



SUITSUPPLY

SUSTAINABILITY REPORT
2018-2019

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“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. DON'T JUST FIT IN, FIND YOUR OWN PERFECT FIT



1.1 PHILOSOPHY

Suitsupply is a global European brand renowned for its focus on expert crafted tailoring. Suitsupply helps its clients find their own perfect fit through attainable and transparent craftsmanship, radically personal service, exciting tailoring and fast, effective and direct sales channels.

In a world where fast fashion dominates and craftsmanship is quickly disappearing, Suitsupply introduces a better option—one where no attention to detail or quality is ever spared.

We live by the mantra, “Don’t just fit in, find your own perfect fit.” To that end, Suitsupply is there for those who want to be seen, for those with an eye for detail and nose for quality. We’re here to create a space with the individual at the center. Founded in Europe in 2000, Suitsupply has since grown to over 100 international stores in cities such as Milan, London, Zurich, Amsterdam, New York, Toronto, Shanghai, Singapore and Hong Kong. In addition to our ever-expanding brick-and-mortar locations, we maintain a strong online presence, allowing us to bring our style and service to all corners of the globe.

1.2 COMPANY PERFORMANCE

Revenue has grown by € 43.6 million (18%) to € 289.2 million which is the result of a solid like-for-like growth and supplemented by sales generated by new stores. On a constant currency basis (excl. FX impact), revenue has grown by >20%.

The Netherlands and the United States of America contributed the majority of revenue for 2018. Of net sales in 2018, 43% (2017: 41%) was generated in the US and 19% (2017: 22%) was generated in the Netherlands. Webstore sales increased by 18% in 2018 to 16% of total sales. Online and omnichannel sales amounted to 28% of total sales (2017: 28%).

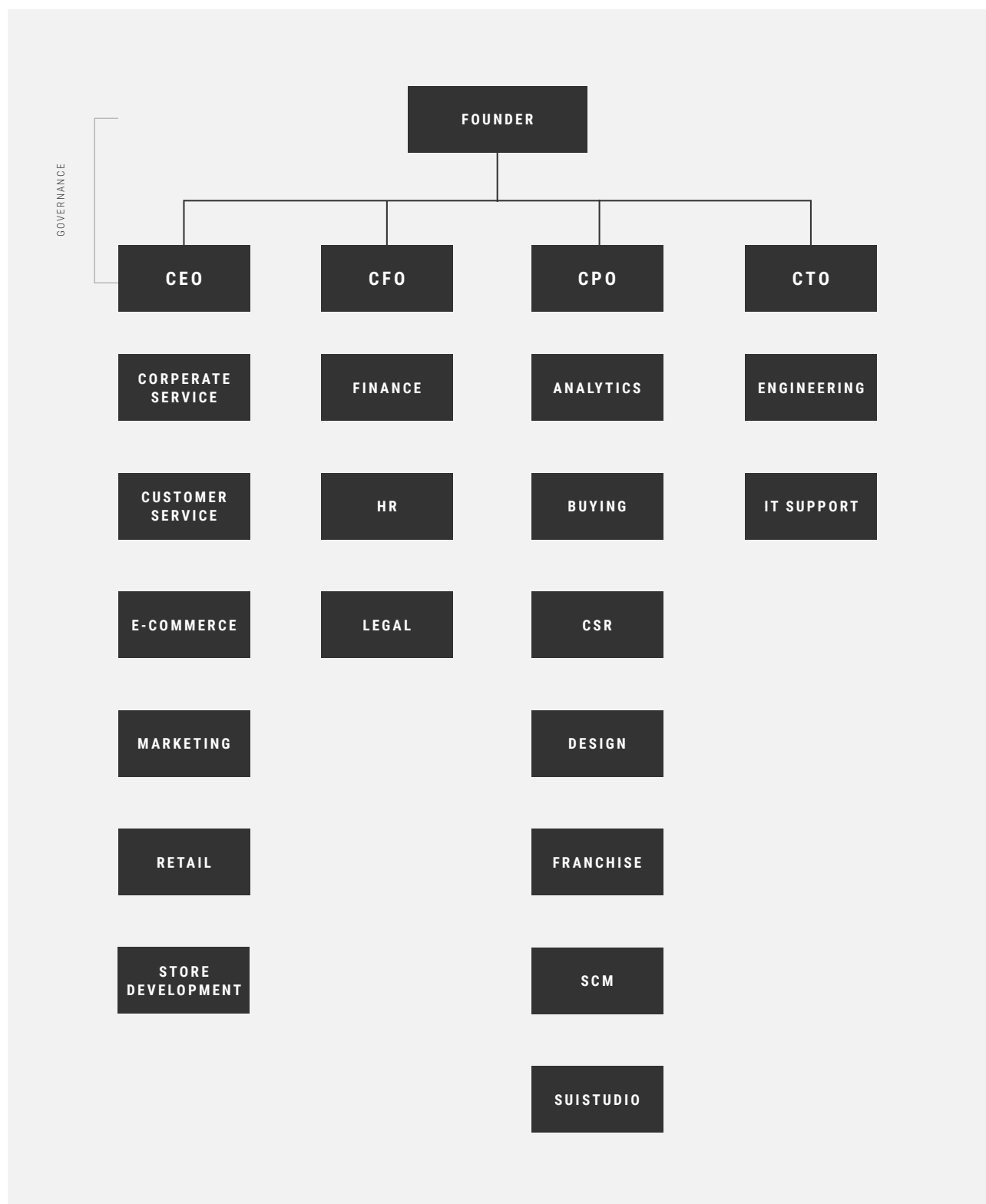
In 2018, the company expanded its Suistudio brand and finished the year with 6 physical locations and a webstore. Suistudio generated € 5.0 million of sales (2017: € 2.0 million).

REVENUE BY BRAND

The revenue as per collection is detail below:

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

1.3 COMPANY STRUCTURE & GOVERNANCE



The Board and management of Suitsupply 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 OUR COMPANY IN NUMBERS



4 OFFICES



109 STORES



92 CITIES



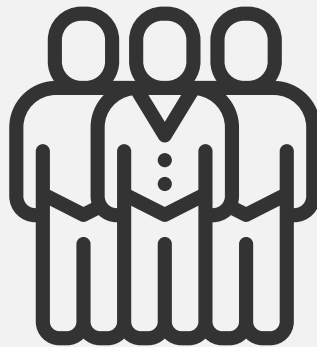
27 COUNTRIES

1750 EMPLOYEES WORLDWIDE

UP 15% ON LAST YEAR

+550

NEW HIRE



60%

MALE

30%

FEMALE MANAGEMENT

40%

FEMALE

1.5 WHERE TO FIND US

Suitsupply opened 14 stores in 2018 in cities such as Boston, New York, Helsinki, Sydney, and Stockholm. Also 6 stores in the Netherlands have been refitted. At the close of 2018, Suitsupply had a total of 109 stores in 27 countries and 92 cities - the company grew its total store footprint 14% over the course of the year.



ATLANTA



MIAMI



SAN FRANCISCO



GREENWICH



MONTREAL



CHICAGO



DALLAS



LA ABBOT KINNEY



NEW YORK



BOSTON



PHILADELPHIA



HOUSTON



SHANGHAI



HONG KONG



SEOUL



DUBAI



PARIS



COPENHAGEN



AMSTERDAM



STOCKHOLM



PANAMA CITY



MEXICO CITY



BRUSSELS



LONDON

“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 ONLY
LIMITED TO THE ACTUAL
GARMENT, BUT INCLUDES
THE MANNER IN WHICH
IT WAS PRODUCED.”

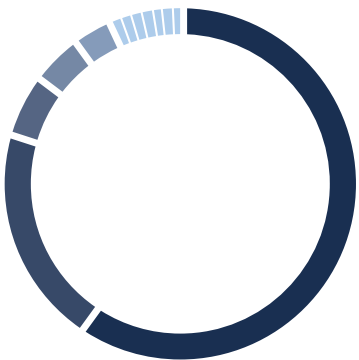
ROOS FLEUREN
CPO SUITSUPPLY & SUISTUDIO

3. RAW MATERIALS & FABRIC MANUFACTURING



3.1 RAW MATERIALS

The choice of materials, whether focusing on the main fabric or the thread holding it together, has a big impact on a product’s overall quality. By only choosing the highest quality raw materials, 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 unavoidable for durability reasons.



merino wool (58.0%)	cotton (17.0%)	wool natural blend (6.9%)	linen (4.4%)	linen natural blend (3.5%)
cotton blend (2.6%)	wool blend (2.0%)	cotton natural blend (1.8%)	silk natural blend (1.0%)	silk natural blend (1.0 %)
cashmere (0.6%)	linen blend (0.5%)	alpaca (0.2%)	alpaca blend (0.2%)	man made fiber (0.2%)
silk (0.1%)	silk blend (0.1%)	yack (0.0%)	camel silk (0.0%)	



81.0% OF OUR FABRICS ARE
MADE WITH NATURAL MONO
FIBERS.



