

A photograph of a rustic outdoor scene. In the foreground, two children are sitting at a wooden table. In the background, a woman is sitting on a stone ledge next to a large stone fireplace with a tall metal chimney. A large pine tree is on the left, and a large rock formation is in the background. The sky is blue with some clouds.

Social Report 2025

CREATE
TOMORROW'S
VINTAGE

Nudie Jeans co

FAIR
WEAR

Introduction	3
2025 Summary	4
Sourcing Strategy	6
Human Rights Due Diligence	8
Production Cycle & Purchasing Practices	8
Living Wages	8
Supplier Relations	11
Onboarding & Exit Procedure	13
System For Monitoring & Remediation	14
Assessments & Follow-up	14
Assessment Results 2025	15
Progress & Evaluation	18
Cross Department Supplier Evaluation	19
Complaints Procedure	20
Training & Capacity Building	21
Employees & Agents	21
Supplier & Workers	21
Fair Wear Onboarding Training	21
Italy Worker Awareness and Social Dialogue Training	22
FairPrice App Training	22
Female Supervisor Training	22
Information Management	24
Transparency & Communication	24
Stakeholder Engagement	26
RISE	26
STICA	26
Chetna Organic	26
Furfree Alliance	27
Fairtrade	27

Introduction

Nudie Jeans is a denim brand founded in Gothenburg, Sweden in 2001. The brand has a philosophy grounded in wear, tear, and repair-way of thinking rather than fast fashion, we provide and maintain a tradition true to the fabric's history and characteristics. Nudie Jeans is sold globally at 50 markets through our Repair Shops, online, and at third-party resellers.

We integrate social, environmental and circular topics into our core business strategy rather than treating it as a separate subject. We have one appointed Chief Sustainability Officer and three full-time employees responsible for executing the operational sustainability work within social, environmental, and circular compliance and innovation in collaboration with different departments.

One of our commitments are to ensure responsible value chains and production. Fair Wear Foundation (FWF) has been a key partner to legitimize our work in this field. FWF is a non-profit organization that offer services such as assessments, trainings and facilitating tools to ensure fair and safe working conditions for Tier 1 suppliers. Their work is aligned with guidelines set by the Organization for Economic Co-operation and Development (OECD) and the United Nations' Guiding Principles on Business and Human Rights.

The Social Report is released yearly and summarizes progress and highlights of the year with regards to purchasing practices, the system of monitoring and remediation, training and capacity building and more. Note that we also present progress and programs beyond Tier 1.

2025 Summary

In 2025, Nudie Jeans continued to work and track our Human Rights Due Diligence efforts. Country and supplier risk assessments are kept and out in the system whilst our sourcing and product risk assessment are handled outside the system. Thanks to the new system, we have developed time-bound plans for each supplier as well as ensuring that the remediation and monitoring is up to date.

A total of five third-party assessments was initiated: three in Italy, one in Portugal and one in India. Moreover, one validation assessment was made at one supplier in Tunisia. The validation-assessment were conducted by Fair Wear Foundation's (FWF) country team, and the assessments in Italy, Portugal and India were performed by an independent consultant following the FWF methodology. During the year, we also worked on following up on the assessment results and non-compliance from external reports.

Three Tunisian suppliers enrolled in FWFs supplier onboarding training which is focusing on awareness of the code of labour practices as well as increasing social dialogue between management, supervisors and workers. Moreover, a joint supplier training was done for 5 Italian suppliers focusing on awareness of the code of labour practices as well as increasing social dialogue between management, supervisors and workers. The training was supported by another FWF member together with the main supplier C&S.

Our current living wage projects are still ongoing and for 2025 we paid our share of living wages on our orders at four suppliers. Distribution occurred at 3 of 4 of the suppliers. We continued to collect labour minute values and use product style costing tools for our prioritized suppliers.

One supplier underwent a training for an introduction to the FairPrice app with the aim to understand living wage in relation to the product price.

The supplier evaluation was developed, where we invite our main suppliers to evaluate the relationship with Nudie Jeans from 5 perspectives: General Business, Purchasing Practices, Sustainability Practices, Supply Chain Practices and Financial Practices, by developing action plans to be followed up during the year.

Our engagement with suppliers continued as well as collaboration with other FWF brands. Together we cooperated regarding remediation work and improvement work at most of our main suppliers. We have also been collaborating with researchers analysing our sustainability work.

In 2025, we continued to support our suppliers, below is a list of actions in the supply chain:

- Refined and updated our Living Wage Policy.
- Close dialogues with suppliers and monitored developments in each production country.
- Prepayment of organic cotton to selected suppliers.
- Provided flexible delivery dates within our delivery window.
- Increased number of Global Organic Textile Standard (GOTS) certified products, which ensures that textiles are produced in an environmentally and socially responsible manner, covering the entire supply chain from harvesting raw materials to labelling.
- We launched our first products made in regenerative organic cotton.
- We participated in social dialogues on numerous occasions during the year, with stakeholders from the community, third-party organizations, suppliers, and NGOs in producing countries (FWF and ETI, among others).
- We co-financed the installation of solar panels at our Tunisian denim supplier and at our warehouse in Sweden.

Sourcing Strategy

Nudie Jeans works according to our internal sourcing strategy to prevent production in countries where high-risk are identified. The sourcing strategy considers democratic, corruption, environmental, human rights global indexes on country level. During 2025 Political Stability Index was added. The sourcing strategy also describes our onboarding and exit procedure and a supplier evaluation.

We put significant efforts into keeping the supply chain as consolidated as possible and work with suppliers that we have established a good relationship with and that share our values. When we do need to find new suppliers, we will either look for these ourselves or our suppliers will suggest new ones. Long-term relations have been key for our success, by mainly reaching traceability and therefore mapped highest risks in our production chain.

