

Table of Contents

1. Introduction	
i. A Word from Our CEO	
ii. A Word from Our ESG Manager	4
2. We are Zizzi	8
i. Our Mission	
ii. Our Stores	
iii. Our Product Lines	
3. Sustainability – A Work in Progress	12
4. Due Diligence	13
5. Big Wins in 2023	14
6. About this Report	17
7. Commitment 1:	20
Continuously Transform our Business to Ensure Responsible Production and Consumption in our Value Chain	
8. Commitment 2:	35
Ensure Good Working Conditions for all People Involved with our Products and Business Activities	
9. Commitment 3:	43
Significantly Improve our Impact on the Climate and Environment Through our Activities	
10. Commitment 4:	51
Fight for Inclusivity for Everyone no Matter their Gender, Age, Size, Race, or Origin	

This Sustainability Report covers the year 2023 and the legal unit Zizzi Denmark ApS (hereafter mentioned as Zizzi).

The Sustainability 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 Sustainability Report.

The ESG report complies with the Danish Financial Statements Act 99a. The Danish Financial Statements Act 99b and 99d is governed in the financial annual report 2023. Sections 99a and 99d specify the requirements to report on the management of risks related to the environment, climate, human rights, labour and social conditions, anti-corruption, and data ethics.

Introduction

A Word from Our CEO

In the face of numerous challenges, from macroeconomic issues to global political conflicts, we find ourselves at a historic juncture, where prioritizing the reversal of decades of climate damage is imperative. This unprecedented challenge calls for collective attention and intensive efforts.

Embracing the growing global consensus on sustainability, we recognize that Zizzi is a small piece in a vast puzzle. Yet, our commitment to playing our part is firm, actively aligning our commercial interests with our responsibilities as a company, to the best of our ability.

Our focus on sustainability, particularly in addressing our environmental impact, has never been stronger. In line with this intensified commitment, we've increased the allocation of resources and narrowed our scope of objectives, enabling a more targeted approach to make the most significant impact possible.

As we move forward, our commitment to improvement remains unwavering. We will strive to contribute meaningfully to the ongoing global endeavor for a more sustainable future.

This report constitutes our non-financial report on 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





A Word from Our ESG Manager

This past year could be called the year of Sustainable legislation. The effects of the climate crisis have long showed their devastating effects. This new sustainable legislation is long overdue.

The European Green Deal is a result of the Paris Agreement. It aims to make Europe climate neutral by 2050. This has resulted in a tidal wave of legislation. In regard to the fashion industry and in extension Zizzi, there are two main transitions that one must familiarize themselves with. Transition to Circular Economy and Financing the Transition.

Starting with Transition to Circular Economy, a strategy has been formulated called EU Sustainable Strategy for Textiles. The reason that the Textile industry has received special attention from EU is due to the fact that the textile industry has the fourth highest impact on the Environment and Climate. This strategy aims to empower the consumer by creating Green Claims Initiative, Right to Repair Directive and Eco Design Regulation. Each of these are to ensure that the textiles produced are repairable, recyclable and the product claims are well documented.

Additionally, Transition to Circular Economy also formulated a Circular Economy Action Plan to finance the Circular transition. This is done by passing the EPR (Extended Producer Responsibility) and adopting the Waste Framework Directive. The EPR requires that all businesses pay a fee for all packaging waste imported to other EU countries. France and The Netherlands have taken a step further and require a fee for all textile products as well. The Waste Framework Directive aims to make corporations take responsibility of the products they put on the market, so they do not end up in landfills in the Least Developed Countries.

Financing the Transition has resulted in the biggest change in reporting legislation since The Great Depression. It sets a stop to voluntary sustainable reporting by creating a standard (ESRS) for all listed companies that must start reporting in 2024. Zizzi is obligated to start reporting by those standards for the financial year 2025.

On behalf of the company,

ESG Manager, Katrín Emma Hjaltadóttir

We are Zizzi

Zizzi is a Danish plus-size fashion brand established in 2001. Our Headquarters are located in Billund, where we have 207 skilled Employees. Zizzi owns 70 retail stores across Scandinavia and Europe, as well as a growing online business in Europe.

We have a strong passion for plus-size fashion and aim to be the first choice when it comes to fashion apparel for all body shapes. Every person in the company works dedicatedly to provide customers with the best products, the perfect fit, and the best possible service.

Zizzi is owned by Findos Investor.



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 has an anti corruption policy (code of conduct) which highlights the importance of not accepting gifts, return’s commission or similar to promote own interests. Further, not supporting any actions which could lead to promoting business interests if it involves bribery or corruption. The policy is communicated internally and all stakeholders of Zizzi are aware of its existence.

Our main risk is characterized as transactions (monetary) which serve as payments for goods or services, which can serve or lead to corruption or bribery, directly or indirectly. Internal control with Zizzi monitors domestic and international transactions in search of irregularities or patterns which can suggest misconduct. In 2023 there have been zero transactions which led to internal investigation. It is the expectation that the degree of transactions which will lead to internal investigation will remain low in the coming year.

A DEDICATED TEAM

The ESG Committee is spearheaded by our ESG Manager, comprised of members that have a true passion for Environment, Social and Governance.

The ESG Committee meets at least 6 times a year to discuss the latest requirements.

Due Diligence

WE DO OUR DUE DILIGENCE IN THE FOLLOWING AREAS:

- Human and Labour Rights, including the Rights of the Child
- Animal Welfare
- Chemical Management

OUR DUE DILIGENCE PROCESS CONSISTS OF THESE STEPS:

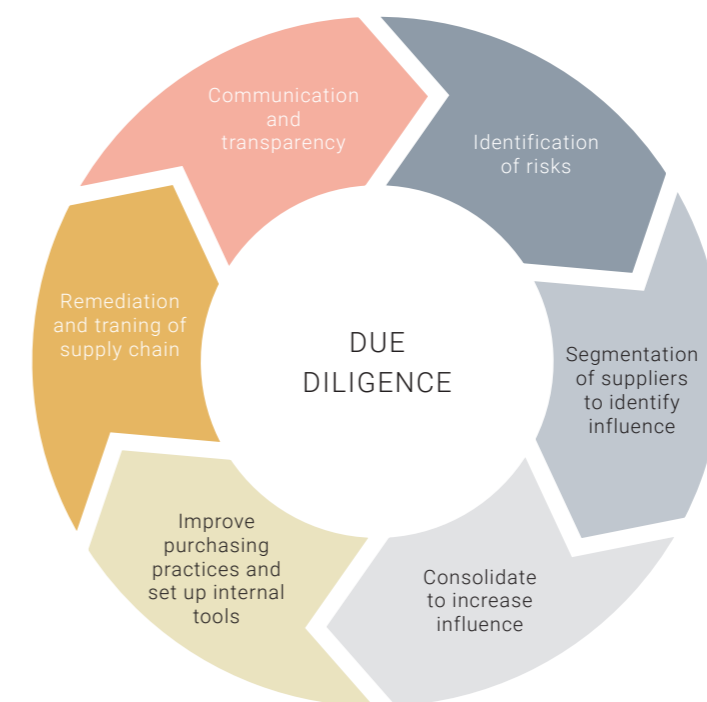
1. Identifying our risks
2. Segmenting our Suppliers to identify our influence
3. Seeking to increase our influence through consolidation
4. Improving our purchasing practices and set up internal tools to make sustainability visual to all Employees.
5. Remediating and training of our supply chain
6. 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
- Animal Welfare
- Chemical Management

The Code of Conduct and our policies extend to all our direct Suppliers including all their workers, re-gardless 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.



