

# SUISTUDIO

## Sustainability Report

2018-2019





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# 1. Don't Just Fit In, Find Your Own Perfect Fit



## 1.1 OUR PHILOSOPHY

As the sister brand to Suitsupply, Suistudio has power suiting at its core—but we are definitely not dressing men. Suistudio strives to make women feel confident and empowered with elegant, fashion-forward designs that offer a feminine fit. Suistudio uses luxury fabrics, expert craftsmanship and specialty in-store tailoring to create collections that are bold, brave and well-fitted. We care about how our clothes are made and are on a mission to liberate women's suiting by offering a chic collection of pieces that are powerful, playful, and conscientiously produced.

## 1.2 PERFORMANCE 2018

In 2018, Suitsupply B.V. expanded its Suistudio brand and finished the year with 6 physical locations and a webstore. Suistudio generated € 5.0 million of sales (2017: € 2.0 million):

### REVENUE BY BRAND

THE REVENUE AS PER COLLECTION IS DETAILED BELOW:

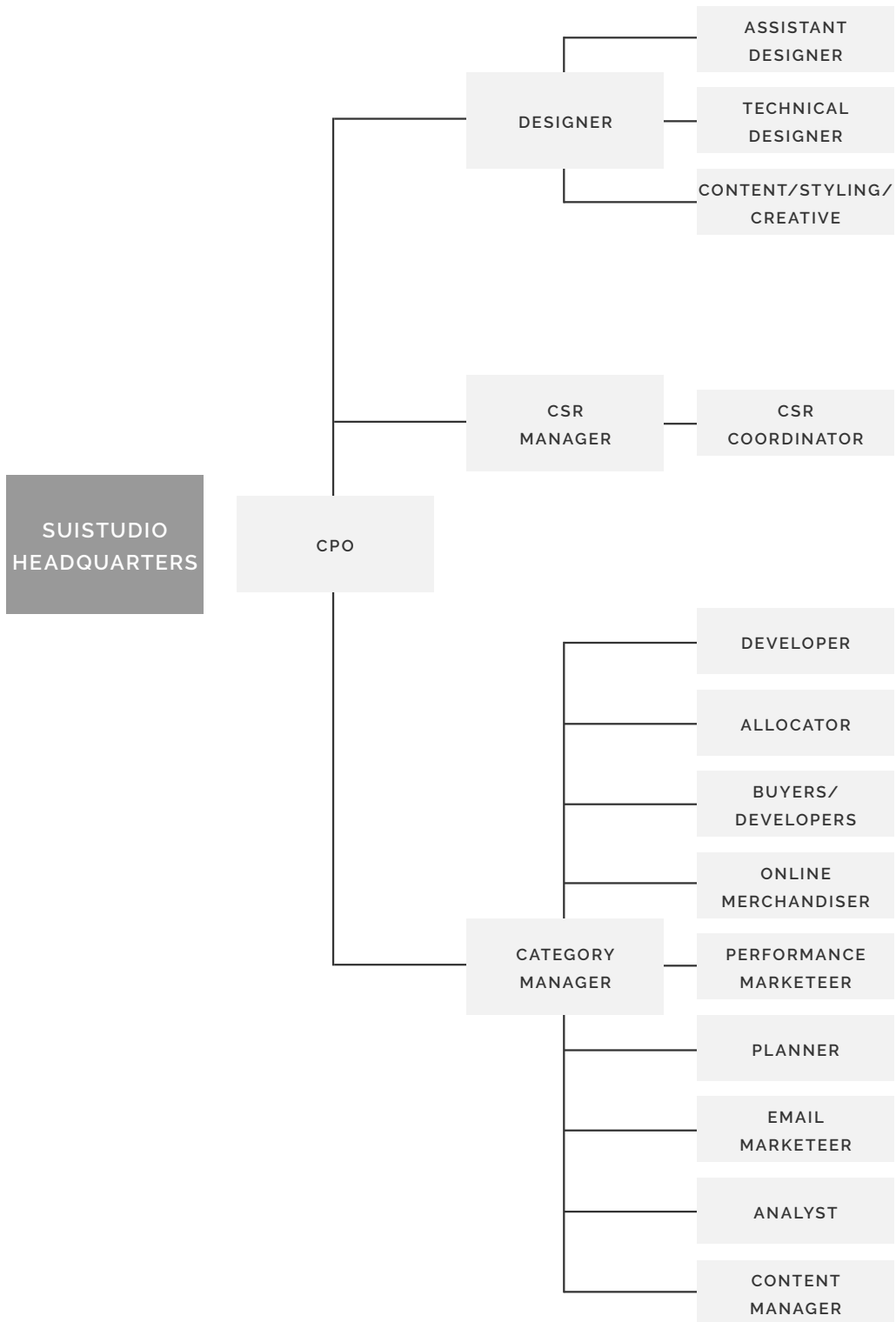
€'000	2018	2017
Suitsupply	284,103	243,494
Suistudio	5,097	2,057
<b>Total revenue</b>	<b>289,200</b>	<b>245,551</b>



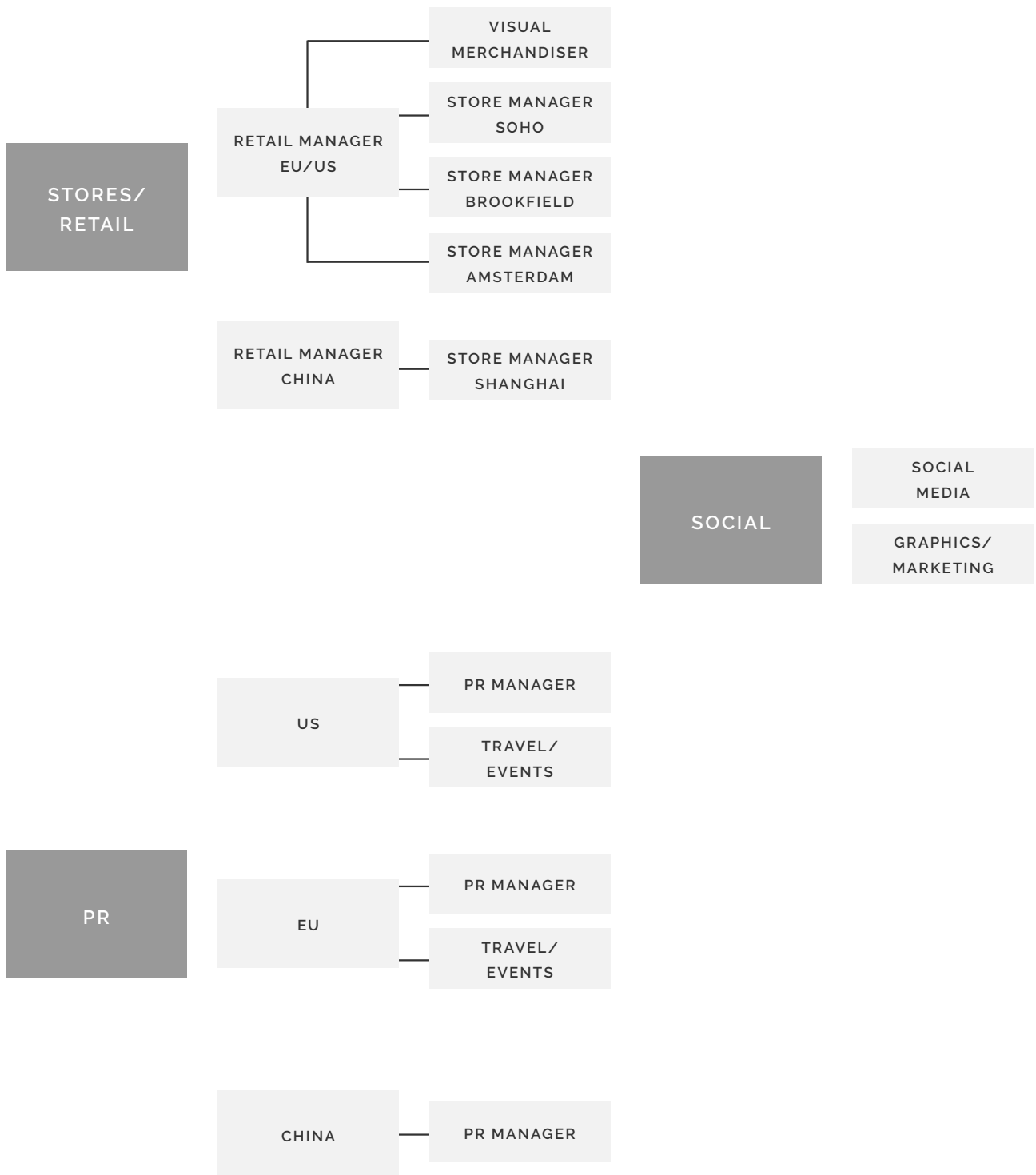
“We aim for sustainable growth through ethical business practices, by creating and sharing value with our customers, society and within our supply chains.

