

A close-up photograph of two men in professional attire. The man on the right is wearing a light-colored suit jacket, a grey textured sweater, a white collared shirt, and silver-rimmed sunglasses. He has a beard and is looking slightly to the left. The man on the left is wearing a dark suit jacket, a white collared shirt, and dark-rimmed sunglasses. He is looking towards the man on the right. The background is a blurred mix of yellow and blue.

SUITSUPPLY

SUSTAINABILITY REPORT
2017-2018

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“WE AIM TO ADVANCE OUR
SUSTAINABILITY INITIATIVES
AND GROW OUR BUSINESS
THROUGH THE DEVELOPMENT
OF ETHICAL BUSINESS PRACTIC-
ES. BY CREATING AND SHARING
VALUE WITH OUR CUSTOMERS,
WE CAN POSITIVELY IMPACT
OUR SUPPLY CHAINS, THIS
INDUSTRY AND SOCIETY.”

ROOS FLEUREN-
CHIEF PRODUCT OFFICER SUITSUPPLY & SUISTUDIO

1. DON'T FIT IN, FIND YOUR PERFECT FIT



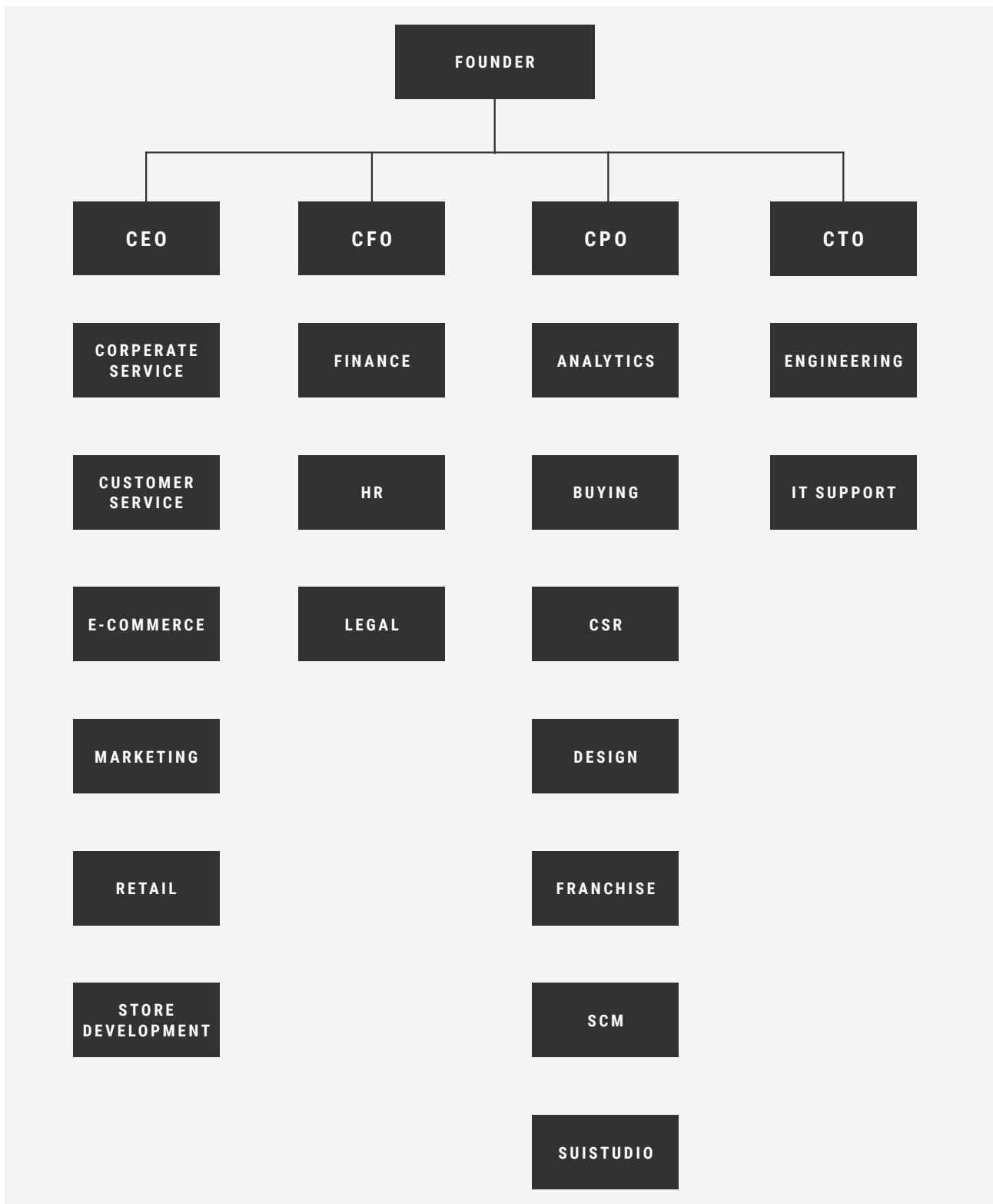
1.1 PHILOSOPHY

At Suitsupply, we are pioneers at everything we do, and we work hard to keep it that way. Our pioneering spirit generates a contagious energy, which enables us to innovate and put new ideas into practice.

Our strength lies in our formula: straight, to the point and still personal. Fast and effective. Combining craftsmanship with flair. There are few things that distract us. This approach enables us to create an environment in which our customers feel that we only have eyes for them.

We are there for people who want to be seen.

1.2 COMPANY STRUCTURE



1.3 COMPANY PERFORMANCE



Revenue has grown by EUR 38.6 million (19%) to EUR 245.6 million due to solid like-for-like growth of 7% supplemented by sales generated by new stores. The Netherlands and the United States of America contributed the majority of revenue for 2017. Of the net sales in 2017, 41% (2016: 42%) was generated in the US and 22% (2016: 26%) was generated in the Netherlands.

1.4 OUR COMPANY IN NUMBERS



4 OFFICES



100 STORES



86 CITIES

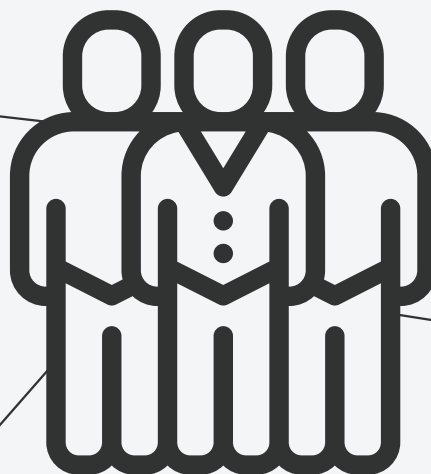


24 COUNTRIES

1560

TOTAL STAFF EMPLOYED WORLDWIDE
UP 27% ON LAST YEAR

+ 590
NEW HIRE



60%
MALE

40%
FEMALE

40%
FEMALE
MANAGEMENT

1.5 SUSTAINABILITY HIGHLIGHTS OF 2017

Needs improvement to leader rating by FWF

511 workers from 4 factories participated in our well-being study

331 workers & factory managers got training on workers rights by FWF'S WORKERS EDUCATION PROGRAM (WEP)

Developed more environmental friendly and recyclable B2C packaging

Developed a Circular Strategy and 10 targets for 2020

Set up a recycling/take-back system in 70 stores around the globe

86 workers and factory managers got in-depth training on workplace social dialogue

All warehouses have committed to adopt and implement energy efficiency/waste reduction plans

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: <http://sdgcompass.org/>

SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



“WHEN DESIGNING THE COLLECTION, WE ALWAYS TRY TO CREATE PRODUCTS THAT ARE BUILT TO LAST. AS DESIGNERS, WE ARE PRIVILEGED 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 ROGGEMAN-
HEAD OF FASHION DESIGN AT SUITSUPPLY

3 RAW MATERIALS & FABRIC MANUFACTURING



3.1 RAW MATERIALS

One of the most important elements of creating our products is sourcing the right raw materials. To do this, we partner closely with our fabric suppliers, all of whom know where to find the best resources. We share a common goal and our cooperative approach is simple yet effective: get it where they grow it best, with most respect for animals and environment.

By using the best raw materials, there is less need to create blends with artificial additives like 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 completely exclude man-made fibers from our products, but our design team aims to primarily select natural compositions (mono fibers or natural blends) and only employ manmade fibers when it is unavoidable for reasons of durability.



76% OF FABRICS IN OUR RANGE
ARE BIODEGRADABLE



79% OF FABRICS IN OUR RANGE
ARE MADE WITH ONLY NATURAL
FIBERS



54% OF FABRICS IN OUR RANGE
ARE MADE WITH MONOFIBERS

3.2 OUR FOUR MOST USED FIBERS EXPLAINED

WOOL

Wool is an animal fiber obtained from sheep and composed of protein molecules. Wool has several qualities that distinguish it from hair or fur: it is crimped, elastic and it grows in staples (clusters). Wool is one of our favorite and most used fibers. Looking at its performance, it's easy to see why - it is durable, breathable, and when woven or knitted, it creates beautiful fabrics with a lush feel. It resists soiling, wrinkles and moisture, and retains its shape remarkably well. Wool used in Suitsupply products comes from Australia and New Zealand, most of it being Saxon wool. Our Saxon wool comes from a particular breed of Merino sheep, which has a very fine and long staple. Despite its higher environmental impact during the production phase (high use of land, food, water, and emissions), wool is biodegradable, renewable, recyclable and compostable, making it a more sustainable material. Suitsupply considers the entire lifecycle of the products when evaluating materials to use, and wool is a strong and durable fiber.



SILK

The Bombyx Mori, or 'silk worm of the Mulberry tree', has been bred for more than 5000 years to produce its luxurious silk. These silk worms have a taste for the leaves of the Mulberry plant, which gives the worms their soft white color. The silk taken from the worm's cocoon is made from one single filament that can range from 2400-3000m long. Silk used in Suitsupply products (such as ties, knitwear and jackets) comes from several different suppliers from the Jiangsu and Sichuan regions of China, which are known for their silk cultivation.

