to identify our influence
- Seeking to increase our influence through consolidation
- Improving our purchasing practices and set up internal tools to make sustainability visual to all employees
- Remediating and training of our supply chain
- Communicating and providing transparency

Our policies are an important part of our due diligence process.

Apart from our Code of Conduct, we have the following policies:

- Animal Welfare Policy
- Child Labour Policy
- Anti-Corruption Policy
- Anti-Slavery Policy
- Environmental Policy

The Code of Conduct and our policies extend to all our direct Suppliers including all their workers, regardless of their status or relationship with the Supplier. Therefore, it also applies to workers engaged informally on short-term contracts or on part-time basis.



Big Wins in 2022

BECAME GOTS AND GRS CERTIFIED

This year we became both GOTS and GRS certified. The certifications relate to two movements we truly believe in – organic farming and reuse of resources. Being certified means that we can mark our products with the official certification label, making it easier for our customers to make a reflected choice. A certified product can be traced all the way back to the raw material stage, and every single stage in the supply chain has been audited against the strict standards of the respective certification. We are audited in these two certifications because they have a holistic approach to sustainability. They are not only focused on organic or recycled content, but also on the people, animals, and nature affected by the production.



Certified by Ecocert Greenlife
257092

BECAME MEMBERS OF AMFORI

In 2022, Zizzi became proud members of the amfori organisation, and we now utilize their Code of Conduct and auditing system under their initiative, BSCI. BSCI stands for Business Social Compliance Initiative and is focused on improving working conditions in supply chains. BSCI is not a certification program, but it provides a set of auditing and reporting standards and has its own Code of Conduct. The Code of Conduct is centred around 11 principles and based on a set of international guidelines. Suppliers are audited against these 11 principles by an independent third-party auditor. If a supplier does not meet specific requirements, they must make corrections as soon as possible and have a follow-up audit.





About this Report

The structure of this report is based on our newly developed 2030 ESG strategy.

The strategy is defined by four overall commitments. Each commitment has a number of objectives that support the contents of our commitment. The commitments are continual, and we will be working with them for many years to come, whereas the objectives are made to be both ambitious and achievable.

Within each objective, we work with a group of targets and KPIs to measure our progress and make sure we are on the right track, or that we take the necessary steps to get there.

In the report, we have focused on a selection of the targets and will show our level of completion using percentages. Other KPIs will be included as supporting information. Some of the targets will be 0% complete or Not Applicable (N/A).

This is a new strategy. If we were done by the end of the year, we would not have set the bar high enough. Some things will be planned for development and implementation in the coming years.

We have chosen to include all these targets and objectives, because we want to show you where our focus will be in the coming years, and because we want to practice full transparency.

The data was collected in November and December of 2022, and therefore, some data does not cover the entire fiscal year of 2022.

Our Commitments

1

Continuously Transform our Business to Ensure Responsible Production and Consumption in our Value Chain

2

Ensure Good Working Conditions for all People Involved with our Products and Business Activities

3

Significantly Improve our Impact on the Climate and Environment Through our Activities

4

Fight for Inclusivity for Everyone no Matter their Gender, Age, Size, Race, or Origin

Commitment 1:

CONTINUOUSLY TRANSFORM OUR BUSINESS TO ENSURE RESPONSIBLE PRODUCTION AND CONSUMPTION IN OUR VALUE CHAIN

As a large, internationally active organisation in a challenged industry, we have a responsibility to transform our business. Not only to ensure that our products, and the way they are made, are as responsible as possible, but also to enable consumers to use our products in a responsible way. This is not done overnight but by working hard through constant improvement and progress.

TO FOCUS OUR WORK WITH THIS COMMITMENT, WE HAVE DEFINED FOUR KEY OBJECTIVES:

Objective 1.1 : Increase Transparency and Traceability in our Supply Chain by Mapping all Suppliers Down to Tier 3

Objective 1.2: Reach a Share of 100% Preferred Fibres and Materials in our Products by 2030

Objective 1.3: Reach a Share of 100% Preferred Packaging Inbound and Outbound by 2030

Objective 1.4: Design our Products and Way of Doing Business Towards Circularity

Objective 1.1:

Increase Transparency and Traceability in our Supply Chain by Mapping all Suppliers Down to Tier 3

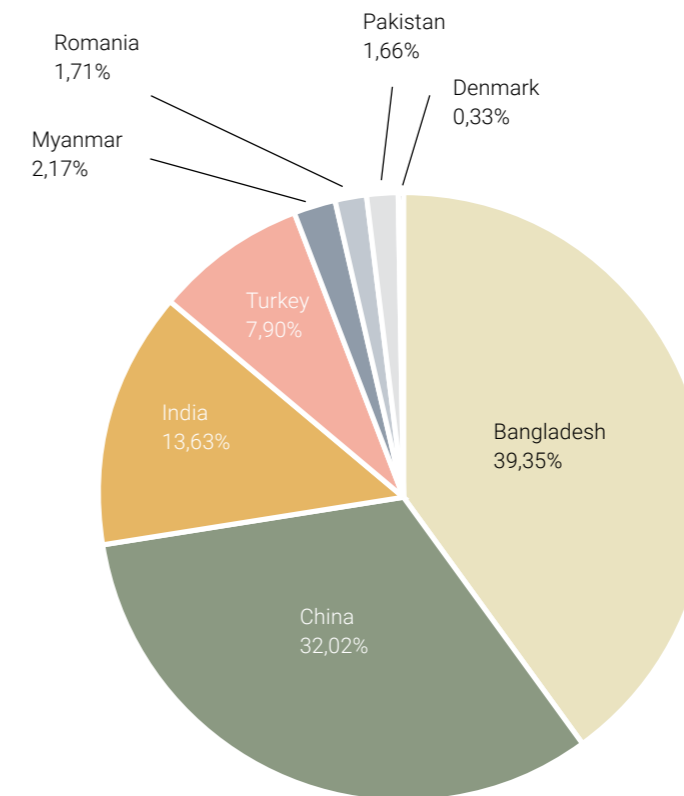
OUR SUPPLY CHAIN

The supply chains of the fashion industry' are long as a product travels far and wide and has been through many sets of skilled hands, before it reaches its first closet.

Knowing where your product has been, is one of the first steps to realizing its impact. The more we know about the people playing a part in the making of our garments, the more influence we have, and the more change we can create. Therefore, mapping our supply chain all the way down to Tier 3 is an important objective for us.

We have concluded the mapping of our direct and in-direct suppliers, and their direct suppliers. This mapping is updated annually to make sure we know if our suppliers expand or move and to include any newcomers on our supplier list.

Sourcing Country (Volume)



Direct suppliers		Direct suppliers Production Units	
Country	Suppliers	Country	Suppliers
China	19	China	40
India	9	Bangladesh	19
Turkey	9	Turkey	15
Bangladesh	7	India	13
Denmark	3	Italy	8
Italy	3	Pakistan	7
Myanmar	2	Myanmar	4
Pakistan	1	Denmark	1
Portugal	1	Portugal	1
Romania	1	Romania	1
		Bosnia and Herzegovina	1
Total	55	Total	110

Data collected 15/11/2022

Our current group of Direct Suppliers is made up of 55 Suppliers.

11 of these Suppliers are our A Suppliers, which means that they constitute 80% of everything we buy. 11 are B Suppliers, meaning they constitute 15% of everything we buy and 33 are C Suppliers. They constitute the remaining 5% of everything we buy.