FOKKE DE JONG  
CEO SUITSUPPLY & SUISTUDIO

### 1.3 CORPORATE STRUCTURE & GOVERNANCE







The board and management of Suistudio is committed to ensuring that the company adheres to best practice governance principles and maintains the highest ethical standards. The Board is responsible for the overall corporate governance of the company, including adopting the appropriate policies and procedures and seeking to ensure directors, management and employees fulfil their functions effectively and responsibly.

## 1.4 THE WORLD OF SUISTUDIO



Amsterdam

New York City



Shanghai



“Our planet faces massive economic, social and environmental challenges. To combat these, the Sustainable Development Goals (UNSDGs) define global priorities and aspirations for 2030. They represent an unprecedented opportunity to eliminate extreme poverty and put the world on a sustainable path.”

# 2. The United Nations Sustainable Development Goals

We relate our commitments and actions to the Sustainable Development Goals that were decided by governments worldwide in 2016. It is a first step towards our ambition of integrating them into our brand and future reporting. Read more about them here: <https://sdgcompass.org/>

SUSTAINABLE DEVELOPMENT GOALS  
17 GOALS TO TRANSFORM OUR WORLD





“We believe that  
quality is not limited to  
the actual garment, but  
includes the manner in  
which it was produced.”

ROOS FLEUREN  
CPO SUITSUPPLY & SUISTUDIO

### 3. Raw Material & Fabric Manufacturing



#### 3.1 RAW MATERIALS

The choice of materials, whether for the main fabric or the thread holding it together, have a big impact on a product's overall quality. By only choosing the highest quality raw material, there is less need to blend them with artificial additives such as polyamide, nylon or elastane. By enhancing the natural features of each fiber, or by using support from other natural fibers (like linen, which becomes more stable and crease-resistant when mixed with silk, wool or cotton), our suppliers create fabrics built to last. We cannot totally exclude the use of man-made fibers, but our design team aims to primarily select natural compositions (mono fibers or natural blends) and only choose man-made fibers when it is inevitable for durability or fit reasons.

SUISTUDIO FIBER USE 2018 BY%



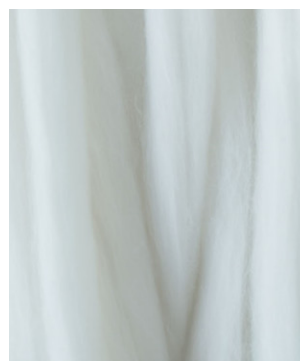
- merino wool (39.3%)
- cotton blend ( 5.3%)
- silk tencel (0.2 %)
- silk linen (0.9%)
- silk (11.2%)
- wool silk (4.0%)
- camel (1.1%)
- wool mohair (0.2%)
- wool blend (11.4%)
- wool cashmere (3.8%)
- wool camel (0.7%)
- wool linen (0.1%)
- man made fiber (10.1%)
- linen cotton (2.6%)
- cotton silk (0.9%)
- cotton (5.6%)
- alpaca (1.9%)
- linen (0.7%)



59.8% OF OUR FABRICS ARE MADE WITH NATURAL MONO FIBERS.



73.8% OF OUR FABRICS ARE BIODEGRADABLE.



7.7% OF OUR FABRICS CONTAIN NOBLE FIBERS SUCH AS CASHMERE, MOHAIR, CAMEL AND ALPACA.



27% OF OUR FABRICS ARE MADE OF MAN-MADE FIBERS & BLENDS



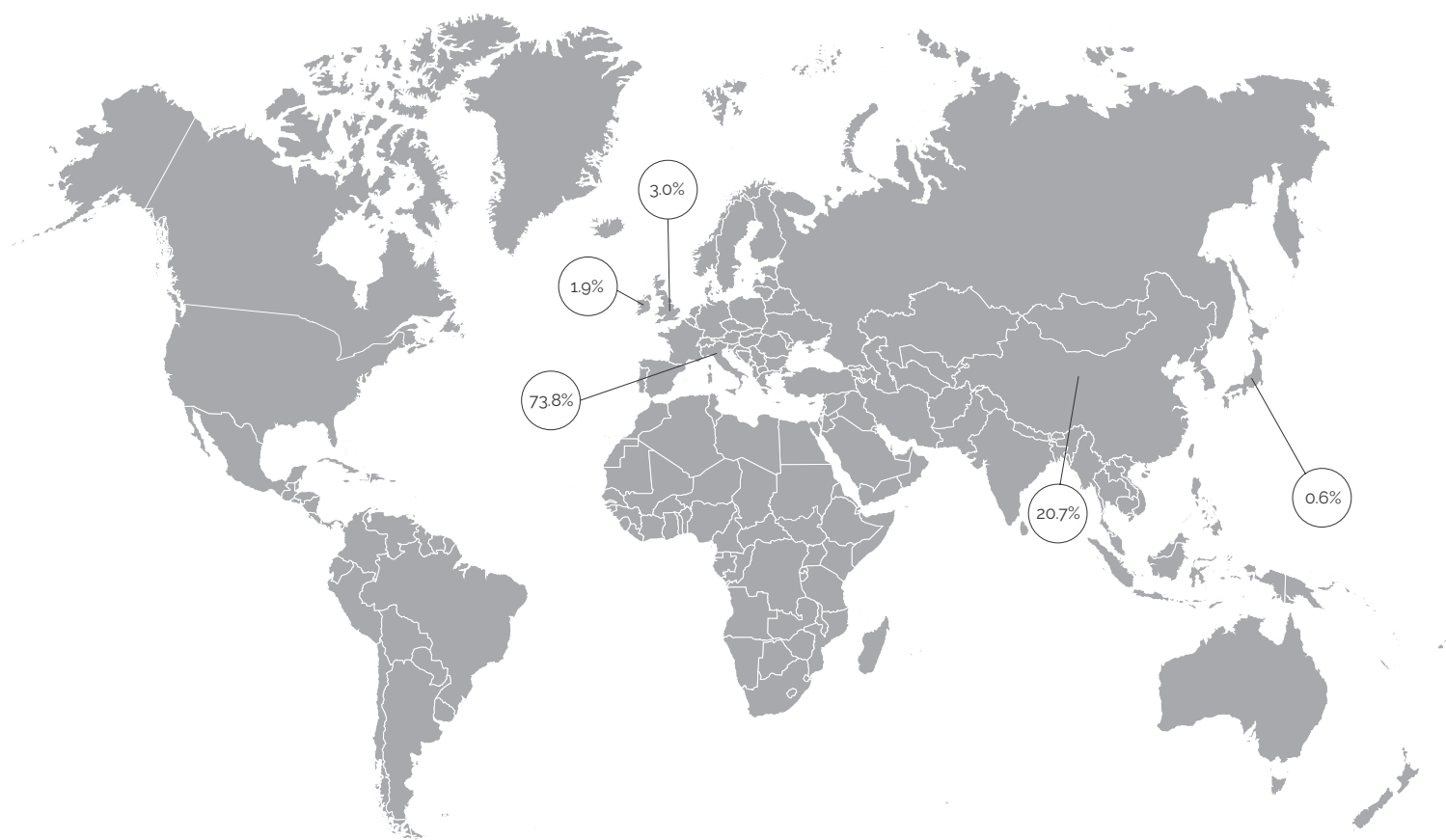
“Quality always goes first.  
By designing beautiful and  
durable statement pieces,  
we create collections that  
are meant to last.”

