FASHION
FWD

Wholesale Customer Guide – 2024

BESTSELLER



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BESTSELLER's Fashion FWD Strategy

Our Fashion FWD Strategy defines the ambitions of our sustainability journey. It sets our near-term direction and keeps us accountable with goals to achieve by 2025. We consider sustainability from both environmental and social perspectives and engage with stakeholders to understand the risks and material issues our industry is facing.

At BESTSELLER we are committed to operating our business responsibly. We believe that a successful and resilient business is one where people and planetary boundaries are respected, and business can be a positive force for change.

SUSTAINABILITY REPORT



Based on dialogues with some of our closest partners we have developed BESTSELLER's Wholesale Customer Guidelines. We have gathered information on the frequently asked questions and addressed these in this guideline. Please reach out to your brand or market contact for an introduction to our Fashion FWD strategy. For more information:

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ADDRESSING OUR IMPACT ON THE ENVIRONMENT

Climate change, biodiversity loss, deforestation and other challenges have the potential to negatively impact our environment and all societies around the world.

As a responsible company we have an obligation to reduce the impact our business has on the environment.

As the fashion industry is heavily reliant upon our planet's natural resources, such as cotton and clean water, there is a clear risk to our business.

PREPARING FOR A CIRCULAR FUTURE

The fashion industry has a significant impact on the world's natural resources. The traditional linear model of the fashion industry, take-make-waste, is based on a growing consumption of raw materials and disposal of products to incineration or landfill. This presents a risk to our environment and consequently our business.

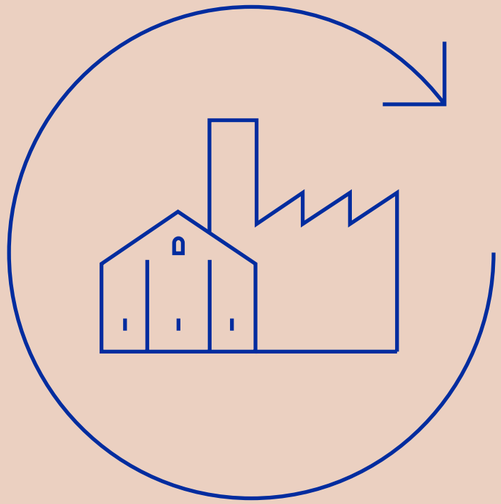
At BESTSELLER we are preparing for a circular future. We will do this by decoupling our consumption, as much as possible, from virgin materials, and working across the industry to find innovative solutions to extend product life cycles so that products do not end up in landfill but can be reused as resources.

SUPPORTING THE PEOPLE THROUGHOUT OUR VALUE CHAIN

We have a responsibility to make a positive impact on the lives of our colleagues and the people working in our supply chain, as well as to the extended communities where we do business.

We are committed to promoting dignity, equality and safe working conditions for all people across our value chain.

Supply Chain Management



GENERAL OVERVIEW

BESTSELLER does not own any manufacturing facilities, but we cooperate with suppliers who have signed up to our Supplier Agreement and Code of Conduct, which includes the BESTSELLER Supplier Standards.

These documents seek to uphold the principles of good governance and social and environmental sustainability and convey such corporate ethical culture to all our stakeholders, promoting respect for fundamental human and labour rights across our value chain.

Our approach to human rights is articulated in our Human Rights Policy, Code of Conduct and responsible sourcing policies, which commit to UN conventions and International Labour Organization's fundamental principles. These standards include all the relevant guidelines and requirements that the supplier has to comply with when producing for BESTSELLER. To become a BESTSELLER supplier, the business must have gone through the onboarding process, during which all relevant production units are assessed for compliance with our Code of Conduct and supply-chain related policies. Only if production units meet our minimum requirements are they approved for production.

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Code of Conduct

Our Code of Conduct (CoC) forms the basis of our work and describes the behaviour we want to promote throughout our supply chain.

The CoC sets requirements for our suppliers regarding Human & Labour Rights, Health & Safety, Environmental Protection and Business Ethics. Our CoC is based on relevant international regulations and conventions, including International Labour Organization conventions and recommendations.

Linked to the CoC we have a broad range of policies and guidelines, such as our Child Labour Policy, Homeworking Policy, Animal Welfare & Materials Ethics Policy, Human Rights Policy, and detailed guidelines for the social and environmental performance indicators on which our factories are measured. These policies and guidelines specify our requirements within each individual subject.

