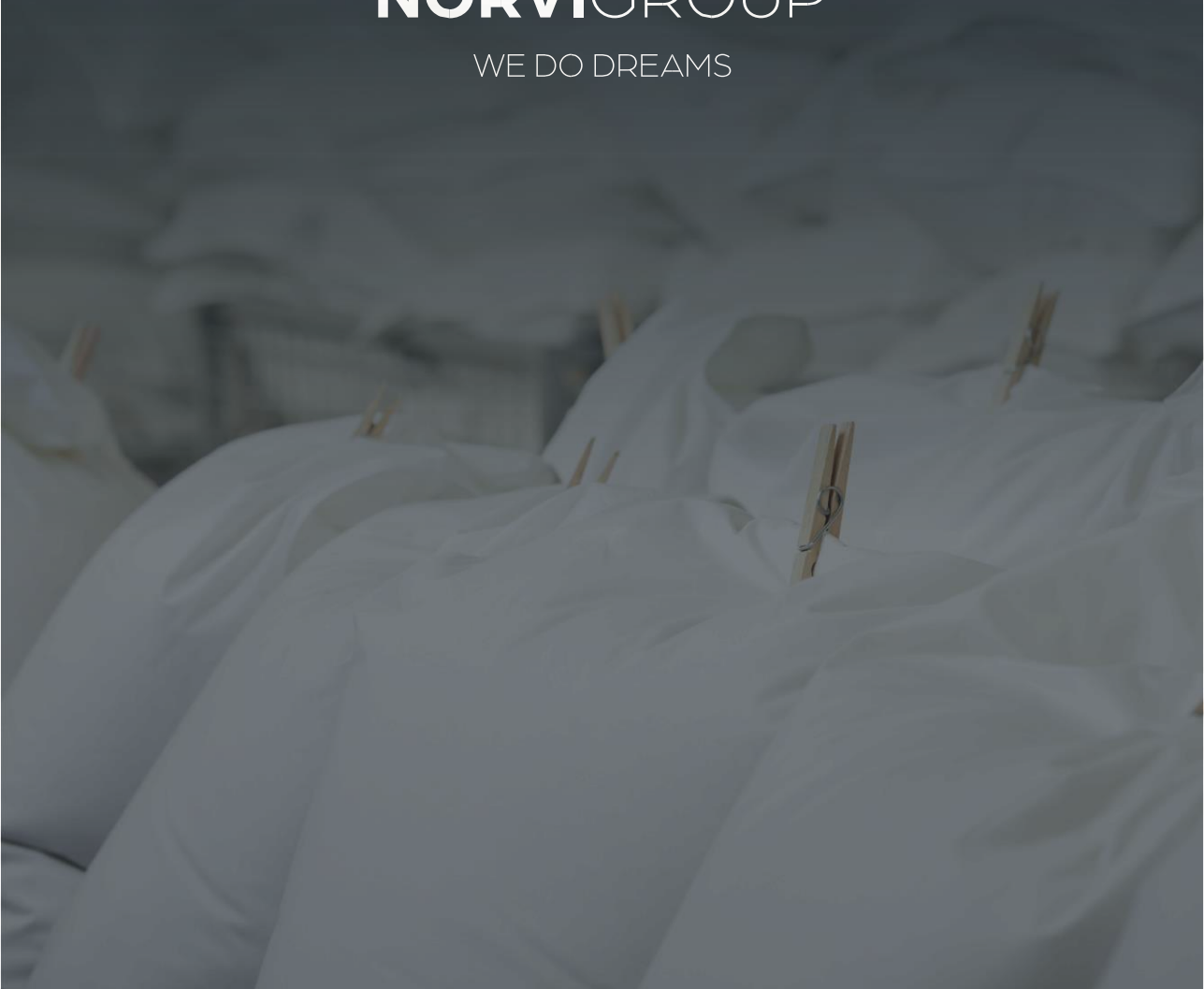


# Quality & Certificates



**NORVIGROUP**

WE DO DREAMS





## Quality Control and Testing

At Norvigroup we take quality testing seriously; this is how we ensure that the products we produce and sell to our customers are of the best quality and live up to our high standards. As seen from the previous pages we ensure that all incoming raw material is checked and approved. An example of this checklist can be seen in illustration H.

