

UNLIMITED FOOTWEAR GROUP

GET TO KNOW US.

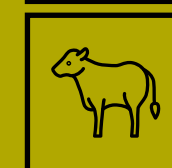
SUSTAINABLE SUPPLY CHAIN POLICY UFG

In business, we all face the importance to ensure that (producing) goods comply with international standards. Therefore, Corporate Social Responsibility (CSR) has a major focus in our company. We have set up a solid pro-active CSR policy that meets the requirements of the majority of our customers and we only work with factories that comply with these standards. Together with our Sustainable Supply Chain department in Holland, progress is tracked and followed up by our CSR employees at the local UFG offices in China and Portugal.

Accepting the UFG policy will help us to improve the Corporate Social Responsibility (CSR) level of our Supply Chain, in a sustainable way.



**WORKING
CONDITIONS**



**ANIMAL
WELFARE**



**HAZARDOUS
CHEMICALS**



ENVIRONMENT



**PARTNERSHIP
MANUAL**



**COLLABORATION
IN THE SUPPLY CHAIN**



**SUPPLY CHAIN
TRANSPARENCY**

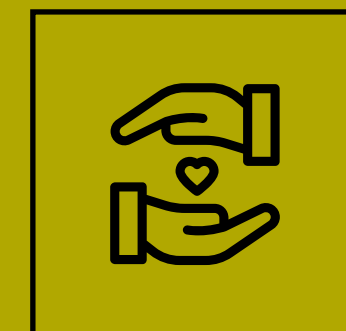
ACT
RESPONSIBLE,
THINK
SUSTAINABLE

WORKING CONDITIONS

Since 2009 we have been a member of the Business Social Compliance Initiative (www.BSCI-eu.org). This is a globally recognized organization that supports Supply Chain members to improve labor conditions and environmental impact of the whole production process.

All factories we work with have a valid BSCI audit, including the ones in low risk countries.

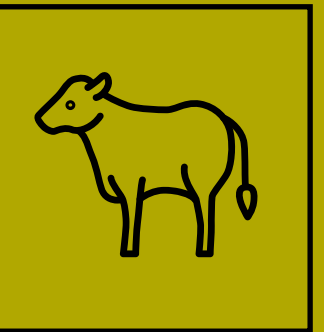
The Sustainable Supply Chain department closely tracks the progress of the implementation of the Corrective Action Plan. In addition our quality and development colleagues collaborate closely with our suppliers and keep a close eye on day to day working conditions.



ANIMAL WELFARE

We agreed with our factories that only materials that come from farms with good animal husbandry and which are derived from bi-products of the meat industry will be used.

Unethical and/or painful slaughter or any other cruelty towards animals will not be tolerated. Materials for production may never be obtained from exotic endangered animals.

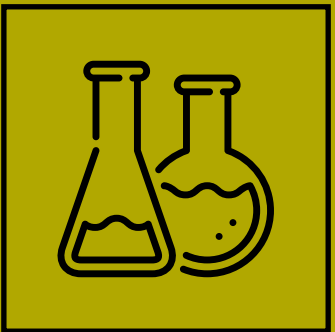


HAZARDOUS CHEMICALS

In our chemical commitment all factories sign to comply with European regulations that are applicable to the footwear industry. Compliance is monitored by chemical tests.

In case results are exceeding limits, a follow up procedure will be started with the factory or material supplier to obtain better results in the future.

We expect them to find the cause and a solution to ensure better results for future orders. All test results are registered in our database to create transparency in the performance of our factories, material suppliers and materials. In this way we are able to monitor compliance and intervene on those that need to improve. This makes it possible for us to work on continuous improvement and to select the best business partners.



ENVIRON- MENT

AUDITS

The BSCI audit includes an environmental assessment to verify the impact of the production process.

SUSTAINABLE MATERIAL SOURCING

We encourage factories to use recyclable and biodegradable materials and to phase out PVC and VOC's (chemicals with high vapor pressure).

PACKAGING DECLARATION

Our production units comply with European commission directive on packaging and packaging waste (94/62/EC).

CARBON EMISSION REDUCTION

We use green energy at our office and transport our goods from the harbor to our warehouse in an environmentally friendly way (by barge).



PARTNERSHIP MANUAL

Supply Chain stability is the most important condition to improve the impact of sustainability.

Our long term partnerships are very important to us. We are working together with a lot of our factories for over 15 years.

Together we work on continuous improvement in field of CSR. We've secured our policy in a partnership manual and before we start working with a new factory, we make sure they can comply to all precautions.



COLLABORATION IN THE SUPPLY CHAIN

All links of the Supply Chain are working hard on continuous improvement of the sustainability level. We recognize that transparency is a boundary condition, however we notice that the number of customized factory set ups increase enormously.

We strive to improve the sustainability level in our Supply Chain in an efficient way and therefore ask you to accept the available audit reports and Corrective Action Plans instead of customized set up forms.



**INDIVIDUALLY
WE CAN ACCOMPLISH
GREAT THINGS,
WITH COLLABORATION WE
CAN ACCOMPLISH
INCREDIBLE THINGS.**

SUPPLY CHAIN TRANSPARENCY

NON SOLICITATION DECLARATION (NSD)

We ask our customer to sign our 'non-solicitation declaration' (NSD) to handle sensitive Supply Chain information with care.

In this declaration, we agree that UFG production units will only be contacted after approval of UFG.





GROTESTRAAT 2
5141 HA WAALWIJK
THE NETHERLANDS

+31 416 330029