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Tier 1 — Factory Assessment Methodology

To ensure that the CoC policies are being followed by our suppliers and factories we have an extensive Factory Standards Programme in place.



WE HAVE OUR OWN LOCAL SPECIALISTS

Social & Labour Teams and Chemical & Environment Teams in our main sourcing countries (Turkey, Cambodia, China, Pakistan, Bangladesh, India, and Myanmar) counting approximately 30 full-time colleagues, who are highly experienced and trained experts in social and labour and environmental standards. Several of them are also certified assessors. We also rely on 3rd party auditors to conduct assessments as part of our Factory Standards Programme.

Our methodology is built on common industry standards, and consists of a self-assessment performed by the factory, which is then verified during an on-site visit by a member of our team. Our team will also visit the sites to follow up on remediation of any issues identified during the assessment process.

The verification cycle is 18 months. However, factories under our key suppliers are visited at least once per year by our Social & Labour Teams and/or Chemical & Environment Teams, to maintain a strong dialogue about their social and environmental performance.

Factories that have high order volumes or require increased monitoring or assistance with remediation will be visited by local teams on a more regular basis. We consider regular and close relationships with suppliers a fundamental foundation of strong due diligence. Please note, this visitation data does not include the regular visits from commercial and quality teams.

We work with both basic/compliance requirements and Above & Beyond compliance expectations/indicators. Both on Social & Labour and on Chemical & Environment.

We assess factories across 124 indicators covering Social & Labour and Chemical & Environmental areas

- **Management Systems & Licenses**
- **Ethics & Transparency**
- **Child Labour**
- **Young Workers**
- **Forced Labour**
- **Discrimination**
- **Employment Practices**
  Hiring, Contracts etc.

- **Working Hours**
- **Wages & Benefits**
- **Employee Treatment**
  Disciplinary Practices, Harassment & Abuse

- **Employee Involvement**
  Freedom of Association & Collective Bargaining
  Employee Dialogue

- **Health & Safety**
  Management & Training
  Electrical Safety
  Building / Structural Safety
  Emergency Preparedness & Fire safety
  Chemical Safety & Management
  Machine & Equipment Safety, PPE
  First Aid, Health Checks, Medical Facilities
  Dormitories

- **Environmental Management**
  Waste, Wastewater, Water, Energy and Chemical management.

- **Region specific requirements**
  Such as e.g., the ACCORD in Bangladesh and Pakistan

All factories are assessed according to requirements and standard procedures of the Factory Standards Programme, and are only approved for BESTSELLER production once Major and Critical concerns have been remediated. If the factory standards are found to be sub-standard during our onboarding and approval process, the factory will not be considered for neither remediation nor onboarding into the BESTSELLER supply chain.

During the factory assessment, we assess the factory across 124 Social & Labour basic requirements, as well as 25 Above & Beyond Social & Labour sustainability indicators. Assessments of cut-to-pack factories cover 124 Social & Labour and Environment indicators. There are an additional 17 Environment indicators if the factory is integrated with wet processing). We also assess a further 25 Above & Beyond Social & Labour Sustainability indicators. For factories that only undertake wet processing, our Chemical & Environment Basic Requirement assessment covers a total of 73 basic requirement indicators on social and environmental performance areas. We also work with the Higg Facility Environmental Module (FEM) to monitor environmental performance of our factories.

Our local teams of specialists or a third-party verify the suppliers' self-assessment during on-site performance evaluations. The visits can be announced, semi-announced or unannounced depending on the situation and follow clearly defined methodologies, protocols and performance indicators, which are aligned across all brands and sourcing offices. The performance reports are collected, and factories rated, according to our internal rating systems.

Where the assessment reports show room for improvement, a Corrective Action Plan (CAP) is created, and our local colleagues will regularly visit the factories and provide them with guidance and training to make sure the necessary improvements are made and implemented according to the CAP.

Our suppliers are our partners in building a more socially and environmentally responsible industry, and at BESTSELLER we spend time and resources on improving standards and remediating issues that we find at factories.

As a last resort, if factories or suppliers fail to meet Corrective Action Plans to remediate critical or zero-tolerance issues, BESTSELLER will offboard the supplier. Such instances are rare and taken when all other routes to resolution have proven ineffective.