Created and implemented a Sourcing Strategy

Zizzi's clothes are made from various fibres. Being in the textile industry we are aware that textile production is not inherently sustainable. To ensure that we develop alongside our peers and adhere to our responsibility of contributing to a more sustainable future, we have identified fibres that are more environmentally friendly than others. As a result, we have identified preferred fibers and set a goal that by 2024, 25% of Zizzi's styles will be made from these preferred fibres. We have integrated this strategy into our design and buying teams, and key suppliers have been briefed to ensure alignment in achieving these goals. It's essential to emphasize that we will never compromise on product quality nor price to achieve these objectives; everything must go hand in hand.

With a focus on material and sourcing optimization, Zizzi became GOTS (Global Organic Textile Standard) and GRS (Global Recycled Standard) certified in 2022. GOTS ensures that the fiber used, typically cotton, is organic, and it guarantees fair working conditions and the absence of harmful chemicals in the production process. Similarly, GRS ensures fair working conditions and confirms that the fiber used is indeed recycled.

We now have CLO

CLO is a 3D fashion design software program that enables brands to create, simulate, and visualize clothing designs in a virtual environment. CLO helps the design and development of clothing, allowing designers to see how garments will fit and move in the digital realm before physical prototypes are created. There is thus less need of physical samples, resulting in a significant reduction of waste.

We have successfully created a Zizzi CLO platform with our own avatar and have started implementing this with our key suppliers.





About this report

The structure for this report is based on our newly developed 2030 sustainability 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.

For simplicity's sake, we have focused on a selection of the targets and will show our level of completion using percentages. Some KPIs will be included as supporting information. Some targets will be 0% or Not Available (N/A) - but that is okay. If we were done by the end of the year, we would not have set the bar high enough. A number of aspects will be planned for development and implementation in the coming years. We have chosen to include all 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 2023, and the data do therefore not cover the entire fiscal year of 2023.

Commitment 1:

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

As a large, internationally active organisation in a troubled 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 through constant improvement and progress, working hard and facing hard truths.

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 Fibers 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:

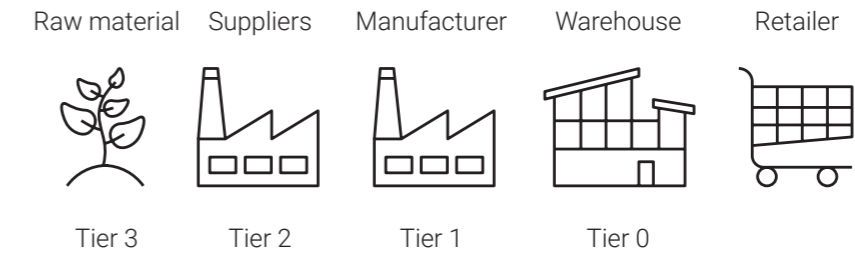
Increase Transparency and Traceability in our Supply Chain by Mapping all Suppliers Down to Tier 3

OUR SUPPLY CHAIN

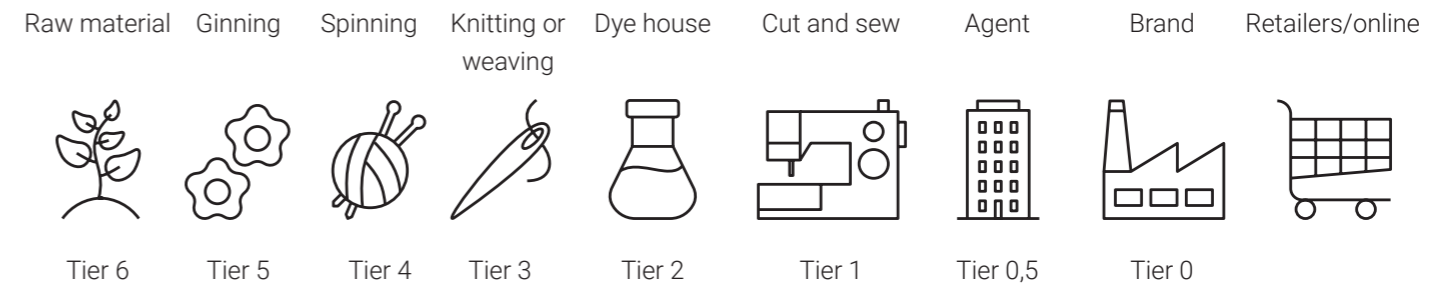
In our 2022 report, our goal was to map down to Tier 3. However, we have realized that we need to redefine and clarify what we mean by tiers and what constitutes as Tier 3.

As we mentioned in our report, supply chains within the fashion industry are quite unique in that they are very long and complex. Each tier is a new production process, and those production processes are often located very far apart, although some processes are gathered within one factory. For example, sometimes the processes of spinning and dyeing of fabrics are within one factory.

MOST SUPPLY CHAINS LOOK LIKE THIS:



WHEREAS THE FASHION SUPPLY CHAIN LOOKS LIKE THIS:

