

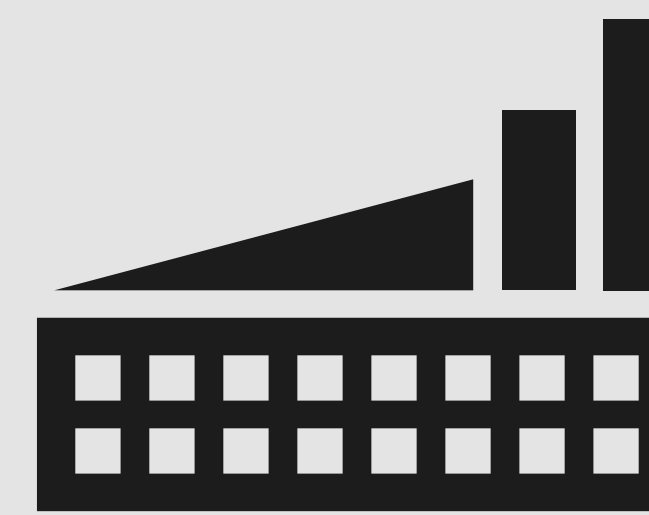


## Corporate Social Responsibility

Norrøna's ambition is to be a leader in environmental and social responsibility within the outdoor industry, and we offer products made according to the highest environmental and ethical standards. Corporate social responsibility is an integrated part of operations, and we are transparent. CSR is a fundament in our 2020 strategy and we will report on our progress here annually.



COMPANY



PRODUCTION



PRODUCTS



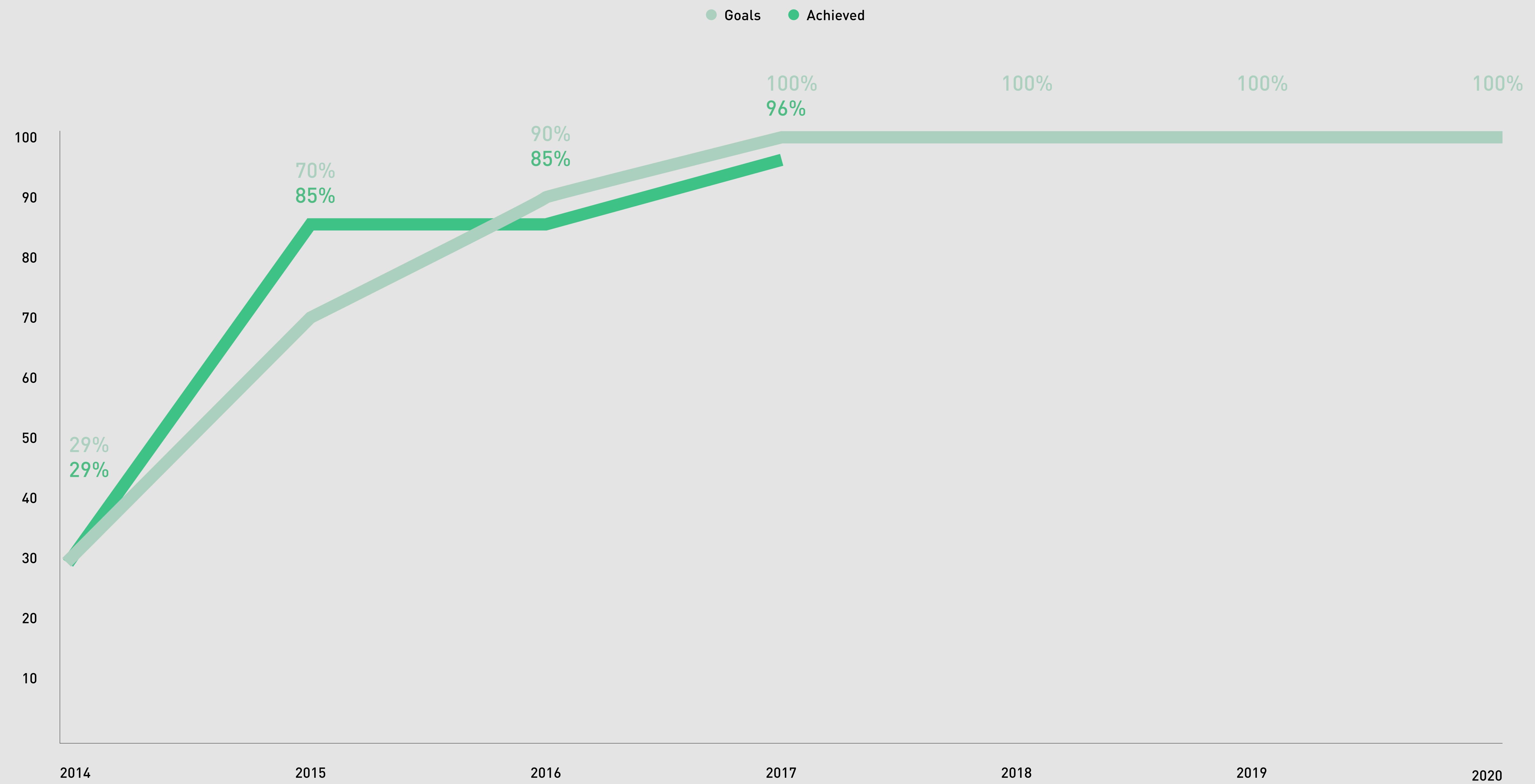
## COMPANY

We strive to be as socially and environmentally responsible as possible as a company. These targets are related to our employees, our HQ at Lysaker, and the company as a whole.



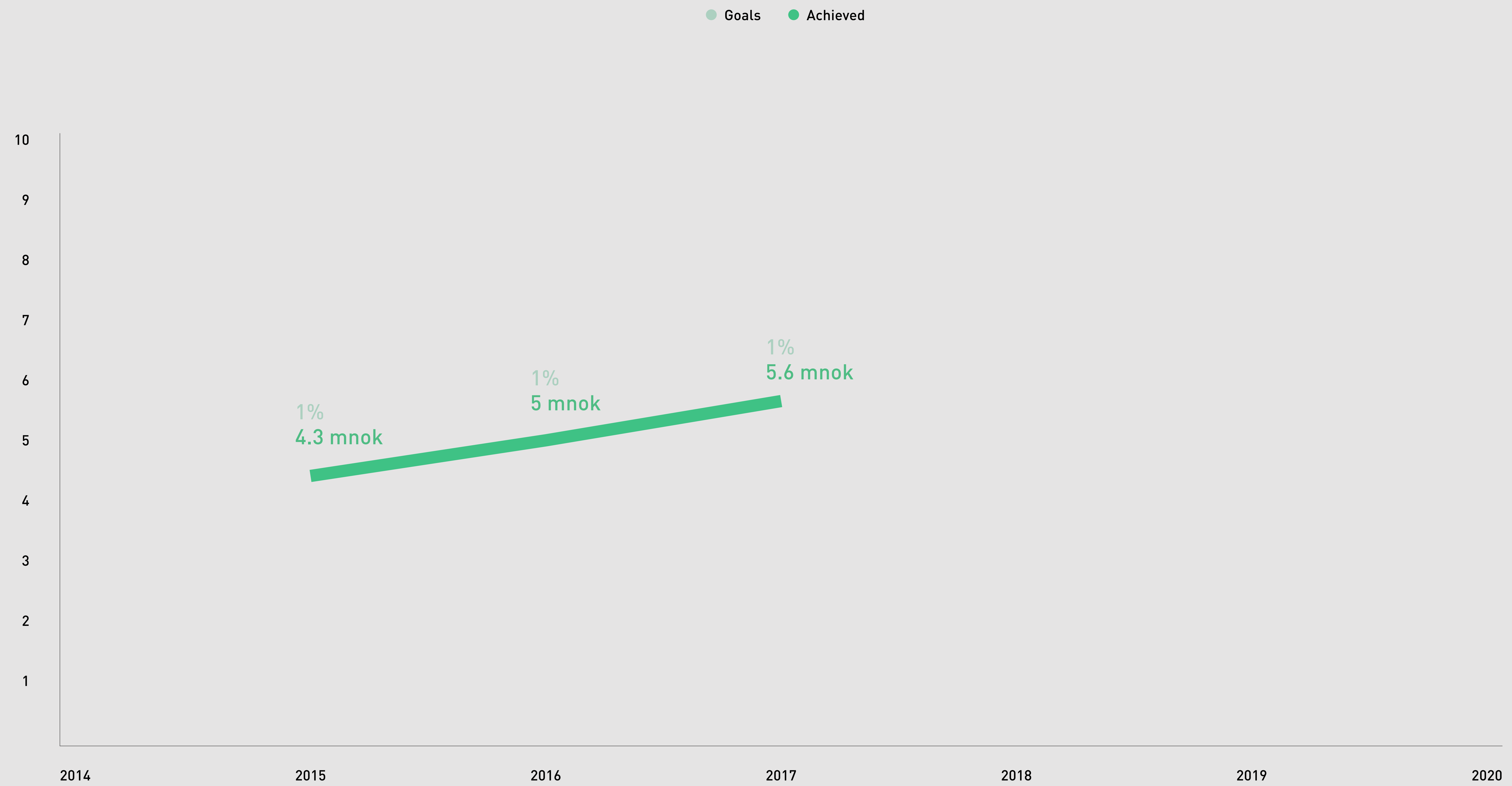


**% of Norrøna employees commuting environmentally friendly** | Norrøna's ambitions is that all its employees travel to work in the most eco-friendly way.