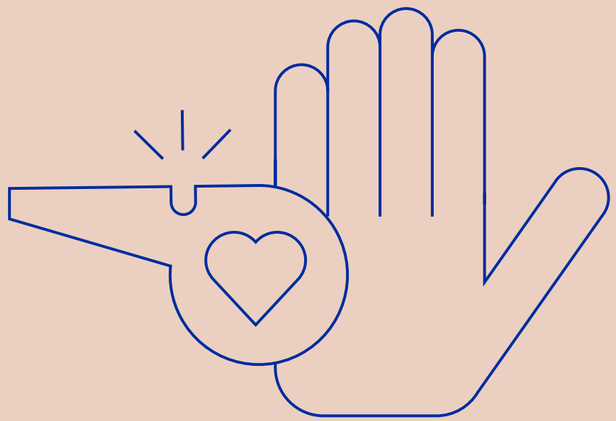
To handle non-performance to our requirements, we have a clearly defined escalation protocol. The protocol applies from minor issues to the most serious cases where suppliers may be offboarded. Such cases are, however, rare. In case of more serious concerns or labour disputes, we will, where relevant, handle the case in collaboration with local or international labour unions and/or brand groups in applicable forums where BESTSELLER is a member, e.g., the International ACCORD/RSC, ACT, ETI, etc.

Modern Slavery

BESTSELLER does not tolerate any form of modern slavery or human trafficking in any parts of our business or with the partners that we work with.

Our Code of Conduct serves as the overarching framework for the behaviour and conduct we expect from our colleagues, customers, suppliers and partners and it is underpinned by several other policies that help mitigate against the risk of modern slavery:

- Human rights policy
- Child labour policy
- Illegal workers policy
- Homeworking policy

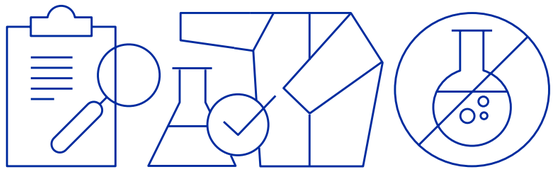


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BESTSELLER's Restricted Substances List

BESTSELLER's Restricted Substances List (RSL) regulates a number of chemicals that are either not allowed in our products or are only allowed in limited amounts. The RSL regulates both substances that can be hazardous to human health and/or the environment.





We encourage suppliers to use The BHive platform to share their chemical inventories with BESTSELLER.

BESTSELLER's RSL is updated annually based on legislative updates, precautionary and anticipatory principles, and industry best practices. BESTSELLER is an active member of the AFIRM group, and we align on the organisation's restricted substances list, test methods, and responses to legislative updates.

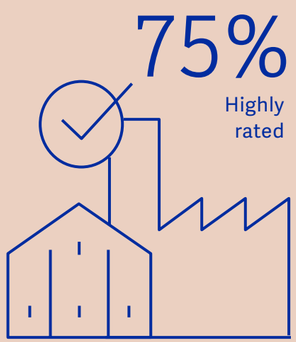
To make sure that the RSL is followed in practice we have a thorough chemical management system in place including a robust testing programme. This system is structured centrally by a group of specialists who evaluate the test reports and set test requirements for the suppliers on an individual basis based on the previous test results from the supplier and the supplier's technical capacity. All tests are conducted at internationally accredited laboratories such as SGS and Bureau Veritas.

All suppliers are required to comply with the Manufacturing Restricted Substances List developed by the ZDHC Group (Zero Discharge of Hazardous Chemicals). We also welcome suppliers that have third-party certifications such as Blue-sign, GOTS and Oeko-Tex Eco Passport, which illustrate compliance with industry best practices regarding traceability and compliance.

RESTRICTED SUBSTANCE LIST







Driving change through responsible purchasing decisions

BESTSELLER has a public target to allocate 75 percent of our sourcing volume to suppliers that are highly rated in our sustainability evaluation by 2025.

The sustainability evaluation integrates factory-level data from Social & Labour and Environmental & Chemical performance with supplier-level data related to responsible supply chain management, commitment, and ethics and transparency. The 75 percent target is a strong tool for incentivising and driving Social & Labour and Evironmental & Chemical improvements in our supply chain. The goal represents our public commitment to do business with supply chain partners that take sustainability seriously.

Multi-stakeholder Programmes & Initiatives

In addition to our Social & Labour and Environmental & Chemical standards programmes, BESTSELLER is a signatory to - and participates actively in - various multi-stakeholder programmes for improvement of social and environmental performance.