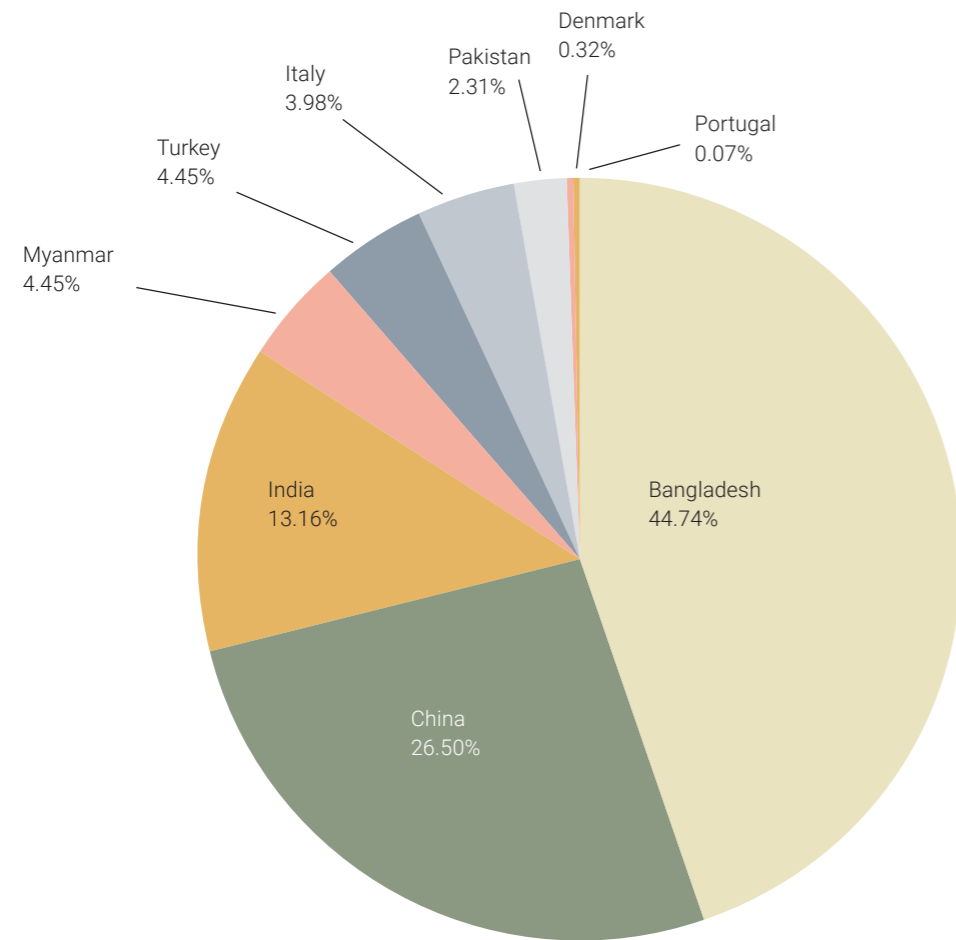


The above-mentioned example is what cotton, hemp, linen etc. supply chains would look like. It would of course be different for plastic fibers such as Polyester. Tier 5 would instead refer to the process of melting plastic pellets, after which is spun into a fiber. Therefore, knowing each step is pivotal for knowing our actual impact on the environment and the people who are a part of making our products.

We have been successful in mapping Tiers 0.5 and 1. We are still in the process of mapping out Tier 2 and 3. Due to time constraints and work effort put towards critical items in 2023, these tiers will be prioritized in 2024. We are looking forward to mapping out our supply chain even further to ensure transparency for all parties involved.

We have concluded the mapping of our direct Suppliers (Tier 0.5), and their direct Suppliers (Tier 1). 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)



Data collected 15/11/2023

Direct suppliers		Direct suppliers Production Units	
Country	Suppliers	Country	Suppliers
China	14	China	31
India	5	Bangladesh	10
Turkey	6	Turkey	8
Bangladesh	6	India	8
Denmark	0	Italy	8
Italy	2	Pakistan	6
Myanmar	2	Myanmar	6
Pakistan	1	Denmark	0
Portugal	1	Portugal	1
Romania	0	Romania	0
		Bosnia and Herzegovina	0
Total	55	Total	78

Data collected 15/11/2023

Last year we had 55 direct suppliers and 110 production units whereas this year we have reduced those numbers down to 37 direct suppliers and 78 production units. This is largely due to our heightened focus on our sourcing strategy which is explained further on pages 20-24.

The majority of our production takes place in Bangladesh, China, and India in close cooperation with our long-term trusted Suppliers.

Our current group of Direct Suppliers is made up of 37 Suppliers. 11 of these Suppliers are our A-Suppliers, they constitute 80% of everything we buy. 10 of the 37 are B-Suppliers, which means they constitute 15% of everything we buy, while the remaining 16 are C-Suppliers, constituting the remaining 5% of everything we buy.

Segment	Suppliers	Direct suppliers
A	11	22
B	10	26
C	16	30

Data collected 15/11/2023

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 7 A-Suppliers, 4 B-Suppliers and 10 C-Suppliers who will receive a large share of our focus in 2024.

	A Supplier	B Supplier	C Supplier
High focus	7	4	10
Medium focus	4	4	4
Low focus	0	2	2

Data collected 15/11/2023

Last year it was not a requirement that all production sites should undergo a social audit. We sought out to change this for 2023. Our ambition is that all production sites outside of the EU must have undergone a social and valid audit; preferably Amfori BSCI – as we have recently become members ourselves. However, SEDEX and a SA8000 certificate are accepted. We have been working with our suppliers on this all year and we are very pleased to announce that we almost lived up to our ambition. All production sites outside of the EU, except one, have undergone a social audit. We are going to continue working with that production site in helping them go through an audit.

	Production Units with Valid Audit
A Supplier	95,45%
B Supplier	100%
C Supplier	100%

Data collected 15/11/2023

CERTIFICATIONS IN OUR SUPPLY CHAIN

To be able to produce and make certified products available to our customers, we have to ensure that our complete supply chain is certified to uphold standards and requirements. This also gives us the ability to guarantee full transparency and traceability throughout our Supply chain.

Zizzi became GOTS and GRS certified in 2022. There are still many certification options available. However, Zizzi chose to prioritize these certifications because of how deeply they take social issues into consideration. Being certified in either one means that we, at the very least, can ensure safe working and payment conditions for the workers in our Value Chain.

GOTS	2022	2023
A Supplier	3	6
B Supplier	1	3
C Supplier	1	4

Data collected
15/11/2023

GRS	2022	2023
A Supplier	3	9
B Supplier	0	5
C Supplier	1	6

Data collected
15/11/2023

Therefore, we are very excited to see the positive increase of certified suppliers in all segments. 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.

TARGET: 100% OF DIRECT SUPPLIERS HAVE SIGNED OUR CODE OF CONDUCT AND POLICIES

LEVEL OF COMPLETION: 100%

Within the fashion industry there is a risk of human rights violations such as Child Labour, Forced and Bonded labour etc. Therefore, we have chosen to add our policies to our Supplier Manual. This way, we ensure 100% level of completion, as we do not do business with anyone who does not sign our Supplier Manual. Additionally, we ensure that this manual is annually updated and signed. All new suppliers also have to sign the current Supplier Manual.

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.

In our Code of Conduct, we demand our suppliers to take appropriate steps towards ensuring basic human rights such as no instances of bonded or forced labour. That freedom of association is welcomed and respected. Additionally, the suppliers must also ensure that their workers have at least one day off per week and are compensated appropriately for overtime that does not exceed the local legal limit. The suppliers must also ensure that there are no instances of discrimination and harassment and finally they must ensure the health and safety of their workers.