94.4% OF OUR FABRICS ARE
BIODEGRADABLE.



4.3% OF OUR FABRICS
CONTAIN NOBLE FIBERS
SUCH AS CASHMERE,
MOHAIR, CAMEL AND
ALPACA.



5.6% OF OUR FABRICS ARE
MADE OF MAN-MADE FIBERS
& BLENDS

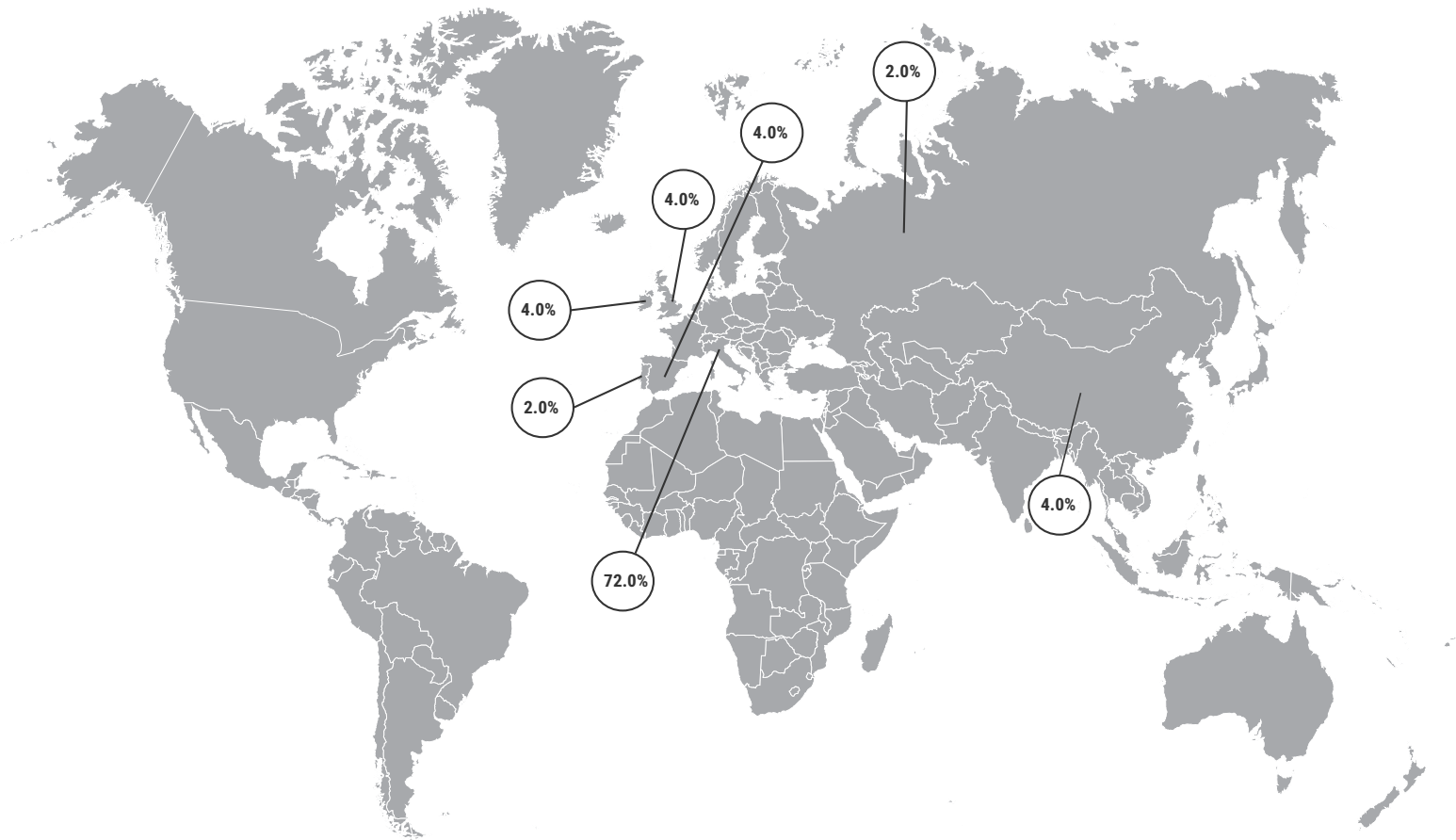
“WHEN DESIGNING THE
COLLECTION, WE ALWAYS
TRY TO CREATE PRODUCTS
THAT ARE BUILT TO LAST.
AS DESIGNERS, WE ARE PRIVI-
LEGED TO WORK WITH THE BEST
FABRIC MILLS IN THE WORLD.
AND UNLIKE OTHER COMPANIES
IN THE INDUSTRY, WE NEVER
COMPROMISE ON QUALITY.
WE STRIVE TO CREATE THE
OPPOSITE OF FAST-FASHION.”

SAMMY ROGGMAN
HEAD OF FASHION DESIGN AT SUITSUPPLY

3.3 MILLS & WEAVERS 2018

In 2018, we worked with 47 fabric weavers & mills spread over 7 countries. From the total meters ordered, 89% are made in Europe, of which 72% 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; they do not only 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



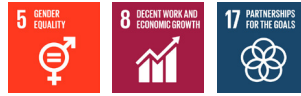
34 WEAVERS ITALY (72,0%), 9 WEAVERS UK (0.4%), 9 WEAVERS CHINA (4.0%), 2 WEAVERS IRELAND (4,0%)
1 WEAVER SPAIN (2,0%), 1 WEAVER PORTUGAL (2.0%), 1 WEAVER RUSSIA (2.0%)

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.

“ONE OF THE THINGS I LIKE
MOST ABOUT THE GROWTH
OF SUITSUPPLY IN THE PAST
YEARS, IS THE FACT THAT OUR
CSR ATTENTION HAS GROWN
EQUALLY. IT IS NICE TO SEE
THAT IT IS INCLUDED IN ALL OF
OUR DAILY WORK NOWADAYS:
FROM OPTIMIZING THE
CAPACITIES AT EACH OF
OUR FACTORIES, TO THE
SAMPLING PROCESS, TO
BULK PRODUCTION.”

JONNE KUIPERS
BUYER SUITS AT SUITSUPPLY

4. GARMENT MANUFACTURING

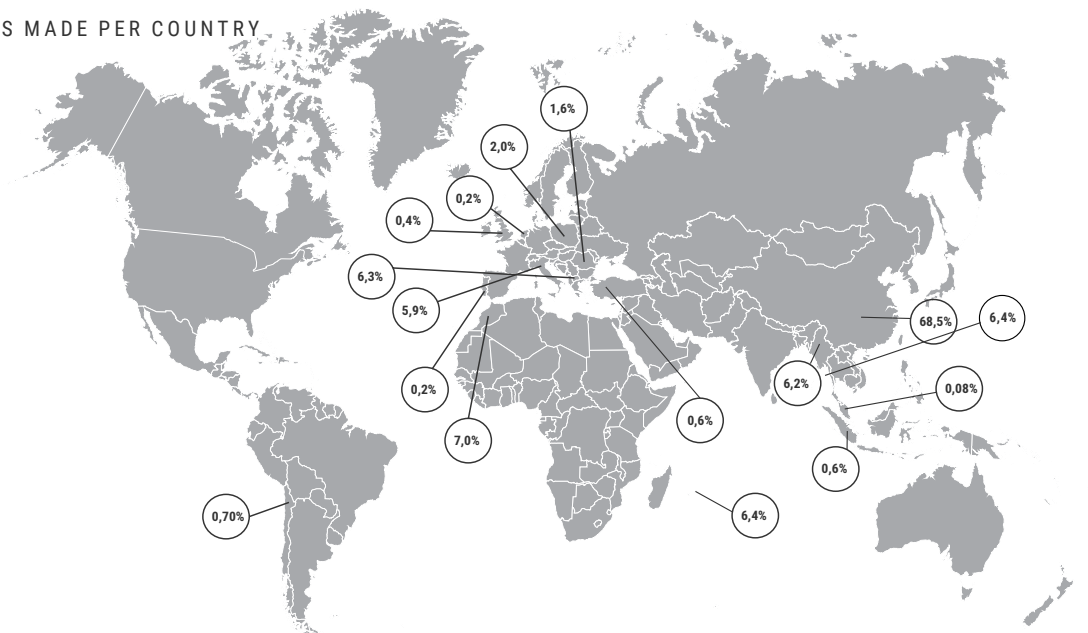


4.1 CMT FACTORY PRODUCTION 2018

In 2018 we worked with 51 CMT factories based across 4 different continents; the largest share of our production came from China (68.5%), followed by Mauritius (7.0%) and Macedonia (6.3%):



PRODUCTS MADE PER COUNTRY



CHINA	Suits, Coats, Jackets, Waistcoats, Bags, Belts, Trousers, Ties, Leather Accessories, Knitwear, Sunglasses	ITALY	Belts, Shoes, Ties, Pocket-squares, Gloves, Socks
PORTUGAL	Shirts & Shoes	MALAYSIA	Shirts
INDONESIA	Swim shorts	UK	Cufflinks, Braces
NETHERLANDS	Braces	VIETNAM	Suits
POLAND	Shirts	MAURITIUS	Shirts
ROMANIA	Sneakers	MYANMAR	Suits
MACEDONIA	Shirts, Pocket squares	TURKEY	Outerwear
PERU	T-Shirts & Scarfs	BULGARIA	Shirts

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

4.2 DUE DILLIGENCE & OUR FAIR WEAR LEADER RATING

Due diligence is an important part of our sourcing practices. When sourcing new potential suppliers, we look at both opportunities and risks at the country level, industry level and supplier level. We conduct risk assessments based on country studies, on-site visits and, if available, former audit reports. The decision whether a supplier is fit to become a new supplier is a mutual understanding between the sourcing managers, head of buying and CSR team.