We have gone from 45 Tier 0 Suppliers in 2021 to 55 Suppliers in 2022, as we have had to find new suppliers for our new product categories and lines.

Segment	Suppliers	Direct suppliers
A	11	25
B	11	27
C	33	58

Data collected
15/11/2022

Every year, we further segment our Direct Suppliers in a focus matrix, to make sure we focus our efforts efficiently. The matrix takes five aspects into account: the Supplier's size, production country, product type, social auditing, and whether it is an Agent. We have seven A Suppliers and eight C Suppliers who will receive a large share of our focus in 2023

	A Supplier	B Supplier	C Supplier
High focus	7	0	8
Medium focus	2	7	13
Low focus	2	4	12

Data collected
15/11/2022

We do not require all our Suppliers to have a valid audit, but we do encourage it. 68% of our A Suppliers' production units have a valid audit report, whereas the number is 44.44% and 46.55% for our B Suppliers and C suppliers, respectively.

	Production Units with Valid Audit
A Supplier	68.00%
B Supplier	44.44%
C Supplier	46.5%

Data collected
15/11/2022

CERTIFICATIONS IN OUR SUPPLY CHAIN

To be able to make certified products available to our customers, both we and our Suppliers must be certified, so we can guarantee full transparency and traceability. Zizzi became certified with GOTS and GRS in 2022.

Three of our A Suppliers, one of our B Suppliers and one of our C Suppliers are GOTS certified. Three A Suppliers and one C Supplier are GRS certified.

We hope to see a further increase in these numbers in the near future, so it becomes easier for us to source and offer our customers certified products. In addition, a certification also provides us with a certain guarantee of the conditions at our Suppliers' production unit as they have been audited against the standards of the two holistic certifications GOTS and GRS.

TARGET: 100% OF DIRECT SUPPLIERS HAVE SIGNED

OUR CODE OF CONDUCT AND POLICIES

Level of completion: 93%

Our Code of Conduct is based on the UN Guiding Principles on Human Rights. In our Code of Conduct, we explicitly mention the concern towards human rights and the rights of the child.

Apart from our Code of Conduct, we have the following policies:

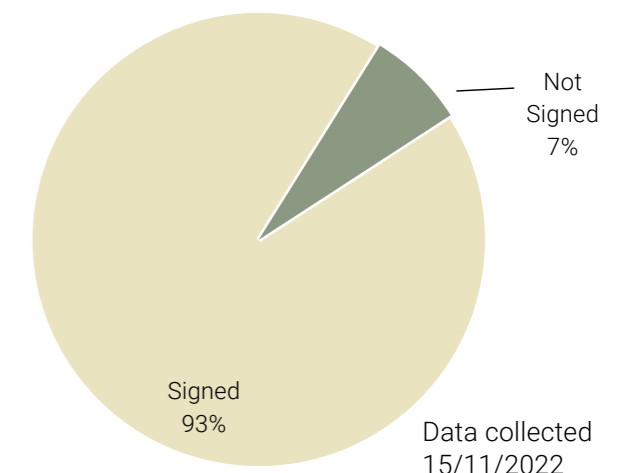
- Animal Welfare Policy
- Child Labour Policy
- Anti-corruption Policy
- Anti-Slavery Policy

When we engage with new Suppliers, they must sign and commit to our Code of Conduct and policies before the placement of orders.

The Code of Conduct and our policies extend to all our direct Suppliers including all their workers regardless of their status or relationship with the Supplier. Therefore, it also applies to workers engaged informally on short-term contracts or on part-time basis.

93% of our direct Suppliers have signed our Code of Conduct. Four have not signed, three of these are being phased out in the coming year, and we have already reached out to the remaining supplier again to remind them that they need to sign the Code of Conduct and policies as soon as possible.

Direct Suppliers Who Have Signed Code of Conduct and Policies



Objective 1.2:

Reach a Share of 100% Preferred Fibres and Materials in our Products by 2030

OUR FIBRE TOOL

To help us make better material choices when designing products, we have developed a fibre tool that divides our fibres into five different categories.

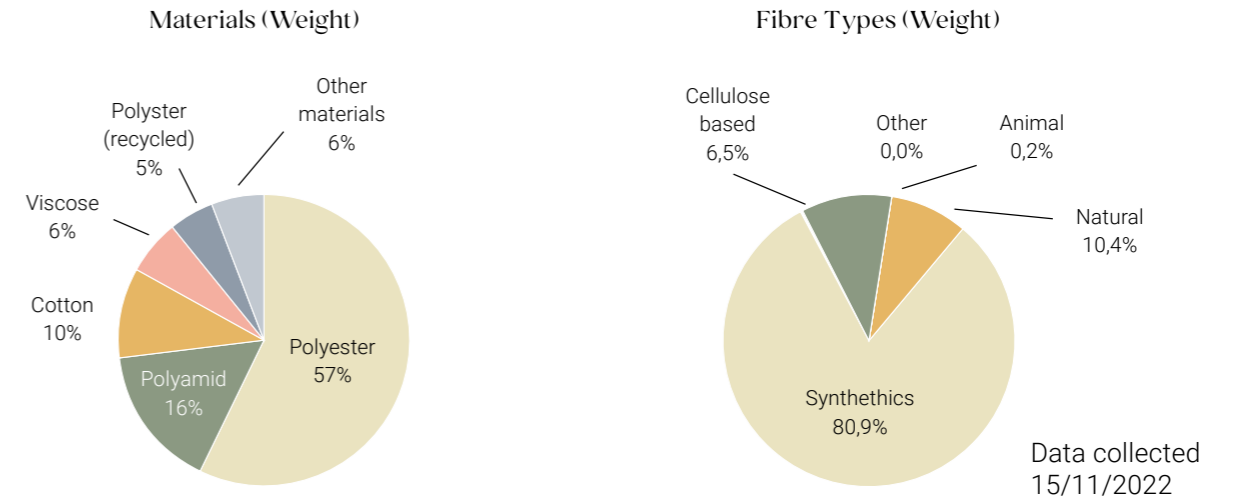
The green category contains the preferred fibres, the yellow contains the accepted fibres, the orange the tolerated fibres, the red the fibres we want to avoid in the future and the black the prohibited fibres.

The categories are likely to change over the years as more research becomes available. Hopefully, we will also see the invention of new materials.

We would like to prioritize better alternatives across the different fibre categories as well as within the categories, so we choose certified, recycled, and organic options when possible.

When measuring our use of the different fibre types by weight, the synthetic fibres account for more than 80%. Natural fibres make up 10.4% and Cellulose Based fibres make up 8.5%, whereas animal is but a fraction at 0.2%.

