

THE PROGRESSIVE JOURNEY

Vagabond Shoemakers
Sustainability Report 2020



VAGABOND
SHOEMAKERS

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ABOUT THE REPORT

This is the sixth sustainability report made by Vagabond International AB. The report has been prepared in accordance with the Core Option of the GRI Standards, and our aim is to update our stakeholders on the progress of our sustainability work.

The information in this report is for the Financial year of 2020, starting January 1st and ending December 31st. The report constitutes Vagabond International AB's statutory sustainability reporting. The reported data covers the Vagabond Group. We report our impact across prioritized areas within our value chain, using our own data in most cases and additional statistics provided from some of our partners. In each case of external report data, this will be notified. All data is collected by our sustainability team from the relevant function within our organization, and from external parties such as suppliers and partners. The data is based on the best possible systems that are currently available for us. Whenever limitations have been made, this is described within the chapter. In 2020, 9 Vagabond concept stores were closed, and no new stores were opened. All in all, we have 17 remaining concept stores in Sweden, Germany, Russia, Czech Republic and Finland. There have been no changes in the ownership structure during 2020.



A WORD FROM OUR CEO

In a fashion world where what we consume and how, was already undergoing a transformation, the pandemic almost overnight turned focus away from adaptation and dialogue, towards crisis management. The wellbeing of our staff around the world became priority one. Step two was to protect the business and keep our operations as resilient to the events as possible. In this, it was reassuring to see how our business model was firmly rooted and that we could act quickly and find creative solutions that meant the least strain for all parties involved in our value chain, both suppliers and customers.

Still, what we are experiencing in this pandemic, must not just be reflected on as challenging and tragic events, but a firm reminder about our huge responsibilities to have a sustainable business model that is long-term and causes as little negative impact on our climate as possible.

For the past years, a lot has been done to switch to more sustainable materials, component by component. We have been pushing for prolonging the product life cycle, not the least within the Shoe Bring Back concept and our trial production of outsoles in rubber recycled from old Vagabond shoes.

2020 we focused on illustrating and breaking down our value chain to better apply the sustainability activities on each company function. Having evaluated, we have agreed that reducing our emissions to air by 50% before 2030, in relation to our company's general progress, is our main target that span over all activities. We stay determined that we will keep using our broad value chain knowledge to initiate improvements on all levels, to reach results that can be clearly demonstrated and followed up regularly.

Our vision is to have a positive impact on the people and communities associated with our activities and to help to meet the needs of both present and future generations. By breaking down the value chain, we can better identify and improve all collaborations and dialogues within the supply chain, with our clients and our consumers.



A handwritten signature in black ink, which appears to read 'Anders Odén'. The signature is stylized and cursive.

Anders Odén, CEO
Varberg, April 2021

WE ARE VAGABOND SHOEMAKERS

Vagabond Shoemakers is a Swedish footwear fashion company making shoes and accessories for people who care about quality, style and a sustainable way of life. We are driven by caring for the details that really count and always strive to be “a true style hero” in our consumers’ wardrobes. We stay inspired by the many interesting people crossing the path of Vagabond. Our products are made to be worn and to accompany a contemporary look for everyday use. Our shoes should be an investment for our wearers around the world and the “why” behind each design is communicated, as is the guidance of how to care for your shoes for long lasting wear and what to do after they are worn out. Vagabond Shoemakers is present on more than 45 markets worldwide with carefully selected multi-brand stores alongside our concept stores, online and shop in shops. Besides Scandinavia, key markets are Germany, UK, USA and Russia. Selling about 1,5 million pairs yearly, this company and brand has been successful and stayed solid for many years, and with the intention to keep sustainable business within both new and existing markets for many years to come.



THE SUSTAINABILITY STRATEGY TOWARDS 2030

Our sustainability vision declares our ambitions for continuous sustainable business. Aiming for a step-by-step approach towards a positive impact, we follow the sustainability strategies set by our Board; 1) long term sustainable business and sustainable development throughout our value chain, 2) managing the planetary resources by choosing more sustainable and circular materials, encouraging maintenance and repair, facilitating and supporting improved water, energy and chemical management and reducing emissions and waste throughout our value chain, 3) engaging in the people and communities that are impacted by our business and guiding our consumers to more sustainable choices. Our targets should always be in line with these sustainability strategies.

General target: reducing emissions by 50% 2030

During 2020 we have been breaking down our value chain to identify key areas. As a result, we have decided to make reducing emission to air our overall target. The reason is that we can identify that emission to air is a general risk in all steps of the way in our value chain. As a result, we have also agreed that calculating emissions will be our main operational focus for 2021 onwards. This is also a responsibility that we share with the rest of our industry, according to the Paris Climate Agreement, Agenda 2030.

VAGABOND SUSTAINABILITY VISION










Vagabond will offer quality fashion products that are made in an economically, socially and environmentally sustainable way.

Our vision is to have a positive impact on the people and communities associated with our activities and help to meet the needs of both present and future generations.

Our brand will be associated with a sustainable fashion consumption behavior that meets the demands of our stakeholders worldwide.

THE VALUE CHAIN

EMISSIONS & CHEMICALS

Transportation	Transportation				Transportation			
Energy use	Chemicals	Transportation	Transportation		Chemicals	Transportation		
Animal welfare	Water usage	Chemicals	Chemicals	Transportation	Water usage	Freights/returns		Transportation
Traceability	Energy use	Energy use	Energy use	Energy use	Energy use	Energy use	Energy use	Lifecycle
 RAW MATERIAL	 MATERIAL	 OWN FACTORY	 OWN OFFICE	 OWN WAREHOUSE	 EXTERNAL WAREHOUSES / OTHER SUPPLIERS	 CLIENT WAREHOUSE / DISTRIBUTORS	 CLIENT OFFICES / STORES	 CONSUMERS
Soil quality	Chemicals Working cond. Living wage Education	Chemicals Working cond. Living wage Education	Chemicals Working cond. Education	Working cond. Education	Chemicals Working cond. Living wage Education	Working cond.	Working cond. Shoe care Informed decisions Business model	Shoe care Informed decisions

PEOPLE

STAKEHOLDER & MATERIALITY ANALYSIS

Since 2015 Vagabond's sustainability team has conducted a yearly stakeholder analysis. Our main stakeholders are the ones who are directly affecting our value chain or who are affected by your operations throughout the value chain; suppliers, wholesale partners and consumers. The channel for stakeholder dialogue has during 2020 primarily been through our existing and long-term business partnerships. During the strain on our industry caused by the pandemic, where all steps in the value chain were affected, we have stayed in close contact with both the suppliers and the retailers to minimize the negative impacts. The aim has been to fully understand the course of events and make necessary adjustments in a coherent way. We have aimed for altered order planning and distribution instead of cancellations and sudden stops in deliveries. In addition, we have seen an increased interest from our retail partners for our sustainable material information. As a result, we have also reviewed and updated all commitment routines in order to validate that the documents are mutually understood and acted upon.

During 2020 the stakeholder dialogue for our marketplaces has shifted towards our social media platforms, as the footfall to our concept stores drastically dropped in the wake of the pandemic. We have seen a continuous increase in requests about sustainable quality, but above all, it has been important to stay in touch and stay inspirational to show that we are committed long term.

Conducting clinic sessions to educate our representatives in the stores, have for many years been an important educational tool for us. In these sessions we also received firsthand feedback from the sales advisors, which in turn became feedback to different functions at our head office.

For 2020 all one-on-one meetings were canceled and instead we made a FAQ educational film, answering the frequently asked questions collected among our store staff.

During 2020 we participated in three student theses but were not able to offer any internships due to the pandemic.

Top priorities

From the matrix we point out our top priority topics in the impact areas that are of high interest of our stakeholders, whether we have high or limited possibilities to act or make a difference.

From the analysis 2019, below 7 top priorities were high-lighted, and these same top priorities has been worked with during 2020;

- 1) Material
- 2) Transparency/Knowledge sharing
- 3) Emissions to air
- 4) Clean water
- 5) Process chemicals
- 6) Our own workplaces
- 7) Production working conditions

Actions on these top priorities are described hereafter in the report.

Sustainability management

As we are a relatively small company in terms of employees, we team-up internally in different ways to reach our sustainability objectives. These objectives and focus areas are set by the Sustainability Management Group, lead by the Sustainability Coordinator. This management group is a cross-functional team of executives, specialists and the CEO. The responsibility to comply to our sustainability goals are designated to each country or department manager, with the support of the Sustainability Management Group. During 2020 focus has been a more thorough set up within the Production and Logistics Supply Chain as here we see the biggest risks, but also the most opportunities for change which will also positively impact our other activities throughout the value chain.

The Board of Directors of the Parent Company are briefed continuously on the development of sustainability objectives. During 2020 we held briefings covering sustainability strategies, opportunities and risks, brand sustainable performance, internal operations, strategic cooperation and challenges within the fields of chemical safety, environment and human rights. We also had a workshop resulting in the launch of our Emission target.

VAGABONDS SUSTAINABILTY MANAGEMENT GROUP



Ulrika Simonsson
Sustainability Manager



Anna Fahle Björcke
Head of Communications & Sustainability Coordinator



Anders Odén
CEO



Paulo Martins
Vice President, Vagabond Vietnam



Marcus Svensson
Purchase & Quality Manager



Camilla Nordestgaard
Technical Coordinator



Tomas Paekpe
Supply Chain Manager



Lena Geiser
HR-Manager



Sustainability risk

Our definition of sustainability risk is an event that has a negative impact on sustainability development. At Vagabond, we conduct continuous assessments of our sustainability risks and how they are managed in connection to our materiality analysis. We use Vagabond's value chain as a starting point when identifying our sustainability risks and look at Vagabond's possible impact on a) chemicals & environment, and b) people.