Tracking and monitoring of the risks are done according to the framework of Human Rights Due Diligence (HRDD).

Human Rights Due Diligence

HRDD is a framework for businesses to identify, prevent and address their impacts on human rights. By following the HRDD framework adopted from OECD's guidelines, we comply with upcoming legal standards such as the Corporate Sustainability Reporting Directive (CSRD).

- Since 2023, the board has adopted a Responsible Business Conduct Policy, and it was reviewed and signed by the CEO and one board representative, again in 2025. The policy aims to reaffirm our commitment to conscientious and responsible business conduct in full respect of the key principles introduced in our full policy portfolio. The Chief Sustainability Officer is responsible for guiding the approach of due diligence. The implementation is executed by the Climate and Environmental Manager and Human Rights and Social Impact Specialist.
- We manage risk scoping exercises and action plans for countries and suppliers in the FWF new data management system for all Tier 1 suppliers. Risk assessments were even more elaborated on gender risks during 2025. Business model and product risk assessment have been incorporated to some extent.
- In 2025, we added worker voice data into the supplier risk assessment for five suppliers, based on surveys answered on site.
- In 2025, we onboarded supplier in Tier 2-4 into an external ESG platform that created risk profiles for supplier.

Scope	Identified Human Rights Risks
Production processes (Tier 1-4)	Health and Safety Subcontracting Homeworkers Low transparency Farmers and cotton workers
Suppliers (Tier 1-4)	Living Wages Safe and Healthy Working Conditions Factory Communication
Sourcing Countries	Living Wages Employment is freely chosen No discrimination Freedom of association
Business & Sourcing Model	Low Corruption Index Working conditions upstream supply chain Low leverage at large suppliers

Table 1. Nudie Jeans identified risks per scope.

- We continuously conduct and follow up on risk assessments based on visits, human rights reports, and third-party assessments. We invest in trainings to mitigate and minimize risks that are discovered mainly on supplier or product level.
- For labor rights we adhere to FWF Code of Labour Practices where risks are coupled to severity and likelihood. Lack of transparency is an additional risk that suppliers are followed up on and comply with when signing our transparency policy. Guidelines for actions in response to the discovery of severe risks are outlined in our internal crisis management policy.
- In 2025, we actively worked towards implementing programs targeting lowering the risk for wage below living wages and to increase better factory communication.
- Through FWFs verification and validation assessments and previous Brand Performance Checks, we can validate progress made. We are included in several industry benchmarking indicators such as the Ethical Fashion report and the FWF Brand Performance check.
- Due to our commitment to transparency, public reporting is well integrated with our businesses. In our yearly Sustainability report, we report and follow up on identified risks, such as right to collective bargaining and freedom of association and tracking wages at the suppliers. We also disclose our supplier base to the Open Supply Hub. In addition, public speeches have been held with regards to our work.

Production Cycle & Purchasing Practices

Nudie Jeans have an open dialogue with suppliers regarding their peak and low seasons, and we try to place orders for our carry over styles during the whole year to balance the supplier's workload. We continuously ask our suppliers when they need to have the orders from us for each specific delivery period. Fabric forecast for denim fabric based on estimated quantity are shared with the suppliers in good time to make sure the production lead time can be kept. For garments with longer lead times for example outerwear and knitwear and for our suppliers in India with long transport lead time, we pre-estimate the quantity and send the orders approximately one month earlier than other orders.

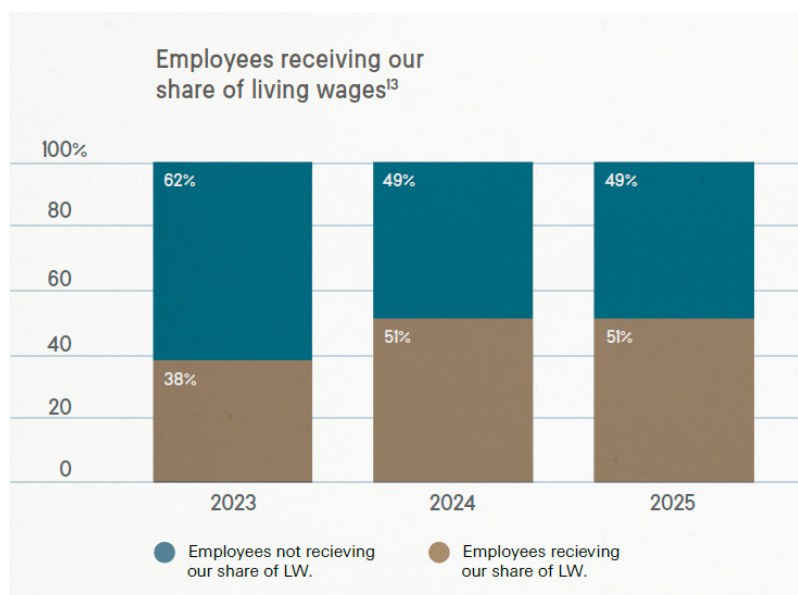
When Nudie Jeans places orders, the key factors are quality, price, working conditions, and the ability to meet our environmental requirements. As we mostly have only one product type made at each supplier, the order stock fluctuates with changes in sales. This means that it is hard for us to reward a supplier with more orders when they improve their performance regarding code compliance. We do not weigh in sustainability when we divide orders between suppliers as we believe that all our current suppliers are on a high level. The decision is more due to technical issues and the choice of fabrics connected to a certain supplier. In 2025, we collaborated with several FWF members by encouraged them to join our living wage efforts.