SUITSUPPLY

The effort we put into our supply chain conditions is not new: we have been a member of the Fair Wear Foundation for over 12 years (and counting).

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.

We have been rated in their 'Leader' category since 2016. This category is for brands who are doing exceptionally well and are operating at an advanced level. Leaders show best practices in complex areas and have embedded systems in place to control and monitor working conditions in supply chains.

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

4.3 LEVERAGE & SUPPLIER RELATIONSHIPS

Without our dedicated pool of specialized factories & mills our product would not exist, which is not something to 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.

45% of our suppliers are based in Europe

Our average supplier relationship is 7 years

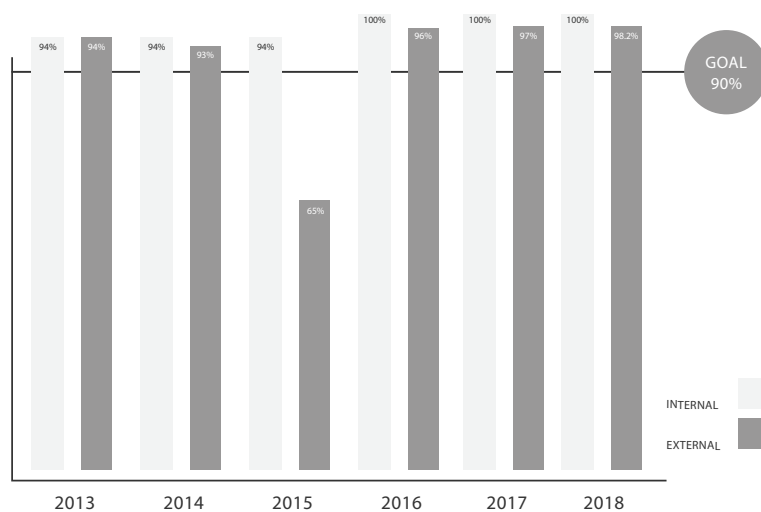
Our average orders occupy +30% of capacity in factories

20% of our collection is made at suppliers with whom we work for over 15 years.

4.4 MONITORING THRESHOLD

All our CMT factories and subcontractors are under internal monitoring by our CSR team and the Suitsupply buying & QC teams. 'Under monitoring' 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 98.2% 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:



4.5 AUDITS IN 2018

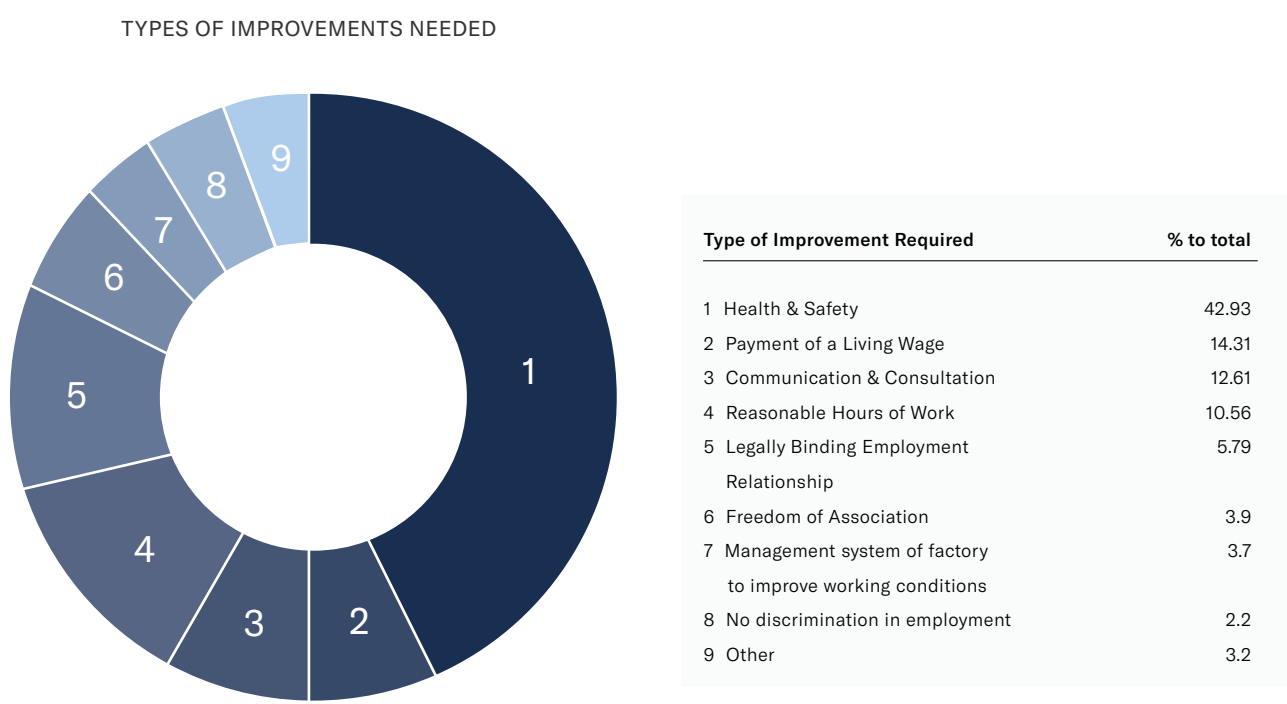
During 2018 we performed 30 audits of suppliers in Europe, Asia and South America. Some were due diligence audits that we perform at potential new suppliers, but the majority were monitoring audits to verify progress made at existing suppliers. On average, factories have around 17 open findings that need attention, for which we make a Corrective Action Plan (CAP). We classify findings as critical, major and minor to give guidance in the prioritization of follow-up (for both us and the supplier).

Continent	Production Locations	Workers	Audit 2018	Improvements Required	Improvements Verified	Improvements Per Audit	Critical	Major	Minor
Africa	1	508	0	0	0	0	0	0	0
Asia	30	13284	20	439	138	138	1.9	8.1	7.7
Europe	42	2963	15	123	69	69	1.8	7.7	7.3
North America	0	0	0	0	0	0	0	0	0
Oceania	0	0	0	0	0	0	0	0	0
South America	3	150	1	N/A	N/A	N/A	N/A	N/A	N/A

“WE MAKE CLEAR CHOICES
TO NOT SOURCE FROM CERTAIN
COUNTRIES OR REGIONS THAT
ARE FACING ISSUES THAT
SEVERE THAT WE CANNOT
MAKE A DIFFERENCE.”

JOY ROETERDINK
CSR MANAGER SUITSUPPLY & SUISTUDIO

Most of the findings are minor and relatively easy to solve; very few findings are rated as critical, and these get our full attention with urgent follow-up. Solving issues and improving working conditions is a shared responsibility between us as a brand and our suppliers. To support our factories, we visit, plan in trainings or organize surveys. We also invest and pre-finance where needed; for example, when one of our major Chinese suppliers wanted to build new dormitories for its workers.



Please find a summary of each audit, including good practices and challenges [here](#).

5. ANIMAL WELFARE



5.1 SUITSUPPLY ANIMAL WELFARE POLICY

Our Policy

At Suitsupply, 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 Suitsupply 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 Suitsupply products. For this we are mentioned on the Angora free list from animal welfare organization PETA.

Fur & Shearling

Fur & shearling are a non-negotiable no-go in Suitsupply 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 Suitsupply 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 Suitsupply products must be sourced from producers with good animal husbandry that are checked by outside parties on a regular basis.

