

A man with short dark hair and sunglasses stands in front of a large, textured tree trunk. He is wearing a brown blazer over a tan polo shirt and light-colored shorts. The scene is outdoors with sunlight filtering through the leaves, creating shadows on the tree bark. Green grass is visible in the foreground.

SUITSUPPLY

CORPORATE RESPONSIBILITY REPORT 2020



## About the Report

The data in the Suitsupply 2019-2020 Corporate Responsibility Report is based on fiscal year 2019 (January 1st, 2019 to December 31st, 2019) and prepared in accordance with the core requirements of the Global Reporting Initiative (GRI).

The report was developed to provide insight into the complex challenges associated with how we do business, our sustainability successes and an outlook into the company's future ambitions and targets.

Both the company's CSR program and reporting are based on continuous improvement and are periodically reviewed and amended in order to stay true to the original vision.

We thank you for tuning in and taking the time to absorb all the data. In case of any further questions please feel free to **drop a line** to our Corporate Social Responsibility team at any time.

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A man in a light-colored, double-breasted suit stands on a thick, horizontal tree branch. He is looking off to the side. The background features a dense forest of green trees and a prominent, steep mountain peak under a clear blue sky. The text "1. OVERVIEW" is centered over the man.

# 1. OVERVIEW



## 1. About Suitsupply

Suitsupply is a global European brand renowned for its focus on expertly crafted tailoring. Suitsupply helps its clients find their own perfect fit through attainable and transparent craftsmanship, with a radically personal approach to service that delivers exciting tailoring via fast and effective direct sales channels. We live by the mantra, “Don’t just fit in, find your own perfect fit.” To that end, Suitsupply is there for individuals with an eye for detail and a nose for quality.

Founded in Europe in 2000, Suitsupply has since grown to over 128 international locations with stores in cities such as Milan, London, Zurich, Amsterdam, New York, Toronto, Shanghai, Singapore, and Hong Kong. In addition to our brick-and-mortar locations, we maintain a strong online presence, bringing our style and service to all corners of the globe.





## CEO Statement

Suitsupply's ethical and environmental impacts are held to a single fundamental principle— our products are made in a way we're proud of. Our allegiance to this principle has been widely recognized— by the Fair Wear Foundation awarding Suitsupply as CSR leader since 2016, the Institute of Public & Environmental Affairs (IPE) featuring Suitsupply as an exemplary brand in the Green Supply Chain Report (2019), and many other organizations large and small working to create a transparent and responsible industry.

While it is no small feat to arrive at a net-carbon neutral “sheep to shop” reality, it is imperative to also acknowledge our responsibility in the post-purchase impact of our products. Suitsupply is a slow fashion brand that delivers essential products, underscored by their longevity, through the use of high-quality materials, timeless design, and true heritage craftsmanship. We make products people can responsibly invest in and stay connected to over time.

Industry pressure to submit to constant markdowns over the past two decades has only ever increased. We firmly believe that by committing to an attainable pricing strategy that is reliable both to the business and to the customer, brands can reject the industry push for heavily promotion-based yo-yoing. The trickle-down effect of responsible, transparent commerce poses great benefits to both the planet and society. We are proud of our responsible business practices and their impact on sustaining and creating decent jobs, driving prosperity into the markets where we operate, and creating real value for our stakeholders.

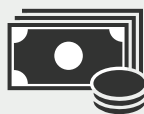
In 2019 Suitsupply delivered strong financial results, all-the-while staying committed to an ambitious CSR strategy and leading on a range of issues affecting the environment and societies around the globe. The Corporate Responsibility Report 2019-2020 is our opportunity to share an honest and transparent account of the positive steps we've taken as well as the complex challenges we continue to face; and to identify the areas in which we have made progress versus those that we need to re-examine and further develop.