COTTON

Cotton (or *Gossypium Barbadense*) is our second most used fiber and a renewable natural resource. We mainly use ELS (Extra Long Staple) cotton, which is considered to be the highest quality cotton in the world. Although this cotton strain produces the whitest cotton, it grows from a black seed. Our cotton suppliers are more widespread than our other fiber suppliers; we buy cotton from Egypt (Nile river delta), USA (California), Israel (southern regions), Barbados, Peru (northern coast valleys), China (Xingjiang region) and Turkey (Soke region), with the largest share coming from Egypt.



The future of cotton production is susceptible to poor environmental management, poor working conditions and unstable markets. Due to its high polluting impact, we are phasing out conventional cotton and replacing it with more sustainable options, such as Better Cotton Initiative (BCI) certified cotton. Thus far, all of our cotton knitwear is made with BCI cotton and we are currently enrolling our other suppliers into their program. In the near future we aim to make better reporting on the phasing out of conventional cotton in Suitsupply products.



LINEN

Flax fiber (linen) is a bast fiber, obtained from the stalk of a flax plant. It consists of a single stem which can grow up to a height of one meter. Linen/flax is the only vegetable textile fiber native to Europe. When woven into fabric it is extremely durable, comfortable to wear and gives good texture. Linen has a much lower environmental impact compared to other fibers. Every part of the plant is used: long fibers for fabric, short fibers for paper or felt, seeds and oils for panels, paints, hemp wastes for gardening. Flax is resilient and can grow with very little

fertilizer, using far less water to produce than cotton.

The flax used in our products (suits, shirts, knitwear, ties) all come from the Normandy region in France and the most southern region of Belgium. The farmers are all part of a cooperation that takes care of the sales, quality control, fertilizer control and building up their know-how.

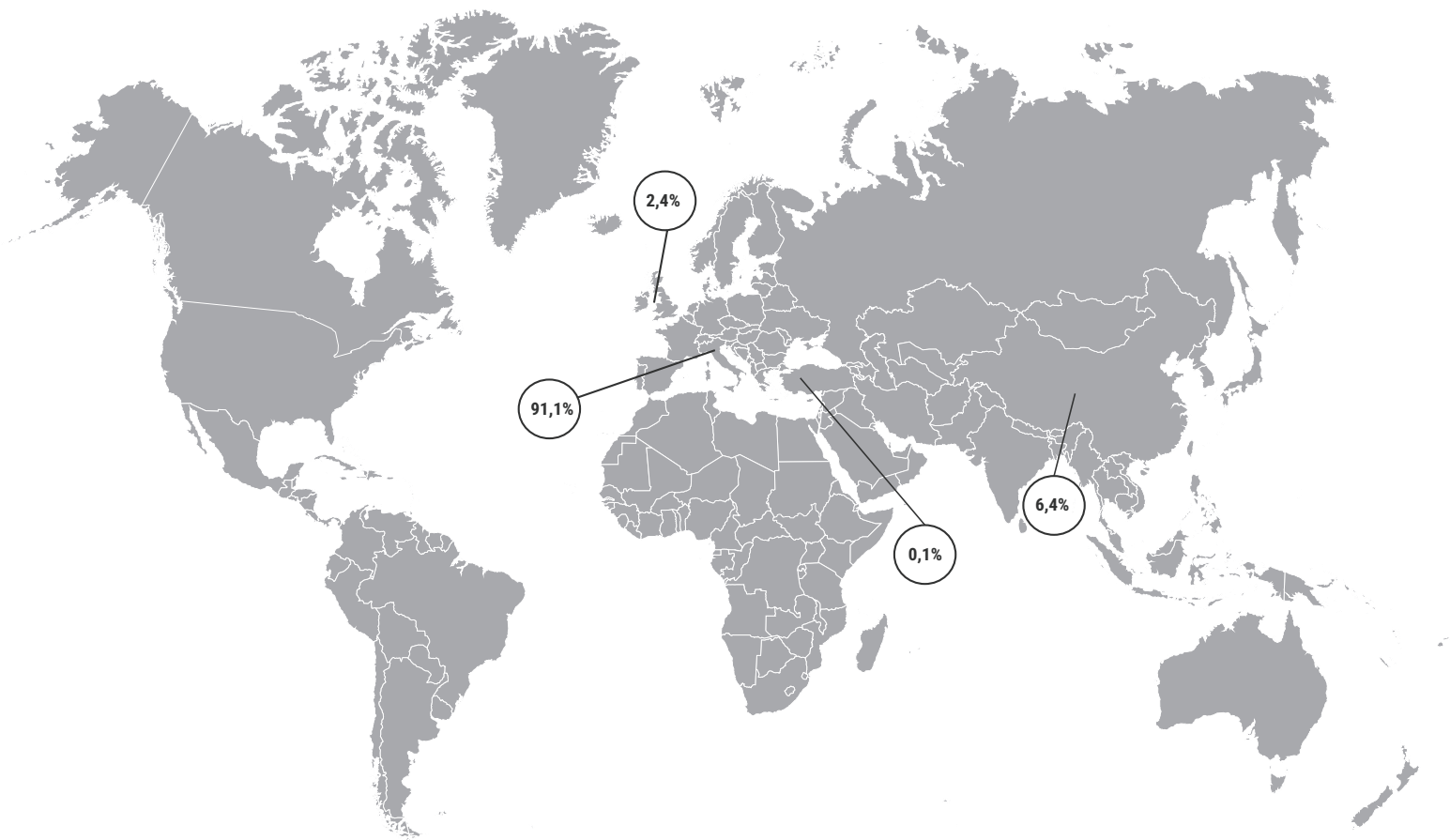
Most of our linen is linked to one cooperation in Normandy called Terre de Lin. Terre de Lin represents over 600 farmers and 15% of the world's flax production.

3.3 MILLS & WEAVERS 2017

In 2017, we worked with 46 fabric weavers and mills of predominantly Italian origin; from the 93,5% of the total meters ordered are made in Europe, +90% of which were from Italy. In Italy we mainly source our woolen, cashmere and cotton fabrics, while we source linen from Ireland and silk from China.

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 they are also ahead in terms of chemical management, clean energy practices and water/waste recycling.

PRODUCTION PER COUNTRY BASED ON PURCHASE ORDER VALUE



40 WEAVERS ITALY (91,1%), 1 WEAVER TURKEY (0.1%), 3 WEAVERS UK/IRELAND (2.4%), 2 WEAVERS CHINA (6,4%)

Want to learn more about our tier 2 suppliers? We have listed them all [here](#). You can also find information 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 SUPPLIER MANUFACTURING

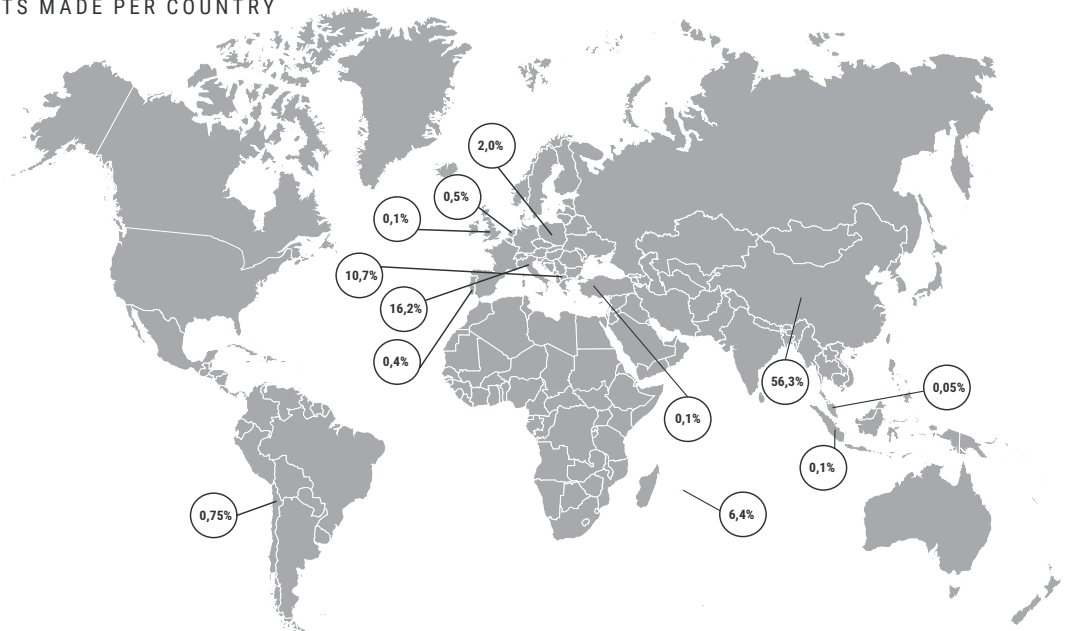


4.1 CMT FACTORY PRODUCTION 2017

In 2017, we worked with 38 CMT factories based on 4 different continents; the largest share of our production came from China (56.4%) followed by Italy (16.2%) and Macedonia (10.7%):



PRODUCTS MADE PER COUNTRY



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

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

4.2 DUE DILLIGENCE

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.