Zizzi also explicitly mention our concern towards Child Labour and Young Worker by requesting all of our suppliers to ensure that there are no instances of Child Labour or Young Workers under the local legal age. If there are Young Workers, the employment must not interfere with their daily school life.

Social audits ensures that these issues are checked thoroughly and therefore it is a requirement from Zizzi that all production sites have undergone a social audit. Zizzi keeps a record of all suppliers and their production sites with their social audit status. In our Commitment 2 (Ensure Good Working Conditions For All People Involved With Our Products and Business Activities) we report that 99% of all production sites have been socially audited.

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

- Animal Welfare Policy
- Animal Welfare
- Chemical Management

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.

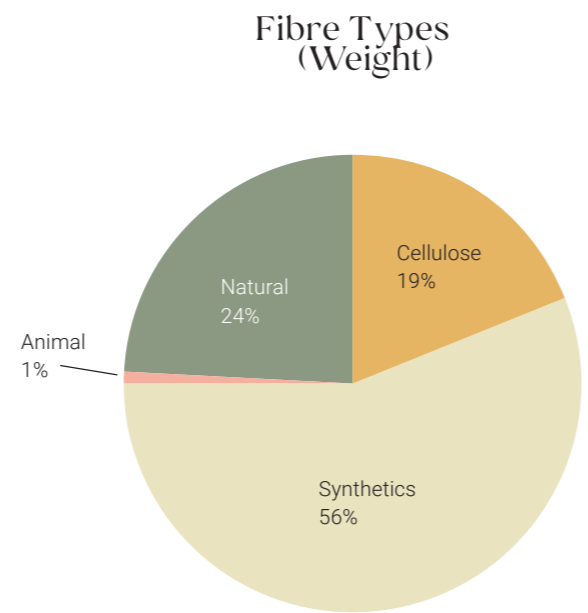
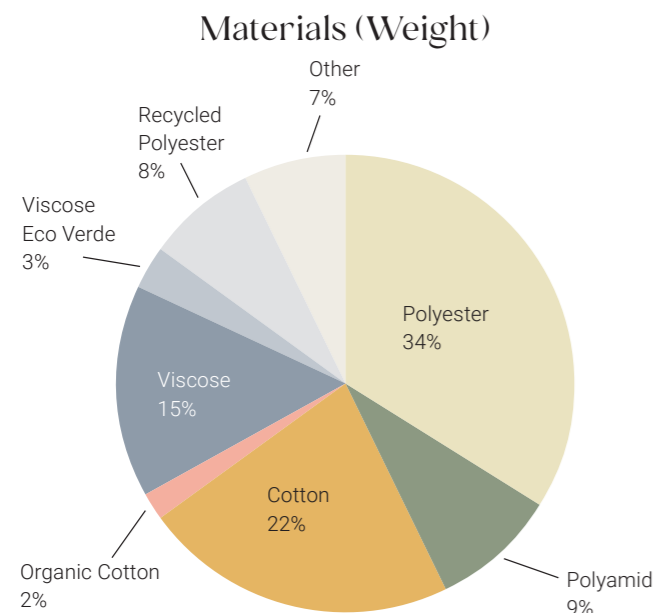
The categories are likely to change over the years as more research becomes available, and we learn.

Hopefully, we will also see the invention of new materials.

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

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





Data collected 15/11/2023

When measuring our use of the different fiber types by weight, the synthetic fibers account for more than 56%. This is a huge improvement from last year where synthetics accounted for more than 80%. Additionally, out of those 56%, 8% are Recycled Polyester. Natural fibers make up 24% including 3% Organic Cotton. Cellulose Based fibers make up 19% with 3% being Viscose Eco Vero. Even though Animal fibers have increased almost 50% in comparison to last year, it still only amounts to this year's 1%.

POLYESTER

Polyester, previously made up the biggest share by far. However, this is no longer the case with its current 34% share which is a decrease of 23%. The reason for this decrease is to our increased usage of Recycled Polyester, constituting 8% of our materials.

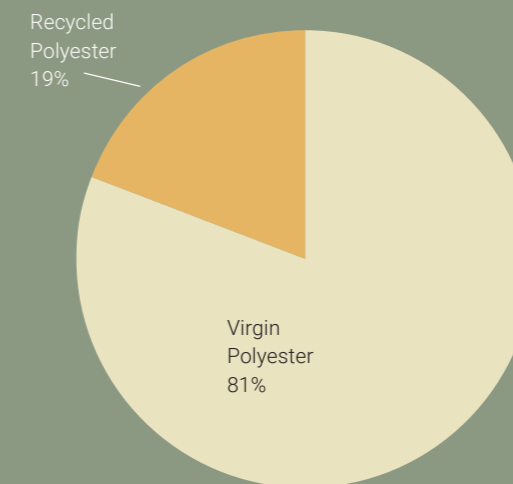
COTTON

The share of cotton was doubled in 2023, up to 22%. Our aim was also to increase our share of certified organic cotton and we are pleased to report that we have been successful, although with a modest share of 2%.

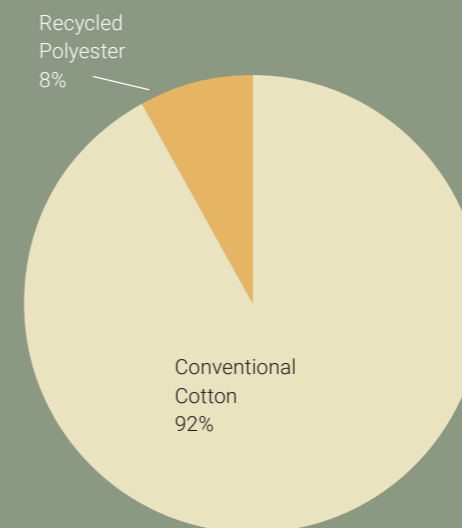
CELLULOSE

The regenerated cellulose category has many subsidiaries and therefore it is not possible to simply call it Viscose. The cellulose category contains both viscose, modal and lyocell which are then sub categorized further between Branded/certified fibers. However, this year's results are not nearly as fragmented as last year. The share of Viscose fibers amounts to 15% which is a 9% increase from last year. However, Viscose Eco Vero has increased from 0% up to 3%.

