

we care

2022



LJ
TEE JAYS®



welcome

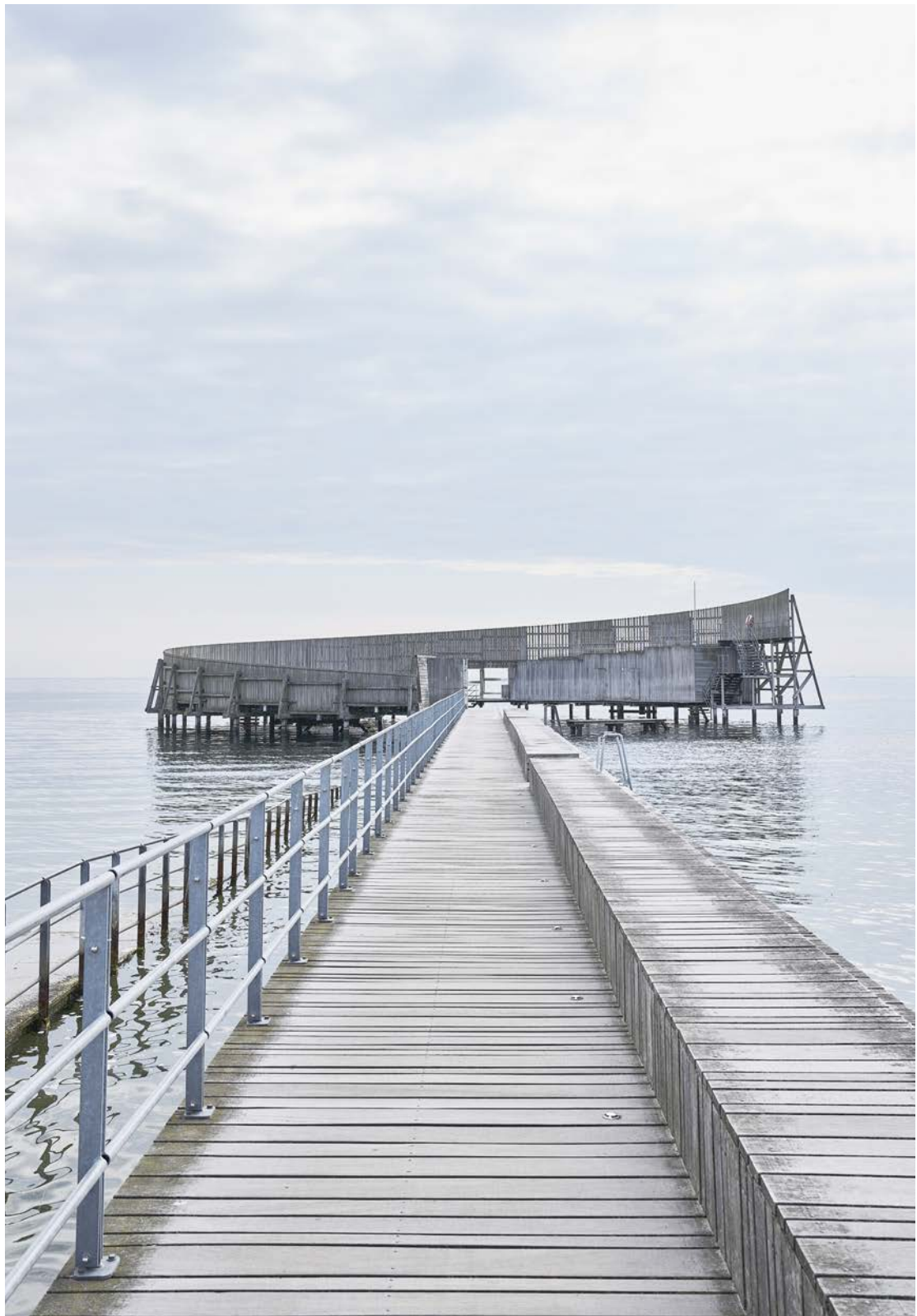
FROM TEE JAYS

Welcome to our Corporate Social Responsibility (CSR) for the year 2022.

