



**SUSTAINABILITY
REPORT**
17-18

stadium[®]

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INTERVIEW: OUR SUSTAIN- ABILITY WORK FOR TODAY AND TOMOR- ROW

Interview with Åsa Brunzell – Group HR & Sustainability Director

Sid

WE ARE STADIUM

We meet some of our colleagues – from locations ranging from Umeå in Sweden to Hämeenlinna in Finland. On page X they tell us what it's like to work at Stadium

page

RESPONSIBLE PRODUCTION

Our value chain, step by step. From idea to point of sale

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ABOUT THE REPORT

Stadium's mission is to inspire everyone to be more active, and we want to do this in a sustainable way. By acting in an environmentally, socially and economically-sound manner, we can help to create a more sustainable world.

Producing a sustainability report provides an excellent opportunity to reflect on all the good we are doing. Things are happening every day and we have much to be proud of. At the same time the report gives us an insight into the areas where we could perhaps intensify our efforts.

This is our fifth sustainability report (our fourth report was published on 8 May 2018).

In the report you can read about our sustainability work, what we have done and where we are heading, as well as interviews with a variety of stakeholder groups. The report covers the whole of the Stadium Group, including Stadium, Stadium Outlet, Sneakers Point and the other subsidiaries within the Stadium group.

The figures reported are from 1 September 2017 to 31 August 2018, unless otherwise stated.

Calculations relating to employees are based on the GRI's models and all data is reported using the metric system. All HR data is calculated per employee.

All calculations regarding energy and carbon dioxide emissions are comparisons between the financial years 2016/2017 and 2017/2018. The data relates to our internal brands and is provided by third-party suppliers. We are in the process of developing our collaboration with external brands so that we can also collect data from them, but we do not have this data at present.

If you have any questions about this report, please contact:

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HR & Sustainability Director
Stadium Group

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2019-01-15

A MESSAGE FROM THE CEO

For over 30 years our vision has been to encourage the world to get active, and we intend to continue pursuing that goal for many years to come. Consequently, it's only natural for us to be working hard on the concept of sustainability. As a leading player within the industry, we want to take responsibility for contributing to a better world, which we are happy to note our customers and staff are increasingly demanding.



“There is still much to be done, but I feel that we can take pride in everything we have accomplished to date.”

Since 2013, we have produced an annual report as per the Global Reporting Initiative (GRI), and in this year's report, which will be our fifth, we have moved from GRI G4 to GRI Standards. New initiatives over the past year (2017/18) include improved communication and transparency regarding our sustainability work, which takes the form of more regular information for our employees, more posts on social media, and clearer labelling in our stores. Sustainably produced products have also been prioritised throughout the value chain, from production and purchasing through to marketing and sales. The company's sustainability work has, by and large, been taken to a whole new level since last year, and as a result we have been able to up the pace of certain elements of this work. Our objective for this year and future years is to continue to think and act even more sustainably and to link this to our business strategies.

We are well aware of the legal and cultural differences that exist around the world and we have placed great emphasis, and will continue to do so, on transparency through inspections, evaluations and follow-up for factories, suppliers and subcontractors. Constantly updated requirements and agreements for both the supply chain and our own employees relating to factors such as human rights, labour laws and the environment as well as corruption are naturally time-consuming, but are essential success factors in order to operate as an ethical business. One of the biggest risks in our business is without doubt corruption, which we are aiming to combat even more strongly in the coming year with updated and implemented governing documents.

Like last year, we are continuing to work towards a more equal organisation overall, and we expect to see results in the next few years. Since we come from the world of sport, it is also important to support clubs and societies in a variety of ways. For that reason, one of the most important events during the year covered by this report was our “Fill the Stadium” initiative, which aimed to highlight the inequality within Swedish sport. The response was overwhelming, both during the campaign and after, and we were able to donate SEK 1 million to support the work of the Swedish Sports Confederation to promote equality in sport.

In our last report we outlined eight of the UN's Global Sustainable Development Goals, which we here at the Stadium Group want to help achieve by delivering change through innovative and tangible decisions. In this year's report you can read about how we are continuing to work on these and about the linked intermediate goals that we have identified. Common to all of them is the fact that they tally with our mission and our daily efforts to inspire more people to enjoy an active lifestyle. In order for us to continue this work, it is essential to be economical with the earth's resources, and to safeguard human rights and ethical working conditions. Looking ahead to next year, we will therefore continue to update our strategic objectives based on the selected goals.

There is still much to be done, but I feel that we can take pride in everything we have accomplished to date. Naturally we will continue to put pressure on ourselves, the industry and our suppliers. For example, over the next few years we want to continue to work towards circular production by reducing our impact on the environment, making use of old products and working with technologies that strengthen our business model. We also need greater transparency to prove that we are both responsible and sustainable. Even greater integration of our sustainability work into our day-to-day activities is thus helping to make it a natural part of the business within the group as a whole. We naturally hope that as many people as possible will follow us on our journey as we continue our efforts to make the world more active, today and tomorrow.

Despite the fact that we are proud of all the hard work we have collectively put in, we have also experienced some challenges over the past year. For one thing, it has taken a lot of time and effort to phase out PFCs from our ready-made clothing range and to reduce consumption of plastic overall. Continuing to reduce water consumption in production is another challenge we are continuing to focus on. First and foremost, it's a matter of finding new, long-term techniques for dyeing materials. We are therefore investing heavily in the energy and water-efficient Solution Dye technique, which makes a big difference to the environment.

Join the sustainable movement!

A handwritten signature in black ink, appearing to read 'Karl Eklöf'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

KARL EKLÖF
CEO, Stadium

ABOUT STADIUM

BUSINESS CONCEPT AND VISION

Brothers Ulf and Bo Eklöf founded Stadium more than 30 years ago. They had a vision of making the world more active. The basic concept was that humans are designed for physical activity, and that health and well-being emanate from that. The business concept involved offering sports equipment and fashion at great prices – so everyone could afford to get active. The business concept and vision remain strong to this day, and operations have expanded massively over the years. We have our own in-house brands and we also source ranges from suppliers.

ORGANISATION

The Stadium group currently comprises Stadium AB, which is the parent company, and ten subsidiaries. The concepts Stadium, Stadium Outlet and Sneakers Point all belong to this group. The activities cover Sweden, Finland and Germany and sales are via physical stores and online for all concepts.

Stadium was the original concept and now also includes a variety of specialist stores such as Stadium Ski (alpine and cross-country skiing), Stadium Pulse (exercise and running gear) and Stadium Plus stores (offering a wider range in big cities). Stadium Outlet offers lower prices on their sports equipment and fashion goods. Sneakers Point is a new concept that was launched in spring 2018, focusing on sneaker sales. The concept also features a limited range of clothing.

VALUES

We take care to treat our employees well. If our employees are doing well, the company does well, and the biggest risk from a staff perspective is not having dedicated and passionate employees who share our vision. We monitor this with our employee survey, which focuses on three key areas:

- **eNPS** measures “how likely is it that you would recommend Stadium as a workplace to a friend or acquaintance?” We have a score of 55 (on a scale from -100 to +100), which is very good.
- **pNPS** measures “how likely is it that you would recommend Stadium’s products to a friend or acquaintance?” We have a score of 73 (on a scale from -100 to +100), which is also very good.
- **Pride:** 87 % say that they are proud to work at Stadium.

Social conditions at Stadium are characterised by respect and an inclusive organisational culture is of the utmost importance. We have collective agreements and policies on our intranet describing how we deal with employee matters such as working environment, salaries, equality and diversity and victimisation. All employees receive information about these as part of their introduction as a new employee. We follow up on them regularly in both individual employee discussions between employee and manager and anonymous employee surveys. The employee survey is carried out twice a year as a way of monitoring how our employees are doing, what is working well and what we could work on improving within the areas of working climate, leadership, organisation and vision. We fulfill all legal requirements and have not had any legal cases.

Our basic outlook is that all individuals have equal worth and we look to safeguard equality and diversity. We work to prevent discrimination and unfair treatment and this is clarified in both our recruitment policy and our equality and diversity policy. From

Stadium also arranges summer sports camps (Stadium Sports Camp) for children and young people. These activities are run through an SVB company (i.e. an enterprise with a special profit limit) and all profit goes back to the sports associations. Stadium Sports Camps are held in Norrköping and Halmstad.

There are a total of 173 stores and the head office is located in Norrköping. The Stadium concept can be found in Sweden (88 + 3 Ski), Finland (29 + 1 Ski) and Germany (3). Stadium Outlet operates in Sweden (37) and Finland (11). Sneakers Point (3) operates in Sweden only.

Stadium is owned by the Eklöf family (73 %) and by Ikano (27 %). Beginning in April 2019, the Eklöf family will own 100 % of the company.

a business perspective, we have a diverse customer group and we are therefore keen to have a diverse workforce who can provide optimum assistance to customers.

- 89 % of our employees gave a positive response to the following statement in the employee survey: “I feel Stadium to be a workplace free from discrimination regardless of ethnicity, disability, gender, transgender identity, sexual orientation, religion or age.”
- 80 % gave a positive response to the statement: “I feel Stadium to be a workplace that works actively to promote increased diversity (i.e. employs staff with different ethnic and cultural backgrounds, experience, age, etc.)”

Our values are strong and are reflected in everything we do. It’s our DNA – we call them the “High Five”. Our values guide us in our sustainability work too:

ENERGY – With the right attitude and will, we create both joy and energy. Energy brings success. Energy allows us to surpass ourselves and win customers’ hearts.

SIMPLICITY – We use common sense and straightforward communication to avoid conflict. By choosing simple and effective solutions, we ensure efficiency and profitability.

TEAMWORK – We think as a team, work as a team and stand up for each other as a team. We respect and safeguard each other’s differences. That is what makes us the best in the world.

INNOVATION – We are convinced that everything can be improved. Through continuous improvements and innovation we ensure quality, functionality and fashion and promote sustainable development.

PASSION – We are passionate about creating an active, fun and healthy life for everyone.

FAIR PLAY

We are keen to ensure we act fairly in everything we do for the environment and people and in our financial dealings. This applies in all contexts and with regard to employees, customers, suppliers and partners. We comply with applicable laws and regulations and have established supporting policies.

Our environmental policy provides the guidelines and prerequisites we need to ensure that all our activities have the least possible environmental impact, no matter where in the world we or our suppliers are operating. This relates to environmental impact from our stores, offices, transport and suppliers. We must always comply with applicable laws and regulations and constantly work to improve. All employees receive information about our policies when they are hired, including our environmental policy and up-to-date information can be found at all times on our intranet. Each department is responsible for establishing processes and agreements with suppliers as per our policies.

In general, we require all shipping services purchased by Stadium to be processed by environmentally-certified carriers as per ISO 14001. Our store materials and consumable supplies should be reused and recyclable as much as possible (find out more about this on pages 10-11).

When it comes to electricity where we have 100 % influence, which is approximately 60 % of our electricity consumption, we use renewable electricity generated by wind power. For the remaining 40 %, we are actively pursuing this issue in order to secure Green contracts and Green electricity (find out more about how we are working to reduce our energy and electricity consumption on pages 17-18). Follow-up takes place within each department, for example, at construction meetings, project and regular reviews, annual reviews, site visits and contract negotiations.

Having effective governing documents for our suppliers and partners relating to human rights, labour laws, the environment and to counteract corruption, are critical success factors for Stadium. The biggest risks are “upstream” in our value chain and we have therefore included this in our Supplier Code of Conduct (human rights, labour laws and working environment) and Code of Ethics (counteracting corruption) agreements in 2018. Implementation of this is ongoing and we expect this to continue in the first half of 2019. Find out more on page 12 about how we are working with our suppliers.

Stadium’s governing document to counteract corruption among our employees is entitled “The Stadium Way”. It is part of our loyalty commitment signed by all employees. It will be implemented in late 2018.

INTERVIEW: OUR SUSTAINABILITY WORK **FOR AN ACTIVE WORLD IN THE FUTURE TOO**

Stadium's vision is to make the world more active and to actively contribute to a sustainable world. We have a responsibility and want to protect both nature and humans to the best of our ability. It's a matter of selecting materials and production methods with as little environmental impact as possible and improving the working environment and health of employees.

- "I quickly noted that Stadium's fundamental values permeate everything we do, including our sustainability work. This makes me both happy and proud. There is a wonderful, active sense of commitment when it comes to sustainability issues, and a great many positive things have been achieved. We are driven by passion and energy to make the world more active, today and tomorrow, and there is a good team spirit because we work together to come up with simple and innovative solutions that will contribute to sustainable development."

Those are the words of Åsa Brunzell, who was appointed as Group HR & Sustainability Director at Stadium in summer 2018. Her arrival at Stadium has raised the profile of sustainability work at group management level. Åsa has a strong belief in the sustainability work already being done, but there is always room for improvement.

We are working to achieve certification within various areas and have several partnerships and sponsorship agreements with a variety of organisations to enable us to make contributions around the world.

- "It is especially gratifying to be able to say that our SVB company Sports Camp has helped over 100,000 young people to get active since 1995. We have also given back over SEK 60 million to clubs and societies, which is a direct link to the UN's Global Goal no. 3 - to ensure healthy lives and well-being for all, which is naturally close to our hearts," says Åsa.

The feedback we received last year from our stakeholders was a request for more open and accessible communication regarding our sustainability work. We listened, took on board their feedback, and have made several changes during the year. We have clarified and increased our communication regarding sustainability, partly internally (i.e. for our employees), but also externally through social media and

clearer labelling in stores, which supports improved transparency and helps our customers make more sustainable choices.

- "By virtue of my post, responsibility for sustainability is now part of the group management team's remit. We have changed the structure of our Sustainability Council and set up a specific working group to clarify communication still further. This will enable us to elevate the sustainability work to a higher level in the organisation by linking it to our business strategies, which in turn means that we can up the pace of our efforts. We can then prioritise a sustainable range throughout the chain, from production and purchasing to marketing and sales," says Åsa.

Other focus areas that our stakeholders felt were important are equality and diversity in the workplace, safe, non-toxic clothing, and fair working conditions and no child labour in the production chain.

- "In our employee survey we are seeing a positive trend with regard to equality and diversity in our workplaces. This has increased by two units in the past six months," says Åsa.