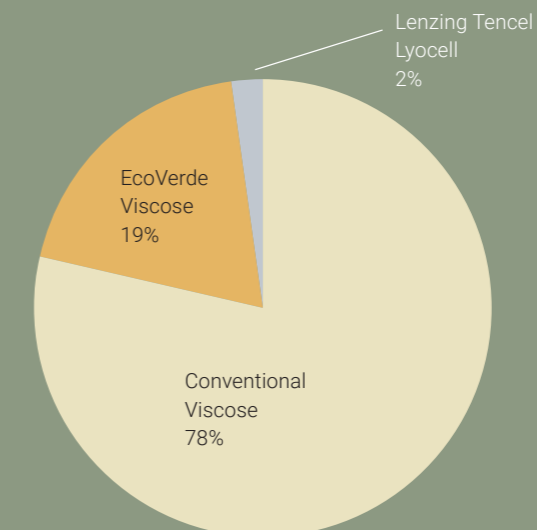
Polyester Use (Weight)



Cotton Use (Weight)



Cellulose Use (Weight)



Data collected 18/10/2023

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.

TARGET: DEVELOP A SOURCING STRATEGY FOR FIBERS

LEVEL OF COMPLETION: 100%

We are excited to report that we have been successful in both developing and implementing a Sourcing Strategy for Fibers. The Product Team has been a big part in developing this strategy. The Buying Team has worked tirelessly on holding online meetings with our suppliers explaining this strategy, establishing partnerships and buy in from our key suppliers.

TARGET: REACH 100% PREFERRED FIBERS

LEVEL OF COMPLETION: 17,73%

In 2023, 17,73% of the fibres we used belonged in the preferred category. This is a 9,73% improvement from last year. The Sourcing Strategy for Fibers has a target for 2024 to reach 25%. By having developed and implemented a strategy, the Product Team and our Suppliers are very motivated to reach this goal.

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% DUE TO LACK OF DATA



Both paper and cardboard are 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. However, a part of the EU Green Deal is also being able to finance this transition from conventional to more sustainable and implementing the EPR (Extended Producer Responsibility) will ensure financing.

The EPR holds the seller responsible for all waste generated. In our case, this includes polybags, hang tags, stickers, shipment bags, and cartons. A fee will be added for all these items, with reductions for using more sustainable materials. We have implemented data collection across the buying and shipping departments, so we are ready to report on this topic for some EU countries. However, more EU countries are making their own unique laws, and this imposes an increased demand for detailed data on our products and packaging. Consequently, an analysis will be conducted in 2024 to determine what data Zizzi currently possesses and what additional information is needed to meet these requirements effectively.

One such gap in data is being able to differentiate between FSC-Certified packaging and regular packaging and therefore the level of completion will be kept at 0%, even though most of our paper or wood-based packaging is in fact FSC-certified.

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 assured 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% DUE TO LACK OF DATA



Plastic is a controversial material, and we can all agree that it is not exactly fantastic. Producing plastic requires many resources, and once it is here, it is not going anywhere. However, one of its pros 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 reused. 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.

Again, the EPR also requires that we report on this matter. We have switched our polybags from 75% Recycled to 100% Recycled, however, we unfortunately do not have the capability of differentiating the different packaging types.

Objective 1.4:

Design our Products and Way of Doing Business towards Circularity

In last year report we stated that circularity is undoubtedly the future. Not just for Zizzi, or fashion, but for all industries. The Green Deal proves this statement to be true.

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 has done. We are using its resources faster than can be regenerated while also generating tonnes and 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.

The Green Deal recognizes this and therefore, the EU Commission presented the EU Circular Economy Action Plan back in March 2020 which prompted the EU Strategy for Sustainable and Circular Textiles. The strategy aims to ensure that by 2030 all textile products are long-lived, recyclable, made as much as possible of recycled fibres and free of hazardous substances.

TARGET: DEVELOP A SET OF CIRCULAR DESIGN PRINCIPLES

LEVEL OF COMPLETION: 0% PUT ON PAUSE UNTIL LEGISLATION IS COMPLETE



With the EU Strategy for Sustainable and Circular Textiles, Zizzi has put a pause on this project until legislation is complete and adopted.

However, by having our Sourcing Strategy, which among other things, is aimed at increasing recycled fibres in our products, we are doing our part in pushing this agenda.

TARGET: IMPLEMENT A QUALITY TESTING PROGRAM

LEVEL OF COMPLETION: 100%

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 to our Suppliers through our Supplier Manual. Becoming GOTS certified obligates us to conduct quality test such as colour fastness and washing fastness. Additionally, The EU Strategy for Sustainable and Circular Textiles will also bring about Digital Product Passports. This will be on all future products, where customers by, for example, scanning a QR code, can see emissions from the production of a product, what tests it has undergone and so on. The final requirements on what information should be included within the product passports have not been finalized yet. Therefore, until they do, Zizzi will not develop further on this objective until the EU has finalized what specific tests become a requirement.

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.

In 2023, we made a total of 517 tests, and tested 74 of our styles, which is a share of 1,74%. Two of those tests failed, which gives us a fail-share of 0,38%.

Both failed tests were due to the PH-levels of a stitching and an elastic rubber band not living up to the high demands of AFIRM. It did, however, comply with current legislation and regulations, REACH, and the styles were therefore still put on the market. The suppliers were made aware of the issue and that it should not happen again.

Chemical Tests	
Styles Made	4235
Styles Tested	74
Testing Share	1,74%
Test Conducted	517
Failed Test(s)	2
Fail Share	0,38%

Data collected
15/11/2023

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 TWO KEY OBJECTIVES:

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

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

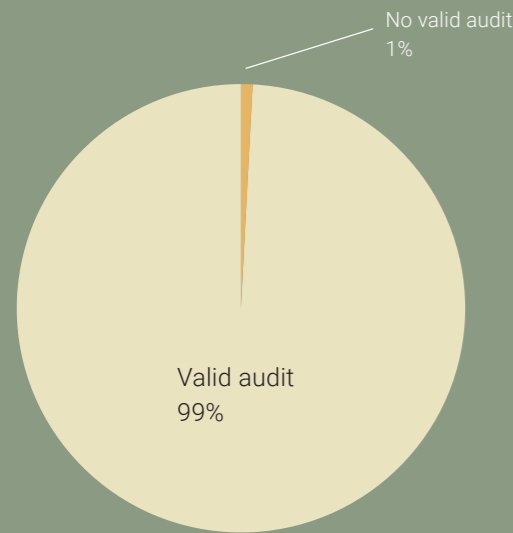
LEVEL OF COMPLETION: 99%

20/21 of our A Suppliers' Production Units have a valid BSCI audit. As mentioned earlier, we have set as a requirement that all suppliers have to undergo a social audit, preferably BSCI Audited. They must also 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: 13%

We currently have two A Supplier and two B Supplier tracking and reporting on their improvements. This accounts for 19% of our 21 A and B Suppliers. In addition, we have one C Supplier tracking and reporting on their improvements.



No valid audit
1%

Valid audit
99%

Data collected
15/11/2023

A Suppliers with Valid Audit for all Production Units

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.