**Fokke de Jong**  
**CEO Suitsupply**



Suitsupply in numbers

**FY19**      Revenue  
€336M



**EBITDA**  
€29.6M



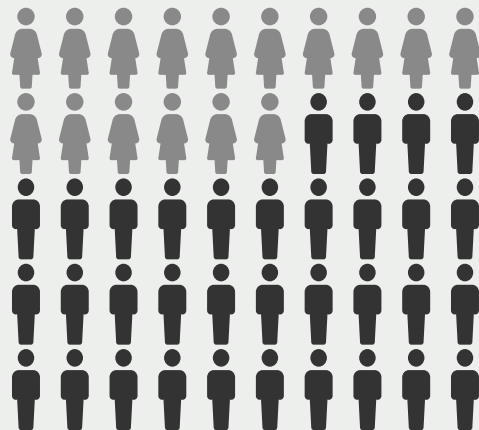
**1833 Employees**  
+6% new hires



**+128 locations**  
28 countries



**+28 countries**



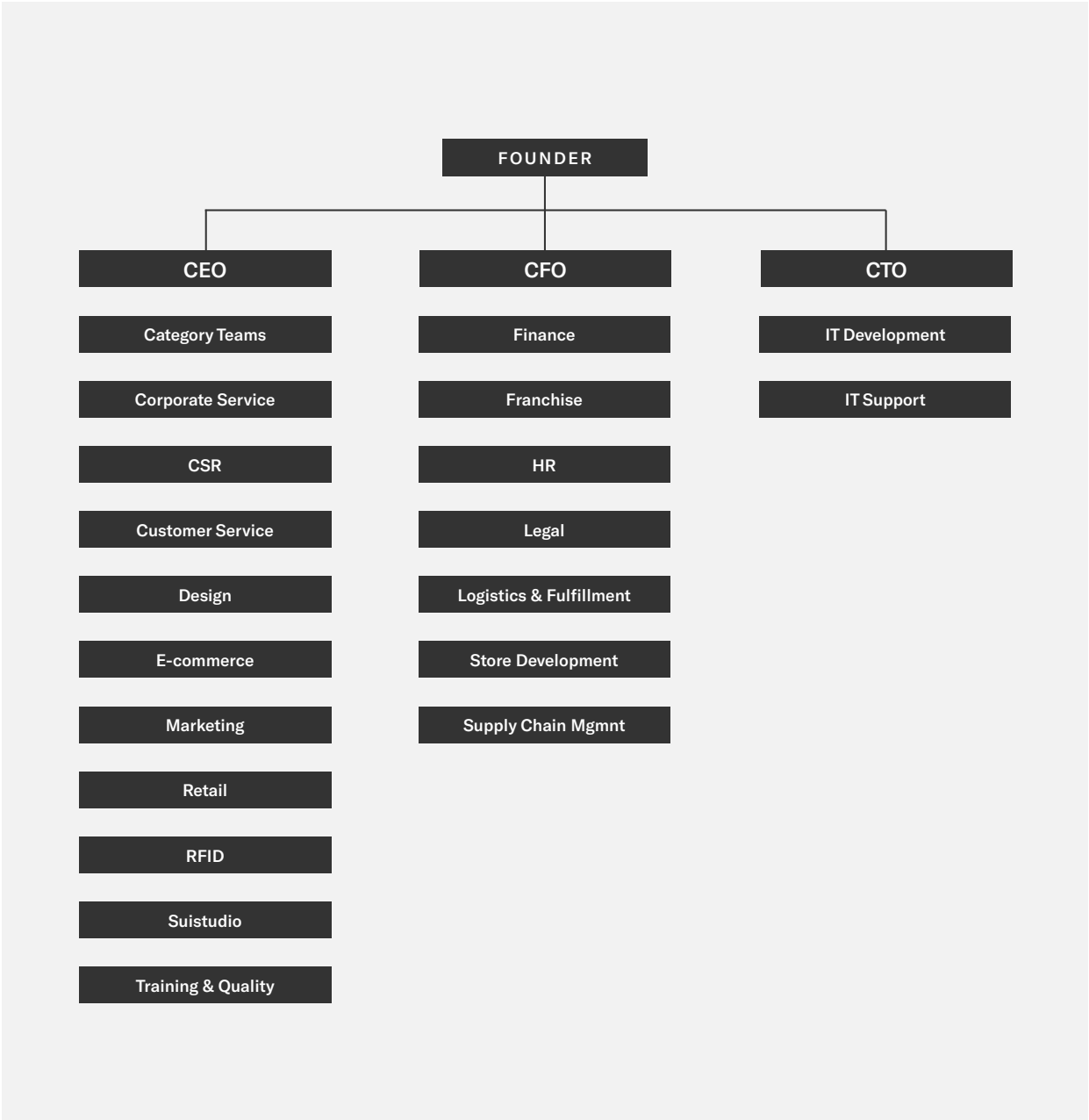
**Gender distribution**  
33% women  
67% men