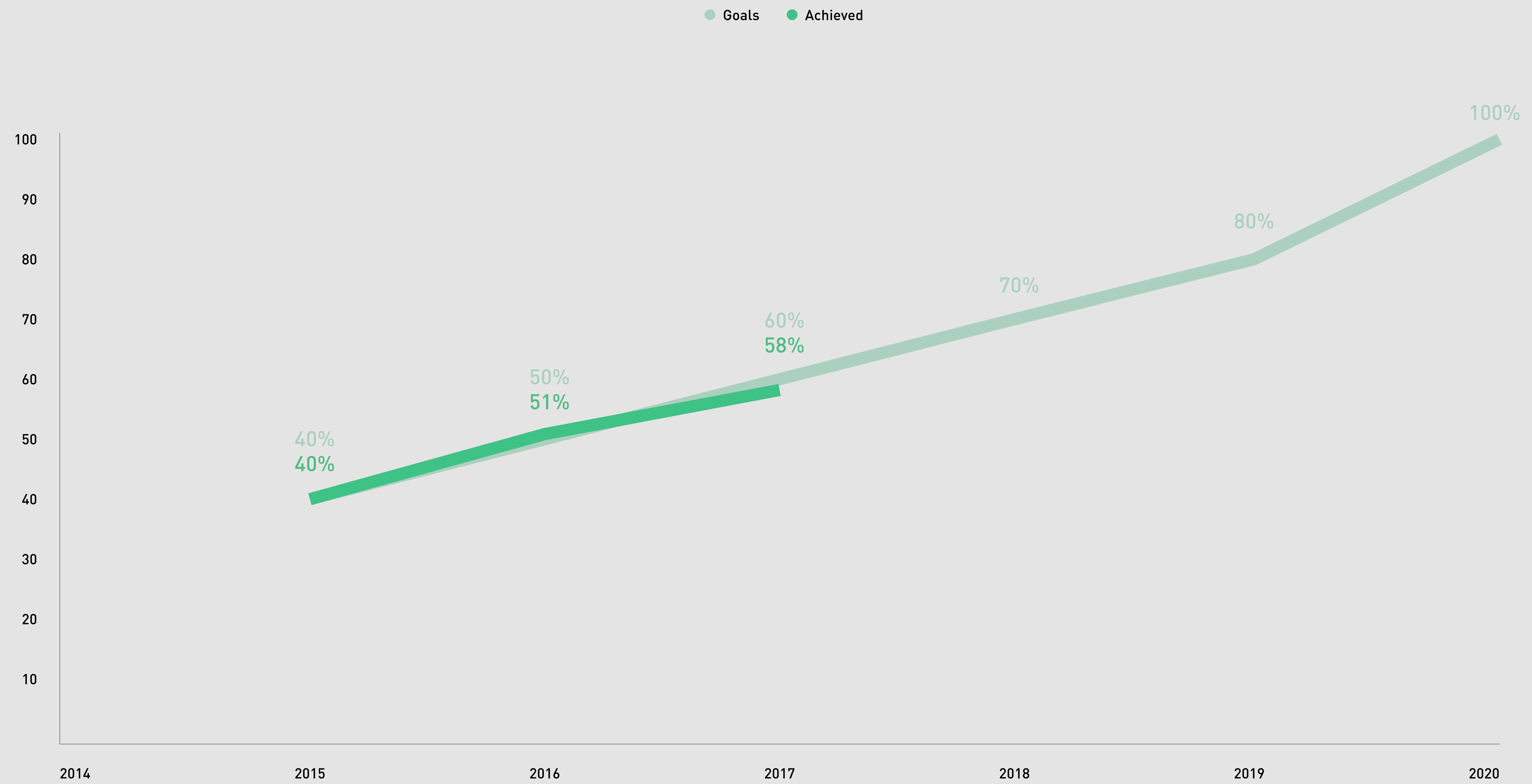


**1% for nature** | Norrøna wants to contribute to the conservation and protection of nature by donating 1% of our turnover every year to causes and organizations working to promote sustainability, and environmentally friendly initiatives.





Recycle all waste produced at Norrøna HQ by 2020 (Become a zero waste to land fill HQ) | The long-term intention is that all waste generated at the Norrøna HQ will be recycled.





**Environmental plan for the rebuilding of new Norrøna HQ** | The new Norrøna House should be refurbished with eco-friendly materials.