ISABELLE HEIJHOFF  
DESIGNER AT SUISTUDIO

### 3.2 MILLS & WEAVERS 2018

In 2018, we worked with 34 fabric weavers & mills spread over 5 countries. From the total meters ordered, 78.7% are made in Europe, of which 73.8% originate from Italy. We mainly source our wool, cashmere and cotton fabrics from Italy, whilst we go specifically to Ireland for its linen and to China for silk. Italy and its mills are especially important to us; not only do they lead the pack when it comes to fabric construction, finishing and raw material sourcing, but are also ahead in terms of chemical management, clean energy practices and wastewater recycling.

#### PRODUCTION PER COUNTRY BASED ON PURCHASE ORDER VALUE



**24 WEAVERS ITALY (73.8%), 1 WEAVER IRELAND (1.9%), 3 WEAVER IRELAND (3.0%), 5 WEAVERS CHINA (20.7%), 1 WEAVER JAPAN (0.6 %)**

Want to learn more about our tier 2 suppliers? We have listed them all [here](#). There you can also find info regarding their locations, products, heritage and sustainability practices.

## 4. Garment Supplier Manufacturing

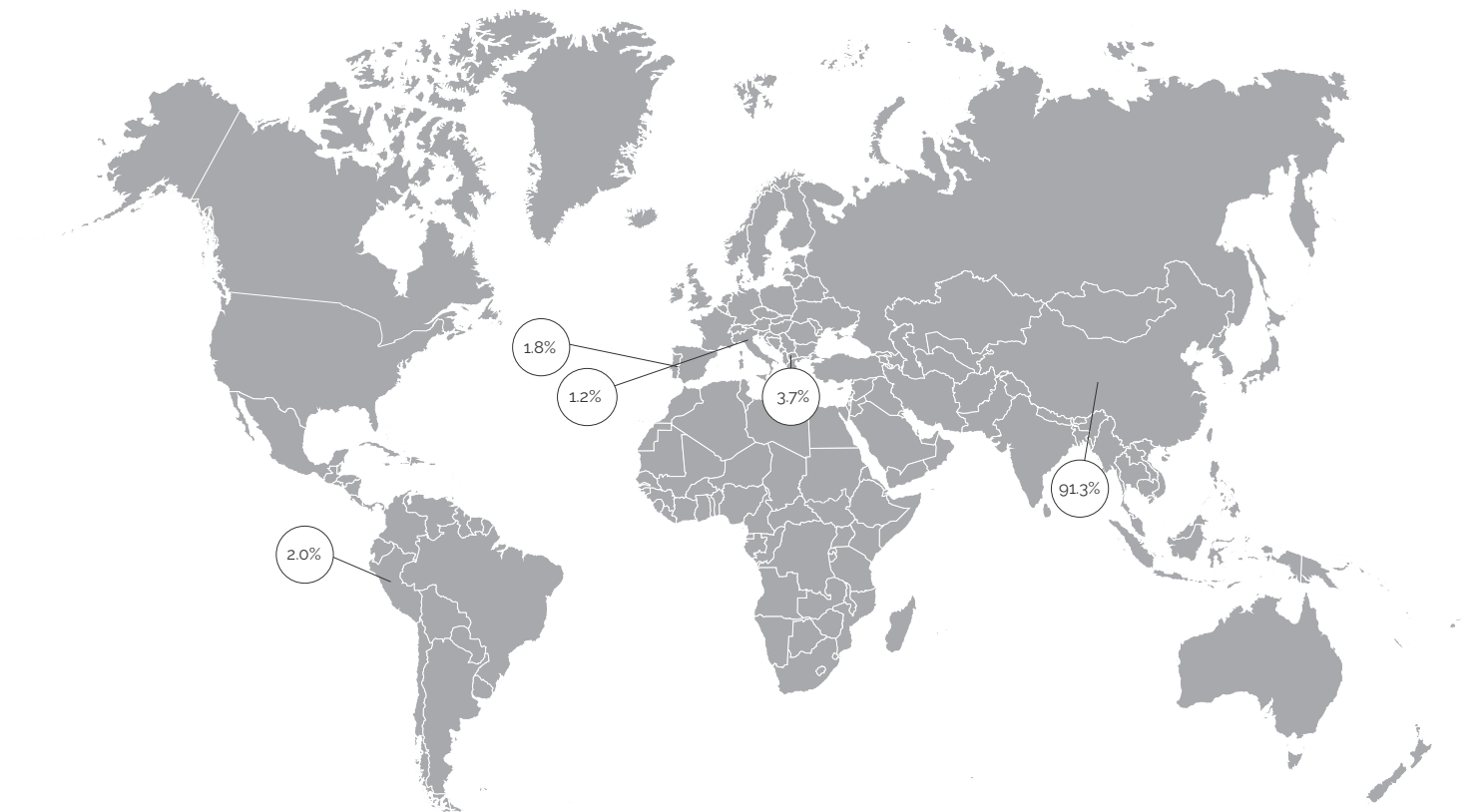


### 4.1 CMT FACTORY PRODUCTION 2018

In 2018 we worked with 14 CMT factories based across 3 different continents; the largest share of our production came from China (91.3%), followed by Macedonia (3.7%) and Peru (2.0%):



#### PRODUCTION PER COUNTRY:



<b>CHINA</b>	Suits, coats, dresses, skirts, silk blouses, jumpsuits, tops, bags, sunglasses.
<b>MACEDONIA</b>	Shirts & blouses

<b>ITALY</b>	Gloves
<b>PORTUGAL</b>	T-Shirts & Tops
<b>PERU</b>	T-Shirts and Scarfs

For the complete overview of our CMT factories, please find more information [here](#).

“At the position we’re in,  
we should do everything  
within our reach to make  
our products in a way  
that benefit all.”

LIZA KLEIN NAGELVOORT  
PRODUCTION & CATEGORY MANAGER AT SUISTUDIO



## 4.2 DUE DILIGENCE & OUR FAIR WEAR FOUNDATION MEMBERSHIP

Due diligence is an important part of our sourcing practices. When sourcing potential suppliers, we look at opportunities and risks at the country level, industry level and supplier level. We conduct in-depth risk assessments based on country studies, onsite visits, due diligence audits and, if available, former audit reports. The deciding factor in whether or not a potential or current supplier is fit to join or remain on our roster of suppliers is a mutual understanding between the buyers, CPO and the head of CSR.



SUISTUDIO

2018 was the big year that we became Fair Wear affiliated, just like our big brother Suitsupply. The Fair Wear Foundation (FWF) is a non-profit organisation that works with apparel brands, factories, trade unions, NGOs and governments to improve working conditions for garment workers in 11 production countries across Asia, Europe and Africa. Together we are working hard to create positive change; not only in our own supply chains, but within the whole apparel sector. We do so by working together with other brands, NGO's, our factories and local communities. Fair Wear, in return, rates us on our efforts during their yearly Brand Performance Check.

Learn more about what Fair Wear has to say about us and our rating at <https://www.fairwear.org/member/suistudio/>

## 4.3 LEVERAGE & SUPPLIER RELATIONSHIPS

Without our dedicated pool of specialized factories & mills our products would not exist, which is not something we take lightly. We value our suppliers, and our relationships with them, more than anything else. We always plan for the long-term and want to grow our business together through the concept of inclusive growth.

Sharing is caring, that is why most of our suppliers are also Suitsupply's suppliers. This gives us many advantages, like building on to already existing long-term partnerships, quality level & output stability, and shared human rights & environmental monitoring.

Over 71% of our collection  
is made at suppliers we  
share with Suitsupply

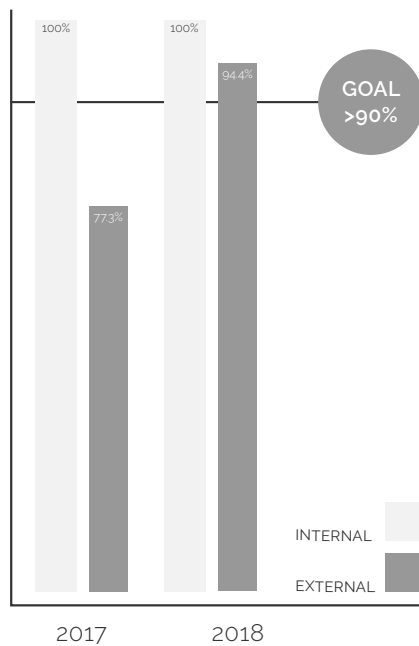
Our average  
supplier relationship  
is 5.5 years

Our average  
orders occupy +27%  
of capacity in factories

## 4.4 MONITORING THRESHOLD

All our CMT factories and subcontractors are under internal monitoring by our CSR team and the Suistudio buying & QC teams. 'Under monitoring' in our case means that we perform regular check-ins with our suppliers, audit them every 1 to 3 years, and visit them at least once annually to see how they are progressing on the open findings. At the suppliers that make our most technical products, our team is even present every week!

