



The Progressive Journey
VAGABOND SUSTAINABILITY REPORT 2015

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About Vagabond

Everyday new prototypes of shoes and accessories are carefully designed and crafted in our design studio and unique workshop in Sweden. Each year 2.5 million Vagabond products are produced and distributed in 42 countries through approximately 2500 stores. Among these are department stores, shop-in-shop concepts and our own Vagabond Stores in cities including Stockholm, Copenhagen, Moscow, Warsaw and Berlin.

Vagabond is a Sweden based design and shoemaker company and brand founded in the city of Varberg, Sweden in 1993 which is still the location of our global head office.

Our passion for great looking shoes with a keen eye for the details that count, has taken us from being a small design/handicraft company to an international player. Today we bring affordable, quality driven fashion shoes and accessories to a global market.

We see ourselves as independent designers and shoemakers that strive to be in control of every step in the value chain from design to distribution and sales.

Conducting our business responsibly is a top priority and involves management of environmental, social and ethical risks. We take a full value chain perspective in our work to create long-term positive impact for our stakeholders and our business.

Being a company in the fashion field brings many challenges to strive for a sustainable development. We work with the ambition to care for the people that engage in Vagabond and to protect the environment where we locate our business.

We believe that our sustainability work brings additional value to the brand, strengthens long-term competitiveness, brings less risk and higher employer attractiveness.

Our reason-to-be relies on our ability to provide our customers with quality fashion shoes and accessories that can be loved and worn for a long time.

Our customers are conscious and smart, challenging us to constant development and requiring of us to take the greatest care in making sustainable choices and to stay progressive in our sustainability work. For us, the very meaning of progressive is exploring new grounds, building knowledge and putting our new insights into action.

We are moving forward on our progressive journey, exploring the sustainable opportunities of today and of the future. With this report we hope to give our stakeholders a good view of our sustainability work 2015.

Our History

The start for vagabond was a small design studio in Italy in the late 80's. In '93, the founders of vagabond moved back to Sweden to set up a full workshop for design and making shoe prototypes. Today the vagabond house is the home of 20 designers and technicians, showrooms for international collaborations and all other actions needed to bring the shoes to final destination.

Our Vision

"We will be a global designer brand, bringing shoes and accessories to a diverse audience."

Vagabond Markets

Brussels	Montreal
Prague	Copenhagen
Riga	Helsinki
Paris	Berlin
Athens	Hong Kong
Budapest	Milan
Amsterdam	Oslo
Warsaw	Bucharest
Reykjavik	Moscow
Bratislava	Seoul
Beijing	Pretoria
Madrid	Stockholm
Bern	New York
Istanbul	Kiev
London	Ljubljana
Sofia	Pristina
Tallinn	Jerusalem
Vilnius	Vienna
Luxembourg	Dublin
Port Louis	Auckland

About the Report

This report is Vagabond's first officially published Sustainability report. It covers the period from January 1st to December 31st, 2015 and follows the guidelines of the GRI G4. A GRI index is listed at the end of the report.

The report together with additional information available online describes and summarizes our Sustainability work and performance 2015.

All data is collected by our sustainability team from the relevant functions within our organization and from external parties such as suppliers and partners. The data is based on the best possible systems that are currently available for us.

With this report we wish to increase the transparency about our Sustainability work and invite to stakeholder dialogue.

Report Boundaries

This report follows the guidelines of the Global Reporting Initiatives standards for reporting on sustainability, GRI G4 in accordance option Core. We additionally add aspects from the Apparel and Footwear Sector supplement. The report covers the companies Vagabond International, Vagabond Vietnam and the Vagabond shops and sales offices around the globe. It provides information on Vagabond's structure, nature of ownership, legal form and subsidiaries, as well as changes regarding size, structure and financial performance. Wherever limitations have been made, this is described in conjunction to the chapter.

Changes During the Reporting Period

There have been no changes in the share capital structure or other capital formation, maintenance and alteration operations.

External Assurance

The report has been reviewed but not assured by third party, Enact Sustainable Strategies AB.

The Vagabond Group;

Vagabond International AB is a privately owned company. The global headquarter is based in Varberg, Sweden at which the design, product development and most administrative services take place.

Local sales, retail business and manufacturing is then applied on to 12 subsidiaries, all fully owned by the mother company except for the German branch (50%). The branch offices are staffed locally and/or under the supervision of Vagabond International AB. For 2015, the net sales were 758,4 MSEK and the total capitalization 638,9 MSEK.

Governance

The Vagabond Sustainability steering group is comprised of the CEO and a cross-functional team of senior executives. The main tasks for the Sustainability steering group are to approve the strategies and targets that support our commitments to a sustainable development and to closely follow the development of the sustainability work.

Top Level Commitment

The Board of Directors of the Parent Company is briefed continuously during the year on sustainability matters. In 2015 briefings covered sustainability strategies and risks, performance, internal operations and challenges within the fields of health and safety, environment and human rights.

Letter From the CEO

"Our philosophy has always been to make a great product based on knowledge and a solid business model with good coverage of the value chain. This way of working is our best tool on our journey for constant sustainability improvements"

Over the years, we have gathered invaluable knowledge within the art of shoemaking. Our goal to be close to the production has also given us a profound insight of the process, and the relations with the producing units have been long term and personal. Being on site where the products are being made and when they are made, is the way we work and how we stay professional. Since 2015 we are also dedicating time and resources for further documentation, performance follow-ups and are developing working methods that can actually speed up our initiatives.

We are strongly driven by our core values which appoints human rights and respect for the individual. We prefer dialogue and long term relations and always strive to learn and to be a good example. This is applicable both within production, administration and distribution.

We believe in the common responsibility for efficiency to ensure a long life of our company and striving for better solutions that are positive for the world around us. Efficiency at all levels means planning well enough to avoid transportation by air, when printing paper, when organizing travels. It means using knowledge to avoid any unnecessary waste when cutting the material and when pushing the search for a more environmentally friendly glue. All of these supported by a long term sustainability vision.

With the shoe business being only about 20% of the total apparel sector, the quite few shoe industry actors have to help and inspire each other in the sustainability efforts, especially within leather materials and the many components used in production. It is also important to have a dialogue from the other part of the apparel business, which in some aspects are ahead of the leather industry.

For 2016 we are keeping our focus to control, reduce and gradually replace chemicals used in production yet still keep the high durability of our products. We are also committed to find and try out new alternatives within crucial areas throughout the organization.

From a consumption perspective, the main challenge for the industry is to find out a way for full, or close to full, recycling of leather shoes. While awaiting research and scientific support for this, prolonging the life cycle is crucial to reduce the negative impact of our environment. And inevitably, we need to be open in finding alternative materials that can complement leather in the long run.

Anders Odén

CEO

Varberg April 2nd, 2016

Engaging With Stakeholders

It becomes increasingly important for us to engage with prioritized stakeholders in order to reflect on our sustainability work and if necessary adjust our course.

In the beginning of 2015, we gathered the Sustainability steering group to map our stakeholders 2015. We identified the following groups of stakeholders; end-consumers, owners, co-workers, governments, our own factory in Vietnam, suppliers, non-governmental organizations (NGOs), clients*, distributors, concept stores/shop-in-shops, trade associations, students, trainees and media.

Following the mapping and discussions, we came to the conclusion that our main prioritized stakeholders 2015 were the end-consumers, the clients, our owners and our co-workers.

We have during 2015 engaged with our owners and co-workers in several scheduled occasions for information and dialogue on our sustainability work. These dialogues have been important tools for us in order to adjust and strengthen our focus areas. With the guidance of these discussions we believe that we are heading on a good path.

For 2016 we plan to expand and develop our stakeholder analysis and to engage in dialogues with at least three of our prioritized stakeholder groups.

*) wholesale, retailer

Our Most Important Sustainability Impacts

At the beginning of 2015 a materiality assessment was conducted by the Sustainability steering group. In this process, 22 criteria of essential strategic importance to Vagabond and our stakeholders were identified and evaluated according to our possibilities to impact.

