



A. ROEGE HOVE

RESPONSIBILITY PLAN 2023

The following responsibility plan including targets is guided by the UN Sustainable Development Goals (Especially 12.5 and 12.6). All employees at A. ROEGE HOVE are well informed about this responsibility strategy as well as internal customer service staff is trained to inform customers about initiatives, material choices, potential circular practices, etc.

Sustainability information is part of the onboarding process and is to be found by each employee in the staff handbook. We want to constantly learn and improve ourselves in the field of sustainability. Our Code Of Conduct and Responsibility Plan is updated and revised continuously by the company's sustainability responsible.

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STRATEGIC DIRECTION

A. ROEGE HOVE commits to social and environmental responsibility. From the use of materials to the ways each design is created to minimize waste, we are highly focused on creating sustainable fashion production.

As we aim to increase transparency and knowledge sharing, our targets and goals are updated yearly and always to be found in this presentation available on our website.

Social and environmental standards on human rights, environment, and climate are discussed at the management level and continuously embedded into our business by the guidance of experts within the field including advisors from DM&T and consultancy from In Futurum.

We work strategically with a set of goals and guidelines concerning production methods, restricted substances, working conditions, social responsibility, diversity, environment, and design principles which will all be unfolded in the plan through the three main themes: Design, Production, and Social Responsibility.

STRATEGIC TARGETS

Set more science-based targets via
ScienceBasedTargets.org.

Become B-corp certified by
2025: We are already in the process
and have, therefore, already set
below targets based on the guidelines
recommended by B-Corp:

With company growth ensure that
all production is still kept in Europe.

- By 2024 having a formal donation commitment of 1% yearly to a given charity selected by our employees
- Limiting corporate travel as much as possible
- By 2024 create a strategy to consistently incorporate social and environmental impact into decision-making.

DESIGN

Sustainability is an undeniable part of our present and future, and it is considered in each part of our work process, from the making of the collections to the production and sourcing of materials. We aim to optimize and refine our designs each season, to increase their value and longevity.

We want to continue insisting on craftsmanship and never compromise the design and artistic value of the garments, which make them worth treasuring and keeping for many years. We want to keep designing clothes for different body types making the products inclusive and relevant for a wider audience. We do this through 4 focal design points:

1. MINIMIZING WASTE

All A. ROEGE HOVE products are designed to minimize waste, through their production method of being knitted directly into shape, meaning there is no cut-and-sew, and therefore very little waste. This principle is never compromised.

2. UPCYCLING AND RE-WORKING

We don't destroy any unsold items or samples. Instead, we design re-work collections through which leftover stock and old samples are re-made into new pieces.

3. VERSATILE DESIGN

Many A. ROEGE HOVE styles are designed for versatility. We encourage and inspire our customers to wear their pieces in different ways, allowing the pieces to stay relevant in a changing wardrobe.

4. CRAFTSMANSHIP

We aim to optimize and refine our designs each season, to increase their value and longevity. We want to continue insisting on craftsmanship and never compromise the design and artistic value of the garments, which is what makes them worth treasuring and keeping for many years.



DESIGN TARGETS

By 2023, track waste from production and based on this data create a strategy to minimize waste further. One related to design and one related to machines and production models.

Define what makes our design more accessible, inclusive, and wearable. Make sure the products are being used.

By 2023, develop a process on understanding our products even better, and hereby set targets on how to create longer lasting products.

By 2024 develop a process for "Design for circularity" and source an end station.

By 2024, incorporate above process.



PRODUCTION

A. ROEGE HOVE designs for longevity and aim to increase the quality and value of our products economically and materially to have fewer broken, unsold, or leftover styles with each season.

Each A. ROEGE HOVE piece is developed in our studio in Copenhagen and carefully produced by our cooperative knit factories located in Umbria, Italy, and Kildare, Ireland, under fair working conditions to ensure a high level of quality and sense of responsibility that is inevitable for the future of fashion. It allows each collection to maintain the artistic quality and feel of craftsmanship and push the boundaries of possibilities in knitwear production.

Our key focal points are summarized in this section under the headers: Waste, Materials, Code of Conduct, and Production Models.