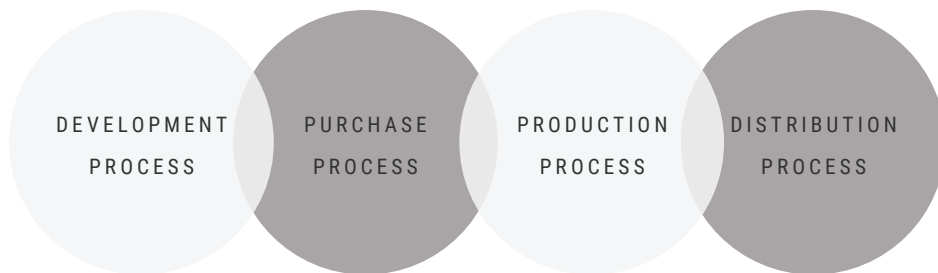
Suitsupply's step-by-step approach:

- When the sampling procedure starts, the supplier is informed about our CSR policy and FWF membership, and is asked to fill out our questionnaire. By signing this questionnaire, the supplier agrees to co-operate with us in the process of monitoring and improving labour conditions.
- We then check if the factory has been audited previously and review documents with the FWF audit assessment tool. Furthermore, we check with the factory to see what improvements have been made thus far.
- Depending on the information collected, the supplier will get an on-site visit by CSR/buying, or will be audited by an external party prior to any production.

4.3 LEVERAGE & PURCHASING PRACTISES

Leverage, or the percentage of capacity within factories reserved for Suitsupply orders, is an important tool when it comes to improving working conditions. In factories where we have less leverage, we try to team up with other FWF brands to combine our monitoring capabilities and use our shared leverage to achieve change. We are doing so at XXX factories. INSERT DETAIL.

Suitsupply offers 2 collections per year: Summer collection (1 February until 7 August) and Winter collection (8 August until 31 January), which are designed following the below process:



Suitsupply purchases its products directly from manufacturers and suppliers (cut make trim “CMT”, cut make pack “CMP”, cut make “CM” and full product “FP”). Even when we apply the payment term full-product, we still select and/or develop the fabrics ourselves. We also inform our suppliers which trimmings, accessories and interlining to use. We do this for quality assurance purposes mainly, and it also gives us the opportunity to gain more control and transparency over and within our supply chains.

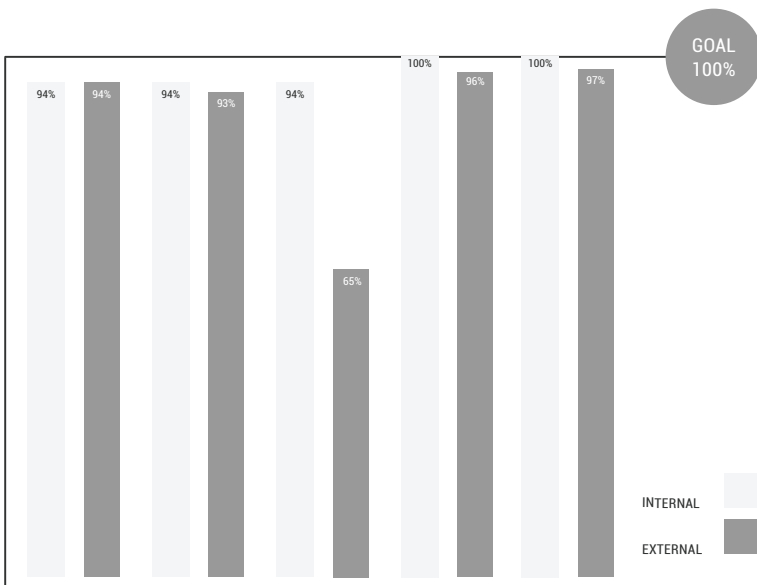
4.4 MONITORING THRESHOLD

We do not believe in good or bad factories, but in partners that are committed to our brand and are willing to invest time and resources to improve their facilities step by step, with the help of Suitsupply and other stakeholders. Education is an important factor here; by providing the right tools, such as trainings and the option to attend seminars, we can facilitate progress.

We monitor our suppliers' progress ourselves with the help of external parties:

<p>BUYERS & PRODUCT MANAGERS</p> <p>When visiting the production sites our Buyers and Product Managers check on basic health and safety using a specially designed checklist from FWF.</p>	<p>CSR TEAM</p> <p>Our CSR Team does factorychecks, document checks, gives training and discusses the follow up of the Corrective Action Plan (CAP).</p>	<p>FAIR WAIR FOUNDATION</p> <p>Conducts audits at our production facilities and gives training when requested by us.</p>
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All our CMT factories and subcontractors are under internal monitoring of our CSR team and the Suitsupply buying team. Our goal for 2018 onwards is to have at least 100% of our CMT suppliers, in both high and low risk countries, under internal and external monitoring.



4.5 AUDITS IN 2017

In this year, 15 suppliers have been (re)audited with help of the Fair Wear Foundation. Please find a summary of each audit, including challenges and good practices below:

1. Aile Garment Co. Ltd (Wenzhou) / Dannima Apparel Finishing Co. Ltd. (Jiaxing) – China

Aile is a specialized supplier of suits and chinos. The results of their 2017 audit left some room for improvement and we have worked with them this past year to adjust their compliance standards and bring them in line with Suitsupply expectations. Aile had two key issues of concern to Suitsupply: 1) the state of their dormitories and 2) their record keeping of wages. Aile has made good headway to improving the overall state of dormitories for workers. It has also installed an electronic fingerprint scanner and is sending monthly wage reports to be verified by the Suitsupply CSR team. This, in turn, has helped Suitsupply to identify the time of year that excessive overtime occurs so that we can plan production orders better to manage Aile's capacity. Aile disclosed the use of a washing facility for our chinos – Dannima – which was then also audited this year. [We / Our partners] identified some issues around overtime and correct calculations for overtime premiums, which Dannima is now working through. Overall their health & safety findings were good, with a minor finding around the noise associated with washing/drying machines and the correct use of Personal Protective Equipment (PPE). Otherwise, the factory remains compliant and the rest of the facility kept in a good condition.



2. Asoni – Albatros D.O.O. – Macedonia

Since 2008, our oldest shirt supplier Albatros, has consistently achieved strong results across their audits. For this factory, we are further investigating how Albatros can adjust wages so that living wages can be ensured for all employees. Worker engagement and representation is strong even though no official trade union is present. This is due to workers' choice; one of the main challenges in Macedonia is the lack of trust in local unions and their ability to drive impactful changes. This means we must focus solely on factory level systems. Despite Albatros making advancements, we believe more open communication is needed between supervisors and workers to help promote dialogue regarding any grievances. Albatros is working very hard to monitor hours so that workers do not complete overtime while also maintaining a close to living wage.

3. Babei Necktie Weaving Co. Ltd. (Shengzhou) – China

Babei was first audited in 2017 by the FWF but has previously had many social compliance audits from other retailers. Babei received positive audit results as it maintained detailed hourly records, did not receive major worker complaints and did not have any health & safety violations. While we did identify overtime shifts logged by workers, Suitsupply is working to solve this matter, although it remains a challenge due to our limited leverage with this supplier. Babei will participate in a Worker Education Program with FWF in April 2019. During this training, both management and workers' will be educated more in-depth on worker rights and grievance processing mechanisms.



4. Ceyadi Garments Co. Ltd. (Wenzhou) – China

As one of our finest suppliers of half and full canvas suits, Ceyadi has been audited by FWF numerous times by FWF and Suitsupply. However, this was the first audit conducted in their new factory location. This new factory is very well setup and organized. Ceyadi has invested in improving management systems and overall social compliance since its last audit in 2014. Workers also commented that social dialogue has improved significantly between workers and management. Ceyadi has implemented an ergonomics program of which only 10% of Chinese factories currently have and are actively trying to work towards paying their workers a living wage by participating as a case study in a living wage incubator program. Ceyadi also employs juvenile workers in an apprenticeship program which we have asked them to monitor closely to ensure these young people are not working adult hours. Ceyadi has a union but it is working to develop a more functioning worker representation. This is their next step to educate workers and management to create better dialogue. As part of its roadmap towards living wage, Ceyadi is participating in the ERI social dialogue training that runs over 2 sessions starting in 2017 and continues in 2018. So far wages have been increased with 10-15% across all workers and we are looking for ways to

5. Famoso Clothing Co. Ltd – Myanmar

Famoso is our Myanmar-based supplier of half canvas suits. They are foreign owned and operate under local and overseas Japanese management. They were first audited by FWF at the end of 2016. As it was their first social compliance audit, many challenges were identified, such as improper internal grievance mechanisms and no worker representation or union. Despite the organized working environment, FWF also identified needed improvements on occupational health& safety "OHS".

The factory was re-audited at the end of 2017 and it was clear that Famoso made meaningful progress over the course of the year. We have teamed up with local labour union ALR to train the workers and management on Freedom of Association. Thus far,

a workplace coordination committee “WCC” has been set up and we are working towards the establishment of a union. We are pleased to see that the close monitoring and strong emphasis on education programs both for management and workers has placed Famoso on an upward trajectory towards all around better social compliance. We acknowledge that there is still a long way to go, but Suitsupply and the owner/management of Famoso are committed to this supplier relationship and to the workers. Famoso has conducted Worker Education Program training and additional social dialogue training with Impactt. There was also an energy audit conducted by SMART Myanmar to better manage energy consumption; therefore saved costs could be better deployed elsewhere in order to improve social compliance issues.

6. Jinli Knitted Tie Co Ltd – China WEP

Jinli is a small family-run business with committed employees. Jinli’s 2017 audit was its first conducted with FWF and, as is the case with most first audits in China, there were some unsatisfactory findings around hours worked, record keeping, and awareness of Freedom of Association or presence of worker representatives and/or unions. There were cases of excessive overtime, working 7 days a week, however this was requested by the employees who were mostly locals and wanted to go home earlier to spend time with families. We have been working closely with Jinli to assist in their understanding of the necessity for accurate record keeping for correct wages calculations. We are also working to find a resolution for workers to go home early and meet the production schedules without working 7 days per week.