Mohair

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

Feathers & Down

Feathers and down used in Suitsupply 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 Suitsupply 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.

5.2 SUSTAINWOOL

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 Suitsupply 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). They have, together with other important Italian mill Reda, set up the New England Wool Society, a sustainable wool program focusing on wool produced under natural and grazing conditions with the highest regard for the animals' welfare and environment.



6. TAKING A STAND FOR THE ENVIRONMENT

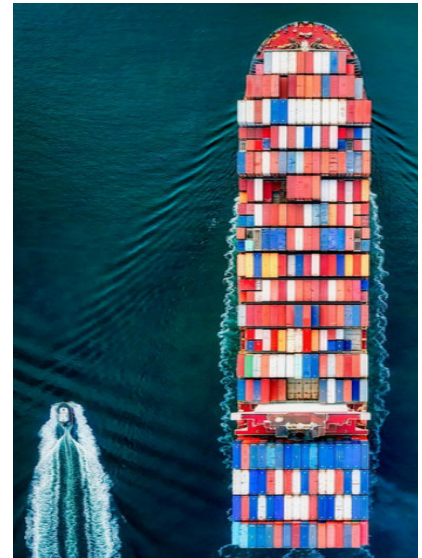


6.1 CO2 FOOTPRINT - OUR CARBON JOURNEY

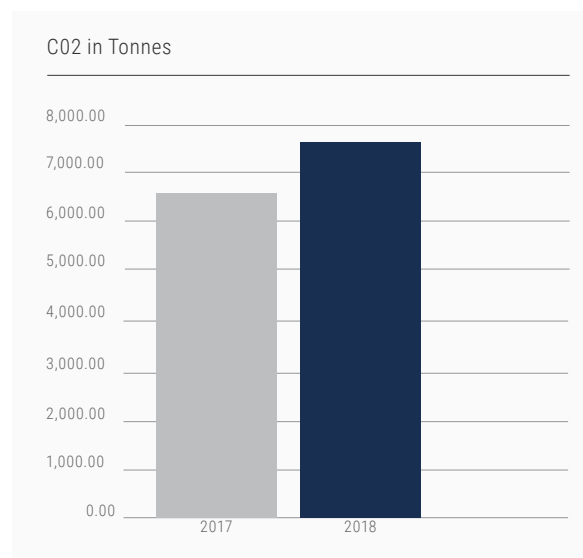
With being a vertically integrated global company comes a global carbon footprint. Our combined (Suitsupply & SUISTUDIO) carbon footprint in 2018, across our global inbound supply chain operations, was in total 7,519,770.29 tons of Co2 output, of which:

- 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):



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



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.

6.2 TOWARDS A GREEN SUPPLY CHAIN

A large share of a garments' environmental footprint is generated in its supply chain, often in places where it's hard to see or measure. In order to address and monitor this better, 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.

In 2018, one of our oldest Chinese factories, Sharmoon, had one open finding related to the disposal of sewage water management which they corrected within the same month as was verified by the CSR team shortly after. We will continue and improve tracking the environmental performance of our suppliers in this way. For the coming years, we have set ourselves the goal to substantially improve our CITI score (in 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

25

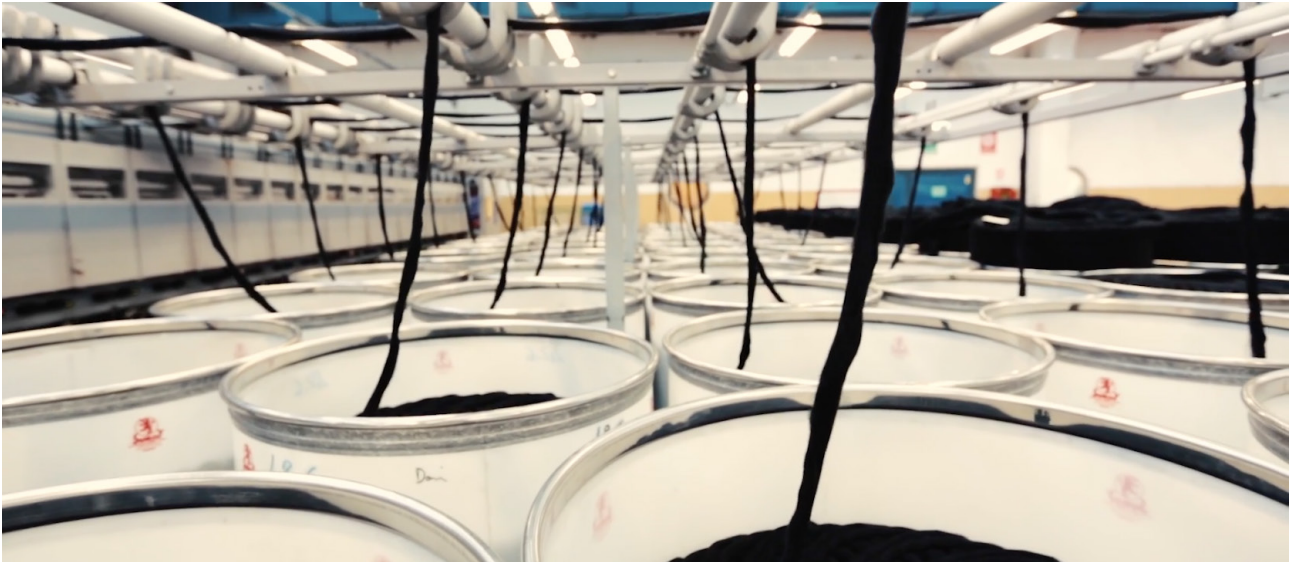
Out of 82 total brands
in the textile industry

CITI Score

21

Total possible score: 100

Learn more about this score and our progress on the website of IPE: <http://wwwen.ipe.org.cn/GreenSupplyChain/CITIDetail.aspx?id=517>



6.3 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 Suitsupply 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 this, 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 Oekotex. Want to see yourself? You can find our RSL [here](#).



6.4 PAPER LESS & PAPER BETTER

It might sound strange, but at Suitsupply we spend a lot of time on our packaging; getting the product in its perfect shape to the customer is of great importance to us. But those beautiful boxes, bags and covers can be pretty unsustainable if not done right.



A core challenge to packaging is that forest governance and economic systems in many parts of the world provide greater incentives for deforestation, forest degradation and related social inequalities than they do for responsible forest management. That means that by using conventional paper or carton, we would directly contribute to deforestation. That realisation has led us into a 2-year-spanning project to create the most sustainable packaging possible; and so far we are pretty happy with the result!

All our paper bags, premium packaging and suit boxes are now made from recycled fibers and/or FSC certified paper from protected and sustainable forests. In addition, we send our receipts by email and skip the tissue paper.



We have set ourselves further ambitious targets to reduce and reuse our packaging where possible, and work on our double boxing problem, something our customers boldly informed us about too. We are working on it!

6.5 IT'S ALL IN THE DETAILS

Hangtags & Product labeling

Labels and hang tags are only small and functional details, but we buy a staggering amount of them each year. Working on the sustainability of our product means that they should not be excluded.

We are currently transitioning our product labels, made from 100% virgin polyester, to ones made out of 100% recycled polyester. That means the same look and feel, but with less impact. Recycled polyester, also known as rPET, is obtained by melting down existing plastic and re-spinning it into new polyester yarn. While much attention is given to rPET made from plastic bottles and containers thrown away by consumers, in reality polyethylene terephthalate can be recycled from both post-industrial and post-consumer input materials. By transitioning to rPET, our new labelling will contribute to save plastics from landfills and oceans.



Our product hangtags will undergo the same transformation as our packaging, by transitioning them to the C equivalent. We are pretty much on track but need some time to make up old stock and implement the new labelling throughout our supply chain. By 2020 we will have fully transitioned:

By 2020, all our labeling will be made from 100% recycled polyester.

By 2020, all our hangtags will be made from paper out of sustainable managed forests. (FSC)

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, Suitsupply 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 a supplier label 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
CUSTOMERS 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
FACTORIES/ MILLS/ PARTNERS 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
LITTLE SISTER SUISTUDIO 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
EMPLOYEES 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
INVESTORS We seek to achieve sustainable growth to adhere to our investors' expectations.	Investor briefings, reports	Monitoring of improvements, no specific topics raised
NGO's 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
OTHER BRANDS 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
SOCIETY SUITSUPPLY 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. SUITSUPPLY'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 new 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 labour and Juvenile 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 from which we source. 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.](#)



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@suitsupply.com.