We have eliminated perfluorinated substances (what we call PFC-free) from all our in-house production of clothing and shoes. We also conduct regular spot checks to guarantee the chemical content in our production chain. We are continuously working to update the requirements we set for production. With regard to child labour and fair working conditions in the production chain, all factories we have agreements with follow our Supplier Code

of Conduct, to guarantee that they are complying with our requirements regarding social and environmental strategic issues.

Åsa looks forward to the continuing sustainability work: taking the next step to further consolidate focus.

- "Our sustainability work is integrated as a natural part of the business, and our Sustainability Council is gaining greater influence thanks to its links to both the group management and the board. During 2019 we will be setting out our vision and strategic objectives for 2025 based on our materiality analysis and the UN's global goals and breaking them down into tactical objectives. We will also be reviewing the structures for how we can ensure the best possible implementation of and effects from our sustainability work," says Åsa.

In order to operate as an ethical business and counteract corruption, we are also working on drawing up a Code of Ethics agreement with all our suppliers and partners and introducing equivalent guidance for our employees in autumn 2018 with our governing document "The Stadium Way".

- "It is extremely important to us that we all maintain a high level of activity in our sustainability work - together we are contributing to a sustainable and active world in the future too."

Åsa Brunzell
HR & Sustainability Director
Stadium Group

THE UN'S GLOBAL SUSTAINABLE DEVELOPMENT GOALS

In September 2015, the UN member countries adopted Agenda 2030, as a plan to collectively work towards sustainable development. The delegation incorporates the Global Goals (Sustainable Development Goals or SDGs). These are 17 goals that will make our world a better place by achieving three amazing things by 2030: eradicating extreme poverty, solving the climate crisis and reducing inequality and injustice in the world.

Achieving these goals will require a great deal of commitment from us all - internationally and nationally. As part of this, we as a company have a responsibility, together with others in the industry, to instigate change and deliver a more sustainable future for the planet and the people who live on it. It's all about teamwork, in which all 17 goals are deemed equally important.



OUR WORK IN LINE WITH THE UN'S GLOBAL GOALS

We have selected 8 of the goals to focus on in particular, as these are areas where we can have a greater influence. Our vision is to help in creating a more active and sustainable world, and our business concept has a clear link to UN goal 3 for good health and well-being. We are working actively within areas relating to several of the UN's goals and we are proud of the work we are doing.

We are also involved in several sustainable initiatives such as STWI, BCI, Accord and SOS Children's Villages. Saving the earth's resources, protecting human rights and ensuring ethical working conditions are things for which we constantly strive. Find out more about the various activities and what we are doing to contribute to the UN's goals on page 28, where we outline the goals Stadium is focusing on and how we can contribute to change through innovative and tangible decisions.

OUR SELECTED GOALS

GOAL 3: GOOD HEALTH AND WELL-BEING

Goal 3 is about ensuring healthy lives and promoting well-being for all at all ages. Good health is a basic requirement for a person to be able to achieve their full potential and contribute to the development of society.

GOAL 5: GENDER EQUALITY

Achieve gender equality and empower all women and girls. Gender equality is more than a fundamental human right - it is a fundamental basis for a peaceful, prosperous and sustainable world.

GOAL 6: CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all. Water is essential for all living things on earth and therefore essential for sustainable development.

GOAL 7: AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all. Universal access to modern and renewable energy and clean fuel is a prerequisite for being able to meet several of the challenges the world faces today such as poverty, insufficient food, climate change, lack of clean water, poor health and lack of inclusive economic growth.

GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. More than half of the world's workers are in precarious employment, often trapped in a vicious circle of low-productivity professions with poor pay and limited access to both education and social security.

GOAL 10: REDUCED INEQUALITIES

Reduce inequality within and among countries. Economic development can lead to reduced poverty for individuals and society. We must work to ensure that access to resources and the opportunity to participate in and influence social development is fair, both nationally and internationally.

GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns. Switching to sustainable consumption and production of goods and services is necessary to reduce negative impacts on climate and the environment as well as human health.

GOAL 17: PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalise the global partnership for sustainable development. The scope and ambition of the new agenda requires the global partnership to be revitalised to ensure the agenda is implemented.

MATERIALITY: HOW DO WE CHOOSE OUR FOCUS?

For us, the answer is simple: we ask people directly affected by our daily work – our customers, employees, members, sports clubs, social media followers, non-profit organisations and selected brands – what they think is important.

An evaluation is then carried out, based on the entire value chain, regarding positive and negative environmental, social and economic effects. The results of our discussions with stakeholders and the impact analysis are then combined and constitute our materiality – what we focus on!



We have chosen to focus on 16 different aspects, which have been selected based on interviews with key figures, gap analyses and benchmarks. We have five new aspects and five that have been adjusted since our previous materiality assessment in 2015/2016. A total of 895 stakeholders responded to our survey, for which we are very pleased and grateful.

The “Employees who thrive at Stadium” aspect is the only one that is solely relevant within the organisation. All of the other significant areas are relevant both within and outside the organisation, both up and down the value chain.

THE RESULTS FROM THE DISCUSSIONS WITH STAKEHOLDERS CAN BE SUMMARISED BY THE FOLLOWING FOUR CONCLUSIONS:

- 1. THAT STADIUM'S STORES AND PRODUCTS ARE SUSTAINABLE IS** even more important to both internal and external stakeholders.
- 2. THE MAJORITY OF OUR CUSTOMERS** want to have international certification or Stadium's own labelling on clothing, shoes and equipment.
- 3. WE NEED TO BROADEN COMMUNICATION** about our sustainability work, especially externally.
- 4. THE THREE MOST ESSENTIAL ASPECTS ARE:**
 1. Fair working conditions and no child labour in the production chain.
 2. Suppliers who are verified and certified.
 3. Climate and resource-efficient transport and packaging.

IMPACT ANALYSIS

The results from the impact analysis carried out by an independent party, show that the following aspects are where we can have the biggest impact:

- 1. FAIR WORKING CONDITIONS AND NO CHILD LABOUR IN THE PRODUCTION CHAIN**

- 2. SUPPLIERS WHO ARE VERIFIED AND CERTIFIED**

- 3. EQUALITY, DIVERSITY AND NO DISCRIMINATION IN THE WORKPLACE**

- 4. SAFE, NON-TOXIC CLOTHING**

- 5. TRANSPARENT COMMUNICATION ABOUT OUR SUSTAINABILITY WORK**

OUR PRIORITY AREAS

Based on the results from discussions with stakeholders and the impact analysis, the group management have discussed materiality, dividing it up in a diagram showing our “distinctive areas”, “focus areas” and “basic areas” linked to the UN's global goals, and what we are already doing within the various areas.

This report is based on the previous materiality assessment, from which the three most important aspects were: open communication, equality and diversity in the workplace and ethical product certification.

The new materiality analysis will now form the basis for our work as we draw up new long-term goals and action plans to actively drive our work forward. The materiality pyramid shows our priority areas and how they link to the UN's global goals.

MATERIALITY PYRAMID

Find out more on page 28 about how we are linking the intermediate goals to our priority aspects and see examples of how Stadium is contributing to the Global Goals.

SIGNIFICANT AREAS	LINKED SDGs
DISTINCTIVE POSITION Safe, non-toxic products Transparency & transformation in production: Fair working conditions, no child labour, verified suppliers and certified products	
FOCUS AREAS Climate and resource-efficient transport and packaging Resource-efficient use of water, energy and chemicals Involvement in social projects Transparent communication about our sustainability work Circular products: from design and materials through to recycling and re-use	
BASIC AREAS Employees who thrive at Stadium: An equal workplace that promotes diversity and is free from discrimination Anti-corruption, integrity and ethical conduct Responsible marketing Responsible animal welfare Stores and store materials that are climate and resource efficient Traceable materials in the supply chain	

DISCUSSIONS WITH STAKEHOLDERS

STAKEHOLDER	EXTERNAL				INTERNAL	
	MEMBERS/CUSTOMERS	SOCIAL MEDIA*	SELECTED BRANDS	TEAM SALES/CLUBS & SOCIETIES	EMPLOYEES	MANAGEMENT
THE THREE MOST IMPORTANT ASPECTS PER STAKEHOLDER GROUP	1. Fair working conditions and no child labour in the production chain 2. Safe, non-toxic clothing 3. Suppliers who are verified and certified**	1. Fair working conditions and no child labour in the production chain 2. Suppliers who are verified and certified** 3. Climate and resource-efficient transport and packaging	1. Fair working conditions and no child labour in the production chain 2. Suppliers who are verified and certified** 3. Good working environment for employees	1. Fair working conditions and no child labour in the production chain 2. Safe, non-toxic clothing 3. Good working environment for employees	1. Fair working conditions and no child labour in the production chain 2. Good working environment for employees 3. Suppliers who are verified and certified**	1. Fair working conditions and no child labour in the production chain (2) Suppliers who are verified & certified** (2) Transparent communication about our sustainability work
	349 pcs	236 pcs	19 pcs	25 pcs	258 pcs	8 pcs <i>(of which 1 board member)</i>

*Followers on the Swedish Facebook page. **The full designation of this aspect is: Suppliers who are verified and certified based on social, environmental and ethical criteria.

HIGH-LIGHTS

FROM THE YEAR
2017/18



SUPPORTING EARTH – A SUSTAINABLE RANGE

We are constantly working on new developments to reduce our impact on the environment. For 2017/18 we have achieved several new sustainability targets within our brands and product groups

✔ JACKETS 54,2%

100% SUSTAINABLE COTTON

We only use 100 % sustainable cotton in our cotton products. We focus on BCI and organic cotton. Read more on page 17.

RESPONSIBLE DOWN STANDARD

Stadium has been using 100 % traceable RDS down in its production of In-house branded products since 2016. Read more about our down products on page 16.

100%



0%
PFC

We have completely phased out PFC from our in-house production of ready-made clothing. Our goal is for our in-house production in 2018 to be completely PFC-free. This also applies to shoes, tents and bags

RECYCLED
MATERIAL



RECYCLED
POLYESTER

Large parts of our range use recycled material from used PET bottles. It takes seven to ten bottles to make a top or a pair of tights. We have reused a total of 3.1 million old PET bottles.



"ALWAYS BY SEA"

In 99.5 out of 100 cases, we ship goods by sea (the most eco-friendly option). Read more on page 15.



In 53m³ there is room for

8320

shoeboxes or

103

103 inflated exercise balls.



In 2017/18, we got 298,243 people active through our sporting events. Read more on page 22.

298 243



63,538 FAIRTRADE BALLS

Almost 40 % of our total range of balls is Fairtrade certified. In 2017/18, 160,776 balls were ordered. 87 % of the footballs and 100 % of the volleyballs are certified as Fairtrade.

SPORTS CAMPS GET KIDS ACTIVE

Since the start of 1995, we have helped over 100,000 children to get active through Stadium Sports Camps and have given back over SEK 60 million to clubs and societies.

FOR OUR ONLINE LOGISTICS, WE HAVE REDUCED THE SIZE OF THE BAGS THAT OUR PRODUCTS ARE PACKED IN.

THIS HAS REDUCED OUR ANNUAL PLASTIC CONSUMPTION BY OVER 53 CUBIC METRES.

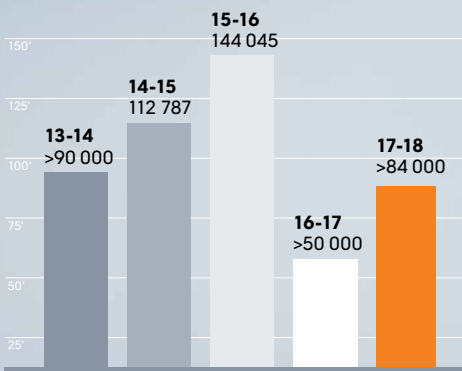
THAT IS THE EQUIVALENT OF A LARGE FILLED CONTAINER.

53m³



LONG LIVE THE HANGER!

Our hangers are made from 100 % recycled material. However, our greatest environmental benefit is that our hangers can last for around 10 years before having to be recycled.



SMALL GIFTS. BIG DIFFERENCE.

Together with Human Bridge we have collected over 84 tonnes of clothing, shoes and sports items in 2017/18. The items collected have gone to the following countries: Romania, Moldova, Iraq, Kazakhstan and Somalia.



WATER BOTTLES FOR SOS CHILDREN'S VILLAGES

During the year, 62,651 water bottles have been sold. Almost SEK 313,255 has been raised for SOS work in children's villages in Bangladesh and Finland. Read more on page 21.



RESPONSIBLE PRODUCTION

SUPPORTING EARTH
34,5%
 OF OUR IN-HOUSE BRAND ITEMS WERE SUSTAINABLY MANUFACTURED IN 2017/18

3. TRANSPORT & LOGISTICS
3.2 TRANSPORT TO OUR DC (DISTRIBUTION CENTRE)
 Transport has a major impact on total global CO2 emissions. To minimise our footprint, we always try to maximise the load factor for all our transport, and together with suppliers and transport companies we have produced clear rules stating that all containers should be as full as possible. Fewer containers and trucks in motion means less strain on our planet.

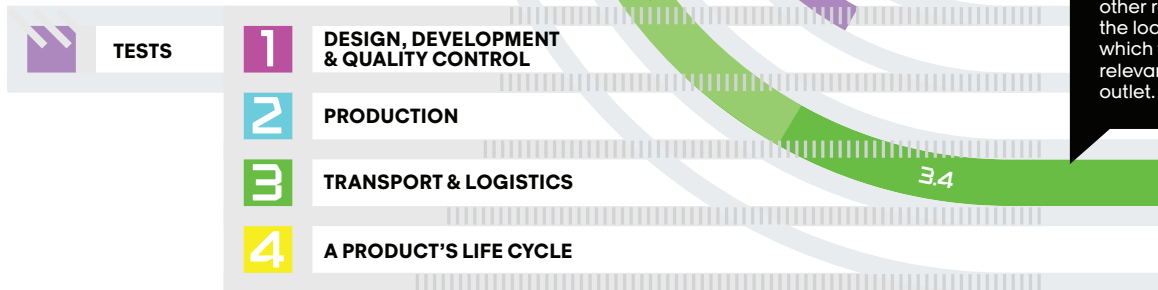
3. TRANSPORT & LOGISTICS
3.3 WAREHOUSE. All our products go to our distribution centre in Norrköping. There the items are handled via our pick and pack system in a particular way to optimise the load factor in all packages going on to stores.