In the analysis, we collected and included the end-consumers' points of view that had been directed by our shops, by e-mail and social medias. Key topics and concerns raised by the end-consumers were requests for chrome-free tanned leathers, working conditions in production and animal welfare.

We additionally reviewed a study of clients and distributors opinions on Vagabond's sustainability work conducted in 2014. The overall conclusion of the study was that more transparency about our sustainability work was desired.

When working with the assessment, we also made use of the built-in focus forward and attentiveness to new global trends that are essential for us as a fashion company. For us as a company and for our crew, the choice of more sustainable materials as well as building knowledge and engagement internally are of high importance. Managing process chemicals and emissions to air and water are highly relevant for our business. Equally important is a progressive work with working conditions in the production. Additionally, we highlight the impacts of our transport and the importance of optimizing box sizes and filling ratio to reduce our environmental footprint.

The assessment led us to the conclusion of our most important impacts and areas of special interest for our business.

Our strategies and targets for the Sustainability work 2015 were hereafter tailored to focus primarily on these impacts. We have during 2015 continuously developed our framework of policies and structures and concentrated on measuring the progressive actions of the selected aspects. For an efficient development of our sustainability work, we have also focused on building internal knowledge on sustainability matters.

Our selected most essential aspects are presented with key indicators in this report. These aspects are; sustainable choices of materials, internal trainings on sustainability issues, factory inspections and typical findings, chemical testing and chemical handling, the carbon footprint from transports and recycled material in packaging. Other aspects are presented in text in the report.



THE AUDIENCE

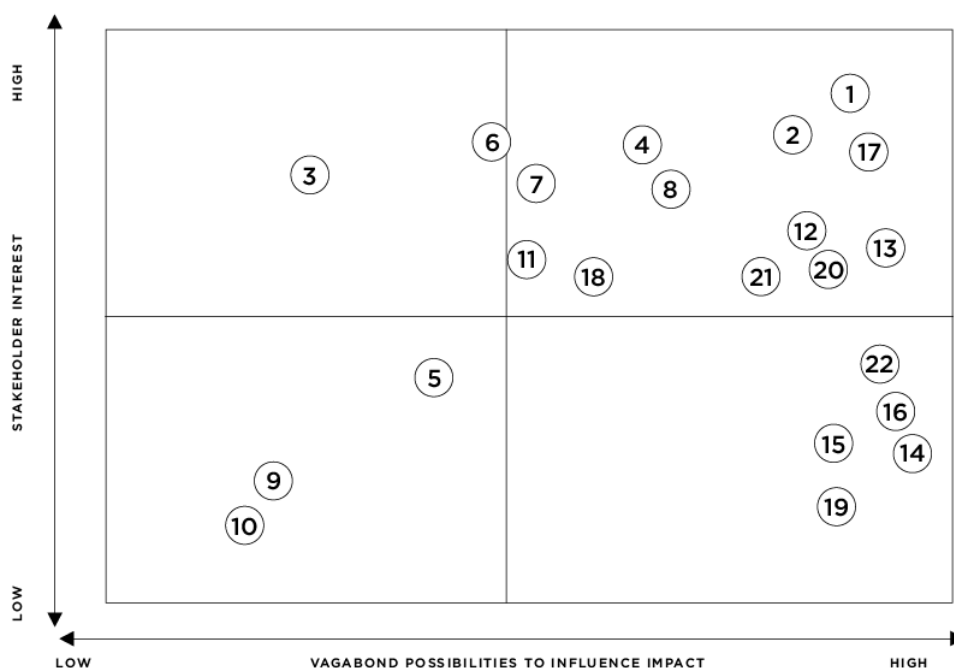
WE WILL MAKE SHOES & ACCESSORIES
THAT WILL FIT YOUR WARDROBE.
EVERY DAY.

OUR CONSUMERS ARE URBAN
FASHION CONSCIOUS PEOPLE, YOUNG
AT HEART AND CURIOUS OF
NEW TRENDS

For us to engage and listen to the people and stakeholders around us is a part of our everyday commitment. Without curiosity, vast knowledge and "high quality" predictions about tomorrow, we would not be true to our mission and would not stay professional.

Buying our products is a lot about emotional choices. Now and for the future, all choices also have to make sense in a much wider perspective within sustainability and ecological footprints in focus.

THE PROGRESSIVE JOURNEY



1. Choice of material (Design & Product Development)
2. Ethics, leather and fur (Design & Product Development)
3. Social trends/New customer preferences (Design & Product Development)
4. Management of chemicals and working environment (Production)
5. Anti-corruption (Production)
6. Impact on local societies and surroundings/environment (Production)
7. Emission to air and water (Production)
8. Working conditions (Productions)
9. Working conditions (Transport)
10. Usage of transport chemicals (Transport)
11. Emission to air and water (Transport)
12. Optimization of packaging volumes (Transport)
13. Environment and energy (Storage)
14. Working conditions (Storage)
15. Energy and shop fitting materials (Shops)
16. Printed materials and waste separation (Shops)
17. Supply and information about more environmentally friendly alternatives (Sales/End-consumer/Clients)
18. Shoe care and lifecycle approach (Sales/End-consumer/Clients)
19. Anti-corruption (Office)
20. Social Commitment (Office)
21. Equality and diversity (Office)
22. Environment and energy (Office)

Materiality assessment of the essential strategical aspects for Vagabond and our stakeholders' interests. Evaluation of our possibilities to impact.

OUR MOST IMPORTANT SUSTAINABILITY IMPACTS

The Value Chain

For Vagabond, a strive to control the entire value chain is crucial to allow us a high degree of independence. We carefully direct our business starting from our own design studio and all the way through to our shops.

Design and Product Development

We proudly call ourselves shoemakers, simply because we are in charge of the whole product development from the very first design idea to the finished product concept. Our own design studio works closely together with our workshop during the Design and Product development phase.

The right Vagabond look, comfort and fitting are central for our design. So is also choosing materials to achieve the right quality for Vagabond. From the sketching tables, we move through the handicraft of last making and sole making with the help of our skilled people to come up with the first prototypes of new models.

Continuing through careful development loops in our workshop, selected models will finally be approved for production. The detailed specification packages of construction and materials are then transferred to our own Vagabond office and factory in Vietnam.

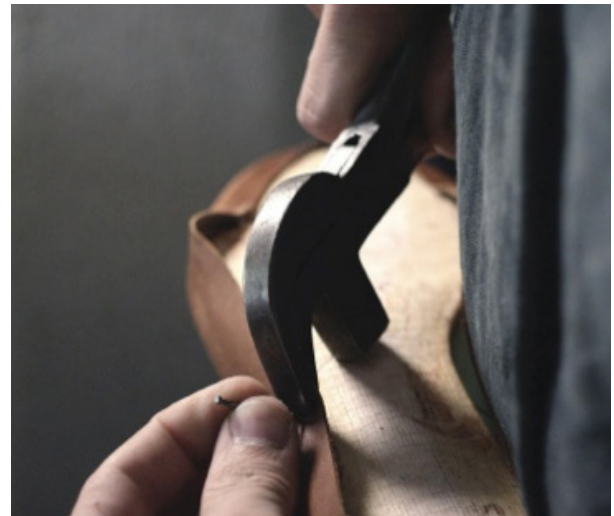
Our colleagues in the Vietnamese office make sure that the articles get the right Vagabond style and feeling in the production and that our quality requirements are met before the shipments.

We choose all our materials and material suppliers. This gives us possibilities to influence the environmental and social footprint deriving from the manufacturing of the materials. For us, the choice of materials is critical not only to the quality of our products but also to our long-term positive social and environmental impact.

Production

We like to stay in control of our products. This is the reason why we run our own factory and that is also why we are so keen on having our own people present in the production of our suppliers every day. Our presence in the production facilitates the building of good business relations between us and our suppliers. By being present, we can also easily evaluate and approve the quality of our products and the working conditions in the supplier premises.