SUITSUPPLY

APPENDIX

GRI GENERAL STANDARD DISCLOSURES

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
ORGANIZATIONAL PROFILE				
102-1	Name of Organization		Cover Page	Suit Supply BV
102-2	Activities, brands, products & services	Our Philosophy	4	Suitsupply is a men'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	8, 15 & 17	NL, US, China, Italy
102-5	Ownership and legal form	GRI Index		Suitsupply is a privately- owned company.
102-6	Markets Served	Where To Find Us	8	
102-7	Scale of the organization	Company Performance	5	Suitsupply sells products through our global store network as well as online.
102-8	Information on employees and other workers	Suitsupply in Numbers	7	
102-9	Supply chain	Mills & Weavers, CMT Factory Production	15 & 17	
102-10	Significant changes to the organization & its supply chain	Mills & Weavers, CMT Factory Production	15 & 17	
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	Due Diligence, & our FWF Leader Rating, Towards a Green Supply Chain.	18 & 26	We collaborate with specialized organizations to support our sustainability strategy and outputs.
102-13	Membership of associations	Due Diligence, & our FWF Leader Rating	18	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		3	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	13 & 8	

APPENDIX

GRI GENERAL STANDARD DISCLOSURES

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GOVERNANCE				
102-18	Governance Structure	Corporate Structure & Governance	5	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	29	
102-41	Collective bargaining agreements	GRI Index		0%
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	29	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	29	
102-44	Key topics and concerns raised	Stakeholder Engagement	29	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	GRI Index		Suitsupply BV
102-46	Defining content and topic boundaries	Stakeholder Engagement	31	
102-47	List of material topics	Stakeholder Engagement	31	
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		Suitsupply Sustainability Report 2017 - 2018
102-52	Reporting cycle	GRI Index		Annual
102-53	Contact point for questions regarding the report	GRI Index		csr@suitsupply.com

APPENDIX

GRI GENERAL STANDARD DISCLOSURES

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		Suitsupply has adopted numerous partnerships that verifies our various sustainability initiatives.

GRI TOPIC

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary 103-2: The management approach and its components	Towards a Green Supply Chain	26	
GRI 308-2: Negative environmental impacts in the supply chain and actions taken		Towards a Green Supply Chain	26	
GRI 408: CHILD LABOR				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary 103-2: The management approach and its components	Suitsupply's Standard & Policies	32	
GRI 408-1: Operations & suppliers at significant risk for incidents of child labor		Suitsupply's Standard & Policies	32	
GRI 409: FORCED OR COMPULSORY LABOR				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary 103-2: The management approach and its components	Suitsupply's Standard & Policies	32	
GRI 409-1: Operations & suppliers considered to have significant risk for incidents of forced or compulsory labor		Suitsupply's Standard & Policies	32	

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary 103-2: The management approach and its components	Due Diligence & our FWF Leader Rating	18	
GRI 414-1: New suppliers that were screened using social criteria		Due Diligence & our FWF Leader Rating	18	
GRI 416: CUSTOMER HEALTH & SAFETY				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary 103-2: The management approach and its components	Chemicals	27	
GRI 416-1: Assessment of the health and safety impacts of products & service categories		Chemicals	27	RSL
GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.		GRI Index		Suitsupply has not identified any non-compliance with regulations and/or voluntary codes.

TIER 1

Here below you can find an overview of all CMT factories that made our Suitsupply 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. And since every factory has its own challenges, we also mentioned the themes that collectively we are working on at each site.

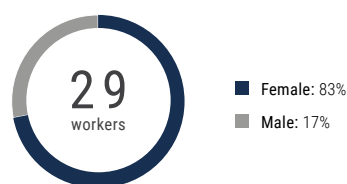
ALBERT THURSTON

Location: Leicester, UK

Product: Braces

Partnership since: 2013

Workers representation



ALPINA SHOE PRODUCTION

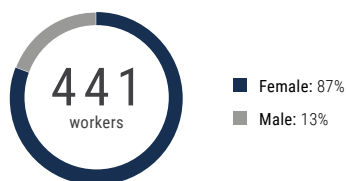
Location: Reghin, Romania

Product: Sneakers

Partnership since: 2016

Working on: Re-negotiating CBA & improving OHS

Trade Union



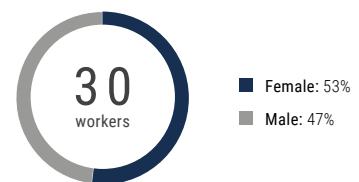
ANTONIO MAURIZI

Location: Macerata, Italy

Product: Shoes

Partnership since: 2010

Workers representation/Trade Union



ALBATROS D.O.O

Location: Shtip, Macedonia

Product: Shirts

Partnership since: 2004

Working on: Improving hour recording & OHS

Workers representation



AR LEDER KURK SAN

Location: Karabuk, Turkey

Product: Outerwear

Partnership since: 2018

Working on: Improving social dialogue policies & OHS

Work Representation



FRANCESCHETTI

Location: Montegranaro, Italy

Product: Premium Shoes

Partnership Since: 2017

All findings solved, continuous improvement approach

Worker representation/ Trade Union



CALZATURIFICIO MADAF

Location: Castelmartini, Italy

Product: Shoes

Partnership since: 2009

First Audit in 2019

Worker representation/ Trade Union



CALZE ANDRE

Location: Desenzano, Italy

Product: Shoes

Partnership since: 2018

Working on: Improving social dialogue, policies & OHS



CANEPA SPA

Location: Maglie, Italy

Product: Ties

Partnership since: 2014

Worker representation



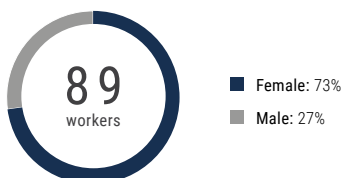
U-LINE LEATHER

Location: Changshu, China

Product: Belts

Partnership since: 2017

Working on: Improving working hours and OHS



CO & CO

Location: Senna Comaso, Italy

Product: Ties

Partnership Since: 2013

Working on: Hour Recording

Worker representation



DAVIDO ALBERTARIO MILANO SRL

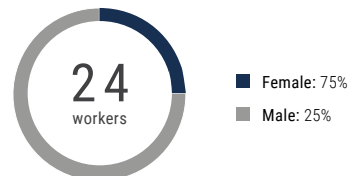
Location: Milan, Italy

Product: Bags

Partnership since: 2018

Working on: Improving OHS

In the process of establishing a union



DOBREFA

Location: Doesburg, The Netherlands

Product: Braces

Partnership since: 2012

Worker representation



DONGGUAN MEIERMEI TRAVELING APPLIANCE

Location: Guangzhou, China

Product: Racecase

Partnership since: 2015

Worker representation/ Trade Union



ELOY BERNAL HATS

Location: Cuenca, Ecuador

Product: Panama Hats

Partnership since: 2018

Working on: Training on labor standards and OHS

Worker Representation



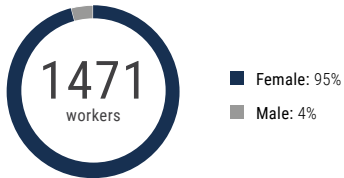
FAMOSO CLOTHING

Location: Yangon, Myanmar

Product: Suits

Working on: Improving HR practices
& OHS

Worker Council Committee



FENILI SRL

Location: Mozzo, Italy

Product: Mother of Pearl Collar Stays

Partnership Since: 2017

Worker Reprensation



HENGNIU LEATHER FACTORY

Location: Guangzhou, China

Product: Bags

Partnership since: 2014

Working on: Overtime hours

Worker representation/ Trade Union



JIANGSU SUNSHINE GARMENT

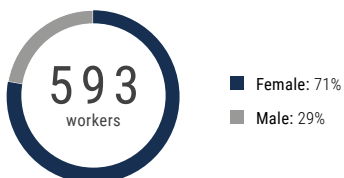
Location: Jiangyin, China

Product: Shirts

Partnership Since: 2018

Working on: Social Security

Trade Union



JINLI KNITTED TIE

Location: Shengzhou, China

Product: Ties

Partnership Since: 2014

Working on: Better record keeping of
working hours

Worker Committee



KEPA BELTS SRL

Location: Bergamo, Italy

Product: Belts

Partnership Since: 2014

Working on: All findings solved,
continuous improvement approach



LAGUNA MAURITUS

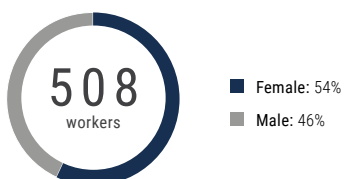
Location: Quatre Bornes, Mauritius

Product: Shirts

Production Since: 2016

Working on: All findings solved,
continuous improvement approach.