Risks and opportunities can be found in all parts of Vagabond's value chain - from the raw material and the production, to the consumption and the end-use of our products. In the analysis of sustainability risks, we also map how Vagabond handles the risks and look at what policies, activities, tools, and governance we have in relation to the risk areas. In the final analysis phase, we assess the risks according to their materiality, and do this from an external and an internal perspective. Vagabond's material risks and related risk management are described continuously as an integral part of this sustainability report. Some of the policies that we have in place that address these risks, include our Code of Conduct (which covers all five areas), Child Labor Policy and Action Plan and our Ethical Policy. Procedures such as the Corrective Action Plan for suppliers and the Grievance Mechanism available for all employees in the suppliers' factories, allow us to address any identified issues relating to these areas.

Ethics and Anti-corruption

We always strive to act respectfully towards one another, appreciating differences and various skills. Internal communication shall be open and honest, and we encourage co-workers to raise any concerns and speak to their managers.

It is important that we recognize and do our best to eliminate any ethical obstacles within our business. Our Ethical Policy sets standards for ethical behavior in the workplace and guides our employees in their daily work. We have zero tolerance for all kinds of discrimination and harassment, and for alcohol or drug abuse at work.

The policy has been presented for all workers in administration, and it is also available on our intranet. A Shoemaker's Handbook, which we developed in 2017, and our Leadership handbook developed in 2018, are also great tools to spread values to all co-workers.

The reputation as a trustworthy brand is for any responsible company a top priority for long-term sustainable development. Any corrupt behavior in our organization would conflict with our objective to contribute positively to the communities where we operate. This could also have negative impact on a sustainable economy in a wider scale, for example in relation to fair market dynamics and competition. By adopting anti-corruption measures and practices, we protect both the reputation and the interest of stakeholder.

At Vagabond, we therefore work to counteract all forms of corruption and bribery. No one acting on behalf of Vagabond may accept or offer bribes or engage in any other corrupt practices. As a global actor, we are present in many countries where corruption can be part of the daily business life. An important insight is that with such diversity, the definitions of corruption and unethical behavior can vary. By clarifying what corruption and unacceptable business behavior is to Vagabond, we hope to erase any doubts within our organization and with business partners.

Currently there is a hotline for all suppliers, e.g., a number to call to raise any concerns of misconduct within our own organization, for example related to unethical behavior and corruption. We are also investigating how we can enable critical concerns to be handled in a correct and objective way. No allegations of corruption have come to our knowledge during 2020.

Cooperation

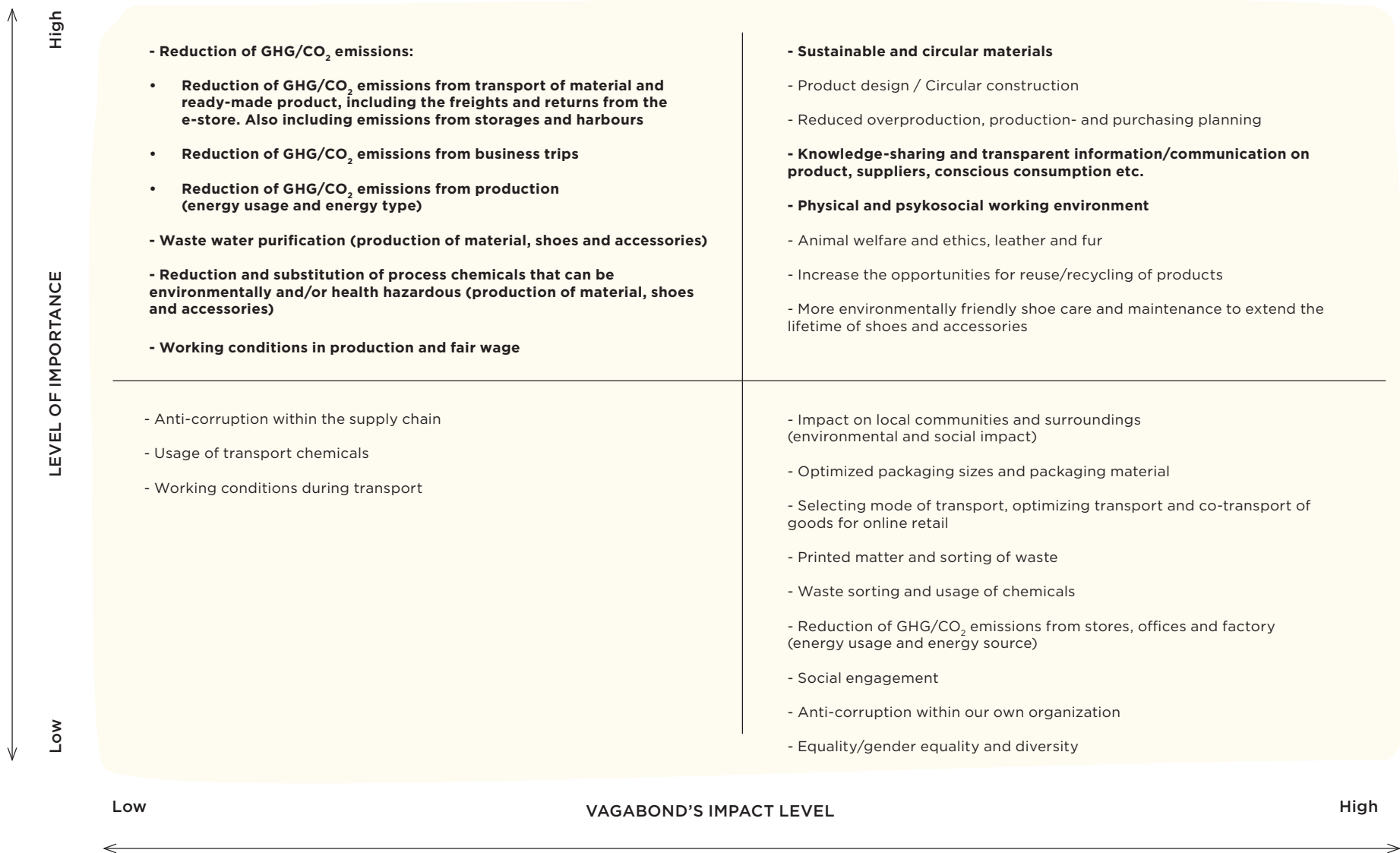
We are convinced that we can achieve a much greater and faster impact when interacting with others. We choose to partner with organizations and other companies that can help us to reduce our negative impact on people and the planet. Our partnerships stretch across the value chain, from the design phase to the end of life of our products.

AREA	PARTNER/COOPERATION
- Chemical Management	- The Chemicals Group
- Substitution of hazardous process chemicals	- RISE
- Water, energy and chemical management in the supply chain	- LWG (Leather Working Group)
- Responsible sourcing	- Nordic Shoe Network
- Reuse / Recycling	- I:CO / SOEX
- Cross-industry network	- CSR in Western Sweden
- Ethical leather	- Svensk Handel
- Circular design / Circular economy	- GFA (Global Fashion Agenda)

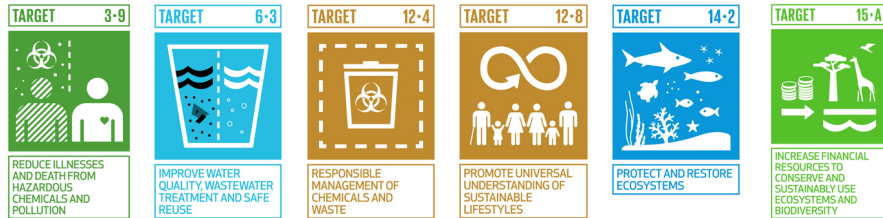
THE STAKEHOLDER ANALYSIS 2019



THE MATERIALITY MATRIX (MATERIALITY ANALYSIS) 2019



1) Material & Circular Economy



Our main sustainability argument is that we make quality products that can be worn and loved for a long time. This calls for high quality material. No doubt, leather is our key choice of material. The reason is that the unique features of leather are outstanding for making footwear as it naturally shapes and protects from wear and tear. However, even though leather is a by-product from the meat industry, we must source only sustainably processed leathers, and we must use it wisely. Within the production process, we have initiated a full-scale mapping of all our materials which will lead to even less waste and less use of reinforcement materials, e.g. avoiding material mixes which is more difficult to repair, separate and reuse.

Since 2019 we are a member of the Leather Working Group and by 2022 we are committed to only purchase leather from LWG rated tanneries, that is leather produced according to strict environmental requirements. LWG is the best existing standard available for the leather industry.

**Sustainable material includes chrome-free tanned leather to prevent chrome allergies, organic GOTS certified cotton for environmental care and healthier cotton farming, recycled material for a more circular approach, Tencel™ for a significantly reduced usage of water in the manufacturing process and other material from renewable sources.*



During 2020, the sustainability work group has been meeting with one of the LWG representatives to get a better understanding for the mechanisms of this tool, how we can emphasize the importance towards our suppliers and how this certification is developing moving forward.

So far, when looking at leather substitute materials, no full leather replacement material has been found that meets the Vagabond quality requirements. This is a challenge, since long lasting products are one of our key sustainability markers.

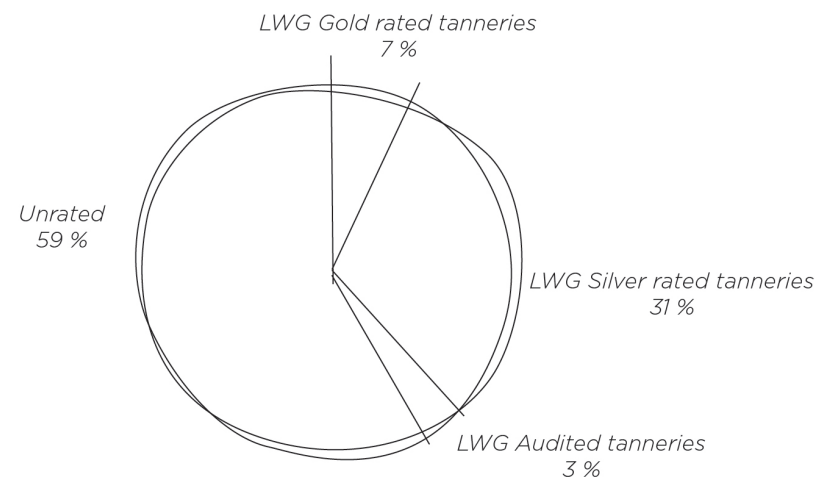
For 2020, 43% of all our leather materials are from LWG rated tanneries, which is about the same level as for 2019. During the pandemic 2020, scarcity of material and the fact that LWG audit programs have been delayed has in turn resulted in it not being possible to progress as quickly as expected.