Furthermore, we have different methods and standards that help us ensure that our raw materials and products are good quality. In regard to the down and feathers we get from our suppliers, we ensure that the animals have not been abused, live plucked or force-fed. We ensure this by only buying down and feathers which comes from slaughterhouses, and we require our suppliers to provide us with veterinary certificates to demonstrate that our requirements have been met. Norvigroup is also a member of the European Down and Feather Association (EDFA), and we comply with their Code of Conduct, see appendix 4 for our EDFA certificate. EDFA's Code of Conduct includes their traceability standard which means that we are able to trace the down and feathers back to their origin, in order to control and eliminate the practice of animal cruelty. In alliance with EDFA we also have the Downpass 2017 certificate that ensures that the down and feathers we use do not come from animals that has been force fed or live plucked.

Besides ensuring down and feather traceability, we have some additional requirements that our customers can be confident we fulfil. These requirements are listed in illustration I on the following page and relate to our requirements and test methods of choice in relation to EU rules. These requirements ensure testing of the down and feather and the fabric used for our products. In addition to our own requirements we also test in relation to customer specific requirements. All our tests are carried out by valid test companies that can ensure precision and quality. Our preferred test companies are; IDFL for down and feather testing, Intertek for fabric testing.

We have further certifications on various other matters that relate to our products. Each of these certificates contributes to the quality of our products and ensures that they are, e.g. Oeko-Tex certified and free of dangerous and unhealthy chemicals. These certificates can be found in the Documentation and Certification chapter and in the appendix.



Ledelsessystem		Nr.: KP4.0.1	
Checkliste		Revision: 00	
Lindzansskontrol - VÅR		Gyldigt fra: 27.01.14	

Quality of Denmark A/S

KO-Nummer: \_\_\_\_\_  
 Kontrol dato: \_\_\_\_\_  
 Initialer: \_\_\_\_\_

**FREKVENNS: 1 X PER VARENUMMER/SENDING**

OK: <input checked="" type="checkbox"/>	EJ OK: <input type="checkbox"/>
---	---------------------------------

Kontrol	Metode	Artikel nr.	Artikel nr.	Artikel nr.	Artikel nr.	Artikel nr.	Artikel nr.	Artikel nr.	Artikel nr.	
Mål (Længde og bredde)	Måltes/målebånd	50X81	65X66	50X101	120X140	36X59	140X200	140X100	140X200	200X200
Kontrol										
Antal kassetter	Visuel/Tralles	Pillow	Pillow	Pillow	3X4	Pillow	4X6	4X3	4X6	6X6
Kontrol										
Etiketter	Visuel	Placering	Placering	Placering	Placering	Placering	Placering	Placering	Placering	Placering
Kontrol										
Krøphul	Se bilag	-	-	-	-	-	-	-	-	-
Kontrol										
Løse tråde	Visuel	-	-	-	-	-	-	-	-	-
Kontrol										
Røve på lærbånd/Pipine	Visuel	-	-	-	-	-	-	-	-	-
Kontrol										

# Quality Control Example

## Illustration H:



## Norvigroup Test Requirements

### Illustration I:












FABRIC			
Fibre Analysis	ISO 1833, Part 11 AATCC 20-2013	±0%	Fabric
Yarn Count	ISO 7211-5:1984	±5%	Fabric
Thread Count	ISO 7211-2:1984	±5%	Fabric
Mass per unit	ISO 3801:1977	+10/-2	Fabric
Tensile Strength	ISO 13934-1:2013	≥250N/250N	Fabric
Tearing Strength	ISO 13937-1	≥8N/8N	Fabric
Pilling, after one wash (assessment after 500, 1000 rubs etc)	ISO 12945-2:2000	≥3	Fabric
Down proof properties of fabrics	EN12132-1:1998	Maximum 15/15	Down/fabric
FILLING			
Composition (Down/feathers)	EN 12934:2000, EN 12131:2018, EN1885:2018 *	Depending on specification	Down
Species Identification	EN 12934	Depending on specification	Down
Fill power	EN 12130:2018*	Depending on specification	Down
Hygiene and cleanliness (oxygen index no)	EN 1162:1997* EN 12935:2001*	Oxygen no. ≤ 7	Down
Turbidity	EN 1164:1999*	≥500 mm	Down






*\*and other international standards when required  
either by customers or for specific specifications*



## Documentation and Certification

In order to ensure that we comply with legislation and industry standards, we have many certificates and other documentation relating to quality, product security and ethical matters. The certificates listed below can be found in appendix, 1-9.