**Management positions**  
30% women  
70% men



# 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 fulfill their functions effectively and responsibly.

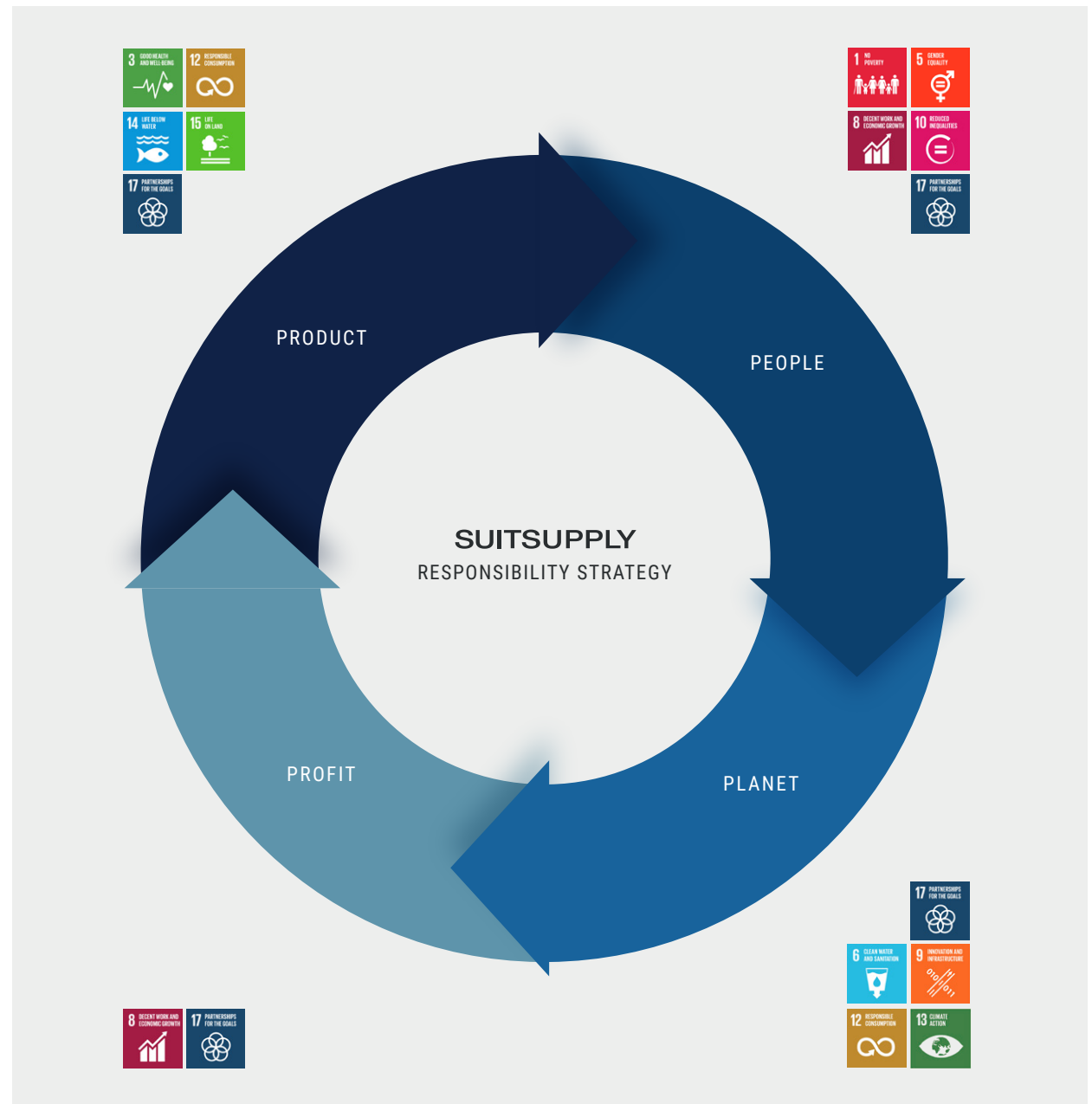




## Responsibility Strategy

We have created a framework & strategy that outlines the responsibility and principles to which we hold ourselves accountable, presently and ongoing. We prefer talking about “responsibility” rather than “sustainability”—a complex umbrella term so large that it is hard to pin down or define. Responsibility, on the other hand, is about the concrete commitments & standards to which we hold ourselves accountable, with the promise to act upon them.


Composed of pillars, focus areas, actions, and goals, it guides us in setting the right social and environmental aspirations, take better day-to-day actions in pursuit of those ambitions, and to explain our progress more effectively.










# The Strategic Pillars & Focus Areas

PRODUCT



At Suitsupply, product always comes first. We create them from premium, carefully considered materials with a zero toxic approach and high animal welfare standards. We want to be radically personal and trace our products from farm to finishline.


Sustainable Fibers & Materials

Transparency & Traceability






Animal Welfare

Zero Toxic & Chemical Management

PEOPLE



The future of Craftmanship relies on people. We aim to build & design resilient supply chains that provide thriving working environments, preserve traditional tailoring skills and that encourage workers' voice.


Social responsibility & Human rights

Longterm Partnerships & Inclusive growth





Social Dialogue & Fair wages

Worker Well-being

PLANET



Our globe-spanning reach comes with an equal impactful footprint. We therefore design, store and transport with care. We strive for circularity in our business operations and work towards outphasing waste. What we cannot eliminate, we offset to work towards carbon neutrality.


Retail Footprint

Carbon Footprint Reduction & Offset



Circularity & Recycling

Packaging

PROFIT



We focus on profitability and know that it is core to the sustainability of Suitsupply. To meet and understand the needs of our stakeholders in ways that go beyond money but definitely influence our bottomline, we actively engage to continuously improve our business and its place within society.

Reporting

Investor Satisfaction

Materiality

Stakeholder Engagement

Curious how we are progressing? Click [here](#) for full disclosure.