3. TRANSPORT & LOGISTICS
3.1. PACKAGING. We work continuously to reduce the amount of material used for packaging and transporting our products. We do this by providing suppliers with clear packaging instructions and following up carefully together with the supplier. One example of this is that we have reduced the amount of plastic and corrugated cardboard around each product

As a result of good growth, Stadium Outlet's range can no longer be accommodated at our ordinary central warehouse. Consequently, we have opened a central warehouse solely to handle our Outlet concept. This will enable better load volumes on pallets and re-use of packaging.



3. TRANSPORT & LOGISTICS
3.4 TRANSPORT TO OUR STORES
 The load factor is a recurrent focus in our product flow. With transport to stores, we also make sure that all trucks leave the distribution centre as full as possible. From our distribution centre, the trucks then travel on to various sorting depots. Our products are bundled there with packages from other retail chains to maximise the load factor in the truck, which then continues on to the relevant shopping centre/retail outlet.



4. A PRODUCT'S LIFE CYCLE
 We have a responsibility to our customers to produce safe and sustainable products with the least possible environmental impact. Through Human Bridge and the re:activate initiative we want to give new life to products that customers no longer need.

RECYCLING IN THE SUPPLY CHAIN
 We are continuously working to reduce the amount of packaging in our supply chain. However, we are faced with a difficult situation that we currently handle plastic and corrugated cardboard during each delivery. That is why our distribution centre (DC), the heart of all our logistics, is collaborating with external partners to recycle all corrugated cardboard and plastic in circulation. We try to recycle as

much as possible, both at our offices and in our stores (including transport boxes and plastic from deliveries to stores).

PACKAGING & SORTING OF WASTE AND RECYCLING
 We sort various types of waste individually to facilitate the recycling process. Our waste can contain both hazardous and valuable substances, but with careful sorting these can be taken care of safely, and

most of it can be recycled. The aim is for this to be done across the company and we will be drawing up a common policy for this next year, which will cover all stores, warehouses and offices.

OUR BAGS & STORE PACKAGING
 We buy our bags from a Swedish supplier. These bags are made of 40 % post-consumer recycled plastic, i.e. plastic used by consumers that has been collected and recycled into

new plastic. The remaining 60 % is post-industrial plastic, which includes factory waste such as the offcuts created by cutting out bag handles. Our aim is more equal distribution between these two. Since July 2017, Stadium has been charging for plastic bags in its stores. The income from this goes directly to social/community-oriented activities.

OUR HANGERS
 Since autumn 2017, our hangers have been made from 100 % recycled poly-

2. PRODUCTION
2.3-4. ORDERS AND PRODUCTION

The production process starts once an order has been placed. See the map on pages 14-15 for an overview of our production countries

2. PRODUCTION
2.1. REVIEW OF SUPPLIERS

Before accepting a supplier we examine how well they live up to Stadium's Code of Conduct and our requirements for fair production. This includes human rights, labour laws and taking employee health and the environment into account. Reviewing suppliers and following up to ensure improvements are being made is a major challenge.

2. PRODUCTION
 To make our production process more sustainable, we need to promote technology that consumes less energy and water, eliminate the use of hazardous chemicals and produce less waste. One of the challenges we face is changing attitudes and convincing everyone involved that reducing their environmental impact benefits the whole world.

1. DESIGN, DEVELOPMENT & QUALITY CONTROL

1.4 TESTS. Checking measurements, colours, quality, sustainability and stability before and after washing is continuous for all our product types, in addition to safety and chemical checks. Our products are tested both internally and by independent testing institutes to ensure compliance with current safety and quality requirements. These requirements are governed by the laws in force in the countries in which we operate and by our own internal requirements. We comply with the stringent provisions of the EU's REACH regulation, and together with our suppliers we endeavour to minimise the use of hazardous chemicals and chemicals that are carcinogenic, allergenic or harmful to the environment. Safety is very important to us, particularly when it comes to products for children. We always perform extensive product tests, risk assessments and analyses to ensure that our products maintain a high level of quality and are safe to use.

TESTS

1. FIT
2. COLOUR FASTNESS
3. SUSTAINABILITY
4. FUNCTIONAL PROPERTIES
5. WASHING AND STABILITY
6. CHEMICALS



2. PRODUCTION
2.2. RANGE

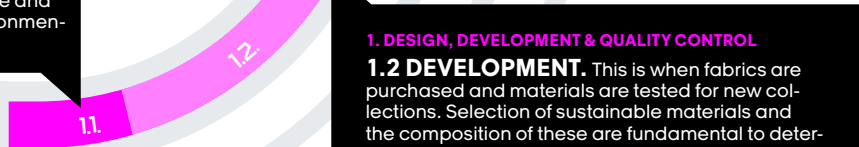
Deciding which products will be purchased and in what volumes. This decision is made by the purchasing department together with sales representatives from our stores and countries.

1. DESIGN, DEVELOPMENT & QUALITY CONTROL

1.1 DESIGN. The design process starts with sketches and material development. Right from the start, it is essential to consider sustainable materials and accessories in order to create a product that will last a long time and will fulfill our environmental objectives

1. DESIGN, DEVELOPMENT & QUALITY CONTROL

1.3 SAMPLES. Selection of suppliers and fabrics based on samples. We are constantly looking for new and improved ways of offering our customers safe and environmentally-friendly products.



1. DESIGN, DEVELOPMENT & QUALITY CONTROL

1.2 DEVELOPMENT. This is when fabrics are purchased and materials are tested for new collections. Selection of sustainable materials and the composition of these are fundamental to determining how best to facilitate the recycling process. When developing a product, there is a major focus on ensuring the product will last a long time so that it has the smallest environmental impact possible. Through Human Bridge's re:activate stations in stores, our customers can hand in garments for recycling, so that we can extend the useful life of the products together.

DURING THE PERIOD 09/2017 TO 08/2018 THE PROPORTION OF RENEWABLE FUEL WAS 30 %

30%

RE:ACTIVATE.

With re:activate, we want to increase the useful life of products by reusing and recycling. Find out more at stadium.se

4

styrene materials. The metal parts (iron) are also made from 100 % recycled material. However, our greatest environmental benefit is that our hangers are used in our stores for around 10 years before being sent for recycling. In this way we can avoid unnecessary transport and increased production.

STORE MATERIAL

When it comes to store materials, our chief concerns are re-use, materials,

production and transport to stores. During the year we have worked on the following focus areas:

LONG-LIFE MATERIAL

- Further developing our Long-life material, such as navigation images and large-scale recurring campaign material for sales, etc., so that fewer supplementary orders are needed.

CAMPAIGN MATERIAL

- Differentiating signage material between stores using at least three sizes

(small, medium and large) to avoid material being left over and thrown away.

- Identifying more synergies between different campaigns in order to be able to reuse signage material to a greater extent.

PRINTING COMPANIES

We currently work mainly with two printing companies/suppliers. For several years Stadium has worked with another printing company, which for various

reasons could not deliver direct to our stores, and so delivery via a distribution company was required. At the beginning of the year we were able to cancel the agreement with the distribution company and cut out one stage in the delivery process to stores. The material is now sent direct from the printing company to our stores .

FAIR PLAY

We have a responsibility to ensure that the products we sell are manufactured under good conditions and do not contain materials that are harmful to the planet. All the producers we collaborate with must follow the guidelines in our code of conduct for suppliers and we naturally comply with the EU's legal requirements and guidelines regarding the environment, product safety and chemicals. During our work on the 2016/17 report and the review of the work we are doing in the supply chain to meet our targets for 2030, we spotted certain challenges in the agreements that Stadium has had in place for a long time. As a consequence of this we have updated our Supplier Code of Conduct for all external suppliers, which also covers suppliers who do not produce goods for sale. This Code of Conduct is based on the ten principles of the UN Global Compact and its underlying international conventions and declarations

In addition to updating our Code of Conduct, by incorporating anti-corruption measures, among other details, we have added a separate Code of Ethics, which further emphasises the importance of sound business relations. We are aware that there are legal and cultural differences between different factories, suppliers and subcontractors around the world, and we take this into account in our risk assessments. When evaluating and monitoring factories, we place great emphasis on transparency, as this forms the basis of a responsible business relationship.

We had a suspected corruption incident during the year, which was brought to our attention by one of our suppliers getting in touch with us. We work with a third party in China, who was to investigate the matter further - unfortunately we could neither confirm nor refute our suspicions of corruption, as the individual in question decided to resign. As a result of this we have amended our agreement with our partner ELEVATE - to include auditors for Stadium in their full anti-corruption programme. This now includes training, an independent whistle-blower system (a kind of hotline), and follow-up in their system for corruption indicators for auditor integrity and our suppliers' level of transparency.

In order to make sure that everyone involved is acting in a sustainable and responsible manner, we must continue to maintain an open dialogue with our suppliers and partners, follow up on decisions and results and increase awareness of corruption internally too.

With regard to human rights, many of the markets where we produce goods can be regarded as high-risk areas, i.e. risks of both child labour and forced labour. We have assessed Pakistan, Cambodia and Bangladesh as having an increased risk, as well as cotton producers such as China, India and Uzbekistan. The risk of child labour is less among our key suppliers, but tends to increase further down the supply chain. Over the past year, we have established a small percentage of our production activities in Myanmar through one of our oldest suppliers, who has set up operations there. We are following this development and evaluating the market for the future.

In order to minimise the risk and ensure that the factories producing our own brands comply with our code of conduct, we have a careful process for selecting, reviewing and evaluating our suppliers and their ability to comply with our code. We encourage all suppliers to support our values and to communicate the need for continuous improvements among their own workforce - just as we do within our own organisation. In order to reinforce and further emphasise the importance of sustainable production, during spring 2018 we focused on meeting with our strategic suppliers on their home soil to go through updates to our agreements and code of conduct together. Our strategic suppliers are generally those we have worked with for a long time and who, all in all, produce the largest percentage of our goods. In 2017/18, 20 strategic suppliers were responsible for two-thirds of our order value.

MORE COMPREHENSIVE SUPPLIER EVALUATION

In 2016, we introduced a web-based system for supplier evaluation covering

governance, social and environmental aspects as well as anti-corruption measures. In

2017, we registered and assessed all active units within our production and purchasing chain. In 2018, our establishment department also commenced the same assessment/review process for the supply chain. This means that we can focus on follow-up and dialogue after the assessment. The focus then shifts to updating the procedures for our visits and creating a more efficient and systematic process. By active units we mean suppliers with whom we place orders during the season and with whom we work long-term.

The tool is used to collect information from the suppliers and to measure the risks in the supply chain. It covers all areas relating to sustainability: human rights, workers' rights, the environment, anti-corruption and governance. Each supplier is evaluated and risk-assessed based on its responses and the combined assessment gives an indication of the total risk in the supply chain.

The tool's follow-up function also means that we can follow up on the risk areas that have been flagged. As the process identifies the suppliers with the highest level of risk in terms of sustainability, it also makes it easier to prioritise which facilities/suppliers should be visited and what needs to be evaluated in the future.

LONG-TERM (BUSINESS) RELATIONSHIPS

We have built up long-term relationships with the suppliers from whom we buy most of our products and we have worked with some of them for over 15 years. As part of our steps to gain better control, overview and to ensure fewer intermediaries, we are continuing our work to consolidate our supplier base. Out of our overall list of 103 suppliers, we have been collaborating with 46 of them for over 10 years, and 32 of them for over 15 years.

CHALLENGES AND PROGRESS

Certain elements of our objective for 2020 concerning reviews and certification were achieved in 2017. 100 % of our production units have carried out an evaluation under our system, which forms the basis for follow-up and 100 % of all new suppliers will have an on-site follow-up to verify the information in the evaluation. Our strategic suppliers must have an on-site inspection, and through continuous dialogue we ensure that they are working proactively and systematically towards positive development.

We developed our programme of inspections and follow-ups in 2017. Together with a third party, we have conducted more inspections at the factories in one year than in previous years. During 2017/18 we carried out 81 inspections. The aim is not solely to inspect, but by means of improvement plans to engage our suppliers and ensure that they take a proactive approach and can guarantee human rights, workers' rights and environmental protection, as well as preventing corruption in practice - not just on paper. Together with our suppliers, we aim to act in a transparent and respectful manner in all elements of our production chain and we work collectively for a

sustainable future. This is what we call Fair Play!

In 2017/18, 69 corrective action plans (CAPs) were drawn up. During the year we ended our collaboration with one factory because they had not followed their action plan. We have chosen not to enter into business relations with a further 11 factories because their standard was too low and our scope for influence too small. We continue to allocate more resources for our sustainability work, which makes it possible for us and our suppliers to develop at a more rapid rate, but we are aware that there will be further delay before we have covered more elements of our supply chain.

We are humbled by the size of the world and the complexity of supply chains. However, we believe that an open mind and transparent dialogue with our stakeholders and the communities in which we operate is a good way to promote sustainable production.

TRANSPARENCY AND COLLABORATION FOR A SUSTAINABLE FUTURE

Our aim is to continue to strengthen relations with our suppliers in order to facilitate positive development, through close, transparent dialogue. We are focusing on working with a smaller number of suppliers who fulfill Stadium's production needs, a prerequisite for closer collaboration. Although we may be viewed as a minor player in the industry, this benefits our sustainability work and we can accomplish more as our influence grows.

STADIUM'S BRANDS AND DIVISIONS.

We produce products under a number of our in-house brands. These are: SOC, Everest, Race Marine, Warp, Revolution, Occano and Stadium. Stadium accounts for 71.3 % of Stadium Group's total production volume. Stadium Team Sales and Event account for 1.6 %.

STADIUM OUTLET'S BRANDS AND DIVISIONS.

These are some of the brands Outlet works with: Tribute, Ski Industries and XTTL. Stadium Outlet accounts for 27.1 % of the total volume within Stadium Group.