Certification	Description
OEKO-TEX 	Ensuring that our products are free of dangerous chemicals following the REACH list (Candidate List)
REACH 	Ensuring that our suppliers do not use any dangerous chemicals put forward by the European Union (REACH)
NOMITE 	Ensuring that our products are suitable for people with house dust mite allergy
EDFA 	Ensuring that our down and feathers can be traced back to the slaughterhouse and that there has been no live-plucking of animals
DOWNPASS 	Ensuring that our products labelled with the DOWNPASS logo comply with EDFAs rules and codes
DOWNAFRESH/ DAUNASAN/ DOWNAFRESH GREENLINE   	Ensuring that our down and feathers are tested at a valid laboratory and comply with the EDFA Code of Conduct
SPACE 	Documentation of our cooperation with the SPACE FOUNDATION
FRESH  	Documentation that our Temprakon Range is treated with FRESH that prevents house dust mites, bacteria and mould

<p>ASTHMA ALLERGY DENMARK</p> 	<p>Asthma-Allergy Denmark requires that no allergenic substances are used in products that have the allergy label Den Blå Krans. Asthma-Allergy Denmark has full insight into the chemicals used in all processes during the purification and production of feathers, down and textiles. Asthma-Allergy Denmark also sets requirements for the purity of the filling, such as dust, sand etc. which may cause irritation of the upper respiratory tract. All materials and manufacturing processes are carefully assessed to ensure a minimal risk of allergies and respiratory irritations. <a href="http://www.denblaakrans.dk">www.denblaakrans.dk</a></p>
<p>ASTHMA ALLERGY NORDIC</p> 	<p>Asthma Allergy Nordic is a collaboration between the asthma and allergy organizations in Norway, Sweden and Denmark. A new label that makes it easier for customers to find gentle products chosen with care. <a href="http://www.asthmaallergynordic.com">www.asthmaallergynordic.com</a></p> <p>The requirements for labeled products are the same as those labeled with Asthma Allergy Denmark.</p>
<p>NORDIC SWAN ECOLABEL</p> 	<p>The Nordic Ecolabel is your guarantee that the product is among the least environmentally damaging in its category. The requirements here are stricter than the legislation. <a href="http://www.ecolabel.dk">www.ecolabel.dk</a></p>
<p>TENCEL</p> 	<p>TENCEL™ fibers help maintain environmental balance by being integrated into nature's cycle. Cellulosic fibers of botanic origin define a new standard of sustainability and natural comfort for you.</p>
<p>FSC</p> 	<p>Ensuring that sustainable forestry and economic viability in the forests of the world as well as ensure the social rights of forest workers.</p>



## Ethical Auditing

Norvigroup are audited in accordance with the 4-pillar SMETA audit. We have chosen this audit in order to monitor our compliance with our own Code of Conduct and our customers' ethical requirements. Our Code of Conduct has been sent to all our suppliers so that they are aware of our standpoint in relation to ethical standards and human rights, and we inform them that they can be audited any time if we see a need for it. Our Code of Conduct can be found in appendix 9.

We have put great effort into ensuring that we are audited in compliance with the Code of Conduct and that the audit is renewed when requested. The SMETA audit is valid 2 years from the audit date. Furthermore, we are regularly audited by our customers at our head office and production site after their own protocol, using auditors either from their own- or third-party companies.

Norvigroup uses the 4-pillar SMETA, as it is one of the best known and practiced audits and gives a good and reliable identification of the company's ethical status, practice and compliance. The audit is conducted at our head office and production site located in Vamdrup, Denmark. We use a third-party auditor, Bureau Veritas, in order to ensure that the results and conclusions of the audits are as honest and clear as possible, and are not affected by internal opinions or interests. In appendix 10 you will find proof of our latest audit. If you are interested in reading the whole SMETA audit and report, please contact us and we will send it by email.

We also request our suppliers to have a valid Ethical Audit, either from SMETA or BSCI. If a supplier fails to meet the requirements listed in our Code of Conduct, the supplier must take action immediately to be able to correct and improve its condition, within a six-month time period. If the supplier in any way refuses to improve its condition, we would reconsider our cooperation with this particular supplier.



# Appendix

## 1: Oeko-Tex Standard 100® Product-Class I Certificate no. 1179-194

DTI TEKSTIL  
TEKNOLOGISK INSTITUT  
GREGENSENSVEJ  
2630 TAASTRUP, DENMARK

**OEKO-TEX®**  
INSPIRING CONFIDENCE

# CERTIFICATE

**The company**

---

**NORVIGROUP DENMARK A/S**  
Pantonevej 1  
6580 Vamdrup, DENMARK

is granted authorisation according to STANDARD 100 by OEKO-TEX® to use the STANDARD 100 by OEKO-TEX® mark, based on our test report **194-19**

**OEKO-TEX®**  
CONFIDENCE IN TEXTILES  
**STANDARD 100**

1176-194 DTI

Tested for harmful substances  
[www.oeko-tex.com/standard100](http://www.oeko-tex.com/standard100)

