

Cellbes AB – Transparency Act Statement 2025

Statement pursuant to Section 5 of the Norwegian Transparency Act (Åpenhetsloven)
Reporting year: 2025

Executive Summary

Cellbes AB is committed to responsible business conduct, transparency, and respect for human rights throughout our value chain. This statement outlines our approach to due diligence, risk management, and sustainability, in accordance with the Norwegian Transparency Act. For further details, please refer to our Sustainability Report 2025.

Business and Scope

Cellbes AB is a Swedish company headquartered in Borås, Sweden. We design, source, and sell clothing and home textile products through e-commerce in several European markets, including Norway. Production is outsourced to independent suppliers, primarily located in Asia and Europe. For more information about our business and organisation, see our Sustainability Report 2025.

Due Diligence Framework

We conduct due diligence in line with the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Business Conduct. This is integrated into our policies, contractual requirements, and established processes for supplier approval, risk assessment, monitoring, and follow-up. Details are described in our Sustainability Report.

Identified Risks

Our main risks of adverse impacts on fundamental human rights and decent working conditions are linked to the production stage of our value chain. Key risk areas include:

- Working hours and overtime
- Wages and living wage gaps
- Freedom of association and collective bargaining
- Occupational health and safety
- Discrimination and harassment

Several production countries are classified as high or very high risk, which requires enhanced due diligence.

Measures Taken

To prevent and mitigate adverse impacts, we implement a range of measures, including:

- Supplier Code of Conduct and Supplier's Guide
- Supplier onboarding and approval requirements
- Third-party social audits (primarily through amfori BSCI)
- Corrective action plans and follow-up
- Dialogue and capacity-building with suppliers
- Environmental due diligence supported through amfori BEPI

These measures are regularly monitored and updated to ensure continuous improvement. Further descriptions are available in our Sustainability Report.

Results and Follow-up

During the reporting year, no severe or systematic violations of fundamental human rights were identified in Cellbes' own operations or supply chain. Where non-compliances were identified, these were addressed through corrective action plans in cooperation with suppliers and followed up by Cellbes. For more information on results and improvements, see our Sustainability Report.

Transparency and Right to Information

Cellbes is committed to transparency and publishes information about its suppliers. In accordance with Section 6 of the Norwegian Transparency Act, any person has the right to request information regarding how Cellbes addresses actual and potential adverse impacts on fundamental human rights and decent working conditions.

Requests for information may be submitted to: qa@cellbes.se

Extended Transparency and Sustainability Work

In addition to the core requirements of the Transparency Act, Cellbes provides further information on our sustainability and governance work:

About Cellbes

Founded in 1954, Cellbes operates in 18 European countries. Our mission is "To empower women in a sustainable, inclusive and inspiring way." Cellbes AB and its subsidiaries, including Cellbes AS (Norway) and Consortio (Shanghai) Trading Co., Ltd (China), are covered by this statement.

Value Chain Overview

Our value chain includes in-house design, sourcing, production (mainly in Asia), warehousing in Borås, and distribution to customers across Europe. We work closely with suppliers and partners to ensure responsible practices at every stage.

Risk Assessment and Management

We conduct regular risk assessments in our own operations and supply chain, focusing on:

- Corruption and undue influence: Anti-corruption policy, whistleblowing function, and annual reviews
- Harassment and discrimination: Zero tolerance policy, training, and inclusive culture
- Mental health and stress: Occupational health services, pulse surveys, and preventive measures
- Supply chain risks: Use of Amfori ESG Risk Compass, Code of Conduct, supplier agreements, and third-party audits. High-risk countries receive closer monitoring and due diligence.

Environmental Responsibility

We measure and report greenhouse gas emissions according to the GHG Protocol, covering Scope 1–3. In 2025, total emissions were 6,312 tons CO₂e—a 56% reduction from the base year. Our climate action plan focuses on:

- Transition to renewable energy in production
- Increased share of sustainable materials
- Reduction of transport emissions
- Waste minimization and recycling
- Chemical management
- Commitment to the Paris Agreement and participation in STICA (Scandinavian Textile Initiative for Climate Action)

Social Responsibility

In Our Own Operations

- Inclusive workplace, core values
- Diversity and gender equality
- Work environment
- Employee engagement and training

In Production

- Supplier selection based on Amfori membership, audit grades, and certifications
- Transparency: Publication of Tier 1 and Tier 2 factories on website
- Social audits (Amfori BSCI), action plans for improvement, zero tolerance for child/forced labour
- Living wage mapping
- Commitment to the International Accord and Bangladesh Safety Agreement

Governance

- Anti-corruption measures in both own operations and supply chain
- Whistleblowing channels for employees and factory workers (Amfori Speak for Change)
- Annual policy reviews, clear guidelines for reporting and case management
- Code of Conduct aligned with international conventions (UN, OECD, ILO)

Animal Welfare

Cellbes maintains strict animal welfare standards, requiring suppliers to comply with national/international laws and certifications (RDS, RWS, RMS). Real fur is banned; only by-products from the food industry are allowed for leather/skins.

Further Information

For more details on our sustainability work, risk management, and due diligence, please refer to the full Sustainability Report 2025.

This statement is updated annually and reflects Cellbes' ongoing commitment to transparency, responsible business conduct, and respect for human rights and the environment.