Our goal for 2018 was to have at least 90% of our CMT suppliers, in both high and low risk countries, under internal and external monitoring, in which we succeeded with 94.4% external and 100% internal:



Performing internal or third-party audits is an intense and in-depth process, and should be handled with care and integrity at all times. We audit suppliers to get a better understanding of their conditions & processes, which we can then improve on together, step by step. Perfect factories do not exist, and we are all about the process. But we unfortunately learned along the way that auditors who are part of large auditing corporations often do not get enough time to really dig deep, look outside the presented documents, or do interviews with workers both on and off site.

For this reason, we only work with small, independent auditors and audit parties that always put the integrity of the audit process and our methodology first:



“We make clear choices to not source from certain countries or regions that are facing issues so severe that we cannot make a difference.”

JOY ROETERDINK  
CSR MANAGER SUITSUPPLY & SUISTUDIO

## 4.5 SOCIAL AUDITS IN 2018

Since Suistudio's beginnings in 2018, our focus has been predominantly on the suppliers we share with our big brother Suitsupply. In this year, 3 out of our 12 shared suppliers have been audited with the help of the Fair Wear Foundation. Please find a summary of each audit, including good practices and challenges below:

### #1 AILE GARMENTS, WENZHOU, CHINA

Our jumpsuits supplier Aile was audited in 2017, but due to major need for improvement, they were re-audited in 2018. Improvements were most needed in their dormitories and the record-keeping of wages. While Aile kept manual and electronic attendance records since the last audit, these records were still lacking accuracy and additional help was needed for them to understand the importance of keeping actual records, and how it should be done correctly. Monthly wage and attendance reports will be continued to be sent to the CSR team for verification. The health & safety situation needed further improvements, though Aile was able to successfully solve the vast majority of OH&S's findings after the audit.



### #2 CO E CO, COMO, ITALY

Small, family-owned tie & bowtie factory Co e Co in Como has been in business for 20 years with a fully unionized workforce. The audit confirmed that the production location is well organized, and its high skilled, longstanding workforce of 12 fierce ladies have worked at Co e Co since its very beginning. Two minor issues were found; verification of the payment of overtime premiums, and the overtime hours was not possible, as no records are kept. Suistudio's CSR team has briefed the factory on the importance of this and controls the situation by verifying monthly wage and hour records.

### #3 PIEEDENTON, WENZHOU, CHINA

PieeDenTon (who we nicknamed 'Python') was founded in 1996 and specializes in the craftsmanship of suits and coats. We've been working with PieeDenTon since 2017, and audited them for the first time that same year - with results that left room for improvements. While Suitsupply recognizes that a first audit can be challenging for some factories to meet all requirements, we expect serious dedication from factories to

invest in improving working conditions. We therefore re-audited PieeDenTon in 2018. The factory still needs to make major improvements in terms of excessive overtime, accurate payments and Freedom of Association. Efforts were however made to solve some OH&S by i.e. providing an evacuation map and PPE to overlock machine operators. Recently, the factory also invested a lot into the improvement of the living spaces of the workers, such as the canteen, showers, toilets and dorms. A major focus for us is decreasing the hours worked by juvenile workers and that they get proper registration with the local labour bureau.



## 5. Taking A Stand On The Environment



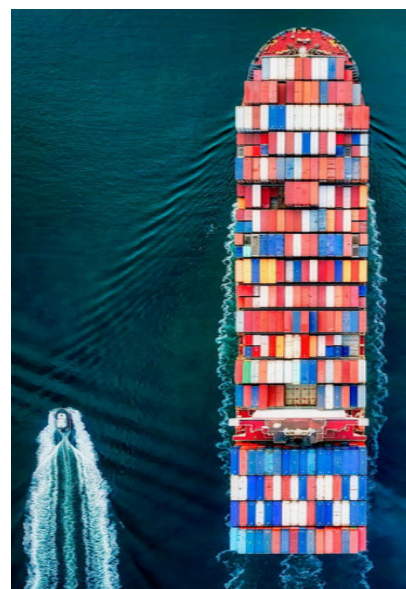
### 5.1. CO2 FOOTPRINT – OUR CARBON JOURNEY

With being a vertically integrated global company comes a global carbon footprint. Our combined (Suitsupply & Suistudio) carbon footprint in 2018, across our global inbound supply chain operations, totalled 7,519,770.29 tons of Co2 output, of which:

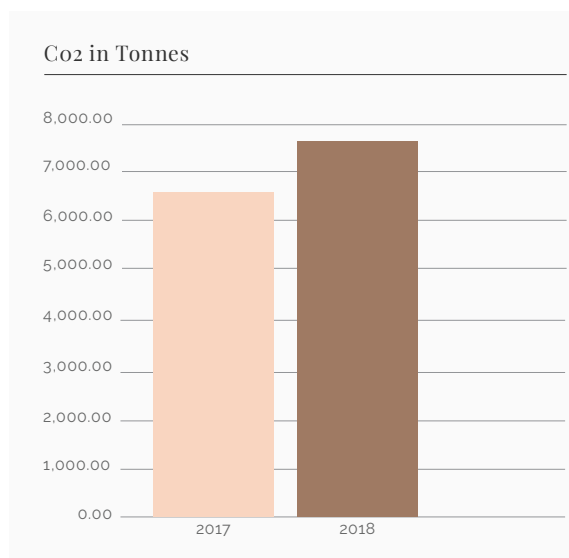
- 2,974,258.85 tons were from material shipments (mostly fabric and accessory shipments to our CMT factories);
- 4,545,511.44 tons were from finished goods (from any of our factories to one of our five warehouses worldwide).

This includes the transportation that we manage ourselves (and is performed by monitored third parties) from weaver to factory, and from factory to warehouse.

For our CO2 emissions, we measure performance metrics in terms of the amount of CO2 released per distance travelled (in tonnes per kilometre):



<b>Finished Goods</b>	<b>4,545,511.4</b>
AIR	4,318,646.77
RAIL	660.82
ROAD	316.34
SEA	225,887.82
<b>Materials</b>	<b>2,974,258.85</b>
AIR	2,950,193.50
ROAD	22,310.41
SEA	1,754.95
<b>Grand Total</b>	<b>7,519,770.29</b>

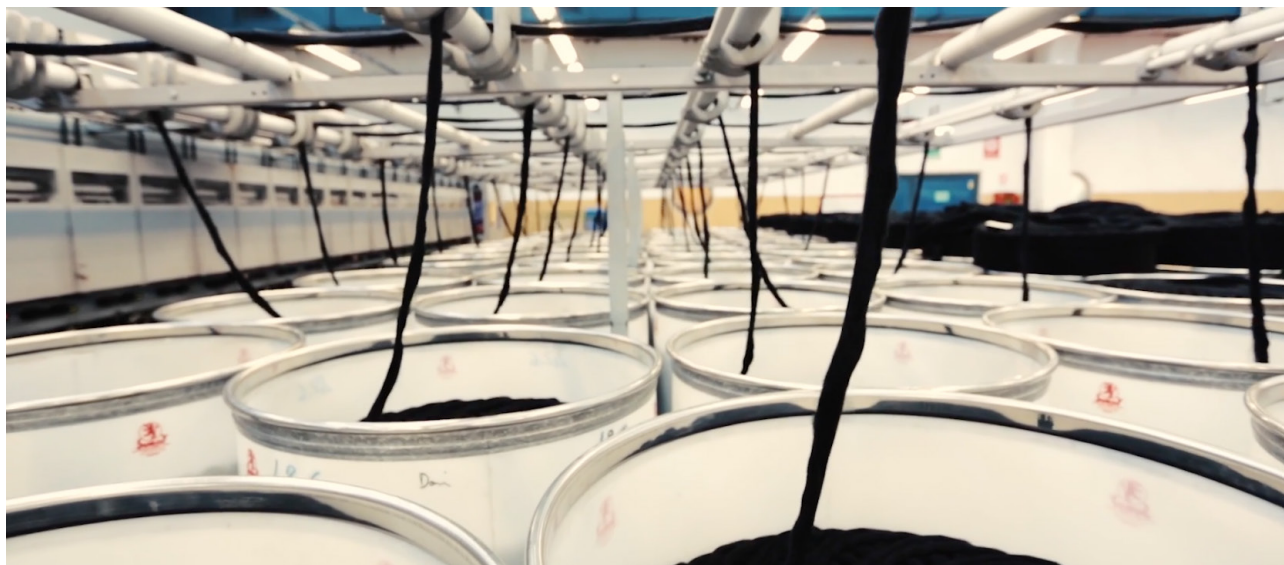


Compared to 2018 we have shifted several of our fabric shipments to road and sea transport instead of transport by air. At the same time, transportation by rail did not work out as well as we anticipated due to the fabric damage caused by the movement of the trains. We are now exploring different ways to control and reduce what we put out there, like biofuels and carbon offset programs.