Zizzi is a part of the fashion industry, and we have identified it as a fast-changing industry that requires flexibility to maintain a work/life balance. In the following section, we will explain in-depth how we handle this risk.



Our values

CUSTOMER FOCUS

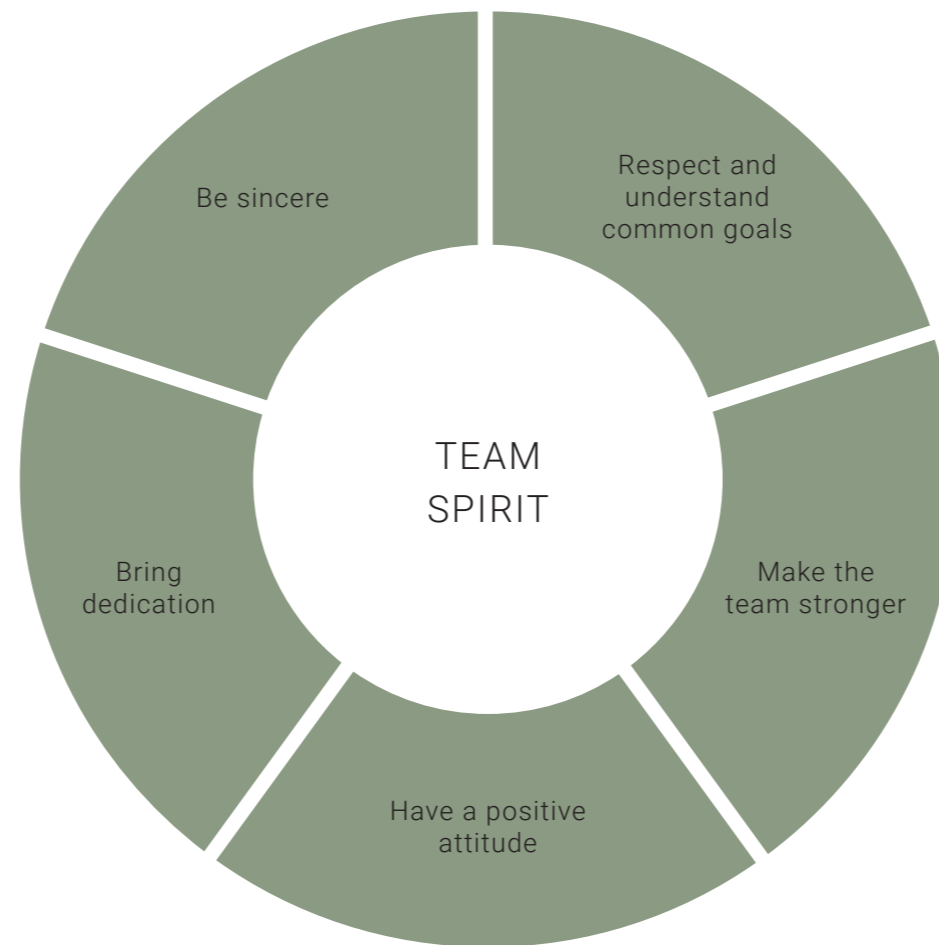
We are dedicated to delivering a world-class customer experience, always putting the customer first.

TEAM SPIRIT

We value team spirit, embracing the strength derived from common dreams and shared ambitions.

PROFIT

We recognize that our achievements are the cornerstone of our pride and essential for our future development



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

LEVEL OF COMPLETION: N/A



The APV (ArbejdsPlads Vurdering), translated to English means Workplace Assessment. A company is obliged by law to hold an APV Survey every 3 years.

At HQ two APV surveys were held in 2022. One for office workers and one for storage workers. The results from the office worker survey showed 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, several changes have been made to try and remedy these challenges, for example divider screens that help with both acoustics and reduces visual disturbances.

Regarding the storage worker APV survey, there were some more severe challenges that required immediate action, and to ensure that those actions had an effect, an additional APV Survey was held in 2023. The results show that the majority of the workers are very satisfied and physical conditions have improved.

EMPLOYEE TURNOVER RATE

Last years turnover rate was at 37,44%. This year the turnover rate is 27,27% improving it with a 10% reduction. The target is to have a turnover rate around 10% and therefore we will continue working on this issue.

Having a low turnover rate has many advantages such increased productivity and quality of our products. Additionally, recruitment and training costs are reduced, and vital knowledge and knowhow is kept within Zizzi.

Therefore, being a part of the fashion industry, we recognize that it is a fast-paced working environment. At Zizzi we try to accommodate this by offering flexibility in hopes that this aids our employees in their work/life balance.

AVERAGE YEARS OF SENIORITY IN ZIZZI

With Employees of higher seniority comes a line of benefits.

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 2023, our average Employee seniority was 2.9 years corresponding to two years and 9 months of employment.

Our goal is 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.

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 20th, 2023.

Additionally, as required per Danish law, we have a whistleblower program, where Employees can anonymously report any unsettling behaviour. This year we have had no reports in our whistleblower program.

Two employees have suffered an accident leading to time off work in 2023. One employee tripped over a tree stub resulting in a head injury due to the fall. The tree stub was removed that same day and therefore the risk of reoccurrence is very low. The worker is currently still recovering from their injury. The other employee cut their hand, which resulted in a few days off work. This issue will be discussed as to ascertain if any action towards prevention is needed. Both occurrences were reported to appropriate insurances, should their injuries unexpectedly have long term effects.

PEOPLE AND CULTURE COMMITTEE

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

We find 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 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, so they do not spend all their free time trying to catch up with home life.

A line of Employees work part-time, and there are great opportunities to work from home up to two days a week.

WORKING FROM HOME

The great majority of our Employees work from home each Friday. In addition, everyone have the opportunity to work from home one extra day a week, scheduled in cooperation with their manager.

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.

Employees	
Full time	183
Part time	24
Total	207

Data collected
15/11/2023

Commitment 3:

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

The fashion industry is one of the most polluting industries in the world which is identified as a significant risk. Being a part of that industry one must take action. The consequences of climate change are evident around the world. Therefore, we must 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 3.3: Engage Key Suppliers in Improving the Environmental Impact of Their Production Facilities

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: CALCULATE SCOPE 1 AND SCOPE 2 EMISSIONS

LEVEL OF COMPLETION: 50%

In the process of gathering data and calculating our emissions for 2023, it was discovered that the calculation for our 2022 ESG Report had some errors. The reason for this is that the data collected was not identical. Therefore, the data was collected again, and calculations redone. The results showed that our emission for 2022 were higher than previous believed. Therefore, in comparing 2022 results with 2023, there is a significant difference.

The calculations show that the majority, 64,80% of our emissions stem from our Value Chain, and therefore, the focus on continuous improvement should still be on Scope 3. However, as results showed that our emissions are not solely placed in Scope 3 but also in Scope 2, focus should also be directed here. Scope 2 is responsible for 33,67% of our emissions.