Ever since TEE JAYS was founded in 1976 the mission has been to design and produce the best quality commercial T-shirt in the world. It all started with the iconic Sof Tee, and this vision has now been on-going for several decades.

The key elements in the TEE JAYS brand are still quality and design. Only today TEE JAYS is a lot more than the iconic Sof Tee. TEE JAYS designers and technicians continue to develop outstanding styles and qualities, constantly striving to set new standards. Through generations TEE JAYS continues to have one of Europe's most unique basic collections.

Our CSR approach is substantiated by TEE JAYS long-standing core values, determination and dedication for the idea of making the world a better place, making a difference while maintaining a growing business.





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QUALITY MADE TO LAST

Social and environmental responsibility is in our DNA and therefore it is included as an integral component in every process, every project, every product that carries our name. We are committed to doing what we can to help foster the change, we need for a healthier planet and a greener, more sustainable future. We work with passion and dedication to create a collection that is made to last. The best sustainable initiative by any garment producer is to make high quality products – made to last and to be used again and again.

At Tee Jays we take quality serious, all our products are continuously refined. This work will never stop, as we always strive to make good things better. For us, high quality and environmental standards is not just a saying, it is deeply rooted in our daily work. We set high standards and test our products continuously to ensure that all products we deliver, meets our customers expectations.





did you know...

We believe in developing a strong relationship with our suppliers with a common understanding and respect for one another. Every day we remind ourselves and our suppliers to work proactively with corporate social responsibility.

C O D E O F C O N D U C T

TEE JAYS is member of Amfori, the leading global organisation for open and sustainable trade. Amfori unites more than 2.000 companies committed to improving working conditions and environmental condition in the global textile production.

By that also supports us in monitoring a constant high level in the nominated factories producing Tee Jays products.

Our Code of Conduct is based on UN Global Compact's 10 principles which are based on internationally adopted declarations and conventions on human rights, labour rights, environmental protection and anti-corruption.

10 principles

TEE JAYS CODE OF CONDUCT

1. Suppliers to TEE JAYS A/S must support and respect the protection of internationally proclaimed human rights.
2. Suppliers to TEE JAYS A/S must ensure that their own operations are not complicit in human right abuses.
3. Suppliers to TEE JAYS A/S must uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Suppliers to TEE JAYS A/S must uphold the elimination of forced or compulsory labour.
5. Suppliers to TEE JAYS A/S should uphold the effective abolition of child labour.
6. Suppliers to TEE JAYS A/S should uphold the elimination of discrimination in respect of employment and occupation.
7. Suppliers to TEE JAYS A/S must support precautionary approach to environmental challenges.
8. Suppliers to TEE JAYS A/S must undertake initiatives to teach and promote environmental responsibility.
9. Suppliers to TEE JAYS A/S must encourage the development and diffusion of environmentally friendly technologies.
10. Suppliers to TEE JAYS A/S must work against all forms of corruption, including extortion and bribery.





did you know...

That amfori-bsci is
built on the three pillars:
monitoring, empowering &
engaging.



Member of amfori, the leading global business
association for open and sustainable trade.
For more information visit www.amfori.org

B U S I N E S S S O C I A L C O M P L I A N C E I N I T I A T I V E

TEE JAYS A/S has been a member of Amfori-BSCI since 2014. Amfori-BSCI is a business driven initiative for companies committed to improving working conditions in the global supply chain. Amfori-BSCI unites more than 2000 companies exercising a strong leverage for suppliers to comply with the Amfori-BSCI Code of Conduct.