PRODUCTION CATEGORIES

WASTE	MATERIALS <i>(PREFERRED MATERIAL LIST)</i>	CODE OF CONDUCT	PRODUCTION MODELS
<p>We wish to take full advantage of the craft of knitting. All pieces are, therefore, knitted directly into shape to minimize waste. Furthermore, each piece produced in Italy (estimated 60-70% of all products) is created through a “no waste” production model offering a close to zero production waste by having a 10% tolerance in terms of delivered quantities—a tolerance we are willing to risk to ensure less waste. In addition, all A. ROEGE HOVE productions are on-demand, meaning we only produce what is already bought.</p>	<p>A. ROEGE HOVE only uses a limited number of materials and has a list of restricted substances in place, following the requirements of the EU REACH Directive.</p> <p>A. ROEGE HOVE is committed to be fur and leather free, and with the use of any other animal fibers, committed to only using ethically sourced fibres. We only use multi-certified cotton from Emilcotoni and lafil. Besides cotton our most used material is nylon—material that does not have a positive impact on the environment.</p> <p>This is something we want to be transparent about, and we are in the process of creating an alternative.</p>	<p>We are committed to running a responsible and sustainable business, ensuring that our products are produced under responsible conditions stands at the core of this commitment, and in fulfillment of our ambition, we expect our factories to operate responsibly and act with integrity, fairness, and responsibility in all aspects of their business.</p> <p>All factories are therefore committed to signing our Code of Conduct based on the general guidelines developed by DM&T (Danish Fashion & Textile) and defined by internationally agreed conventions, standards, and guidelines.</p>	<p>Our business and production model avoids end-of-season overstock. We produce through an on-demand model meaning only produce what is ordered. This means we have very little overproduction and leftover stock.</p> <p>Through seasonal feedback and ongoing dialogue with our factories, we always try to optimize production plans. We have discovered and integrated the following initiatives:</p> <ul style="list-style-type: none"> — Using leftover yarn for pre-production samples to eliminate unnecessary use of yarn. — Creating first samples in-house to skip steps in the sampling prices. — Engineering garments into having only squared pattern pieces to help minimize waste.

PRODUCTION TARGETS

From 2023, have factories provide more data for waste on each produced item.

Set targets to lower waste on each item with an aim to reach these targets by 2024.

Develop our own sustainable alternative to our current monofilament nylon and hereby ensure 80% of all products are created from 100% preferred materials by 2025.

Develop an active end-of-life product program to increase the useful life of products or parts.

Only use eco-friendly and/or biodegradable packaging by 2023.

By 2023 track shipments and set target for optimizing our logistics solutions.

By 2025 implement above targets and only use logistics solutions that minimizes the CO2 impacts.

SOCIAL RESPONSIBILITY

A. ROEGE HOVE is committed to operating a safe, healthy, anti-sexual, harassment-free, and inclusive working environment regardless of gender identity and expression, sexual orientation, disabilities, or any other minoritized categories.

We do not tolerate harassment of event participants in any form. A. ROEGE HOVE has a diversity, equity, and inclusion as well as anti-sexual harassment policy in place and takes violations of the policy seriously, and will respond appropriately.

Decisions about hiring, compensation, access to training, etc. are solely based on the ability to perform the job and not on the grounds of gender, marital or parental status, pregnancy, race, caste, color, age, sexual orientation, religion, political opinion, union membership, function as worker representative, nationality, ethnic origin, health status, or disability.

All workers are treated with respect and dignity, free from harassment and discrimination, and where everyone enjoys equal opportunities regardless of gender, ethnicity, age, political/religious/sexual orientation, physical appearance, and ability.

All suppliers have, by signing our Code of Conduct, agreed to a list of guidelines concerning: Forced labor, Child labor, working hours and leave, wages and benefits, occupational health and safety, discrimination, workplace conditions, and freedom of association.



SOCIAL RESPONSIBILITY TARGETS

We aim to improve ourselves in contributing to the local community and society. We want to inspire and be even more inclusive—both with our design and ambitions for the industry. By 2024 we need to have a strategy for doing so.

By 2023, we will develop a formalized complaint mechanism for employees to improve company practices, and review employee inputs yearly, as well as tracking the usage of feedback.

We strive to show our employees that we value them by offering even better benefits such as further training, extra week of holiday, possibility of flexible working hours, hybrid work, longer maternity leave or leave in the future, depending on the wishes from each individual.

We want to engage and empower our workers and by 2024 increase their benefits to include pension, further skill development and health benefits.

By 2025, this process should be implemented, and initiatives integrated.



CONTACT

For any questions regarding our online shop,
product care, returns, further information
regarding sustainability practices, etc.

A. ROEGE HOVE | CUSTOMER CARE

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