

# Roadmap 2019

## C&A Mode GmbH & Co.KG

has set the following targets for the year 2019:

	Mandatory targets:	4
	Recommended targets:	0
	Already achieved goals:	6
	Not achieved, continued goals:	1
	Voluntary targets	0

### Mandatory and recommended targets

Policy statement

#### Corruption prevention policy

Target demand: Commitment to a zero tolerance towards all forms of corruption including extortion and bribery in the own organisation



Target already met

Our Employee Code of Ethics is active in most markets and is the standard that guides behaviour, setting out what we expect at C&A from our employees. We continue its implementation this year. Moreover, departments engaged directly with suppliers sign an additional anti-bribery disclaimer.

### Cross topic

#### Risk-based selection of suppliers & procurement

Target demand: Selection of suppliers and award of contracts taking into account the identified social risks and potential negative impacts



Target already met

The process includes 1) an onboarding training which explain C&A Code of Conduct to the supplier, 2) an initial audit which covers our full COC, 3) an audit rating which decides if the factory can be on-boarded or if improvements need to be made prior to onboarding/ production of C&A product.

### Social standards

#### Promotion of living wages

Target demand: Initiation or involvement in a measure that aims to pay living wages for employees in production countries



Target already met

C&A is a member of ACT for living wages whose approach is to increase wages in key sourcing countries through the method of collective bargaining and purchasing practices improvement. As part of our commitment for better wages. C&A has signed a public Memorandum of Understanding with IndustriALL.

Anchoring and integration in the supply chain

### Chemical and environmental management

#### Reduction of hazardous chemicals

Target demand: Measures to increase ZDHC conformity of the used chemical products in the supply chain



Communicate the MRSL to 90% of the merchandise supply chain who have wet processing. Raise the chemical conformity of the supply chain to 5% as per the ZDHC Gateway and other 3rd party available certifications.

#### Orderly & environmentally responsible housekeeping

Target demand: Support of producers in the supply chain to improve proper and environmentally sound business management



Roll-out a Chemical Inventory Management System to 90% of the merchandise supply chain who have wet processing.

#### Communication of wastewater guidelines

Target demand: Communication of the wastewater standard to 100% of producers and business partners



Target already met

C&A has already communicated the wastewater standard in 2018.

## Natural fibers

### Increase sustainable cotton

Increase share of sustainable cotton to 75 %  
Including organic cotton (as a share of the total amount of cotton) 45 %



Monitoring and verification

### Monitoring & auditing of guidelines

Target demand: Introducing an effective system for inspecting and monitoring the implementation of measures to improve social and environmental conditions in the supply chain



*Target already met*

C&A has an effective auditing system in place for all tier 1 (cut & sew), tier 2 (e.g. laundry, embroidery) and tier 3 (nominated fabric mills). If a non-compliance is detected, suppliers prepare remediation plan whose implementation is monitored and supported by our development officers.

Complaint and remedy

### Access to effective complaint mechanisms

Target demand: Initiation or involvement in a measure that aims to improve employee access to complaints mechanisms



*Target already met*

C&A focuses on assuring that our Production Units meet legal requirements for worker representation and employee access to complaints mechanism. The teams both monitor this during audits and through additional development visits. C&A also has a Fairness Channel for suppliers and own employees.

Sector-wide commitment

### Raising awareness regarding sustainable textiles

Target demand: Implementation of measures to raise awareness about sustainable textile production in the following topics



We extended the recycling program 'We take it back' in 2018 to 6 countries and launched the program online in Germany. We plan to increase scale and roll-out the program to at least one more country. This will be accompanied by marketing and communication campaigns.

## Voluntary targets

Anchoring and integration in the supply chain

### Excellence programmes

Target demand: Supporting excellence programmes or other awards for producers and business partners for implementation of the Partnership's goals:

*Unachieved, continued target from 2018*



- a) Freedom of association and collective bargaining
- b) Discrimination
- c) Health and safety
- d) Wages and social benefits
- f) Working hours
- g) Child labour
- h) Forced labour
- k) Good housekeeping

Graduate 10 more suppliers from the Supplier Ownership Program, resulting in a supplier implementing a set of management systems such as worker communication, working hours, health and safety, wages, environment.