Varumärken (●)
Stadium (●) Outlet (●)



SUPPLIER BASE

Our supplier base consists of manufacturers with their own factories and subcontractors, as well as trading companies and sometimes importers. All suppliers specify the production unit as a named factory, and it is known to Stadium when an order is placed. Production reflects Stadium's range of in-house brands and consists primarily of shoes and clothing, but also sports or protective equipment such as helmets, skateboards, etc.

FAIRTRADE COTTON PRODUCTION

Fairtrade is not just about an improved economic situation. The criteria also combat child labour and discrimination and promote democracy, the right to organise and environmental considerations in production.

Fairtrade makes it possible for people in developing countries to compete in an international market and achieve better conditions through long-term trade agreements. The international Fairtrade criteria guarantee that employees receive contractual wages and improved working conditions.

For us, it is important that all the products we sell are manufactured safely and responsibly. We support Fairtrade and are proud of the fact that all our own footballs, handballs and beach volleyballs are Fairtrade-certified. In this way we, together with our customers, can make a difference to our suppliers and their employees.

A so-called Fairtrade premium is added to every product. These premiums are used to develop the local community socially and economically, for example, in the form of new schools, clean water projects or healthcare.

BANGLADESH ACCORD

FOR SAFER WORKING CONDITIONS IN BANGLADESH

In 2013, the Rana Plaza textile factory in Bangladesh collapsed, giving rise to the Accord on Fire and Building Safety in Bangladesh (Accord), an international agreement drawn up by the global trade unions IndustriALL Global Union and UNI Global Union. The purpose of the agreement is to create safer working conditions for workers within the textile industry in Bangladesh and to improve fire and building safety through independent inspections of factories, among other measures. Stadium began supporting this initiative in 2014. Since the Accord was initiated, safety work within the textile industry in Bangladesh has shown continuous improvements. To begin with, more than 2,000 textile sewing factories have been subject to an inspection, which has resulted in over 150,000 safety risks having been identified. The Bangladesh Accord has also implemented a programme informing over 1.4 million textile workers about their right to safe working conditions and to refuse unsafe work.

AN UPDATED ACCORD

A new and expanded Accord agreement came into force on 1 June 2018 and Stadium was one of the 140 companies across the world that signed up to the agreement. It is important to Stadium to invest in initiatives that create safer working conditions in the Bangladeshi factories. Some important new elements of the agreement include safety training for employees, compensation in the event of factory closure and a focus on promotion of trade unions and the right of workers to form a union.

For more information about the agreement: <http://bangladeshaccord.org/>

PRODUCING UNITS 2017/18

TOTAL NUMBER OF FACTORIES AND VISITS

Active units	219
Reviews*	76
Valid third-party certification	11
Stadium's internal inspections	66
Third-party inspections on Stadium's initiative	14
Factories rejected** following inspection	12
Corrective action plans (CAP)	68

*100 % of our active units have undergone a review during the period 2016/17 and 2017/18.
**Of these 12 factories, we have chosen not to enter into a partnership with 11 of them due to low standards.

SUPPLIER REVIEW PROCESS

ANALYSIS

- Kartläggning av leverantörskedjan
- Analys av bransch- och landsrisker

REQUIREMENT DEFINITION

- Supplier code of conduct and commitment regarding restricted chemicals
- Signed requirements, agreements and terms

REVIEW

- Evaluation of factory through web-based system with questionnaires
- Evaluation of results
- Supplementary questions in the same system and follow-up through discussion

INSPECTIONS

- Stadium's internal inspections
- Third-party inspections on Stadium's initiative
- The supplier is informed of the results from the inspection and is asked to draw up a plan for remedial measures.
- All inspections are conducted using the same requirements and under the same system.

CORRECTIVE ACTION PLAN (CAP)

- The supplier submits a corrective action plan to remedy deficiencies
- Discussion with supplier for consensus on action and time frame
- Follow-up to ensure compliance
- The business relationship should reflect the supplier's ability to follow the improvement plan.

LONG-TERM BUSINESS RELATIONSHIPS

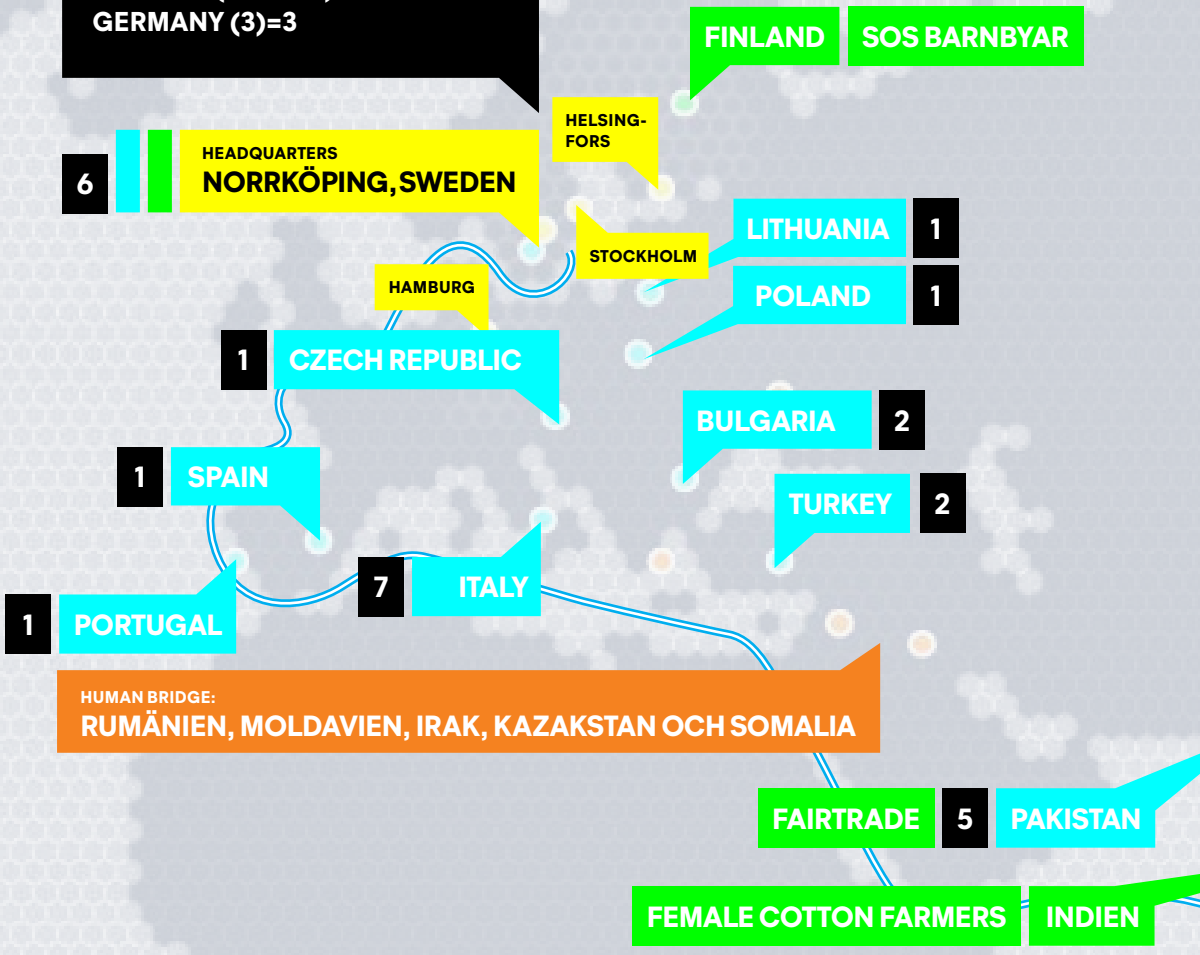
A major focus in our production process provided that the party in question lives up to Stadium's sustainability requirements and what we call Fair Play. Out of our overall list of 103 suppliers, we have been collaborating with 46 of them for over 10 years, and 32 of them for over 15 years.

INSPECTIONS BY BANGLADESH ACCORD

Bangladesh Accord has inspected all eight factories carrying out production for Stadium in Bangladesh. A total of 39 inspections were conducted at these factories during 2017/18.

118 STADIUM STORES, 4 SKI STORES,
48 OUTLET STORES & 3 SNEAKERS POINT = 173*

SWEDEN (86+3+3+37)=129
FINLAND (29+1+11)=41
GERMANY (3)=3



**STADIUM GROUP
NUMBER OF FACTORIES
219 FACTORIES IN
18 COUNTRIES**

BANGLADESH	8
BULGARIA	2
CAMBODIA	2
CHINA	157
CZECH REPUBLIC	1
INDONESIA	8
ITALY	7
LITHUANIA	1
MYANMAR	1
PAKISTAN	5
POLAND	1
PORTUGAL	1
SPAIN	1
SWEDEN	6
TAIWAN	6
THAILAND	1
TURKEY	2
VIETNAM	9

**COLOUR GUIDE
MAP**

OFFICE (●)

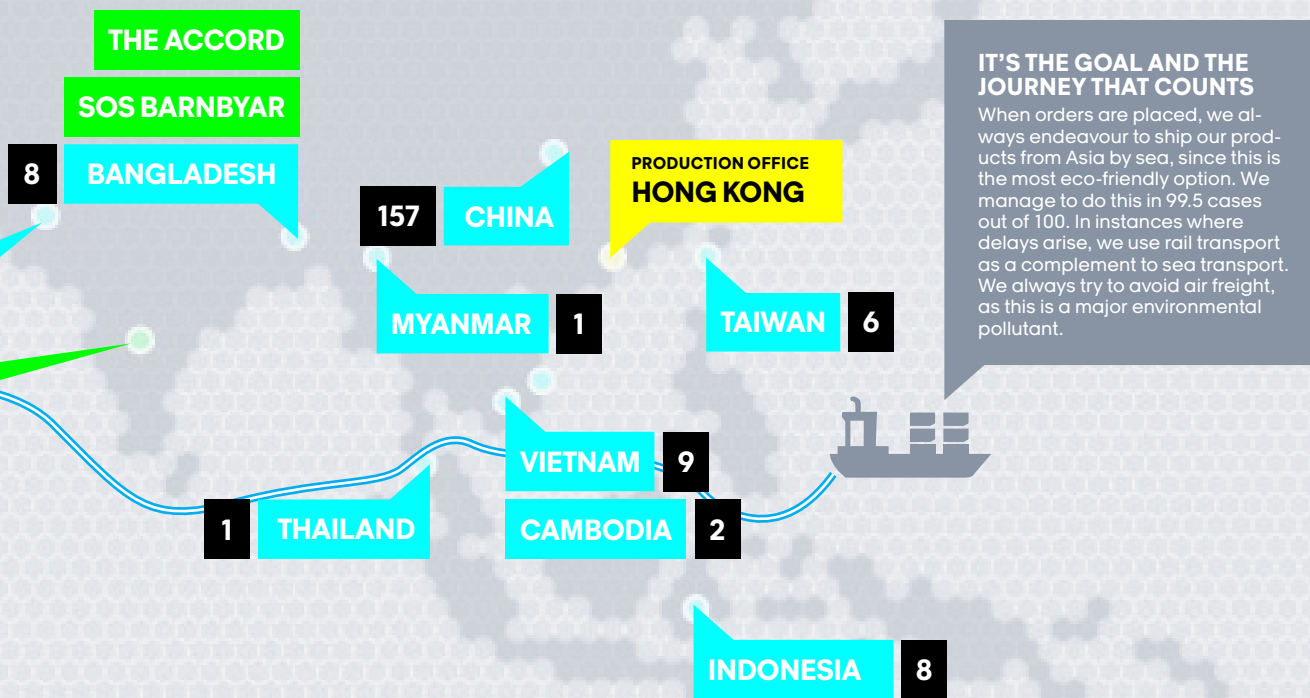
FACTORIES ((●))

SOCIAL ENGAGEMENT (●)

RE:ACTIVATE INITIATIVE (●)

*2017/2018: Stadium Sweden has closed 2 stores, opened 2 Stadium stores, 1 Stadium Outlet store and 3 Sneakers Point (new concept). Stadium Finland has opened 2 Stadium stores and 2 Stadium Outlet stores.

STADIUM IN THE WORLD



SUPPORTING EARTH

SUPPORTING EARTH

With our Supporting Earth concept, we make it simpler for our customers to find sustainable products in our stores. The labels are attached to products made of organic cotton or recycled polyester, dyed using the water-saving Solution Dye technique or that are free from PFCs. Our aim is, of course, to exclude all chemicals that are harmful to the environment and people.

34.5 % Of Our In-House brands were sustainably manufactured in 2017/18. That's an increase of 4.5 % from the previous year.

SUSTAINABLE PRODUCTION OF OUR IN-HOUSE BRANDS

EVEREST	24,5%
SOC	27,0%
RACE MARINE	98,4%



100% FUR FREE ALLIANCE!



FUR FREE ALLIANCE.



In 2001, we at Stadium made the decision to become a fur-free chain. Through an agreement with Animal Rights Sweden, we have undertaken not to sell any products containing fur in our stores. This applies to both our in-house brands and external brands..

100% TRACEABLE DOWN AT STADIUM

RESPONSIBLE DOWN STANDARD

We support the Responsible Down Standard in our use of down. The standard prohibits the plucking of down from live birds and from birds that have been force-fed. The aim of the Responsible Down Standard is to ensure that the animals are treated with dignity throughout the entire supply chain. This is done by giving the industry tools to ensure that down and feathers do not come from birds subjected to suffering and a system that makes the origin of the material traceable.

Find out more at www.responsibledown.org.

FEMALE COTTON FARMERS & COTTON CONNECT

TRAINING FOR FEMALE COTTON FARMERS

Together with four other companies in the industry, Stadium supports Female Cotton Farmers, a local project in India initiated by Cotton Connect. The project covers 15 villages in the state of Maharashtra and the district of Parbhani in western India, where 1,546 female cotton farmers receive training and knowledge about how their crops can contribute to reduced environmental impact, improved health and a more stable economy.

TEACHING FOR CHILDREN

In January and February, activities were organised for children in schools in the 40 villages involved in the programme. They included essay writing, drawing competitions and meetings about biodiversity, the importance of a healthy environment and the importance of good hygiene and health. A total of 1,339 children took part.