On a positive note, comparing the emissions from 2022 to 2023 shows that Zizzi had lower emissions in 2023 mounting up to an improvement of 24%.

The goal for next year is to investigate our Scope 2 to see if there are any improvement opportunities, for instance concerning the largest emissions cause for Scope 2, namely Mobile combustion.

The data collected to make this year's calculation included headquarters, Aarhus Office and all Danish retail stores. It is our ambition to include all of our retail stores meaning those in Finland, Sweden, Norway and Netherlands.

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 litres multiplied by an emissions factor, whereas the spend-based method uses a monetary value multiplied by an emissions factor.

CO2 Emissions 2022

Scope	Ton CO2e	Percentage of emissions
Scope 1	732,75	1,20%
Scope 1	15.816,59	25,81%
Scope 3	44.728,41	72,99%
Total	61.277,75	100,00%

Data collected
15/11/2023

CO2 Emissions 2023

Scope	Ton CO2e	Percentage of emissions
Scope 1	711,49	1,53%
Scope 1	15.637,04	33,67%
Scope 3	30.093,87	64,80
Total	46.442,40	100,00%

Data collected
15/11/2023

CO2 Emissions 2023

Scope	Category	Ton CO2e	Share
Scope 1	Stationary combustion Own leased company	661,72	1%
Scope 1	Cars	49,77	0%
Scope 2	Mobile combustion	15.559	34%
Scope 2	Purchased electricity	78,04	0%

Data collected
15/11/2023

TARGET: CALCULATE SCOPE 3 EMISSIONS

LEVEL OF COMPLETION: 33%

The spend based method is primarily used to calculate emissions for Scope 3.

'Purchased Goods and Services' is our largest posting, constituting 47% of all our emissions. 'Transport upstream' accounts for 4% of our emissions, whereas 'Downstream Transport' amounts to 5%. Mobile combustion accounts for 17%, however, this is an estimate. To be able to conduct a more thorough analysis we must be able to conduct our calculation on more precise data. As it is our plan to map further down in our Supply Chain we expect to be able to use such precise data in the near future.

Scope	Category	Ton CO2e	Share
Scope 3	Electricity	40,04	0%
Scope 3	Stationary combustion	130,9	0%
Scope 3	Mobile combustion	7910,4	17%
Scope 3	Purchased Goods	21778,1	47%
Scope 3	Transport upstreams	2074,68	4%
Scope 3	Transport downstream	2168,16	5%
Scope 3	Energy-related activities not included in Scope 1 and Scope 2	140,77	0%

Data collected
15/11/2023

TARGET: SET REDUCTION TARGETS

LEVEL OF COMPLETION: 0% - DUE TO TIME CONSTRAINTS

We had hoped to be able to commit to Science Based Targets Initiative (SBTi) this year, but due to time constraints and work effort put towards critical items, we were not successful. However, this is of high priority for 2024.

TARGET: COMMIT TO SCIENCE BASED TARGET INITIATIVE (SBTi)

LEVEL OF COMPLETION: 0% - DUE TO TIME CONSTRAINTS

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

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.

Objective 3.2:

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

Calculations above showed that our biggest emissions are from our Value Chain. Therefore, as a natural next step, we must work together with our Suppliers on reducing their Scope 1-2 emissions. Consequently, it will have a direct reduction effect on our Scope 3 emissions.

We have not begun working on this objective as of yet however, we have started communicating this objective to our Key Suppliers and they have been most supportive.

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

LEVEL OF COMPLETION: N/A

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

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

LEVEL OF COMPLETION: N/A

As we have yet to commit ourselves to SBTi, we have not begun working on this target. We hope that in committing ourselves to SBTi we will have a better understanding of our own Scope 1 and 2 emissions, and in extension, be able to help our Suppliers commit to setting reduction targets for themselves.

Objective 3.3:

Reduce Emissions from Inbound and Outbound Transportation of Goods

We know from our Scope 3 calculations that the transportation of our goods amounts to 9% of our Scope 3 emissions.

INBOUND TRANSPORTATION

Inbound transportation includes the transportation from our Suppliers to our warehouse.

The large majority of our inbound transportation was by sea freight in 2023.

This year did not provide as many Supply Chain disruptions as the previous years which is the primary reason for our reduced need for air freight.

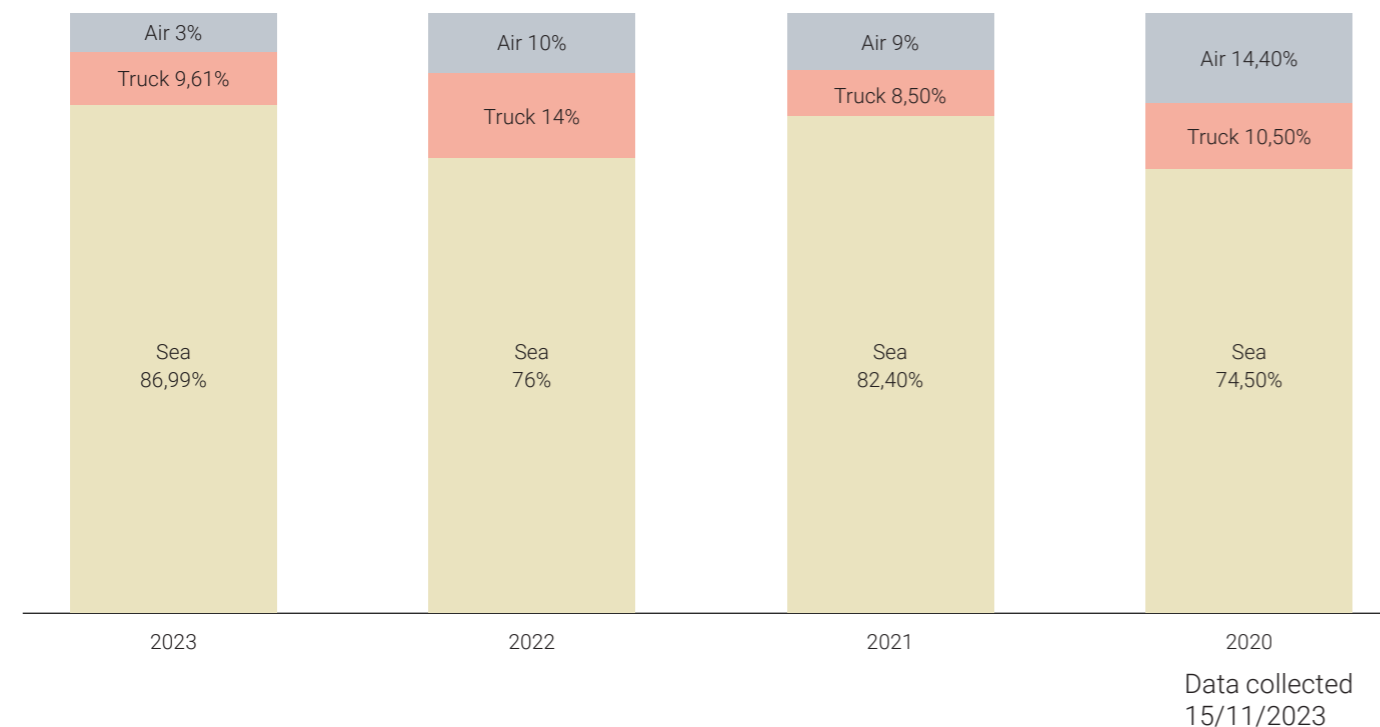
OUTBOUND TRANSPORTATION

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.