## 5.2. CHEMICALS

Chemicals are a dirty business: one quarter of global chemical use is assigned to the apparel industry. Until now, it is unfortunately not possible to dye or finish fabrics without the use of chemicals.

Our priority at Suistudio is to ensure that chemicals and all other additives going into our products are managed at ambitious standards throughout the entire supply chain in order to reduce & prevent harm to health and environment. It means that we screen the chemical input, the presence or absence of water waste treatments, and ensure worker safety so that the dyed fabric is safe for our customers, our workers and the environment.



In order to do so, Suitsupply & Suistudio's Restricted Substances List (RSL) has been developed as a guiding tool for our supply chain partners. The RSL defines limits of hazardous substances in finished fabrics and finished goods to ensure our products are safe and comply with international laws.

Our RSL is based on a number of global standards and laws such as REACH (EU), Proposition 65 (CA, USA), and OEKO-TEX.

Want to see for yourself? You can find our RSL [here](#).



### 5.3. TOWARDS A GREEN SUPPLY CHAIN

A large share of a garment's environmental footprint is generated in its supply chain, often in places where it's hard to see or measure. To better monitor and address this, we joined the Green Supply Chain initiative in 2018 ; a publicly available online transparency tool that ties companies to their suppliers' environmental performance. Developed by the Natural Resources Defence Council (NRDC) and the Institute of Public & Environmental Affairs (IPE), the Green Supply Chain Map collates data from the Chinese government and member brands to map out and monitor the individual performance of supplier factories based around China. The online tool details the names, addresses and geolocations of supplier facilities, and provides real-time emissions data, feedback about corrective actions and resource usage information.

They list and rank global brands and their efforts in the Corporate Information Transparency Index (CITI). The Green Supply Chain CITI Index is the first quantitative evaluation system designed to assess brands' environmental management of their supply chains. The CITI scores and rankings allow for benchmarking of industry leaders and enable consumers to make green choices based on brand performance.

We were quite satisfied to see that for Suistudio, none of the factories, mills or wet processing facilities had any environmental records in the past, and we will continue tracking their environmental performance to keep it that way. For the coming years, we have set for ourselves the goal of substantially improving our CITI score (in just our first year we doubled our score from 11 to 21!) and work our way up in the industry ranking of IPE. Our first milestone: achieve a CITI score of 30 by the end of 2019.



#### Industry Rank



Out of 82 total brands  
in the textile industry

#### CITI Score



Total possible score: 100

Learn more about this score and our progress on IPE's website: <http://www.wen.ipe.org.cn/GreenSupplyChain/CITIDetail.aspx?id=517>

## 6. Animal Welfare Policy



### 6.1 SUISTUDIO ANIMAL WELFARE POLICY

At SUISTUDIO, we firmly believe that it is not acceptable for animals to suffer for our products. We will not accept any kind of ill-treatment of animals associated with the manufacturing of our collections. Where farmed animals are used in Suitsupply products, suppliers need to implement industry-recognized best practices to ensure animal welfare is safeguarded at all times.

#### ENDANGERED SPECIES

Endangered species appearing on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) lists shall not be used in SUISTUDIO products.

#### ANGORA & OTHER RABBIT FUR

As furry rabbits are not kept in a species-appropriate manner, rabbit hair and angora wool are not used in SUISTUDIO products. For this we are mentioned on the Angora-Free list of animal welfare organization PETA.

#### FUR & SHEARLING

Fur & shearling are a non-negotiable no-go in SUISTUDIO products. Our suppliers are therefore not allowed to use anything other than substitutes. As a result of this commitment, we are mentioned on the fur-free list of the animal welfare organization PETA.

#### MERINO WOOL

Merino wool used in SUISTUDIO products must be sourced from farmers that use good animal husbandry and environmental preservation techniques on their farms. They must be checked by outside parties on a regular basis.

#### CASHMERE AND ALPACA WOOL

Cashmere and alpaca wool used in SUISTUDIO products must be sourced from producers with good animal husbandry that are checked by outside parties on a regular basis.

#### MOHAIR

Mohair used in SUISTUDIO products must be sourced from farms that use good animal husbandry that follow and adhere to the '[Sustainable Mohair Industry Guidelines](#)'. Additionally, we require them to be MSA accredited and audited by certified third parties such as SAMIC.

#### FEATHERS & DOWN

Feathers and down used in SUISTUDIO products must be sourced as a by-product of the meat industry (excluding foie gras production) and from producers with good animal husbandry. They must be checked on a regular basis by outside parties and certified by the Responsible Down Standard "RDS" or similar. Feathers and down must not be harvested through live plucking. We are currently investigating other substitutes to see if we can exclude the use of down/feathers completely.

## LEATHER & SKIN

All leather or skin must be sourced as by-product of the meat industry. Leather or skin must not be obtained whilst the animal is still alive or from aborted animals. Skins from wild caught animals and exotic animals will not be used in Suistudio products.

## MOTHER OF PEARL

All mother of pearl used for our buttons and accessories must come from farmed and cultured salt water oysters under controlled farmed conditions to prevent damage to the marine environments.

## 6.2 SUSTAINAWOOL

Since wool makes up the largest share of our raw material use, it means a great deal to us. The wool that is used for all Suistudio collections is sourced from a few regions in Australia and Tasmania. This superfine wool comes from a certain breed of Merino sheep and has a very long staple that can be woven into fine and breathable, long-lasting fabrics.

The Italian mill that supplies us with most of that wool is called Vitale Barberis Canonico (VBC). Together with another important Italian mill, Reda, they have set up the New England Wool Society; It's a sustainable wool program focused on wool produced under natural and grazing conditions with the highest regard to the animals' welfare and environment.





## 7. Sustainable Transparent Craftmanship



We believe that transparency can and will transform the way the industry works. But the concept of understanding where our clothes are made, and by whom, is definitely not new to us.

In an industry where fast fashion dominates and craftsmanship is rapidly disappearing, Suistudio brings a better option: one where no attention to detail or quality is ever spared. We think that understanding and engaging directly with the people who put their dedication and skill into our garments is the only way to offer expertly crafted collections at an attainable price point. Our vertically integrated supply chain is based on this principle: direct, fast and effective. It makes doing business personal, and it allows us to cultivate relationships that impact the industry.

And because we are proud of that, and of them, you will find supplier labels in most of our garments.



Since we want to lead by example, we publicly share and update all our tier 1 & tier 2 suppliers annually. For our tier 1 suppliers, where we have done most of our work, we correspondingly share their best practices and challenges. We also share a number of our trimming suppliers, accessories suppliers and packaging suppliers, which you can find [here](#). You can find all other information in chapter 3, Weavers & Mills in 2018, and in chapter 4, Garment Supplier Manufacturing.