We strive to have long-term relations and a continuous dialogue with all suppliers. The Nudie Jeans purchase practices include forecasting, production based on actual orders for some products and prefinance of organic cotton seeds. The product prices are subject to discussions mainly if the quantity increase, new technologies, treatments, and other details are added, but considerations for sustainability aspects such as certification costs, labour wage costs, our share of living wages, and Fairtrade premiums are also an important part of our buyer to consider in the discussion with suppliers.

Living Wages

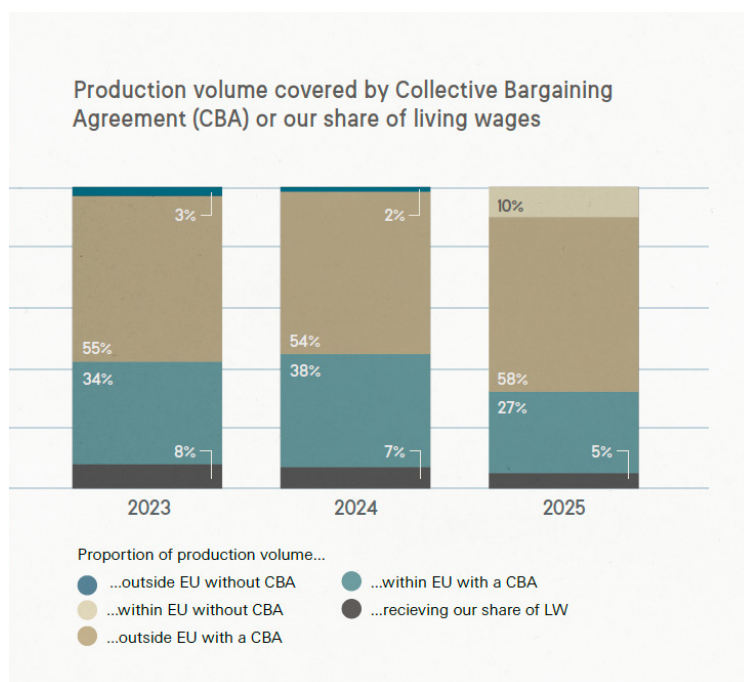
Since 2013, we have been paying our share of living wages at selected suppliers. Today we pay our share of living wages for our products at selected Indian and Turkish suppliers, and during the last years, around 3500 workers have received an additional amount from Nudie Jeans, as a step toward increasing wages.

Over the past three years, an increase in the number of employees at the suppliers who benefit from our share of living wage payments or already are paid within the benchmark is 51% of all workers. The proportion of the production volume representing the employees receiving our share of living wages is around 7%. Notable however is that the workers who are not part of our living wage program, are located within the EU and/or have collective bargaining agreements including the right to salary increase and bargaining. In 2025, several smaller units in Portugal saw their collective bargaining agreements discontinued, which is shown in 10% of the production volume within EU without a CBA. Dialogue with the affected parties is ongoing.



Calculated on all employees at Tier 1 suppliers. (In addition, we pay our share of living wages to 467 employees in Tier 3.

Figure 1. Employees in Nudie Jeans Supply Chain receiving our share of living wages and share of production covered by Collective Bargaining Agreements/Our share of living wages over time.



In 2025 we revised our living wage goals to develop and adapt the concept of living wages at our different suppliers. We have decided to focus on the suppliers where we have an active program already, and or prioritized suppliers which are based on purchasing-volume.

Living Wages

Develop and adapt the concept of living wages at our different suppliers.

