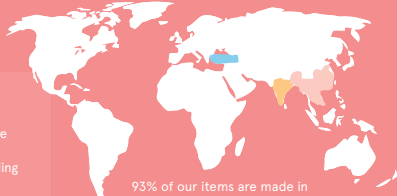




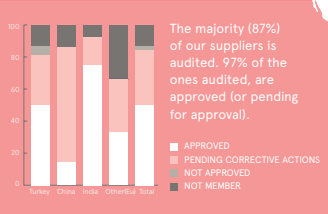
# #1 OUR VALUE CHAIN

In 2019 we've got to know our value chain and suppliers even better

## HOW OUR ITEMS ARE MADE:



93% of our items are made in Turkey, China and India



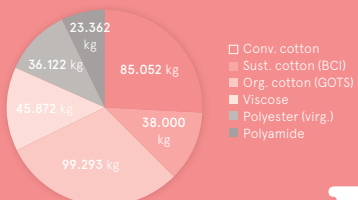
We gained insights by researching living wages at all suppliers outside of Europe.

We learned we can make a valuable contribution to better wages, by improving our buying process: reviewing our order planning & forecasting.

Coming year, we start a living wage pilot with our 2 biggest suppliers in India & Turkey, to start making the shift to living wages.

## WHAT OUR ITEMS ARE MADE OF:

**MATERIAL FOOTPRINT TABLE**  
Our top 5 material covers 93% of our complete material footprint



We grow our share of sustainable fibers: organic, recycled or innovative.



By growing organic cotton, we saved **6.400.000** bath tubs of water



# #2 PROTECTING NEW LIFE

We facilitate a safe & healthy start for newborns and their parents



### FACTS & FIGURES

- The first 1001 days of a child are essential for healthy emotional attachment.
- Positive social, emotional, linguistic and cognitive development enables children to build self-confidence and make friendships for life.
- With health professionals, we aim to contribute to better emotional attachment and resilient parenting.

### OUR ACTIVITIES

- Starting dialogue about the challenges of parenting.
- Make mothers (to be) feel supported.
- Share a feeling of pride of being a parent.
- Increase resilience among parents: both mothers and their partners.

**WE CARE ABOUT SAFETY & QUALITY:**  
Noppies' baby and toddler fashion is the safest option.

with mainly organic fibers



and without the use of hazardous chemicals

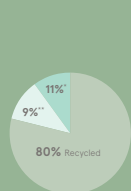


# #3 CIRCULAR BUSINESS

We are taking care of our earth, to create a happy world

We reduced our waste streams with 17%.

-%



The waste we do generate is sustainably managed & recycled:  
- 80% recycled,  
- 11% used for green energy generation,  
- 9% used for grey energy generation.



We grew the share of responsible & sustainable resources used in our items.

Less return orders, which saves as much CO2 as **67 trees** can uptake in one year.

Extending the lifetime of fashion with 23.000 users of our online sharing platforms.

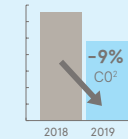


# #4 SUSTAINABILITY AT HOME

We believe that, for everyone, sustainability starts at home

## OUR PEOPLE

### CARBON FOOTPRINT (ENERGY)



294 EMPLOYEES:

82% MAIN OFFICE

80% FEMALE  
20% MALE

82 ACTIVE USERS  
E-LEARNING MODULES

50/50  
GENDER RATIO IN OUR MANAGEMENT

WE HIGHLY VALUE HEALTH & WELLBEING ALL EMPLOYEES ENJOY:

FITNESS DISCOUNT & HEALTHY CATERING

WE HAVE MONTHLY SUSTAINABILITY MEETINGS WITH REPRESENTATIVES ACROSS TEAMS

Energy & gas: we saved 27 tons CO2 by reducing our footprint. This is similar to the footprint of 3,4 households per year.



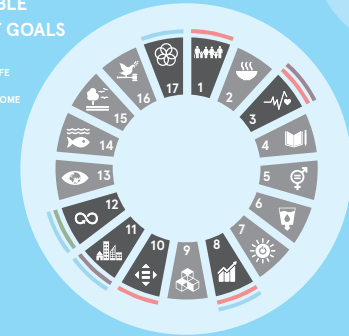
We collaborate with our key sustainability partners: MVO Nederland, Modint, Solidaridad and Arisa.



We donated €100,000+ worth of clothing to the Dutch Humanitarian Foundation HRIF, that collect (emergency) relief goods for projects in Eastern Europe, the Middle East and Africa.

## THE SUSTAINABLE DEVELOPMENT GOALS

- #1 OUR VALUE CHAIN
- #2 PROTECTING NEW LIFE
- #3 CIRCULAR BUSINESS
- #4 SUSTAINABILITY AT HOME



## ABOUT NINE & CO.

More on our sustainability strategy & journey [www.nineandco.com](http://www.nineandco.com)

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