In 2020 all of our shoes with leather inner soles are made with chrome-free tanned leather. All textile linings and textile inner soles are either in organic GOTS certified cotton, Tencel™ or recycled polyester. Therefore 100% of our shoes with inner textile soles & lining are made from more sustainable material choices.

On the textile side, in 2019 we introduced Tencel™ as an alternative to the organic GOTS cotton. This is mainly to reduce the negative water and environmental impact of cotton production. Tencel™ is a fabric made from wood fiber that has an equally comfortable feeling as cotton, but only requires a small amount of the water compared to cotton production. Tencel™ is therefore a more sustainable choice both in terms of its production and its longevity.

We count in pairs, not volume or kilos, because this creates clarity and more possibilities for comparison.

LWG RATED TANNERIES 2020



Ethical Material Considerations

Care for animal rights are a part of our requirements and is included as one specific section in our Code of Conduct. We take a stand against unethical materials such as fur or leather from endangered species and from animals bred for the leather only. We are one of the companies in the Fur Free Retailer Program (initiated by The Fur Free Alliance) and we require our leather materials to be by-products of the meat industry and argue for using all parts of the animal for sustainable reasons. As an experienced leather goods brand, it is also our responsibility to use our production know-how in terms of how to maximize the use the leather to avoid any unnecessary use or waste.

Due to a globalized leather market and sometimes weak national regulations, there can be difficulties to trace back the leather from the tannery to the farm. In 2015 we joined a Swedish initiative for material deriving from animal origin, driven by the trade organization Svensk Handel (Swedish Trade Federation). In this initiative we cooperate with many other apparel and footwear companies to form common animal welfare policies. This cooperation also serves as a good platform to share experiences from improvements on traceability. Traceability of leather is also included in the LWG audit scheme, which was one of the reasons to join the LWG cooperation. During 2020 LWG has focused further on traceability and deforestation, as these topics are among the top five most relevant topics for the LWG members. In the version 7.0 Environmental Audit Protocol, traceability will start to be phased in as a score requirement and impact the overall rating of a tannery.

We continuously explore materials that are alternatives to leather and have our Non-animal selection as a permanent part of the full collection. The non-animal articles are made with leather-like material which are specially designed for our customers who prefer materials from non-animal origin.

On the way to circular design & “no more waste”

Our main sustainability argument is that we make quality products that will be “your wardrobe’s best friend”. We want to urge our consumers to buy what they really love, use it a lot and care for it in order to pass it onto someone else. By highlighting consumption awareness and sharing ways of maintaining the shoes for longer wear, we hope to see more and more of our products last longer and turn into new products when fully worn out.

Extending the lifetime of the shoes

To support good maintenance and thus longer use of the product, we offer advice and a small shoe care line with more natural and sustainable care products in our own shops and online.

Circular commitments

In 2017 we signed the GFA (Global Fashion Agenda) 2020 Commitment, an initiative that strives to increase the number of fashion brands and retailers acting on circularity within Design, Collection, Resale and Recycling.

Over these years, we have reported our efforts via the GFA website, and the final total industry report was presented during the 4th quarter of 2020. Implementing a circular approach in the early design steps, by ensuring our designers are equipped with the necessary knowledge and tools, is the first step towards closing the material loop. During 2020 we focus on mapping all components as far back in the value chain as possible, acknowledging both material origins and substance lists. This way we can constantly update the list of approved materials for our design team and product developers.

In 2019 we held one training session in circular design for our product developers in Vietnam and one for the Sustainability team at the headquarters. During 2020 we have been tightening the procedure in our material sourcing. The key is to identify the suppliers who can grant our RSL (Restricted Substances List) and Code of Conduct, rather than focusing on only materials.

From waste to new resources – Vagabond Reborn

We are committed to reduce the amount of waste that our production is responsible for. This commitment includes optimized material usage by optimized know-how inhouse. This concerns both product construction, usage of recycled materials and taking certain responsibility after the products has left the stores.

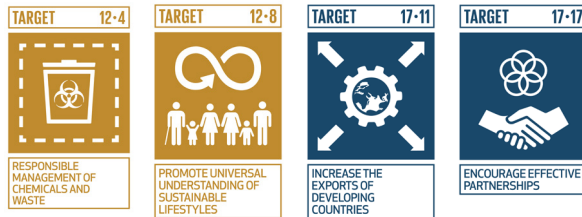
Aiming to help find a new purpose for shoes that are ready for reuse and recycling, we engaged in a recycling pilot project in the end of 2016. In cooperation with the German company I: Collect (I:CO) we collected used shoes to avoid them ending up in the household garbage. This project developed into our Shoe Bring Back program. Shoe Bring Back is a way for us to enable a higher awareness of consumption, taking the whole lifecycle of the shoe into consideration and cooperating with our customers to reduce waste. The initiative has been very well received by our customers.

In the first half of 2020 we were able to launch our first mini collection of recycled post-consumer soles. Our limited “Vagabond Reborn” collection was made with outsoles made from a rubber-mix consisting of 50% old used Vagabond shoes from the Shoe Bring Back program. 120 pairs of shoes were presented and sold through our online store and contributed to a dialogue regarding material reuse. This is our first attempt to close the product loop. Our learnings are extremely valuable for us, especially in understanding what obstacles these materials meet both in regard to customs verification and also know-how among the suppliers. Customs find it hard to identify the material due to the mixed origin that comes with recycled and reassembled products. In production we learnt that the knowledge of how to best work with this raw material is still low.

Due to a rapidly changing consumer behavior towards online purchases, where the pandemic has contributed to an even faster pace, substantially less volumes were able to be collected. In Russia for example the whole service was stopped due to the risk of the virus spreading.

We have therefore increased our communication to our customers to urge them to look for the best possible official or alternative way for recycling, such as municipal collection.

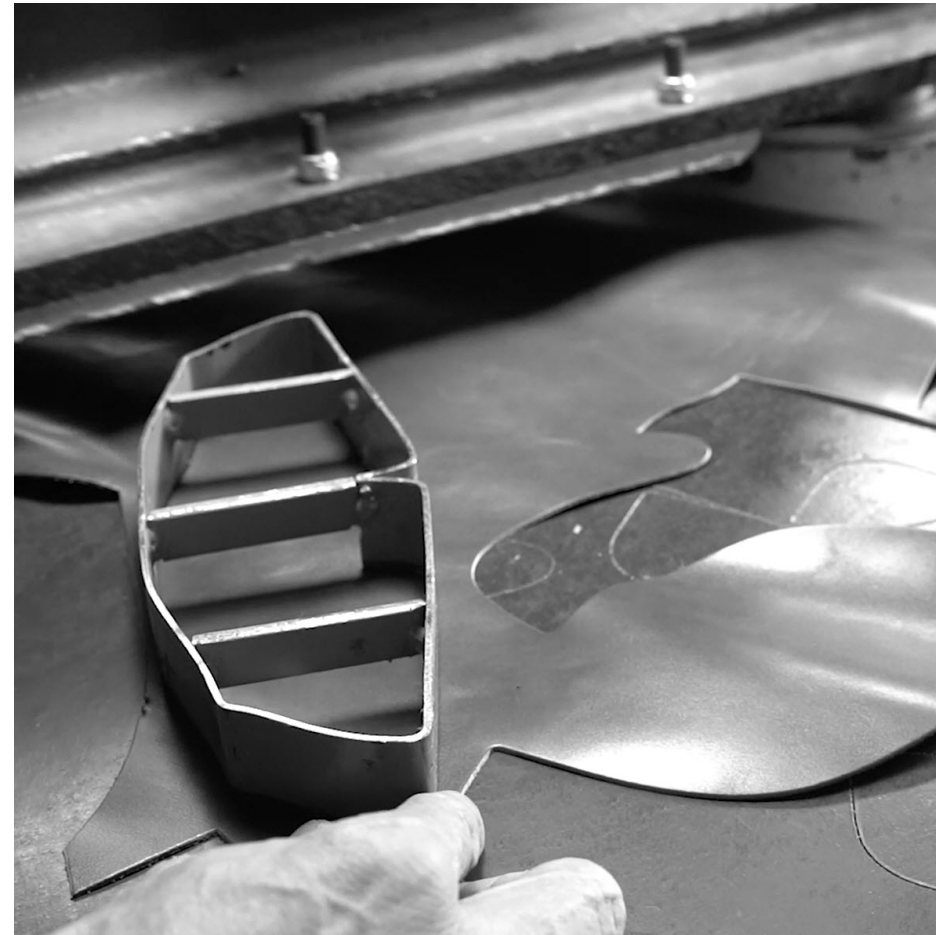
2) Transparency / Knowledge sharing



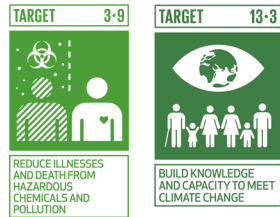
By sharing our product knowledge, we can inspire and guide our customers to choices that are better for people and planet. With our customers' increasing interest in transparent information, we continue to develop the way we communicate our design and production process. For us, withholding the trust of our customers is an important part of our work. Our main commitment is to make the component information, contents and origin available in close connection to each product. This concerns both our retail clients and our consumers and we do this by both developing the product presentation online and the product documents shared with our clients.

Internally, during 2020 we have continued 2019's initiative to share sustainability information in new forms, such as video content with sustainability information (FAQ) for our staff and for educational purposes.

One valuable benefit of increased transparency is the feedback from the dialogue with both clients and consumers. We want to enable a better understanding of what we are doing and the challenges we face in a way that is relatable and helpful for each individual wearer of our products.