These programmes target industry challenges, such as women empowerment, workers' rights, health and safety, chemical usage and environmental stewardship. Factories that participate in some of the workplace programmes are rewarded with a higher performance rating, and BESTSELLER buyers are expected to prioritise sourcing from high performing factories.



ENVIRONMENT & CHEMICAL USAGE

HIGG FEM

At BESTSELLER, our focus is on empowering suppliers to own and improve their sustainability performance.

One tool we use to do this is the Higg Facility Environmental Module (Higg FEM) Index, which is designed for the apparel and footwear industry to measure performance across seven impact areas: environmental management systems, water use, wastewater, chemical use, waste management, energy use and greenhouse gas emissions. Higg FEM is an industry-wide tool developed by the Sustainable Apparel Coalition (SAC).

We provide suppliers with training, so they can self-report their sustainability credentials and performance on an ongoing basis using the Higg FEM. BESTSELLER suppliers are encouraged to complete and post one Higg FEM per year. Our local Chemical & Environmental teams also provide guidance and support during routine inspections and afterwards.

IPE

In China, BESTSELLER cooperates with the Institute of Public Affairs (IPE), a non-profit environmental research organisation based in Beijing that monitors many aspects of environmental supply chain management and records suppliers' performance in a public database. IPE monitors many aspects of environmental supply chain management. On a base level, it screens factories for compliance with environmental laws, publicly records any violations, and gives suppliers the chance to expunge the record by remediating the issues identified. IPE also tracks factories' environmental impact through the Pollutant Release and Transfer Register (PRTR), which requires factories to disclose data about energy usage, wastewater, air emissions, waste, etc., and show they are monitoring their footprint and setting targets to reduce their impact.

All BESTSELLER Chinese suppliers are required to share their environmental performance data with IPE. In 2019, BESTSELLER joined IPE's automated supply chain environmental management tool - the Blue Eco Chain system, IPE's automated supply chain environmental management tool, which provides automatic database searches and push notifications to brands and suppliers when violations occur.

In 2020, BESTSELLER also joined IPE's Global Brand Map initiative, a publicly accessible map where you can see our suppliers' environmental performance in real-time and the history of our remediation actions.

THE BHIVE

All factories with wet-processing facilities are required to share their chemical inventories with BESTSELLER. In 2019, BESTSELLER piloted an app-based solution, The BHive, which brings a new level of transparency helping suppliers share their inventories and us monitor chemical usage in our products. BESTSELLER hopes to bring the app to more of our suppliers and see this solution roll out industry wide.

LABOUR STANDARDS

SOCIAL & LABOUR CONVERGENCE PROGRAMME (SLCP) AND HIGG FSLM

BESTSELLER is also a signatory to the Social & Labour Convergence Program (SLCP), which aims to reduce duplicative social & labour audits and audit fatigue by offering one Converged Assessment Framework (CAF) that is accepted across multiple brands. The data from the CAF can be shared with multiple customers via the SLCP Gateway, meaning factories save both time and financial resources by substituting multiple 3rd party audits, with one SLCP verification. In 2020, BESTSELLER decided to accept verified SLCP assessments as equal to 3rd party audits and we are step by step integrating our work with SLCP (and as a HIGG member, its corresponding HIGG tool, FSLM) into our own systems. BESTSELLER supports suppliers that wish to use the SLCP tools by accepting the SLCP verified data, but we do not require suppliers to adopt SLCP if they do not wish so.

QUIZRR

BESTSELLER has been working with Quizrr since 2019 on educating workers and mid-level managers at our suppliers' factories on rights and responsibilities, workers engagement and health and safety. Quizrr creates worker-centric, engaging and gamified digital content with short live-action and animated films with quiz questions – each course tailored to the local language and context. As of the start of 2023, 29,543 workers and mid-managers across 18 factories (11 in Bangladesh and seven in China) have completed a total of 111,316 training modules.

SMART FACTORIES PROGRAMME (MYANMAR ONLY)

SMART Factories Programme is an EU co-funded programme supporting the sustainable development of the Myanmar textile and garment industry. BESTSELLER provides SMART Factories Programme with financial support and links the organisation to BESTSELLER suppliers. Through SMART Factories Programme, factories producing for BESTSELLER join onsite training programmes related to labour standards, health and safety, workplace dialogue, chemical risk management, child labour prevention, etc. SMART Factories Programme also facilitates dialogue between workers and employers.