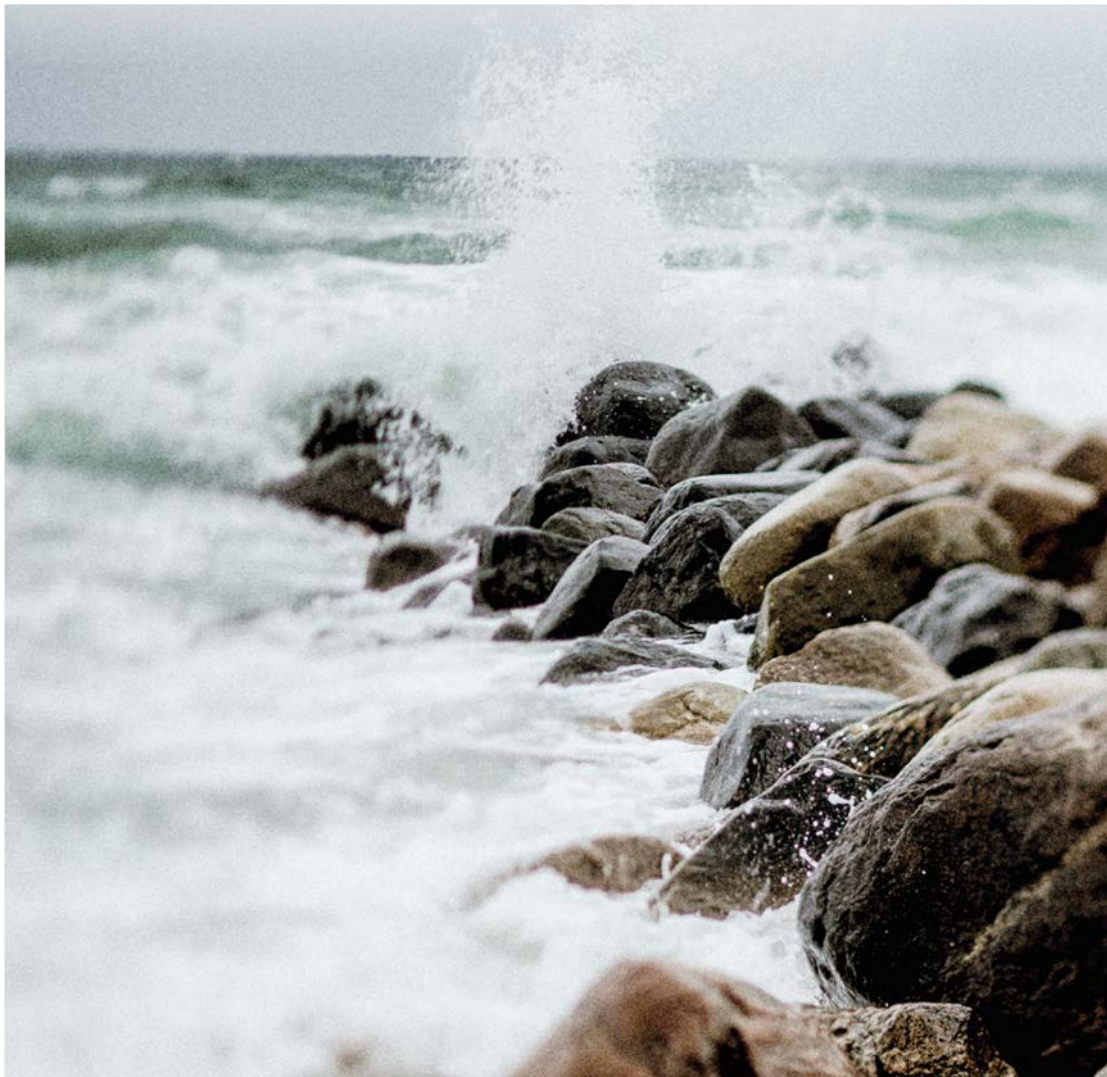
AMFORI-BSCI is built on the three pillars: Monitoring, Empowering & Engaging. In accordance with the ILO Conventions, the United Nations, Universal Declaration

of Human Rights, the UN's Conventions on children's rights and the elimination of all forms of discrimination against women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises, the Amfori-BSCI Code of Conduct aims to attain compliance with certain social and environmental standards. Supplier companies must ensure that the Code of Conduct is also observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of Amfori-BSCI members.

COMPANY CSR POLICIES

At TEE JAYS we recognize the huge responsibility we hold as a textile manufacturer. And we owe it to our planet and our next generations to do what we can to help foster positive change and promote a more sustainable way of making clothes. Clothes in premium quality that lasts. Within our range you will find products made in Organic cotton and Recycled polyester fabrics. In 2021 we also became a proud member of Better Cotton. And off course every product are covered by STANDARD 100 OEKO-TEX®. Our Code

of Conduct is based on UN Global Compact's 10 principles which are based on internationally adopted declarations and conventions on human rights, labour rights, environmental protection and anti-corruption. TEE JAYS does not own any factories, but we cooperate with suppliers that understand the importance of complying with the guidelines of our Code of Conduct about the ethics and behaviour throughout the supply chain.