3) Emissions to air



The 2015 Paris Agreement and the nations' commitments to keep GHG/Co2 emissions and the climate effect at a maximum of 1,5°C, is what we and our entire industry must relate to and we must do this now. This is perhaps the most challenging task ever for humanity and actions are required on both governmental, national authority, company and consumer levels. In our value chain, we acknowledge emissions to be a big part of the negative environmental impacts throughout the chain. Consequently, this is where we will focus and engage all company functions on different levels. In 2020 we continued to work with our third-party suppliers, looking to optimize transport from a climate perspective and to implement global science-based targets. Hereunder we report on a) emissions from transport of material and ready-made products, b) emissions from our work travels, and c) emissions from production of material and ready-made products.

For 2021 we will break down these areas further as we initiate an inhouse GHG calculating system. The main goal with a GHG calculating program is to be able to have a solid system for more proactive decisions in our daily operations.

a) Emissions from transport

- reducing the GHG/CO2 emissions from the transport of material and ready-made products

Our products are manufactured in one part of the world and sold in other parts of the world. This makes the long-distance transport necessary and sometimes it becomes complicated with transport middle-hands. It is crucial that we make well thought through mode of transport choices and that we select transport partners with proactive, ambitious environmental agendas and efficient actions to reduce transport emissions.

Transportation by sea

An obstacle for 2020 was the supply of containers. In the wake of the pandemic, containers got stuck in ports during unloading causing a global unbalance for the flow of goods. In some cases, this resulted in us shipping new material by air instead of by boat. Nevertheless, the material then arriving later by boat, is used for later production. Under all circumstances we aim to ship material by sea and avoid shipping by air where possible.

Regarding container shipments, we have a direct impact on the optimizing of packaging and how well we fill the containers. During many years, we have worked intensely to optimize our box sizes to reduce the transport volumes and thereby decrease our transport needs. A high filling ratio is important for our containers, and we also strive to match outer cartons with the size of the pallets, to make sure we do not use air freight.

An important part of our sustainability work is the choice of packaging material. We strive to use recycled materials in our shoe- and cardboard boxes as well as in the filling materials. In 2020 we continued to use cardboard boxes and filling materials made of 100% recycled material and the shoe boxes made of 80-100% recycled material.

We choose to manufacture our products together with suppliers that are clustered around Ho Chi Minh City where we have our consolidated logistics base in Vietnam (called Bonded Warehouse). By having one consolidated warehouse we can ship more products at the same time and thereby reduce emissions and costs.

Increase of online store volumes

Another impact for 2020, which has caused an increase of air shipments to end-consumers (B2C), is our online store's growth by 40% (in numbers of pairs). Compared to 2019, we consequently see how our air transportation B2C has an increased share of emissions from 7% of the total to 24%. We refer this to shipments to markets where the only available delivery option for the consumer is express by air (USA, Canada and Russia), as opposed to the European markets where land transportation is standard.

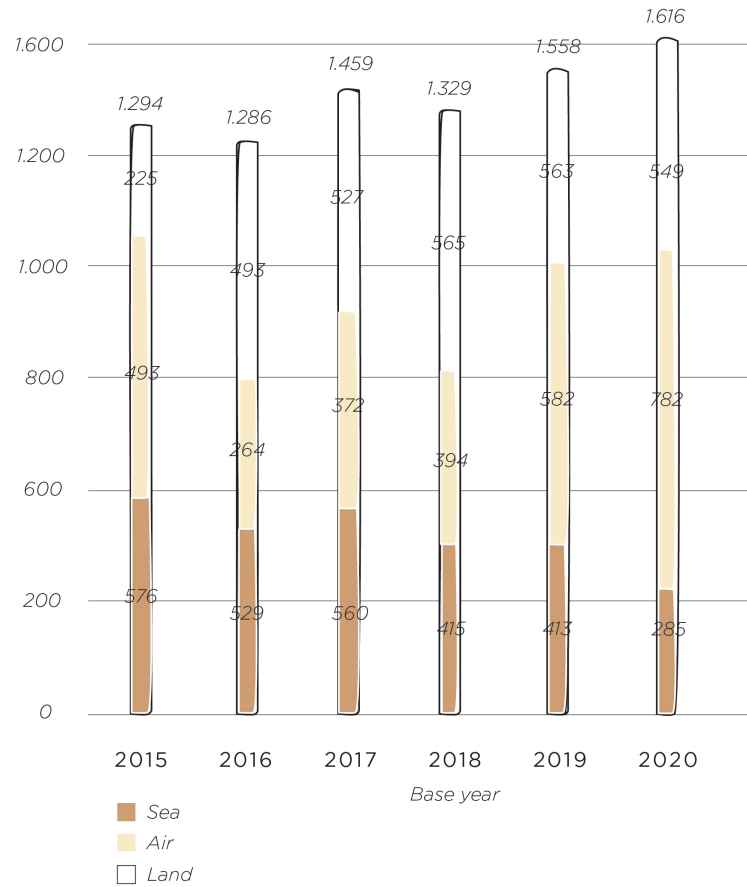
The shift towards more online shopping is a direct impact of country lockdowns and heavily decreased footfall to physical stores. It is also a result of an ongoing general shift of the consumption pattern, where online shopping is a natural choice to the consumer.

All in all, this too has contributed to our focus to reduce emissions by 50% 2030. Our challenge and opportunity are to monitor these shipments and a) work to reduce the return rate by improving information for consumers online in terms of size and styling, and b) look at the flow of goods to enable storage and transportation hubs closer to the end-consumer.

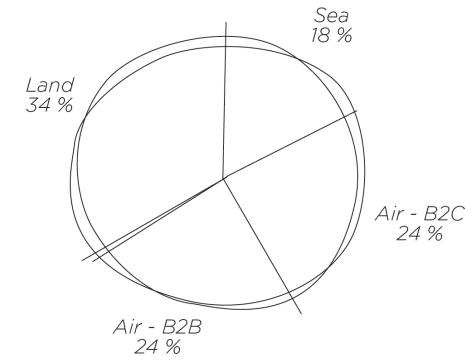
In general, getting full emission reports for each mode of transport and in each category of destination (wholesale clients, distributors, and end-consumers in each country), is a challenge. Therefore, in our total calculation of 2020, the calculated emission for the transport from our warehouses in Molkom, Russia and Charleston, SC, USA to our local wholesale clients are not included. For 2021 dividing into categories and making sure we retrieve full information for all transports initiated by us, will be a key focus.



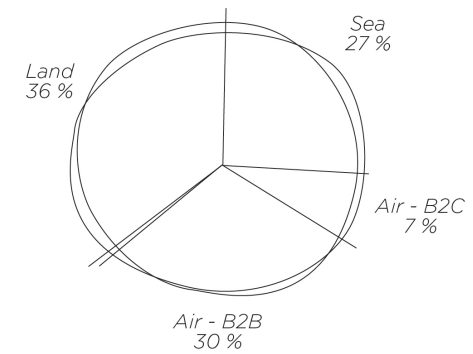
TOTAL CO²E EMISSIONS FROM TRANSPORT OF READY-MADE PRODUCTS (TONS, W,W)*



SHARE OF TOTAL CO²E EMISSIONS - SEA, AIR AND LAND 2020



SHARE OF TOTAL CO²E EMISSIONS - SEA, AIR AND LAND 2019



*The emission statistics for product transports are based on external report data from our transport suppliers.

b) Emissions from work travels
- reducing the GHG/CO₂ emissions from the production

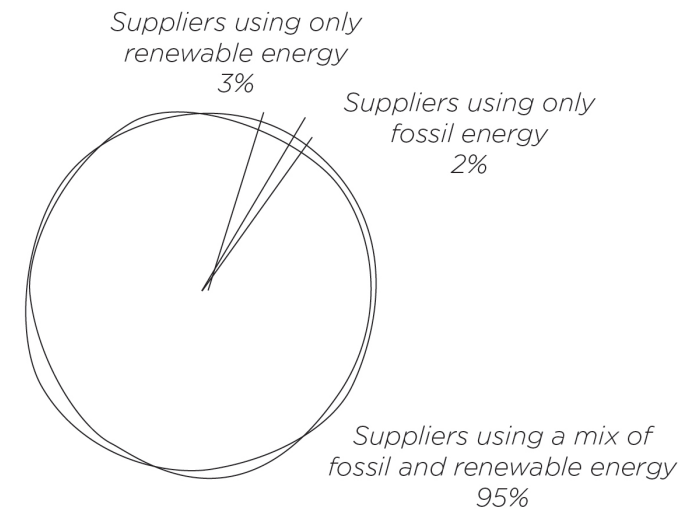
Already in the first quarter of 2020, work travel was reduced to only the most necessary, to then ceasing completely in the start of the second quarter. The conversion to digital meetings had to happen quickly, as we depend a lot on close collaboration with our suppliers, trade shows, client visits and kick-off meetings at our global headquarters.

For us, efficient travel plans are company policy and aligned with developed techniques for virtual meetings. This has been sped up by the pandemic and we believe we can reduce emissions from work travel in a faster phase than expected.

c) Emissions from production
- reducing the GHG/CO₂ emissions from the production

Most of our climate impact comes from the production stage. In general, the fashion industry estimates that production stands for 80% of the total emission impact*. This is also the most challenging stage where our impact means are limited. We see our active and aware choice of production suppliers and our close cooperation with those partners as an opportunity to make a positive difference. According to our own investigations, most of our production suppliers use a mix of fossil and renewable energy in their process with little or no chance of choosing a different energy source than the one offered by the local energy companies. During 2020 we decided to initiate a further mass balance sheet for our tanneries, as well as engaging further in the energy source process. One of our supplying factories upgraded with solar panels during 2020, which is a good example we will use in the dialogue with our other suppliers.

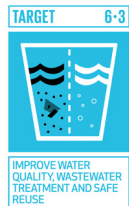
PRODUCTION SUPPLIERS' DECLARATION OF ENERGY SOURCES 2020**



* Investor Brief: Sustainability in Textile and Fashion, A Mistra Dialogues report 2020:1

** The statistics of energy sources are based on information from our production suppliers

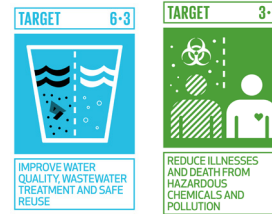
4) Clean water
- wastewater purification



Access to clean water is a fundamental human right. The manufacture of textile and leather materials can be a high-risk process concerning water supply and water contamination. Often this kind of production takes place in areas that are vulnerable to changes in water supply and quality of soil. Being aware of how significant our industry's impact on freshwater can be, we have chosen to take a hands-on approach with an actual water project on the factory floors to follow strict environmental standards for water management in the supply chain.