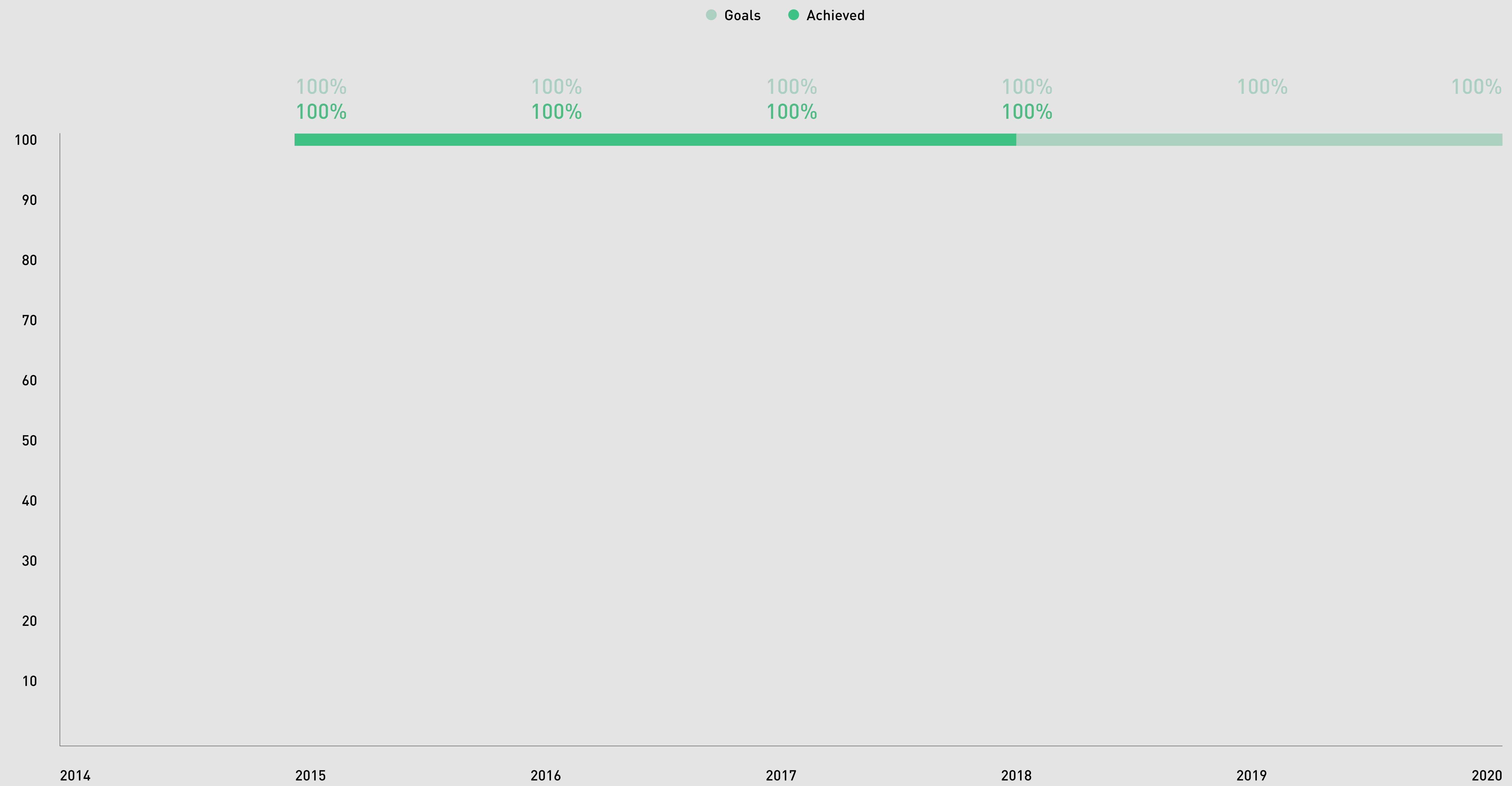


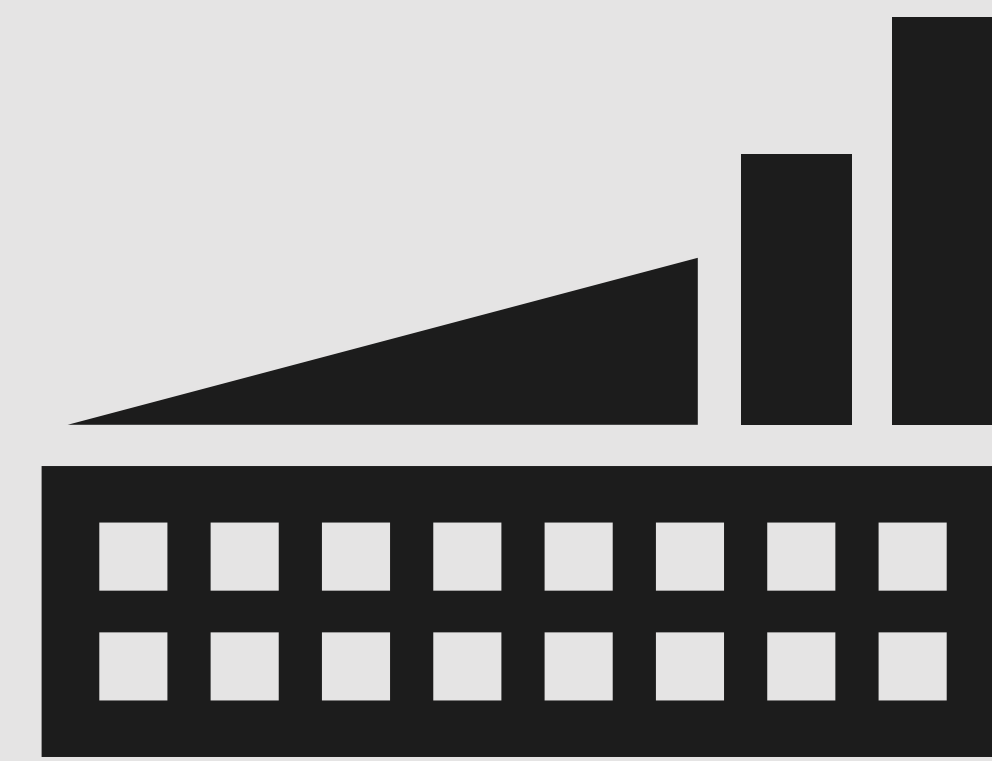
Achieved in 2015





**Norrøna House on renewable energy** | We want our HQ to be powered exclusively by renewable energy.



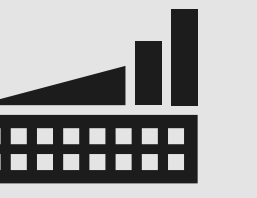


## PRODUCTION

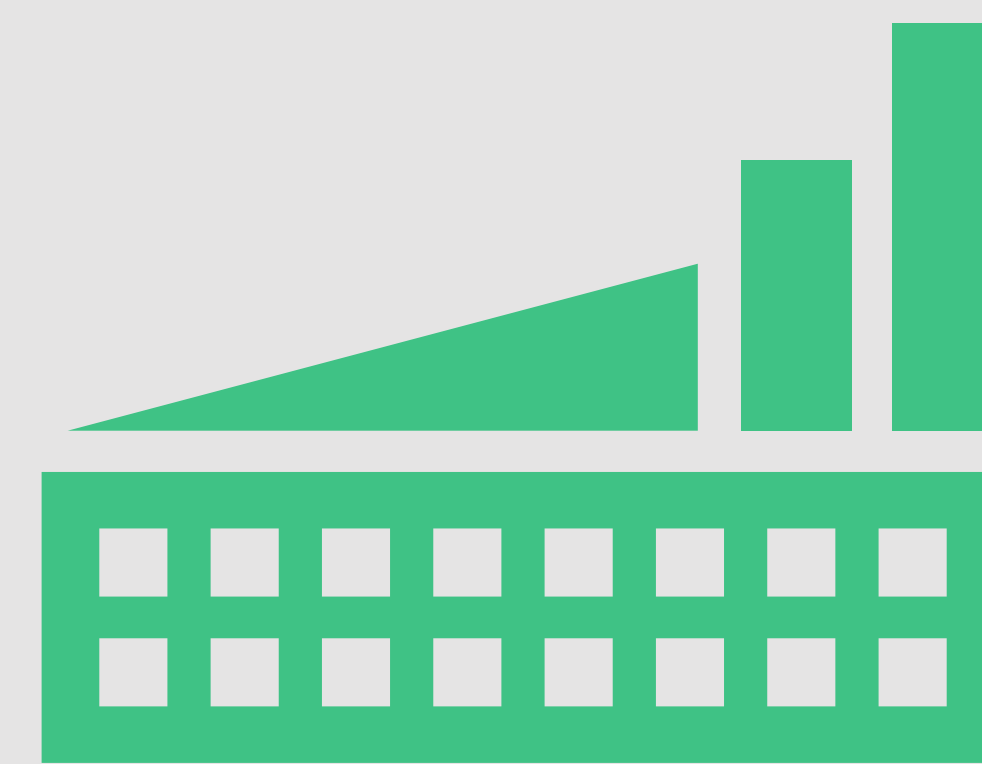
These targets have been set to secure our production and logistics from social and environmental risks. The targets are related to energy and water consumption, social and environmental aspects of our production, waste handling and emissions, and how we transport our goods. By working with these targets we will reduce the impact our production and logistics has on the environment, and we will also work to improve the conditions for our factories and its workers.