We are well aware that we have an impact on the environment and on the people that manufacture our products. As a true Vagabond we are careful to make our footprint as light as possible and to make increasingly positive impacts on our surroundings.



Vagabond Factory

Ho Chi Minh City

Vagabond Sourcing

Vietnam
India
Cambodia
Pakistan
China
Italy
Egypt
Taiwan
Thailand
Portugal

In the production stage we focus on offering decent job opportunities, good chemical handling and environmental care. We encourage improvements on waste-handling and water and energy management in our suppliers' facilities.

We work with a limited number of carefully handpicked suppliers. Most of them have been our supplying partners for many years already. We also see our own factory as a supplier in terms of working conditions and environmental care and we inspect our own production just as thoroughly as our supplying partners' production. For us also the 2nd tier suppliers, the material suppliers, are handled the same way as our direct partners, including the same requirements.

Transport and Storage

Our products are carried by sea freights to our central storage in Varberg, Sweden or shipped directly to clients. When landing in our own storage, the shipments are registered and reloaded on trucks for further deliveries to the shops or to our clients. As the transport is handled by external partners, we do not control this aspect, however we can make conscious choices of transport suppliers and encourage an improved environmental and social agenda with our transport suppliers. From many years back we have made efforts to optimize the size of the shoeboxes and the filling ratio in our transport to reduce the volume of the goods. Our optimization work is beneficial in both economic and environmental perspectives.

Sales & Marketing Communication

We sell our products through different channels. Either by our own shops, by clients' sales or by e-commerce. The know-how of our Sales colleagues and the information on our web-sales are crucial for the communication of our sustainability efforts to clients and end-consumers. Our Sales colleagues in our own shops receive tailored training to serve the end-consumers with good and transparent information about our more sustainable alternatives and about our sustainability work. We also provide information on how to make our products last longer by good shoe care. We are careful to inform also our web customers about more sustainable choices. While we directly influence the communication to the end-consumer in our own shops and on our web sales, we work to inspire our clients, distributors and shop-in-shops to communicate our sustainability efforts.

Our Crew

Our people are our most important assets and ambassadors. We strive for our people to be actively involved in our sustainability work in the extent that is possible. Knowledge is key and internal information and dialogue are our tools to achieve a good level of knowledge about the sustainability work and about our challenges and opportunities.

At the head office in Varberg, we involve our personnel through general information during personnel meetings and by sessions of small-talks on sustainability department-wise. We hold training and continuous dialogues with our production, office and sales colleagues worldwide to increase the awareness and involvement in the sustainability work.

Reporting on Sustainability Aspects

During 2015 we have started to adjust our internal system to measure and report on relevant indicators for our selected aspects as listed in the GRI G4. Here follows the essence of our Sustainability work 2015;

Social Sustainability, Human Rights and Working Conditions

Managing fundamental human rights such as the right to health, education, freedom of assembly and freedom of expression is top priority throughout the value chain. We recognize that our business can give rise to specific human rights challenges as well as opportunities to make a positive impact.

The management of the working conditions in the producing units is crucial for Vagabond. We require proactive production planning to avoid excessive overtime and continuous supervision of the health and safety levels in the factories. We work actively to address human rights and decent working conditions and to turn the spotlights on the most critical issues.

Proactive sourcing is essential for Vagabond. Our suppliers are carefully chosen and by the means of our own factory inspections, we strive to ensure that they meet the high societal, ethical and environmental standards that we require. We believe in building trust by consistency and engagement and we aim for continuous improvements by working closely with our suppliers.

We have developed and enabled systematic controls in our suppliers' premises through our inspections of Code of Conduct compliance.

Internally Vagabond, we continuously review challenges and progress related to Human rights and Working conditions. We are open with our ways of working with Human rights and Working conditions as we believe that being transparent is a good way to reach understanding of our work.

Our own factory Vagabond Vietnam, is central in our sustainability work. Our factory supplies only to Vagabond and this is where we can access full control of human rights and working conditions. We strive to be a good employer and to make continuous progress in the sustainability field with the aim to attract and maintain a skilled and stable workforce.

Most of our suppliers' production capacities are shared with other customers to the same factories. Each customer has their own social standards for the production facilities and this can sometimes be difficult for the suppliers. We search to cooperate with other companies to reach optimal effect of our work.

Ethical Considerations

Ethical business is core to Vagabond. Included in ethical business is selection of materials. We believe that conscious decisions lead to confidence in the brand and long-term business success. As well as including human rights in our Code of Conduct, we also see animal rights as a natural part of our requirements. We take a stand against unethical materials such as fur or leather from endangered species or animals raised for the purpose of the leather. We are one of the companies to have joined the Fur Free Alliance, Fur Free Retailer program and we require our leathers to be byproducts of the meat industry for sustainable use of all parts of the animals.

Due to a globalized leather market and sometimes weak National regulations, there can be difficulties to trace the leather all the way from the tannery to the farm. During 2015 we joined the Swedish Initiative for materials derived from animal origin, driven by the branch organization Svensk Handel (Swedish Trade Federation). The initiative works to develop common purchasing guidelines for products of animal origin. Our aspiration is to emphasize our requirements on traceability and animal welfare by using a common platform and cooperate with other companies that face the same difficulties.

During 2015 we have explored materials that are alternative to leather. We developed our first Non-Animal collection with its release in February 2016. The collection is made with leather-like materials and specially designed for our customers who prefer materials of non-animal origin.

In conjunction with the Non-Animal project, we also introduced the concept of Meat Free Monday at our head office in Varberg. This is a way for us to shed a light on the current global overproduction of meat and a means for our engaged colleagues to contribute to a sounder and more conscious consumption of meat.

Treating people with respect, sharing our knowledge and learning from others have always been core values at Vagabond. We encounter cultural differences in our global organization and we deal with these challenges with humility and commitment of the people within and outside the company, all of which contribute to Vagabond's success.

VAGABOND Code of Conduct (in short, the full text is presented on the webpage)

1. Contract of employment

There should be a legally binding employment relationship for every worker.

2. Minimum age and Regulations for Young Workers

VAGABOND does not accept child labour.

3. No Forced labour

Employment shall be freely chosen.

4. No Discrimination

All employment relationships shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, pregnancy or childbirth, social origin or handicaps.

5. Freedom of association and the right to collective bargaining

The right of all workers to form and join trade unions shall be respected. Workers' right to negotiate collectively must not be prevented in any way.

6. Compensation

Wages and benefits paid for a standard working week must meet at least legal and industry minimum standards. In any case where the minimum standard is not sufficient to cover the workers' basic needs and allow for discretionary income (some savings), the employer is urged to strive for a living wage.

7. Working hours

There must be no excessive working hours.

8. Safe and healthy working conditions, no harassment or abuse

VAGABOND requires that suppliers provide safe and healthy workplaces for their employees.

9. Environmental care

VAGABOND encourages a progressive environmental work. As a minimum, National Environmental legislation and standards in the country of operation must be followed.

10. Animal welfare

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals.



In Our Suppliers' Factories

We narrow our selection of suppliers to a small number of partners. These suppliers are carefully chosen for their capability and commitment to meet the quality, price, environmental and social requirements of Vagabond.

In 2004 our first Code of Conduct was released. Our Code of Conduct is based on international regulations of the ILO (International Labour Organization), the UN (United Nations) Universal Declaration of Human Rights and the UN Convention on the rights of the Child.

In 2015 we updated our Code of Conduct with more stringent requirements and we developed a systematic approach to our social inspections. All suppliers must sign the Code of Conduct before the start of production for Vagabond. The Code shall be translated into the relevant local languages and posted at locations in the workplace where it is easily accessible for the workers.

As our products are manufactured in countries where compliance to Human Rights and Working conditions can be weak, we pay high attention to these fields. All new 1st tier suppliers are screened using the labour practices and human rights criteria of our Code of Conduct. Before the approval of an eventual new supplier, our Code of Conduct must be reviewed and signed by the supplier and we conduct a first check of compliance on site. In August 2015 Vagabond dedicated a full-time position in our office in Vietnam to enable regular inspections of the suppliers' premises and to offer suppliers advisory support and training that could facilitate the integration of improvements. We now monitor on-site inspections at all our suppliers' premises in Vietnam and we evaluate the suppliers' performance with regards to Code of Conduct compliance.