The tanning process is quite complex in comparison to the textile industry with much fewer existing initiatives on the follow up of the use of water and substances in the chain of activities. One of the best existing initiatives which has a broad relevancy, is LWG (Leather Working Group). Since we became members in 2019, with the ambition to have all of our supplying tanneries LWG certified by 2022 at the latest, we have experienced a genuine interest from all our suppliers in working with LWG. Therefore, we push to ensure that all our tanneries are LWG certified already during 2021.

5) Process chemicals
- reduction and substitution of process chemicals that can be environmentally and/or health hazardous



Chemical pollution is one of the big challenges in the modern shoe industry. The processes, at both shoe manufactures and material producers, are chemically intense. We are committed to reduce and substitute chemicals that can cause harm to people and/or planet. Recognizing that replacing some of the process chemicals without negative effect on the product quality is very challenging, and we are dedicated to support our suppliers in this important work.

One of the most challenging chemical issues in the shoe production is the use of strong glues and additives in the production. We cannot allow compromises on quality that could cause sole to come off or, in the worst case, cause injuries to our consumers. At the same time, we do not approve of the usage of chemicals that require the shoe factory workers to wear uncomfortable protective equipment during all working hours to ensure their personal safety.

We continuously search the market for improved glues which can meet our standards, both for durability and restrictions of chemical, but so far, we have not been able to find suitable substitutes.

The basis of our chemical management and prevention work is our Restricted Substances List (RSL) which includes all our chemical requirements. The RSL is based on the EU REACH legislation (The European Regulation of Registration, Evaluation, Authorization and Restriction of Chemicals) and additional national requirements in our sales and production countries.

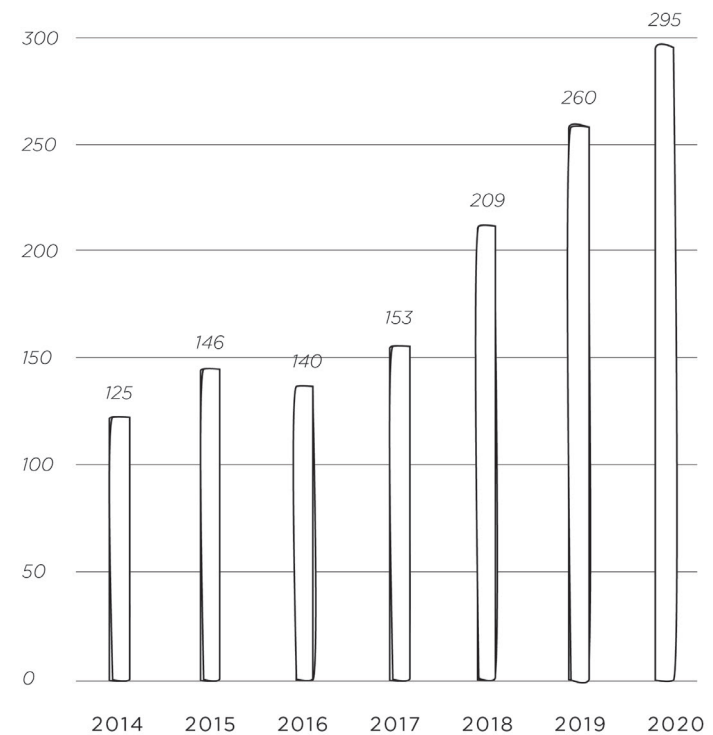
We require chemical testing on all materials that go into our production. Suppliers must prove to meet our RSL and we do extensive chemical testing each season to verify the suppliers' own chemical testing. Any material with non-approved test results will be excluded from our production.

During the second half of 2020, we made a larger review of our RSL (Restricted Substances List). This included both an internal further education on chemical management, an overview of all substances included and reviewing of informative text. We also decided that the substances on the REACH and national legislation list are to be listed as banned, which is a tighter restriction than regulated.

For the purpose of future recycling of shoe material, we must ensure that current materials do not contain chemical contaminations but can be safely circulated again and again. Selecting more sustainable and certified materials eases the overall chemical work due to the already strictly regulated use of process chemicals for these materials.

For 2020, approval rate was 92% on 295 tests. As we go for zero tolerance in the long run, the negative test results may in the end, after re-evaluation, be considered to be within REACH regulation permitted limits and therefore approved. However, our long-term goal is a total ban of these types of substances, with the purpose to not have to do any material controlling tests.

TOTAL AMOUNT OF CHEMICAL VERIFICATION TESTS



6) Our own workplaces



Being an international company, we have the possibility to make a positive difference for many people, from the 450+ Vagabond co-workers, to the thousands of workers in our supply chain worldwide. By staying close to the process and owning our own product and brand, we have great opportunities to create strong teams where cultural values and work methods are spread within and between teams. The sum of business knowledge is high, and the atmosphere is that it is ok to ask questions and that decisions could be made by anyone, if you involve both co-workers who have experience and people who will be affected by that decision. In combination the foundation of our core beliefs is that we are “always a we”. Therefore, we see great opportunities in the different individual skills and backgrounds coming together. By both daily, and regular gatherings of our multi-cultural global team, we learn to see the world from different angles which is truly enriching us and creating a positive foundation for the organization and business to sustainably develop.

Policies that guide us

To help us in this work, we use policies, routines, and action plans. Examples are policies and documented approaches on issues like alcohol and drugs, business ethics, threat and violence, equality and diversity, harassment, insulting treatment, bullying, rehabilitation and work adjustment.

Other central documents include our Code of Conduct, and Child Labor Policy and Action Plan.

Supporting our staff and leaders

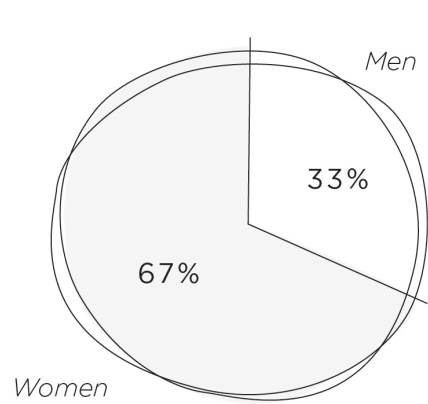
In 2017 we developed a cultural staff handbook – ‘A Shoemaker’s Handbook’ – focusing on who we are, what we believe in and stand for, how we work and how we envision the future. The handbook has been spread to our co-workers and training sessions have been held in several Vagabond offices around the globe. Step number two when implementing this handbook, is team training sessions with the managers together with their teams. During 2020 a lot of the purpose of our cultural Handbook was applied on a crisis situation and the importance of “Always a We” and “Professional” became extraordinary relevant due to the situation.

Gender distribution

Traditionally, our business attracts more female than male employees. We see this pattern in our global employee statistics. The female majority is also reflected at management level in most of our global units, while the gender distribution of managers at Vagabond Head Office and the composition of the Board are more equal.

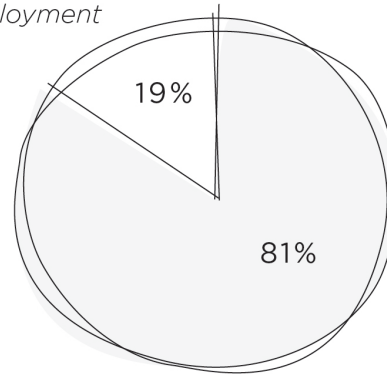


GENDER DISTRIBUTION 2020
VAGABOND MANAGERS



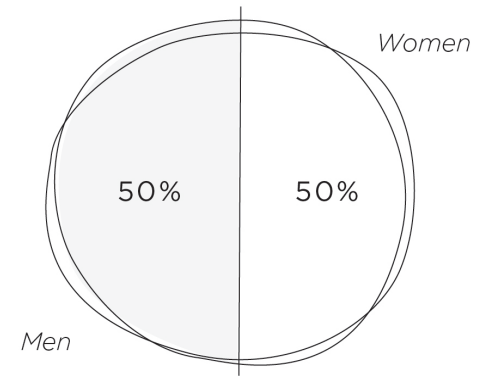
GENDER DISTRIBUTION 2020
TOTAL FOR ALL UNITS

*Number of male employees
with permanent employment
contract*



*Number of female employees
with permanent employment
contract*

GENDER DISTRIBUTION 2020
VAGABOND BOARD



Empowering our people

Education and engagement: for our process in the sustainability field, it is important that all employees are continuously updated on what is going on in the business, what steps we are taking and how we tackle the challenges that we meet. To reach all our co-workers and enable involvement, we schedule regular information sessions as well as a tailored sustainability dialogue for smaller groups of co-workers and departments. In the first half of 2020 we held training sessions online focusing on material choices and circularity. We also gave education on our component-by-component mapping where all different pieces of materials in our products must be sustainability challenged in a step-by-step strategy. During the second half we made a FAQ film, addressing sustainability questions asked by our clients and consumers in order to educate our representatives.

Health and safety: we are committed to providing a safe and healthy environment in all our units. In 2020 we had 0 reported work-related injuries.

We provide first aid and fire-fighting training at the head office and warehouse in Sweden and our factory in Vietnam. We also measure that light, noise and temperature are within the specific limits for good working conditions. For the producing departments we moreover ensure that the chemical emission levels are within acceptable limits.

Participation in a changing world

Charity donations: Part of our engagement in a changing world is manifested by our donations to charity and helping organizations. We want our co-workers to feel that their work has generated profit not only to the company, but also as means for helping people in difficult situations and for restoring the planet.

Our charity focus areas are a) *health*, b) *the wellbeing of the young or exposed*, c) *the environment & climate*. Charity donations were unfortunately paused from the second quarter of 2020 due to the pandemic.