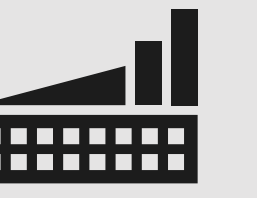


**bluesign® membership signed by 2016** | Norrøna became a systems partner of bluesign® in 2016.

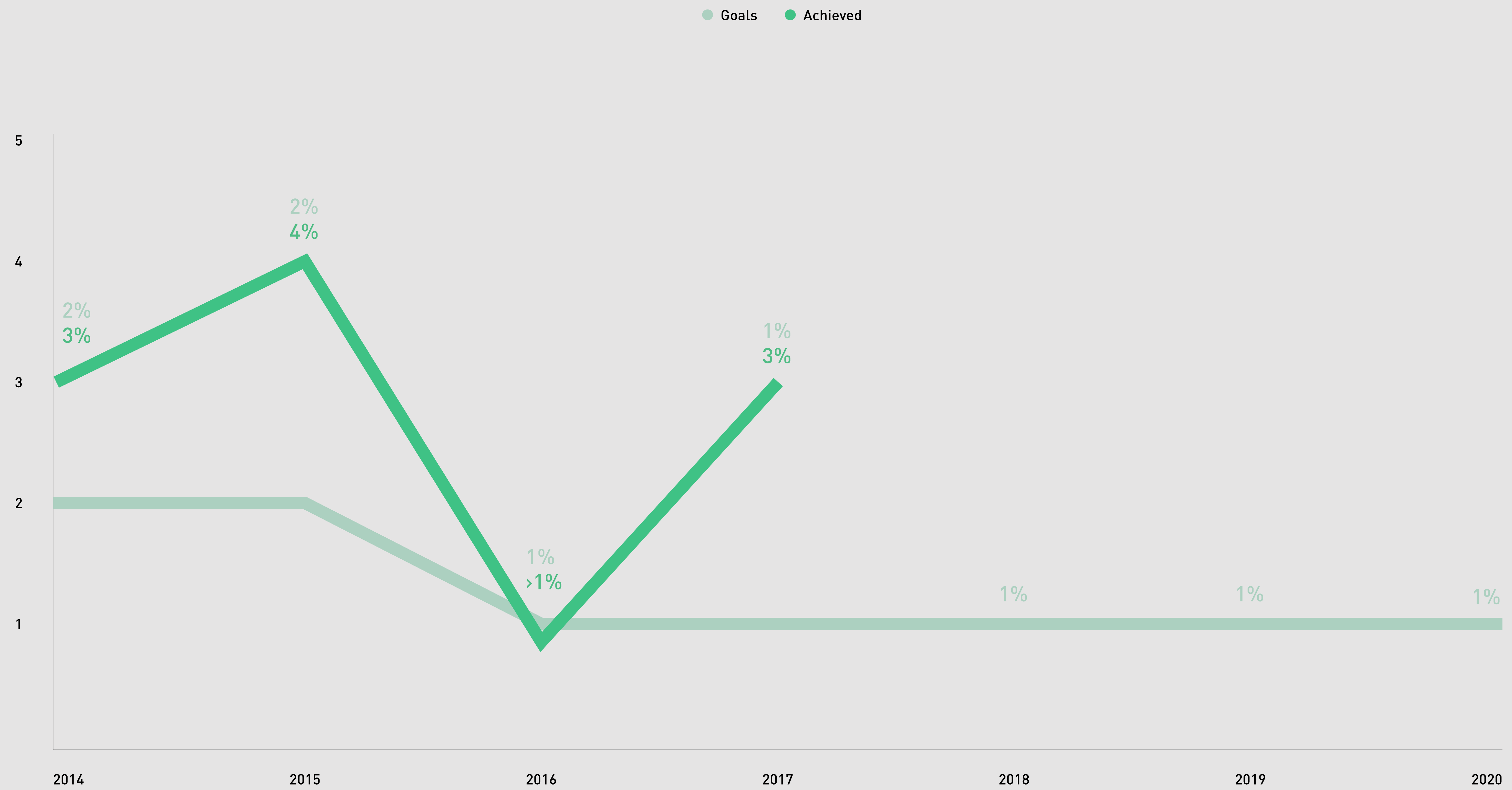


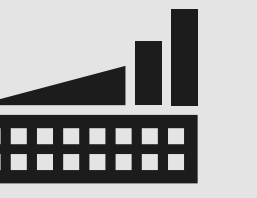
Achieved in 2016



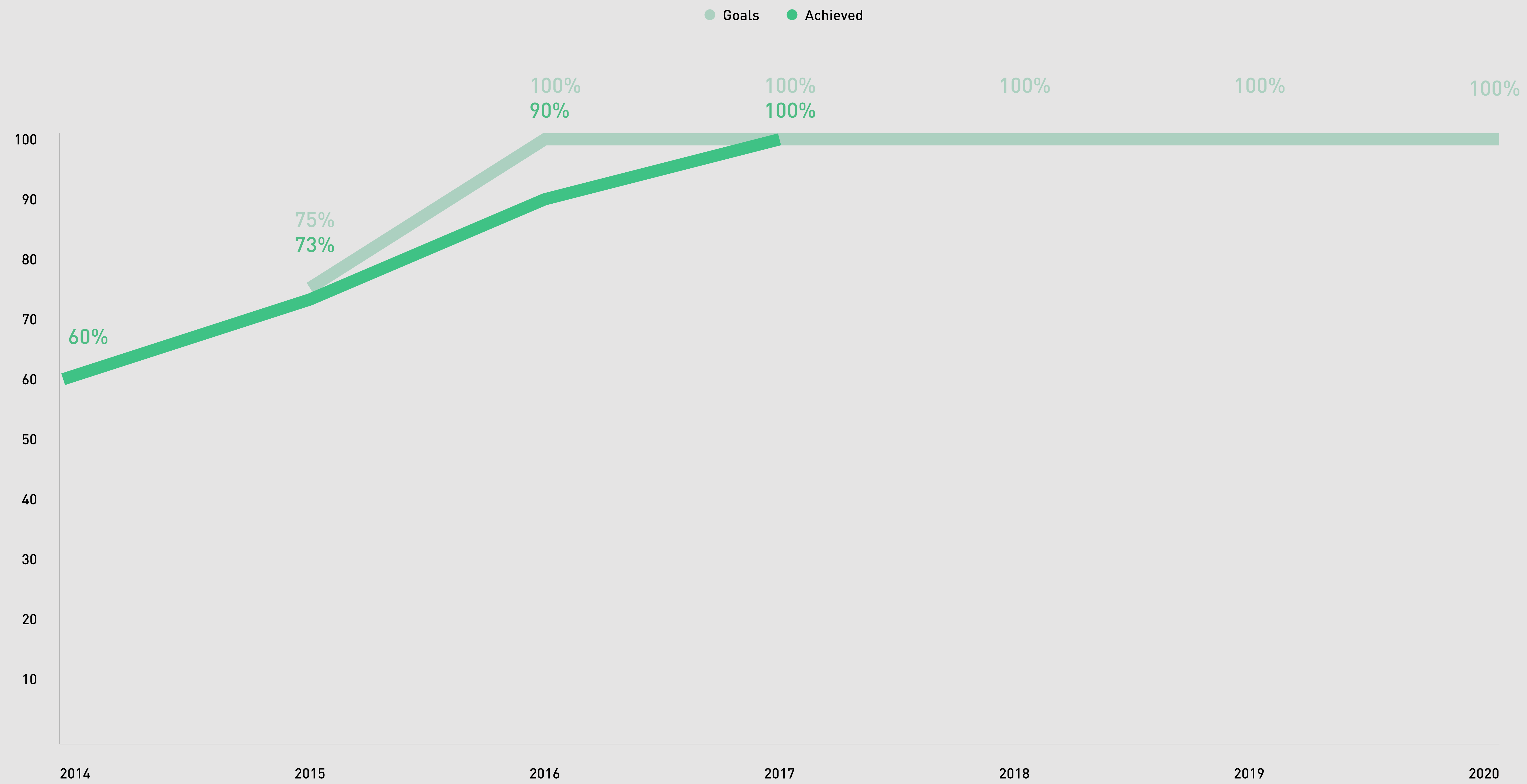


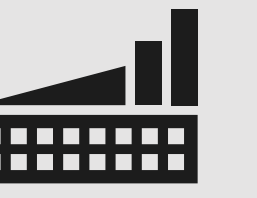
**Less than 1% air freight by 2016** | Norrøna wishes to use as little air freight as possible, and the target is less than 1%.





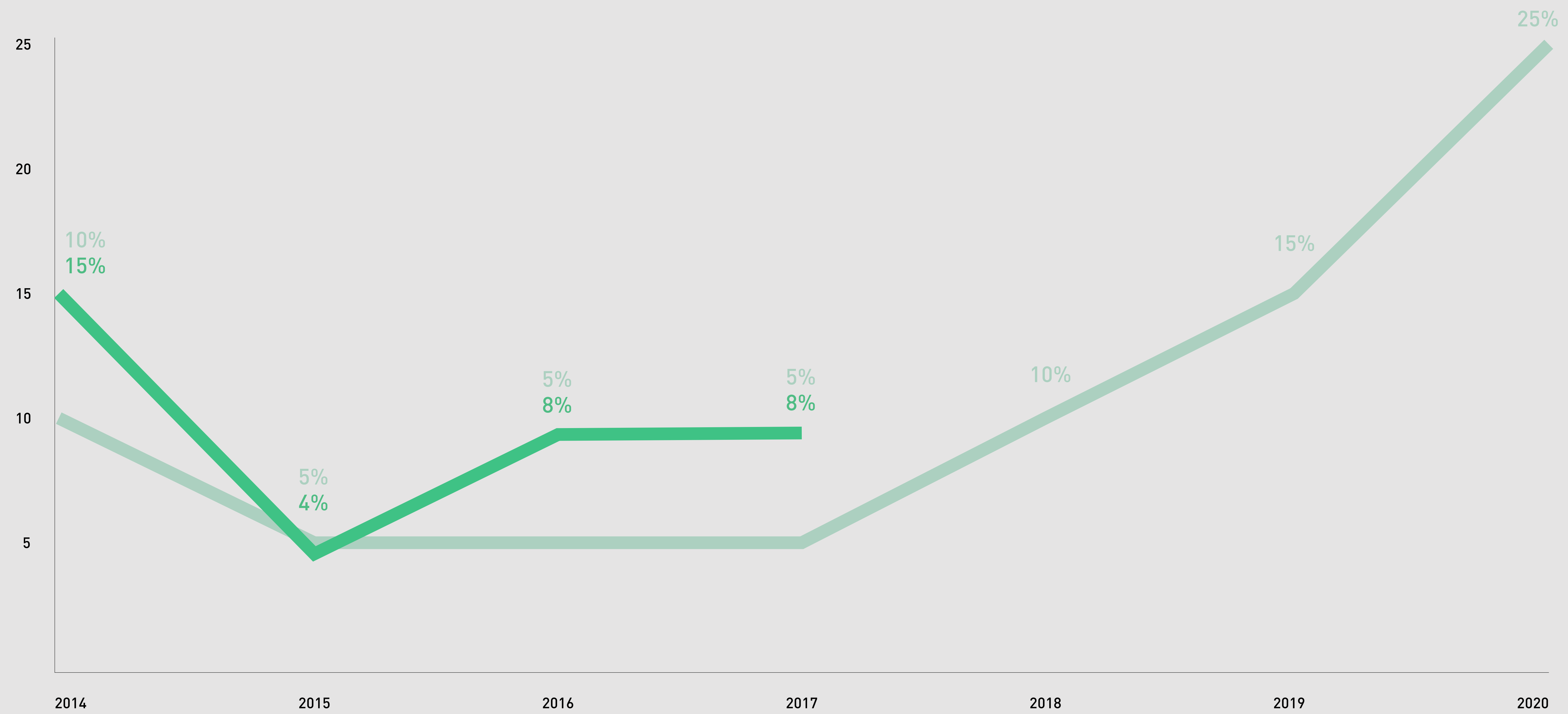
**3rd party audit of all factories according to social and environmental standards** | Norrøna audits all manufacturers according to our social and environmental standards.