7. JYY Garment Co.Ltd. (Wenzhou) – China

JYY, a family-run suit factory in Wenzhou, had their first audit in 2013 with the results showing many areas that needed substantial improvement. In 2014, the following year, we audited JYY again and were impressed to find that JYY had heavily invested in improving all areas of social compliance in their factory. With such improved results, we did not audit again until 2017, where we found JYY had let certain oversights lapse. There had been a rise in some OH&S findings in the workshops and dormitories due to outdated equipment. Working hours had also not been recorded consistently, making it difficult to accurately calculate overtime hours and wages. As such, with our belief in the commitment to our suppliers, we have arranged for a Worker Education Training course after the audit and an additional audit to take place later in 2018 to ensure that JYY understands the deeper education that is needed for sustainable change.

8. Maidilang Necktie & Weaving Co Ltd (Zhejiang) – China

Maidilang is a supplier of our basic ties, previously purchased by Italian converters and now purchased directly through the factory. In 2017, we audited Maidilang for the first time and unfortunately, after three attempts to explain the necessity of auditing and the transparency we require of our suppliers, there was still a hesitation to share hours, wages and other documentation. For Suitsupply, we make a commitment to suppliers that we will work with them to help improve their education and understanding of the importance of social compliance and workers’ rights, but in cases where the supplier refuses to be transparent and open, we cannot build a trusting relationship to move forward. Unfortunately, after such an outcome, we determined to fulfill our existing orders and will cease engagement with this facility at the close of 2018.

9. Motives – Nha Be Garment Corporation - JSC (ZONE 3) – Vietnam

A new supplier of suits as of 2017, this facility is organized by the Motives Group and has a dedicated team managing social compliance and facilitating their own internal audits during the year. It was no surprise that the results were extremely good, with no



overtime or wages findings and the only issue recognized was around Freedom of Association and Collective Bargaining. The factory has a Trade Union and worker representatives who were present at the audit. The factory has some minor OH&S findings and all corrective actions were completed within one month of the audit with a Worker Education Program scheduled. Motives also gave a firm commitment to work on broader education programs around FoA and CBAs. We are proud to say that all workers' wages are on or above the local trade unions living wage benchmark.

10. Motives – Phu Cat Garment Joint Stock Company – Vietnam

As with the Nha Be Garment factory, Phu Cat is also managed under the Motives Group and, as such, has the same standards of social compliance due to having a dedicated social compliance team. Phu Cat, as a factory, has not taken any major orders this year, but as this is a standard of suppliers we want to

work with, it has certainly influenced our orders. We plan to expand into Phu Cat in 2018 and beyond. No overtime or wages issues were identified. Only a few minor OH&S findings and a need for greater education around Freedom of Association and Collective Bargaining is needed. Phu Cat also completed all its Corrective Actions within one month and has an ongoing commitment to follow through with actions to facilitate more community.

11. PieeDenTon Dress Co., Ltd. (Zhejiang) – China

Suitsupply only recently selected Pieedenton as a supplier of suits – the 2017 audit was their first. We are always aware that the first social compliance audit can be a bit overwhelming for suppliers, as for many this is the first time they learn about OH&S issues, correct record keeping of hours and wages and the Freedom of Association. For PieeDenTon, these were the main call outs found in this audit. We identified the need for maintenance around sewing machines and electrical cables, additional evacuation maps posted throughout the facility, and fire drill practices. Thus far, we have been closely working with them and monitoring their corrective action plan and are seeing ongoing improvement in the OH&S and fire & safety areas. The incorrect calculations and payment of overtime are also a very serious issue that PieeDenTon needs to rectify. We are closely monitoring monthly wages records to ensure a thorough education piece is in place so that management understands the reasoning behind these changes and why the correct overtime wages must be paid to workers.

12. Springair Ace Textile Co., Ltd – China

Our knitwear supplier Springair has a small but very well-organized operation in Hangzhou. In their second audit they have made good strides in improving the overall standards of their factory conditions with improvements being made in internal management systems and internal communication. Overtime hours are still an ongoing issue at Springair but there has been a noticeable reduction since their 2015 audit and this improvement continues to trend in the right direction. Freedom of Association and workers

committees and representatives still have some room for improvement, but through the Worker Education Program that Springair participated in during 2017, we hope to see even greater improvement in their next audit.

13. PT Textile Republic – Indonesia

Textile Republic is our supplier of swim shorts and is located on the island of Java, Indonesia. Despite previous auditing, we continue to identify room for improvement on OHS, internal communication and Freedom of Association. There were also gaps in management systems around policies and procedures for anti-discrimination as well as a lack of understanding by workers regarding how their wages are calculated. We are working very closely to help PT Textile Republic establish a realistic step-by-step plan to implement the changes necessary to improve the overall social compliance standards. We also signed the Indonesia Freedom of Association protocol in 2017 and are working with PT to turn their tripartite into a functioning union. They, therefore, will receive training and guidance in 2018.

14. Unique Neckties & Accessories Co. (Shengzhou) – China

Much like the Jinli factory, Unique Neckties is also a small family run business with a high retention rate and many family members working in the one factory. There were issues around general OH&S and an issue of minimum wages not being paid to seven workers. Upon further investigation, it was discovered that these employees were elderly and working in a casual capacity. The factory wanted to help these elderly employees in offering them jobs but with no hours or piece-rate commitments. As such, they were earning below the minimum wage. We explained to management that it was a noble cause, but regardless they must pay these workers correctly. Unique immediately implemented a system to ensure the next pay and ongoing months all workers received minimum wages and correctly calculated overtime. Regarding the OH&S issues, this was worked out on a sliding scale: the most important issues with fire safety were immediately addressed. The remaining CAPs are still in progress and being regularly checked.

15. Vision Textile Co Ltd – China

Vision Textile is another factory where Suitsupply sources ties. We originally audited this factory in 2011, however stopped ordering for some years. With the uptake of orders, we resumed our engagement and re-audited in 2017. Some minor OH&S issues were identified, such as missing fire extinguishers and some open electrical wiring, all of which have now been fixed. There is also the lack of awareness in China around Freedom of Association and Collective Bargaining, no different than at Vision Textile. Our response to this finding is to commit to ongoing education. We were pleased with the results around annual leave, national holiday pay and correct overtime payments for workers, which in China are payments not usually made. There were issues of overtime hours in peak seasons that we have since committed to managing in the planning schedule together.

“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

5. TAKE ACTION- HOW WE ACT ON WORLDWIDE DEVELOPMENTS



Change happens all around us, in the industry and in our supply chains. Developments on social, economic and political level have 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 instead of disappearing. This means that we perform continuous research to follow all developments closely and make clear choices to not source from certain countries or regions where we do not think we can make a difference.

In countries and at factories where we are already sourcing, it means that we—more than ever—need to engage with our suppliers and local stakeholders on a deeper level to understand these effects and to equip them and ourselves with the resilience and tools to cope with these issues.

We also have developed specific policies to clearly outline the responsibilities of Suitsupply and those of our suppliers. We've also delineated what remediation is expected in specific cases should we come across this in the future.

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](#).

6. 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. We are therefore mentioned on the Angora-free list from animal welfare organization PETA.

Fur

Real fur or pelts were never widely used in Suitsupply products, but we have decided to completely exclude fur or pelts from any animal in our collections from mid-2016 onwards. 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 techniques and do not practice mulesing. They must be checked by outside parties on a regular basis.

Cashmere, mohair and alpaca wool

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

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 Responsible Down Standard "RDS". 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 and from producers that use good animal husbandry. 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 cultured, salt water oysters under controlled farmed conditions.



Leading example: SUSTAINAWOOL

The largest portion of the wool that is used for Suitsupply collections is sourced from a few regions in Australia and Tasmania. This superfine Saxon wool comes from a certain breed of Merino sheep and has a long staple that can be woven into very fine and breathable, long-lasting fabrics.

VBC aims to only work with sheep farmers that comply with the criteria of the New England Wool society (<http://www.newenglandwool.com.au/sustainability-animal-welfare/>). It focuses on wool produced under natural and grazing conditions with the highest regard for the animals' welfare and environment.

For more concrete details:

Nutrition i. Animals should have access to sufficient feed and water, suited to the animal's age and needs ii. Self-feeders and watering points should be checked regularly. iii. a) Access to contaminated feed, toxic plants should be avoided.

B) Environment i. Sheep should be effectively managed to minimize the impact of threats on their lifetime welfare – including being regularly checked, handled without causing injury or stress and being protected from predators.

C) Health i. Disease and parasites should be prevented and controlled as much as possible through good management practices. ii. Animals with serious health problems should be isolated and treated promptly iii. Surgical procedures should be avoided wherever possible and should only be performed where there is a positive welfare benefit for the animal. Where surgical procedures cannot be avoided, the resulting pain should be minimized by the use of the most appropriate method of anesthesia or analgesia

D) Behavior i. Sheep should be able to express normal behavior free from undue stress or constraint ii. Sheep, being social animals, should be managed to allow positive social behavior and minimize injury, distress and chronic fear.

E) Handling i. Handling facilities and practices should be appropriate to minimize risk to the welfare of sheep ii. Extra care should be taken when handling sheep with special needs – young lambs, heavily pregnant ewes, rams. iii. Sheep should be returned to feed and water as soon as possible after handling. iv. Farm staff involved in management of livestock should be suitably proficient in their animal management practices.

7. CHEMICAL POLICY



Unfortunately, fabrics cannot be dyed or finished without the use of chemical substances. Our priority is to ensure that the chemicals and all other additives used (dyes, finishes) are safe and approved. This is not only for the sake of the consumer, but also for people who work in our production and for the environment.

When it comes to the use of chemicals in Suitsupply fabrics, even the neck labels & linings are certified by Oeko-Tex category II/III and/or are REACH certified. OEKO-TEX® is an international association of independent research and testing institutes focused on both product safety and sustainable production in the textile industry. The STANDARD by OEKO-TEX® is a worldwide, consistent, independent testing and certification system for raw, semi-finished, and finished textile products at all processing levels, as well as accessory materials used.