7) Production working conditions

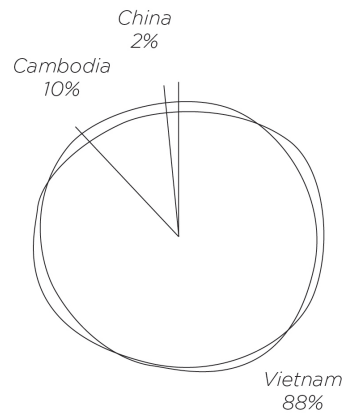


The people in our supply chain

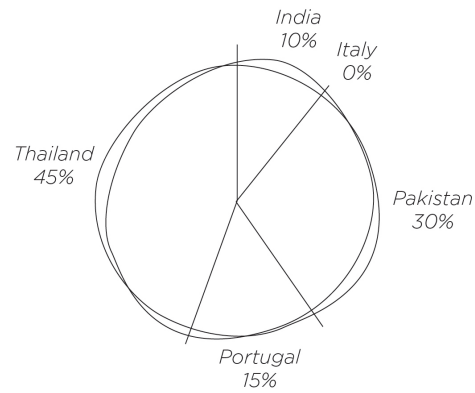
Vagabond acts in a diverse, global network with several thousands of people in the supply chain engaged in the making of Vagabond products. Considering both direct suppliers and sub-suppliers, there is production for Vagabond in more than 20 countries. Our direct suppliers are the shoe and accessory manufacturers. Most of our shoes and accessories are produced in Vietnam, but we also have one partner in Cambodia and one in China for limited volumes of more specific styles. Our sub-suppliers include many material suppliers such as textile producers, leather suppliers and outsole manufacturers. Most of our textile is produced in Taiwan, most outsoles are produced in Vietnam, while the leather is manufactured in different countries. We are committed to work together with our suppliers to create decent jobs, support human rights and to have a positive impact on the lives of the many people in the supply chain.

To enable a sustainable development, we need to ensure long-term business relationships, where we can build mutual trust and a good understanding of what makes the lives of people in the production better. We aim to account for a high percentage of our suppliers' production volumes. In this way we can naturally be more engaged in our suppliers' operations and have greater possibilities to positively influence the working conditions in the factories.

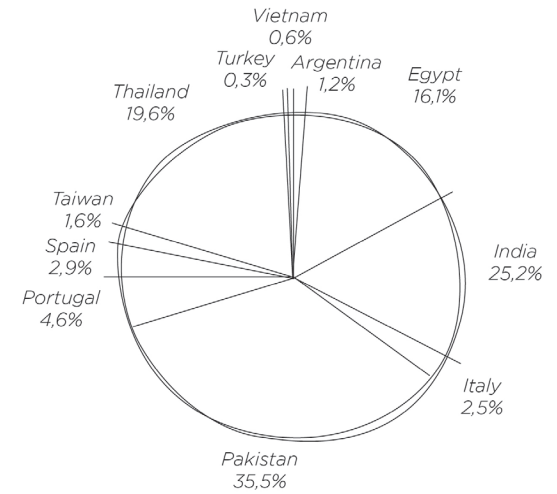
COUNTRY OF MANUFACTURING SHOES 2020
(VOLUMES IN PAIRS)



COUNTRY OF MANUFACTURING ACCESSORIES 2020
(VOLUME PER PIECE)



COUNTRY OF MANUFACTURING LEATHER 2020
(VOLUME IN PURCHASED SQUARE FEET)



Managing fundamental human rights such as the right to health, education, freedom of assembly and freedom of expression, are top priority throughout the value chain. We recognize that our industry can give rise to specific human rights challenges as well as opportunities to have positive impact.

For the crucial management of working conditions in the producing units we require proactive production planning to avoid excessive overtime and continuous supervision of the health and safety levels in the factories. We work actively to address human rights and decent working conditions and to turn the spotlight on the most critical issues.

Dealing with the pandemic impact of 2020

The initial impact for our own shoe factory and supplying partners in Vietnam was that ingoing orders stopped for about 3-4 weeks, during which there were uncertainties regarding staff lay-off and how to deal with the situation in terms of labor law.

Then the Vietnamese government issued a compensation scheme where if a supplier laid off staff, these would be compensated not only by the supplier itself, but also the government for a period of 6-12 months with a minimum salary. These events took place beginning March and fortunately our orders for upcoming fall/winter were already in place and we were determined to maintain operations for our suppliers as much as we could. We made certain adjustments for autumn/winter quantities, mainly by re-planning rather than making cancellations. Still due to the general situation, and a certain amount of insecurity in market demand, we estimate that 15% of the workers left or were let go due to shortage of work, and for those the government support was applied. Yet, after summer 2020 our supplying factories were back to full manpower again.

Besides close collaboration regarding production planning, the key factor is to not withhold or delay any payment. That is important for the supplier's long-term resource planning. In addition, we source most of the material ourselves, meaning this is not a cost or a risk that must be borne by the supplier.

Freedom of Association

In 2016 we developed the union work at our own factory, Vagabond Vietnam. Encouraging an active union is a way of promoting closer dialogue between workers and management. We introduced a yearly general labor conference, where the factory manager reported to the employees about the financial status of the company and the new regulations regarding compensation, social insurance and working hours. The main tasks for the union and Vagabond Vietnam during 2016-2020 have been to consult the employees in matters related to the Vietnamese work legislations, advise the employees regarding any question about the company regulation, but also to support the employees in cases of sickness or work-related issues.

Vagabond's Code of Conduct

To work with Vagabond, the supplier needs to be a skilled shoemaker and pass our strict quality and chemical requirements. Equally important are the sustainability criteria and signing Vagabond's Code of Conduct (CoC) is a precondition for doing business with us. Once the CoC is signed, an initial CoC inspection visit takes place in the factory before any production commences. As soon as a supplier is accepted for Vagabond production, the supplier will immediately be included in the inspection scheme.

Our CoC inspections

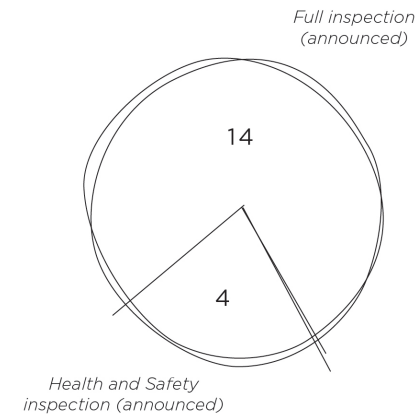
In previous years our inspections have been made by our own experienced local CSR staff, both the initial full inspection and the follow-ups on misconduct cases. We've used a tool that is based on the international SA8000 framework for working conditions to document and measure how well the factories meet our Code of Conduct requirements. For 2020 we made changes in this set up and let an external partner, Intertek, do all first full inspections and our local CSR team provides for the follow ups. This changed set up is both to accommodate requests from our clients, but also to get a broader view by combining outside competence with our own. The results are a weaker initial result, but also a much more intense collaboration with each supplier and a keen ambition to understand and take action for improvements. Each full inspection includes reviews of the working conditions on the factory floors, documented reviews including working hours, payment of salaries and social insurance. Intertek has also conducted interviews with the factory management and the workers that are selected by the inspectors, which is a very important part of the inspection. All findings were discussed with the local Vagabond CSR team as well as with each factory's management in a closing discussion where it is important that all parties agree on the findings, the required actions and the time plan. The main responsibility of the local Vagabond CSR team was then to closely follow up on these actions and we could see a faster and better commitment from the factories concerned, compared to our previous set up. Our follow-up inspections are both announced and unannounced. Improvements are also followed up by pictures before and after.

Unavoidably, all inspections stopped for a few months during the pandemic 2020 as audit companies could not get access to factories. During this time, our own everyday presence of our own staff during manufacturing of course remained very important.

In the second half of 2020 we were also unable to support the factories with training on related issues and advice on best practice for Health and Safety, though work will again start 2021.

To summarize, working with an external partner has been positive for us, however made us aware of that a) their focus in the inspection is slightly different from our normal set up as their main focus in the working environment is fire safety, whereas our own inspections' main focus has been chemicals in the working environment. And b) as there were different inspectors for each factory, we have experienced differences in the evaluation criteria which is a bit hard to work with. For upcoming audits 2021, we will request to work with the same inspectors for all factories, which should be possible as we have relatively few supplying partners.

CODE OF CONDUCT INSPECTIONS 2020



VAGABOND CODE OF CONDUCT*

1. Contract of employment

There should be a legally binding employment relationship for every worker.

2. Minimum age and Regulations for Young Workers

Vagabond does not accept child labor.

3. No Forced labor

Employment shall be freely chosen.

4. No Discrimination

All employment relationships shall be based on the principle of equal opportunities, regardless of race, color, sex, religion, political affiliation, union membership, nationality, pregnancy or childbirth, social origin or handicaps.

5. Freedom of association and the right to collective bargaining

The right of all workers to form and join trade unions shall be respected. Workers' right to negotiate collectively must not be prevented in any way.

6. Compensation

Wages and benefits paid for a standard working week must meet at least legal and industry minimum standards. In any case where the minimum standard is not enough to cover the workers' basic needs and allow for discretionary income (some savings), the employer is urged to strive for a living wage.

7. Working hours

There must be no excessive working hours.

8. Safe and healthy working conditions, no harassment or abuse

Vagabond requires that suppliers provide safe and healthy workplaces for their employees.

9. Environmental care

Vagabond encourages a progressive environmental work. As a minimum, National Environmental legislation and standards in the country of operation must be followed.

10. Animal welfare

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals.

** Vagabond's CoC in brief. The complete code can be read on vagabond.com/about-us. Vagabond's CoC is based on the UN Human Rights Declaration, The UN Declaration on the Rights of the Child and the ILO Conventions on Workers' Rights. The CoC also includes our environmental requirements. Our CoC is currently translated into Vietnamese and Chinese.*

Dealing with challenges of implementation

During the CoC implementation work, we have frequently noticed fluctuations in implementation between our inspections. It is complex work, influenced by many different parameters such as peak season in production, unstable incoming order volumes from various customers to the same factory, occasionally high turnovers of workers, different customer requirements, and many other factors.