Organic/GOTS Hemp	TENCEL™ Modal	TENCEL™ Lyocell	Recycled Elastane
Organic/GOTS Cotton	LENZING™ Viscose	Recycled Wool	RDS Down
Organic/GOTS Linen	Livaeco by Birla	Recycled Polyester	RWS Wool
Organic/GOTS Wool	Cellulose™ Viscose	Recycled Polyamid	Refibra
	Re:Down		
BCI Cotton	Cashmere	Lyocell	Elastane
Wool	Silk	Alpaca	Down
Recycled Cotton			
Linen	Leather	FSC Viscose	Hemp
Bamboo Viscose	Modal	Cupro	
Cotton	Polyamid	Polyester	Mohair
Acrylic	Acetate	PU/PVC	Viscose
	Fur		Angora



POLYESTER

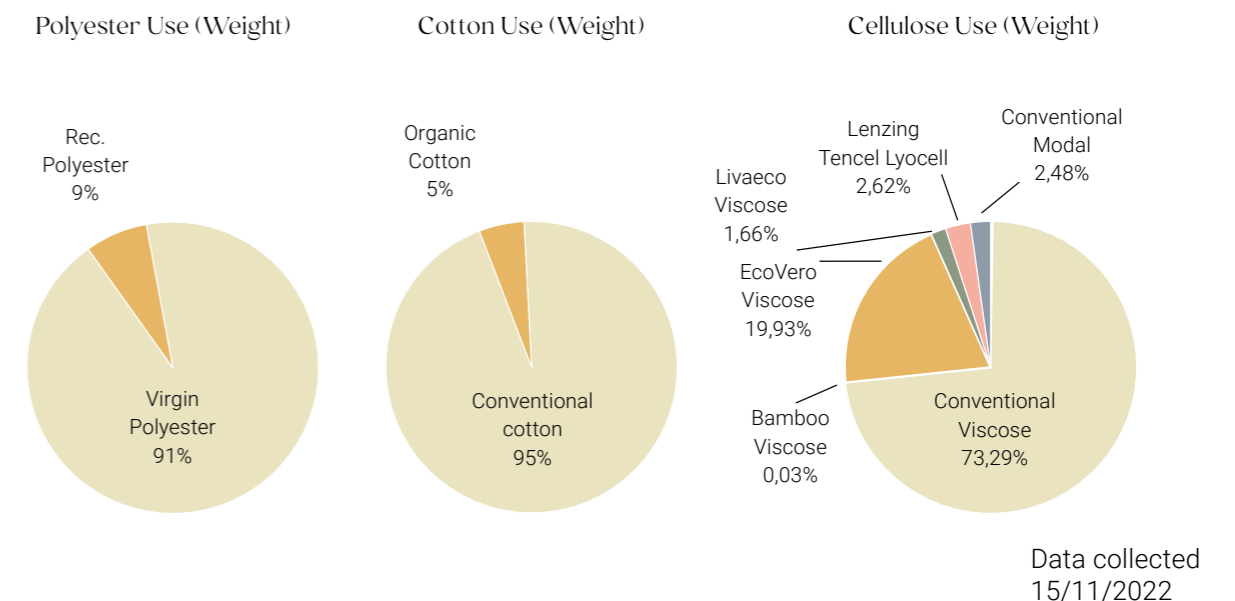
Polyester is by far our most used fibre with a share of 57%. In 2022, 91% of our polyester was virgin, whereas 9% was recycled. With our new GRS certification, this is set to improve in the future.

COTTON

Cotton is one of our largest fibre categories, representing 10% of all the fibres we sourced this year. In 2022, 95% of all the cotton we sourced was conventional cotton and 5% was organic cotton. We are dedicated to increasing the share of certified organic and recycled cotton in the future.

CELLULOSE

The regenerated cellulose category is wider than the other categories. It contains both viscose, modal and lyocell. Luckily, it is also a fibre category where we have seen, and still are seeing, a lot of innovation of new production methods. 73.29% of 2022's use of regenerated cellulose fibres was conventional. 19.93% was LENZING™ ECOVERO™ Viscose, 2.62% was TENCEL™ Lyocell and 1.66% was Livaeco Viscose by Birla. We aim to increase the share of branded fibres even further in this category and hope to see more certified options in the future.





TENCEL™ LYOCELL

TENCEL™ is a trademark of Lenzing AG. TENCEL™ Lyocell is a lyocell fibre produced by LENZING™. The wood used in the production of TENCEL™ Lyocell comes from certified responsible forestry. Only organic and non-toxic solvents are used. The factories use a closed system that recycles more than 99% of the solvents and water used in production.

LENZING™ ECOVERO™ VISCOSE

LENZING™ and ECOVERO™ are trademarks of Lenzing AG. LENZING™ ECOVERO™ Viscose is a viscose from the LENZING™ company. The wood used in its production comes from certified responsible forestry. Only ecological and non-toxic solvents are used for its production, and the factories use a special production method so that water consumption and CO2 emissions are halved compared to conventional viscose.



LIVAECO™ BY BIRLA CELLULOSE™ VISCOSE

Livaeco™ by Birla Cellulose™ Viscose is, just like EcoVero™, a viscose that is manufactured in a better way than conventional viscose. The raw material in viscose is wood, and in this viscose, the wood is sourced from certified forestry. The wood is processed into wood chips and dissolved in a chemical process, and then turned into a fibre that can be woven into fabric. Livaeco™ by Birla™ Viscose is manufactured using a closed loop process in which water and solvents are reused. This leads to lower water consumption and limits CO2 emissions. Livaeco™ by Birla™ Viscose can be traced through the entire production process using blockchain technology, providing transparency and insight into the product's journey.



TARGET: DEVELOP A SOURCING STRATEGY FOR FIBRES

Level of completion: 10%



Our product teams work following a principle of constant improvement. They have been instructed to switch to recycled, organic, and certified fibres as often as possible without compromising the quality and comfort. We have yet to develop a sourcing strategy, where objectives for fibre sourcing are set. It is not something we want to rush as we want to make a strategy based on thorough research, so we are certain that our decisions have a significant impact. While we await the final strategy, we trust our product teams to continue working following the improvement principle.

TARGET: REACH 100% PREFERRED FIBRES

Level of completion: 8%



In 2022, 8% of the fibres we used belonged to the preferred category. Right now, we are experiencing big challenges related to availability and pricing due to a rise in demand and inflation. We will do our very best to increase this number, in order to make sure we reach 100% by 2030.

TARGET: DEVELOP A SOURCING STRATEGY FOR TRIM AND NON-TEXTILE MATERIALS

Level of completion: 0%



A product's impact is not only based on the fibres found in the composition or the distances it travels. Trim, finishing, and non-textile materials on a product also have an effect on the product's impact just like production methods, transportation, chemical use, and a line of production and sourcing factors.

Therefore, we have decided to develop a sourcing strategy for trim and non-textile materials. The strategy will help our Purchasers, Designers, and Pattern Designers make better design choices that support our overall commitments and objectives. We have not yet developed our new sourcing strategy but plan to do so in 2023.

TARGET: REACH 100% PREFERRED TRIM AND NON-TEXTILE MATERIALS

Level of completion: N/A



As we have yet to develop our new sourcing strategy for trim and non-textile materials, we are not able to categorize them and report on share of preferred materials.

Objective 1.3:

Reach a Share of 100% Preferred Packaging Inbound and Outbound by 2030

Packaging is a necessary evil.

While we would love to avoid it altogether, we have to protect our products during transportation and storage to make sure no useful resources go to waste. What we can do is reduce and choose better options wherever possible. That includes our use of paper and cardboard in packaging as well as virgin plastic material.

TARGET: SOURCE 100% OF PAPER AND CARDBOARD BASED PACKAGING AS FSC-CERTIFIED

Level of completion: 0%



Both paper and cardboard is made of wood, a valuable resource supporting our planet and its ecosystems. Therefore, it is our goal that all of our paper and cardboard based packaging is FSC-certified by 2030. We have started up the process by communicating our request to all suppliers but have not yet mapped our packaging use for certified solutions, hence the reason for the 0% in level of completion.