## 8. Stakeholder Engagement



Systemic change requires collaboration on all possible levels. We therefore engage with all relevant stakeholders to create a space where shared value creation is at the core of our CSR activities:

STAKEHOLDERS GROUP	ENGAGEMENT MECHANISM	KEY ISSUES RAISED
<b>CUSTOMERS</b> By making clothing that is built to last and educating customers on how to take care of their garments, Suitsupply will continue to provide more sustainable, long-lasting garments.	Social media, stores, website, customer service	Animal welfare & packaging & eco-friendly maintenance and disposal of suits
<b>FACTORIES/ MILLS/ PARTNERS</b> Through long-term partnerships, education, training and dialogue, Suitsupply is determined to strengthen our partners' sustainability efforts.	Meetings, site visits, email, audits	Fair and open procurement practices, fair working conditions, environmental impacts, product quality and safety
<b>BIG BROTHER SUITSUPPLY</b> We focus on strong collaboration between the two brands on all sustainability levels, enforcing each other's practices and shared monitoring and education of suppliers to create continued progress.	Meetings, training	No specific topics raised
<b>EMPLOYEES</b> We want our employees to grow, develop their own entrepreneurial skill set and facilitate personal development.	Performance mechanisms, suit school, surveys	No specific topics raised
<b>INVESTORS</b> We seek to achieve sustainable growth to adhere to our investors' expectations.	Investor briefings, reports	Monitoring of improvements, no specific topics raised
<b>NGO's</b> By being rooted deeper into local communities, we aim to work closely with NGO's and to use their expertise to optimize our supply chain.	Meetings, reports, workshops, seminars, email	Fair working conditions, supplier management, product materials stewardship
<b>OTHER BRANDS</b> By using each other's know-how and by partnering up at shared suppliers, we aim to contribute with a bigger impact.	Seminars, information sharing, cooperation	No specific topics raised
<b>SOCIETY</b> SUISTUDIO will actively contribute to a more sustainable society by influencing and being responsive to positive change.	Social media, our website, requests for information	Supplier management, animal welfare, human rights in supply chains

## 9. Suistudio's Standards & Policies

Change happens all around us, in the industry and in our supply chains. Developments on the social, economic and political level have a lot of impact on factories and workers, often in more ways than we as a brand can comprehend at first glance. It is important to acknowledge that in-depth auditing has its limits and that risks & issues on an industry level are evolving and not necessarily decreasing. This means that we perform continuous research to follow all developments closely and have developed policies and frameworks that will guide us and our suppliers in cases that, despite our caution, we are not able to mitigate.



#### REFUGEE POLICY FOR OUR EU SUPPLIERS AND POTENTIAL TURKEY SUPPLIERS

Since the conflict in Syria began in 2011, some 2.75 million refugees have fled to Turkey. With the conflict becoming far more protracted and the war not looking to abate any time soon, the Turkish government enacted laws in 2016 to allow refugees to apply for temporary working permits if they meet certain conditions. Refugees are extremely vulnerable, and, through illegal work, often suffer exploitation and poor working conditions due to having no rights or any kind of social security. The textile sector is one of the industries reported as employing illegal workers and it is the aim of the new temporary working permits to allow these illegal workers the right to earn a legal wage to support themselves and their families.

[To read our policy, please click here.](#)

#### CHILD AND JUVENILE LABOUR POLICY

According to the ILO, over 170 million children are working in apparel supply chains today.

Despite the fact that no child labour was found in our factories or at our mills, we must acknowledge that child labour still exists in the industry and in countries where we source from. It's a complex problem that requires full attention and regular control. Age verification is a standard part of every audit we perform, especially in high risk countries. Successful remediation is not easy to achieve and requires a holistic, multi-stakeholder approach. In every case, the interests of the child need to come first.

[To read our policy, please click here.](#)



## Questions or Comments? We'd love to hear from you



This report covers the period from 1 January 2018 to 31 December 2018. It is the first time that the report is prepared in accordance with the core requirements of the Global Reporting Initiative (GRI) Standards reporting framework. We'd love to hear your feedback on the report. Feel free to send your questions and comments to our sustainability team at [csr@suistudio.com](mailto:csr@suistudio.com).



SUISTUDIO

# Appendix

## GRI GENERAL STANDARD DISCLOSURES

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
ORGANIZATIONAL PROFILE				
102-1	Name of Organization		Cover Page	Suistudio BV
102-2	Activities, brands, products & services	Our Philosophy	3	Suistudio is a women's fashion brand. We sell our own branded products through our online and retail network.
102-3	Location & headquarters	GRI Index		Amsterdam, The Netherlands
102-4	Location of operations	Mills & Weavers, CMT Factory Production	14-15	NL, US, China, Italy
102-5	Ownership and legal form	GRI Index	7	Suistudio is a privately- owned company.
102-6	Markets Served	World of Suistudio	8	
102-7	Scale of the organization	Performance 2018	4	Suistudio sells products through our global store network as well as online.
102-8	Information on employees and other workers	Performance 2018	3	
102-9	Supply chain	Mills & Weavers, CMT Factory Production	13-14	
102-10	Significant changes to the organization & its supply chain	Mills & Weavers, CMT Factory Production	13-14	
102-11	Precautionary principle approach	GRI Index		We use the precautionary approach across each department of the business to ensure we do not harm the environment or people.
102-12	External initiatives	GRI Index		We collaborate with specialised organisations to support our sustainability strategy and outputs.
102-13	Membership of associations	GRI Index		Collaboration is fundamental to our sustainability strategy. Our membership with the Fair Wear Foundation helps us to understand the complexities.
STRATEGY				
102-14	Statement from senior decision-maker Statement from senior decision-maker		4	Statement from CEO, Fokke de Jong
ETHICS & INTEGRITY				
102-16	Values, principles, standards, and norms of behaviour	Due Diligence & our FWF Membership, Leverage & Supplier Relationships	16	

# Appendix

## GRI GENERAL STANDARD DISCLOSURES (CONT'D)

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GOVERNANCE				
102-18	Governance Structure	Corporate Structure & Governance	6	The board guides the overall governance of our organization. The management board is responsible for all decisions, including decisions, on economic, environmental and social topics.
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Stakeholder Engagement	8	
102-41	Collective bargaining agreements	GRI Index		0%
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	8	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	8	
102-44	Key topics and concerns raised	Stakeholder Engagement	8	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	GRI Index		Suitsupply BV
102-46	Defining content and topic boundaries	Stakeholder Engagement	27	
102-47	List of material topics	Stakeholder Engagement	27	
102-48	Restatements of information	GRI Index		No restatement this year
102-49	Changes in reporting	GRI Index		This year, we transitioned from general reporting on sustainability topics to the new GRI Standards framework. The Global Reporting Initiative (GRI) Sustainability Reporting Guidelines provide a globally recognized framework for companies to measure and communicate their environmental, economic, social and governance performance.
102-50	Reporting period	GRI Index		January to December 2018
102-51	Date of most recent report	GRI Index		Suistudio Sustainability Report 2017 - 2018
102-52	Reporting cycle	GRI Index		Annual
102-53	Contact point for questions regarding the report	GRI Index		csr@suistudio.com

# Appendix

## GRI GENERAL STANDARD DISCLOSURES (CONT'D)

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
REPORTING PRACTICE				
102-54	Claims of reporting in accordance with the GRI standards	GRI Index		We prepared our report in accordance with the GRI Standards: Core option. This is the first year that these reporting principles have informed our reporting process, and we assess our progress against these guidelines.
102-55	GRI content index	GRI Index		This index
102-56	External assurance	GRI Index		Suistudio has adopted numerous partnerships that verifies our various sustainability initiatives.

# Suistudio Tier 1 Supplier Overview 2018

Here below you can find an overview of all CMT factories that made our Suistudio collections in 2018. In addition to listing the location, we have also mentioned the number of workers, division of male and female workers and if there is worker representation/ a union present in the factory. Because we think in partnerships and they mean the world to us, we have also listed how long we (together with our big brother Suitsupply) work with each supplier.

And since every factory has its own challenges, we also mentioned the themes that collectively we are working on at each site.