In 2015 we set the target to continuously inspect working conditions at all our 1st and 2nd tier suppliers (the shoe and material suppliers) in Vietnam. In total we made 45 inspections in 17 factories. In 2015, our 1st tier suppliers have undergone full inspections according to our requirements while the 2nd tier suppliers have been inspected on the Health and Safety part of our requirements. In 2016 we will expand our inspections to include full inspections also at our 2nd tier suppliers.

During the inspections, our own personnel would use an internal tool that is based on the international SA8000 framework for working conditions. With the help of the tool we can measure and compare the factories capabilities to meet our Code of Conduct requirements and also the effect of the improvement activities made. We measure the fulfilment of our requirements (%). The fulfilment of our 1st tier suppliers at the end of 2015 is in this report illustrated in form of a graph.

Each inspection includes production reviews in place on the factory floors, document reviews and interviews with the factory management and workers selected by us. After the inspection is finished, we make sure to allow time for discussing the findings in detail. This closing discussion is important to make sure that the factory understands and agrees with the findings and the required actions.

We follow-up on the actions of improvements in place and we evaluate the improvements primarily by interviews with management and workers and by documentation. The supplier's attitude and engagement in the improvement work is core to our supplier relations. We favour the suppliers that engage in the Code of Conduct work and we allow sufficient time to implement lasting improvements. These suppliers will continue to receive a stable amount of production orders from Vagabond. Any supplier that does not take action or where the attitude to Code of Conduct work is questionable would be phased out gradually.

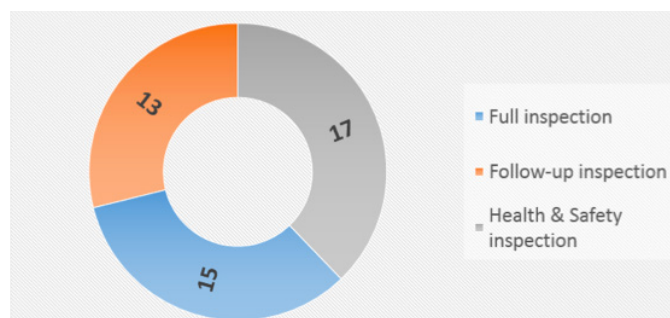
The most common findings during 2015 have been insufficient use or insufficient provision of personal protection equipment, weak chemical handling, too much overtime and insufficient payments to social insurances.

For these most common findings we prepare training programmes to facilitate the understanding of expected actions for improvements. In 2016 we plan to invite our suppliers to our own training sessions on Code of Conduct compliance. We would also encourage external training sessions to improve the capabilities for improvements in the weaker areas.

We require from our suppliers that wages must meet at least legal and industry minimum standards. Minimum standards should cover the workers' basic needs and allow for some savings. We therefore urge our suppliers to strive for living wages and we regularly review the salary levels at our suppliers' premises. We additionally inspect that the workers are correctly informed about how their wages are made up and that they receive pay slips with this information. The workers must also receive all legal social benefits, like pension and health benefits. These benefits must be clearly marked on the pay slip.

During peak season, the speed of production is more intense. We experience that it is beneficial for the workers if we assist in place on the factory floors to highlight the health and safety measures in the factories. At the end of 2015, during peak production, we therefore performed inspections focused on Health and Safety to remind the factories of the importance of high safety during the busy manufacturing periods.

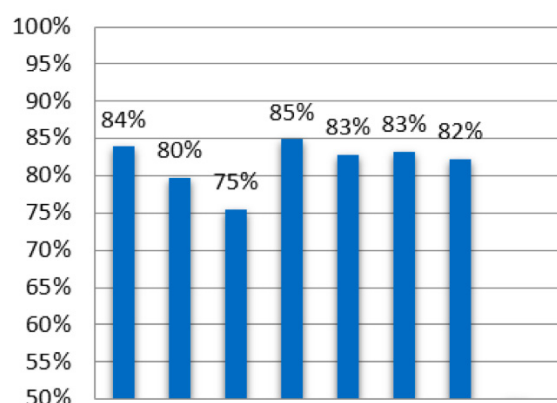
45 INSPECTIONS



As the chemicals used in shoe production may be flammable and the production applies several potentially burnable materials, the fire safety in the factories is crucial for us and our suppliers. In 2015 we have seen many good improvements in the fire safety field such as clear pathways, enlightened fire exits and regular revisions to ensure fully functional fire extinguishers.



Factory inspection in Vietnam.



1st Tier suppliers' fulfilment of our Code of Conduct at the end of 2015.

We have during 2015 supported the factories to improve the chemical safety by helping to increase their knowledge about the chemicals used and the handling of these chemicals. We emphasize informative marking of the chemicals in production and that the correct personnel protection equipment is provided to the operators. Good improvements have also been made in the electrical safety field, such as improvements in electrical box covers and regular machine and cable overviews.

We strive for good working environments for all the people that contribute to the production for Vagabond. Together with the suppliers we have during 2015 increased the number of inspections of light, noise and chemical emissions (VOC). There has also been an increase in the number of personnel health checks and improved actions have been taken where required.

In Our Own Factory, Vagabond Vietnam

Our own factory, Vagabond Vietnam is situated in Ho Chi Minh City. We revise our own factory's compliance to the Code of Conduct with the same sort of factory inspections as we conduct

in the suppliers' premises. During 2015 several valuable improvements have been made in our factory. Examples of improvements are reviews of company policies, grievance systems and increased union involvement in matters of working conditions.

The health and safety work has been highlighted and we have attained higher chemical, fire and electrical awareness and safety. We strive for our own factory to be a role model in the social compliance work. For 2016 we plan for a social audit by external parties to verify and point out areas for improvements in our own factory.

Continuous Improvement in the Production

We believe that good knowledge and understanding is key to continuous improvements in all fields. We therefore see training as a valuable part of the development of improved routines. We encourage our suppliers to hold regular internal training sessions, especially in the field of health and safety. For the 1st tier suppliers we plan to provide at least one training session related to the Code of Conduct work during 2016.

We strive to further develop and strengthen the cooperation with our suppliers on the social agenda. At the same time, we keep looking for opportunities to cooperate on common social requirements with other customers to the same factories.

Confidence in our product safety is essential. We prioritize the chemical and physical safety of our products. In parallel with the testing of chemical substances we also perform an important number of physical tests in Vagabond Vietnam before releasing the products for shipment.

One of the more important physical tests is the bonding strength of the upper to the outer sole. There should be no risk of customer injuries due to insufficient bonding strength. We therefore carry out sole bonding tests in our internal testing facilities. During 2015 no complaints related to product safety has come to our knowledge.

Social Compliance of Transport Partners

Most of our product transports are carried by sea freight and further on land by truck. Since we do not have continuous insight in the social conditions during the transports, it is of utmost importance for us to turn to trusted partners for the deliveries of our products. During 2015 we made a review of our suppliers of transports and they have all been requested to sign our Code of Conduct for further cooperation.

Communication and Customer Care

During 2015 we have developed and refined our communication of the Social Compliance work.

We strive for transparent and relevant information both in direct personal contacts with our clients and end-consumers as well as on the webpage and our social media channels.

We frequently receive questions on our Sustainability work through end-consumers who visit our shops, by the web-mail and through social media. The most common inquiries during the year have been related to chemicals, working conditions, animal welfare and environment in and around the production facilities.

We highly welcome our clients' engagement in our social compliance work. In 2015 we have reviewed and signed several new clients' Codes of Conduct. For us, transparency in the supply chain and in our internal work is essential for the confidence in our brand. As we see increasing interest in our ethical work, we also recognize the importance to meet the expectations on communication in the Sustainability field.