Forest Stewardship Council (FSC) is an international organisation working to protect our planet's forests and the people and animals living in and depending on them. Using FSC-certified cardboard and paper, we can rest assure our packaging is not contributing to loss of biodiversity, removal of and danger to indigenous people, deforestation, or more of the cruel consequences connected to mindless cutting down of trees.

TARGET: REPLACE ALL VIRGIN PLASTIC MATERIALS WITH PREFERRED ALTERNATIVE

Level of completion: 0%



Plastic is a controversial material. However, one of its advantages is that it can be recycled. With all the existing plastic waste, we have an immense amount of resources just waiting to be recycled and re-used. Recycled plastic is therefore one of our preferred alternatives to virgin plastic. In addition, we will be looking into switching to paper and cardboard when possible.

Switching to new materials is not something that is done overnight, and it is not a goal we expect to reach tomorrow or in 6 months. However, we know that we will get there and are already hard at work but not at a place where a report would be true and fair.

Objective 1.4:

Design our Products and Way of Doing Business towards Circularity

Circularity is undoubtedly the future. Not just for Zizzi, or fashion, but for all industries.

Resources are becoming more and more scarce, and by now, we are all beginning to realise and see what our use of our planet and its resources have done. We are using its resources faster than can be regenerated while also generating tonnes of waste each day.

We need systems that make sure that these resources are used again and again, so we can bring down waste and the toll on our planet.

TARGET: DEVELOP A SET OF CIRCULAR DESIGN PRINCIPLES

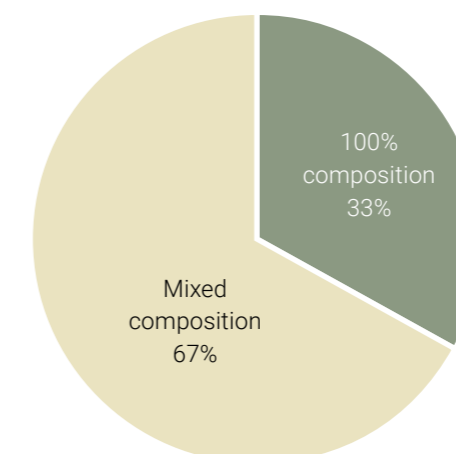
Level of completion: 0%



We have still to develop a set of circular design principles. This will help us make sure our products are designed for recycling and fit for the future of our industry. There is a lot of ongoing research within the fashion industry on this very subject, and a lot of great minds are working on inventing or discovering the technologies and scientific solutions that will make a circular industry possible. We will be consulting experts and doing thorough research before developing our circular design principles. The circular design principles are expected to be finalised by 2025.

MONO MATERIALS

We know that textiles with a 100% composition are the easiest to recycle. These types of materials are also called mono materials. Using mono materials is one of the principles we expect to include in our set of circular design principles. However, it is not a principle that we have instructed our Designers and Purchasers to follow in the creation of this year's designs. Still, in this year's products, 33.03% had a 100% fibre composition, and 66.97% had a mixed composition with more than one fibre.



MONO MATERIALS

Data collected
15/11/2022

TARGET: IMPLEMENT CIRCULAR DESIGN PRINCIPLES IN SOURCING PRACTICES

Level of completion: 0%

As we are still waiting to develop our circular design principles, they have yet to be implemented. We look forward to doing so in the future.

TARGET: IMPLEMENT QUALITY TESTING PROGRAM

Level of completion: 0%

High quality and longevity is an integral part of designing for circularity, and something we will be working even more on in the future.

A well-designed quality testing program will make it easier for us to ensure that our products live up to our high standards.

We have already defined our quality standards and communicated them with our Suppliers through our Supplier Manual. We have yet to implement a testing program.

SAFE PRODUCTS

All products should be safe from dangerous substances and harmful chemical levels. Furthermore, safe products is a precondition for recycling.

Our current Restricted Substance List (RSL) and strategic testing program is based on AFIRM. Due to the high use of chemicals in the fashion industry, it is important that a precautionary approach is followed. The chemical list is updated on an annual basis following other international restrictions. We have employed a strategic testing approach.

The criteria for the strategic testing approach are made from a combined risk assessment of both suppliers and products based on order size, country of origin, audit status, product type and material.

In 2022, we made a total of 326 tests, and tested 48 of our products, which is a share of 2.25%. 1 of those tests failed, which gives us a fail-share of 2.08%.

The failed test was due to the PH-levels of a stitching not living up to the high demands of AFIRM. It did, however, comply with current legislation and regulations, REACH, and the product was therefore still put on the market. The supplier was made aware of the issue and that it should not happen again

Chemical Tests	
Styles Made	2133
Styles Tested	48
Testing Share	2.25%
Test Conducted	326
Failed Test(s)	1
Fail Share	2.08%

Data collected
15/11/2022



Commitment 2:

ENSURE GOOD WORKING CONDITIONS FOR ALL PEOPLE INVOLVED WITH OUR PRODUCTS AND BUSINESS ACTIVITIES

When it comes to sustainability, the focus tends to be on climate change and carbon emissions, while the social aspect is often overlooked. At Zizzi, we have a holistic approach to sustainability, and the health and safety of the workers in our supply chain is therefore just as important as the environmental impact of our garments. After all, what good is a carbon neutral t-shirt if it has been made under horrible working conditions?

TO FOCUS OUR WORK WITH THIS COMMITMENT, WE HAVE DEFINED THREE KEY OBJECTIVES:

Objective 2.1: Ensure that Key Suppliers are BSCI Audited and Continuously Improve Their Results

Objective 2.2: Offer a World Class Workplace for all Employees with a Healthy and Developing Work Environment, Attractive Conditions and Flexible Working Hours and Place

Objective 2.1:

Ensure that Key Suppliers are BSCI Audited and Continuously Improve Their Results

TARGET: ALL A SUPPLIERS HAVE A VALID BSCI AUDIT FOR ALL PRODUCTION UNITS

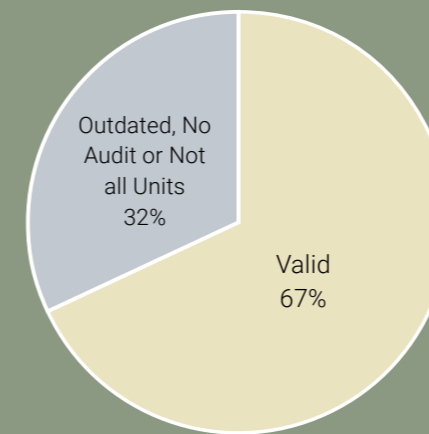
Level of completion: 68%

17 out of 25 of our A Suppliers' Production Units have a valid BSCI audit. We encourage all suppliers to become BSCI Audited and maintain their activity and make sure to have their audits renewed in due time.

TARGET: ALL A AND B SUPPLIERS ARE TRACKING AND REPORTING ON IMPROVEMENTS AND ACTIVITIES RELATED TO THEIR BSCI AUDIT FOR ALL PRODUCTION UNITS

Level of completion: 9%

We currently have one A Supplier and one B Supplier tracking and reporting on their improvements. This accounts for 9.09% of our 22 A and B Suppliers. In addition, we have two C Suppliers tracking and reporting on their improvements.