In general, this takes into account:

- Important legal regulations like banned Azo colorants, formaldehyde, pentachlorophenol, cadmium, nickel.
- Numerous harmful chemicals, even if they are not yet legally regulated.
- Requirements of Annexes XVII and XIV of the European Chemicals Regulation REACH as well as of the ECHA SVHC Candidate List in so far as they are assessed by expert groups of the OEKO-TEX®
- Numerous also environmentally relevant substance classes

REACH is a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals.



8. OUR PLEA FOR INDUSTRY TRANSPARENCY



We believe that transparency can transform the way the industry works. By acting with transparency, we are bringing greater awareness, while also taking a critical view of our own buying practices and increasing engagement within the apparel supply chains. These 3 elements are, in our experience, the best way to drive improvement and build a sustainable path forward.

It all starts with a very simple question: “where is it made?” We believe that this question isn’t asked enough by consumers and that not enough brands can actually answer a seemingly simple question. We do, however, acknowledge that apparel supply chains are often set up in a way that makes transparency and traceability extremely difficult. We ourselves, for instance, struggle with our raw material levels for silk and cashmere that are purchased by spinners at auction and already sorted by quality. This means that the bails and lots of silk and cashmere can contain raw material from many different farms. These challenges make it an even bigger reason to continue to improve our mapping capabilities.

Because we want to lead by example, we publicly share all our tier 1 & tier 2 suppliers annually. For our tier 1 suppliers, where we have exerted the most effort, we understand what works and what does not work, meaning that we can share their insights on best practices and challenges with other suppliers. 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, including raw materials and fabric manufacturing, and in Chapter 4, garment supplier monitoring.

9. CO² FOOTPRINT - OUR CARBON JOURNEY



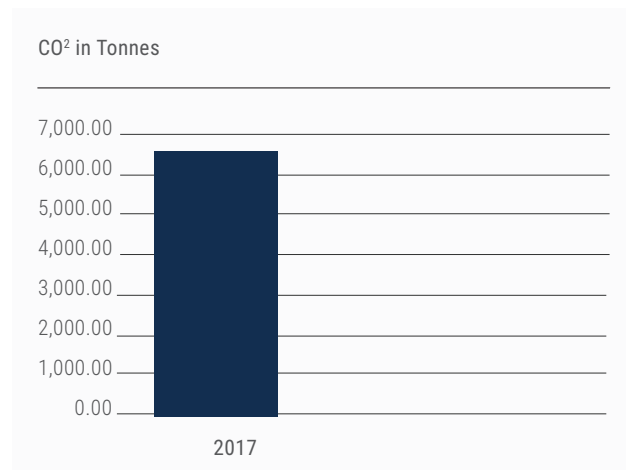
9.1 OUR CARBON JOURNEY

At the end of 2016, we began to map our CO² output and managed to fully map our inbound logistics for 2017. Our carbon footprint for 2017, in total across our global operations, was 6,487.58 tons of CO² output, of which:

2,725.68 tons in material shipments (mostly fabric shipments from our weavers to our factories);

3,762.25 tons in finished goods (from our factories to one of our 5 warehouses worldwide);

FINISHED GOODS	3,762,252.85
AIR	3,636,768.28
RAIL	3,011.95
ROAD	628.87
SEA	121,843.74
MATERIALS	2,725,296.68
AIR	2,723,562.28
SEA	1,734.41
GRAND TOTAL	6,487,549.53



Compared to 2016, we have shifted a number of fabric shipments to sea transport instead of transport by air and tried other more environmentally friendly ways of shipping, like shipment by rail. That said, we still have big steps to make to seriously reduce our CO² output. In 2018, we are developing a concrete CO² reduction plan for our supply chain transportation.

10. CIRCULARITY & RECYCLING

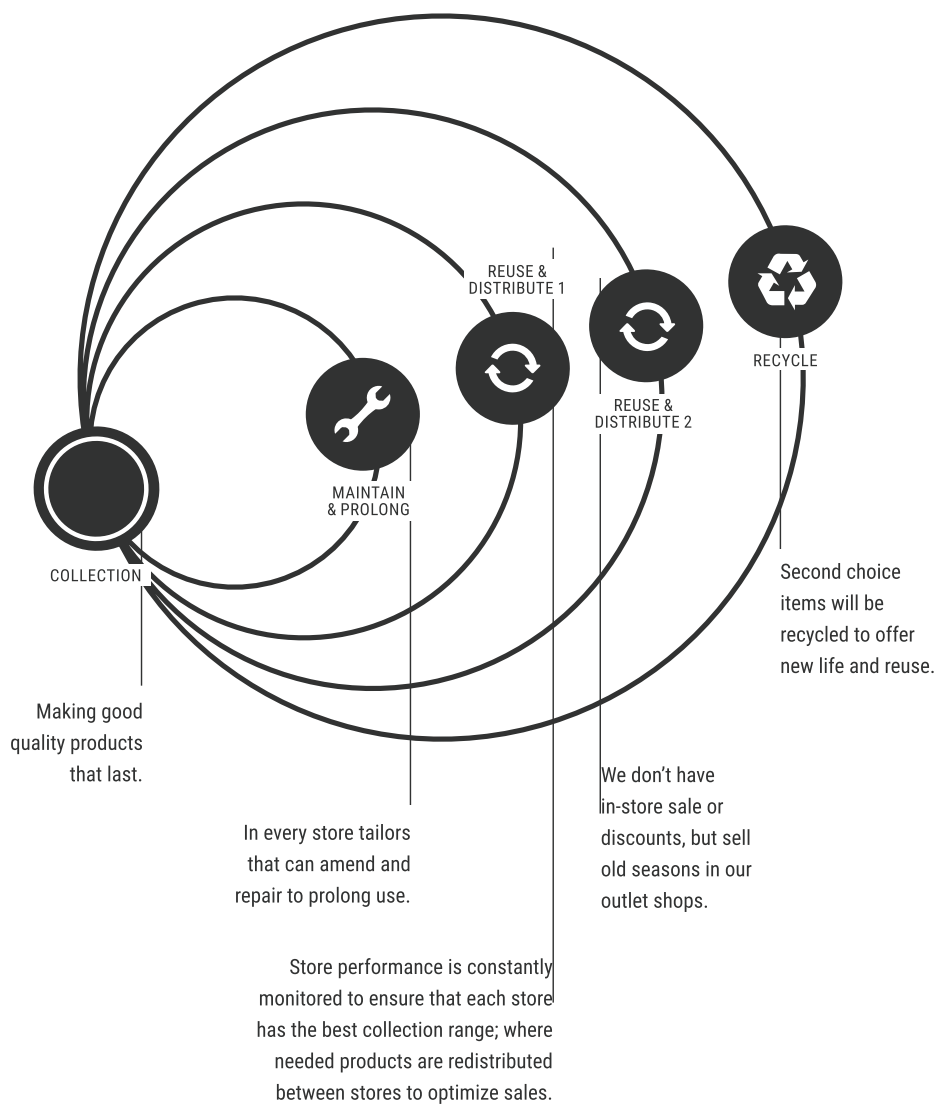


10.1 CIRCULARITY

Our Down To Earth Approach

A circular economy seeks to rebuild capital, whether this is natural, financial, manufactured, human or social. It is characterized as an economy which is regenerative by design, with the intention to retain as much value as possible of products, parts and materials. It aims to create a system that allows for long life, optimal reuse, restoration, remanufacturing and recycling of products and materials in open or closed loop systems.

We believe in the true quality of craftsmanship, high attention to detail, Italian fabrics, responsibly produced products that last. Circularity fits in with this belief, by retaining and optimizing value as already existing within the way we make our products and our company's processes:

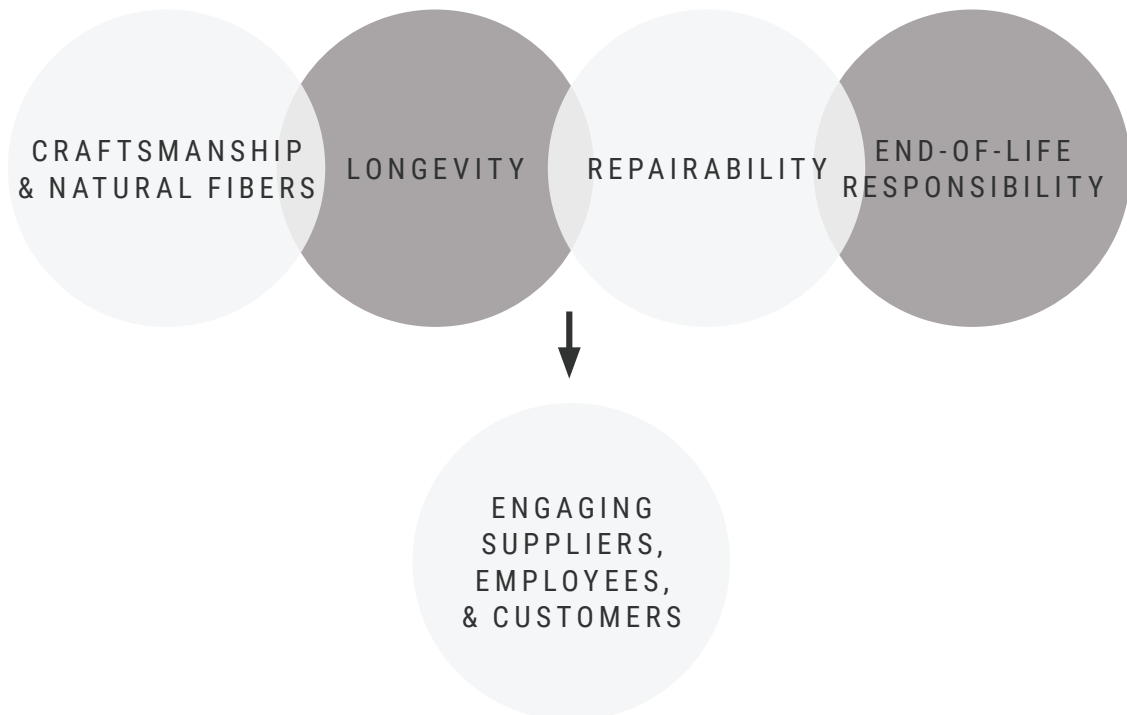


10.2 OUR GFA COMMITMENT, SCOPE AND APPROACH

To accelerate the transition from the linear 'take, make, waste' economic model, the Danish platform 'Global Fashion Agenda' has launched 'a call to Action for a Circular Fashion System' outlining four action points:

1. Increasing the volume of used garments collected
2. Implementing design strategies for cyclability
3. Increasing the volume of used garments sold
4. Increasing the share of garments made from recycled textile fibers

We have signed this commitment in May 2017 and were part of the first group of brand signatories presented at the Copenhagen Fashion Summit. Although we have set targets in line with the action points, our overall vision goes beyond; for us its about keeping and retaining value, to create change beyond our own practises & deeper into our value chains, with engagement of suppliers, employees and customers:



IN PRACTICE THIS MEANS THAT OUR SCOPE INCLUDES:

1.