TEE JAYS products are covered by STANDARD 100 OEKO-TEX® which is one of the best-known labels for textiles and guarantee that the clothing does not contain harmful substances. It is the world's leading independent testing institutes and regularly controls all testing for substances which are harmful to human health and the environment. Clothing that are certified by the STANDARD 100 OEKO-TEX® is subject to requirements covering pH value and the content of, for example, pesticides and heavy metals.



The Organic Content Standard/OCS verifies organically grown content and tracks it from the source to the final product. The TEE JAYS products which is Organic Content Standard/OCS certified is marked with "organic cotton symbol". Products certified to the OrganicContent Standard/OCS contain organically grown content that has been independently verified at each stage of the supply chain, from the farm to the finished product. The purchase of Organic Content Standard/OCS certified products demonstrates demand for organic agriculture. Organic cotton is produced and certified to organic agricultural standards, which require practices to sustain ecosystems.



The Recycled Claim Standard/RCS verifies recycled content and tracks it from the source to the final product. Products certified to the Recycled Claim Standard contain recycled content that has been independently verified at each stage of the supply chain, from the recycler to the finished product. The purchase of RCS certified products demonstrates demand for recycled content.



TEE JAYS are a proud member of Better Cotton and we are committed to improving cotton farming practices globally with Better Cotton. Better Cotton is sourced via a system of Mass Balance and is not physically traceable to end products. We are committed to sourcing 95% of our cotton as more sustainable cotton by 2025. More sustainable cotton includes Better Cotton and Organic cotton. Better Cotton connects people and organizations throughout the cotton sector, from field to store, to promote measurable and continuing improvements for the environment, farming communities and the economies of cotton-producing areas.



ENVIRONMENTAL PRACTICES

TEE JAYS A/S insists that all Business partners obtain the Oeko-Tex® Standard 100 certification. This unique certification provides the textile and clothing industry with a globally uniform standard for the objective assessment of the presence of harmful substances. Raw materials, intermediate and end products at all stages of processing throughout the manufacturing chain, including accessories, are tested and certified.

The laboratory tests currently comprise around 100 human, ecological and performance-related test parameters based on international test standards and other recognized testing procedures. These also include simulation tests, which take into account all possible ways by which harmful substances could be absorbed into the human body. Textile products may

be certified according to Oeko-Tex® Standard 100 only if all components meet the required criteria without exception. The certificate issued needs to be renewed on an annual basis.

The Oeko-Tex® Standard 100 is consistent with the Company's own rigorous Environmental Code of Practice, and it should further assure consumers that TEE JAYS A/S is committed to environmentally responsible manufacturing processes.

For more information about the certification and the test program, please visit the www.oeko-tex.com.



did you know...

That you can check the
validity of OEKO-TEX® labels
at any time

[https://www.oeko-tex.com/
en/label-check](https://www.oeko-tex.com/en/label-check)





BETTER COTTON

Better Cotton is a non-profit, multi-stakeholder governance group that promotes better standards in cotton farming and practices across 23 countries. In the 2019–2020 season, 23% of global cotton production, 2.4 million farmers licensed, 6 million tonnes of Better Cotton produced, enabling a record-level of more sustainably produced cotton to enter the global supply chain.

Better Cotton Farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, minimise the impact of harmful crop protection practices, preserve fibre quality and apply decent work principles. Better Cotton also promotes use of better irrigation practices with farmers, as well as reducing the use of synthetic fertilizers. In the 2018/19

season, small-holder Better Cotton Farmers in Pakistan used 15% less water than comparison farmers and saw profits increase by 38%. Better Cotton also measures their impact in relations to social issues such as child labour and women's empowerment.

Better Cotton's "global definition" describes "Better Cotton" in terms of the behaviours of Better Cotton farmers: Better Cotton is produced by farmers who, minimise the harmful impact of crop protection practices, use water efficiently and care for availability of water, care for the health of the soil, conserve natural habitats, care for and preserve the quality of the fibre promote Decent Work.