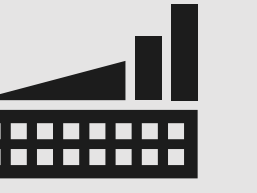




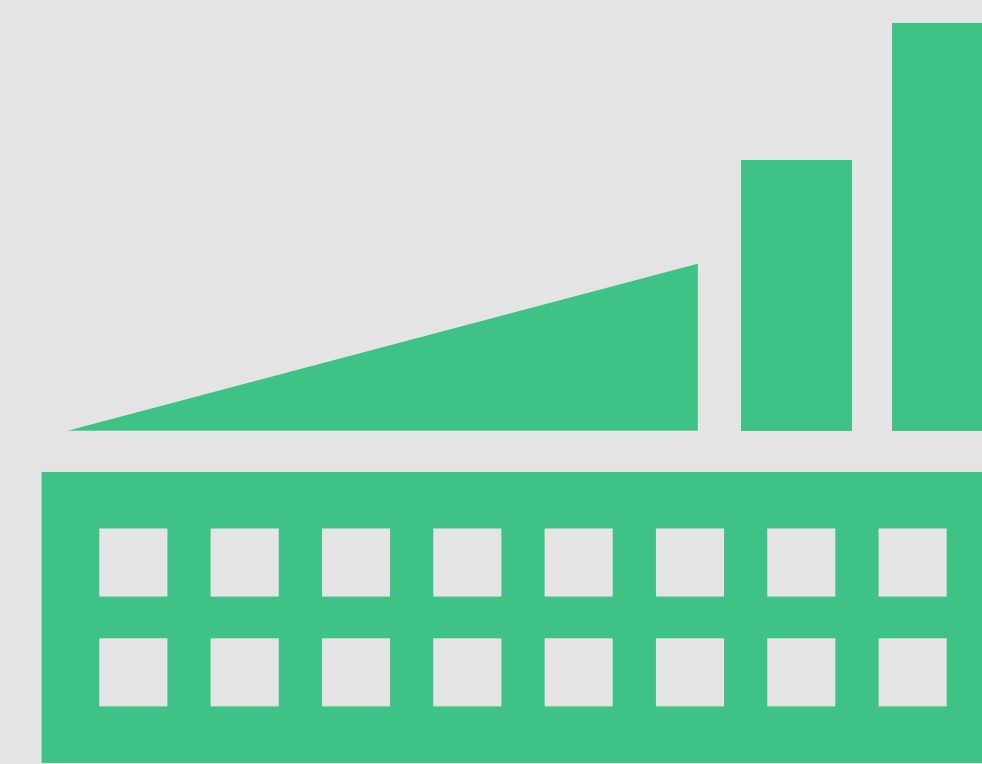
**Percentage of production being produced in low season to reduce excessive overtime and facilitate living wages (Map the balance of current production) |** Norrøna wants to map and move productions to ease the stress on suppliers and workers.

● Goals ● Achieved





**Open factory list** | We publish the list of factories we are using.



Achieved in 2015





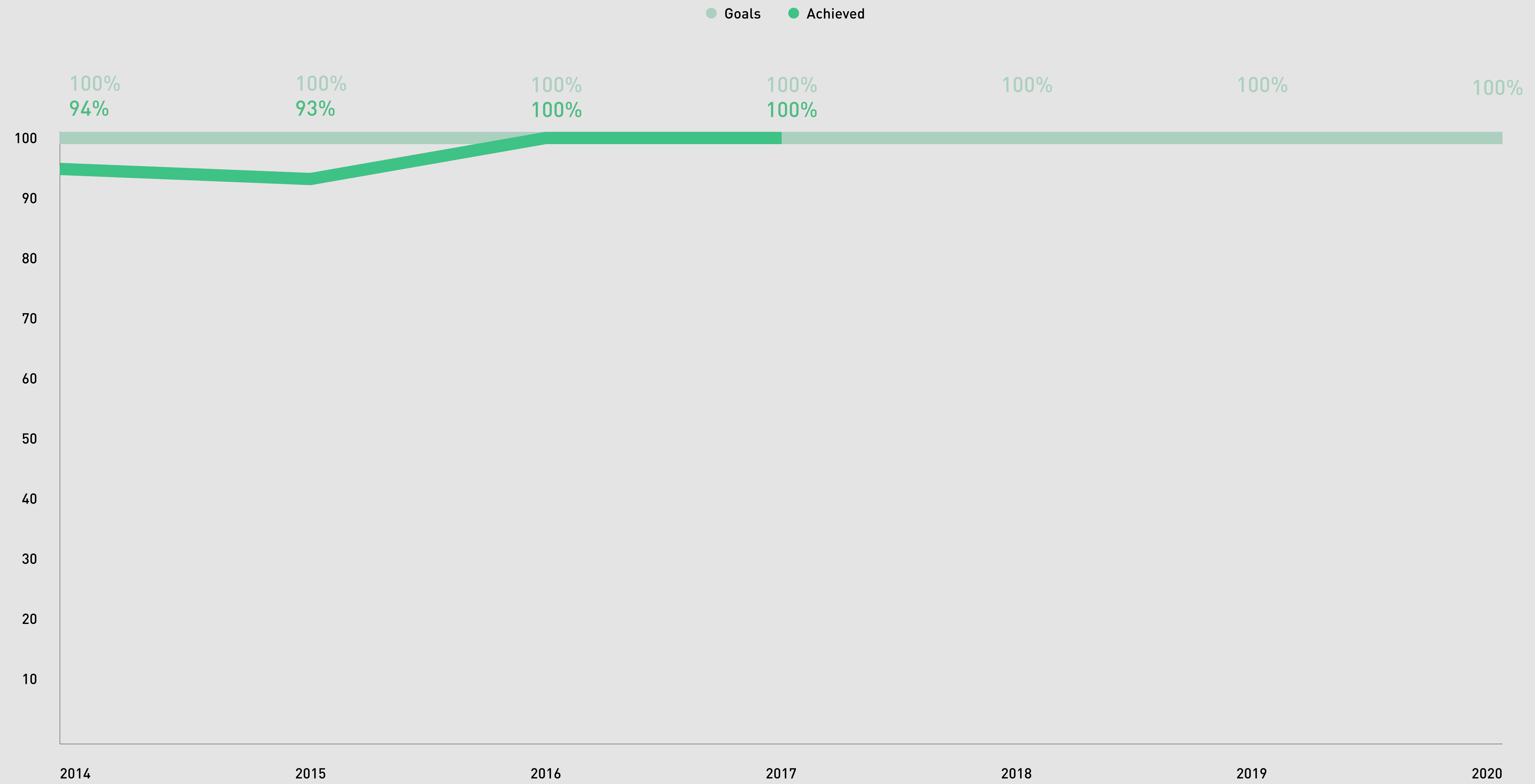
## PRODUCTS

In order for our products to be as responsible as possible we need to ensure that we source the most environmentally friendly and highest quality fabrics in the market. Furthermore we wish to use as much recycled fibers as possible, and our down, wool and leather has to be responsibly sourced and traceable. We also want to extend the life time of our products as much as possible. We believe that the highest quality and a long lifetime is of the utmost importance when talking about environmentally friendly and responsible textile.