## Albatros D.O.O.

**Location:** Shtip, Macedonia

**Product:** Blouses

**Partnership since:** 2004

**Working on:** Minor OHS, worker involvement & social dialogue.

**Worker representation**



## Aile Garments

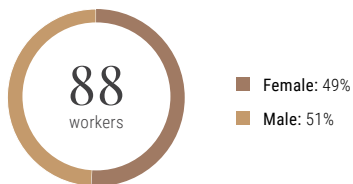
**Location:** Wenzhou, China

**Product:** Jumpsuits

**Partnership since:** 2015

**Working on:** Improving dormitories & OHS

**In the process of establishing a union**



## Ceyadi Garments

**Location:** Wenzhou, China

**Product:** Coats

**Partnership since:** 2007

**Working on:** Social dialogue/ FoA, living wages

**Worker representation/ Trade Union**



## Caridei

**Location:** Napoli Italy

**Product:** Gloves

**Partnership since:** 2010



## Co & Co

**Location:** Senna Comaso, Italy

**Product:** Bow Ties

**Partnership since:** 2014

**Working on:** Improved OT recording

**Worker Representation / Trade Union**



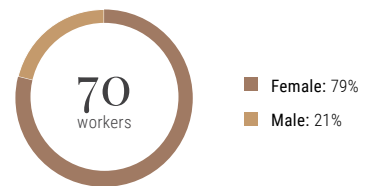
## Hengniu Leather Factory

**Location:** Guangzhou, China

**Product:** Bags

**Partnership since:** 2015

**Worker representation/ Trade Union**



## Mingdi Leather Factory

**Location:** Guangzhou, China  
**Product:** Leather accessories  
**Partnership since:** 2015

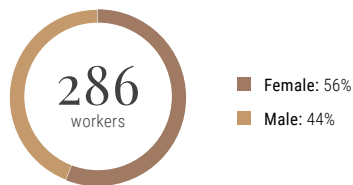
**Worker representation**



## Pieedenton

**Location:** Wenzhou, China  
**Product:** Suits, Coats, Dresses  
**Partnership since:** 2017  
**Working on:** OHS, improving dormitories

**Worker representation/ Trade Union**



## Sainuo

**Location:** Wenzhou, China  
**Product:** Tops, Jumpsuits and Dresses  
**Partnership Since:** 2017

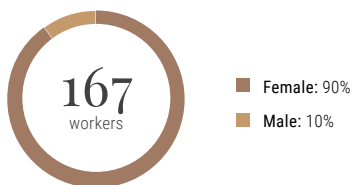
**Trade Union**



## Supercorte

**Location:** Porto, Portugal  
**Product:** Shirts, tops  
**Partnership:** 2017

**Worker representation**



## Saitesilk

**Location:** Zibo, China  
**Product:** Silk blouses  
**Partnership since:** 2017

**Worker representation**



## Springair Ace

**Location:** Hangzhou, China  
**Product:** Knitwear  
**Partnership since:** 2012  
**Working on:** Overtime hours, worker engagement

**Worker representation**



## Texmade

**Location:** Braga, Portugal  
**Product:** Blouses/ Shirts  
**Partnership since:** 2017

**Worker representation**



## Textil Colca

**Location:** Lima, Peru  
**Product:** Alpaca scarfs  
**Partnership since:** 2013

**Worker representation**





# Suistudio Accessoires, Trimmings & Packaging Supplier List 2018

Here below we have listed a number of our trimming, accessories & packaging suppliers. The list is far from complete, there we still have work to do and suppliers to map. But its an important first start to show all suppliers that are involved in the making of our products.

Supplier	Country of origin	Type of product	Website if available:
Ascolite	Switzerland	Button wrapping yarn	<a href="https://www.ascolite.com/en/home.html">https://www.ascolite.com/en/home.html</a>
Asahi Kasei	Japan	Bemberg lining	<a href="https://www.asahi-kasei.co.jp/asahi/en/">https://www.asahi-kasei.co.jp/asahi/en/</a>
A-tex	China	All product labelling and hangtags	<a href="https://www.a-tex.com/">https://www.a-tex.com/</a>
Bottonificio Fenili Srl	Italy	MoP / Horn buttons	<a href="https://eu-design.com/manufacturing/">https://eu-design.com/manufacturing/</a>
Case Study	Hong Kong	Hangtags	<a href="https://www.casestudy.hk/">https://www.casestudy.hk/</a>
Cervotessile	Italy, China	Trousers pocketing	<a href="http://www.cervotessile.it/">http://www.cervotessile.it/</a>
Coats	China	Stitching yarn	<a href="https://www.coats.com/">https://www.coats.com/</a>
Esquel Enterprise	China	Labels	<a href="https://www.esquel.com/">https://www.esquel.com/</a>
Freudenberg	Germany, China	Interlining	<a href="https://www.freudenberg-pm.com/Markets/Apparel">https://www.freudenberg-pm.com/Markets/Apparel</a>
Guttermann	Germany	Stitching yarn	<a href="https://www.guetermann.com/en">https://www.guetermann.com/en</a>
Louropel	Portugal	Polyester buttons	<a href="https://louropel.com/pt/">https://louropel.com/pt/</a>
Ningbo Guihe Company	China	Tape	no website
Wendler	Germany, China	Interlining	<a href="https://www.wendlerinside.com/en">https://www.wendlerinside.com/en</a>
Wenzhou Boda Company	China	Labels	no website
Wenzhou Jiangnan Yishe Company	China	Wooden hangers	no website
Wenzhou Jinda Company	China	Plastic hangers	no website
Worldpack	China, Germany	All B2C packaging	<a href="https://www.worldpack.eu/en/">https://www.worldpack.eu/en/</a>
YKK	Japan, China	Zippers, press buttons	<a href="https://www.ykkfastening.com/">https://www.ykkfastening.com/</a>

# Suistudio Tier 2 Supplier List 2018

Here below you can find all mills that we have used in Suistudio collections in 2018. We encourage you to visit their websites and social media pages and have a look around. There you can find info regarding their exact locations, products, heritage and sustainability practices.

Name weaver	Country	Supplier website
Albini 1876	Italy	<a href="http://www.albinigroup.com/en/">http://www.albinigroup.com/en/</a>
Asoni	Switzerland	<a href="https://www.asoni.ch/">https://www.asoni.ch/</a>
Lanificio Fratelli Bacci	Italy	<a href="http://www.fratellibacci.it/index.php?l=eng">http://www.fratellibacci.it/index.php?l=eng</a>
Baird McNutt	Ireland	<a href="https://www.bairdmcnuttirishlinen.com/">https://www.bairdmcnuttirishlinen.com/</a>
Botto Giuseppe e Figli Spa	Italy	<a href="http://www.bottogiuseppe.com/">http://www.bottogiuseppe.com/</a>
Camin	China	<a href="http://www.camin.com.cn/camin">http://www.camin.com.cn/camin</a>
Canclini 1925	Italy	<a href="http://www.canclini.it/">http://www.canclini.it/</a>
Lanificio Carlo Barbera	Italy	<a href="http://www.carlobarbera.com/">http://www.carlobarbera.com/</a>
Casentino 1848	Italy	<a href="http://www.casentino1848.com/">http://www.casentino1848.com/</a>
Lanificio Cerruti	Italy	<a href="https://www.lanificiocerruti.com/">https://www.lanificiocerruti.com/</a>
Clerici	Italy	<a href="https://www.clericite ssuto.it/">https://www.clericite ssuto.it/</a>
Colombo	Italy	<a href="https://www.lanificiocolombo.com/">https://www.lanificiocolombo.com/</a>
E. Thomas	Italy	<a href="https://www.ethomas.com/en/index.html">https://www.ethomas.com/en/index.html</a>
Ferla	Italy	<a href="http://ferla.it/">http://ferla.it/</a>
Leggion Spa	Italy	<a href="http://www.leggiunospa.it/">http://www.leggiunospa.it/</a>
Luthai	China	<a href="http://www.lttc.com.cn/en/">http://www.lttc.com.cn/en/</a>
Malhia Kent	France	<a href="https://www.malhia.fr/">https://www.malhia.fr/</a>
Marling & Evans	United Kingdom	<a href="http://www.marlingandevansltd.com/">http://www.marlingandevansltd.com/</a>
Tessitura Monti	Italy	<a href="http://www.monti.it/en_eu/">http://www.monti.it/en_eu/</a>
Olmex Spa	Italy	<a href="http://olmetex.it/it/">http://olmetex.it/it/</a>
Lanificio Fratelli Ormezzano	Italy	<a href="http://www.ormezzano.it/">http://www.ormezzano.it/</a>
Pontoglio 1883	Italy	<a href="https://pontoglio.it/">https://pontoglio.it/</a>
Robert Noble	United Kingdom	<a href="https://robert-noble.co.uk/">https://robert-noble.co.uk/</a>
Saitesilk	China	<a href="http://www.saitesilk.com/">http://www.saitesilk.com/</a>
Serikos Tessili	Italy	<a href="http://www.serikos.com/">http://www.serikos.com/</a>
Silk Poly	China	<a href="https://www.polybeautytextile.com/silk-poly">https://www.polybeautytextile.com/silk-poly</a>
Stylem	Japan	<a href="https://en.stylem.co.jp/">https://en.stylem.co.jp/</a>
Solbiati a Loro Piana Spa	Italy	<a href="http://www.solbiati.info/en/">http://www.solbiati.info/en/</a>
Lanificio Subalpino	Italy	<a href="http://www.lanificiosubalpino.com/">http://www.lanificiosubalpino.com/</a>
Tessilbiella	Italy	<a href="http://www.tessilbiella.it/">http://www.tessilbiella.it/</a>
Vitale Barberis Canonico	Italy	<a href="https://vitalebarberiscanonico.it/">https://vitalebarberiscanonico.it/</a>
Youngor	China	<a href="http://www.youngor.com/">http://www.youngor.com/</a>
Lanificio Zignone	Italy	<a href="http://www.zignone.it/">http://www.zignone.it/</a>