## Key Achievements



87% of fabrics in our collection are made of 100% natural fibers



Awarded CSR Leader by the Fair Wear Foundation since 2016



Became carbon neutral from sheep to shop through Gold Standard climate credits



Launched the Circular Wool Flannel in cooperation with Vitale Barberis Canonico



The Zero Waste to Landfill strategy saved +20.000 kg of textiles, apparel, and leather from landfills



All product labels transitioned to 100% RPET



Featured as an exemplary brand in the Green Supply Chain Report 2019 from the Institute of Public & Environmental Affairs (IPE)



Hangtags and B2C packaging transitioned to FSC certified and recycled paper



Supply chain emissions were reduced by 40% compared to base year 2018



A man with long blonde hair and sunglasses stands in a field of tall, thin grass. He is wearing a light-colored checkered blazer over a dark shirt. The background features a large, rugged mountain under a blue sky with scattered clouds. The text "2. PRODUCT" is centered in the middle of the image.

## 2. PRODUCT



## Sustainable Fibers & Materials

Fiber selection has a large impact on how long a garment will last, how it should be washed and whether it can be recycled - all of which add up to both product quality and its environmental footprint. Moreover, by 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.

While no material is perfect and there are many trade-offs between fiber, we have developed a material choice matrix to further support our transition towards a sustainable material mix. The Suitsupply Sustainable Fiber Standard was developed based on industry benchmarks, existing tools, LCA's and own research. It classifies fibers into categories ranging from 'recommended' to 'banned'. The standard is taking into consideration water usage, energy input, land use, eco-toxicity, greenhouse gas emissions and animal welfare. We are not quite there yet, but we are working hard towards our goal of reaching 75% of bought materials from more sustainable fibers by 2025.



79.4% of our fabrics are made with natural mono fibers.



3.2% of our fabrics contain noble fibers such as cashmere, mohair, camel and alpaca.



11.3% of our fabrics are made of man-made fibers & blends.

# SUITSUPPLY

## SUSTAINABLE FIBER STANDARD

GOAL 2025: 75% of all products made from A & B fiber classes

Preferable for Suitsupply production		Not Preferable for Suitsupply production		Never use
A	B	C	D	N/A
RECOMMENDED	GOOD	COULD BE BETTER	DISCOURAGED	BANNED
Recycled/ Reclaimed Wool* Recycled Down Linen (LI, natural retting) Hemp (natural retting) Bemberg Cupro** Lenzing lyocell Deadstock materials****	Linen (LI) Eco Silk, Organic Silk***** Traceable Wool* Organic cotton/ Transitional cotton RDS Down Lenzing Modal Hemp Lenzing/ Enka Viscose Recycled Polyester (mechanically) Recycled Polyamide (mechanically) Natural Bamboo (combed) Kapok	Silk (SE) Non-Traceable Wool (WO)* Recycled Polyester (chemically) Recycled Polyamide (chemically) Recycled Nylon***** Cotton (CO) Modal (CMD)	Acetate/ triacetate Bamboo Viscose Polyamide (PA) Elastane/ Spandex*** Cupro (CUP) Viscose (CV, VI) Polyester (PPT, PES, PE) Acrylic (PAN)	Fur Shearling Angora Non-certified Down***** Non-certified Mohair*****

Still reviewing (TBD): Peace Silk, Pinatex, Yak Wool.

\* Includes Alpaca, Cashmere, Merino & Mohair

\*\*GRS certified Cupro

\*\*\* If needed for construction and or durability, the percentage can go up to 10%.

\*\*\*\* Deadstock declaration required from supplier

\*\*\*\*\* Econyl or similar

\*\*\*\*\*RDS or similar, counts for every type (duck, goose, etc.)& origin.

\*\*\*\*\* Bluesign or Oekotex100 certified

\*\*\*\*\* All mohair must be traceable& certified according to the MSA Mohair Guidelines.