ETHICAL TRADING INITIATIVE (UK)

BESTSELLER is a member of the ETI (UK). ETI is a multistakeholder initiative promoting labour standards in global supply chains. Through our membership in ETI we engage in various initiatives promoting decent labour standards, contribute to the development of ethical business practices in global supply chains, and leverage various labour standard issues on industry level in collaboration with other brands and stakeholders.

HEALTH & SAFETY

INTERNATIONAL ACCORD (BANGLADESH AND PAKISTAN)

BESTSELLER is a signatory to the International Accord for Health and Safety in the Textile and Garment Industry. The International Accord is a legally binding agreement between 190 garment brands and global trade unions with a mission to ensure safer workplaces in the textile and garment industry. The agreement promotes worker safety through independent inspections, remediation, and training programmes and recognises the rights of workers to organise, refuse unsafe work and raise health and safety concerns. With this agreement, signatories committed to continue supporting workplace safety programmes in Bangladesh through the RSC and to establish workplace safety programmes in other countries according to the outcome of feasibility studies.

In January 2023, BESTSELLER signed the Pakistan Accord on Health & Safety in the Textile & Garment Industry, an agreement to establish a new workplace safety programme in Pakistan.

SOCIAL IMPACT

WOMEN EMPOWERMENT — BSR

Since 2012, BESTSELLER has been working with HERproject – an initiative run by Business for Social Responsibility (BSR) that develops tailor-made workplace education programmes that increase well-being, confidence, and economic potential of low-income women working in global supply chains.

WOMEN EMPOWERMENT - ACEV

Since 2022, BESTSELLER has been working with the Mother and Child Education Foundation (ACEV) in Türkiye, and together developed and piloted the POWER programme, which is a women empowerment training programme focused on personal development and women's rights, critical thinking and effective communication.

SOCIAL DIALOGUE & FOA — ACT

BESTSELLER is a member of Action Collaboration Transformation (ACT) – an agreement between 21 major global brands and InudstriALL Global Union to support the development of an industry that prioritises decent work, based on freedom of association, collective bargaining and living wages.

As part of ACT, BESTSELLER and our fellow signatories agree to use purchasing practices and their joint leverage to promote collective bargaining as a key industrial relations mechanism. We believe that collective bargaining agreements based on freedom of association empowers workers and the employers build stronger industrial relations where working conditions including wages are negotiated transparently, constructively and not to the detriment of either parties.

As part of ACT, we conduct an annual Purchasing Practices Self-Assessment and use the results to identify areas for improvement regarding our purchasing practices.

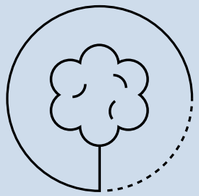
In 2022, ACT member brands sourcing from Türkiye and IndustriALL Global Union – and its Turkish affiliates – agreed an Annex to the ACT MoU on respect and exercise of Freedom of Association in Türkiye as a practical way to keep enacting the global FOA commitments outlined in the ACT Memorandum of Understanding (MoU).

Branded and Certified Materials and Goals

By 2023

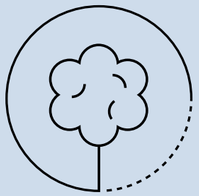


100% of our man-made cellulosic fibres will be sourced responsibly in line with industry best practice, such as the Forest Stewardship Council (FSC).

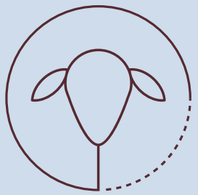


we will source 100% of our cotton from certified and/or branded alterna-tives.

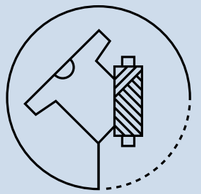
By 2025



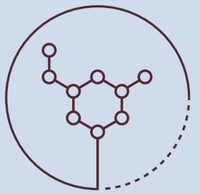
within our cotton supply, we will source 30% from organic organic or in-conversion cotton.



100% of our wool will be sourced in line with industry best practice, such as the Responsible Wool Standard (RWS).



we will source 50% of our polyester from recycled polyester or other certified and/or branded alternatives.



we will facilitate the development of certified and/or branded fibres and materials at market scale through innovation and industry collaborations.

Certified and Branded Materials

Fibres and materials presented
as Fashion FWD Materials are both:

1) Proven to have less environmental impact compared to conventional material of same category

2) Proven in a BESTSELLER brand's garment through a validated chain of custody

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Animal Welfare

At BESTSELLER, we have taken a strong stance on animal welfare. Animals must not be harmed for the manufacturing of our products. For more than a decade, BESTSELLER has been a fur free company.