**for the following articles:**

---

**Quilts and pillows:** Ticking of woven 100% cotton, 100% silk, blends of silk with cotton, 100% polyester, knitted polyester with acrylate- and silicone- coating with PCM-capsules. Filling of down/feathers, 100% polyester fibres, mixtures of down/feathers with viscose fibres, polyester fibres and polyethylene polymer fibres, polyurethan foam (max. 15 cm thick), latex foam (max. 15 cm thick) with interlining of knitted cotton. All articles including sewing threads and printed labels, foam-articles also including zippers and interlining of knitted cotton. Mainly based on materials pre-certified according to STANDARD 100 by OEKO-TEX®.

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, product class I have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for baby articles.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use the STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

**The certificate 1176-194 is valid until 31.01.2023**

---

Taastrup, 07.02.2022

Johnny Rodam  
Business Manager

OEKO-TEX® Association | Genferstrasse 23 | CH-8002 Zurich





2: REACH

ENCLOSURE  
APPENDIX A

“Supplier Statement - REACH”



Supplier: \_\_\_\_\_

Customer: ~~Norvigroup~~ Denmark A/S

With the article:

The ~~above mentioned article~~ is a/an:

- Product/article:
  - without intended release of substance(s)
  - with intended release of substance(s)
- Preparation

Product/articles with an intended release of substance(s) or preparation require specification of the substance(s) the product/article or preparation consists of (please fill out in print letters):

Substance (name / CAS number)	Percentage (in mass)
_____	_____
_____	_____
_____	_____

Does the article/article number/article definition contain more than 0,1% of one or more SVHCs (Substance of very high concern)?<sup>2</sup> (please fill out in print letters):

Substance (name / CAS number)	Percentage (in mass - only > 0,1%)
_____	_____
_____	_____
_____	_____

This statement is valid two years from this date: \_\_\_\_\_

Signature and company stamp: \_\_\_\_\_







3: NOMITE





4: EDFA

	<b>CERTIFICATE OF COMPLIANCE</b> IDFL Project No. 006178 IDFL declares that <b>NorviGroup Denmark AS</b> Pantonevej 1 Vamdrup Denmark has been inspected and assessed according to the <b>EDFA Traceability Audit</b> and that products and processes as mentioned below (and further specified in the annex) comply with this standard.
Certificate No: IDFL 21-341264 Valid Until: 30 Sep, 2022	
The certificate covers the following products:	
<b>Product Name</b>	
Home Textiles - Finished Products with White Duck Down and Feathers Filling Material Home Textiles - Finished Products with White Goose Down and Feathers Filling Material	
	
Place and Date of Issue: Frauenfeld, 30 Sep 2021	Certifier: IDFL Laboratory and Institute 8F, No. 312, Sec. 2 New Taipei Blvd, Xinzhuang Dist New Taipei City, Taiwan  Wilford K. Lieber, CEO IDFL Laboratory and Institute
	



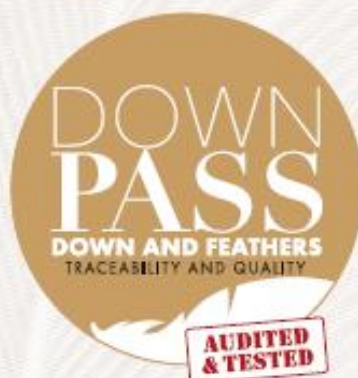
# CERTIFICATE

The company

**NorviGroup Denmark A/S  
Pantonevej 1  
6580 Vamdrup**

uses for their  
**filling material consisting of down and/or feathers, ID 21-341263,**  
only feathers and down that were not sourced from live animals,  
that were not obtained as a by-product of the foie gras production  
and that are retraceable back to the rearing area.

The company is awarded the right to use the DOWNPASS label.



This certificate is valid until 30 September 2022.