For that reason, we will increase the frequency of internal trainings and dialogue on our sustainability work for the Sales and Marketing teams in 2016.

We continuously work to improve the communication about our efforts in the Social area both in direct contacts and on the webpage and social medias.

We are careful to ensure maximum attention to personal integrity for the members in Vagabond member's club and safety during financial transfers in our E-Store.

Our People

Within the Vagabond organization there are many different nationalities represented. Having colleagues around the globe we naturally think of ourselves as a diverse culture company.

Our people are our greatest assets and the ambassadors of our brand. The commitment of our people is essential to conduct business responsibly and to meet our sustainability goals. We have therefore during 2015 increased our efforts to build internal knowledge and skills in the sustainability area. (more information under the section Economic Sustainability).

Employee Statistics 2015

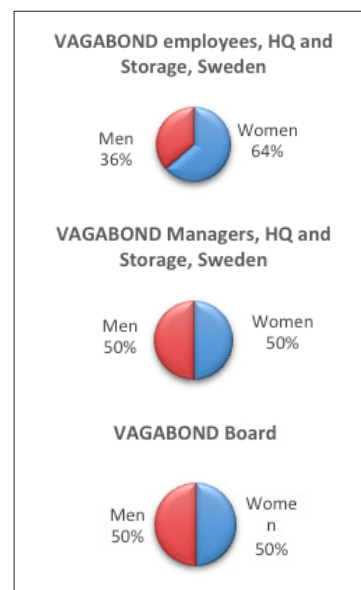
Most of the Vagabond employees work in our office and factory in Vietnam. The second largest Vagabond employer is our office and storage in Varberg. We then have many colleagues spread around the globe in the Vagabond shops and sales offices in Finland, Denmark, Germany, Poland, Czech Republic, Hungary and Russia.

The total number of employees, gender distribution, turnover of employees and sick leave are for 2015 limited to statistics for the head office and storage in Sweden, due to local differences in the reporting statistics. For 2016 we plan to develop a common reporting system for the Vagabond entities.

The workforce within the head office and storage in Sweden was 85 employees on Dec 31st 2015. Both full-time and part-time permanent contracts are commonly employed while the use of contractual workers is generally not applied.

The distribution of women and men was by the end of 2015, 54 women and 31 men. The distribution for management positions was at the same time 6 men and 6 women and for the Board 2 men and 2 women.

There were 15 new employees in 2015, while the turnover rate was 8,24% and the sick leave, 2,48%. The average age for an employee in Sweden is 38 years old.



Reporting of Injuries and Working Environment

The frequency of injuries in our workshop and central storage in Varberg is generally low. During 2015 there were no reported injuries or incidents. Due to differences in the reporting models, we unfortunately cannot present relevant injury statistics for our other entities 2015. For 2016 we expect to develop common grounds for our reporting system that will give us a more complete picture.

In conjunction with a re-design of the layout in our workshop in Varberg, we turned to a third party to measure concentrations of dust and emissions from glues. The results were very satisfying and we could therefore approve the new settings in the workshop from the working environment perspective.

Union Club and Collective Agreements

In Sweden, 100% of the workforce is covered by collective agreements. We follow the directives specified in the collective agreements such as for example minimum notice periods.

During 2015 our first union club was established in the Head Office in Varberg as a good means to facilitate the union activities in the workplace.

We will during 2016 revise the current coverage of collective agreements in our global entities and investigate the possibilities to introduce established collective agreements if available.

Anti-Corruption

We are present with production and sales in some countries where corruption may be an issue*. We therefore need strict definitions of ethical behaviour for business with Vagabond.

During 2015 a review of our internal anti-corruption policy was conducted with the aim to further develop a clear ethical framework. It is of great importance for us to clarify what is expected from our people and to facilitate the understanding of ethical behaviour according to Vagabond.

For common understanding, internal education on the anti-corruption policy is planned for all Vagabond employees in 2016.

Volunteer Work

In 2015, the Vagabond Head Office and Storage introduced opportunities for volunteer work with selected human rights' organizations. This project has had a slow start but with the formation of a clearer framework we hope to see the volunteering engagement rise in 2016

*Transparency International's Corruption Perceptions Index 2015

Environmental Sustainability

Our environmental strategy is to minimize our environmental impact progressively in all steps of the value chain. The choice of materials has a significant effect on a product's environmental impact. With this in mind we put great effort in a careful selection of materials in the design phase and strive to continuously introduce more sustainable materials. The manufacturing of shoes and shoe materials is chemical intense. For this reason, we put a lot of our efforts in controlling, minimizing and substituting process chemicals. We also focus on chemical handling and environmental protection. Part of our environmental footprint comes from the transport of our goods and we try to make our carbon footprint lighter by conscious choices of logistic partners and by increasing our requirements on environmental care.

We have during 2015 focused mainly on three areas; reducing the environmental impacts of our own operations, reducing environmental impacts from our suppliers' production and enabling opportunities for recycling of our products.

Vagabond does not have a certified environmental management system in use. Our shops mainly operate in leased premises which leads to that environmental issues are handled in the extent possible within the property of location.

Most of our suppliers' production capacities are shared with other customers to the same factories. As there are no given common environmental agendas for the production facilities, we search to cooperate with other companies to harmonize our environmental requirements and reach optimal effect of our work.

Chemical and Environmental focus in production 2015;

- Extensive testing of chemical substances
- Sharpening of Vagabond's chemical and environmental requirements for production of materials and shoes.
- More sustainable alternatives to current glues
- Water and energy usage

In 2015 we decided to replace the conventional cotton with more sustainable cotton alternatives.

We have introduced organic, GOTS certified cotton in cotton linings and insocks with the aim to reach 100% organic in 2017. Our

ECO Progressive line fronts our cotton ambitions.

As a reaction to the raising numbers of sensitivity to chromium, we continue to increase the share of chrome free tanned leathers in our inner materials. Our ambition is to offer 100% chrome free tanned leathers in our leather inner materials by 2017.

Sustainable Materials

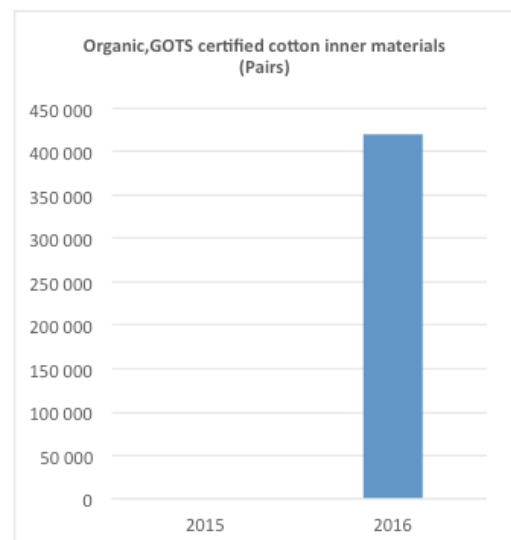
The raw materials stand for the mere part of our product costs. Recognizing that most of our products' environmental impacts get decided in the actual product design phase, we carefully select our materials and material suppliers to better control and reduce our negative impacts.

In 2015 we further developed our systematic environmental approach in the Design and Product development phase. We have primarily focused on inner materials such as linings and insocks as these are the parts of the shoes that may come in direct contact with the bare skin and therefore has greater concern for our end-consumers than the outer materials. For that reason, organic cotton and chrome free tanned leather have been focus materials. We also additionally explore other more sustainable natural and semi-natural materials as well as recycled synthetics for our collections.

Our ambition is that 100% of our inner materials will come from more sustainable sources in 2017.