## Our Mills



7 countries



62 mills

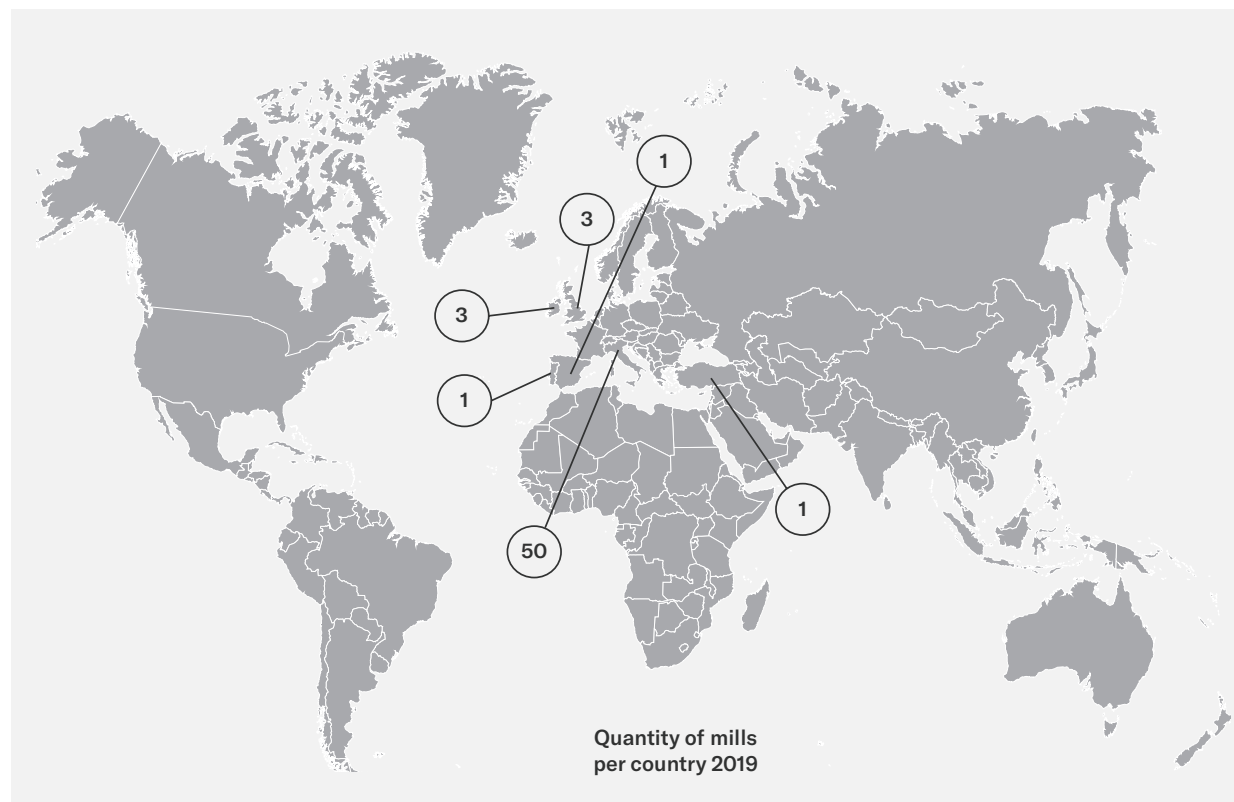


3.1 million meters

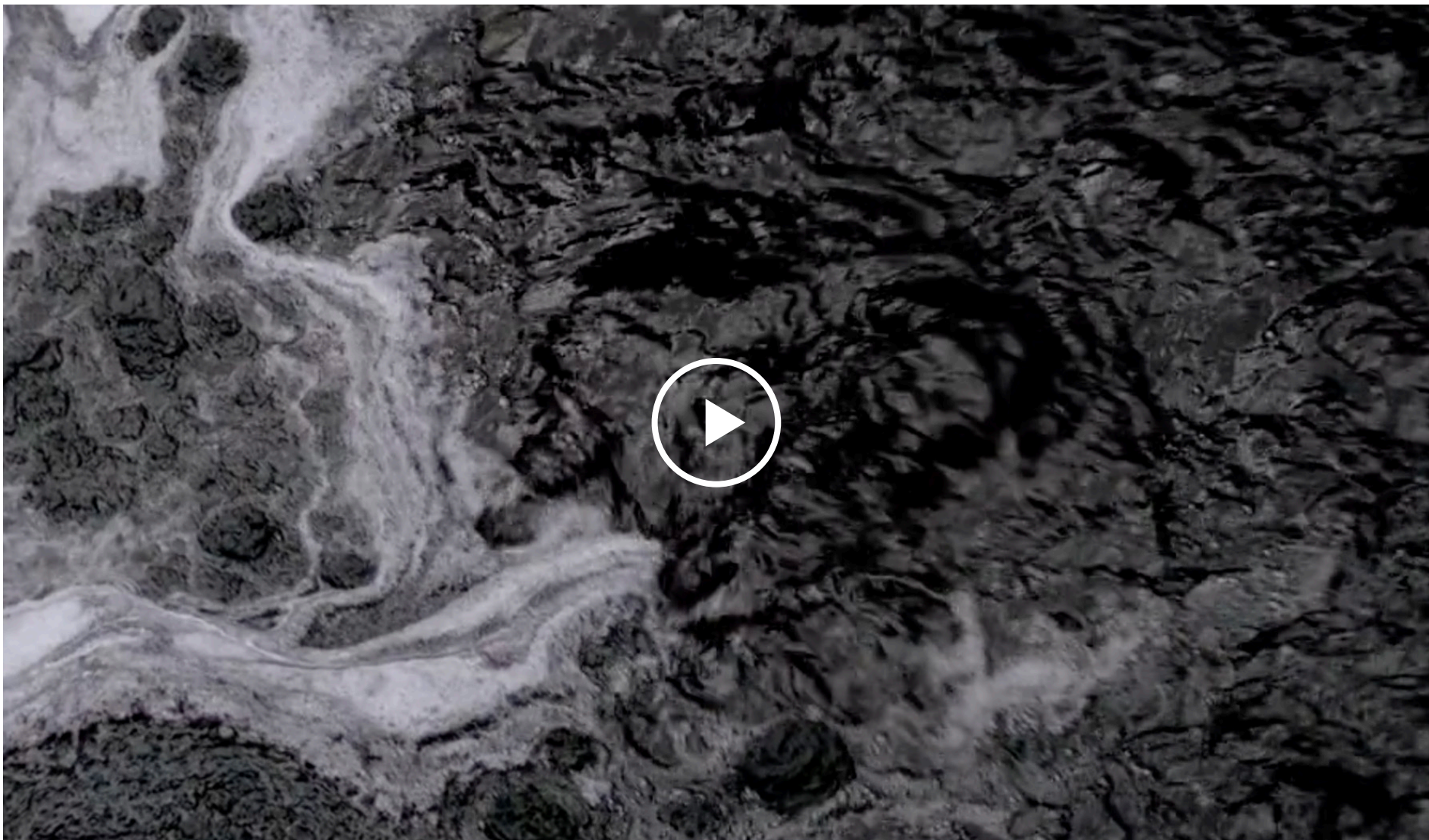
Our mills combine heritage craftsmanship and low-impact innovation to create the best possible fabrics.