Through the Fur Free Retailer programme, we give our customers an easy way of recognising that BESTSELLER does not sell real fur. Through our membership of the Textile Exchange, we are engaging in animal welfare discussions and we have committed ourselves to sourcing all our wool according to the Responsible Wool Standard by 2025. We will follow developments closely in order to adjust our strategy accordingly.

We have also committed to sourcing all our down according to the Responsible Down Standard unless recycled down is sourced. We do no allow mixing with non-certified down and feathers or with polyester filling.

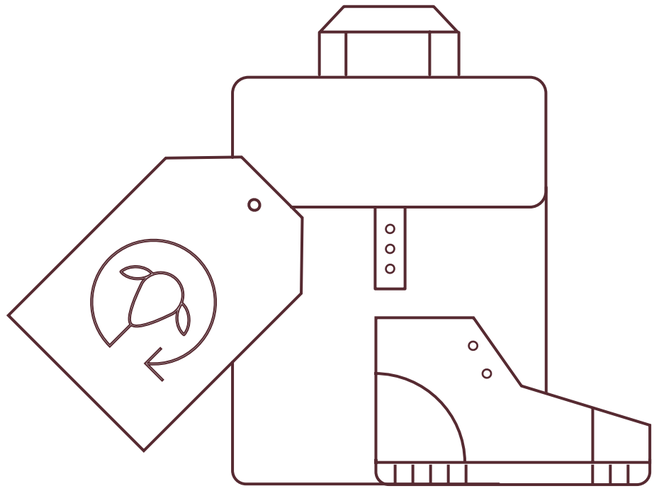
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Leather

PROPER MANAGEMENT

BESTSELLER has signed up to the Leather Working Group (LWG), a not-for-profit organisation that provides the most credible certification for the leather manufacturing industry.



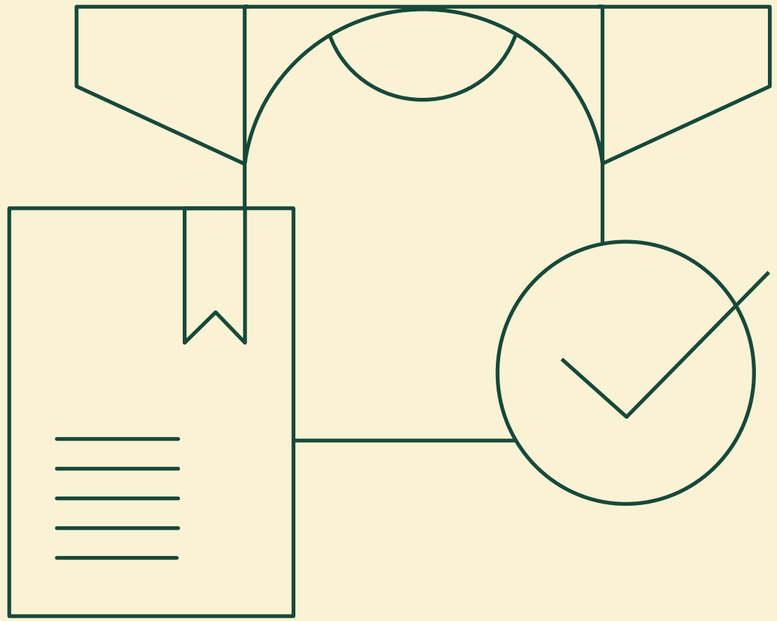
To convert animal hides to finished leather usable for textile or accessories production, it undergoes several complex processes that are often water, energy and chemical intense. If the processes, wastewater and waste materials are not managed properly the processing of the hides can be hazardous for both the environment, local communities and facility workers.

The leather supply chain is complex, which poses challenges in gaining transparency to where the animals are raised and if the animals have been humanely treated according to the five freedoms during their lives, transport and slaughter. Raising cattle is land intensive and linked to land degradation, forest and biodiversity loss. Farming of livestock generates substantial amounts of greenhouse gasses mainly due to feed production, manure management and enteric fermentation (methane). No holistic standard is yet available that covers all above impact areas although there are several good initiatives being worked on. Therefore, BESTSELLER has concluded that leather cannot be referred to as a Fashion FWD material .

BESTSELLER has signed up to the Leather Working Group (LWG), a not-for-profit organisation that provides the most credible certification for the leather manufacturing industry. Going forward, only leather manufacturers that are silver or gold certified by LWG will be onboarded into BESTSELLER's supply chain.