Organic Cotton

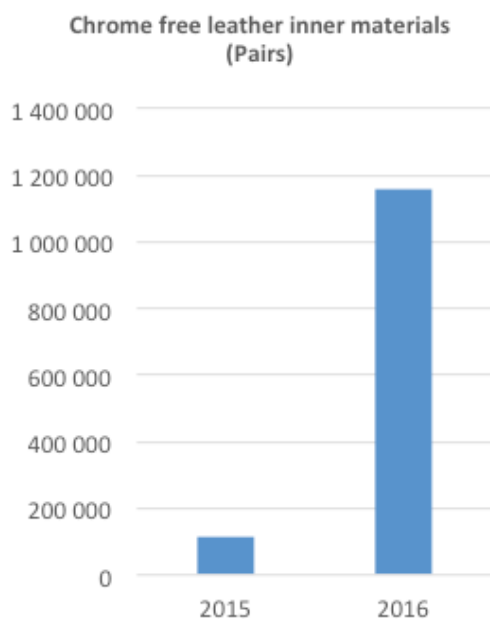
Cotton is besides leather our most common material. Recognizing the significant environmental footprint of both cotton farming and the dyeing and finishing processes of cotton, Vagabond decided during 2015 to leave the conventional cotton behind once and for all. We are successfully introducing organic, GOTS certified cotton to replace the conventional cotton as one of the actions to reduce our environmental impacts. Changing to organic cotton also has a positive health effect on the workers in the cotton fields. In 2015 we worked intensely to enable the introduction of organic cotton 2016. For 2016 we schedule the share of organic cotton inner materials to 22% of the total volume of cotton inner materials. Our target is 100% organic origin for cotton inner materials in 2017.



Cotton as inner material adds finer comfort to the shoes, but the use of cotton also brings challenges of a global character. Being aware of the significant consumption of water in the cotton plantations all around the world we look at ways to reduce our water footprint. In parallel with investigating sources of cotton from less water intense growing techniques, we strive to introduce more sustainable cotton-like materials as alternative choices. Even though we are eager to introduce more sustainable materials, we realize that we need to allow the time needed for technical approval as we do not compromise on the good quality that is significant for Vagabond.

Chrome-Free Tanned Leather

We choose leather producers that can present a good process control and environmental care. As a reaction to the raising number of sensitivity to chromium, and with care to our end-consumers Vagabond continues to increase the share of chrome-free tanned leathers in our inner materials. We choose to concentrate on the leathers that may come into contact with the bare foot with the ambition to contribute to a solution to this global concern. In 2015 we prepared for a significant increase in the share of chrome free tanned leather for inner materials. For 2016 we schedule 57% and we aim to reach 100% in 2017.



Recycling of Shoes

Methods for recycling of complete shoes are under development. But until there are satisfying recycling techniques available, we look at constructions that allow easier separation of the shoe parts for recycling. For Vagabond, reuse and recycling are defined areas for increased focus the next years.

Environmental and Health Care

Our Code of Conduct also includes requirements on environmental care. All suppliers must sign the complete code before entering into any production for Vagabond. As a minimum we require compliance to National environmental legislations, but

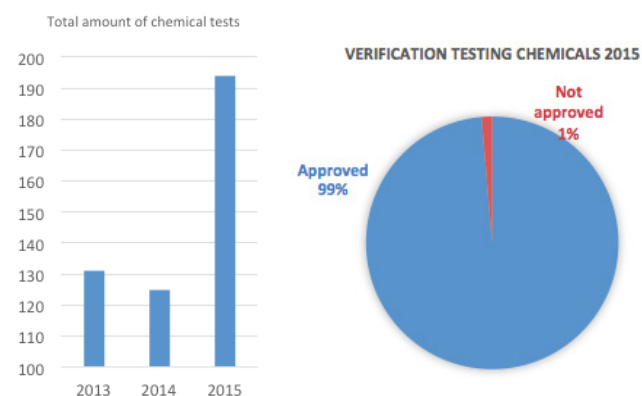
we encourage all environmental actions above required levels. In the making of our products, there are different kinds of chemicals involved, both in the raw material production and in the shoe manufacturing. Together with our suppliers, we share the responsibility to ensure that the products do not contain forbidden, unhealthy or environmentally damaging substances. To clearly communicate acceptable chemical limits, all suppliers to Vagabond must sign our RSL (Restricted Substances List). The RSL is updated twice per year to mirror the changes in the chemical legislations within the EU and in our Sales countries. A good support in the updating work is the cooperation with the Chemicals Group, led by the test & research institute Swerea in Gothenburg, Sweden. We additionally take advice on chemical restrictions from other international consultancy.

Chemical Testing

In 2015 we started to systematically collect test results from our material suppliers on key substances selected by our Sustainability and Production teams. We call these tests on key substances "standard tests" and we require approved test results for the release of production materials. Only test laboratories that are evaluated and approved by Vagabond can be used for this purpose. We have during the year focused especially on Chromium 6, Arylamines and APEO which are substances with negative effect on human health and the environment.

Additional to the required standard tests we also carry out extensive verification testing on production materials together with trusted laboratories.

During 2015 we increased the amount of chemicals testing to perform in total 194 material tests on a variety of selected substances. Of these tests, 99% were approved while 1% was stopped for production or sales.



Chemical Handling in the Production

Making sure that the chemicals in production are handled correctly is core to the safety of the workers and the environment. We require that safety information for each substance, SDS (Safety Data Sheet), is posted in the local language and easily available in the production sites. We also require that all workers receive training on how to handle the chemicals safely. Our supplier inspection scheme includes verification of SDS for the chemicals used on site. These chemical safety evaluations during factory inspections help us to point out potential chemical risk areas. We address any chemical risks on site and agree upon relevant action plans together with each supplier.

During 2015 we have seen many good improvements on chemical safety such as provision of correct personal protection equipment, labelling of chemicals used in the work stations, training on chemical handling and safety and improved handling of hazardous chemical waste. During 2016 we will continue the chemical safety work together with the suppliers. Our ambition is to continuously raise the awareness of chemical risks, to minimize the chemical usage and whenever possible substitute current chemicals to more environmentally friendly alternatives.

Specific Shoe Chemicals

Specific for the production of shoes is the frequent use of glues. Most shoes are glued together both between upper materials and between upper and sole. The glues used for shoe manufacturing are by tradition and quality reasons relatively strong and come with requirements on good ventilation and the wearing of personal protective equipment such as face masks and rubber gloves. Vagabond strives to minimize the use of glues and also to help our suppliers to find more sustainable quality glues whenever applicable. We also look at alternative shoe bonding constructions in our attempts to reduce the usage of glues.

As most of our products are manufactured in Vietnam where the climate is hot and damp, it is difficult to constantly maintain the cool working environment that it would take for the workers to feel comfortable wearing face masks and rubber gloves. We strongly believe that substitution to glues that require less extensive use of protective equipment would be a better solution than to continuously monitor the use of personnel protection in production. For that reason, we started up a Glue project together with the test- and research institute of Swerea in Gothenburg during 2015. Our ambition is to learn more about the production glues and to find alternative glues that require fewer environmental measures, less protective equipment and still offer good bonding quality. We turn to Swerea for professional help with evaluation, to increase our knowledge and for analytical support. In 2015 we have collected information on the glue chemicals that are currently used. This information will be further evaluated together with Swerea and developed into requirements for alternative glues for production. The project will continue during 2016.

Water and Energy Management

We recognize that the lack of clean water in many production countries is a serious and growing problem. In the actual shoe production, the use of water is almost insignificant. But in the manufacturing of our production materials such as leather and



textiles, the water usage is more intense. As we include our 2nd tier suppliers, the material suppliers in our Sustainability work, we see possibilities to investigate and hopefully also positively impact the water and energy usage in the production plants. In 2015 we announced to the tanneries and textile factories that we would review the water and energy management. We have during the end of 2015 started to collect information and self-assessments from all our leather and textile suppliers to build a better understanding of the current situation. From the data we evaluate the knowledge and capacities of our material suppliers in terms of water and energy management. This basic information will serve as a platform for dialogue and cooperation on efficient water and energy reduction measures from 2016 and further on.

The use of renewable energy is important for us by both environmental and economic reasons. Currently in the Asian shoe production, the majority of the energy comes from fossil fuels like coal and oil. The availability of non-fossil fuels in several of our production locations is unfortunately not as developed as we would wish. We challenge our suppliers to search for opportunities to use energy from renewable sources and we encourage conscious measures to reduce the energy usage.