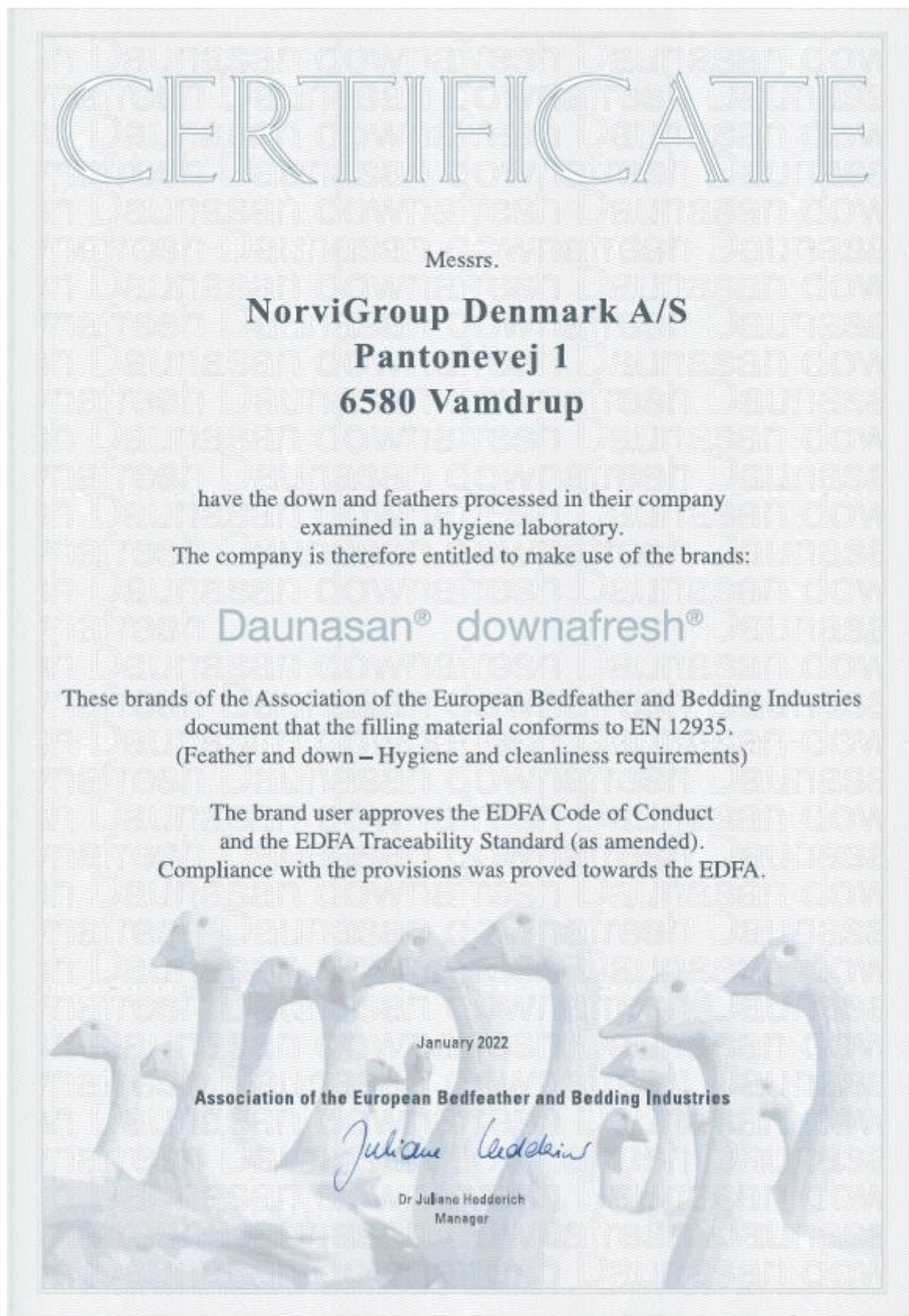
September 2021

Downpass e. V.