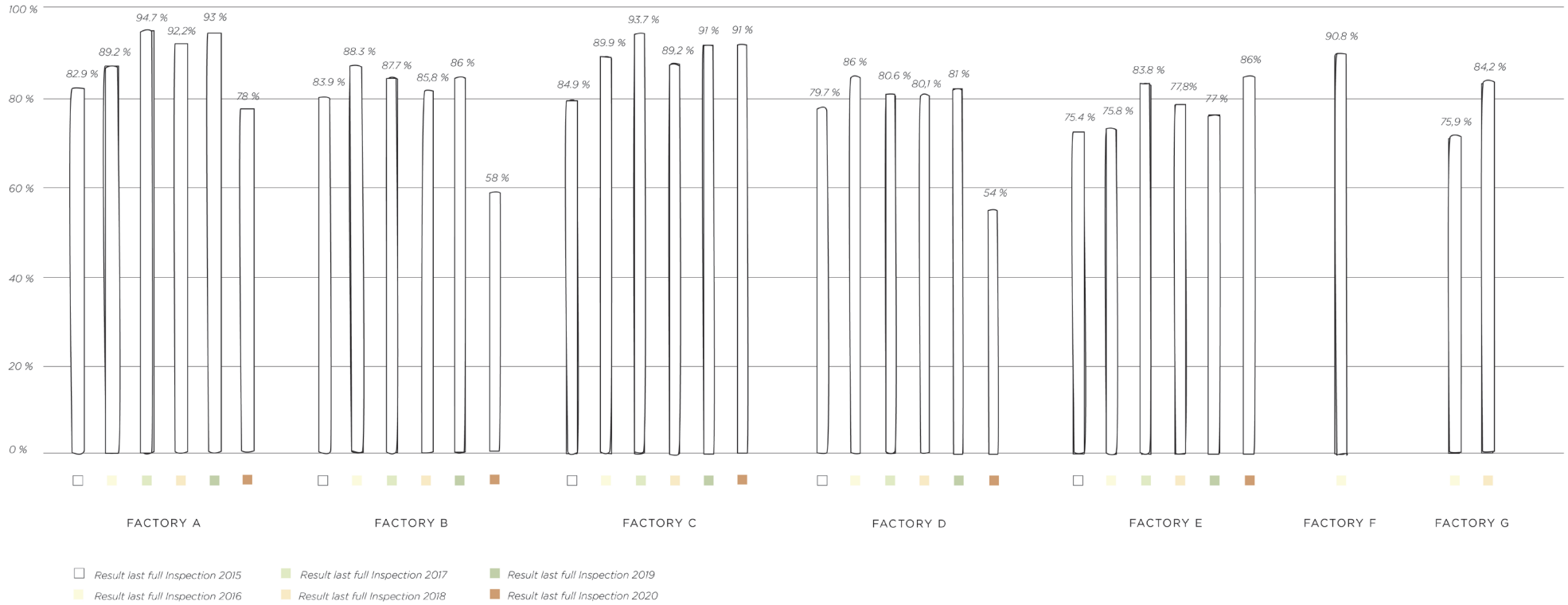
The parameters that are fluctuating the most are usually working hours, health and safety measures, such as usage of protection equipment and chemical handling in production and storage. We can also see that the work with communication channels between workers and management tend to be set aside more often and that workers concerns might not get enough management attention during peak seasons.

Training on chemical management

Another means to reduce fluctuations between inspections it to provide training sessions. These are valuable occasions to clarify what is expected of a supplier of Vagabond and implies good opportunities for an open dialogue on difficulties with implementation, between us and the suppliers, but also between the suppliers themselves. In 2019 we reached 141 workers at 14 factories and all top managers in 9 of the factories with our training session focusing on chemical management. The sessions were tailored to meet the needs for chemical knowledge on chemicals and how to improve chemical protection. During 2020 these training sessions stopped due to the pandemic, but are planned again for first quarter of 2021.



COC INSPECTION RESULTS



Phasing out suppliers that cannot meet our standards

The supplier's good attitude and engagement in the improvement work is crucial for our continuous business relations. We favor the suppliers that engage in the Code of Conduct work. These suppliers will continue to receive stable production orders and ongoing interaction from Vagabond.

There are occasions where our CoC requirements are not met. The supplier is always given a clear explanation of our expectations and time to improve. If the supplier still fails to meet our standard, we would choose to phase out the supplier gradually, giving time to allocate production and thus job opportunities to other customer orders. In 2020 no supplier was phased out due to non-compliance reasons.

Grievance mechanisms

Since 2019 we started a worker hotline that can be used to inform us of any grievances to the CoC compliance in the supplier factory. The hotline number is included in our CoC that is printed and posted in the factories. During the interviews with the workers, our inspectors explain how the hotline works, that the workers feedback will be kept confidential if required and what type of grievances we could support them with. We also explain that grievances should first be addressed to the factory managers, but if the issues cannot be solved, we would like to be informed to be able to support improvements. There was no grievance reported via the hotline during 2020.

Fair wage

Fair wage is a complex subject as there is no universal benchmark on how to calculate a living wage¹. We always want to collaborate with the best skilled factories and as such we expect the suppliers to follow national legislated salary settings as an absolute minimum. However, we are aware of that what is legislated might not be accurately reflecting a labor market strongly driven by need and supply.

Through our wage analysis, we see that our supplier's salary payments are above minimum standards, but nonetheless it is a challenge for us as a buying partner to validate fair wages. We stress the importance of a productive dialogue between management and worker organizations within the factories, an important step to create awareness and a sound wage development. In the long run there must be alignment among governments, trade unions, NGO: s, buying companies and producers to truly qualify fair wage levels.



¹ ILO International Labor Organization and global trade unions

Cooperation on CoC

To work towards improved CoC implementation, we seek to cooperate with other brands who work with the same factories as we do. It has been somewhat difficult to find suitable collaborations partners, but in 2017 we commenced cooperation with a few other shoe brands, which we will continue to develop in the coming years. The collaboration with other shoe brands in factories allows us to streamline our requirements and inspections for our mutual factories. This means that the supplier can dedicate more time and resources towards improving their performance and CoC compliance, rather than catering to divergent needs and requirements from different customers.

Supporting human rights

We work in a global supply chain and industry that sometimes brings difficult challenges in the respect of human rights. We focus on preventing any negative impact on human rights in the areas where we have the largest direct impact within our supply chain. We pay attention to new and rising human rights risks and update our policies when needed.

Children's Rights

We would never accept exploration of children. By frequently inspecting the suppliers' factories and making sure that our suppliers have enough knowledge and skills in the recruitment process, we strive to prevent the employment of underage workers. In the event of coming across child labor at any of our suppliers' factories, our inspectors have been given procedures to follow, ensuring that all actions will be taken in the best interest of the child.

Migrant workers and the risk of Modern Slavery and trafficking

Many people travel far to find a job. In our industry, these people are often described as migrant workers. Migrant workers are more vulnerable to exploitation by unethical recruitment agencies. High recruitment fees that put workers in debt and make them depend on their agents, can in worst case also lead to forced labor and human trafficking. All of this goes into the scope of what is called modern slavery and/or trafficking of people. We want to make sure that any migrant worker involved in the manufacturing of our products have the same equal rights and benefits as the local workers; that there is no discrimination in salaries, working hours or benefits and that ID-cards or passports are not withheld by the employer or contractor. During our inspections we bring these issues of transparency and fair recruitment throughout the supply chain up on the agenda.

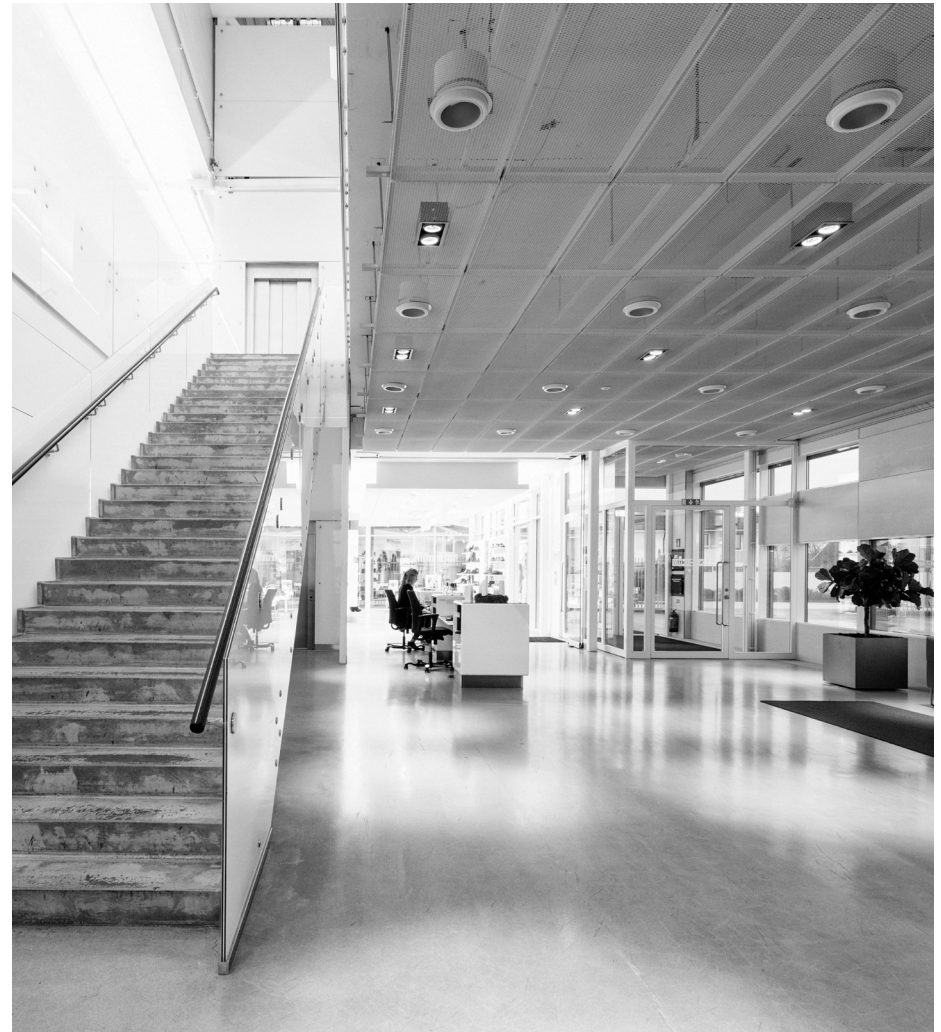
In many countries, the recruitment process can be very complex with many external parties involved and very limited transparency. Sometimes the recruitment agencies would not allow enough insight into their business which leaves the factories struggling to ensure human rights are met. In these cases, we want to support our suppliers to tackle the issues. We know we cannot do this alone and that we need to cooperate with local specialists and NGOs to reach long lasting change in the global recruitment industry. To demonstrate our commitment to fight Modern Slavery and Trafficking, we renew our statement to the UK Modern Slavery Act every year as well as sign for the California Transparency in the Supply Chain act.