Waste Handling

Responsible handling of waste is an important topic on our sustainability agenda. We look at both production waste and office waste. Currently, production materials for which recycling is possible already get recycled by economic reasons. Our main challenges are these materials that do not have functional standard procedures for recycling. During 2015 we have reviewed the waste handling in the Head Office and at Vagabond Vietnam. We have also reviewed the waste handling at our suppliers' premises. Experiencing that waste handling still is an easier task in the Head office in Sweden than in Vietnam or other supplier locations, we set different levels for our targets for the waste handling for 2016. At the Head Office in Varberg we aim to extend the sorting of waste with three more fractions and continue to review opportunities for reuse and recycling of the material waste from our workshop in the Head office. In the Vagabond office and factory in Vietnam, good improvements have been made during 2015. The waste station has been expanded to give room for additional fractions of waste and organized to secure the environmental safety with the expanded sorting of waste.

New collectors for recycling of the production materials have been contracted and workers and office staff instructed on how to sort the waste.

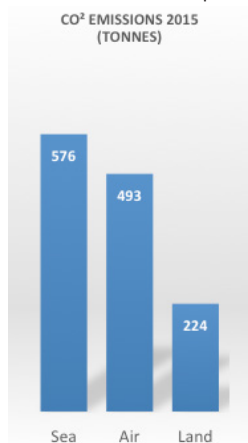
Given the different opportunities for waste handling globally, our targets for 2016 are set according to the local possibilities of re-use and recycle at the suppliers' premises.

Impact of Goods Transports

Functional transportation of our goods is a key parameter to success. Goods must arrive in time for our clients' satisfaction. Recognizing that our transports have a negative climate impact and following the directions of the global climate agreement, we aim to reduce our total carbon emissions.

During 2015 we have focused on sharpening the requirements on our transport suppliers. We primarily choose sea freights for the transports of our finished goods both by economic and environmental reasons. Due to the significant emissions of greenhouse gases from air freights, we work to cut down on the number of air shipments to the most possible extent. For the transports from the harbours to our sales locations, we choose truck deliveries. The awareness of the climatic impact of transports and our ambitions to leave as light footprint as possible play an increasing role in our choices of transports and transport partners. In 2015 we further analysed the environmental impact of our transport partners as well as our partners' future environmental ambitions. The collected statistics on greenhouse gas emissions will stand as a basis for the development of environmental targets for Vagabond's transports in 2016.

During 2016, we will do external training on climate effects of the transports to guide us to continuously improve and set challenging targets for reduction of our transport footprint.



CO2 emissions from transports 2015. Statistics derived by our transport suppliers.

Box Optimization and Box Materials

An important part of the work to reduce our climatic footprint is the optimization of the packaging and the choice of packaging materials.

During the years we have worked intensely to optimize our box sizes and packaging materials to reduce the transport volumes and the amount of packaging materials.

In 2015 we further improved our filling ratio for boat transports to 78% from 77% in 2014.

The supply of Vagabond shoe boxes is handled by our colleagues in the Vietnamese office. Our boxes are manufactured locally in Vietnam and made by a mix of recycled and virgin cardboard materials.

We investigate how to best minimize the quantity of filling materials in our shoeboxes and we will additionally look at any clever innovation for the outer cardboards.

During 2016 we will evaluate how we best increase the share of recycled material in our shoeboxes without compromising on essential box quality parameters.

Category	Area	Recycled mtrl in %
shoe box	shell: white cardboard	78-85
	base: corrugated board	95-100
filling paper		100
wrapping paper		100
outer carton		100

Travel Recommendations

For our internal travelling, our travel recommendations are transportation by train whenever possible and use of IT-solutions such as Skype to reduce the amount of travelling to external meetings.

Raising Awareness and Communicating Sustainability

In parallel with the introduction of more sustainable materials we emphasize a higher frequency of internal dialogue on sustainability. During 2015 we have focused on continuously raising the internal awareness of our sustainable development.

We are careful to be transparent and accurate about our sustainable choices in our communication with clients and end-consumers.

Shoe Care to Extend the Life-Time of Our Products

We design and manufacture durable fashion. Our ability to offer quality long-life products is our most sustainable reason-to-be. We emphasize to our end-consumers that good shoe care is the best way to extend the lifetime of our products. Well taken care of, the shoes will be in good enough condition to be donated for reuse when the first owner has finished her usage.

We support the ongoing development of more sustainable shoe care chemicals. During 2015 we made a complete review of our shoe care products with the environmental parameters in focus. Our ambitions are to continuously substitute chemicals into less environmentally harmful products and to encourage the use of shoe care products to relevant amounts. We have taken the decision to progressively modify our range of shoe care products towards a more environmentally sustainable approach, which started in 2015.

During 2016 we will move to more natural ingredients and fewer shoe care products to help our end-consumers to extend the lifetime of their shoes.

Material for Display

We are careful to integrate the full value chain in our sustainability work. More sustainable products go hand-in-hand with more sustainable presentations in our shops. Currently our main materials for display such as shelves, racks and desks are well-thought through styles that can be used during many years by both economic and environmental reasons.

During 2015 we started up a step-by-step review of materials for display. We focus on recyclable materials and possibly also re-used materials and we hope to make more sustainable changes during 2016.

Renewable Energy

We have since 2013 chosen 100% renewable energy sources for our Head office and Storage in Varberg.

Wherever possible we also choose renewable energy and LED lights for our shops.

During 2016 we will explore and learn more about the availabilities of renewable energy sources for our global Sales offices, our own factory in Vietnam and for our suppliers' premises.

Chemicals for Cleaning

During 2015 we made a review of our cleaning chemicals at the Head office in Varberg. Our aspiration is to minimize and substitute cleaning products and methods to more sustainable alternatives. At the end of the year, we made successful trials to reduce the amount of cleaning chemicals for the office areas. As a result of the trials, our office areas are cleaned using only textile cloths and water. This experiment led us to an almost complete reduction of the traditional cleaning chemicals for these areas.

Engagement

The environmental engagement within the Vagabond organization is high. To canalize the ambitions into a systematic approach, we will work department-wise with selected and measured environmental projects during 2016. The projects can be in the form of waste sorting, chemical reduction, reduction of emissions, increasing awareness on environmental challenges, internal education on waste handling, energy savings and more.

Economic Sustainability

For Vagabond, independence is core. The economic effects of maintaining fruitful long-term business relations, striving to control the full value chain and attracting skilled workforce is evident and crucial for our stable and long-term growth.

However, our journey becomes increasingly affected by the outside world, challenging us to take conscious considerations in every choice that we make. We believe that our way to continuous success also comes along with cooperation to achieve important and lasting improvements.

We aim for a progressive journey with cost-conscious considerations and attentiveness towards what is happening in the world around us. Taking good and creative sustainable steps now will reduce the risk of facing future costs by taking action too late.

Predicting the material supplies of the future, we believe that the market can look quite different from today. We already now build up selections of alternative materials to allow us a wider range of more sustainable materials and constructions of choice.

The economic value of reusing materials becomes increasingly important with time. Recycling of shoes is a complex challenge as techniques are still under development. While we follow the technical development of the recycling industry we prepare for coming possibilities for recycling of complete shoes by avoiding materials of mixed components and by using as few integrated materials as possible during the product development phase

The economic advantage with having a skilled and stable work staff in the factories is undoubtable.

Skilled workers that work under good conditions in a healthy environment will produce good and stable quality and the productivity will be high. We believe it is crucial that our suppliers have good standards in their factories to attract and maintain a stable workforce. We can contribute by setting good examples in our own factory in Vietnam and by spreading our good practices to our suppliers. To achieve this, we work with a step-by-step approach where we encourage improvements and support the suppliers with advice whenever possible. No factory is perfect and we would naturally allow our suppliers to fail and to learn from mistakes, if the attitude is right and we see an aim for positive and sustainable development.