*Juliane Hedderich*

Management  
Dr Juliane Hedderich

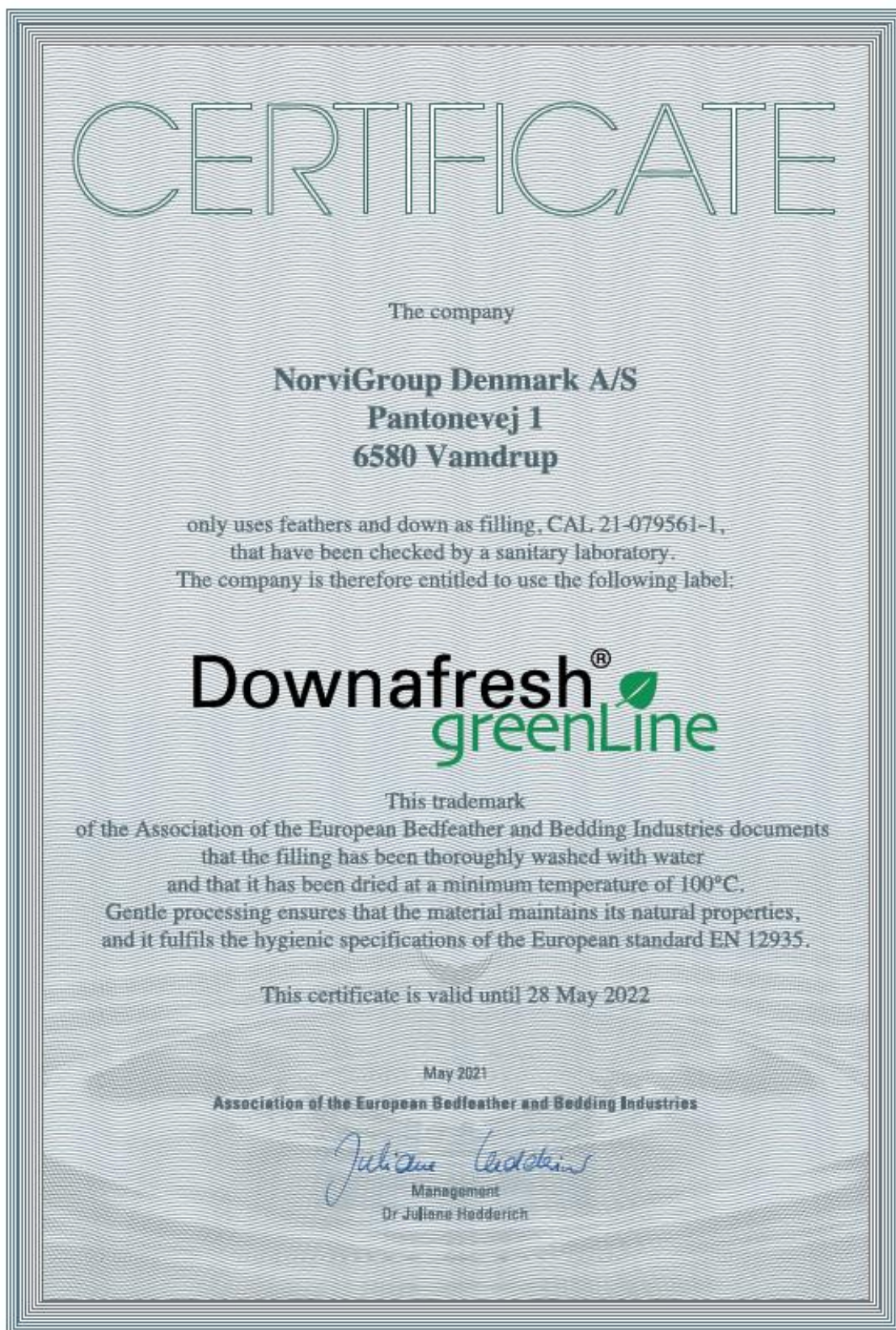








7: DOWNAFRESH GREENLINE





NORVIGROUP

8: Space Foundation



# The Space Foundation

*is Proud to Present Official Space Certification to*

## Quilts of Denmark A/S

'Fresh' Treatment using Chitosan Antimicrobial Technology



Hygienic treatment for  
Freshness, Comfort and  
Well being

*Vandrup, Denmark  
October 2014*

Kevin C. Cook  
Vice President, Marketing & Communication  
Space Foundation



Elliott H. Pulham  
Chief Executive Officer  
Space Foundation



## CERTIFICATE

All Temprakon® products marked with these seals  
the filling is treated with Temprakon® Fresh technology.



Temprakon® Fresh / TemptraFresh treatment is developed and marketed by  
NorviGroup Denmark A/S, Pantonevej 1, DK-6580 Vamdrup, Denmark

The treatment with a natural biocid, based on Margosa extract, provides an effective control of  
house dust mites, bacteria, molds and fungi. The efficiency of the treatment is tested by T. E. C.  
Laboratoire France.

The treatment is non-irritant for skin as tested by Groupe IDEA TEST, France.

This certificate is valid until December 31<sup>st</sup> 2022.

Vamdrup, 01.01.2022

Product Manager  
NorviGroup Denmark A/S  
Morten Tychsen Rasmussen



NORVIGROUP

NORVIGROUP DENMARK A/S

Pantonevej 1  
6580 Vamdrup

Tel: +45 7692 0100  
E-mail: [mail@norvigroup.dk](mailto:mail@norvigroup.dk)  
[www.norvigroup.dk](http://www.norvigroup.dk)





## 10: Code of Conduct

NORVIGROUP DENMARK A/S  
Revision: 02  
Valid from: 01.03.2022  
Responsible: Quality & Compliance Manager



### Code of Conduct

Norvigroup Denmark A/S strives to consistently develop, manufacture and market functional bedding products with a natural fill, not only providing a healthy night's sleep, but also ensuring the best quality.