ENVIRONMENTAL WORK

100%
PFC-
FREE

CHEMICALS

When it comes to chemicals, we follow the strict and recommended restrictions detailed in the EU's REACH chemicals legislation. In 2015, Stadium started work on a Restricted Substance List (RSL), a list of substances to be restricted in production from 2016 onward. In order to continue our work to phase out hazardous chemicals and for us to be able to meet our sustainability targets, our RSL stipulates more stringent requirements than required by the EU's REACH legislation.

Some of the substances that have presented a major challenge in production and which we know our customers are keen to avoid are products that contain PFC or phthalates or have

been given an antibacterial treatment. We have focused more specifically on these substances. At the start of the project in 2015, 80 % of coated material in our in-house production was PFC-free. The objective for 2018 is for all our clothing and shoe products to be completely PFC-free. What we are continuing to work on now is tents and bags. We set stringent requirements for our suppliers, new and old, insisting that they follow our chemical requirements to further reduce the use of carcinogenic, allergenic and environmentally harmful chemicals.

PLASTIC BOTTLES

All Stadium's own water bottles are made from bioplastic and are produced in Sweden. The energy used for the manufacturing process comes from wind and water power, meaning minimal environmental impact. Bioplastic bottles look and feel exactly like ordinary sports bottles; the difference is that they don't burden our planet with unnecessary CO2 emissions. Bioplastic has the same properties as ordinary plastic, but the raw material is renewable and comes from waste products from sugar cane instead of oil.



A WORLD WITH CLEAN WATER

Savings with Solution Dye technique compared to traditional dyeing:

WATER - 80 %
ENERGY - 60 %
CARBON DIOXIDE - 60 %
CHEMICALS - 60 %

Stadium purchases fabrics from suppliers who use this technique for both woven and knitted material. We apply an average calculation that gives an approximate total saving.

STWI

Stadium has joined the Sweden Textile Water Initiative – a unique collaboration between Swedish companies within the textile and leather industry and the Stockholm International Water Institute. They have been developing guidelines for more sustainable water use since 2010 and are focusing on finding new solutions and techniques for sensible use of water, energy and chemicals throughout the entire production chain. The textile industry is currently one of the world's largest industries, an industry requiring large volumes of water during the manufacturing process. Reducing water consumption within textile production is a major challenge for the retail sector.

SOLUTION DYE SAVES WATER

Minimising environmental impact is a major challenge for all textile producers. For us at Stadium, this involves investing a lot in the energy and water-efficient Solution Dye technique for dyeing clothes. This is currently the Stadium Group's primary dyeing method and we expect the use of Solution Dye to increase further in our production process up to 2020.

Traditional dyeing of fabrics requires large amounts of water, energy and carbon dioxide, since the colour is "washed into" the fabric. With the Solution Dye process the fibres are coloured from the outset – i.e. before the threads are turned into fabric. This means that the entire traditional dyeing process for the fabric is reduced, since the pigment is in the threads of the fabric from the start. This process saves huge quantities of water and energy, which in turn makes a huge difference to the environment.

At Stadium we have been using the Solution Dye technique for over ten years. In the beginning, the dyeing process was used only for black linings, but from 2013, the technique was available for a large number of colours. In particular, it is linings that are dyed, but also the outer fabric for brands such as Warp, Everest, SOC and Race Marine. Our aim is to continuously increase the proportion of products dyed using Solution Dye over the coming years. All garments dyed using Solution Dye have Supporting Earth labels that say "Save water and energy".

BETTER COTTON INITIATIVE

Together with the Better Cotton Initiative we want to improve cotton cultivation worldwide.

The Better Cotton Initiative (BCI) was founded in 2005 and is a non-profit organisation dedicated to making global cotton production better and more sustainable. The aim is to change cotton production worldwide and make Better Cotton a conventional commodity.

In cooperation with stakeholders throughout the cotton production chain, the BCI advocates measurable and continuous improvements for the environment, growing communities and the economy in cotton-producing regions.

In our collaboration with the BCI, we undertake to use 100 % sustainable cotton in 2017/2018 by using Better Cotton, organic cotton and in the long term, recycled cotton. Since 2017, all products from our own-brand collections have been manufactured using sustainably produced cotton. Information about this can be found on the green Supporting Earth label.

BCI Better Cotton Initiative
BetterCotton.org

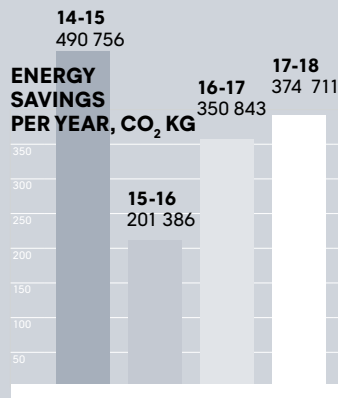
ENERGY AND EMISSIONS

We believe that an active world and a clean environment go hand in hand. As part of being climate smart, we are trying to apply the precautionary principle to all our decisions. Caring for the environment is important to us. That is why we are striving to reduce our use of water and energy, reduce our emissions and use less harmful chemicals. During the 2017/2018 financial year, we reduced our emissions by 3.5 % compared to the previous year.

THE HISTORY OF THE ENERGY SAVE PROJECT

Stadium's energy save project has been going since 2009. The project has focused on the lighting in our stores in Sweden, which means light fittings, general lighting, spotlights, relays and timers.

During the project, Stadium has actively chosen to work with electricity supplier EON, which has led to both increased knowledge and a significantly lower purchase price per kWh.



We cannot do without energy. It is what drives us forward and is essential to being able to make a profit. But it should be used for the right reasons and at the right times. We are continuously pushing to reduce energy consumption in our transport chain and at our distribution centres, as well as the amount of energy used for lighting and heating in our stores.

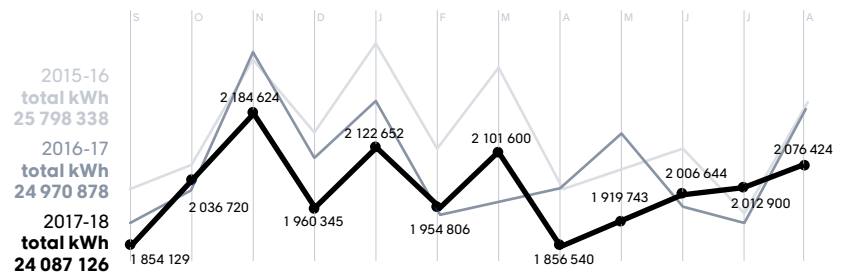
During the 2017/2018 financial year, we managed to reduce the energy consumption in our stores by 3.5%. We are now looking into how to save even more energy in the future. Right now, our main focus is on going "all in" with LED solutions (much longer useful life and no on-going bulb changes required) in all our stores and equipping stores with even more timers/relays/zone solutions to make them even more energy-efficient in the future. In Sweden and Finland, Stadium is covered by the Act on Energy Audits of Large Companies (EKL).

During spring 2017, an energy audit was conducted for 10% of the stores in Sweden (8 Stadium stores and 2 Stadium Outlet stores) and 10% of the stores in Finland (3 Stadium stores).

The energy audit was conducted by certified energy auditors, the property owners' technical managers, electricians and project managers. This describes the company's total energy use. The energy audit also identified improvement opportunities.

100 percent of the electricity we buy comes directly from renewable sources - wind power. That electricity accounts for 60 percent of our total energy use; the rest of the electricity is purchased by other parties, such as the landlords who own our store premises. We are working to gain control of that energy provision too, via submetering and reporting from the landlords and are demanding "Green contracts and Green electricity" from them.

ENERGY SAVINGS 2015.09-2018.08



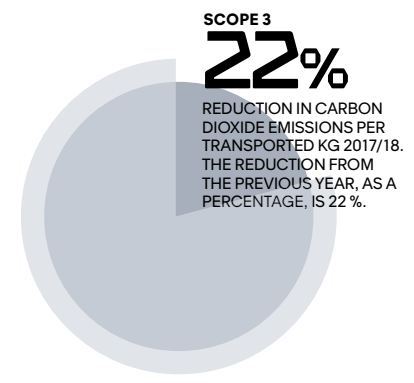
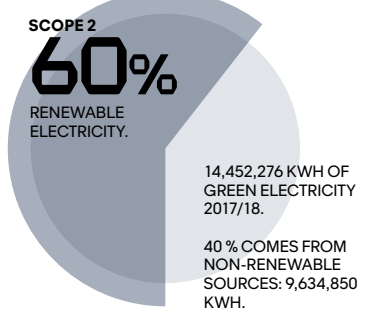
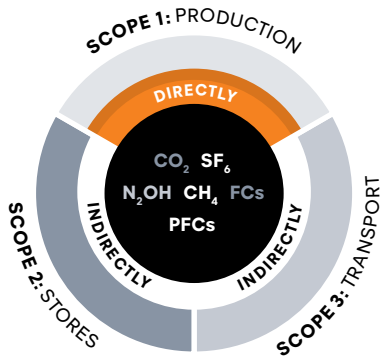
STADIUM SWEDEN ENERGY TRENDS 2009.09 TILL 2018.08

	kWh	CO ₂ KG/ÅR
09/10	-1 801 121	-763 675
10/11	-801 057	-339 648
11/12	-495 774	-210 208
12/13	-405 645	-171 993
13/14	-823 615	-349 213
14/15	-1 157 444	-490 756
15/16	-474 968	-201 386
16/17	-827 460	-350 843
17/18	-883 752	-374 711
TOTAL	-7 670 836	-3 252 434

Since September 2009 Stadium Sweden has saved around 7,670,836 kWh = approx. 3,252,434 CO₂ kg. This corresponds to

2014
JOURNEYS AROUND THE WORLD IN A CAR*

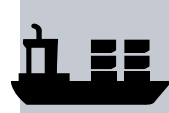
*: Converter at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



SCOPE 1: The environmental impact during production is direct, but Scope 1 emissions account for an insignificant proportion of our total emissions.



SCOPE 2: The switch to LED lighting in all stores has begun and we are also choosing green electricity in all contexts where we have a say.



SCOPE 3: 99.5 out of 100 journeys that are transporting goods to our distribution centre are by sea

ENERGY & EMISSION FIGURES 2016.09-2017.08

SCOPE 2: STORES	
TOTAL USE (kWh) 16-17	24 970 878
TOTAL USE (kWh) 17-18	24 087 126
TOTAL EMISSIONS OF CO ₂ 16-17 (KG)	10 587 652
TOTAL EMISSIONS OF CO ₂ 17-18 (KG)	10 212 941
REDUCTION IN KG CO ₂ /ÅR	374 711
REDUCTION AS A PERCENTAGE	3,50%

	TRANSPORT TO WAREHOUSES BY SEA	TO STORES***
SCOPE 3: TRANSPORT		
TOTAL EMISSIONS OF CO ₂ 16-17 (KG)	1 419 528	TOTAL EMISSIONS OF CO ₂ 16-17 (KG) 969 350
TOTAL EMISSIONS OF CO ₂ 17-18 (KG)	971 256	TOTAL EMISSIONS OF CO ₂ 17-18 (KG) 1 021 895
TOTAL CHANGE IN CO ₂ -EMISSIONS (KG)	- 448 272	TOTAL CHANGE IN CO ₂ -EMISSIONS (KG) + 52 545
TOTAL TRANSPORTED KG 16-17	5 518 327	TOTAL TRANSPORTED KG 16-17 19 845 101
TOTAL TRANSPORTED KG 17-18	5 104 521	TOTAL TRANSPORTED KG 17-18 26 944 293
CO ₂ -EMISSIONS/TRANSPORTED KG 17-18	0,19 KG	CO ₂ -EMISSIONS/TRANSPORTED KG 17-18 0,038
REDUCTION IN CO ₂ -EMISSIONS/TRANSPORTED KG 17-18	-0,06 CO ₂ /kg	REDUCTION IN CO ₂ -EMISSIONS/TRANSPORTED KG 17-18 -0,01 CO ₂ /kg

Comments: Scope 1 emissions account for an insignificant proportion of the total amount of emissions. These are therefore, not reported. Store scope 3 emissions are from transport from DCs to stores in Sweden. Since there is insufficient data on international transport, this is not reported here.

*Please note that the figures are only from where Stadium handles shipping in accordance with Incoterms. Figures from when other parties (i.e. suppliers) are responsible for transport are not included.
 ** Please note that the figures include domestic transport from suppliers to ports and from the Port of Norrköping to Stadium DC.
 *** From 2017/18 we also calculate emissions per kg for our distribution system. Please note that 2017/18 is the first full budget year when we were sending our Outlet products from a separate DC. This represents a reduction in CO2 emissions per kg, since our processes are more customised.

ENERGY TARGETS

1

1. The short-term measurable target for 2018/19 is to reduce kWh by 800,000. Equivalent to 73.3 kWh/m² (on average) in corresponding units.

2

2. The long-term measurable target up to and including 2019/20 (since in March 2020 we will implement EKL (energy audit) for the second time) is to reduce kWh by at least 2,500,000 during this period. Equivalent to 68.1 kWh/m² (on average) in corresponding units.

3

3. Carry out continuous improvement work/audits.

4

4. 100 % LED by 2021/22.

WE ACTIVATE THE WORLD

FILL THE STADIUM

In August 2017 we launched our "Fill the Stadium" campaign, which aimed to highlight the inequality within Swedish sports. The idea behind the initiative was to collect 50,000 "clap emojis", and if this target was reached, Stadium would donate SEK 1 million to the Swedish Sports Confederation and their work to promote equality within sports. The campaign exceeded all expectations and the target number of "claps" was reached in just one day.

Sports stars Sarah Sjöström, Kosovare Asllani, Linnéa Claesson, Khaddi Sagnia, Sofia Olofsson, Katrin Norén and Emma Stenlöf all took part in the "Fill the Stadium" campaign.

COMMENTS FROM THE SWEDISH SPORTS CONFEDERATION

All in all, the campaign was a boost to the intensified equality work that the Swedish Sports Confederation agreed on in August 2016. In 2017, new gender equality goals and newly-formulated statutes for SF (Swedish sports associations) were adopted by their boards.



WHAT WAS THE MONEY USED FOR?