We work with 60+ fabric weavers spread over 7 countries: from the total meters ordered, 77% are made in Europe, of which 62.3% originate from Italy. We mainly source wool, cashmere, and cotton fabrics from Italy, while 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.

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



**How it's done - Water Recycling  
at Vitale Barberis Canonico**





## Our Factories



13 countries



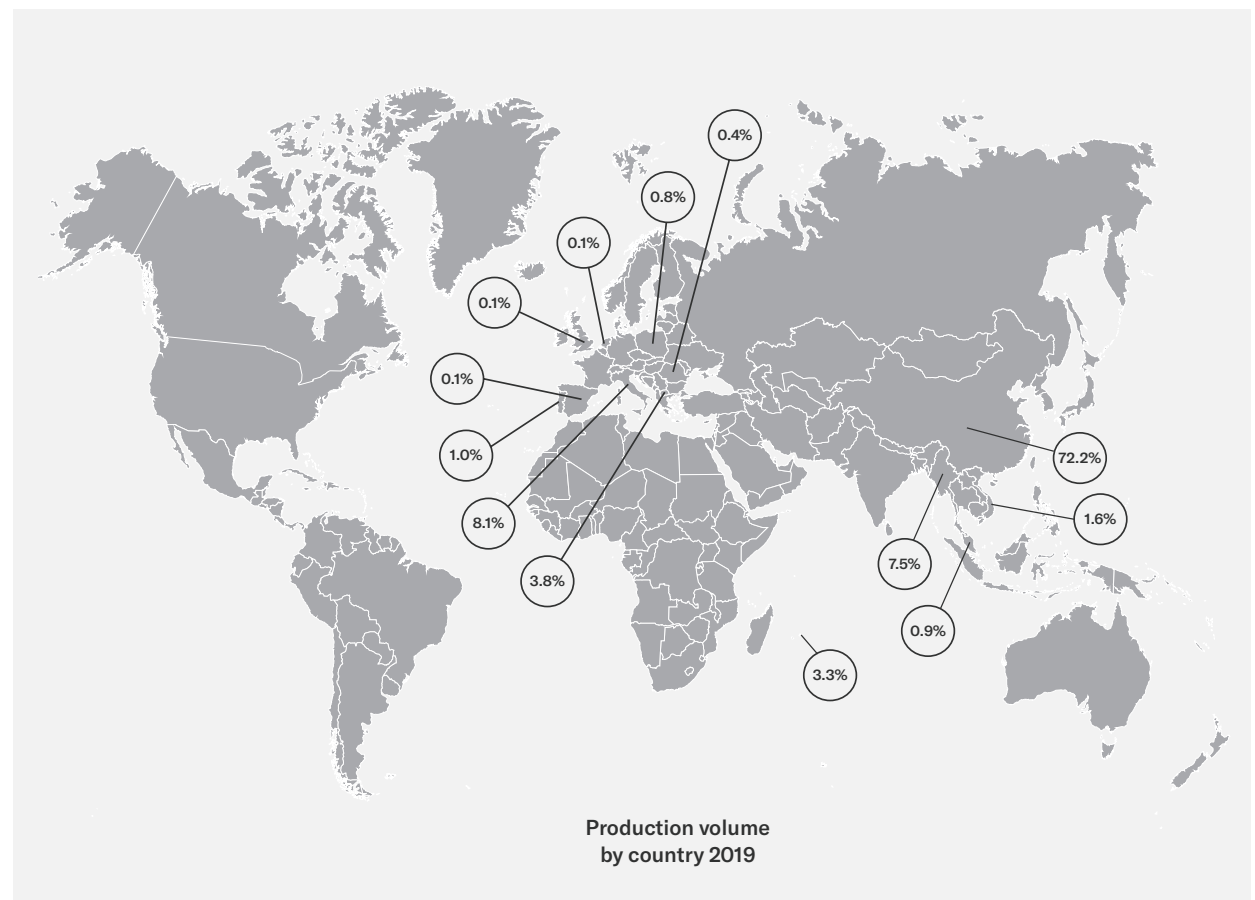
41 factories



11.397 workers

Factories are the place where our products come to life in the expert hands of craftswomen and men. We seek the very best in the industry and are picky about whom we work with. Our supplier base consists of 41 carefully selected factories based in 14 countries on 3 continents. In 2019 the largest share of our production volume came from China (72.2%) followed by Italy (8.1%) and Myanmar (7.5%).