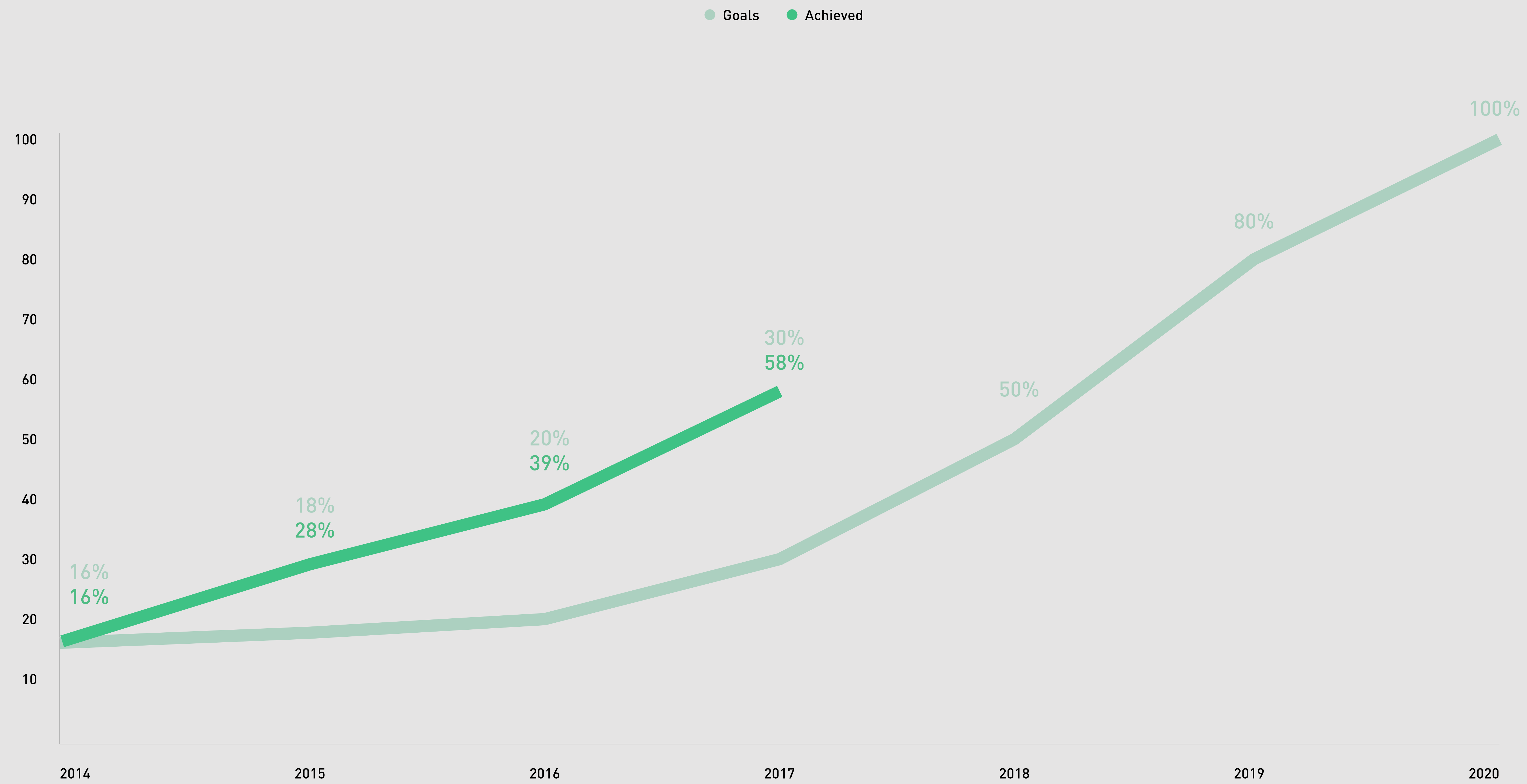


**% of cotton products being made by certified organic cotton or reprocessed cotton** | Norrøna wants to use certified organic or reprocessed cotton in our products.





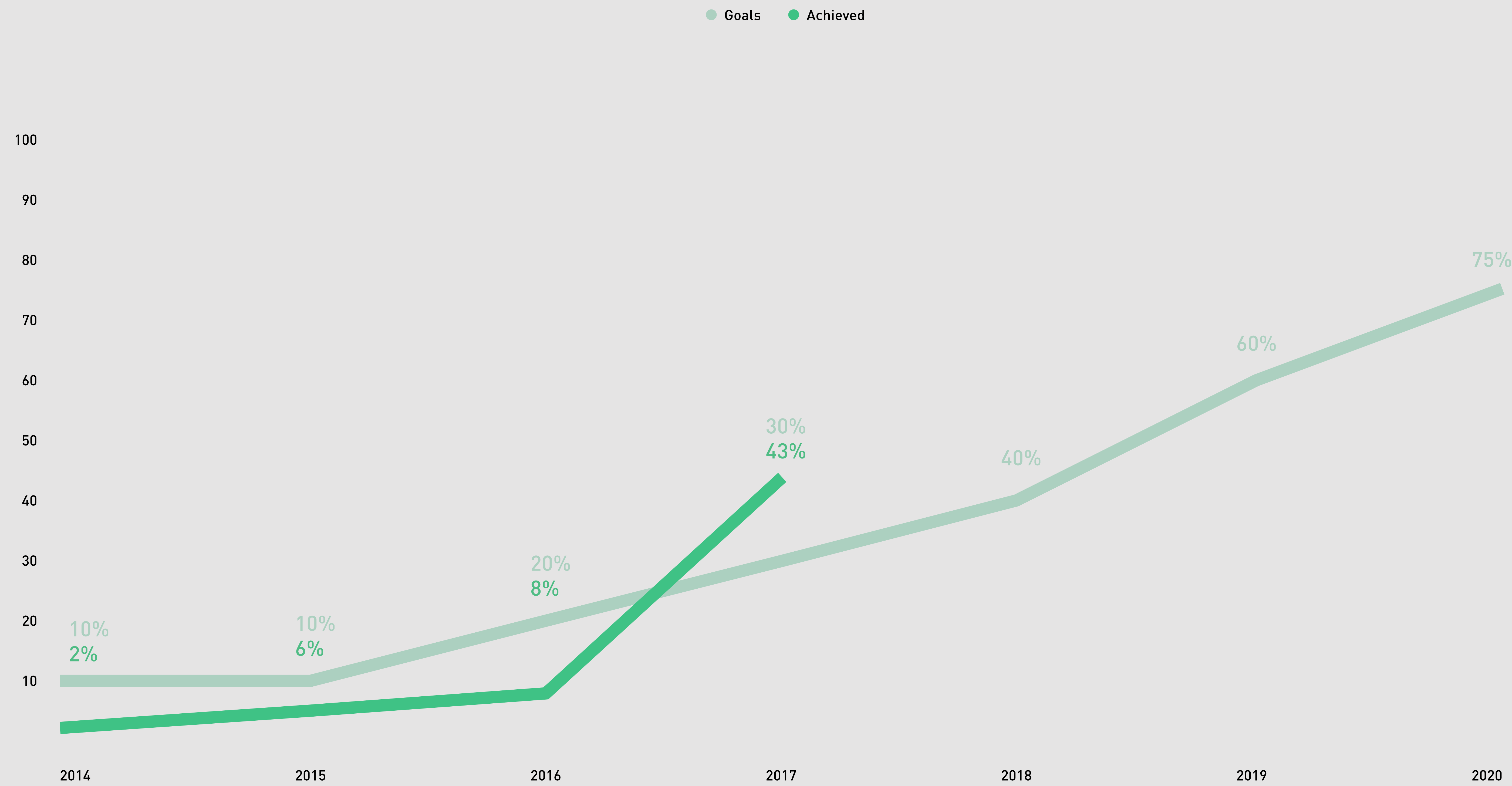
**Polyester fabrics used will be made with a minimum of 50% recycled fibers** | Norrøna wants to only use recycled polyester in our products.