# Suitsupply & Suistudio

## Illegal Worker/ Refugee Policy

### BACKGROUND

Since the conflict in Syria began in 2011, some 2.75 million refugees have fled to Turkey. With the conflict becoming far more protracted and the war not looking to abate any time soon, the Turkish government enacted laws in 2016 to allow refugees to apply for temporary working permits if they meet certain conditions. Refugees are extremely vulnerable and through illegal work often suffer exploitation and poor working conditions, having no rights or any kind of social security. The textile sector is one of the industries reported as employing illegal workers and it is the aim of the new temporary working permits to allow these illegal workers the right to earn a legal wage to support themselves and their families.

### OUR POSITION

Suitsupply's membership with the Fair Wear Foundation follows a clearly defined Code of Labour Practices which states that: "There shall be no use of forced, including bonded or prison, labour (ILO Conventions 29 and 105). Nor shall workers be required to lodge "deposits" or their identity papers with their employer."

Suitsupply does not accept the use of illegal workers and will not work with any suppliers who employ workers without a working permit, or suppliers who do not have efficient systems in place to ensure that illegal workers are not employed in their factories or by subcontractors.

Suppliers must ensure that work done by illegal workers does not occur in their factories. All factories should have efficient management systems in place to ensure that working permit verification procedures are followed and implemented effectively. Only people with valid working permits may be employed and working at supplier factories and subcontractors. Suppliers must also take responsibility to ensure that no factories or subcontractors are involved in employing illegal workers.

However, Suitsupply acknowledges that the situation in Turkey is exceptional, and we believe that it is also our responsibility to help protect those workers and ensure that they are employed under proper legal conditions with all legal rights available to them. Therefore, instead of taking a zero-tolerance policy towards the employment of refugee workers in Turkey, with the aid of the Fair Wear Foundation we will handle the situation in a case by case basis with the personal situation of the workers taking precedence.

### PROCEDURE FOR HANDLING ILLEGAL WORKERS (EXCLUDING TURKEY)

If illegal workers are found in a factory, the following actions are to be taken:

- The worker(s) must be dismissed, and the supplier must provide the worker(s) with a notice that is in accordance with national regulation.
- In addition to the notice period, the factory must pay three months' salary to the worker. The salary paid must not be less than the statutory minimum wage.

Suppliers are expected to work in close collaboration with Suitsupply representatives and the Fair Wear Foundation in order

to ensure that the situation is handled with the utmost focus on not causing any additional harm to the worker(s). The supplier should agree to and carry out all agreements made. In case illegal workers are found, Suitsupply reserves the right to cancel orders and terminate the business relationship. The cooperation with the supplier will be reviewed on a case by case basis.

## PROCEDURE FOR HANDLING REFUGEE WORKERS IN TURKEY

If refugee workers are found in a Turkish factory, the following actions are to be taken:

- To prevent refugee workers being dismissed and possibly facing even worse living conditions, Suitsupply strongly supports and encourages suppliers to help refugee workers apply for working permits in order to ensure the workers' rights and employment.
- Each incident will be handled individually in a case by case basis taking the personal situation of the workers as well as our relationship with the supplier into consideration.
- The involvement of the Fair Wear Foundation as an independent body will be involved from the first instance reported of illegal workers and if necessary, further cooperation with additional NGOs in the remediation process .

# Suitsupply & Suistudio Child Labour Remediation & Juvenile Labour Policy

## BACKGROUND

Child labour is a complex and growing problem across global supply chains. Successful remediation is not easy to achieve and requires a holistic, multi-stakeholder approach. In every case, the interests of the child need to come first.

Juvenile or young workers are workers under the age of 18 who are legally permitted to work. We have identified juvenile workers as a particular vulnerable group of workers in supply chains who are entitled protection and regulation of work by law which in practice is not always followed.

## OUR POSITION ON AND DEFINITION OF CHILD LABOUR

Our definition of child labour is based on the definition of the United Nations Convention 'Right of the Child' and complies with the requirements of the Fair Wear Foundation.

Suitsupply's membership with the Fair Wear Foundation follows a clearly defined Code of Labour Practices which states that: "There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. "(ILO Convention 138).

Our child labour policy is based on the above-mentioned definition, which stipulates:

"All actions concerning the child shall take full account of his or her best interests." Article 3.

"The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development". Article 32.1.

In addition, this policy is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, the word "Child" is defined as any person below fifteen (15) of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply. This Policy also incorporates the ILO Convention on the Worst Forms of Child Labour no. 182 (1999).

Suitsupply does not accept the use of child labour and will not work with any suppliers who employ children, or suppliers who do not have efficient age verification systems in place to ensure that children under the age of 16 are not employed in their factories or by subcontractors. In cases where suppliers' age verification systems have proven to be insufficient, for example after third party auditing by Fair Wear, suppliers are obliged to take proper measures on their own cost accordingly. Suitsupply will provide assistance and will monitor this development together with help of the Fair Wear Foundation.

## REMEDIATION PROCEDURE FOR CHILD WORKERS

If child labour is found in facilities of Suitsupply's suppliers, Suitsupply will seek to work in partnership with the supplier and appropriately qualified organisations to develop a responsible solution that is in the best long-term interests of the children.

The supplier and Suitsupply will agree on a corrective action plan ("CAP"), which may comprise the following actions:



- Collate a list of all potential child labourers and juvenile workers;
  - Seek advice and help from a recognised local non-governmental organisation that deals with child labour or the welfare of children;
  - Develop a remediation plan that secures the children's education and protects their economic well-being, in consultation with Suitsupply, the Fair Wear Foundation, and where possible a local NGO, and in consultation with and respecting the views of the child;
  - Explain the legal requirements and restrictions on working ages to the children and assure them that, if they wish, they will be employed when they reach working age;
  - Understand the children's desires and explore the opportunities for them to re-enter education;
  - Whether the child contributes to the livelihoods of their family or they are self-dependent, his or her wage should continue be paid until they reach working age, or until an alternative long-term solution has been agreed with the child and their family (for example employment of an unemployed adult family member in place of the child labourer);
  - Ensure that the child worker has adequate accommodation and living conditions;
  - Document all actions;
  - Develop processes to prevent recurrence
- Suitsupply's suppliers will not:
- Expel any of the suspected or confirmed child labourers and/or juvenile workers;
  - Threaten the children or their families or hamper the progress of investigation and remediation;
  - Conceal or falsify any documentation;

Such actions will be considered by Suitsupply as evidence that the supplier is not committed to child labour remediation, in breach of this Child Labour Remediation Policy; Suitsupply then reserves the right to cancel orders and terminate the business relationship. The cooperation with the supplier will be reviewed on a case by case basis.

## OUR POSITION ON AND DEFINITION OF JUVENILE LABOUR

Suitsupply supports the legal employment of juvenile workers. Juvenile workers are of legal working age and have, until they become 18 years old, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

Suitsupply therefore requires all its suppliers to ensure that juvenile workers are treated according to the local law and in agreement with this policy; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers' young age.