Use (higher) quality materials that keep their shape during use

2.

Extending the life of products (technically and emotionally)

3.

Offering custom made/ made to order: extends the life and increases the emotional value of garments

4.

Providing the possibility to repair clothing

5.

Providing information on better maintenance of clothes to make them last longer

6.

Providing take back of old used garments for recycling

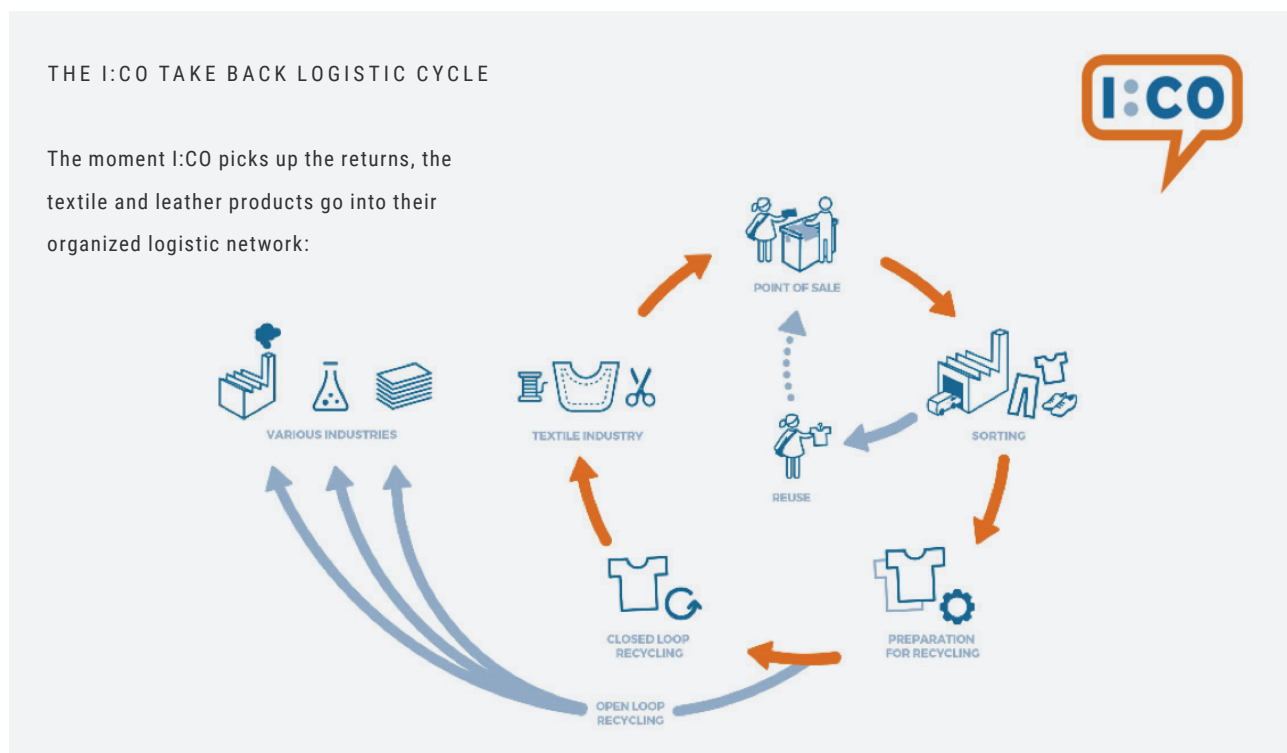
10.3 END OF LIFE RESPONSIBILITY - RECYCLING

Pre-consumer waste is equally, if not more pervasive in the global apparel supply chain than post-consumer waste, think of fiber and yarn waste, waste from trials and cutting waste from garment manufacturing. One of our main goals is not to only look closer at our own practices, but also include and engage our suppliers in this process; one of our important 2020 targets is to help the majority of our T1 & T2 suppliers set up their own waste reduction plans and link them to local recycling facilities.

Almost 150 million tons of clothing and shoes are sold worldwide every year. The majority of this ends up in landfills or is incinerated instead of being reused or recycled, wasting valuable resources and causing harm to the environment. This unfortunately includes a lot of the clothing donated to charities. Key reasons for this include low consumer awareness and urgency and a lack of collection structures and logistic networks in many countries.

In Q3 of 2017 Suitsupply therefore launched its global Recycling Rewards program in collaboration with I:Collect (I:CO) across 68 stores on 3 continents. It's important to us to not only be the place for the next suit purchase, but also to be the place people donate their pre-loved products so we can take care for them and send them through to their next best use, preventing more items ending up in landfills.

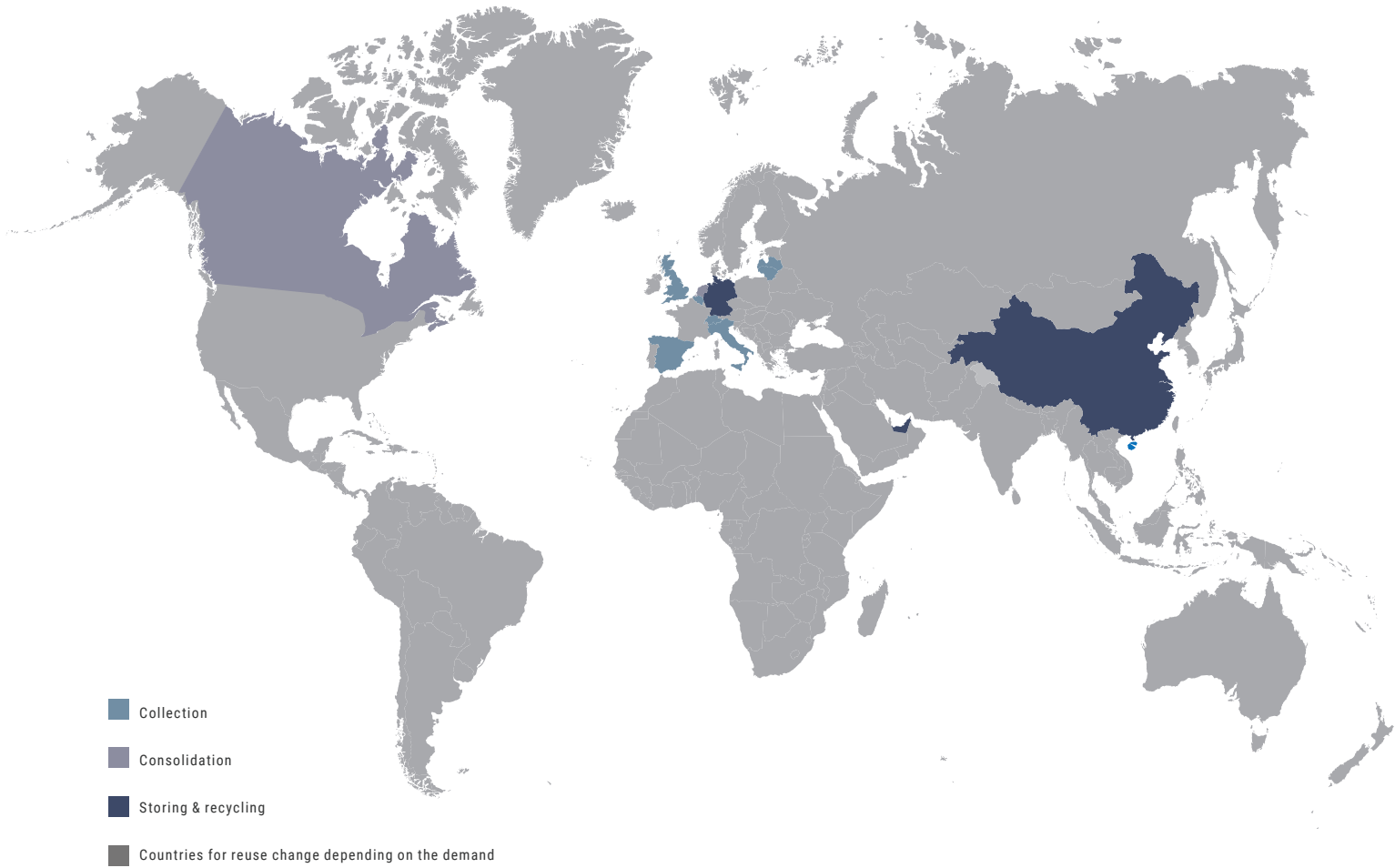
Our employees are an important part of our promotion acting as ambassadors for the take back system, and are encouraged to inform our customers about this initiative we are undertaking. We are also setting up more comprehensive training to ensure our employees are informed and up to date on this subject.