Innovation, quality and ethics are the three important key values to our business, our mindset and our production of down quilts and pillows. We use only the best raw materials in our quilts and pillows, and all our raw materials are processed with respect for fundamental values, including human rights, the natural environment and animal welfare.

No matter where in the world Norvigroup Denmark operates, it is done accordingly to our set of values and principles described in this Code of Conduct. It is essential to us that our Code of Conduct is an integral part of the entire value chain. We therefore expect our suppliers to respect our Code of Conduct and our customers to acknowledge our principles.

We have decided to comply with the most employee friendly laws and regulations, ensuring the employees their rights. Listed below are our principles which, among other things, apply to employee relations, the environment, ethical business behavior and animal welfare.

#### **Human Rights**

Norvigroup Denmark has its origin in Denmark which means that we practice the Danish law and we comply with EU legislation GDPR "General Data Protection Regulation" We therefore naturally respect and treat our employees with dignity. We believe that all human beings are equal and entitled to freedom no matter their age, gender, race, nationality, religion, sexuality, marital status, union membership or political view. Therefore we agree and comply with the UN Declaration of Human Rights.

#### **Employee Relations**

It is very important for Norvigroup Denmark that our employees feel safe, secure, and healthy and are treated with dignity when they enter work in our organization. The following employee relation principles should be communicated to all employees and practiced in every country Norvigroup Denmark operates in.

- We will not tolerate any kind of inhumane treatment, or physical and verbal abuse of the employees or discrimination against the principles in the UN Declaration of Human Rights.
- We respect the freedom of the employees to join associations and trade unions of their own choice without fear of reprisal. This also includes respecting and accepting the freedom for employees to bargain collectively.
- We do not accept forced labor or any kind of threats that relates to working excessively.

Side 1 af 5



NORVIGROUP DENMARK A/S

Revision: 02

Valid from: 01.03.2022

Responsible: Quality & Compliance Manager



- We ensure that the working hours of the employees are in compliance with national laws and industry standards on working hours and public holidays. We do not force employees to take on excessive overtime. Which means that the maximum allowable working hours on a regular basis shall not exceed 48 hours a week or max 60 hours a week counting overtime. All employees are entitled to at least one free day following six consecutive days worked.
- We provide wages and benefits that are in compliance with the law in the countries in which Norvigroup Denmark are operates, and also matches the prevailing local industry practices.
- We only accept regular employment of works, meaning that we ensure that there are no workers that are working illegal and unauthorized. All employees should have a regular contract of employment in line with the national laws and industry standards.
- We strive to eliminate the use of child labor and will only tolerate working children according to the laws and legislation of the countries in which Norvigroup Denmark operates. Furthermore, Norvigroup Denmark will ensure that the children working legally are protected from work which may be dangerous to their health, or may interfere with their education or may hinder their physical, mental, spiritual, moral or social development.

#### **Health and Safety**

Norvigroup Denmark complies with the national law on workplace health and safety and is therefore always trying to provide a safe physical workplace environment. Therefore, we take active steps to prevent potential accidents and injury to workers by regularly checking the workplace environment through our established procedures.

It is important for us that our employees are safe and healthy and we try to ensure that with adequate lighting, heating, and ventilation installed at the workplace. Furthermore, we provide training, instruction, and supervision of work practices, handling of harmful substances, together with the application and use of techniques, such as machines and ergonomics in order to eliminate injuries.

#### **Ethical Business Behavior**

Norvigroup Denmark complies with the Danish law in regards to ethical business behavior and will not accept any form of corruption, bribery, violence or any other unfair business practices. We value trust, honesty and integrity and it is very important to us that this is the foundation for our relationship to our customers and suppliers.

#### **Environment**

Norvigroup Denmark's long term goal is to be more environmental responsible. Therefore, we try to minimize our waste as much as possible including; energy resources, use of materials, and preventing pollution. In order

Side 2 af 5



NORVIGROUP DENMARK A/S  
Revision: 02  
Valid from: 01.03.2022  
Responsible: Quality & Compliance Manager



to reach our goals we invest in solutions that can help us recycle the waste from the production unit and reuse the energy for e.g. heating the production unit and reducing our energy resources and costs.

#### **Animal Welfare**

Norvigroup Denmark uses raw materials that are processed with respect for our fundamental values, including the natural environment and animal welfare. This means that we do not tolerate animal cruelty in any form, including plucking of down and feathers from live birds. We are a member of the European Down and Feather association (EDFA), and comply with their Code of Conduct, including traceability standards which means, that we can trace the down and feathers back to its origin, in order to control and eliminate the use of animal cruelty.