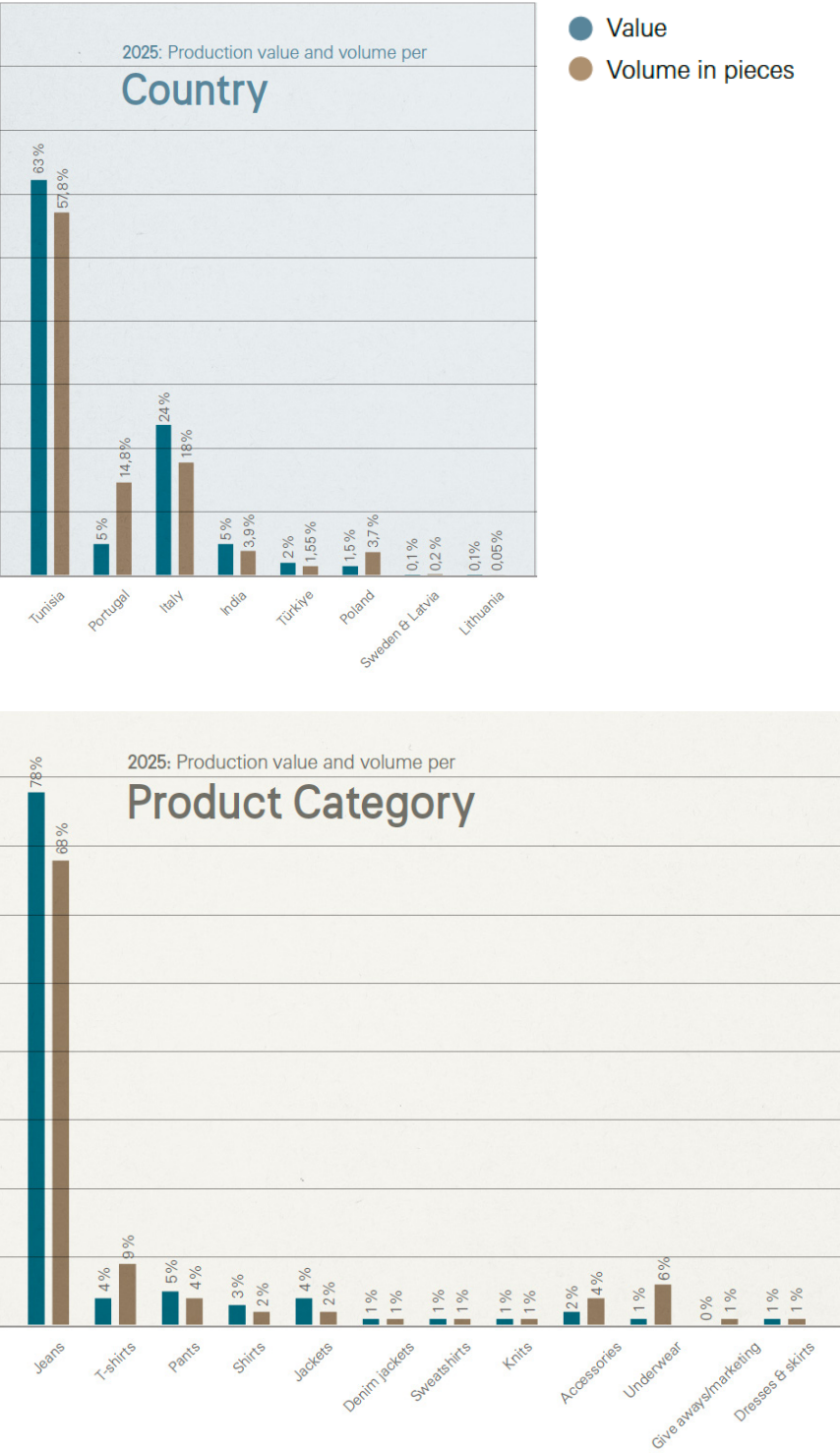
Map the general Living Wage Gap for prioritized suppliers ²² .	2025	✓	Fulfilled.	Completed for all prioritized suppliers using validated third party benchmarks.
Open costing for suppliers where we have an active living wage program.	2025	✓	Fulfilled.	In 2025 we gathered open costings from all suppliers where we have an active living wage program.
Map local living wage benchmarks for prioritized suppliers.	2027	→	In progress, 71%.	In 2025 we mapped the local living wage benchmark at 5 of 7 of our prioritized suppliers.
Living Wage payment to reach 100% of our prioritized suppliers where a gap is detected.	2030	→	In progress.	As local benchmarks has not been completed for all, it can not yet be measured. Currently, we are paying our share of living wages to 4 of 7 of our prioritized suppliers.

Table 2. Progress of Nudie Jeans Living Wage goals.

We still strive to map general and specific living wage benchmark for all suppliers in Tier 1, as well as collecting product style costing and labour minute values. In the living wage program at the Turkish supplier that was initiated in 2021, we are collaborating with three other brands, which considerably increased the monthly income for the employees. We have also initiated dialogue for living wages at our largest supplier in Tunisia, by applying transparent costing for different styles. There has been a significant increase in minimum wages at many of the supplier countries.

Supplier Relations

In 2025, our production volume based in Europe reached 36%. The division per production country based on the total production volume in 8 countries, is shown in Figures 2 and 3. In addition to the production volume, value is also displayed per country.



Figures 2 and 3. Nudie Jeans production volume and value per country and production volume and value per product category, 2025.

In 2025 we had production at 37 suppliers in Tier 1, where we have 18 main suppliers and the rest are their subcontractors. We onboarded two new suppliers and terminated/had no production with two suppliers. The new supplier was onboarded due to their specialization in embroidery. Nudie Jeans have had production there before but as the process is not embedded in our core products, it's not running operation consistently. There was no exit procedure done at the two suppliers not included in the 2025 financial year, as our hope is to still use the sites once we need their specialization.

Supplier Leverage 2025 Years of collaboration

1	29	13			
2	99	10			
3	70	9			
4	6	16			
5	25	10			
6	4,5	5			
7	20	2			
8	1	12			
9	1	2			
10	20	12			
11	60	19			
12	6,5	21			
13	35	5			
14	1	6			
15	9	11			
16	1	8			
17	1	16			
18	4	8			
19	4	12			
20	2	12			
21	7	12			
22	21	6			
23	1	5			
24	0,1	12			
25	0,1	15			
26	0,1	15			
			27	0	6
			28	0	2
			29	2	2
			30	15	6
			31	18	2
			32	2	8
			33	0	10 (1)
			34	0	6
			35	5	11

Table 3. Nudie Jeans leverage at suppliers and the length of collaboration.

Onboarding and exit procedure

Nudie Jeans or our local representatives always visit suppliers before deciding on sourcing. New suppliers must meet our expectations regarding quality, price, product development, lead time, working conditions, and ability to work with preferred materials. During on-site visits, we conduct internal supplier assessments. We seek suppliers who share our vision of responsibility and environmental concern, ensuring this through our developed sourcing strategy by requesting the supplier to:

- Sign the Nudie Jeans Code of conduct, Transparency policy, and Chemical policy before production starts (if a direct supplier).
- Have documented high social, ethical, and environmental ambitions.
- Have vertical manufacturing or a limited number of subcontractors.
- Be transparent regarding all units in their production chain and open to be audited by a third party as well as be visible on our product card.
- Have the potential for a long-term partnership and growth with Nudie Jeans.
- If located in a high-risk country, demonstrate a democratic environment in the workplace.
- If located in a high-risk country, be able to show proof of decent working conditions.
- Agree to the FWF Workers Information sheet to be posted and allow access for the assessment team.

System for monitoring & remediation

Nudie Jeans processes to monitor and track the suppliers progress and performance are divided into several parallel processes. There are third party assessments, internal assessments, visits, meetings and trainings. Evaluations are made during the sourcing decision, throughout the collaboration and yearly with all departments involved, including supplier's anonymous feedback.