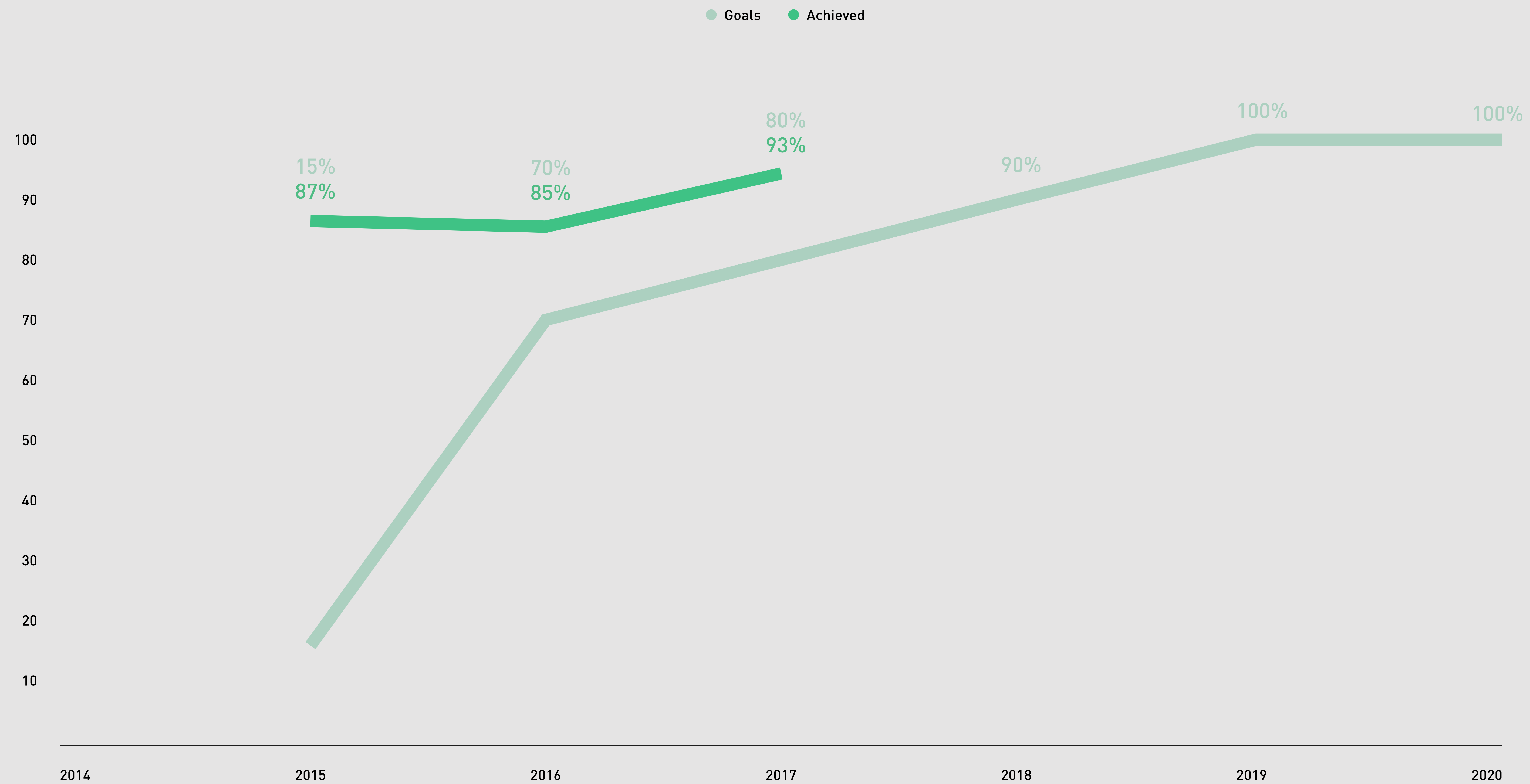


**Other synthetic fabrics being made with a minimum of 50% recycled fibers** | Norrøna wants to use as much recycled or responsibly produced plant based nylon and other synthetics in our products as possible.



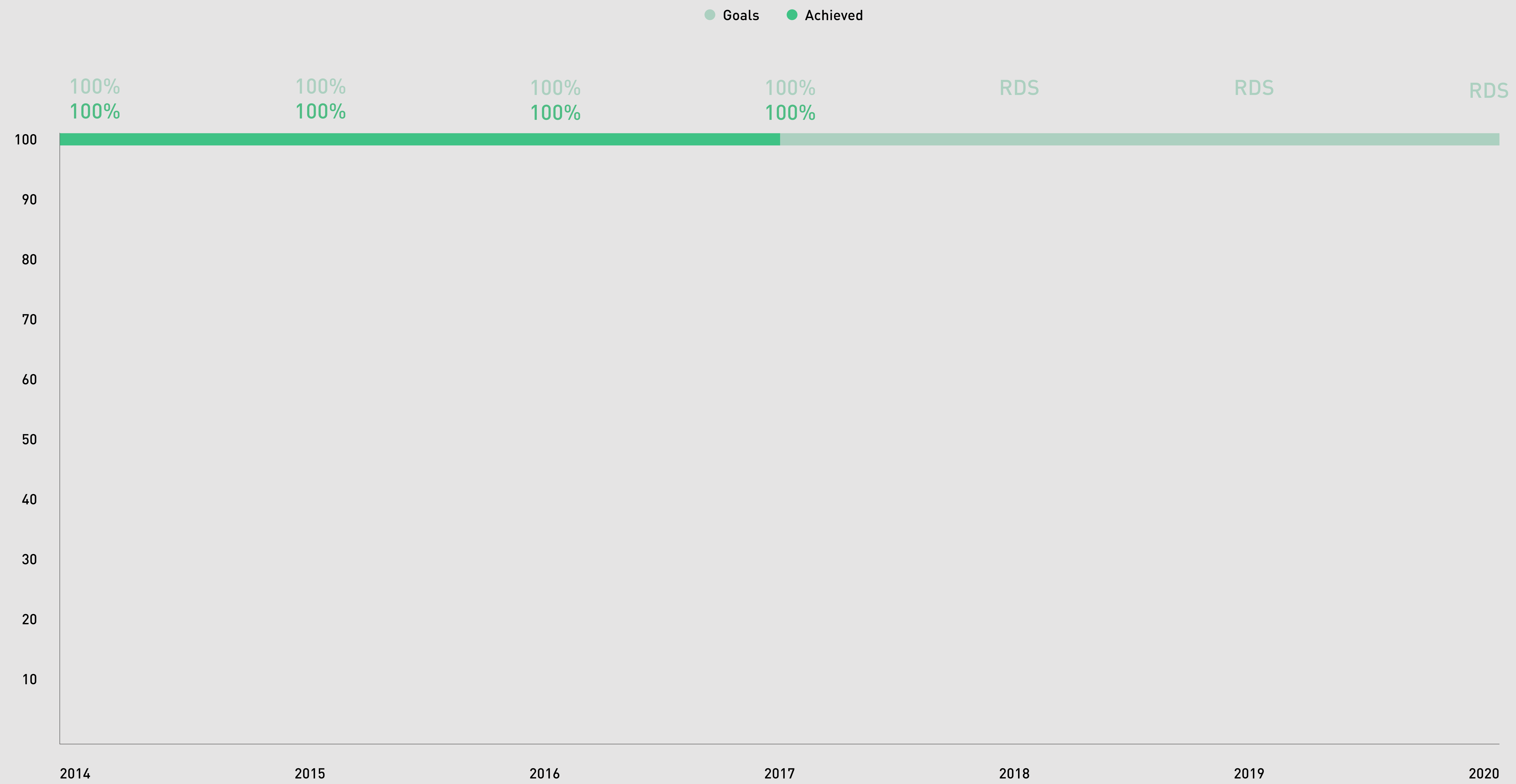


Use of fabrics that can be verified by 3rd party (bluesign®, GOTS, Control Union, RDS, RWS, Oeko-tex® 100) | Norrøna wants to use fabrics that will meet high environmental and general welfare standards.



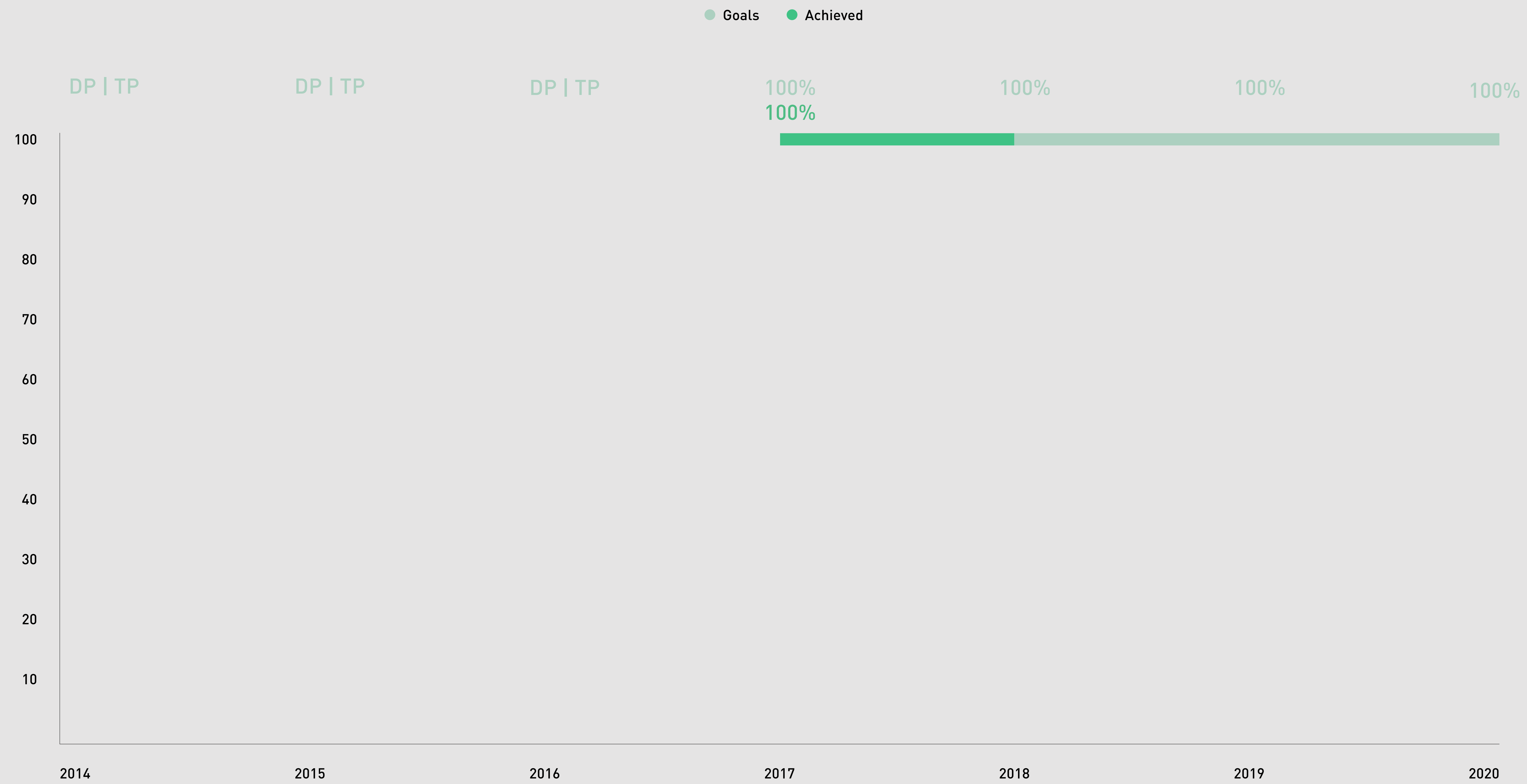


**Exclusive use of Downpass & Traumpass** | Norrøna wants to be sure that all the down we use come from birds that are treated humanely, and that the down is not plucked from live birds.