Worker representation/ Trade union



MINGDI LEATHER

Location: Dalian, China

Product: Suits

Partnership Since: 2015

Working on: Correct hour recording

Worker representation/ Trade Union



MODA FASHION

Location: Dalian, China

Product: Suits

Production Since: 2013

Working on: Correct Hour Recording

Worker representatives



NHA BE GARMENT

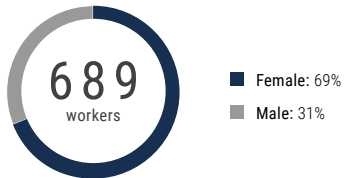
Location: Ho Chi Minh, Vietnam

Product: Suits

Partnership since: 2017

All findings solved, continuous improvement approach

Independent Trade Union



NPM CLOTHING SERVICES

Location: Pieve di Sacco, Italy

Product: Denim

Partnership since: 2017



PELLETTERIE 2F

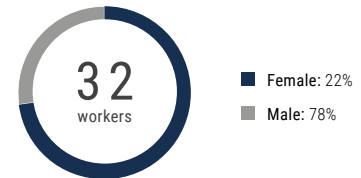
Location: Bergamo, Italy

Product: Belts

Partnership since: 2015

All findings solved, focus on continuous improvement.

Worker representation



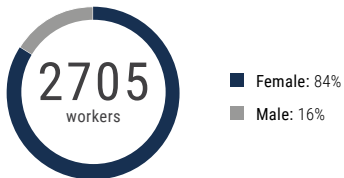
PEN APPAREL

Location: Georgetown, Malaysia

Product: Shirt

Working on: Minor OH&S issues in dormitories

Worker representation



PIEEDENTON DRESS

Location: Wenzhou, China

Product: Suits & Coats

Working on: OHS, dormitories & overtime hours

Worker representation/ Trade Union



PORTICAL CALCADO

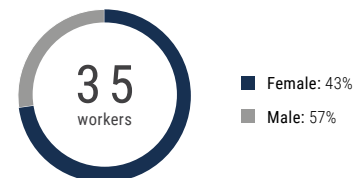
Location: Felgueiras, Portugal

Product: Shoes

Partnership since: 2018

All findings solved, focus on continuous improvement.

Worker representation



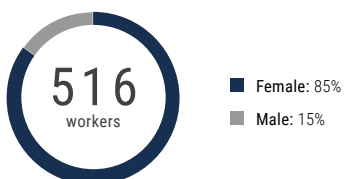
PT TEXTILE REPUBLIC

Location: Klaten, Indonesia

Product: Swim shorts

Working on: OH&S issues in workshop

Worker representation/ Trade Union



RAINTEX SAC

Location: Lima, Peru

Product: Suits

Partnership since: 2014

Worker representation/ Trade Union



READY GARMENT TECHNOLOGY

Location: Estelnic, Romania

Product: Chinos

Partnership since: 2018

All findings solved, continuous improvement approach

Worker representation / Trade Union



REDF COMPANHIA DA MODA

Location: S. Joao da Madeira, Portugal

Product: Outer wear

Partnership since: 2018

All findings solved, continuous improvement approach

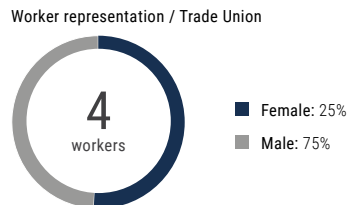


ROY W. TOWLER

Location: Christchurch, UK

Product: Cufflinks

Partnership since: 2002



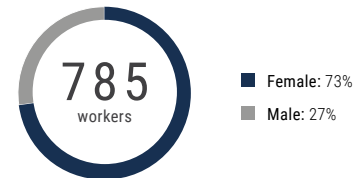
SHARMOON EZ GARMENTS

Location: Wenzhou, China

Product: Suits

Working on: Better record keeping & working hours

Worker representation / Trade Union



SHENGZHOU UNIQUE NECKTIES ACCESSORIES

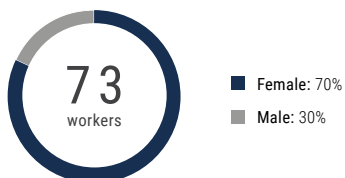
Location: Shengzhou, China

Product: Ties

Partnership since: 2013

Working on: Improving FoA & OHS

Worker representation



SORBATTI SRL

Location: Montappone, Italy

Product: Hats

Partnership since: 2015

Worker representation



TEXTIL TOLCA

Location: Lima, Peru

Product: Ties

Partnership since: 2013

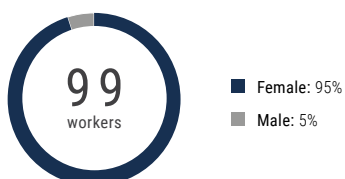


THE SHIRT TAILORS

Location: Tcrew, Poland

Product: Blouses/ Shirts

Worker representation



VISION TEXTILE

Location: Shengzhou, China

Product: Ties

Working on: Overtime hours

Worker representation



VALENA EOOD

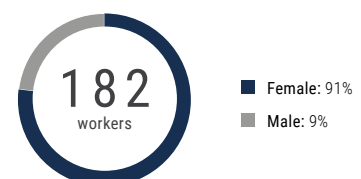
Location: Kyustendil, Bulgaria

Product: Scarves

Partnership since: 2018

Working on: Minor OHS

Worker representation



AILE GARMENTS

Location: Wenzhou, China

Product: Chino's, coats

Working on: Improving dormitories
& OHS

In the process of establishing a union



CEYADI GARMENTS

Location: Wenzhou, China

Product: Coats, suits, waist coats

Working on: Social dialogue/ FoA,
living wages

Worker representation/ Trade Union



JYY GARMENTS

Location: Wenzhou, China

Product: Suits

Working on: Working hours, worker
engagement

Worker representation/ Trade Union

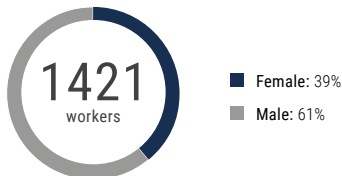


WENZHOU OUIHAI GLASSES CO

Location: Wenzhou, China

Product: Sunglasses

Worker representation/ Trade union



SMART CREATIONS

Location: Wenzhou, China

Product: Suits

Working on: Overtime hours

Worker representation



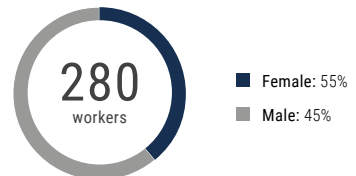
WENZHOU WENDI GARMENT

Location: Wenzhou, China

Product: Suits & Outer Wear

Partnership since: 2018

Working on: Correct hour recording



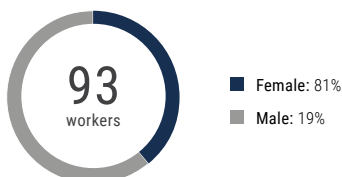
WENZHOU YIYI GARMENTS

Location: Wenzhou, China

Products: Suits

Partnership since: 2013

Working on: Decreasing hours &
Improving OHS



SPRINGAIR ACE

Location: Hangzhou, China

Product: Knitwear

Working on: Overtime hours, worker
engagement

Worker representation



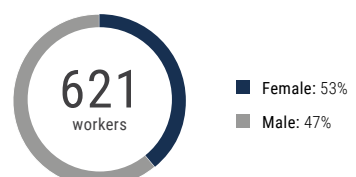
ZHENYU GARMENT

Location: Dailan, China

Product: Suits

Partnership since: 2013

Working on: Correct hour recording



TIER 2

Here below you can find all mills that we have used in Suitsupply 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.