Assessments & Follow-Up

We aim to make third party assessments every 2-3 years at suppliers with high risk factors either on country or supplier level. We try to avoid audit fatigue, and considering the long-term relations with frequent visits, we accept external audit reports at suppliers where there are a good communication and remediation-progress. Assessments can be made before the time interval if any recent complaint or other issue occur. We work with the same strategy for all our suppliers, based in low risk as well as high-risk countries, including subcontractors.

Supplier nr	Type	Country	Latest assessment	Latest training	Latest visit
1	Main	TN	2025	2025	2025
2	Sub	IT	2025	2025	2025
3	Sub	IT	2025	2025	2025
4	Sub	IT	2025	2025	2025
5	Sub	TN	2022	2024	2025
6	Sub	IN	2023	2024	2025
7	Main	IN	2025	-	2025
8	Main	TR	2025 (E)	-	2024
9	Sub	PL	2025 (I)		2025
10	Sub	IT	2024	2025	2025
11	Sub	PT	2017	-	2024
12	Main	PT	2023 (E)	-	2025
13	Sub	TN	2025(E)	2025	2025
14	Sub	TN	2024	2025	2025
15	Main	PL	2025 (E)	-	2025
16	Main	PT	2025 (E)	-	2025
17	Main	SWE	-		-
18	Sub	IN	2025 (E)	-	2025
19	Main	TR	2022	2022	2025
20	Main	PT	2025 (E)	-	2025
21	Sub	IT	2024	2025	2025
22	Main	IT	2023 (I)	-	2025
23	Main	PT	2025 (E)	-	2024

Table 4. Nudie Jeans suppliers latest assessment and training. (E)=External, (I)= Internal

Supplier nr	Type	Country	Latest assessment	Latest training	Latest visit
24	Main	LIT	2015	-	2019
25	Main	IN	2025 (E)	2021	2025
26	Sub	IN	2023	2021	2025
27	Main	AU	-	-	2024
28	Sub	PL	2025 (I)	-	2024
29	Main	SWE	2025 (I)	-	2024
30	Sub	PT	2021	-	2023
31	Main	PL	2025 (E)	-	2025
32	Sub	PT	2020	-	2025
33	Sub	PT	2021	-	2024
34	Main	PT	2021	-	2023
35	Main	IN	2025 (I)	-	2025

After assessments, a corrective action plan (CAP) is written within a time frame agreed upon between the auditor and the factory management. Relevant Nudie Jeans staff is informed about the outcome of the assessment and the CAP. The CAP plan gives us a detailed overview of the current situation and pinpoints the most important areas for improvement which also helps us prioritize our follow-up work.

The follow-up of the CAP is coordinated by the Nudie Jeans Human Rights and Social Impact Specialist. The first step will be done through email communication in which the supplier gives an update on the progress. In the second stage, an on-site visit will be scheduled. In cases where we have staff or consultants, they will be involved in the follow-up visits.

Assessment results 2025

Nudie Jeans strives to have close communication with the supplier regarding the measures taken to improve working conditions. This includes discussing how we can assist the supplier in reaching the remediations required. Summarized non-compliance findings from 2024 and 2025 assessments are explained below. The categories are retrieved from the FWF assessment method. Specific findings and follow ups are described below.

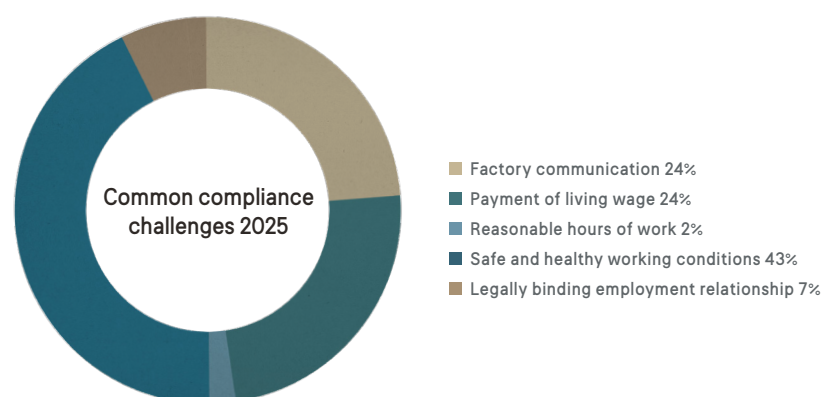


Figure 4. Most frequent non-compliances 2025 in Nudie Jeans supply chain.

Safe and healthy working conditions

As per national laws, facilities are expected to regularly update fire and electrical systems, which sometimes are not made in time. There are findings of workers not using suitable PPE or having adjusted stitching machines, such as removing the eye shield. We support a strong health occupational health system and a trained responsible person in every facility. In 2025 we co-financed 584 anti fatigue mats to be installed at a supplier in India.

Factory communication

Factory communication is an additional category where the suppliers are assessed. The category is connected to communication and opportunities given to the workers by the factory management. This is to create training or raising awareness of policies put in place, awareness of grievance mechanisms or training to worker representatives. Many of these findings are remediated by a training funded by the sourcing brands, all suppliers will undergo trainings in 2026.

Payment of a living wage

The most common finding in this category is that workers are paid below the living wage, estimated by local stakeholders. Although Nudie Jeans pay its share of living wage the whole gap is not covered. The other common topic within this category is that overtime and/or social benefits can be paid out in cash. The payment of living wages influences direct root causes of labour rights and poverty.

Supplier 1 /Tunisia

The supplier underwent a validation assessment in 2025 still showing findings regarding health and safety, member sourcing practices and living wages. All 32 findings have been addressed, but only 23 validated so far. 9 have been verified.