A Suppliers with Valid Audit for all Production Units

Data collected 15/11/2022

The 11 Principles of the BSCI Code of Conduct:

1. The Right of Freedom of Association and Collective Bargaining
2. Fair Remuneration
3. Occupational Health and Safety
4. Special Protection for Young Workers
5. No Bonded Labour
6. Ethical Business Behaviour
7. No Discrimination
8. Decent Working Hours
9. No Child Labour
10. No Precarious Employment
11. Protection of the environment

Supplier Segments:

- A Supplier: Constitute 80% of everything we buy
- B Supplier: Constitute 15% of everything we buy
- C Supplier: Constitute 5% of everything we buy

Objective 2.2:

Offer a World Class Workplace for all Employees with a Healthy and Developing Work Environment, Attractive Conditions and Flexible Working Hours and Place

Every day, hundreds of people go to work at a Zizzi office or store. We are extremely grateful that they spend their time, energy, and skills helping us make Zizzi the company it is. Zizzi would not be the company it is today without the work of our many dedicated Employees over the years. They deserve a workplace that makes them feel proud and valued, with opportunity for progress, and room for everyday life.

OUR VALUES

Our values are the essence of our corporate culture and our compass, guiding all Employees of Zizzi in their work life.



CUSTOMER FOCUS

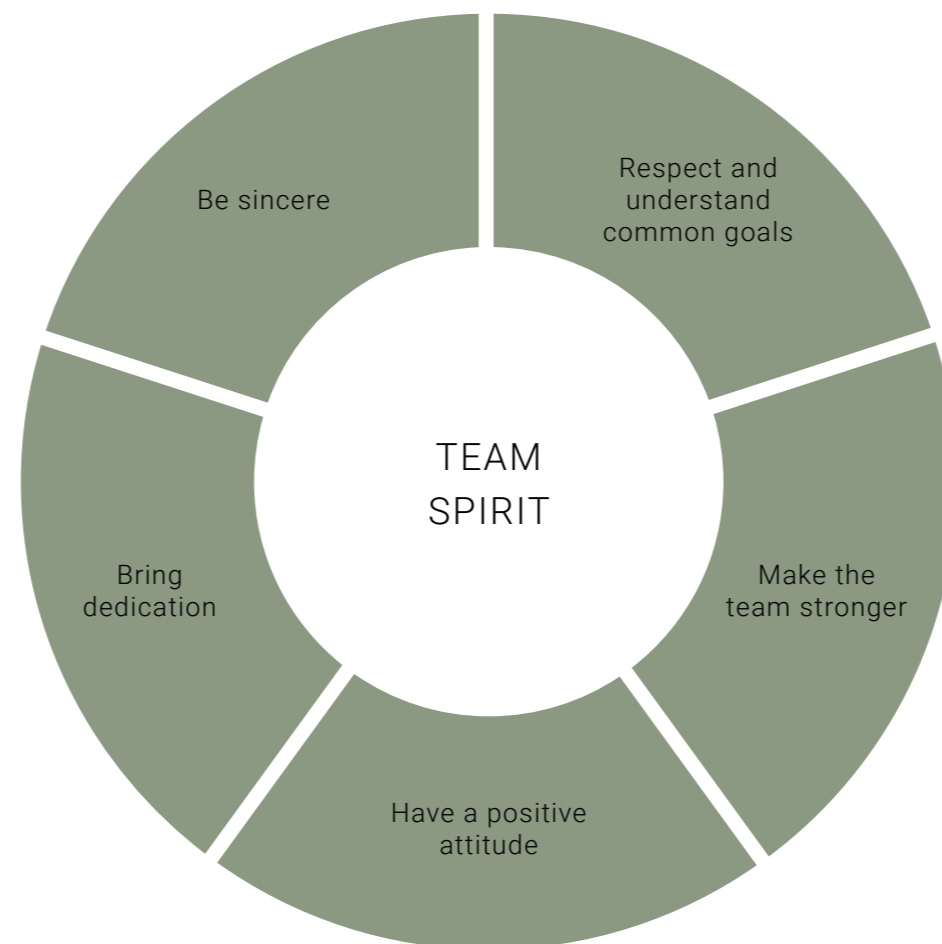
Customers and consumers will not be able to make better and more responsible shopping decisions if they do not have access to better options or sufficient information. We want to play a part in the education of consumers on sustainability in the fashion industry by communicating transparently about our work on a regular basis.

TEAM SPIRIT

It is important to us that sustainability is not treated as a separate project. It needs to be integrated into all departments and corners of our company and throughout our entire value chain. In order to do that, we need everyone on board and working dedicatedly on becoming a more responsible player in the fashion industry.

PROFIT

We cannot exist without profit, but we believe that profit should be achieved by making responsible and reflected decisions considering and protecting the planet as well as the people and animals living on it.



TARGET: MATCH OR HEIGHTEN THE GENERAL EMPLOYEE SATISFACTION LEVEL IN THE ANNUAL WORKPLACE ASSESSMENT (APV)

Level of completion: N/A

This year's Workplace Assessment showed us that we had an average employee satisfaction level of 8.4 on a 10-point scale. Employees reported a high level of mutual respect, pride, great social events, good cooperation with their closest leader and a feeling of being seen, heard, and included.

Most of our challenges were related to the condition of our offices, which are located in an old building. Based on the report, we will start planning to make some changes, so our Employees are comfortable at their workstations.

EMPLOYEE TURNOVER RATE

This year's employee turnover rate was 37.44 calculated as the number of employees leaving the company in the last year divided by the total number of employees in 2022.

This is partly because we had to adapt the organization to the challenges arising in 2022. Unfortunately, this resulted in the dismissal of a group of colleagues.

That level of layoffs is not expected to be a recurring event, and we hope to be able to keep as many members of staff as possible within our organisation in the future.

AVERAGE YEARS OF SENIORITY IN ZIZZI

With higher seniority among our staff comes advantages.

Cases and challenges can be solved quickly and efficiently because there is a deeper knowledge of our company and processes. We wish to have a well-balanced seniority level, so there is a core of senior staff members securing and stabilizing the company, but also a group of young talents who bring new knowledge and new angles to our company. We wish to be a place where new talents can be nurtured and progress.

In 2022, our average Employee seniority was 2.7 years corresponding to two years and 8.5 months of employment.

We hope to bring this number up to around three to four years, but we will not be using this number as a target. If we experience significant growth in the future, which we hopefully will, we will have to hire a large group of new staff members, and the number will naturally drop.

PEOPLE AND CULTURE COMMITTEE

The responsibility for the People and Culture committee resides with the People and Culture / Retail Director, and the committee consists of 7 people widely representing the departments in Zizzi.

The committee finds answers to questions such as how can we motivate our employees the best, how do we create a more exciting physical work environment, and how do we empower them to perform their best? Culture, motivation, management tools, and work pride are the cornerstones of our work.

We want to put people first and strengthen our managers to work with purpose-driven management.

The goal for the People and Culture committee is to create a positive work environment that directly benefits the business.

A SAFE AND HEALTHY WORKPLACE

It is our top priority that our Employees go to work feeling safe and secure, and we have a line of initiatives in place to ensure this.

First and foremost, we have our annual fire drill, where all Employees are trained in what to do in case of a fire emergency in our buildings. We conducted our annual fire drill on December 15th this year.

Additionally, as required by Danish law, we have a whistleblower program, where Employees can anonymously report any unsettling behaviour. Unwillingly, employees may find themselves in uncomfortable situations, where they have to handle situations of corruption. Therefore, the whistleblower program also functions as a mitigation tool in our work to avoid involvement in situations of corruption. Further, all employees are offered written guidance on anti-corruption in our employee handbook. This year we have had no reports in our whistleblower program and no cases of corruption in 2022.