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Chain of Custody



Authorised Logos on Product Tags

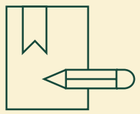
Various suppliers of certified and/or branded materials have developed their own verification systems and/or tracers to confirm authenticity of their fibres in fabrics. BESTSELLER accepts various supplier tracer systems and technologies as proof of material authenticity. BESTSELLER brands may use logos if the brand has obtained the relevant documentation as well as approval from the fibre owner.

Certification

Branded and certified fibres and materials that have been produced and processed in certified facilities can be traded as certified goods. BESTSELLER accepts Scope Certificate (SC) and Transaction Certificate (TC) from suppliers as proof of material authenticity.

BESTSELLER brands **cannot** use below standard logos on products or in any other marketing context as BESTSELLER is not end-certified to these standards. Examples:

Certification Systems



Scope Certificate

The Scope Certificate (SC) is a certification of compliance. It is verification that a specific facility has been certified as confirming to a specific standard.

The SC is issued to a production site after a successful audit by a certifier.

The site can process the certified and/or branded fibre or product in accordance to the standard's rules.

A SC is issued for every standard a supplier is certified for a year. The certificate can be prolonged after an audit.



Transaction Certificate

Transaction Certificate (TC) is issued when goods exchange hands. The certificate is specific to an order and guarantees the delivered goods are made from certified material.

The TCs are used to track the certified and/or branded materials throughout the supply chain.

The certificate is issued by an accredited certifier on request of the seller.

A TC is requested from the last certified entity in the supply chain – preferably the garment manufacturer – to ensure a fully certified supply chain.



Letter of Declaration

If a supply chain is not certified to Tier 1 (garment manufacturer), BESTSELLER will request a letter of declaration.

The letter of declaration is an add-on to TC when the final product producer and buyer (BESTSELLER / BS BRAND) is not mentioned on the transaction certificate.

Documentation



At BESTSELLER, we are well aware of our obligation to back our claims with relevant documentation. To comply with this obligation, we require our suppliers to send us relevant certificates, transaction documents and other documentation to demonstrate the chain of custody for the materials behind the claims. This is a mandatory procedure for all styles carrying such claims.

As BESTSELLER carries out this due diligence for products manufactured under a BESTSELLER brand name, our customers can use this BESTSELLER due diligence as documentation when marketing BESTSELLER styles carrying claims.

In practice, this means that our customers can rely on the information and procedures in this policy/document/statement instead of asking for documentation for each individual style delivered by BESTSELLER. If some customers prefer more certainty in their due diligence, customers are welcome to carry out spot checks to see documentation on certain styles.