Certified by Control Union
CU 1038209



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CU 1038209

OCS 100 ORGANIC CONTENT STANDARD

The Organic Content Standard/OCS verifies organically grown content and tracks it from the source to the final product. The TEE JAYS products which is Organic Content Standard/OCS certified is marked with "organic cotton symbol".

Products certified to the OrganicContent Standard/OCS contain organically grown content that has been independently verified at each stage of the supply chain, from the farm to the finished product.

The purchase of Organic Content Standard/OCS certified products demonstrates demand for organic agriculture. Organic cotton is produced and certified to organic agricultural standards, which require practices to sustain ecosystems.



did you know...

By buying organic cotton products from our brand, you are supporting more sustainable cotton production.



did you know...

By using materials made from recycled fibers we are contributing to the elimination of plastic waste while reducing energy use and the demand for oil.



Certified by Control Union
CU 1038209



Certified by Control Union
CU 1038209

RCS 100 - RECYCLED CLAIM STANDARD

The Recycled Claim Standard/RCS verifies recycled content and tracks it from the source to the final product. Products certified to the Recycled Claim Standard contain recycled content that has been independently verified at each stage of the supply chain, from the recycler to the finished product. The purchase of RCS certified products demonstrates demand for recycled content.



BECAUSE WE CARE

It is very important to us that you feel comfortable choosing a Tee Jays product. We have a high focus on the value of our supply chain and the long-term relationships we have with our partners. Our demands on ourselves are high – both on quality and certifications. And it is our hope that these demands meet your needs.



CREDENTIALS BY PRODUCT

On the following pages you'll find an overview
of all the styles from this year's collection.

All styles are covered by Amfori.



Style		Certifications					
THE BASIC TEES		OEKO-TEX	OCS	OCS-BLENDED	RCS	RCS-BLENDED	BCI
1100	Power Tee	X	X				
1100B	Junior Power Tee	X	X				
1000	Basic Tee	X					X
8000	Sof Tee	X					X
8050	Womens Sof Tee	X					X
8005	Fashion Sof Tee	X					X
8006	Fashion V-Neck Sof Tee	X					X
8007	Long Sleeve Fashion Sof Tee	X					X
THE LUXURY FASHION TEES							
5000	Luxury Tee	X	X	X			
5001	Womens Luxury Tee	X	X	X			
5004	Luxury V-Neck Tee	X	X	X			
5005	Womens Luxury V-Neck Tee	X	X	X			
5060	Raw Edge Tee	X					X
5062	Roll-Up Tee	X					X
5063	Womens Roll-Up Tee	X					X
MEMORY LANE VINTAGE TEES							
5050	Urban Melange Tee	X					X
5070	Ringer Tee	X					X
5072	Baseball Tee	X					X
THE STRETCH TEES							
400	Stretch Tee	X					X
401	Stretch V-Neck Tee	X					X
450	Womens Stretch Tee	X					X
460	Womens Stretch 3/4 Sleeve Tee	X					X
455	Womens Fashion Stretch Tee Extra Length	X					X
STATE OF THE ART INTERLOCK							
520	Interlock Tee	X	X				
530	Long Sleeve Interlock Tee	X	X				
580	Womens Interlock Tee	X	X				
590	Womens Long Sleeve Interlock Tee	X	X				
PERFORMANCE							
7010	Luxury Sport Tee	X					
7011	Womens Luxury Sport Tee	X					
7020	CoolDry Tee	X					
7021	Womens CoolDry Tee	X					
PERFORMANCE POLOS							
7200	Luxury Sport Polo	X					
7201	Womens Luxury Sport Polo	X					
7100	Performance Polo	X					
THE CLASSIC POLOS							
1200	Power Polo	X		X			
1400	Heavy Polo	X					X
1401	Womens Heavy Polo	X					X
2400	Pocket Polo	X					X
7000	Club Polo	X			X		