Supplier	Country of origin	Fabrics used in	Supplier website
Albate 1830	Italy	Shirts	http://www.albate1830.com/en/
Albini 1876	Italy	Shirts	http://www.albinigroup.com/en/
Angelico	Italy	Suits	https://www.angelico.it/
Baird McNutt	Ireland	Suits, trousers	https://www.bairdmcnuttirishlinen.com/
Berto	Italy	Suits, denim	http://www.berto.it/
Brisbane Moss	United Kingdom	Suits	http://www.brisbanemoss.co.uk/
Lanificio Campore	Italy	Suits	no website
Canclini 1925	Italy	Shirts	http://www.canclini.it/
Candiani	Italy	Denim	https://www.candianidenim.it/
Lanificio Carlo Barbera	Italy	Suits	http://www.carlobarbera.com/
Lanificio Cerruti	Italy	Suits	https://www.lanificiocerruti.com/
D.J. Anderson	United Kingdom	Suits	http://www.davidandjohnanderson.co.uk/en/brands/david-john-anderson
Tessuti di Sondrio	Italy	Suits	http://www.tessutidisonrio.it/
Drago	Italy	Suits	https://www.dragobiella.it/en/
E. Thomas	Italy	Suits	https://www.ethomas.com/en/index.html
Ferla	Italy	Suits	http://ferla.it/
Fermo Fossati 1871	Italy	Ties	http://www.fermofossati1871.it/
Lanificio Carlo Barbera	Italy	Suits	http://www.carlobarbera.com/
Lanificio Luigi Colombo	Italy	Suits	https://www.lanificiocolombo.com/nl_en/lanificio
Leggiano Spa	Italy	Shirts	http://www.leggiunospa.it/
Leomaster	Italy	Suits	http://www.leomaster.it/it
Longda	China	Suits, trousers, coats	http://ldjj.com/en/
Luigi Botto	Italy	Jackets	http://www.lanificiobotto.com/
Lu Thai Textile	China	Shirts	http://www.lttc.com.cn/en/
Mantero Spa	Italy	Ties	https://www.mantero.com/fe/
Marling & Evans	United Kingdom	Suits	http://www.marlingandevansltd.com/
Tessitura Monti	Italy	Shirts	http://www.monti.it/en_eu/
Abraham Moon & Sons	United Kingdom	Suits	https://www.moons.co.uk/
Northern Linen	Russia	Shirts	https://www.northern-linen.nl/
Olmetex Spa	Italy	Coats	http://olmetex.it/it/
Lanificio Fratelli Ormezzano	Italy	Suits, trousers, waistcoats	http://www.ormezzano.it/
Fratelli Piacenza	Italy	Suits	https://www.piacenza1733.com/en/home_en/
Pontoglio 1883	Italy	Smoking	https://pontoglio.it/
Carlo Pozzi	Italy	Ties	http://www.carlopozzi.com/
Raintex	Peru	Scarfs	http://www.raintex.pe/en/
Reda	Italy	Suits	https://www.reda1865.com/row
Redaelli Niedeck	Italy	Tuxedo suits	http://www.redaellivelluti.it/en/homepage
S.I.C. Tess	Italy	Shirts	http://www.sictess.it/eng/azienda_storia.html
Textil Santanderina	Spain	Trousers	https://textilsantanderina.com/
Scotti	Italy	Ties	http://www.tessiturascotti.it/
Shengtai	China	Suits	http://www.jsztex.com/en/
Silk Pro	Italy	Ties	https://www.silkpro.it/
Soktas	Turkey	Shirts	http://www.soktas.com.tr/
Solbiati a Loro Piana Spa	Italy	Suits, jackets, coats, trousers, waistcoats	http://www.solbiati.info/en/
Somelos	Portugal	Shirts	https://www.somelos.pt/
Lanificio Subalpino	Italy	Suits, jackets, coats, trousers, waistcoats	https://www.lanificiosubalpino.com/
Tessuti Edoardo Scaccabarozzi	Italy	Ties	http://www.tes.co.it/
Tessilmaglia	Italy	Knitted shirts	http://www.tessilmaglia.com/en/
Testa Spa	Italy	Shirts	http://www.testaspa.com/site/en/
Thomas Mason	United Kingdom	Shirts	http://www.thomasmason.co.uk/en/brands/thomas-mason
TSM	Italy	Ties	no website
Ulster Weavers	Ireland	Suits, jackets	https://www.ulsterweavers.com/
Vitale Barberis Canonico	Italy	Suits, trousers	https://vitalebarberiscanonico.it/
Zegna	Italy	Suits	http://www.zegnagroup.com/
Lanificio Zignone	Italy	Suits	http://www.zignone.it/

SUITSUPPLY 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 in the making of our products.

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

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 illegal refugee workers in Turkey, with the aid of the Fair Wear Foundation we will handle the situation on 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 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.

ETHICAL AUDITS IN 2018

In 2018, 30 suppliers were (re)audited with help of our audit parties. Please find a summary of these audits, including challenges and good practices below. Please note that we have only summarized audits from factories that we have worked with in 2018 and/or will be working with in 2019.

Adulomar SL – Spain

Adulomar was founded in 1945 in the region of Murcia and specializes in handcrafting esparto shoes with the upmost quality. With 27 workers, Adulomar is considered a small factory which is well-organized and with advanced experience in being audited. Workers were trained in accordance with the FWF Code of Labour Practices and reported having a good relationship with management. Aside from some minor findings related to Health and Safety, the audit outcome showed satisfying results, and the factory did a good job in follow-up to resolve the issues.

Aile Garment Co. Ltd (Wenzhou) – China

Our suits and chinos 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 in 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 accurate records, and how it is done correctly. Monthly wage and attendance reports will be continued to be sent to the Suitsupply 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.

Alternative Srl/SA.MA – Italy

Alternative Srl in Italy is a new supplier for Suitsupply, and its production unit SA.MA – located in the same building as Alternative - provides the ironing of the denim. We share this supplier with the Swedish denim brand and FWF member Nudie Jeans, and cooperatively audit and monitor this small factory in order to prevent audit fatigue. The minor health and safety issues were quickly solved with help of the local team by Nudie Jeans. Another point for improvement was the delay of worker's payment by one month, which was due to the costs related to purchasing a new building. The finding, however, was directly solved in January.

Calzaturificio Franceschetti – Italy

Calzaturificio Franceschetti has a history of high-quality shoemaking spanning over 100 years. The small artisan factory is located in the Marche region, which is well known for handcrafted shoes. It is still owned by the Franceschetti family, now managed by the fourth generation. During their 2018 audit, only a few minor issues were identified related to health and safety (e.g. no annual conducted fire drills or inadequate chemical storage). Franceschetti managed to solve all open findings within one month, showing real dedication to improving their working standards. Franceschetti works together with three dedicated sub-contractors who are responsible for cutting and stitching operations. These will be audited in 2019.

Calze Andre – Italy

Suitsupply's and Calze Andre's relationship has been ongoing for a decade now, and they've supplied high quality socks ever since. The main issue found at this factory was that homeworkers were under contract with Calze Andre, however the contract terms mentioned an incorrect appropriate CBA wage level which led to workers not receiving the minimum wage as per Collective Bargaining Agreement. The workers' wages, as well as the contract, were adjusted immediately after the audit. Remaining two issues are around health & safety and are in the process of being fixed.

Co e Co Srl – 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 whether the overtime premium the workers received was in accordance with the local regulations, and precisely how much overtime was done by the workers, as no records are kept. Suitsupply's CSR team has briefed the factory on the importance of this and controls the situation by verifying monthly wage and hour records.

Dule Garment (Wenzhou) – China

With 69 workers, (a small factory for Chinese standards), casual jackets manufacturer Dule Garment has been a supplier to Suitsupply since 2018. Dule never experienced auditing before, producing solely for the local market, therefore many areas of improvement were pointed out during the audit. One finding was related to excessive working hours, which Dule has worked hard to decrease since the audit, and which Suitsupply is keeping track of on a monthly basis. The lack of awareness regarding Health and Safety standards explains other findings such as a locked emergency exit. However, Dule has shown dedication and made major improvements to its facilities, going as far as hiring a special person responsible for the improvements and follow-up with Suitsupply. Hours have been steadily decreasing since the audit and the dormitory situation was adjusted right after the audit.

Eloy Bernal Hats – Ecuador

Our panama hats are woven by hand by 11 local artisans, using Montecristo toquilla palm straw, and finished in a small-scale atelier called Eloy Bernal Hats. Eloy Bernal Hats is a family business of +40 years, located in the town of Cuenca. Since the weaving process of the hat is part of the informal economy, we require full traceability of the weavers involved in the making of our hats. Factory points of improvement were mostly around minor health and safety issues which are being solved step by step. We have started production in 2019 with them.

Jinli (Wenzhou) – China

Jinli is a small, specialized family-run factory that produces Suitsupply's knitted ties. Its workshop is run by a small number of dedicated and loyal employees. Jinli was established in 2008 and has produced for Suitsupply since 2014. They were re-audited in 2018 after a semi-satisfying audit in 2017. After the 2017 audit, Jinli's workers elected two worker representatives, but these workers showed lack of awareness and required more training in order to be effective. In response, the entire factory's workforce was trained on local labour laws, grievance

systems, social dialogue and worker rights during a Workplace Education programme by the Fair Wear Foundation in March of 2018. The hour recording by Jinli is now on track and annual leaves are paid. Due to a miscalculation, some workers received lower wages than they deserved but this was immediately adjusted after the audit. All in all, Jinli showed real commitment to improving their workers' conditions, who are overall very satisfied with its operations.

JYY Garment (Wenzhou) – China

JYY received their fourth audit since collaboration with Suitsupply started in 2011. It is a family-owned factory specializing in suits and was established in 1995 in Wenzhou. The overall performance at JYY was fluctuating between their 2014 and 2017 audit so we scheduled a re-audit in 2018 to ensure that JYY understands the importance of monitoring their compliance, which is needed to keep improvements going. JYY is now constantly developing their management systems around wage records and have democratically elected worker representatives – these were previously appointed by management. Overtime could gradually decrease since the last audit and Suitsupply is following up on remaining minor O&S issues.