Please click [here](#) for the complete overview of our tier 1 facilities.



# Supplychain Material Flow Map

PRODUCTS

Suits

Shirts

Coats

Trouser

Knitwear

Shoes

Accessories

MATERIALS

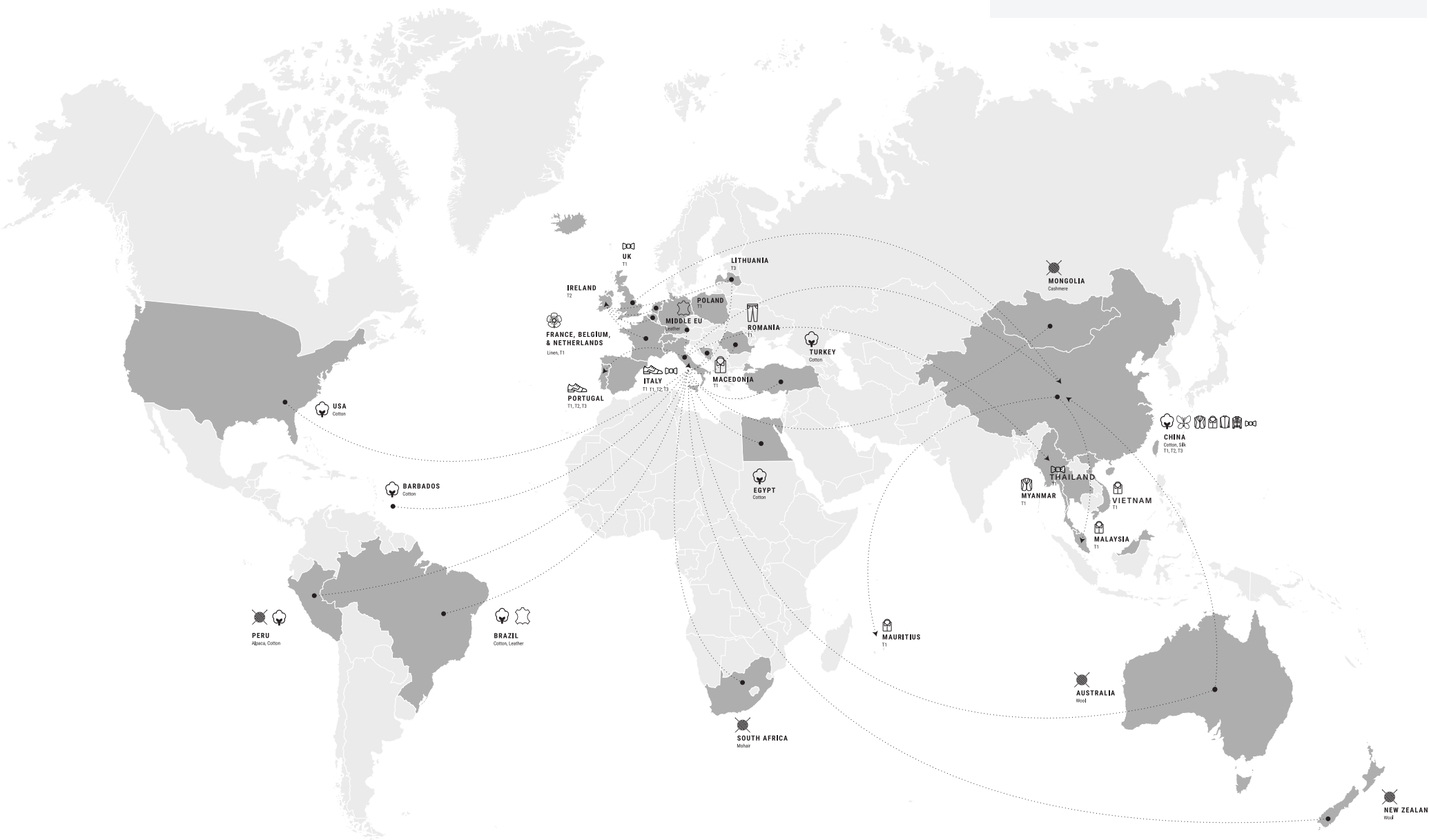
Leather

Cotton

Wool

Silk

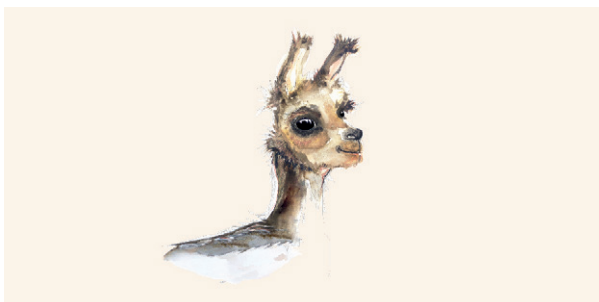
Linen





# Animal Welfare

Suitsupply firmly believes that it is not acceptable for animals to suffer for its products. The company will not accept any kind of ill-treatment of animals associated with the manufacturing of its collections. Where farmed animals are used in Suitsupply products, suppliers need to implement industry-recognized best practices to ensure animal welfare is safeguarded.