Supplier 2 /Italy

The supplier has been stitching Nudie Jeans since 2016. In 2024, the main supplier took ownership of the facility. During 2024, they became GOTS certified. The two findings have been verified. The actions taken were a social dialogue training as well as new ergonomic chairs.

Supplier 3 /Italy

The assessment resulted in 7 findings with delayed wages being the one of highest risk. Discussions, addressing the rootcause as well as confirming with workers has been taken place since. For the other 6 findings 5 have been verified but one remaining open. It regards the ratio of part-time/permanent workers.

Supplier 4 /Italy

The supplier is our main wash laundry in Italy. In 2025 they got GOTS certified. Of the 7 findings, only 6 have been verified. The remaining includes excessive holidays not accessed by 8 workers.

External Assessments Follow Up

External follow ups are handled through email and visits. It's often suppliers with low-risk profiles where we accept external assessments that include relevant labour categories. The themes of the findings are included in Figure 4.

Progress & Evaluation

Time bound action plans have been set up per production facility. The resources used for developing the action plans are both actions generated from the risk assessments but also suppliers' visions in how we as a brand can contribute to positive social impact. Some actions are also connected to Nudie Jeans internal sustainability goals concerning transparency and living wages.

Supplier Country	No of suppliers	Improvements and prevention steps	Timeline
India	4	Focus for two suppliers are female supervisors, for the other two focus are onboarding trainings	2025-12-31
Progress 2025: 25%. During 2025, we completed a training on soft skills for female supervisors at one supplier. However, no onboarding training was held as planned, this was due to relocation of one supplier, and a mix of low leverage and the factory being fully booked that no date could be found.			
Tunisia	4	Focus for one supplier are themes such as working contracts and product style costings. For the others focus is on social dialogue.	2025-12-31
Progress 2025: 100%. During 2025, product style costings have been attained and with it complex discussion on living wages. Follow up on social dialogue trainings and a joint travel with 2 other fair wear brands verified that social dialogue has been approved,			
Türkiye	2	Focus for one supplier is to gather product style costings and the other health and safety	2025-12-31
Progress 2025: 100%, product style costing gathered, as well as basic H&S check through external audit.			
Italy	5	Focus for one supplier are product style costings and the other will be corrective action plan remediations.	2025-12-31
Progress 2025: 75%, corrective action plans have been followed up. However labour minute values have not been progressed even though we gain a transparent costing.			
Portugal	10	Complete Gender Equality Indicators	2025-12-31
Progress 2025: 90%. Still pending for one supplier.			
Poland	1	Monitor risks generated from risk assessment	2025-12-31
Progress 2025: 100%, followed up and discussed during visit 2025.			
Lithuania	1	Monitor risks generated from risk assessment	2025-12-31
Progress 2025: 0%			
Sweden	1	Complete Gender Equality Indicators	2025-12-31
Progress 2025: 0%			

Table 5. Summarized time-bound plans and 2025 progress.

Cross Department Supplier Evaluation

At the end of the year, sustainability, supply chain, finance and product development department have a joint evaluation of suppliers with participants from different departments, where we discuss how they perform. The human rights and social impact specialist are responsible for bringing up critical issues related to working conditions or health and safety risks that might affect labour conditions in relation to production.

In 2025, Nudie Jeans invited its main tier 1 suppliers to participate in an Evaluation Survey. The survey assesses the business relationship to Nudie Jeans across five key categories: General collaboration, purchasing practices, sustainability practices, finance practices, and supply chain practices. Each category includes a set of questions that the supplier rates to express their perception of Nudie Jeans’ business practices during 2025. The result is compiled based on the ratings and is seen as an indication of overall satisfaction. The categories consist of different numbers of questions and therefore have different total scores. The response rate was 100% (12/12) and even though anonymity was an option, only one used it. The rating of the questions could be complemented with elaborate answers and suggestions for improvement. The results are used to review and develop our business practices and for suppliers to anonymously express opinions. In 2024 we created action plans for each supplier to meet their feedback.

Supplier Country	Rating 2025	Rating 2024	Rating 2023
General business	100%	99%	99%
Purchasing practices	95%	92%	90%
Sustainability practices	98%	98%	95%
Financial practices	100%	99%	92%
Supply chain practices	99%	98%	96%

Table 6. Nudie Jeans
Supplier evaluation results
2023, 2024 and 2025.

Complaints Procedure

We display a Worker Information Sheet (WIS) in the local language at each production site, explaining the Code of Labor Standards and providing contact details for anonymous complaints. The WIS content should also be communicated verbally by the factory manager or through Fair Wear Foundation's Onboarding training. Upon receiving a complaint, we either hold an internal meeting or inform our main supplier, providing details without revealing the plaintiff's identity. The supplier may investigate further, or we may visit the supplier directly, sometimes involving our local production team or an NGO. Visits are usually accompanied by an external consultant or an FWF assessment team. Complaints are seen positively, indicating workers understand their rights. Complaint reports are publicly available on the FWF website. In 2025, we received no complaint.

Training & Capacity Building

Employees & Agents

The sustainability team conduct sustainability-themed presentations, including information on the FWF membership, several times a year for both global whole-sale sales staff as well as the staff in our Repair Shops. In 2025, employees at the head office, the global sales offices, and store staff have been updated on progress and relevant information in meetings as well through our internal project management system Asana. By educating the sales staff in the shops we have a great opportunity to spread the word of what we are doing directly to the customers. All production agents and quality controllers are incorporated with social topics, which includes information on assessments, and other work related to production countries. Nudie Jeans has established long-term relations with agents in Portugal, India, Türkiye and our production quality controllers in Italy, and Tunisia. The agents and quality controllers are well-updated on the Code of Labour practices and involved in the continued communication on follow-ups and the remediation we do with our suppliers.