In 2022, 60 Employees went through first aid training to make sure we have the internal capacities in case of an emergency.

Only one Employee has suffered an accident leading to time off work in 2022. This happened outside the office at a physically active social event.

A FLEXIBLE LIFE

A good work life is one that makes room for everyday life. We have a large focus on creating a flexible workplace for our Employees in terms of both time and place.

Employees	
Full time	181
Part time	30
Total	211

Data collected
01/12/2022

WORKING FROM HOME

The great majority of our Employees work from home each Friday. Working from home gives our employees the possibility to schedule their own day of work. They can find the calm to focus deeply on tasks that require a higher level of concentration.

We find that the opportunity to work from home contributes to a higher level of flexibility and correspondingly higher level of employee satisfaction.



Commitment 3:

SIGNIFICANTLY IMPROVE OUR IMPACT ON THE CLIMATE AND ENVIRONMENT THROUGH OUR ACTIVITIES

The planet is our shared home, and we must all do what we can to protect it. We are already seeing the consequences of climate change around the world. It is not a risk, but a reality. We must therefore all work to lower our impact in whatever way we can. Zizzi will do so the way we know best – through our business activities in cooperation with our Suppliers.

To focus our work with this commitment, we have defined four key objectives:

Objective 3.1: Set 1.5°C Reduction Targets for Scope 1 and 2 and Work Towards Reducing Remaining Scope 3 Emissions Caused by Own Operations and Actions

Objective 3.2: Support our Key Suppliers in Setting Their Own Scope 1 and 2 1.5°C Reduction Targets

Objective 3.3: Reduce Emissions from Inbound and Outbound Transportation of Goods

Objective 3.4: Engage Key Suppliers in Improving the Environmental Impact of Their Production Facilities

We have concluded the mapping of our direct Suppliers, and their direct and in-direct suppliers.

Objective 3.1:

Set 1.5°C Reduction Targets for Scope 1 and 2 and Work Towards Reducing Remaining Scope 3 Emissions Caused by Own Operations and Actions

When talking about carbon emissions, there is no way around the Greenhouse Gas (GHG) Protocol. The GHG Protocol is the most widely used and recognised international standard for measuring greenhouse gas emissions. It divides the source of the emissions into three different scopes.

SCOPE 1

Scope 1 covers all our owned direct emissions. This includes direct emissions from resources we own and control, such as our buildings and vehicles.

SCOPE 2

Scope 2 covers all our owned indirect emissions. This includes emissions from the generation of energy we have purchased, such as electricity for our stores and district heating for our offices.

SCOPE 3

Scope 3 covers all our not owned indirect emissions. This includes emissions from the actions in our value chain such as the production and transportation of our products.

TARGET: CONDUCT MATERIALITY ASSESSMENT TO PRIORITIZE FOCUS AND EFFORT

Level of completion: 100%

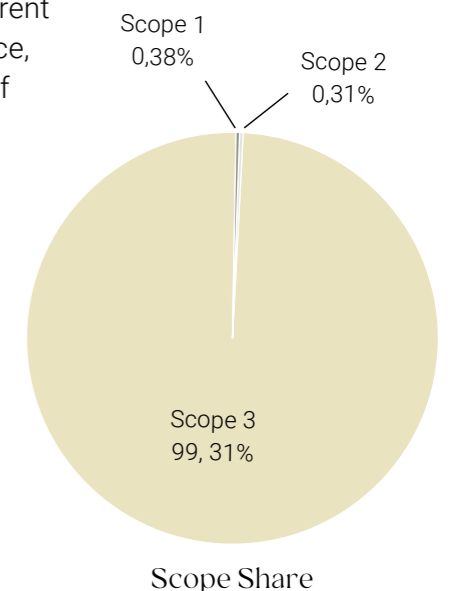
We have conducted a materiality assessment of our emissions based on our usage in 2021. This calculation will serve as our base year. A materiality assessment provides a general overview of the distribution of emissions on the different scopes and among the different categories in the scopes. In this instance, we have calculated our Scope 1 and 2 emissions using a combination of what is called the average-based method and spend-based method.

Scope 3 is calculated solely using the spend-based method, where a monetary value is multiplied by an emissions factor. This is therefore not a precise calculation, but it can provide an idea of where our focus needs to be placed for now.

The materiality assessment showed us that the majority of our emissions, in fact more than 99%, lie in Scope 3, specifically in the categories 'Purchased Goods' and 'Upstream Transport', which account for 79.21% and 9.49% respectively.

Scope 1 accounts for 0.38% whereas Scope 2 accounts for 0.31%.

Therefore, we look forward to calculating our Scope 3 emissions more precisely in 2023 to learn where and how we can effectively reduce our emissions.



Data collected
15/11/2022

TARGET: CALCULATE SCOPE 1 AND SCOPE 2 EMISSIONS

Level of completion: 50%

We have calculated our Scope 1 and Scope 2 emissions for our HQ, Warehouse, and stores in Denmark for 2021 in our materiality assessment, which will serve as our base year for future use. See the results below.

The calculation is made using a combination of the average-based and spend-based approach. The average-based approach uses average data based on a relevant unit, such as kilograms or kilometres, multiplied by an emissions factor, whereas the spend-based method uses a monetary value multiplied by an emissions factor.

Scope	Category	CO2e Kg	Share
Scope 1	Stationary combustion	90,450	0.24%
Scope 1	Mobile combustion	51,870.00	0.14%
Scope 2	Purchased electricity	11,836.00	0.31%

Data collected
15/11/2022

TARGET: CALCULATE SCOPE 3 EMISSIONS

Level of completion: 50%

Scope 3 was part of our materiality assessment made for 2021. It showed us that 'Purchased Goods and Services' is our largest posting, constituting 79.21% of all our emissions. 'Upstream Transport' accounts for 9.49% of our emissions, whereas 'Downstream Transport' amounts to 7.27%. 'Employee Commuting', 'Business Travel' and 'Fuel and Energy-Related Activities not Included in Scope 1 and Scope 2', account for 2.71%, 0.47% and 0.16%, respectively. However, a materiality assessment is not a precise image of our emissions. Therefore, we plan to make a more precise calculation of our Scope 3 emissions in 2023.

Scope	Category	CO2e Kg	Share
Scope 3	Purchased Goods and Services	29,776,567.81	79.21%
Scope 3	Upstream Transport	3,566,375.72	9.49%
Scope 3	Downstream Transport	2,732,362.95	7.27%
Scope 3	Employee Commuting	1,020,000.00	2.71%
Scope 3	Business Travel	177,974	0.47%
Scope 3	Energy-related Activities not included in Scope 1 and Scope 2	59,172.6	0.16%

Data collected
15/11/2022

TARGET: SET REDUCTION TARGETS

Level of completion: 0%

After we have a full and precise report on our Scope 1, 2, and 3 emissions, we will be setting reduction targets aligned with SBTi. This is scheduled for 2023.

TARGET: COMMIT TO SCIENCE BASED TARGET INITIATIVE (SBTi)

Level of completion: 0%

The SBTi is a partnership between the CDP, the UN Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The Science Based Targets initiative (SBTi) is based on the standards of the GHG Protocol and is an initiative where companies commit to climate action and reducing their emissions in line with the ambitions of the Paris Agreement of limiting global warming to 1.5°C. Any commitments made must comply with this ambition.

We wish to commit to SBTi because it is a widely recognized initiative, where commitments are made public.