INBOUND TRANSPORTATION



TARGET: DEVELOP A TRANSPORTATION POLICY THAT WILL 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 2024, 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 SAMPLES

LEVEL OF COMPLETION: 100%



As mentioned earlier in our report, one of our big wins this year was implementing CLO.

CLO is a 3D fashion design software program that enables brands to create, simulate, and visualize clothing designs in a virtual environment. CLO helps the design and development of clothing, allowing designers to see how garments will fit and move in the digital realm before physical prototypes are created. This reduces waste quite significantly as it reduces the need for physical samples.

Therefore, this target has been re-evaluated. Our target for 2024 is to calculate how much the need for samples has been reduced.

Objective 3.3:

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

ENVIRONMENTAL ASSESSMENT

To get true and fair insight into 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 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, so you know what we will be working on in the future.

TARGET: ALL KEY SUPPLIERS HAVE AN ENVIRONMENTAL ASSESSMENT OR AUDIT

LEVEL OF COMPLETION: 23%



Our focus this year was to ensure that all production sites were in fact social audited. This will be easier to ensure next year as it will go from a first-time assignment to a repeat assignment, creating space to focus on this target.

Being members of Amfori, they provide BEPI (Business Environment Performance Initiative) where one's supplier can take a self-assessment. Some of our suppliers have already conducted this self-assessment indicating a readiness for such continuous improvements.

We will start working with our key suppliers in encouraging them to conduct this self-assessment on the Amfori Platform. However, some of our suppliers have already started conducting self-assessments, those being two A-suppliers, three B-suppliers and one C-supplier.

Commitment 4:

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

As a company we are very much aware of our implicit contributions to a divisive world. No matter of looks, language spoken, choice of partners, beliefs, religion or heritage, every person should have the same set of opportunities. 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 Woman 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.

At HQ we have in total 207 employees. Of those 207 the gender majority is female. We hope to include our retail stores for next years report.

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

LEVEL OF COMPLETION: 93%



The Danish government has made several laws regarding gender equality. Due to these legislations, companies have to include a calculation on gender diversity in management levels. If Top Management is comprised of 3 members, the target goal for the underrepresented gender is 33%. For Management groups that are of more than 3 members, the target goal is 40% for the underrepresented gender.

Gender Diversity HQ	
Female	158
Male	49
Other	0
Total	207

Data collected
15/11/2023

The Board of Directors has a gender composition of 100% "male" since the Board consists of two (2) members as per end of 2023. As there are only two members in the Zizzi Board, a target for gender balance is not formulated in line with the guideline of reaching 40/60 balance between the genders. The gender composition of the BoD in 2023 is subject to resource availability with Zizzi Holding's ApS owner.

BoD	2023
Total # of members	2
% of underrepresented gender	0%
Target	N/A
Year of reaching target	N/A

Other Management levels (combined)	
Total # of members	24
% of underrepresented gender	37,5%
Target	40%
Year of reaching target	2027

Data collected
15/11/2023

As can be seen from the table below Zizzi has not as per 2023 a gender representation on Other Management Levels of 40/60. The underrepresented gender is in the Group's case "male".

It is Zizzi policy to strive towards a balanced gender representation on all management levels. To ensure this we will look into our hiring process to see if there are any improvement areas.

TARGET: HAVE ALL AGE CATEGORIES WELL REPRESENTED IN THE WORKFORCE

LEVEL OF COMPLETION: 81%



We wrote in our 2022 ESG Report that we wanted to be a place where the younger employee can advance.

However, we have discovered that Zizzi will always value qualifications over age and therefore, it has been decided that this target no longer aligns with our values. Therefore, we will no longer work with this target.

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

HerFinance is a non-profit organization dedicated to empowering women economically. They provide financial education, access to resources, and fostering entrepreneurship among women. The goal is to create sustainable economic opportunities, ultimately contributing to gender equality and women’s empowerment.

However, due to time constraints and work effort put towards critical items 2023 we have unfortunately not been able to work on this objective,

Additionally, Zizzi recognizes that there are many fantastic initiatives and we therefore, want to explore others as well. Consequently, it is unsure as of this time if this will continue to be our target.

TARGET: COMMIT TO THE PROJECT HERFINANCE

LEVEL OF COMPLETION: 0% DUE TO TIME CONSTRAINTS

TARGET: HAVE ALL KEY SUPPLIERS ENGAGED IN HERFINANCE

LEVEL OF COMPLETION: 0% DUE TO TIME CONSTRAINTS

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 Woman 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: 20%



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 2023 only three of the six size categories were represented which it also was in 2022. The reason for this is the size of the samples. Most samples are in a size 46-48. We will investigate if there is an opportunity to get samples in different sizes.

Size	Models Used	Share
42-44	1	1%
46-48	59	88%
50-52	7	10%
54-56	0	0%
58-60	0	0%
62-64	0	0%
Total	67	100%

Data collected
15/11/2023

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.

We have chosen to continue this project in 2023 and on March 8th also known as International Women's Day, Zizzi launched the Everyday Women's Manifest: Real, ordinary women – representatives of Zizzi.

Earlier in the year, we invited our Everyday Women representatives to an event in Copenhagen where they were asked to use this platform to spread positivity and self-love by having the models voice their best and most positive advice to our customers.

All the wonderful pieces of advice can be seen on our Website:
<https://www.zizzifashion.com/everyday-women/c89348.html>

Everyday Women is our path to a world of fashion that is a little bit closer to a real woman.



Thank you for reading this year's sustainability report.

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

As you will have noticed reading the report, we are not finished 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 or collect the data.

The easiest thing would have been to not include targets on which we do not have something to report. But we believe in the importance of practicing transparency, and this report is as much a communication of our sustainability strategy.

We do not only want to show you how far we have come, but also where we are headed. Questions and comments are welcomed and can be sent to csr@zizzifashion.com