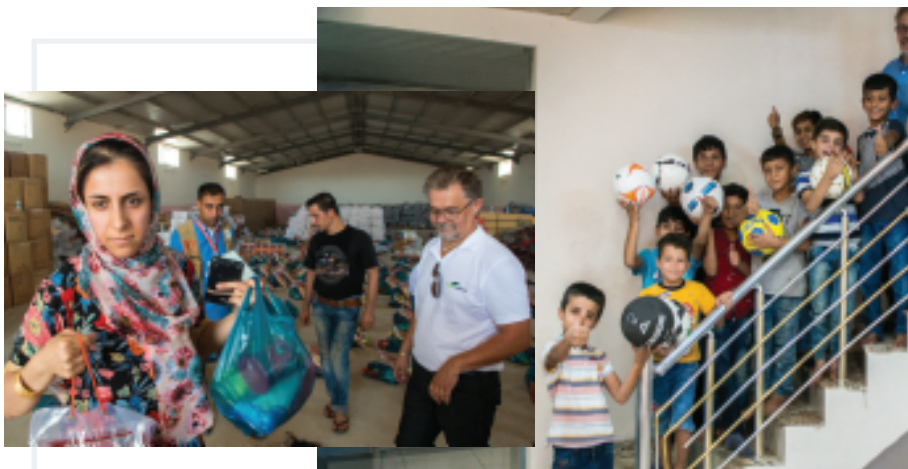
• #Fillthestadium – district meetings: **SEK 375,000**

• Given to 19 role models – prominent personalities, leaders, clubs, teams that have worked to promote gender equality (SEK 20,000 for each): **SEK 380,000**

TOTAL: SEK 1,000,000

• Funded training on gender equality for leaders (carried out across the country; 4,000 participants to date): **SEK 145,000**

• Locker Room Talk and their initiatives (collaboration with the Swedish Sports Confederation): **SEK 100,000**



HUMAN BRIDGE

The Human Bridge foundation is an aid organisation that conducts projects every year in the form of deliveries of aid material to around thirty countries. Most of these are in Africa or Eastern Europe, but communities in Asia and South America are also on the recipient list. Countries to which Stadium has sent collected material in 2017/18 are: Romania, Moldova, Iraq, Kazakhstan and Somalia.

Human Bridge has been operating in northern Iraq (Kurdistan) for a number of years. They supply medical equipment to hospitals and clinics and help people living in refugee camps in the region by providing them with a variety of basic necessities.

Robert Bergman is Director of Human Bridge, and in August this year, he travelled to Kurdistan to get involved in giving out food and clothing to people in the refugee camps. An experience that affected him deeply.

"Meeting families and hearing their stories, seeing how they are forced to survive in very basic conditions. It's impossible to imagine their situation," says Robert.

There is also an orphanage on site, primarily taking care of orphaned children and providing them with a refuge, albeit under very meagre conditions. They also give out clothing, shoes, toys and mattresses.

"Children are still children wherever they may be, and seeing their joy when they receive toys, not to mention when balls arrive and everyone gets one of their own, is heartwarming."

First and foremost, it's a matter of transporting essentials that people are in need of, but filling all the gaps with toys is easy to justify when it ignites a small spark of enjoyment among the children in an otherwise bleak existence.

FOR FUN AND ACTIVE RECESS

Every year Stadium distributes activity bags to first-graders to inspire them to be more active.

Since 2003, we have been distributing activity bags to first-graders in Sweden and Finland – a project that was initiated to support schools in getting kids active. The project is part of Stadium's Good Citizen work and is funded solely by Stadium. Almost 25,000 bags have been distributed to date. The activity bag contains (among other items), footballs, rounders bats, ball pumps, cones, skipping ropes and basketballs. We hope that this equipment will get more children and young people exercising and inspire them to be more active at an early age. In September 2017 we distributed 3,400 activity bags to first-graders.



INTEGRATION THROUGH SPORT

Goodsport is a non-profit foundation with no political affiliation that works to promote integration through sport for young people. The method is to offer sporting activities that contribute to counteracting prejudice, building self-esteem, conveying important social codes and developing characteristics attractive to the labour market. The target group is young people who want to influence their own future as well as players within the public sector, clubs and societies and the business sector who want to create societal benefits through integration.



STADIUM SPORTS CAMP CONTINUES GETTING KIDS ACTIVE

Stadium Sports Camp reached a milestone in summer 2018. Since its launch in 1995 through to today, this initiative has helped to get over 100,000 kids active. Over the years the split between girls and boys has been even, but this year the majority (52 %) of participants were girls.

The organisation works actively to ensure children and young people get the chance to take part regardless of any challenges or their socioeconomic background. Together with several different charities, foundations and companies, Stadium Sports Camp was able to offer 430 free spots this year to participants who, for a variety of reasons, would not otherwise have been able to attend.

We also have a close partnership with the Friends Foundation and all camp leaders receive training in tackling exclusion and bullying and promoting equal sport for everyone.

100 000

FACTS ABOUT SSC:

Stadium Sports Camp AB is run as an SVB company (i.e. an enterprise with a special profit limit). Any profit is reinvested or given back to the partner associations who participate and help with arrangements. Since its launch, we have given back over SEK 60 million to clubs and societies.



CHILDREN'S VILLAGES GIVE HOPE

Stadium has been involved with SOS Children's Villages in Bangladesh since 2015. The aim of this aid is to give children and young people in the area a future.

gone to SOS Children's Villages and to the children's village in Chittagong in Bangladesh. Bangladesh was an obvious choice, since it is one of the countries where many of Stadium's products are manufactured.

DURING 2017/18, 53,680 BOTTLES WERE SOLD IN SWEDEN AND WE HAVE RAISED SEK 268,400 TOGETHER WITH OUR CUSTOMERS.



FOR A BETTER FUTURE

In Bangladesh, more than 150 million people live in an area smaller than a third of Sweden. Chittagong is located on a river delta that is often hit by monsoon rains, cyclones, tidal waves and floods. The children's village in Chittagong was built in 1989, three years after a tidal wave killed 50,000 people, leaving thousands of children alone or orphaned.

The aid for Chittagong consists of two elements. The funding contributes partly to running the children's village and partly to the family support programme that SOS Children's Villages runs in Chittagong. The children's village is home to children who have lost their parents, been abandoned, whose parents are unable to take care of them or who for other reasons have nowhere else to go.

There are 12 SOS families living in the children's village, which is currently home to 124 children. There is also accommodation for young people adjacent to the children's village, which is home to 19 young people on the verge of adulthood.

The family support programme provides support tailored to each family. This might be training for the parents, psychosocial or financial support or the tools they need to be able to become self-sufficient. Support can also take the form of school supplies and food parcels so that the children can go to school. 480 children are covered by these activities at present. All school-age children are enrolled at a school, and a total of 1,301 people are part of the family support programme in Chittagong.

SOS CHILDREN'S VILLAGES + THE UN'S SUSTAINABLE DEVELOPMENT GOALS

In 2015 the UN's member states adopted a plan for a sustainable future: 17 intermediate goals intended to eradicate extreme poverty, reduce inequality and injustice and resolve the global climate crisis by 2030. For SOS Children's Villages, these goals are confirmation that they are heading in the right direction. Their activities work towards all the goals, but intermediate goals 1, 3, 4, 8, 10, 16 and 17 have an especially clear link to SOS Children's Villages.

ACTIVITIES IN FINLAND

Stadium has also been involved in SOS Children's Villages in Finland since 2015. EUR 0.50 from every sale of a particular small orange water bottle at Stadium goes to SOS Children's Villages in Finland to provide more children with a safe home.



IN 2017/18, 8,971 BOTTLES WERE SOLD IN FINLAND AND WE HAVE RAISED EUR 4,485.50 TOGETHER WITH OUR CUSTOMERS.

What is best for the child is at the heart of all our activities. The solutions are tailored to the individual needs of the children and their families. SOS Children's Villages Finland strives to help families at an early stage, before problems become acute. The aim is to provide assistance to children and their families to enable children to grow up in their own homes. If this is not possible even with support, children can come to a safe foster home in one of our children's villages.

There are currently 11 children's villages in Finland, which are home to around 200 children and young people in care. SOS Children's Villages also offers preventive support to families in difficulty, for example, via our family support activities and family rehabilitation. With a view to counteracting marginalisation, we also offer support to young people looking to start living independently.

FACTS ABOUT SOS CHILDREN'S VILLAGES FINLAND

SOS Children's Villages Finland (SOS-Lapsikylä) helps the most vulnerable children and young people and works to increase the wellbeing of children and families in Finland and around the world. It strives to give all children the opportunity to enjoy the best possible childhood in a family and a safe environment. SOS Children's Villages Finland was founded in 1962 and is a member of the international organisation SOS Children's Villages International.



VÄTTERNRUNDAN

THE WORLD'S BIGGEST BIKE RACE

Total number of participants in all races: approx. 35,000



VASALOPPET

Stadium has been a proud main sponsor since 2001 and arranges the Barnens Vasalopp children's race near our stores before the main race.

WINTER WEEK 2018

Around 66,700 registered participants for all races.

SUMMER WEEK 2018

Around 22,500 registered participants for all the bike races. Around 8,000 registered participants for all the running races.



REALISING OUR VISION



Our vision to activate the world is the foundation in everything we do. This is one of the reason for us to act as sponsor and co-organiser to some of the biggest sporting events in Sweden and the world.



NAISTEN KYMPPI WOMEN'S FUN RUN, FINLAND

Around 11,000 women registered in Helsinki. The event started in 1984 and the race distance is 10 kilometres.

WOMEN ONLY.

11000



GÖTEBORGS- VARVET 2018

Total number of participants in all races: 80 043



10 KM

MIDNATTSLOPPET

Around 75,000 people registered for the 10-kilometre races in Stockholm, Gothenburg, Malmö and Helsinki

There are also races for children, young people and people with disabilities.

FIGURES AND HIGHLIGHTS FROM HR



87%
of our employees are proud to work at Stadium.

COUNTRY	WORKFORCE	FEMALE	MALE
SWEDEN	4 233 (83,3%)	2 500 (59,0%)	1 733 (40,2%)
FINLAND	761 (15,0%)	471 (61,9%)	290 (38,1%)
GERMANY	86 (1,7%)	45 (52,3%)	41 (47,7%)
TOTAL	5 080	3 016	2 064

SEX	PERMANENT	TEMPORARY	PERMANENT FULL-TIME	PERMANENT PART-TIME	TOTAL
FEMALE	1 831 (60,7%)	1 185 (39,3%)	637 (34,8%)	1 194 (65,2%)	3 016
MALE	1 218 (59%)	846 (41%)	573 (47%)	645 (53%)	2 064
TOTAL	3 049	2 031	1 210	1 839	5 080

WAGE DIFFERENCES**

AVERAGE BASIC WAGE IN SEK 2017/2018

	ALL	<30 YEAR	30-50 YEAR	>50 YEAR
FEMALE	265 082	244 051	317 881	347 040
MALE	284 337	245 358	384 938	409 104
FEMALE VS MALE	93,2%	99,5%	82,6%	84,8%

EMPLOYEES	ALL	<30 YEAR	30-50 YEAR	>50 YEAR
FEMALE	256 704	242 804	296 919	313 815
MALE	261 990	243 247	321 624	346 607
FEMALE VS MALE	98,0%	99,8%	92,3%	90,5%

MANAGERS	ALL	<30 YEAR	30-50 YEAR	>50 YEAR
FEMALE	455 118	386 684	460 377	510 950
MALE	537 285	409 704	552 784	596 595
FEMALE VS MALE	84,7%	94,4%	83,3%	85,6%

MANAGEMENT TEAM	ALL	OVERALL
FEMALE	1 320 000	FEMALE VS MALE
MALE	1 754 571	75,2%

COMPOSITION OF THE BOARD AND MANAGEMENT AND BREAKDOWN OF OTHER EMPLOYEES

% PERCENTAGE WITHIN OUR ORGANISATION 2017/2018
(+/-) INDICATES A CHANGE FROM THE PREVIOUS YEAR

	MALE	FEMALE	<30 YEAR	30-50 YEAR	>50 YEAR
BOARD	71,4%	28,6%	0,0%	57,1%	42,9%
MANAGEMENT TEAM	77,8%	22,2%	0,0%	100,0%	0,0%
MANAGERS	53,0%	47,0%	14,5%	74,0%	11,5%
EMPLOYEES	40,0%	60,0%	75,8%	21,7%	2,5%

NEW EMPLOYEES AND STAFF TURNOVER

NUMBER OF PEOPLE WHO HAVE BEEN HIRED OR LEFT DURING 2017/18

	MALE	FEMALE	<30 YEAR	30-50 YEAR	>50 YEAR
NEW EMPLOYEES (%)	620 (40%)	932 (60%)	1423 (91,7%)	150 (7,5%)	13 (0,8%)
STUFF-TURNOVER (%)	553 (26,4%)	795 (26,8%)	1133 (30,1%)	192 (15,5%)	23 (15,4%)

All HR figures are collected from the relevant country. Swedish data comes from the wage system, while data for Germany and Finland is collected from the schedule and staffing system used in these two countries. Compiling the data involves some manual intervention, and certain assumptions are also made regarding factors such as how an individual's employment should be reported (this could concern an individual who has been employed at two or more companies within the group during the current year). All the input data relates to individuals and not so-called FTEs (Full Time Equivalent).



COMMENTS ON WAGE DIFFERENCES**.

The wage differences in more junior age groups are less than in the more senior groups, where the differences are greater. We also see greater disparities in the wage difference between men and women among managers. One possible explanation for this, but in no way a defence of it, is that there are more men than women in senior management positions and this can affect average wages. The average wages in these figures do not take level of seniority into account. When comparisons are made at the same level of seniority, the differences are much smaller. Comparisons between equivalent jobs are now made annually in accordance with the Swedish Discrimination Act. In previous years the salaries of the management team have also been included among the Managers group, but from this year they will be reported as a separate group.



COLLECTIVE AGREEMENTS*.

All our employees in Sweden and Finland are covered by collective agreements and special agreements regarding health and safety that govern scheduling, working hours and sick pay, etc. In Germany, Stadium complies with the industry principles for working hours, salaries and other benefits. Stadium complies with the laws and agreements governing periods of notice in the event of reorganisations and staff cuts. Periods of notice vary depending on how long the individual has been employed and can be anything between 4 and 52 weeks.