THE WASTE HIERARCHY
GENERALLY LAYS DOWN A
PRIORITY ORDER OF WHAT
CONSTITUTES THE BEST
OVERALL ENVIRONMENTAL
OPTION IN WASTE LEGISLATION
AND POLICY, WHILE DEPARTING
FROM SUCH HIERARCHY MAY
BE NECESSARY FOR SPECIFIC
WASTE STREAMS WHEN
JUSTIFIED FOR REASONS OF,
INTER ALIA, TECHNICAL
FEASIBILITY, ECONOMIC
VIABILITY AND ENVIRONMENTAL
PROTECTION.

EU WASTE FRAMEWORK DIRECTIVE

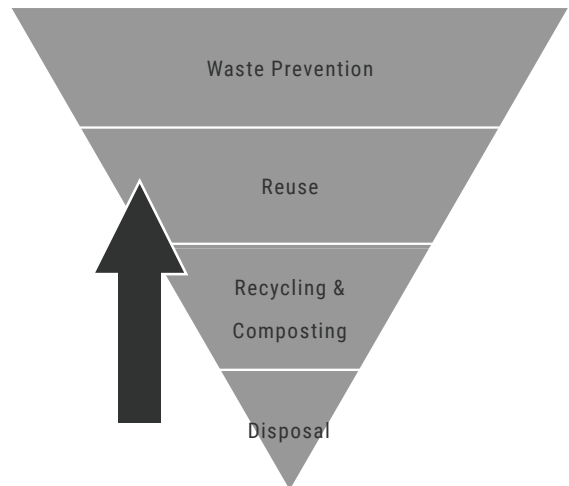
OUR GLOBALLY IMPLEMENTED NETWORK CONNECTS OUR STORES & DISTRIBUTION CENTERS WITH SORTING AND RECYCLING FACILITIES:



Waste Hierarchy

Both pre and post consumer waste products are collected and sorted by I:CO ensuring these products have an ongoing life cycle beyond their original purpose. I:CO is using the EU Waste Framework Directive in order to determine the next best use for the garment sent to their recycling facilities.

WASTE HIERARCHY



Want to learn more? Please also check our [Circular strategy 2020](#)

11. STAKEHOLDER ENGAGEMENT



OUR STAKEHOLDERS

We believe that by engaging our stakeholders and that by leveraging each other's expertise and knowledge, we can achieve more sustainable growth.

FACTORIES/ MILLS/ PARTNERS

Through partnerships, education and dialogue, Suitsupply is determined to strengthen our partners' sustainability efforts.

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.

OUR 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.

OTHER BRANDS

By using each other's know-how and by partnering up at shared suppliers, we aim to contribute with a bigger impact.

CUSTOMERS

By making clothing that is built to last and by educating customers on how to take care of their garments, Suitsupply will continue to provide more sustainable, long-lasting garments.

SOCIETY

Suitsupply will actively contribute to a more sustainable society by influencing and being responsive to positive change.



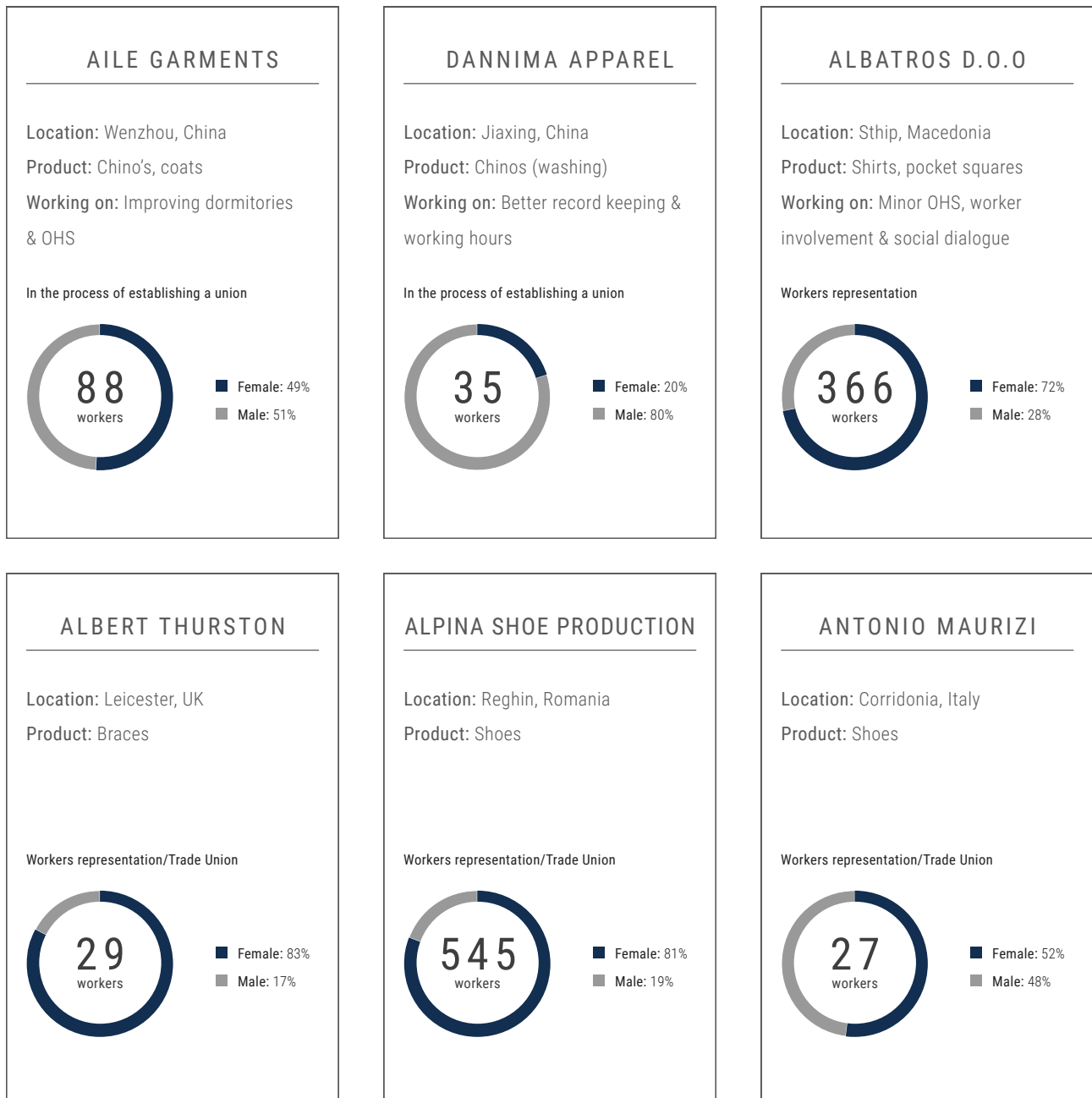
SUITSUPPLY

TIER 1

Here below you can find an overview of all CMT factories that made our Suitsupply collections in 2017.

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.



