



At KOBE we define our Sustainability values based on the **Triple Bottom-line (TBL) theory – People, Planet, and Profit**, with the goal of creating value for shareholders and society alike. For us, sustainability means pursuing business strategies that generate long-term value and benefits for all stakeholders, integrating environmental, social and governance factors into all our business and operational decisions.

We are invested in sustaining a healthy business that takes care of the our people, our suppliers and customers, our society and the planet to the best of our capabilities.

PEOPLE

As a family company, our values are rooted in our people. Well-being of people come first, whether it is inside or outside the company and in everything we do. The first responsibility we have is to take care of the people invested in KOBE, their happiness and growth.

For our employees:

- Job security
- Equal opportunity in all areas
- Fair work practices –informed, involved and always connected
- Growth opportunities to new functions within KOBE
- Professional growth through extra trainings and courses
- A hybrid organizational structure allowing open, informal communication
- Flexible working hours and possibility to work from home in all applicable functions
- Ergonomic work environment with safety consciousness
- Internship and Graduation projects
- Local sales force in every sales offices
- Customer focused approach by sales teams in every regions

For our customers:

- Business continuity
- Provide commercial added value in their business
- Brand Loyalty and support
- Fabrics created to fit a wide range of personal taste
- Work practice focused on making life easy for our customers
- Efficient and effective pre and post sales services
- Personal attention with “people do business with people” attitude

For our suppliers:

- Growth and continued business
- Supply chain focused work practices
- Loyalty and support with keen focus on win-win attitude

For the society:

- Supporting local social projects that are focused on well-being
- Supporting schools and associations in the sector with knowledge, know-how and products

PLANET

There is only one planet, and it is not later but now that we need to take care of our home, the Earth. Nature has already been a source of inspiration for most of our collections, so it is only natural that we are also invested in taking care of it.

We are committed to incorporating sustainable practice in our corporate strategy, focusing on strategies and work practices that do not compromise nature and its limited resources.

Product development and purchase

- Most fabric suppliers are certified with Oekoteks certified
- Purchase policy focused on fair trade practices
- Stringent requirements in the materials and chemicals used in dyeing and finishing
- Mindful approach in product development to create timeless, durable products with added value to the users
- Priority on use of recycled yarns for production where possible
- Oekoteks certification on most of the products
- Logistical partners chosen with focus on sustainable practices

Offices and warehouse

- Investments in optimal insulation and water usage
- Showrooms, offices and other facilities designed with maximum use of daylight and LED lamps
- Paperless office practices
- Paperless invoices and archiving
- Consolidated shipments to all international partners reducing transport and energy cost/consumptions
- Pick up and drop off arranged at the same time for all our transport partners
- Compulsory use of recycled and recyclable materials in packaging
- Recycling for all waste generated in the offices and warehouses
- Reduction of plastic and adhesive by >70% due to fully automated warehouse and packaging system
- Automated warehouse works without artificial lighting and extra energy usage
- Use and re-use of sustainably resourced wooden pallets
- Cutting losses and B-choice products given a 2nd life where possible, and otherwise, recycled

PROFIT

At KOBE, we are focused on the long term business continuity for all members of the supply chain. All our sales strategies and actions are made with emphasis on creating added value for all involved. We believe that in the model of business that is not only protecting ourselves but also incorporating the success of the entire supply chain for a long term, while not compromising the people we are connected to and planet we are invested in.