Style		Certifications					
LUXURY STRETCH POLO COLLECTION		OEKO-TEX	OCS	OCS-BLENDED	RCS	RCS-BLENDED	BCI
1405	Luxury Stretch Polo	X	X				
145	Womens Luxury Stretch Polo	X	X				
1406	Luxury Stretch Long Sleeve Polo	X	X				
146	Womens Luxury Stretch Long Sleeve Polo	X	X				
1407	Luxury Stripe Stretch Polo	X	X				
1408	Womens Luxury Stripe Stretch Polo	X	X				
1404	Luxury Stretch V-Neck Polo	X	X				
1409	Womens Luxury Stretch V Polo	X	X				
1410	Fashion Luxury Stretch Polo	X	X				
1412	Fashion Long Sleeve Luxury Stretch Polo	X	X				
THE PIMA POLO							
1440	Pima Cotton Polo	X					X
1441	Womens Pima Cotton Polo	X					X
DRESS SHIRTS							
4020	Luxury Shirt Comfort Fit	X					
4021	Luxury Shirt Slim Fit	X					
4024	Stretch Luxury Shirt	X					
4025	Womens Stretch Luxury Shirt	X					
CASUAL SHIRTS							
4000	Perfect Oxford Shirt	X					
4001	Womens Perfect Oxford Shirt	X					
4002	Casual Twill Shirt	X					
4003	Womens Casual Twill Shirt	X					
KNITWEAR							
6000	Mens Crew Neck	X					
6001	Mens V-Neck	X					
6005	Womens Cardigan	X					
PERFORMANCE SWEAT							
5600	Performance Hoodie	X					
5602	Performance Zip Sweat	X					
5603	Womens Performance Zip Sweat	X					
5606	Performance Jogging Pant	X					
URBAN SWEAT							
5400	Urban Sweat	X					X
5402	Urban Zip Hoodie	X					X
COLLEGE SWEAT							
5100	Power Sweatshirt	X		X			
5102	Power Hoodie	X		X			
5425	Sweat Pants	X					X
5429	Heavy Sweatshirt	X					X
5430	Hooded Sweatshirt	X					X
5431	Womens Hooded Sweatshirt	X					X
5432	Two-Tone Hooded Sweatshirt	X					X
5435	Fashion Full Zip Hood	X					X
5436	Womens Fashion Full Zip Hood	X					X
5438	Half Zip Sweatshirt	X					X
5440	Full Zip Cardigan	X					X

Style		Certifications					
THE SOFTSHELLS		OEKO-TEX	OCS	OCS-BLENDED	RCS	RCS-BLENDED	BCI
9650	Competition Jacket	x					
9651	Womens Competiton Jacket	x					
9510	Lightweight Performance Softshell	x					
9511	Womens Lightweight Performance Softshell	x					
9514	Hooded Lightweight Performance Softshell	x					
9515	Womens Hooded Lightweight Performance Softshell	x					
COOL FLEECEES							
9160	Active Fleece	X					
9170	Womens Active Fleece	X					
9615	Outdoor Fleece	X					
9616	Womens Outdoor Fleece	X					
CROSSTOVERS							
9610	Hooded Outdoor Crossover	X					
9611	Womens Hooded Outdoor Crossover	X					
9624	Crossover Bodywarmer	X					
9625	Womens Crossover Bodywarmer	X					
9626	Crossover Jacket	X					
9628	Hooded Crossover Jacket	X					
9629	Womens Hooded Crossover Jacket	X					
ZEPHELINS							
9630	Zepelin Jacket	X					
9631	Womens Zepelin Jacket	X					
9632	Zepelin Bodywarmer	X					
9633	Womens Zepelin Bodywarmer	X					
URBAN FAVORITES							
9600	Newport Jacket	X					
9601	Womens Newport Jacket	X					
9604	Urban Adventure Jacket	X					
9605	Womens Urban Adventure Jacket	X					
9660	Richmond Jacket	X					
9661	Womens Richmond Jacket	X					
9670	Urban City Jacket	X					
9606	All Weather Jacket	X					
9608	All Weather Parka	X					
9609	Womens All Weather Parka	X					
LITE SERIES							
9644	Lite Jacket	X				X	
9646	Lite Hooded Jacket	X				X	
9648	Lite Bodywarmer	X				X	
CLUB SERIES							
9602	Club Jacket	X				X	



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