Many retailers have started to implement SBTi into their responsibility requirements, and if you are more than 500 Employees, your goals are validated by SBTi. We plan to commit once we have completed our Scope 3 calculations in 2023 and have a base year based on true and fair data and have been able to set our reduction targets.

Objective 3.2:

Support our Key Suppliers in Setting Their Own Scope 1 and 2 1.5°C Reduction Targets

Our suppliers' emissions are our indirect emissions. And we know that a lot of our total impact lies in our supply chain. Therefore, we must work with our suppliers to help lower their, and consequently our, emissions.

The first step is knowing where to go; therefore, we will begin by supporting our suppliers in setting their own reduction targets for Scope 1 and 2 aligned with the Paris Agreement's ambition to keep global warming at 1.5°C.

The work for this objective has not been initiated yet, but in the spirit of transparency, we choose to include the targets and objective, so you know what we will be working on in the future.

TARGET: ALL KEY SUPPLIERS ARE CALCULATING THEIR OWN SCOPE 1 AND SCOPE 2 EMISSIONS

Level of completion: N/A

We have not yet begun to map which of our Suppliers are calculating their Scope 1 and Scope 2 emissions. We expect to expand our supplier mapping with this category in the coming years.

TARGET: ALL KEY SUPPLIERS HAVE SET SCOPE 1 AND SCOPE 2 REDUCTION TARGETS

Level of completion: N/A

When we have mapped our Suppliers, we will look further into supporting them in setting their Scope 1 and Scope 2 reduction targets to help ensure that they are aligned with the Paris Agreement.

Objective 3.3:

Reduce Emissions from Inbound and Outbound Transportation of Goods

We know from our materiality assessment that the transportation of our goods is a big part of our total emissions. Therefore, we must lower all emissions from our transportation, both inbound and outbound, by choosing slower and more fuel-efficient forms of transportation.

INBOUND TRANSPORTATION

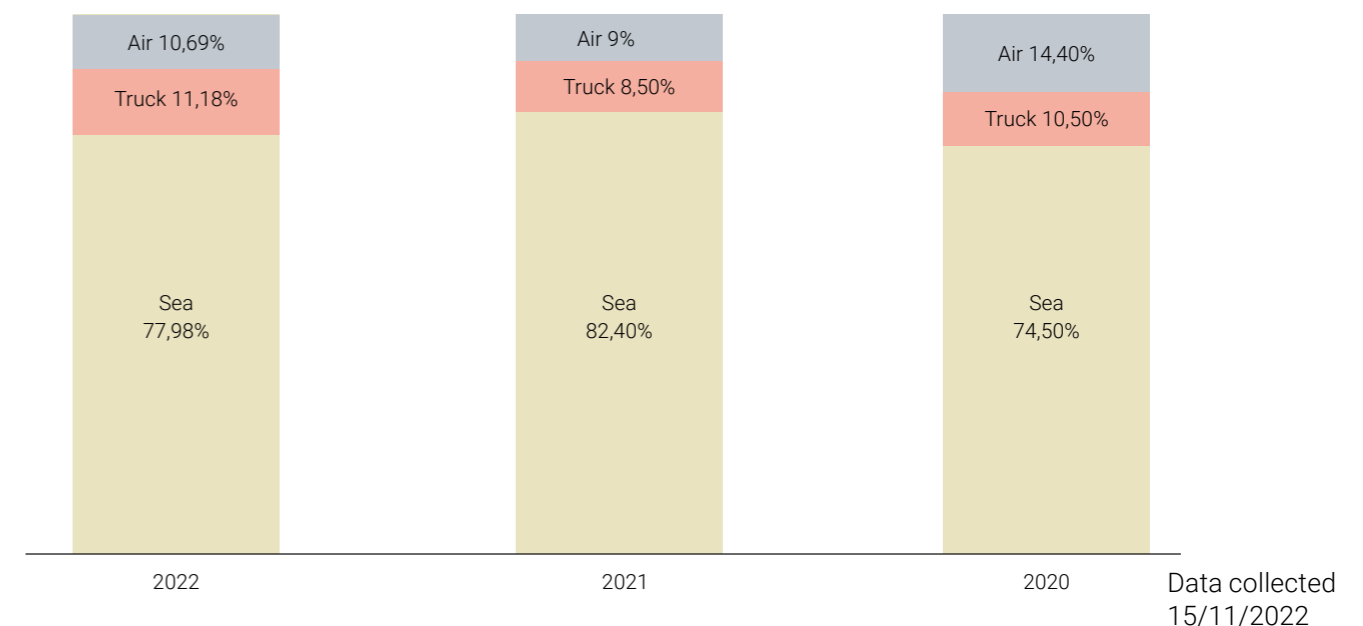
Inbound transportation includes the transportation from our Suppliers to our warehouse. The large majority of our inbound transportation was by sea freight.

Because of large issues in the global supply chains, we experienced delays in delivery from our suppliers, leading to an increased need for airfreight, compared to previous years. However, a growing part of our products are now produced in Europe, which has resulted in an increase in transportation by truck.

OUTBOUND TRANSPORTATION

Outbound transportation includes the transportation of our products from our warehouse to our stores, retailers, and customers.

The majority of our outbound transportation was done by truck. Most of our retailers and customers are located around Europe, as is our warehouse. Therefore, transportation by truck is the most efficient outbound transportation method. Exceptionally, products have been flown outbound.



TARGET: DEVELOP A TRANSPORTATION POLICY TO REDUCE EMISSIONS FROM TRANSPORTATION

Level of completion: 50%



All Employees that book freight and transportation have been instructed to follow a principle of low speed, low emissions. This means that they should choose sea freight as often as possible, and truck if the transportation is within Europe. Only in instances of severe delays due to supply chain issues are they to book air freight.

In 2023, we will develop a specific Transportation Policy that will help us reduce our emissions from transportation.

The policy will help guide the decisions of our purchasing and logistics teams when they make sure our products get safely freighted to our warehouse.

TARGET: IMPLEMENT DIGITAL DESIGN TOOLS TO MINIMIZE THE NEED FOR PHYSICAL SAMPLES

Level of completion: 50%



The use of digital tools for sampling has grown a lot over the years in our industry, and the technologies have improved immensely.

Therefore, we have begun to implement them in our Design and Purchasing Teams, so we can lower the need for physical samples and thereby limit transportation related to sampling. We are already using the digital design tools for parts of our collections but aim to use it for all products in the future.

Objective 3.4:

Engage Key Suppliers in Improving the Environmental Impact of Their Production Facilities

ENVIRONMENTAL ASSESSMENT

To get a true and fair insight to our Suppliers' environmental performance, we find it necessary to expand our Supplier survey strategy to heighten our focus on our Suppliers' impact on the environment and climate.

This will include a heightened focus on and level of encouragement towards GOTS and GRS certification, as both certification standards include requirements on environmental management.

For those Suppliers where a GOTS or GRS certification is not relevant, we will look into other alternatives that can provide an insight into their environmental performance or collect more specific data on their environmental impact.

The work for this objective has not been initiated yet, but in the spirit of transparency, we choose to include the targets and objective to show that we will be working on in the future.

TARGET: ALL KEY SUPPLIERS HAVE AN ENVIRONMENTAL ASSESSMENT OR AUDIT

Level of completion: N/A



We have not yet mapped our A Suppliers for valid environmental assessments or audits. We are encouraging all Suppliers to have an environmental audit or assessment because we know that a large part of the environmental impact lies further out in the supply chain.