Kepa & Syria– Italy

Kepa and their small production subcontractor, Syria Srl (5 minutes away from Kepa in a small town near Bergamo), specialize in small leather goods and make belts for Suitsupply. Most of the employees have worked at Syria since their establishment in 1986 and receive wages according to the "Contratto Collettivo Nazionale del Lavoro – Pelletteria, Calzaturiero, Tessile e Abbigliamento". Overtime is rarely conducted, and an external health and safety consultant regularly visits the location. As a result, no negative findings were identified by the audit team and Suitsupply could only encourage Kepa/Syria to keep up their good practice.

Moda Fashion (Dalian) – China

Our made-to-measure suits have been made at Moda Fashion in Dalian since 2013; the factory itself has been in business since 1991. Year-round worker turnover is less than 1% and Moda has adapted very high overall standards. The group company and factory management go to great lengths to keep their workers satisfied; they build decent housing sold to the workers at cost price, and established a free, well-run childcare to accommodate the workers' children. Moda has worker representatives that were freely elected by the workforce, but more training is needed to inform the workers about the purpose and role of the representatives. However, the wage situation could not be fully verified during the audit due to inaccurate hour recording. Both issues could still be fixed: the workers received training and Moda installed an electric attendance recording system with which it was possible to verify that workers are paid well above the local minimum wage. Moda will get a monitoring visit in 2019 by the CSR team to verify the improvements on site.

Pelletterie 2F – Italy

Family-owned belt factory Pelletterie 2F was founded in 1978 and has been supplying their leather accessories to Suitsupply since 2015. The first audit issued by Suitsupply was in 2018, however Pelletterie 2F is used to regular auditing by other brands and has officialised their own Ethical Code and CSR Policies, and obtained the ISO 14001 certification. The small atelier knows that satisfied workers also provide higher quality in return and therefore puts good labour conditions at their core: They provide their employees with many bonuses, a decent salary and even a 5-day trip within Europe every 5 years. Their health and safety standards are also advanced thanks to an external consultant. The audit results confirmed that the factory is complying with the law and our code of conduct; we are extremely proud of the performance level

of Pelletterie 2F and encourage them to advance this even further.

PieeDenTon Python (Wenzhou) – China

PieeDenTon Python was founded in 1996 and specializes in the craftsmanship of suits. 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 commitment from factories to invest in improving working conditions. We therefore re-audited PieeDenTon in 2018. Unfortunately, we did not notice major improvements in terms of excessive overtime, accurate payments and Freedom of Association. Efforts were made to solve some OH&S by i.e. providing an evacuation map and PPE to overlock machine operators. However, new issues were identified relating to the conditions in the worker dormitories. A major focus for us is on the finding that hours worked by juvenile workers need to decrease and that they get proper registration with the local labour bureau. Our future business relationship with this supplier now depends on new developments and their ability to improve the major findings fast.

Portical Calçado – Portugal

Founded in 2011 in the shoe-district of Felgueiras by three partners, the small Portical Calçado became a new sneaker supplier, after a successful due diligence audit, in 2018. The results of the audit confirmed that the supplier is well organized in terms of social compliance and employee satisfaction. One minor and easily solved OHS finding was identified regarding missing eye washing equipment. Another issue found relates to the payment of overtime that is quite commonly paid in Portugal at a flat rate and in cash. The factory showed dedication to improve and could solve all findings in the provided time frame.

REDF Companhia da Moda – Portugal

Specializing in leather outerwear, REDF was founded in 1985 by the mother of the current owner, who restarted the business in 2014. REDF is family run and passionate about giving a number of high-skilled Syrian refugees, all in possession of working permits, the opportunity to work at REDF. The factory collaborates with a local Portuguese NGO to recruit these workers. REDF pays its workers according to the industry CBA. Most findings identified relate to minor health and safety at the factory, for which it hired an OHS specialist to solve and maintain the overall safety. Following the audit, many of the findings were addressed correctly by REDF, and a training on health and safety will further develop the factory's knowledge about this important topic.

SC Ready Garment Technology – Romania

Specializing in men's trousers, the SC Ready Garment Technology has been owned by a German trading company since 1992 and employs 355 people. They have good experience in social audits and have appointed a Management Systems & Corporate Responsibility Manager. The factory is very well organized and made efforts to provide good working conditions with well-developed health and safety standards and worker representatives supporting social dialogue. Though workers receive well over the minimum wage, it was found that workers can only estimate their monthly earnings due to an unclear bonus policy. The group leaders of each department have been informed after the audit and trained the workers so they can calculate their salaries for the month. Another recommendation given by the audit team was to revise the applied time quotas based on productivity records, which led to an indeterminable length of a regular workweek. Ready Garment developed a policy concerning overtime with clearer responsibilities in order to decrease overtime.

Sharmoon EZ Garments (Wenzhou)– China

One of Suitsupply's oldest partners, Sharmoon has been regularly visited, monitored and audited for almost 15 years. In this period, Sharmoon has developed well-organised management systems and a consistently high social compliance level. It is known for its low worker retention and great dormitory conditions. A Workplace Education Programme by FWF was given to Sharmoon in the previous year, which they relied on to raise workers awareness of the Code of Labour Practices. Since the last audit, Sharmoon was able to set up a state-of-the-art attendance recording system in cooperation with their IT department. Furthermore, a wage system to compare workers' gross piece wage with their due hourly wage as to measure gaps towards the standard has been established.

Tibro - Steps Footsocks – Poland

Tibro is the Polish production facility of Dutch company Steps Footsocks BV. Their ethical audit came back with many positive points, like well-established worker representation—the two worker representatives are regularly involved in meetings with site managers to discuss potential improvements at the factory, working hours and wages. Furthermore, the factory rarely experiences any overtime hours due to well set-up production planning system and has mature health, safety and compliance management. One minor improvement point regarding OHS was found – and resolved within a month by Tibro.

Unique Neckties & Accessories (Shengzhou) - China

Founded in 2000, Unique Neckties is a small family-run business with many family members working therein. Since their last audit in 2017, Suitsupply organized a Workplace Education Programme in August 2018 covering FWF's complaint mechanism for workers, tools for a factory for self-improvement and key information on the local labour law and the CoLP. The attendees showed good cooperation during the training and were eager to improve. However, implementation of improvements could only partly be noticed during the re-audit in October 2018. Working conditions at Unique got better around OH&S findings while the recording of hours and proper wage calculations were only partly improved, though.

Valena EOOD – Bulgaria

Bulgaria shirt factory Valena, and its owner, are famous in the region for being the best employer according to the chairman of the Regional Council of the Federation of CITUB (Confederation of Independent Trade Unions). The factory is family run, has very high worker retention and is well organized. Still, some points of improvement were identified by the FWF audit team during their 2018 audit. The overtime register was not well kept; thus, the hour situation could not be fully verified during the audit. Valena is now keeping the register accordingly and will receive a monitoring visit by FWF and the CSR team in 2019. The factory's working conditions committee did not have a representative elected by the workers but by management, which was then changed after the audit; and regular, effective meetings are conducted every few months.

Zhenyu Garment (Dalian) – China

Zhenyu Garment makes all our made-to-measure shirts and is run by Madame Lee. Their first audit showed that the factory has an overall good level, but quite an informal setup; the factory has no management system in place and workers lack knowledge on certain labour rights. The factory prepared a fake set of books but after discovery opened up and fully cooperated with the audit team. During the audit, the management of Zhenyu learned more about OH&S issues and correct record keeping of hours and wages. The factory was very willing to improve and responded as a first step by paying workers the minimum wage during their annual leave. Suitsupply further monitors the hours and will plan for more training in 2019 to support the factory in improving its standards.

Zhongsheng Garment Sunshine (Jiangsu) – China

Shirt factory Zhongsheng Garment is part of the Sunshine Group and can be considered a large-sized supplier for Suitsupply standards. The

company has a well-organized structure with a strong management system and multiple certifications. Still, their first Suitsupply audit in March 2018 discovered findings around transparency and non-disclosure of working hours that made us reject Sunshine as a new Suitsupply supplier. After discussions with the Sunshine management, we found the factory's openness and willingness to address our concerns in a May re-audit promising. During their re-audit they fully opened up and we were pleased that some of the Health & Safety CAPs had already been addressed.

REJECTED SUPPLIERS & SUPPLIER EXITS IN 2018

Suitsupply aims to start and maintain long-term relationships with suppliers that not only make beautiful products but are also committed to work towards better working conditions. During a number of audits that we performed in 2018, we found significant incidents of non-compliance with the FWF Code of Labour Practices. Unfortunately, our influence at these suppliers was not enough to advocate change. This unfortunately has led to 3 supplier rejections and 2 supplier exits in 2018. Out of respect for privacy, we do not mention their names in the above list.