



Partnership for Sustainable Textiles – Roadmap 2020 – 2022

Aligned with the 11 OECD Sector risks and additional targets (as required for the Partnership for Sustainable Textiles)

04. Juni 2020

As part of KiK's commitment to report in line with the Review Process of the Partnership for Sustainable Textiles, KiK makes hereby public its Roadmap for the years of 2020-2022.

The guiding framework of the Review Process is the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector. Therefore, KiK reviewed its risk assessment processes to ensure alignment with the OECD Guidance and defined its objectives and targets based on the main risks identified. KiK is fully aware that risk identification is a fundamental pillar of a robust human rights due diligence. KiK commits to reviewing its assessment on an on-going basis as well as the relevant mitigation measures.

Löning - Human Rights & Responsible Business has supported KiK to assess its current risk identification processes against the OECD Guidance.

1. Child and forced labour

- Objective - Financing of schools in Bangladesh and Turkey
- Target: Keep providing financial support to one school in Turkey and four in Bangladesh and start financing the 5th school in Bangladesh.

- Objective– Continue the program to provide Syrian refugees with work permits
- Target: Keep providing financial support to the UNHCR until 2022

2. Discrimination, sexual harassment and gender based violence

- Objective –To strengthen global engagement - KiK Social Products
- Target: Within the framework of the production of our "social products", KiK works together with 3 factories which employ mostly women. This project is to be continued throughout the period under review.

- Objective - Support improvement of working conditions in the spinning mills of Tamil Nadu, with a gender-based focus
- Target: 3 suppliers nominated by KiK and trained under this initiative

- Objective - Review KiK's internal grievance mechanisms in line with the UNGPs
- Target: Identify and implement improvements in internal grievance mechanism by 2022.



- Objective– Maintain our social program to produce in factories in the region of Rangpur, Bangladesh, supporting local women to maintain their jobs in the region and preventing them from moving to the capital.
- Target: Keep producing our social products in the 3 selected factories

3. Working hours

- Objective - Support the establishment of Health and Safety Committees in factories located in China, through which working hours will also be addressed
- Target: Support the establishment of Health and Safety Committees in 20 of our tier 1 garment factories in China
- Objective - Support tier 1 factories to monitor critical paths using Blockchain technology
- Target: Engage 50 global garment factories on the project using Blockchain technology until 2022

4. Health & Safety (incl. building safety)

- Objective – Continuation of the Accord/RSC
- Continuation of the Accord for Fire and Building Safety/RSC (Ready Made Garment Sustainability Council). In addition, KiK transferred the topic of occupational health and safety to the company's own initiative Pakistan Building Safety.

- Objective - Maintain participation in Accord/RSC in Bangladesh
- Target: 100% of tier 1 factories engaged on Accord/RSC.

- Objective - Own initiative Pakistan Building Safety
- Target: Keep conducting on-site building and fire safety assessments in 100% of the textile factories, and ensure that 65% of non-compliances are closed by 2022

- Objective: Establish a program on fire safety in India
- Target: Onboard 5 factories in the program until 2022

5. Freedom of association & Collective bargaining

- Objective: Increase transparency of our tier 2 supply chain
- Target: Map tier 2 suppliers until 2022 with our new Blockchain technology and with the support of the service provider “EcoVadis”

- Objective - Support financing of the initiative “SMART Textile & Garments C”, which addresses working conditions (including freedom of association) and environmental standards, through advisory programs, workshops and ad-hoc measures.



- Target: Support the financing of the program according the pre-established fees in 2020, 2021 and 2022

- Objective – Partnership for Sustainable Textiles
- Target: Voluntary participation in the living wages initiative which addresses the working conditions including collective bargaining skills and environmental standards

6. Salaries and social benefits

- Partnership for Sustainable Textiles
 - Develop an action plan based on the results of the ACT self-assessment on the topic of ethical purchasing practices and start implementation of the action plan on ethical purchasing practices
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- Objective – Partnership for Sustainable Textiles
 - Target: Actively participate in the Living Wage Initiative in one country
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- Objective - Improve our responsible sourcing and purchasing practices
 - Target: To establish a roadmap to improve alignment of Kik's policy on responsible purchasing practices
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- Objective– Participate in the “ILO Call for Action: COVID-19: Action in the Global Garment Industry”
 - Target: Ensure Kik's practices are in line with the commitments established in the ILO Call for Action

7. Use of chemicals, wastewater

- Objective - Gradually replace more than 160 problematic chemicals used in textile production with safe substances.
 - Target: Keep communicating the MRSL and start communicating the chemical inventory to 100% of our tier 1 garment factories and cascade it down to further tiers.
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- Objective - Roll out our Chemical Management and Wastewater Project
 - Target: Pilot project to record used chemicals in factories with wet processes in Bangladesh in cooperation with an external expert. Pilot project to record water pollution in two Factories in Bangladesh with the help of an external expert. Based on this, development of an action plan to reduce the contamination.
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- Objective - Partnership for Sustainable Textiles
 - Target: Active participation in the Partnerships Initiative Wastewater of the Sustainable Textiles Partnership until 2021



8. Environmental protection, use of resources

- Objective - Work to increase ISO 14001 along the supply chain
- Target: Increase the total number of ISO 14001 certificates along the supply chain to 40 factories compared to 2017
- Objective - Increase the use of FSC - mix or - recycled cardboard
- Target: 100% of the social products using FSC mix or recycled cardboard by 2021

9. Animal welfare (including sheep-breeding, mulesing)

- Objective – Work for animal welfare with external experts
- Target: KiK is cooperating with “Fur Free” and “4Pfoten”. In addition, we signed an agreement on the subject of sheep in Australia.

10. Greenhouse gas emissions

- Objective– Ensure alignment to the Fashion Industry Charter
- Target: Develop a roadmap within the framework of the Fashion Industry Charter

- Objective - Conduct of a pilot project to install solar panels on factory roofs in Pakistan
- Target: Install solar panels on 3 factory roofs in Pakistan by 2022

11. Corruption

- Objective- Monitor suppliers’ agreement to KiK’s Code of Conduct before starting business
- Target: Ensure that 100% of new suppliers sign KiK’s Code of Conduct

- Objective- Auditing institutes commissioned by KiK to be contractually obliged to sign a liability clause
- Target: Ensure liability clause is signed by 100% of auditing institutes

Additional Targets and Objectives (required for the Partnership for Sustainable Textiles)

12. Organic cotton

- Objective - Share of organic cotton in the range
- Keep the proportion of sustainable cotton at 1% of the entire range by 2020. This corresponds to approximately 4.7 million items of clothing



13. Grievance mechanism

- Objective – Partnership for Sustainable Textiles
- Target – Take part in the new “grievance mechanism initiative” from the Partnership for Sustainable Textiles

- Objective – Accord on Fire and Building Safety/RSC
- Target: Continuation of the Accord complaint mechanism in the new RSC