TARGET: ALL TIER 2 SUPPLIERS HAVE AN ENVIRONMENTAL ASSESSMENT OR AUDIT

Level of completion: N/A



We have not yet mapped our Tier 2 Suppliers for environmental performance and audits and therefore do not have a thorough overview of how big a share has a valid environmental assessment or audit.

In the future, a large share of our focus will be on dyeing houses, where there historically is a larger occurrence of environmental issues, compared to production facilities.

Commitment 4:

FIGHT FOR INCLUSIVITY FOR EVERYONE NO MATTER THEIR GENDER, AGE, SIZE, RACE, OR ORIGIN

Sadly, there are still people who have fewer opportunities because of the way they look, the language they speak, the people they love, their beliefs, or the place they were born. That has to change. Everyone deserves to feel represented and valued, and we should celebrate the ways we are different and not just the ways we are alike.

To focus our work with this commitment, we have defined three key objectives:

Objective 4.1: Secure a Diverse Workforce of Talented People with Different Backgrounds, Genders and Perspectives

Objective 4.2: Engage in the Project “Her Finance”, Training and Teaching Women in Developing Countries on How to Manage their Salary in a Beneficial Way

Objective 4.3: Portray Real People as They are, No Matter Size, Age or Race by Telling their Story and be their Voice in a World that Calls for Change

Objective 4.1:

Secure a Diverse Workforce of Talented People with Different Backgrounds, Genders and Perspectives

Different people have different viewpoints and skills, and everyone brings something valuable to the table. In order for us to become a successful company, we must ensure that we are aware of our options and pitfalls – all of them.

Therefore, we work hard to ensure a diverse workforce where a variety of different people are represented.

We know that for our society to prosper, we must make sure everyone has the same opportunities and that no single group of population is dominant in all aspects.

Gender Diversity HQ	
Female	158
Male	53
Other	0
Total	211

Data collected
01/12/2022

TARGET: HAVE AT LEAST 33% OF THE UNDERREPRESENTED GENDER AT EACH MANAGEMENT LEVEL

Level of completion: 100%

We currently have a satisfactory share at two of our three management levels, Directors and Executive Managers, that have a share of 42.86% and 33.33%, respectively.

At management level we have three men and six women but will pay attention to opportunities to reach our target in new hiring situations.

Management Level	Female	Male	Share Under-represented Gender
Executive Managers	1	2	33.33%
Directors	3	4	42.86%
Managers	6	3	33.33%

Data collected
01/12/2022

TARGET: HAVE ALL AGE CATEGORIES WELL REPRESENTED IN THE WORKFORCE

Level of completion: 80%

At Zizzi, we want to be a place where younger Employees can advance and develop new skills over time. Therefore, our desired age distribution is not to have an equal amount of Employees in each age category.

Instead, we hope to see it develop over time, as the average age in our society increases, and the younger Employees who evolve over time, stay and develop alongside our company.

Consequently, the two oldest age groups should grow over time, but the 26-35 years age group should remain the largest group

We have set individual goals and tolerance margin for each category, which can be seen in the table to the right. Our levels are within our tolerance margin in four out of five categories.

Age	Female	Male	Total	Share	Preliminary Goal	Tolerance
<25	18	14	32	15%	14%	+/- 3%
26-35	73	20	93	44%	39%	+/-5%
36-45	41	11	52	25%	25%	+/-4%
46-55	16	5	21	10%	16%	+/-3%
56+	10	3	13	6%	6%	+/-2
Total	158	53	211	100%	100%	

Data collected
01/12/2022

Objective 4.2:

Engage in the Project “Her Finance”, Training and Teaching Women in Developing Countries on How to Manage their Salary in a Beneficial Way

TARGET: COMMIT TO THE PROJECT HERFINANCE

Level of completion: 0%

We discovered HERfinance in the process of developing our ESG strategy in the fall of 2022 and found the project very inspiring and well-fitting with our fourth commitment. We look forward to committing to the project and starting up the work in 2023.

TARGET: HAVE ALL KEY SUPPLIERS ENGAGED IN HERFINANCE

Level of completion: 0%

Since we have not yet started our work with HERfinance, neither have our key Suppliers.

HERfinance

The fashion industry employs millions of low-income women, who disproportionately lack both access and control over their financial resources, making it difficult for them to break out of poverty. HERfinance works to change that by providing training, guidance, and support for the Employees and their employers.

Objective 4.3:

Portray Real People as They are, No Matter Size, Age or Race by Telling their Story and be their Voice in a World that Calls for Change

TARGET: ENSURE WOMEN OF ALL SIZES ARE PORTRAYED IN OUR CAMPAIGNS

Level of completion: 50%



Representation is extremely important, and we want everyone to feel comfortable and confident in their own skin, as they are. By using models of all sizes, we can help make sure that women are exposed to communication in which they can see themselves.

It is a clear goal for us that models of all sizes are represented in our campaigns. In 2022, only three of the six size categories were represented. In the future, we will focus on using all size categories, and continuously increase the shares of the categories so they are more evenly distributed.

Size	Models Used	Share
42-44	1	1.5%
46-48	59	88%
50-52	7	10.5%
54-56	0	0%
58-60	0	0%
62-64	0	0%
Total	67	

Data collected
01/12/2022



EVERYDAY WOMEN – WITH YOU, FOR YOU. ONE STEP CLOSER TO THE CUSTOMER

Everyday Women' reflects our ambition to portray a world that is a bit more real, a bit truer to women as they are and look in real life.

During 2022, we took the first steps in the process of including more real-life women in our everyday work and campaigns. This resulted in an introductory campaign featuring six women from across Europe and, amongst other initiatives, pictures for our 'Shop the Look' concept, giving the online customer a platform of outfit inspiration as seen on real-life women.

In 2023, we will work even more with 'Everyday Women', ensuring a more real portrayal of women, no matter size, age, race, or origin.



STØT BRYSTERNE – DANISH CANCER SOCIETY

At Zizzi, we were proud to announce the collaboration with the organisation, The Danish Cancer Society, and their campaign, Støt Brysterne. Zizzi has launched a campaign to support the organisation and their work to fight breast cancer.

At Zizzi, we support the breasts – and believe that all breasts matter just as much. The big, the small, the long, the pointy, the round, and the heavy ones – no matter who they belong to.

In 2022, Zizzi has created a selection of lingerie, t-shirts, and nightwear. The items carry the well-known pink bow and pink colour, which represent the campaign of Støt Brysterne.

The selection of styles has a wide range in order to target more customer segments, which will culminate in a larger output for the campaign of Støt Brysterne. For each item bought, Zizzi has donated 10% of the selling price to The Danish Cancer Society.



Thank you for reading this year's ESG report.

We hope you enjoyed getting to know our business a little bit better.

We are working with our 2030 ESG strategy focusing on both short and long term targets, which relates to our four overall commitments. We are very proud of the work we have accomplished this past year and also the commitments we have set forth.

As you might have noticed reading the report, we have not reached all of our targets just yet. We still have targets with a 0% level of completion and some we are not even able to assign a level, because we still have to begin the work and collect the data to find status quo.

We believe in the importance of practicing transparency, and this report is as much a communication of our ESG strategy as it is a summary of our 2022 achievements. We do not only want to show you how far we have come, but also where we are headed.

Questions and comments are welcome and can be sent to csr@zizzifashion.com.

Zizzi

Zizzi