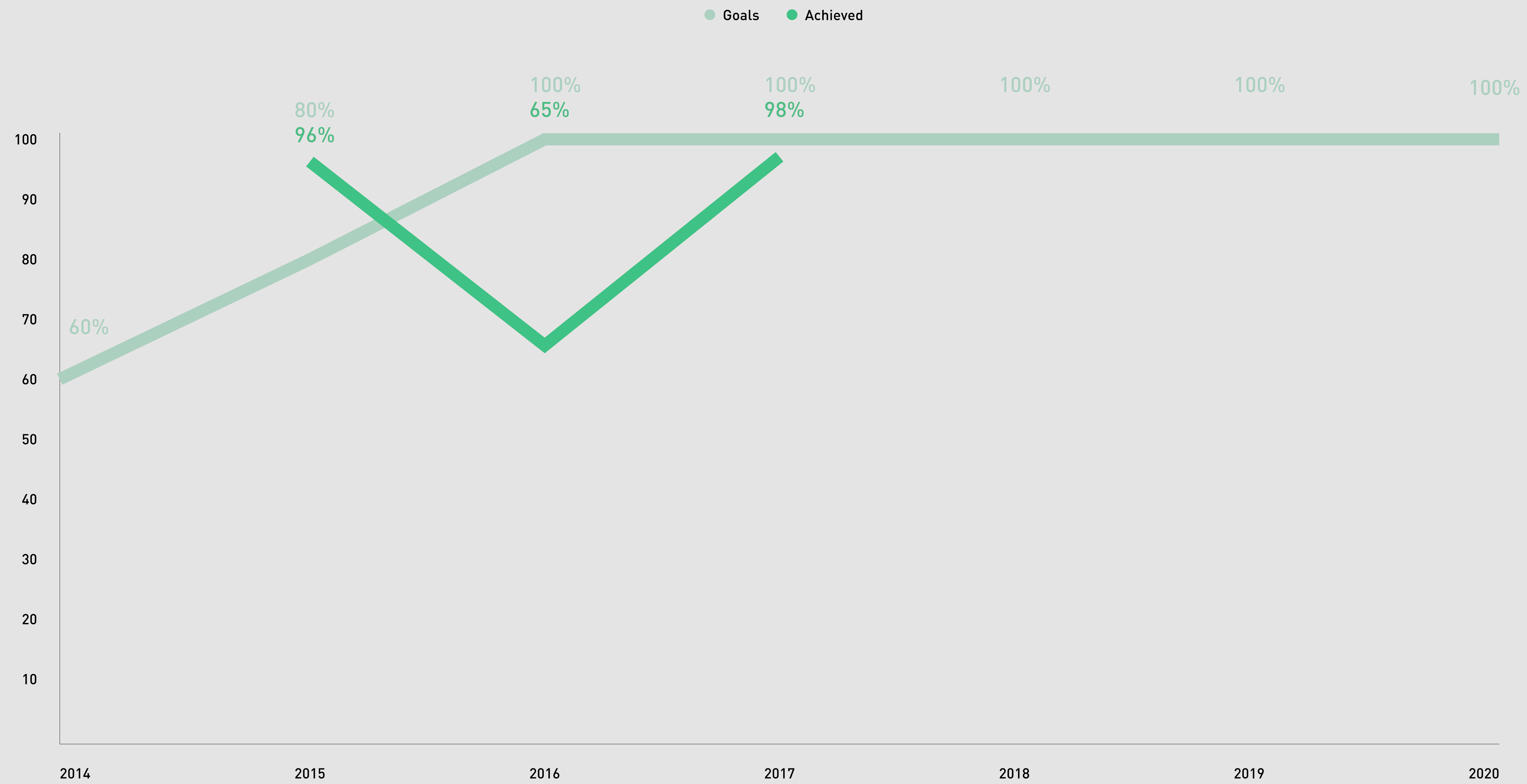


**Exclusive use of RDS down** | Norrøna wants to be sure that all the down we use come from birds that are treated humanly, and that the down is not plucked from live birds. We will change the certification in 2017.





**Exclusive use of traceable or reprocessed wool** | Norrøna only wants to use traceable wool from sheep that have been treated well, and that have not been mulesed.



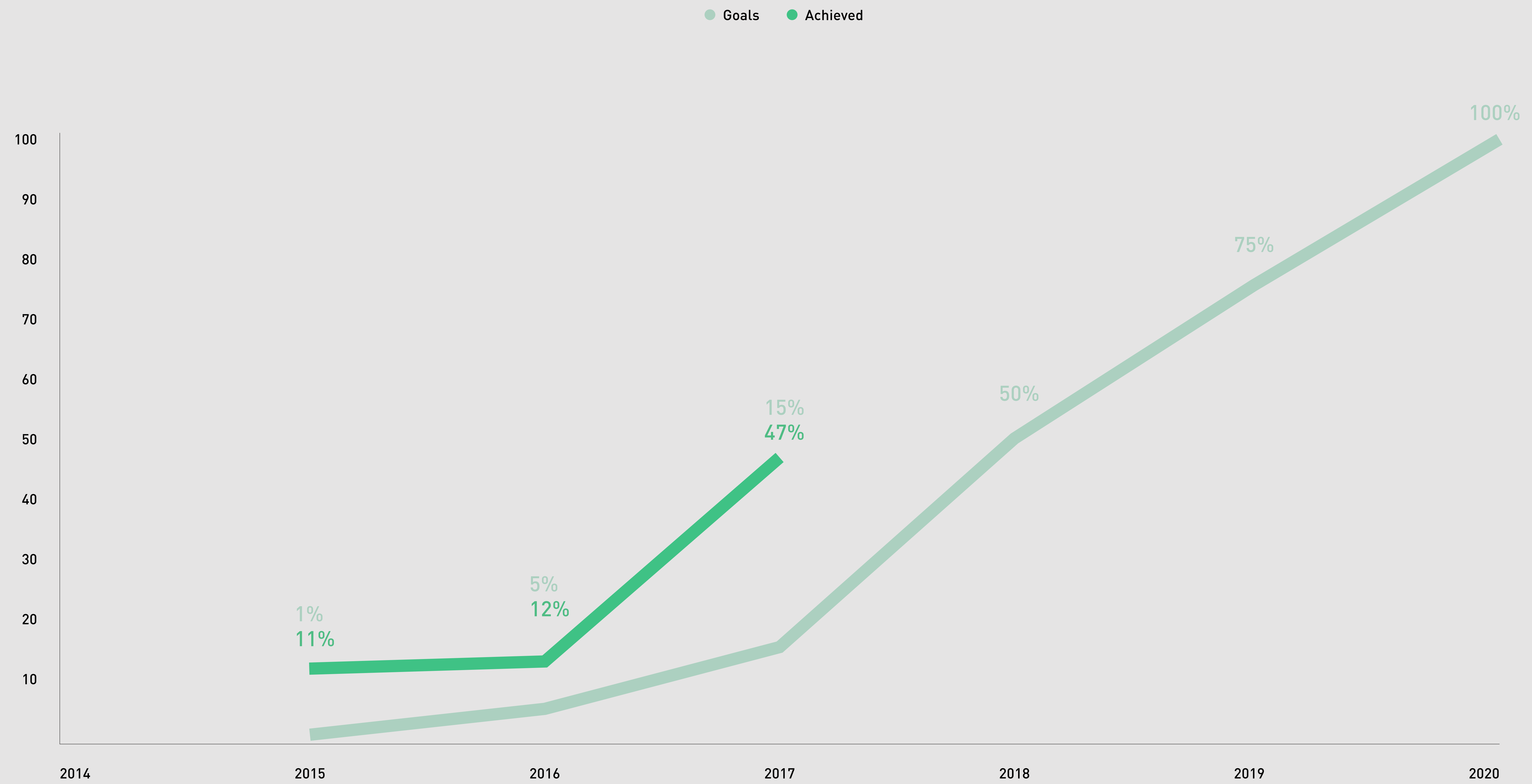


**Norrøna only wants to use Responsible Wool Standard (RWS) certified wool** | Norrøna wants to be sure that the wool we use come from sheep that have been treated well, and bred on farms that are run in a sustainable manner.





### Elimination of fluorocarbons from our products | Norrøna wants to eliminate the use of fluorocarbons in our products.





**Repairs of old Norrøna products** | A prolonged lifetime is one of the best tools to make a product more environmentally friendly. Norrøna has provided repair services since 1929 to promote a long lifetime for our products.