Supplier & Workers

Fair Wear Onboarding Training

The training includes five modules. Two aims towards increasing worker awareness about the code of labour and the grievance mechanism. The other modules focus on social dialogue in-between workers, middle management and management.

We conducted one training in Tunisia where Nudie Jeans canvas jackets are stitched. The feedback from workers were that workers found the training content relevant and gave in-depth understanding and increased awareness of rights and responsibilities of each. One main achievement and outcome of the training was election of worker representatives. The supplier is also included in the development of the FairPrice app.



Italy Worker Awareness & Social Dialogue Training

All suppliers in Italy underwent a training on awareness of the Fair Wear Code of Labour Practices. The training was both for workers and management with around 10 suppliers. The module for the management focused on real-life scenarios and how to approach labour issues in the best possible way. An anonymous survey was handed out to receive workers opinions.

FairPrice App Training

One of our suppliers received a training for their management on how to use the tool and methodology of the fairpriceapp.org to design open costings and detect labour minute values. The aim is to detect the FOB price with the living wage embedded in the product price. It has led to deeper understanding and progress towards now simplifying a way forward on how to contribute to living wages for the workers from both factory and brand side.

Female Supervisor Training

In the past years (not 2025), one of our main Indian suppliers has enrolled workers and management in workplace training, raising awareness about workplace standards and grievance systems, and developing functional anti-harassment committees. Other types of training programs have been offered for line supervisors, where the focus was on leadership and teamwork, as well as types of harassment and how to identify them. They also had separate training with a local NGO. In practice, we supported suppliers to have relevant policies in place, to encourage more female line supervisors, to investigate the wage structure, and to have representative committee groups comprising both men and women of different ages, departments, and skill levels. Committee work is an important way to involve all workers and ensure their voices are heard and that all voices are equal, without discrimination. We see our program for raising wages toward a living wage as one way to reduce inequality because it results in both men and women having a stable income on which it is possible to live.

Female Supervisors from Sustainable Crafted Clothing

Nudie Jeans had the chance to speak to three of the participants in the supervisor training designed by Sustainable Crafted Clothing Management during our visit in 2024. Nudie Jeans supported a training on soft skills executed by Good Business Lab in 2023. In the summaries Manimegaldi, Thatchyini and Pravitha shares some insights:



Thatchyini joined a supervisor program to improve her communication and team skills.



Thatchyini

Thatchyini joined a supervisor program to improve her communication and team skills. She learned that understanding herself was key to leading others. Applying these skills at work and home as well as good planning, she resolved misunderstandings in daily family planning. She encourages other women to aim for leadership roles, Thatchyini future goals are to become an industrial engineer. For two years, she has received a living wage bonus, which she uses for her children's education and health needs. Her journey highlights the power of self-improvement and effective communication.



Manimegaldi has inspired and motivated other tailors in the factory to pursue higher levels of work.



Manimegaldi

What motivated her to enter the training was to advance in her career and the interest in teaching others. After the training, she was first promoted to assistant supervisor and now she works as a full-time supervisor and is currently handling two production lines. She says the training and work boosts her confidence and aspires now towards becoming a production manager. Manimegaldi has inspired and motivated other tailors in the factory to pursue higher levels of work. It's the fifth year of her receiving the living wage bonus, and she mainly spends it on personal expenses and medical needs.



Pavithra aims to take on more responsibilities within the company and manage more lines.



Pavithra

The meeting took place in Pavithra's home, 10 minutes from the factory. She lives with her husband and her parents in a newly built house. She openly shared that her husband is struggling with diabetes and medication ineffectiveness which require a lot of care and assistance. Her two daughters' studies at a boarding school. Pavithra started at SCC two years ago for the opportunity that it was closer to home.

The opportunities at SCC have made her confident and self-motivated, so it was natural to enter the training. Her main takeaway and learning from the training have been stress management, handling pressure and enhance communication skills. She says that sometimes efficiency can be low due to stress and pressure but increasing communication and asking about their mood to make the workers understand themselves, the levels of pressure and stress often reduces.

Pavithra aims to take on more responsibilities within the company and manage more lines. She has received a living wage and bonus, which she used to pay off debts and support her daughter's school peers with small gifts.

Information Management

During 2025, we worked with collecting the workers' info sheets and signed questionnaires in the Worldfavor digital system. Our renewed project around product transparency was a good starting point when communicating with suppliers on product locations throughout our supply chain. In addition, we have our staff as well as good communication with our main suppliers to identify the subcontractors in our supply chain.

Transparency & Communication

We support the Transparency pledge, and a full list of our suppliers is available for download on our website which includes suppliers from the raw material stage to the stitching of the garments. Presenting this amount of information is unique. We also display the suppliers list at Open Supply Hub.

It is important to us to visit the suppliers, to understand the conditions in which our products are made and to build relationships. As seen in Figure 6, we have visited 97% of Tier 1, 51% of Tier 2, 38% of Tier 3, 21% of Tier 4. In total, we have visited 56% of the supply chain.