E-NPS: Employee Net

Promoter Score indicates how the company is doing at the time of measurement. The score is measured with a single question: "Would you recommend your company as an employer to a friend or acquaintance?" The scale is from -100 to +100, with scores above 50 being considered very high.

51 **55**
CHANGE 2017.11 TILL 2018.11.

INTERVIEW: COLLEAGUES

OUR COLLEAGUES

Everyone who works for us should feel that they have scope to contribute and develop, both personally and professionally. Every one of us has a responsibility and plays an important role in working towards change. Here we meet some of our colleagues – from locations ranging from Umeå in Sweden to Hämeenlinna in Finland. They tell us what it's like to work at Stadium.



YUI TAKAHASHI

SALES REPRESENTATIVE STADIUM OUTLET, UMEÅ

Yui Takahashi came from Kanagawa, Japan, to Umeå, Sweden, to play floorball, which she still does. In addition, she works at Stadium Outlet.

She got her job thanks to store manager Sophia, who also plays floorball.

- "I'd only just moved here and she was looking for people to unpack and inventory stock at the warehouse. I explained that I wasn't good at Swedish, but that I would like to do the work. Her response was that it wasn't a problem and I should visit the store as soon as possible". And I have worked here ever since."

Today Yui enjoys chatting to customers, but in the beginning she was a little nervous.

- "I felt that my Swedish was so bad. But now it's going well and it's great."

Yui came here five years ago, and in order to learn the language she decided to attend folk high school and studied sports pedagogics.

- "Since all the lessons were in Swedish, I was forced to learn."

She now combines her job at Stadium Outlet with being a teacher of Japanese as a native language and playing floorball.

- "I am one of the world's shortest floorball players, 147 cm, but I am quick and can keep up the pace throughout an entire match."

Her dream is for floorball to become an Olympic sport.

THREE QUICK FACTS:

PASSION: Floorball!

WORTH SEEING IN JAPAN: Mount Fuji, a beautiful mountain that is on the World Heritage List.

ABOUT SWEDEN: You never eat rice for breakfast!

JERE SALO

STORE MANAGER STADIUM HÄMEENLINNA

26-year-old Jere Salo notes that he has been working at Stadium for almost one third of his life. "It may sound crazy, but it has been a great journey," he says.

He began as a sales representative at the age of 18. While studying he worked part time, and after that it turned into a permanent full-time post.

- "In spring 2017, I became store manager at the newly-opened Hämeenlinna branch, my own ship to captain. I will always remember the opening day."

It's the feeling of providing great customer service that he likes about his profession, but also guiding and managing his team of employees.

- "The combination of being store manager and also getting to interact with customers means that I come to work full of energy every day."

Jere lives with his girlfriend in Järvenpää in southern Finland, and his sister and parents are also nearby. Family is important and Jere says that they get together for a home-cooked meal almost every Sunday.

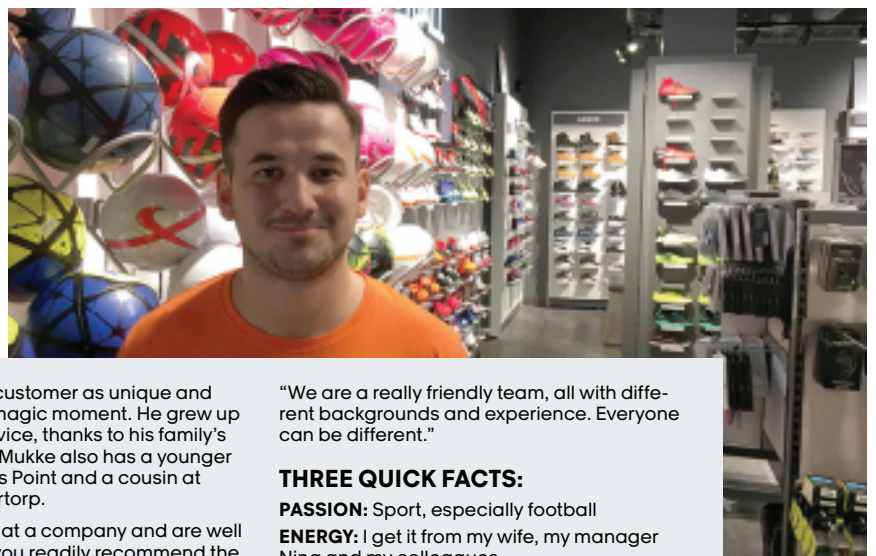
- "I really love my family. We share everything through thick and thin."

THREE QUICK FACTS:

DREAMS OF: Having the opportunity to do everything I dream of with my life.

LIKES: Playing golf and floorball, slalom and cross-country skiing.

MOTTO: "Stay positive and positive things will come to you!"



MÜKREMIN "MUKKE" SEMOVSKI

STADIUM SÖDERGATAN, MALMÖ

Growing up in the tailoring business run by his father and his uncle, which made stylish evening wear, shaped and inspired Mukke, as he is known. Today he is the sales manager at Stadium Södergatan in Malmö, where he feels very much at home.

- "You have two choices when you wake up in the morning - you either grumble and say it's a crappy day, or you choose to say it's a great day - and then it will be a good day."

Mukke sees every customer as unique and aims to provide a magic moment. He grew up with a sense of service, thanks to his family's tailoring business. Mukke also has a younger brother at Sneakers Point and a cousin at Stadium+ in Svågertorp.

- "If you feel happy at a company and are well looked after, then you readily recommend the workplace to others. We have positive values in our H5 and we are working to promote the environment and sustainability; we are fighting for the future, and I like that," says Mukke.

However, the very best thing about the job is still his workmates and getting to lead the group together with other sales manager colleagues.

"We are a really friendly team, all with different backgrounds and experience. Everyone can be different."

THREE QUICK FACTS:

PASSION: Sport, especially football

ENERGY: I get it from my wife, my manager Nina and my colleagues.

MOTTO: Everyone can succeed!

DANIEL JACOBSSON, SALES REPRESENTATIVE STADIUM ELINS ESPLANAD IN SKÖVDE

Daniel from Töreboda studied at the business college in Skövde, came to Stadium for work experience and stayed. That was more than twelve years ago.

"I have wonderful colleagues, many regular customers, including families with children. I love learning about the products and am a real product geek. I support my colleagues and make sure that we have fun at work – and we deliver better service as a result."

Daniel has worked at many of Stadium's events, including the pop-up store in Mora during Vasaloppet.

"There's a special sense of community, as we share accommodation while we're there. We also work late. That suits me, since I have lots of energy."

Sunday/Monday blues do not exist in Daniel's world. It's more like: Finally Monday! A new week offering new possibilities. Where does he get his passion and enthusiasm from?

"My grandfather! We play golf, go fishing and tinker about with stuff at home. We are very alike, both perfectionists. We like things to be clean and neat."

THREE QUICK FACTS:

PASSION: I'm a shoe fiend! At one time I had 84 pairs of shoes at home.

ENERGY: I draw it from the calm of spending time with family, in the countryside and out on the water.

LIFE: Should be bubbly and sparkling, whether it's Monday, Wednesday or Saturday – like a Prosecco.



GINA RENEE HILDINGER PRODUCT TECHNICIAN, SK NORRKÖPING

Gina Renee Hildinger is an adventurer. She loves being out in the countryside, gliding along in a kayak and searching out glorious camping spots. She grew up in Boston, but when she fell in love with Ante from Norrköping, who was there on holiday, a move to Sweden was not far off.

Gina loves their home beside the water. And she thrives in her job. She attended Lennings Textile Institute where she set the goal of working at the Stadium head office, due to her background in fashion and product development from her previous career in the fashion industry.

"I landed an internship in 2015 and felt that it was a good fit. I have previously worked in children's design and product development with various clients various markets in the USA."

She works on measurements and fitting, but has also tried her hand as a quality control technician, working with her expert team to inspect products and ensure they meet the highest quality standards.

Gina speaks a delightful mix of Swedish and American. She tries to talk Swedish as much as possible and reads lots of Swedish books:

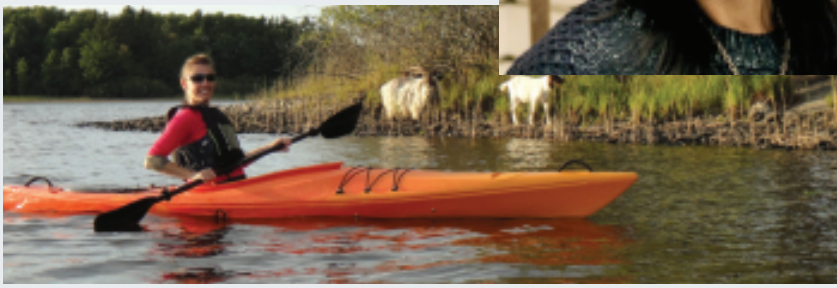
"She says with a big laugh that it's going "quite well" so far."

THREE QUICK FACTS:

IS PASSIONATE ABOUT: Doing what I can for the environment. I try to be a smart consumer and recycle as much as I can.

DREAMS OF: Awesome adventures, so I have the chance to write more stories for my blog.

EXERCISE: Running, yoga and a bit of boxing.



HELENA LOREK STADIUM SISJÖN GOTHENBURG AND STADIUM SPORTS CAMP, HALMSTAD

23-year-old Gothenburg resident Helena Lorek works at Stadium Sisjön and is studying economics at the School of Business, Economics and Law at the University of Gothenburg. When she heard about the Stadium Sports Camp in Halmstad, she thought it sounded interesting, and so joined as a multisport leader two years ago.

"You can really sense that there is a fantastic atmosphere at the Camp. Everyone is in it together, that's what Stadium Sports Camps are so good at. It's not a camp that solely focuses on sport and winning, but more of an experience camp where the kids get to develop as people. It's great to have the opportunity to be part of that."

In addition to her studies and Stadium Sisjön, Helena has now worked at the Camp for two years, most recently in summer 2018 as a team leader.

"I supervised, supported and assisted the upper secondary students who were working at the Camp in the store, the kiosk and on the information desk. I was simply there to provide guidance," says Helena.

Helena enjoys keeping busy, but when she has a time to spare she likes exercising, travelling and reading. She also likes playing badminton with friends or going for a run. Her future objective is somewhat hazy yet, but she wants to continue to develop and above all do well at work.

THREE QUICK FACTS

FOOD: Tacos.

DRINK: Flavoured sparkling water.

ON A FINE FREE DAY: I like to be out on the rocks by the ocean



DO YOU WANT TO JOIN THE TEAM?

Find all available job opportunities at <http://karriar.stadium.se>

GOVERNANCE



GROUP MANAGEMENT TEAM

CEO STADIUM GROUP	BUSINESS DEVELOPMENT DIRECTOR	EXPANSION DIRECTOR	CDO	GENERAL MANAGER STADIUM OUTLET	LOGISTICS DIRECTOR
KARL EKLÖF	ANDREAS ERICSON	CARL TORELL	FREDRIK PERSSON	ANDERS BEJSY	DANIEL JOHANSSON
GENERAL MANAGER SNEAKERS POINT	HR & SUSTAINABILITY DIRECTOR	GENERAL MANAGER STADIUM	CFO	PA TO CEO	
ROGER PALFFY	ÅSA BRUNZELL <i>SUSTAINABILITY MANAGER</i>	MAGNUS WÄHLANDER	SOPHIA HEMSTAD	KRISTINA SKOOG RAPPESTAD	



SUSTAINABILITY COUNCIL

LOGISTICS DIRECTOR	COMMERCIAL & BRAND DIRECTOR	BUSINESS DEVELOPMENT DIRECTOR	CEO STADIUM GROUP
DANIEL JOHANSSON	PINO ROSCIGNO	ANDREAS ERICSON	KARL EKLÖF
BUYING SUSTAINABILITY MANAGER	PR & INFORMATION MANAGER	HR & SUSTAINABILITY DIRECTOR	SPORTS MARKETING MANAGER
CATRINE MARCHALL	ANGELICA LARSSON	ÅSA BRUNZELL <i>SUSTAINABILITY MANAGER</i>	PATRIZIA NILSSON



BOARD	
CHAIRMAN OF THE BOARD BIRGER LUND	
BOARD MEMBER ULF EKLÖF	BOARD MEMBER LINDA PALMGREN
BOARD MEMBER CHRISTEL KINNING	BOARD MEMBER BO EKLÖF
BOARD MEMBER JESPER SCHMIDT	BOARD MEMBER KARL EKLÖF <i>SUSTAINABILITY MANAGER</i>
ADVISOR PETRA STENQVIST	ASSISTENT KRISTINA SKOOG RAPPESTAD

FINANCIAL DATA 2017/2018

KEY DATA	CREATED AND DELIVERED DIRECT ECONOMIC VALUE
COUNTRY	Sweden, Finland, Germany and Hong Kong
CURRENCY	SEK
EQUITY	873 587 517
LIABILITIES	1 200 983 991
CREATED DIRECT ECONOMIC VALUE	
REVENUE	5 708 135 267
DELIVERED DIRECT ECONOMIC VALUE	
OPERATING COSTS	4 374 619 976
EMPLOYEE BENEFITS	1 138 440 626
DIVIDENDS	50 000 000
TAX Sweden Finland Germany* Hong Kong	20 891 808 6 889 646 333 349 -3 889
SOCIAL INVESTMENT	6 394 413,00
TOTAL DELIVERED DIRECT ECONOMIC VALUE	5 597 565 929
RETAINED ECONOMIC VALUE	110 569 338

INDEPENDENT ASSURANCE STATEMENT

SCOPE AND OBJECTIVES

Ethos International has undertaken independent assurance of the Stadium Sustainability Report 2017/2018 (the report). The assurance process was conducted in accordance with AA1000AS (2008). We were engaged to provide moderate level Type 1 assurance, which covers:

- Evaluation of adherence to the AA1000APS (2008) principles of inclusivity, materiality and responsiveness (the Principles).

We provided a third party check on the application of the GRI Standards.