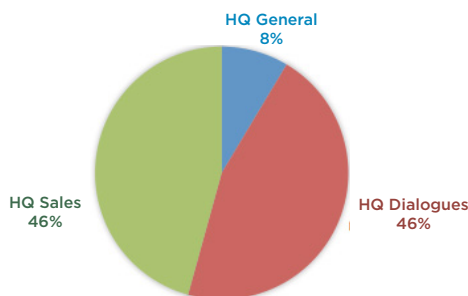


By optimizing packaging sizes and filling ratios, minimizing the amount of filling materials and encouraging our transport suppliers to work towards fossil fuel free transport we strive to manage future rises in transport costs and restrains on fossil fuels.

We encourage all our suppliers to search for alternative energy sources to the fossil fuels, both due to the environmental impact of fossil fuels but also due to future economic reasons.

We are convinced that our progressive sustainability work contributes to building an even stronger brand reputation. We have during 2015 started to communicate more about our sustainability work, and we will during 2016 continue to develop the communication of our actions in the sustainability field.

Part of our long-term commitment to make a positive impact with our business includes internal training and discussions on sustainability topics. We believe that sharing information and holding an open dialogue around the sustainability perspective will lead to increased awareness and engagement and help to strengthen our company and brand further.



Internal trainings related to sustainability 2015

Internally, Vagabond held in total 35 occasions for information, training and dialogue on sustainability during 2015. Of these occasions, 3 were General Personnel Information at the Head Office, 16 were dialogues with the different departments and 16 were directly focused on our Sales personnel.

We also see our sustainability work also as part of the employee satisfaction agenda. A good sustainability agenda gives us further competitive edge and helps us to attract and maintain valuable personnel resources.

Cooperation's and Memberships

We are a small player on the global market, which makes it sometimes more challenging to reach our sustainability goals. To be as strong as possible we seek to cooperate with other companies and organizations that have sustainability agendas similar to ours.

Below are some of our partnerships and engagements;



The Swedish Chemicals Group

Driven by the test- and research institute Swerea IVF.

The Swedish Chemicals group helps us to keep up-to-date with coming chemical legislations and provides us with expertise in chemical questions.



CSR Western Sweden

Cross industry cooperation and platform of CSR knowledge.



Swedish Trade Federation's initiative on Animal welfare

Branch trade organization. Vagabond joined the initiative for cooperation on animal welfare in 2015.



Fur Free Alliance

Vagabond joins the Fur Free Retailer Program.

We take a stand against fur and leather from endangered species and from animals that are raised for the purpose of the skin.

Charity

Vagabond makes regular donations to selected charity organizations.

For more information on the current charity activities there are more information on the website (www.vagabond.com/aboutus/wesupport)

Engage With Us

Even though we are proud of what we have accomplished so far, we are very conscious about the challenges ahead for the fashion industry. We do our best to take careful and responsible steps and we strive to make a positive impact whenever we can. We are curious about where the road might lead us and humble in every step of success.

We hope you will stay in tune on our progressive journey.

All our Best
The Vagabond Team

Contact Us on

sustainability@vagabond.com

GRI Content Index for in Accordance - Core

GRI Code	GRI Content	Page	Comments and Omissions
GENERAL STANDARD DISCLOSURES			
Strategy and analyses			
G4-1	Statement from the CEO	5	
Organizational profile			
G4-3	Name of the organization	4	
G4-4	Primary brands, products and services	3	
G4-5	Location of the organization's headquarters	3	
G4-6	The number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	8	
G4-7	Nature of ownership and legal form	4	
G4-8	Markets served	8	
G4-9	Scale of the organization	3, 13	
G4-10	Total number of employees by employment contract, region and gender	13	Statistics limited to Vagabond headquarters and storage in Sweden due to non-harmonized systems between the Vagabond units. Harmonization of the system will be carried out during 2016.
G4-11	Percentage of total employees covered by collective bargaining agreements	13	
G4-12	Describe the organization's supply chain	8	
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	4	
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	15, 16	
G4-15	Externally developed charters, principles or initiatives to which the organization subscribes or which it endorses	14, 19	Vagabond does not subscribe to or endorse externally developed charters, principles or initiatives.
G4-16	Memberships of associations and advocacy organizations	19	
Identified Material Aspects and Boundaries			

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G4-17	Entities included in the organization's consolidated financial statements	4	
G4-18	Process for defining the report content	6	
G4-19	Material aspects	6, 7	
G4-20	Aspect boundary for each material aspect within the organization	6, 9, 14	
G4-21	Aspect boundary for each material aspect outside the organization	6, 9	
G4-22	Restatements of information provided in previous reports	4	The report is Vagabond's first official Sustainability report
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	4	The report is Vagabond's first official Sustainability report
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged in the organization	6	
G4-25	Basis for identification and selection of stakeholders with whom to engage	6	
G4-26	Organization's approach to stakeholder engagement	6	
G4-27	Report key topics and concerns that have been raised through stakeholder engagement	6	
Report Profile			
G4-28	Reporting period	4	
G4-29	Date of most recent previous report	4	
G4-30	Reporting cycle	4	
G4-31	Contact point for questions regarding the report or its content	19	
G4-32	GRI Content Index	4	
G4-33	Organization's policy and current practice with regard to external assurance	4	
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G4-34	Governance structure of the organization and committees	4	
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G4-56	Organization's values, principles and codes	3, 5, 9, 10, 13, 16, 18, 19	
SPECIFIC STANDARD DISCLOSURE			
DISCLOSURE ON MANAGEMENT APPROACH (DMA)			
Specific Standard Disclosures-CATEGORY ENVIRONMENTAL	G4-DMA	14	

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Materials			
G4-EN1	Materials used by weight or volume	14, 15	
Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	16, 17	
Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		There have been no fines for non-compliance with environmental laws and regulations during 2015
	-		
Transports			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	17	Omission: Complete data not available. CO ² emissions are derived from the major transport partners. Two minor local Swedish transporters have not been able to evaluate their respective carbon emissions for 2015. We evaluate that these statistics would have marginal effect on the total emissions and these are therefore not included in the report.
SPECIFIC STANDARD DISCLOSURES-CATEGORY SOCIAL	G4-DMA	9	
LABOUR PRACTICES AND DECENT WORK			
Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	13	Omission: Complete data not available. Gender-specific statistics and breakdowns per age group have not been derived for 2015. These data will be included for 2016.
Labour/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	13	
Occupational Health and Safety			

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G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	13	Omission: Complete data not available. Gender-specific statistics on occupational diseases have not been derived for 2015. These data will be included for 2016.
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	13	Omission: Complete data not available. Breakdown per age group has not been carried out for 2015, only the average age of and employee in the headquarters and storage in Sweden. These data will be included for 2016. Minority groups are not registered in Sweden due to integrity reasons.
Supplier Assessment for Labour Practices			
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	11	100% of new suppliers were screened using labour practices criteria
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	11	
HUMAN RIGHTS			
Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	11	100% of new suppliers were screened using human rights criteria
SOCIETY			
Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance		No penalties or non-monetary punishments have been received with laws and regulations during 2015
PRODUCT RESPONSIBILITY			
Customer Health and Safety			

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G4-PR1	Percentage of significant products and service categories for which health and safety impacts are assessed for improvement	12	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life-cycle, by type of outcomes	15	
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	12	There have been no fines with regard to product safety and use of products and services during 2015
APPAREL AND FOOTWEAR SECTOR (AFS) INDEX (SPECIFIC DMA)			
AFS SUPPLY CHAIN STANDARDS AND PRACTICES SECTION			
Apparel and Footwear Sector-Specific disclosures on Management Approach			
AF1	CoC Content and coverage	9, 10, 11	
AF2	Parties and personnel engaged in code of conduct compliance function	11	
Supply Chain Standards and Practices Performance Indicators			
AF7	Number and location of workplaces covered by code of conduct	8, 11	
AF8	Number of audits conducted and percentage of workplaces audited	11	100% of current 1 st tier suppliers were audited
AF16	Remediation practices to address non-compliance findings	11	