OUR BUSINESS STRUCTURE / GROUP OF COMPANIES

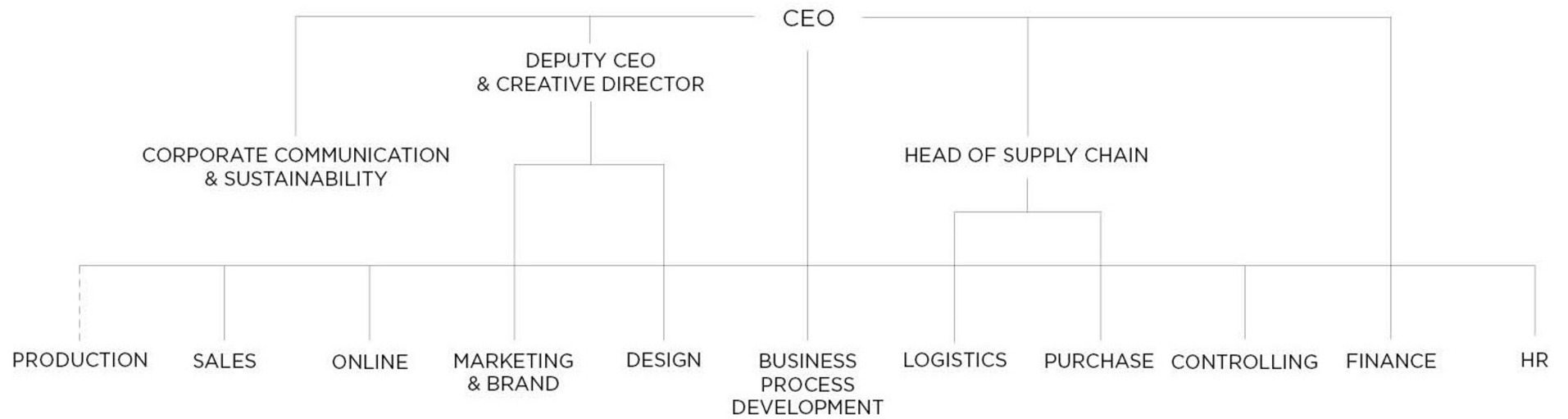
Vagabond International AB is a family-owned private company and Vagabond Shoemakers is one of Europe's leading fashion shoe brands with a production of about 1,5 million pairs and accessories annually. Vagabond's design studio, which also includes a full-size prototype production workshop, is located at the global headquarters in Varberg, Sweden.

Vagabond has full ownership of a shoe and accessory factory in Ho Chi Minh City in Vietnam that manufactures approximately 10% of our shoes and all our accessories. The remaining production is sourced to a few of our carefully handpicked external suppliers. The products are sold in more than 45 markets worldwide, including Scandinavia, Germany, UK, USA and Russia. The brand is displayed in concept stores, online stores and shop-in-shops and feature within international department stores and selected multi-brand stores worldwide.

As of December 2020, Vagabond employs 485 people, including 120 at the headquarters in Varberg. Local sales, retail business and manufacturing are handled by 10 subsidiaries, all fully owned by the mother company. The branch offices are staffed locally and report to Vagabond International AB in Sweden. For 2020, the net sales were 753,6 MSEK and the total capitalization was 607,51 MSEK.



VAGABOND INTERNATIONAL AB



SUMMARIZING 2020

In 2020 we took the next step into further engaging all department and divisions on our sustainability journey. It is specified that we want to enable each individual to have the sustainability aspect in mind on each operational level. To envision this, we have identified and illustrated our value chain and presented this to staff. This value chain illustration creates an overview of all impact areas and actions needed. As a first action, we furthered strengthened our List of Restricted Substances by having internal chemical training which resulted in an update the list to be clearer and appointing. We decided that controlling chemical testing should be on materials only, as it is too late when the shoe is already manufactured. In addition, a substance banned rather than accepting minimum levels is a step by step way to know that there is no risk of any restricted substances to appear, even within legislated limits. An internal team training with one of the representatives from the Leather Working Group, has also given us a wider perspective and valuable update on sustainable leather preparation, which is very valuable in our supplier communication.

What is stated in the Agenda 2030 Paris conference, what we share with our industry colleagues and what is evident in our value chain illustration, is that greenhouse gas emissions are where we must take bigger actions and it must be fast. Therefore, without withholding our ambitions within our other top priority areas, reducing Emissions is the overall company goal which we are committed to work with on an operational level.

As a result of the pandemic, most of these sustainability improvements are agreed but not yet implemented. This year became a year where we needed to first of all sustain our operations, by putting our staff, our client's and supplier's best interests first. Moving into 2021, we know we will still be in a pandemic mode, but with the tools to keep striving for sustainability improvements.



CONTACT US

For more information, please contact us at:
www.vagabond.com/contact

GRI 102: General Disclosure 2020 (core)			
Number of disclosure	Disclosure	Comment	Page number
ORGANIZATIONAL PROFILE			
102-1	Name of the organisation		2
102-2	Activities, brands, products & services		36
102-3	Location of headquarters		36
102-4	Location of operations		27-28
102-5	Ownership & legal form		36
102-6	Markets served		36
102-7	Scale of the organization		8, 36
102-8	Information on employees & other	See GRI-index	24, 36, 39
102-9	Supply chain		6
102-10	Significant changes to the organization & its supply chain		2
102-11	Precautionary principle or approach		9-10
102-12	External initiatives		10, 13-16, 18, 22, 24, 26-27
102-13	Membership of associations		10, 14-15
STRATEGY			
102-14	Statement from senior decision-maker		3
ETHICS & INTEGRITY			
102-16	Values, principles, standards, and norms of behaviour		3, 5, 9-10, 26-29
GOVERNANCE			
102-18	Governance structure		37
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups		11
102-41	Collective bargaining agreements	100% of all employees in Sweden are covered by collective agreements. In total worldwide, 29% of the employees are covered by collective agreements.	29
102-42	Identifying & selecting stakeholders		7, 11
102-43	Approach to stakeholder engagement		7, 11, 15-16
102-44	Key topics & concerns raised		7
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements		2
102-46	Defining report content & topic boundaries	GRI's reporting principles have been taken into consideration.	2, 5-6
102-47	List of material topics		12
102-48	Restatements of Information	No restatements of information from previous reports have been made in this report	
102-49	Changes in reporting	No significant changes have been	2
102-50	Reporting period		2
102-51	Date of most recent report	May 2020	
102-52	Reporting cycle	Annual	2
102-53	Contact point for questions regarding the report		38
102-54	Claims of reporting in accordance with the GRI Standards		2
102-55	GRI content index		39
102-56	External assurance	The report has not been externally assured.	

GRI 102: General Disclosure 2020 (core)		
Number of disclosure	Disclosure	Page number
MATERIAL TOPICS		
Environmental Standards		
GRI 301: Materials		
103-1-103-	Management approach	13-16, 9-10
301-2	Use of recycled material	13-16, 9-10
GRI 305: Emission to Air		
103-1-103-	Management approach	5, 12, 18-21
305-3	Other indirect (Scope 3) GHG emissions	6, 12, 18-21
GRI 308: Supplier assessment environment		
103-1-103-	Management approach	12, 14, 22, 27
308-1	Amount of new suppliers that have been evaluated according to environmental criteria	12, 13-14, 21
Social Standards		
GRI 403: Occupational Health & Safety		
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403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	12, 26, 39
GRI 405: Diversity & equal opportunities		
103-1-103-	Management approach	12, 24-26
405-1	Diversity of governance bodies and employees	12, 24-26
GRI 414: Supplier assessment social		
103-1-103-	Management approach	12, 27-29, 34-35
414-1	Amount of new suppliers that have been evaluated according to environmental criteria	12, 27-29, 34-35

102-8 Information on employees and other workers		VB International	Czech Republic	Finland HQ	Finland stores	Hungary June 2020	Germany from June 2020	Russia	R1 Sweden	Vietnam	Total
GRI 102-8	Number of female employees with permanent employment contract	74	9	2	4	14	4	34	15	214	370
GRI 102-8	Number of men employees with permanent employment contract	36	0	1	0	1	2	5	1	40	86
GRI 102-8	Number of female employees with temporary employment contract	2	2	1	5	5	1	0	4	0	20
GRI 102-8	Number of male employees with temporary employment contract	8	1	0	0	0	0	0	0	0	9
GRI 102-8	Whether a significant portion of Vagabond's activities are performed by workers that are not employees, e.g. consultants (Yes/No)	No	No	No	No	No	No	No	No	No	0
GRI 102-8	Does Vagabond have significant variations in the numbers reported above during the year, e.g. due to seasonal variations? (Yes/No)	No	No	No	No	No	No	No	No	No	0
GRI 102-8	Number of female employees working full-time	55	5	3	1	6	3	34	1	214	322
GRI 102-8	Number of female employees working part-time	21	6	0	8	13	2	0	18	0	68
GRI 102-8	Number of male employees working full-time	41	0	1	0	1	1	5	0	40	89
GRI 102-8	Number of male employees working part-time	3	1	0	0	0	1	0	1	0	6

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