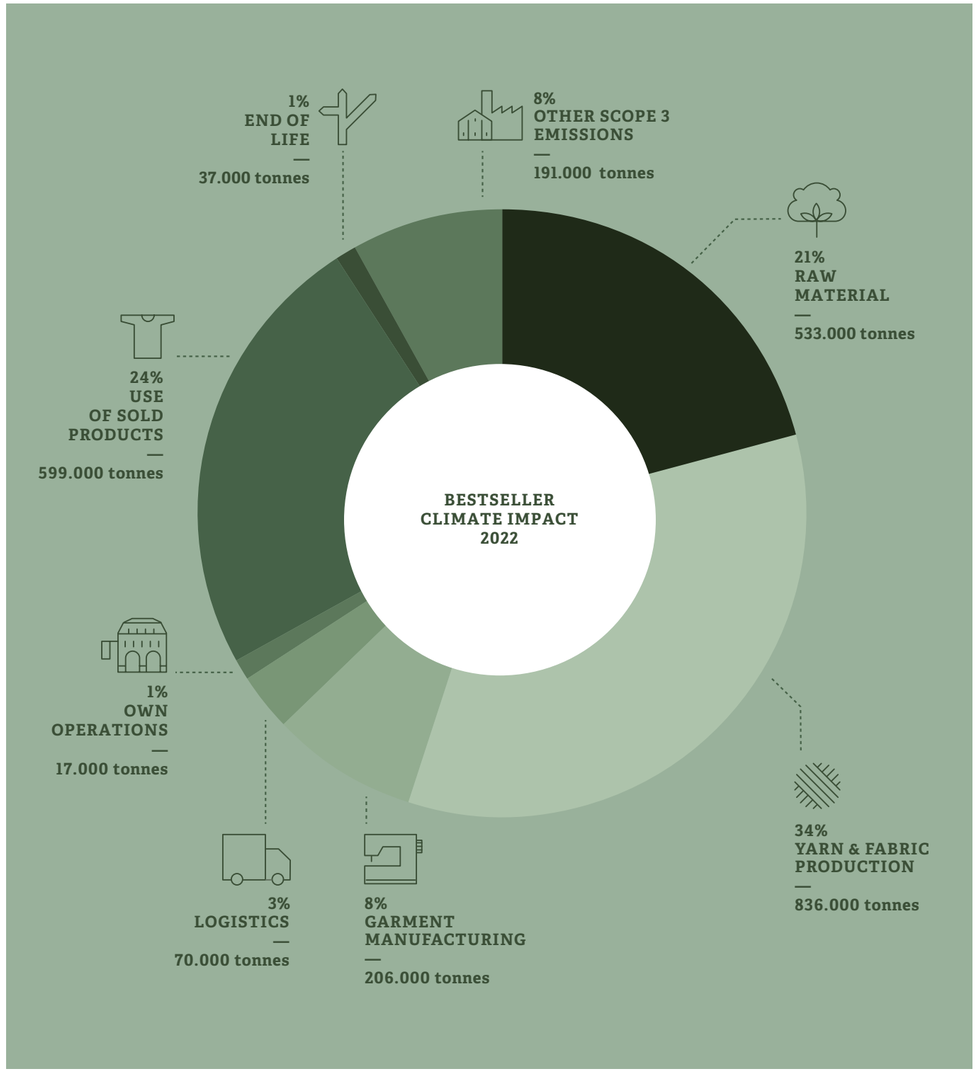


Science Based Targets

The fashion industry is heavily reliant upon our planet's natural resources. Due to the connection of all natural systems, climate change will impact all of them.

We have a responsibility to do our utmost to reduce GHG emissions. But we must work with partners across the industry to reach our ambitious climate targets. To reduce our climate impact, we need to reconsider how we consume energy, water, chemicals and raw materials, as well as how to make our waste into a resource. BESTSELLER's work in this area is set out in the Fashion FWD strategy and considers the design, production and delivery of our products. As well as our own offices, logistics centres and retail stores.

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Innovation

BESTSELLER Innovation works as an experimental hub to identify new and innovative solutions for the fashion industry.

It acts as a catalyst for collaborations consisting of pilot projects, workshops, case studies and more to accelerate and prepare for a circular future and to decouple from fossil carbon.

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Fashion FWD collaborations include among others:



SPINNOVA
New textile fibre type produced from wood without harmful chemicals.

KINTRA
A proprietary polyester type that is bio-based.

RENEWCELL
Low impact circular material Circulose®.

INFINITED FIBER COMPANY
A closed loop solution producing a new cotton-like fibre made from waste.

ECOVATIVE
Mycelium as a leather alternative.

NATURE COATINGS
Black pigments made from FSC certified wood waste.

AMBERCYCLE
Post consumer polyester textile recycled into new textile or simply: Clothing-to-Clothing recycling

MATERRA
Building resilient farming systems to empower more sustainable cotton supply chains.



Preparing for a circular future

It is our belief that preparing for a circular future will be a central pillar in a more sustainable future for the fashion industry. That is why we, as part of our Fashion FWD ambition '*Preparing for a circular future*', have created our Circular Design Guide to prepare our products for a circular future. A circular fashion industry is also the clear ambition of the EU and implementing our Circular Design criteria, will contribute positively to meeting new legislative requirements.

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RAW MATERIAL	PRODUCTION	USE	RECOVERY
Design with Fashion FWD approved materials	Always consider how to minimise/avoid waste	Design for Durability – Test results for durability must for now live up to BESTSELLER minimum requirements	Monomaterial composition (min. purity 98%)

BESTSELLER FOUNDATION

BESTSELLER FOUNDATION is a private foundation, philanthropically funded by BESTSELLER, working towards an inclusive, circular future.

We invest in entrepreneurs that invest in nature and people. It is a priority for us to help tackle one of the biggest challenges of our time – reducing, reusing, and recycling waste.

Our work is made possible through the support of BESTSELLER. Since 2015, BESTSELLER Foundation has invested and donated more than DKK 200 million to initiatives that bring about lasting change.

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If you have any questions to this guide please reach out to us:

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