RESPONSIBILITIES OF THE DIRECTORS OF STADIUM AND OF THE ASSURANCE PROVIDER

The Board of Directors of Stadium is responsible for the report for the year 2017/18, emitted as a separate document from the financial annual report, and that the report is emitted in line with the Swedish Annual Accounts Acts. The management of Stadium holds the sole responsibility for the preparation of the report. This is the third year Ethos International has provided sustainability assurance for Stadium's sustainability report. Our statement represents our independent opinion and is intended to inform all of Stadium's stakeholders, including management. We adopt a balanced approach towards all Stadium stakeholders. Our assurance team comprised of Malin Lindfors Speace and Max Berggren. Further information relating to the team is available at: www.ethosinternational.se.

BASIS OF OUR OPINION

Our work was designed to gather evidence with the objective of providing moderate assurance, type 1, as defined in AA1000AS (2008). We undertook the following activities:

- Review of the current Sustainability issues that are material to Stadium and are of interest to stakeholders.
- Interviews with management responsible for sustainability and review of selected evidence to support issues discussed. These were freely selected by the assurers. Main focus of the interviews was the understanding of material aspects, stakeholder perspectives, risks and opportunities related to sustainability, communication and changes during the year.

- Review of Stadium's approach to stakeholder engagement and recent outputs.
- Review of the report texts, graphs and tables.
- Review of indicators relevancy and reasonable proportion.
- Site visit at a Stadium supplier factory in form of an inspection in line with demands set in Stadiums Supplier Code of Conduct (SCoC) and SA8000 Standard.

FINDINGS AND OPINION

We reviewed and provided feedback on drafts of the Report and where necessary changes were needed these were made. On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe Stadium's adherence to the Principles.

We are not aware of any errors that would materially affect the reliability of disclosed information. We can confirm that we have made an independent assessment of Stadium's self-declared application of the GRI Standards, that the report is Core level "in Accordance" and that a report according to the demands in the Swedish Annual Accounts Act has been emitted.

OBSERVATIONS

Without affecting our assurance opinion we also provide the following observations:

MATERIALITY

We believe the report describes the majority of Stadium's material impacts in an adequate and good manner that enables all stakeholders to engage with Stadium to co-create in moving sustainability to a broader and more incorporated level both in Stadium and as stakeholder in an external context.

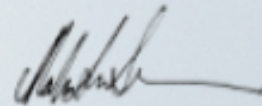
Areas that should be highlighted and addressed in Stadium's forthcoming sustainability performance is continued integration of sustainability in their value chain, including external brands, increased implementation and follow up on adherence to Stadium's updated demands on suppliers and increased review of Stadium's internal policies within the area of sustainability. In next years report Stadium emphasis should be on displaying goals based on the latest materiality analysis and the result of analysis and initiatives regarding the key areas anti-corruption, integrity and ethical business behaviour. Systems for compiling HR-data ought to be developed and adopted in order to minimize the degree of manual elements. Methods for reporting on Scope 3 outside of Sweden should be investigated and developed.

INCLUSIVITY AND RESPONSIVENESS

The wide range of stakeholder groups participating in the stakeholder dialogues together with the high degree of participants in the dialogues together with the involvement from top management indicates profound commitment and understanding of sustainability, which provide a solid foundation for Stadiums strategic development. To uphold the commitment and knowledge of sustainability, Stadium should continue to increase transparency through internal and external communication; partly through internal dialogues and workshops with each business area in order to intensify the integration of sustainability aspects into the business operations.

ETHOS INTERNATIONAL

5 December 2018

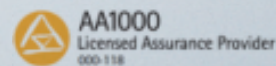


Malin Lindfors Speace
Partner & Senior Advisor























Max Berggren
Advisor & Head of Training

Ethos International AB is a Nordic Sustainability Advisory firm licensed by AccountAbility to provide AA1000 AS (2008) assurance.



STADIUMS WORK WITH UN'S GLOBAL SUSTAINABLE DEVELOPMENT GOALS

TARGETS			
STADIUM'S PRIORITY ASPECTS		EXAMPLES OF HOW STADIUM IS CONTRIBUTING TO THE GLOBAL GOALS	LINKED SDGs
Safe, non-toxic products	3.9	<ul style="list-style-type: none"> • New Code of Conduct for all external suppliers • Checking of product safety and chemicals in the design and product development phase • Complies with the EU's REACH chemicals legislation • No PFCs or phthalates in in-house production. Working to phase out PFCs with external brands. 	
Transparency & transformation in production: Fair working conditions, no child labour, verified suppliers and certified products	8.5 8.7 8.8 5.1 12.8	<ul style="list-style-type: none"> • Code of Conduct for suppliers with clearer requirements • Inspections conducted by Stadium and certified third parties • Fairtrade cotton production • Supporting Earth products: made from sustainable cotton or recycled material • 100 % traceable down through the Responsible Down Standard (RDS) • Fur-free range (Fur Free Alliance) 	  
Climate and resource-efficient transport and packaging	3.9 8.4	<ul style="list-style-type: none"> • Measurement, follow-up and measures to minimise emissions from transport activities (Scope 3) • Goods transport by sea and rail • Exclusion of transport by air • Reducing packaging in the form of plastic and corrugated cardboard 	 
Resource-efficient use of water, energy and chemicals	3.9 6.3 6.4 7.3 12.4	<ul style="list-style-type: none"> • Following the precautionary principle • Measurement, follow-up and measures to minimise energy and emission figures (Scope 1) • 100 % of direct electricity from renewable sources • Solution Dye technique to minimise use of water, energy, emissions and chemicals in production • Packaging, sorting of waste and recycling 	   
Involvement in social projects	3.4 17.7	<ul style="list-style-type: none"> • Stadium Sports Camp (SSC) • Better Cotton Initiative (BCI) • SOS Children's Villages in Bangladesh and Finland • Allied with the Stockholm Water Initiative (STWI) • Signed up to the Bangladesh Accord 	 
Transparent communication about our sustainability work	12.6	<ul style="list-style-type: none"> • Continuous dialogue with internal and external stakeholders about Stadium's sustainability work • Sustainability report reviewed by third party 	
Circular products: from design and materials through to recycling and re-use	8.4 12.1 12.5	<ul style="list-style-type: none"> • Sustainable materials in the product development and design phase, with a focus on recycling • Sustainability aspects included when testing and inspecting products • Recycling and re-use of products through Stadium's Re:activate initiative, creating new products from old textiles, simplifying the recycling process for our products and also extending their useful life 	 
Employees who thrive at Stadium: An equal workplace that promotes diversity and is free from discrimination	5.1 5.5 8.5 8.8 10.3	<ul style="list-style-type: none"> • Collective agreements and special agreements regarding health and safety • HR guide • Employee surveys • Equality and diversity policy • Recruitment policy 	  
Stores and store materials that are climate and resource efficient	7.2 7.3	<ul style="list-style-type: none"> • Green electricity in stores in all instances where we have the final say • Measurement, follow-up and minimisation of energy use in stores • LED solutions for all stores • Bags made from 40 % post-consumer recycled plastic • Hangers produced from 100 % recycled material and with a long useful life • Re-use of campaign material and resource-efficient development of signage material 	
Traceable materials in the supply chain	12.8	<ul style="list-style-type: none"> • Supplier code • Inspections conducted by Stadium and certified third parties • 100 % traceable down through the Responsible Down Standard (RDS) 	

GRI INDEX

GLOBAL REPORTING INITIATIVE INDEX

The sustainability reporting in this annual report has been prepared in accordance with GRI Standards at Core level. The Global Reporting Initiative's guidelines for sustainability reporting are a collection of internationally recognised indicators used to evaluate companies in relation to corporate governance, economic performance, labour, human rights and impact on society and the environment. Its framework is a reporting system that sets out criteria for measuring and reporting impact and results in the area of sustainability. Our GRI index is presented below and gives an overview of our general information as per GRI's guidelines, as well as information for the topics Stadium has chosen to report based on our materiality analysis (find out more on page 7). We have also chosen to include links to the UN's Global Sustainable Development Goals.

General Standard Reports

GRI-standard	Title	Page	Comment	UN's Sustainable Development goals	UN's Sustainable target goals	●	✓
GRI 102: GENERAL DISCLOSURES 2016							
ORGANIZATIONAL PROFILE							
102-1	Name of the organization	4				●	✓
102-2	Activities, brands, products, and services	4, 12	ARL: Businessmodel, ARL: Risc			●	✓
102-3	Location of headquarters	14				●	✓
102-4	Location of operations	14, 15				●	✓
102-5	Ownership and legal form	26				●	✓
102-6	Markets served	4, 14, 15				●	✓
102-7	Scale of the organization	14, 23, 26				●	✓
102-8	Information on employees and other workers	23	Data on contract workers are omitted due to unreliable data	8, 10	8.5, 10.3	●	✓
102-9	Supply chain	10, 11, 12, 13, 14, 15	ARL: Businessmodel, ARL: Risc			●	✓
102-10	Significant changes to the organization and its supply chain	4, 12, 14, 26				●	✓
102-11	Precautionary Principle or approach	18	ARL: Environment			●	✓
102-12	External initiatives	6, 8, 9, 13, 14, 16, 17, 20, 21, 22				●	✓
102-13	Membership of associations	9, 13, 16, 17, 20, 21				●	✓
STRATEGY							
102-14	Statement from senior decision-maker	3	ARL: Businessmodel, ARL: Risc			●	✓
ETHICS AND INTEGRITY							
102-16	Values, principles, standards, and norms of behavior	4, 5, 12, 13	ARL: Policy, implementation and results			●	✓
GOVERNANCE							
102-18	Governance structure	26				●	✓
STAKEHOLDER ENGAGEMENT							
102-40	List of stakeholder groups	7				●	✓
102-41	Collective bargaining agreements	23	ARL: Social conditions and staff	8	8.8	●	✓
102-42	Identifying and selecting stakeholders	7				●	✓
102-43	Approach to stakeholder engagement	7				●	✓
102-44	Key topics and concerns raised	7				●	✓

STATUS, LEVEL OF IMPLEMENTATION: ● COMPLETE ● PARTIAL REVIEW: ✓ INDICATOR THROUGH THIRD PARTY

General Standard Reports

UN's Sustainable Development goals UN's Sustainable target goals

GRI-Standard	Title	Page	Comment	UN's Sustainable Development goals	UN's Sustainable target goals		
GRI 102: GENERAL DISCLOSURES 2016							
REPORTING PRACTICE							
102-45	Entities included in the consolidated financial statements	26					
102-46	Defining report content and topic Boundaries	7		8	8.8		
102-47	List of material topics	7					
102-48	Restatements of information	19					
102-49	Changes in reporting	7					
102-50	Reporting period	2					
102-51	Date of most recent report	2	8 of may 2018				
102-52	Reporting cycle	2					
102-53	Contact point for questions regarding the report	2					
102-54	Claims of reporting in accordance with the GRI Standards	29	Core				
102-55	GRI content index	29, 30, 31					
102-56	External assurance	27	AA1000AS				

Specific Standard Reports

UN's Sustainable Development goals UN's Sustainable target goals

GRI-Standard	Title	Page	Comment	UN's Sustainable Development goals	UN's Sustainable target goals		
GRI 200 ECONOMIC STANDARD SERIES							
GRI 103: Management approach 2016	103-1 - Explanation of the material topic and its Boundaries	4, 5, 7, 12	ARL: Policy, implementation and results				
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	26	"Read more in the Annual Report and Consolidated Financial Statements for the financial year 1 September 2017-31 August 2018"				
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	12	ARL: Counteract corruption				
GRI 300 ENVIRONMENTAL STANDARD SERIES							
GRI 103: Management approach 2016	103-1 - Explanation of the material topic and its Boundaries	4, 6, 7, 10, 11, 12, 13, 16, 17, 18, 19, 28	ARL: Policy, implementation and results				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	18, 19	ARL: Environment. District heating - and cooling not reported because it does not occur in our own business	7, 8, 12	7.2, 7.3, 8.4, 12.1, 12.4		
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	19	ARL: Environment	3, 12	3.9, 12.4		
GRI 305: Emissions 2016	305-4 GHG emissions intensity	19	ARL: Environment / Indicator based on scope 3				
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	19	ARL: Environment				
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	13	ARL: Environment / Data on the number of new suppliers examined can not be estimated from total due to limitations in the current system. All suppliers were screened during the reporting year.				
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	10, 11, 12, 16, 17	ARL: Environment				

Specific Standard Reports

UN's Sustainable Development goals

UN's Sustainable target goals

GRI-Standard	Titel	Page	Comment					
GRI 400 SOCIAL STANDARD SERIES								
GRI 103: Management approach 2016	103-1 - Explanation of the material topic and its Boundaries	4, 5, 6, 7, 28	ARL: Policy, implementation and results					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	23	ARL: Social conditions and staff	5, 8, 10	5.1, 8.5, 10,3			
GRI 401: Employment 2016	401-3 Parental leave		Excluded: This indicator is considered relevant, but it is not possible to report it at the present time due to pending system changes with GDPR. Intend to report on it in the next report.	5, 8	5.1, 8.5			
GRI 402: Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	23	ARL: Social conditions and staff	8	8.8			
GRI 403: Occupational health and safety 2016	403-4 Worker participation, consultation, and communication on occupational health and safety	23	ARL: Social conditions and staff	8	8.8			
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	23	ARL: Social conditions and staff	5, 8	5.1, 5.5, 8.5			
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	23	ARL: Social conditions and staff	5, 8, 10	5.1, 8.5, 10,3			
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	12	ARL: Risc, ARL: Respect for human rights	8	8.7			
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	12	ARL: Risc, ARL: Respect for human rights	8	8.7			
GRI 414: Supplier social 2016	414-1 New suppliers that were screened using social criteria	13	ARL: Respect for human rights / Data on the number of new suppliers examined can not be estimated from total due to limitations in the current system. All suppliers were screened during the reporting year.	8	8.8			
GRI 414: Supplier social 2016	414-2 Negative social impacts in the supply chain and actions taken	12, 16, 17	ARL: Risc, ARL: Respect for human rights	8	8.8			
GRI 416: Customer health and safety 2016	"416-1 Assessment of the health and safety impacts of product and service categories"	8, 11, 16, 17	ARL: Respect for human rights/ Supporting Earth: PFC-free fabrics					

ACTIVATING THE WORLD IN SUSTAINABLE WAYS