BABEI NECKTIE WEAVING

Location: Shengzhou, China

Product: Ties

Working on: Overtime hours

Worker representation/ Trade Union



BLACK SCABBARD

Location: Vila de Cucujaes, Portugal

Product: Shirts

Working on: Setting up worker representation

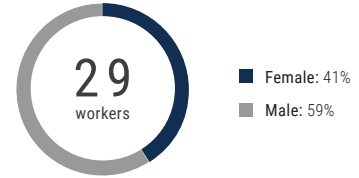


CALZATURIFICIO MADAF

Location: Castelmartini, Italy

Product: Shoes

Worker representation/ Trade Union



CALZE ANDRE

Location: Desenzano del Garda, Italy

Product: Shoes

Working on: setting up worker representation



CANEPA SPA

Location: Como, Italy

Product: Ties

Worker representation



CEYADI GARMENTS

Location: Wenzhou, China

Product: Coats, suits, waist coats

Working on: Social dialogue/ FoA, living wages

Worker representation/ Trade Union



CO & CO

Location: Senna Comaso, Italy

Product: Ties

Worker representation



DOBREFA

Location: Doesburg, The Netherlands

Product: Braces

Worker representation



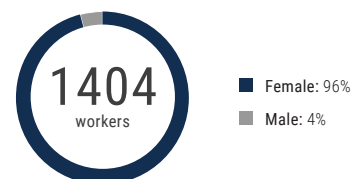
FAMOSO CLOTHING

Location: Yangon, Myanmar

Product: Suits

Working on: FoA, social dialogue & creating a Union

Worker Committee

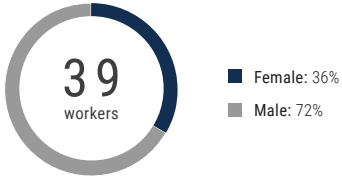


FRANCESCHETTI

Location: Montegranaro, Italy

Product: Shoes

Worker representation/ Trade Union



HENGNU LEATHER FACTORY

Location: Guangzhou, China

Product: Bags

Working on: Overtime hours

Worker representation/ Trade Union



JINLI KNITTED TIE

Location: Shengzhou, China

Product: Ties

Working on: Better record keeping of working hours

Worker Committee



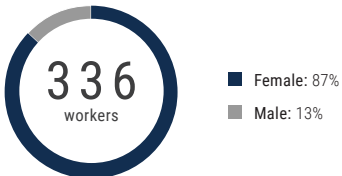
JYY GARMENTS

Location: Wenzhou, China

Product: Suits

Working on: Working hours, worker engagement

Worker representation/ Trade Union



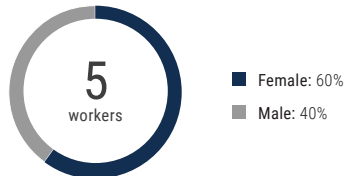
KEPA BELTS SRL

Location: Bergamo, Italy

Product: Belts

Working on: setting up worker representation

Worker representation/ Trade Union



LAGUNA MAURITUS

Location: Quatre Bornes, Mauritius

Product: Shirts

Working on: Minor fire safety issues

Worker representation/ Trade union



MINGDI LEATHER

Location: Guangzhou, China

Product: Bags

Working on: Overtime hours

Worker representation/ Trade Union

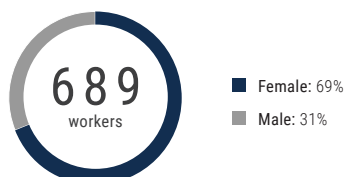


NHA BE GARMENT

Location: Ho Chi Minh, Vietnam

Product: Suits

Independent Trade Union



PELLETTERIE

Location: Castelli Calepio, Italy

Product: Shoes

Worker representation



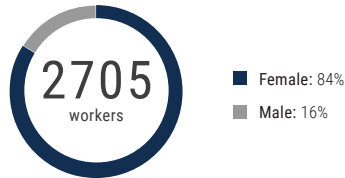
PEN APPAREL

Location: Georgetown, Malaysia

Product: Shirt

Working on: Minor OH&S issues in dormitories

Worker representation



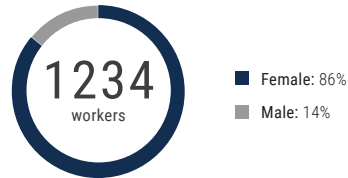
PHU CAT GARMENT

Location: Phu Cat District, Vietnam

Product: Suits

Working on: Management systems & labour contracts

Independent Trade Union



PIEEDENTON DRESS

Location: Wenzhou, China

Product: Suits & Coats

Working on: OHS, dormitories & overtime hours

Worker representation/ Trade Union



PT TEXTILE REPUBLIC

Location: Klaten, Indonesia

Product: Swim shorts

Working on: OH&S issues in workshop

Worker representation/ Trade Union



RAINBOW TEXTILE

Location: Lima, Peru

Product: Pima cotton Tshirts

Worker representation



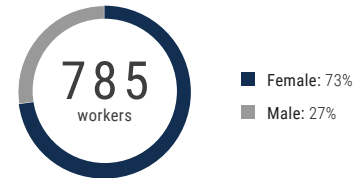
SHARMOON EZ GARMENTS

Location: Wenzhou, China

Product: Suits

Working on: Better record keeping & working hours

Worker representation/ Trade Union



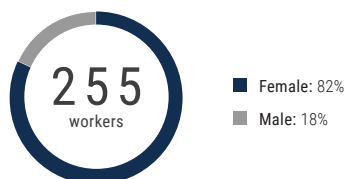
SMART CREATIONS

Location: Wenzhou, China

Product: Suits

Working on: Overtime hours

Worker representation



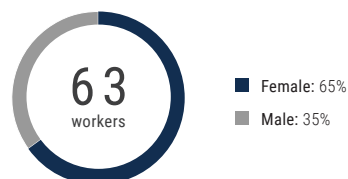
SPRINGAIR ACE

Location: Hangzhou, China

Product: Knitwear

Working on: Overtime hours, worker engagement

Worker representation

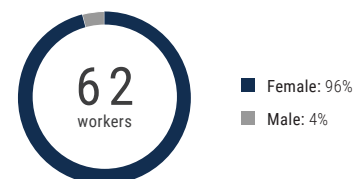


SUTORIS

Location: Lamporecchio, Italy

Product: Shoes

Worker representation



THE SHIRT TAILORS

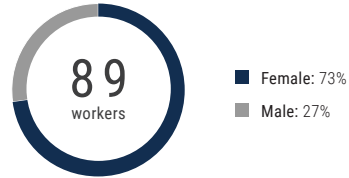
Location: Tcrew, Poland
Product: Blouses/ Shirts

Worker representation



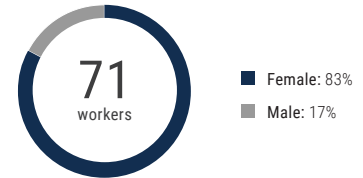
U-LINE LEATHER

Location: Changshu, China
Product: Belts
First audit: March 2018



UNIQUE NECKTIE & ACCESSORIES

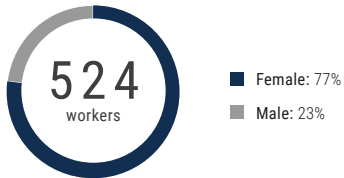
Location: Shengzhou, China
Product: Ties
Working on: Record keeping & wages



VISION TEXTILE

Location: Shengzhou, China
Product: Ties
Working on: Overtime hours

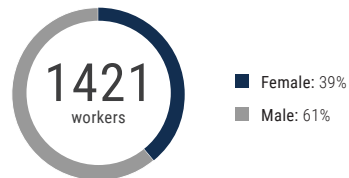
Worker representation



WENZHOU OUIHAI GLASSES CO

Location: Wenzhou, China
Product: Sunglasses

Worker representation/ Trade union



TIER 2

Here below you can find all mills that we have used in Suitsupply collections in 2017. 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
Agnona	Italy	Suits	http://www.agnona.com/
Albini Group	Italy	Shirts	http://www.albinigroup.com/en/sustainability/ethics/
Angelico	Italy	Suits	http://www.angelico.it/en/company
Canclini	Italy	Shirts	http://www.canclini.it/?lang=en
Canepa	Italy	Ties	http://www.canepa.it/en/category/sustainability
Carlo Barbera	Italy	Suits	www.kiton.it/en/content/our-fabrics
Casentino	Italy	Suits	http://www.casentino1848.com/storia/
Cerruti	Italy	Suits	http://www.lanificiocerruti.com/sustainability/
Colombo	Italy	Suits	https://www.lanificiocolombo.com/nL_en/
Delfino	Italy	Suits	http://www.tallia-delfino.com/en/r-d
Di Sondrio	Italy	Suits	http://www.tessutidisonario.it/en/sostenibilita-
Drago	Italy	Suits	http://www.dragobiella.it/en/
E. Thomas	Italy	Suits	http://www.ethomas.com/en/index.html
Ferla	Italy	Suits	http://ferla.it/eng/index.php
Fossati	Italy	Ties	http://www.fermofossati1871.it/pag1ENG.html
Leggiuno S.p.A.	Italy	Shirts	http://www.leggiunospa.it/en/ecosostenibilita
Limonta	Italy	Suits	http://www.limonta.com/index.php
Luigi Botto	Italy	Jackets	http://www.luigibotto.com/
Lu Thai Textile Co. Ltd	China	Shirts	http://www.ltco.com.cn/en/social/
Mantero	Italy	Ties	https://www.mantero.com/fe/
Moessmer	Italy	Jackets, trousers, coats	http://moessmer.it/home_en.html
Monti Tessitura	Italy	Shirts	http://www.monti.it/en_eu/
Olmetex	Italy	Coats	http://olmetex.it/en/
Ormezzano	Italy	Suits, trousers, waistcoats	http://www.ormezzano.it/
Piacenza	Italy	Suits	https://www.piacenza1733.com/en/sustainability/
Pontoglio	Italy	Smoking	https://pontoglio.it/
Pozzi	Italy	Ties	http://www.carlopozzi.com/index_en.htm
Reda	Italy	Suits	http://www.reda1865.com/active/en/nature
Redaelli Niedieck	Italy	Tuxedo suits	http://www.redaellivelluti.it/en/home
Scotti	Italy	Ties	No website
Silk Pro	Italy	Ties	No website
Solbiati	Italy	Suits, jackets, trousers, waistcoats, coats	http://www.solbiati.info/ENG_Jino_01.php
Subalpino	Italy	Suits, jackets, trousers, waistcoats, coats	http://www.lanificiosubalpino.com/en/my-product/green/
TBM	Italy	Trousers	http://www.tbmgroupp.it/en/sustainability/
TES	Italy	Ties	No website
Tessilmaglia S.R.L.	Italy	Knitted shirts	http://www.tessilmaglia.com/en/
Testa Tessitura e	Italy	Ties	http://www.testaspa.com/site/en/
TSM	Italy	Ties	No website
VBC	Italy	Suits, trousers	https://vitalebarberisicanonico.com/company/value-sustainability-and-responsibility/
Zegna	Italy	Suits	http://www.zegnagroup.com/corporate_responsability
Zignone	Italy	Suits	http://www.zignone.it/environment.html
Soktas Tekstil Sanayi SA	Turkey	Shirts	http://www.soktas.com.tr/#sustainability
Baird McNutt	UK	Suits, trousers	http://www.bairdmcnuttirishlinen.com/
Brisbane Moss	UK	Suits	http://www.brisbanemoss.co.uk/
Ulster Weavers	UK	Suits, jackets	http://trade.ulsterweavers.com/our-story
Longda	CN	Suits, trousers, coats	http://longdafangzhi.ecvery.com/

SUITSUPPLY ACCESSOIRES, TRIMMINGS & PACKAGING SUPPLIER LIST 2017

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:
Acolite	Switzerland	Button wrapping yarn	https://www.ascolite.com/en/home.html
Asahi Kasei	Japan	Bemberg lining	https://www.asahi-kasei.co.jp/fibers/en/bemberg/
Atex	China	All product labelling and hangtags	https://www.a-tex.com/
Bottonificio Fenili Srl	Italy	MoP/ Horn buttons	https://eu-design.com/manufacturing/
Coats	China	Stitching yarn	http://www.coats.com/
Freudenberg	Germany, China	Interlining	https://apparel.freudenberg-pm.com/
Guttermann	Germany	Stitching yarn	https://www.guetermann.com/en
JKK	Japan, China	Zippers, press buttons	https://www.ykkfastening.com/sustainability/
Louropel	Portugal	Polyester buttons	https://louropel.com/en/about
Wendler	Germany, China	Interlining	https://www.wendlerinside.com/en
Worldpack	China, Germany	All B2C packaging	https://www.worldpack.eu/en/

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 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 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.

REMEDATION 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.