#### **Quality and Customer Safety**

We try to use the best raw materials for our products. It is very important for us that our products meet the many quality and safety standards, in order to comply with Danish and European legislation, as well as the customer's requirements. We therefore ensure the quality and safety of our products through various types of certificates and tests.

For example, the fabric we use for our shells is tested at the leading laboratory "Intertek". In addition, we ensure that all our filling material (Down and Feathers) comply with the European standard EN12935 (Downafresh), regarding hygiene and cleanliness requirements, as well as ensuring that our products are suitable for household dust mite allergy sufferers through our NOMITE marking.

At the same time, we ensure that all our products comply with the European rules within REACH. Our suppliers are strictly adhered to in order to ensure that only the best products reach our customers. Furthermore, our products are marked with STANDARD 100 by OEKO-TEX. REACH is contained in Oeko-tex and thus ensures compliance with harmful chemicals in our finished products.

#### **Auditing and Compliance**

In order to keep track of our compliance with our Code of Conduct, Norvigroup Denmark conduct a 4-pillar SMETA audit, because it is one of the best known and practiced audits that gives a good identification of the company's ethical status. The audit is conducted at our head office and production, located in Vamdrup, Denmark. We use third party auditors like Bureau Veritas in order to ensure that the results and conclusions of the audits are as honest and clear as possible, and not affected by internal opinions or intentions.

If a supplier fails to meet the requirements listed in our Code of Conduct, the supplier must take action immediately to be able to correct and improve its condition, within a six month time period. If the supplier in any way refuses to improve its condition, we would reconsider our cooperation with this particular supplier.



NORVIGROUP

NORVIGROUP DENMARK A/S

Revision: 02

Valid from: 01.03.2022

Responsible: Quality & Compliance Manager



NORVIGROUP  
WE DO DREAMS

### **Quality policy**

As a manufacturer of duvets and pillows, and based on NorviGroup Denmark A / S 'vision, mission and the company's values, we intend to deliver quality products that live up to customers' requirements and expectations and comply with standards, specifications and other legal requirements within the industry. .

We work with all our partners such as customers, suppliers, test institutes and other agencies to acknowledge and respect the desired customer requirements and thus ensure a high degree of customer satisfaction.

We keep records of our results through tests, audits, certificates and other necessary documents to live up to the highest standards.

In addition, we want to ensure that:

- Our equipment in our own production meets all legal requirements and is continuously optimized.
- Our employees are quality-conscious and have the necessary professional competencies to perform the job in question.
- Our quality policy is part of our Code of Conduct, which is communicated to employees and suppliers annually.

Side 4 af 5

Pantonevej 1 – DK-6580 Vamdrup – Tel: +45 76 92 01 00 – Fax: +45 76 92 01 02

- 20 -

Date: 23.03.2022



**NORVIGROUP**

NORVIGROUP DENMARK A/S  
Revision: 02  
Valid from: 01.03.2022  
Responsible: Quality & Compliance Manager



By signing this document we, as a supplier to Norvigroup Denmark A/S, confirm that we have read and understood the company's Code of Conduct and that we will ensure that this is adhered to, at all times.

Company name:	Date:
Production company:	Contact person:
Stamp:	Signature:

Side 5 of 5

Pantonevej 1 – DK-6580 Vamdrup – Tel.: +45 76 92 01 00 – Fax: +45 76 92 01 02

- 21 -

Date: 23.03.2022




11: SMETA Report - extract

(If you wish to read the whole SMETA report please contact us and we will email it to you)



Sedex Audit Reference: 2021DKZAA414148083 • Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC: Not Member	Sedex Site Reference: (only available on Sedex System)	ZS: Not Member
Business name (Company name):	NorviGroup Denmark A/S		
Site name:	NorviGroup Denmark A/S		
Site address: (Please include full address)	Pantonevej 1, 6580 Vamdrup	Country:	Denmark
Site contact and job title:	Jan Bonnichsen, Plant manager		
Site phone:	+45 27 79 73 37	Site e-mail:	jbonnichsen@norvigroup.dk
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	10-11th March 2021		

<b>Audit Company Name &amp; Logo:</b>  Bureau Veritas	<b>Report Owner (payer):</b> <i>(If paid for by the customer of the site please remove for Sedex upload)</i>  NorviGroup Denmark A/S
--	---

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact [grievance@sedex.com](mailto:grievance@sedex.com).

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verifier/>



NORVIGROUP



### Certifications

M000630