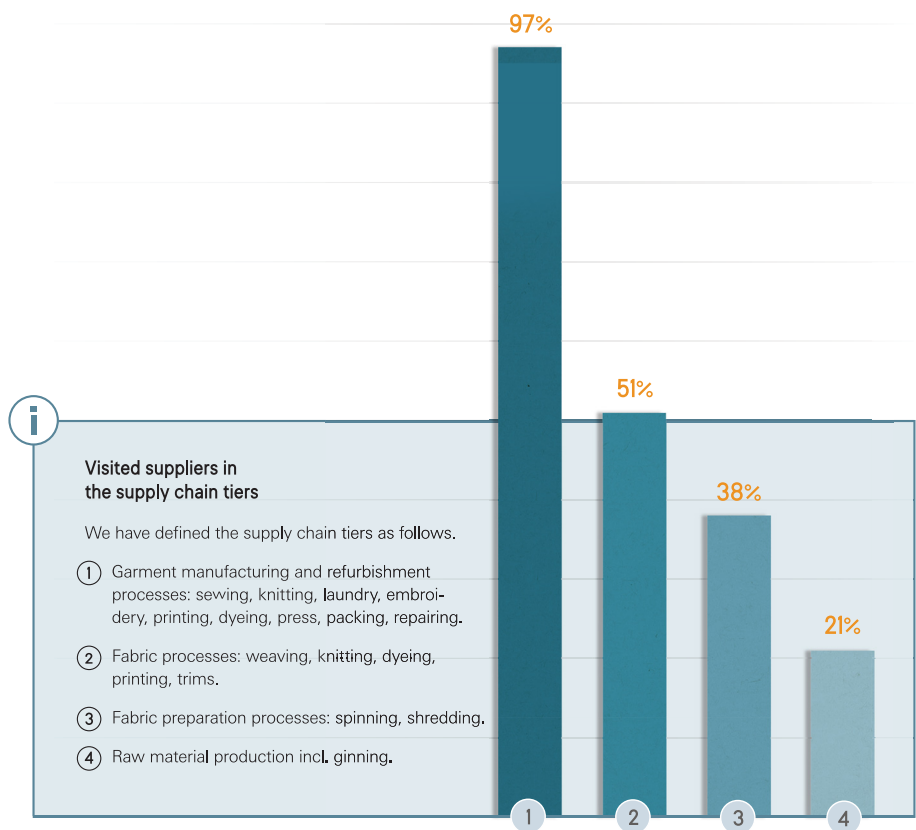


Figure 5. Percentage of Tier 1-4 suppliers visited during 2025.

For consumers to see how everything is connected we have continued with our product transparency cards. Both services work as a website tool where the consumer can get detailed information about the production premises connected to each product and the upstream process. We publish assessment summaries, materials, transportation, CO2 emissions and water data, general supplier information, and certifications.

In 2025, we continued the sustainability communication, and particularly the journal posts describing different sustainability activities. As Nudie Jeans has grown to become a global denim brand, students, researchers, and journalists from all over the world regularly ask us to share our insights and experiences from the textile industry. We believe that knowledge of the current situation and industrial history, from both internal and external perspectives, is crucial to understanding the challenges we face to find efficient solutions and lead the industry toward continuous improvements. In 2025, we participated in over 20+ events, including interviews and public speeches, to share our knowledge with different networks, Ph.D. and undergraduate students, researchers, and journalists. These interactions included more than 25+ public speeches we held globally, including presentations and panel talks, at various online events with different target groups and purposes.

Stakeholder Engagement

The organizations we have chosen to partner with have all their specific purpose and area of work that aligns with Nudie Jeans Sustainability work. The most crucial networks for our daily operations are the membership in STICA, RISE and Fair Wear Foundation.

RISE

Since 2015, we have been a member of kemikaliegruppen (The Chemical group) at the Research Institutes of Sweden (RISE). It is a platform for chemical knowledge in the textile production chain, for staying updated on chemical legislations and regulations, for communicating chemical requirements to our suppliers and for responding to question from the media and consumers on this issue. We meet four times annually and share experiences and knowledge with other brands, NGOs, experts in the field and authorities.

ri.se

STICA

We have been part of the Swedish Textile Initiative for Climate Action (STICA) since 2019. The purpose of STICA is to support the textile industry and their stakeholders to reduce greenhouse gas emissions in line with the 1,5° C warming pathway. The support and knowledge-sharing within the network have played an important role in the development of our climate work. To tackle climate change, a transition must happen on an industry level and the network creates a forum for joint efforts and the possibility to influence the EU and Nordic policy arena.

sustainablefashionacademy.org/STICA

Chetna Organic

The fundamental goal of Chetna Organic Agriculture Producer Company is to improve the livelihood of tribal smallholder farmers who depend on rain-fed agriculture by making their agricultural systems more successful and long-lasting. Chetna supports organic cotton farming and conducts collaborative research on the best practices based on agro-climatic circumstances, including seed trials to increase the productivity and marketability of farmers' produce with a major focus on the production of Non-GMO-Seed Cotton as per the organic and fairtrade standards. In 2018, we visited cotton fields in Odisha, India to learn more about organic farming and how to support the local communities.

chetnaorganic.org.in

**Furfree
Alliance**

We signed the Retailer Commitment Against Fur agreement by the Fur Free Alliance in 2015. The Fur Free Retailer Program is an international initiative to provide consumers with exact information about a retailer's fur policy, allowing them to make an informed choice when shopping. The program recognizes and supports retailers that have committed to a no-fur policy. Our animal welfare policy states which animal-based materials can and cannot be used by Nudie Jeans and is available on our website.

furfreealliance.com

Fairtrade

Fairtrade's approach enables farmers and workers to have more control over their lives and decide how to invest in their future. With a Fairtrade labelled product, people can create change through their everyday actions. A product with the Fairtrade mark means producers and business have met internationally agreed standards which have been independently certified. Farmers and workers have a strong voice at every level of Fairtrade from how they invest in and run their local organizations to having an equal say in Fairtrade's global decision-making. All our organic cotton used in production in India is also FairTrade certified, assuring that the cotton farmers have received a fair payment for the cotton we purchase.

fairtrade.com