## Principles & Commitment

Suitsupply's principles related to the welfare of animals are:

1. No materials from endangered species
2. Only by-products of the meat industry, no slaughter of animals for Suitsupply production
3. No inhumane or cruel treatment in any stage of the animal's life, following the AWC's Five Freedoms:  
Freedom from hunger and thirst  
Freedom from discomfort  
Freedom from pain, injury, or disease  
Freedom to express normal behavior  
Freedom from fear and distress

## Endangered Species and Angora Wool

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 will 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 banned from Suitsupply products. As a result of this commitment, Suitsupply is mentioned on the angora-free list of the animal welfare organization PETA.

## Fur & Shearling

Fur & shearling are banned from Suitsupply collections. Our suppliers are therefore not allowed to use anything other than substitutes. As a result, Suitsupply is 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 to the **'Sustainable Mohair Industry Guidelines'**. Additionally, we require them to be MSA accredited and audited by certified third parties such as SAMIC.



## Feathers & Down

Feathers and down used in 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.

## 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 saltwater oysters under controlled farmed conditions to prevent damage to the marine environments.

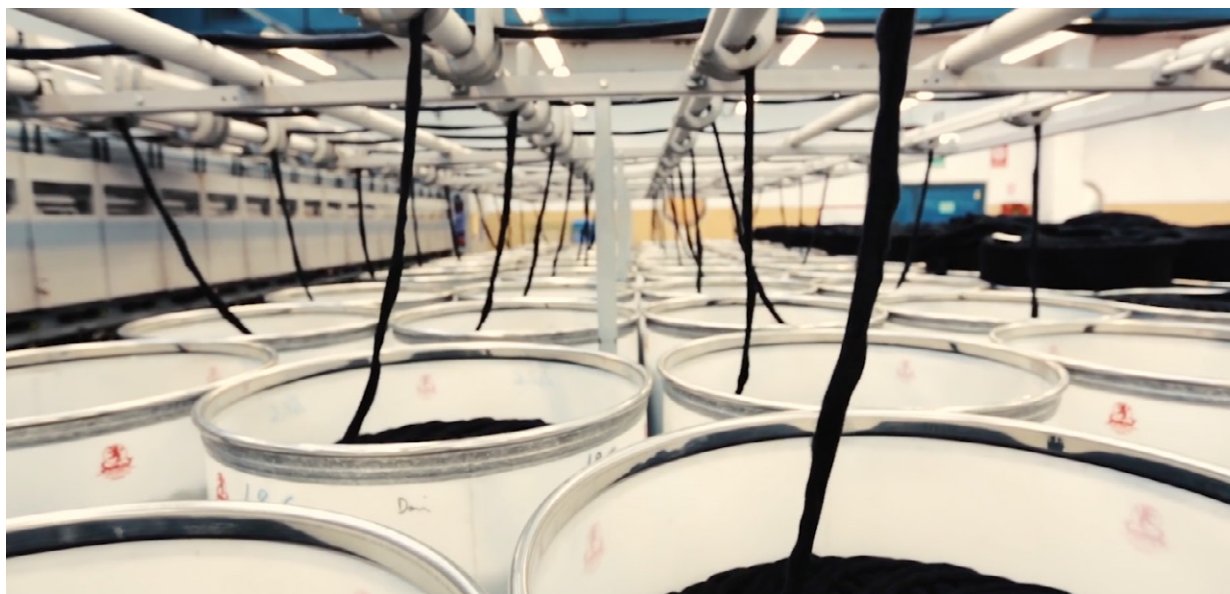
## Chemical Management & Product Safety

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 waste water 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 & 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 several global standards and laws such as REACH (EU), Proposition 65 (CA, USA), and Oekotex100 cat I+II.

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







### 3. PEOPLE



## Social Responsibilities & Human Rights

### Code of Labour Practices- our 8 standards for ethical production

Fair working conditions are at the heart of our products and Suitsupply's social responsibility work. These eight social standards are the basis on which we operate and are derived from the ILO Convention and the United Nations Declaration on Human Rights. Our Code of Labour Practices is therefore based on internationally recognized standards discussed at tripartite meetings and in line with the Fair Wear Foundation Code of Labour Practices ('COLP').



#### 1. Employment is freely chosen

Forced labour, including bonded labour or prison labour, is not permitted. (ILO Conventions 29 and 105)



#### 2. Freedom of association and the right to collective bargaining

Recruitment, wage policy, access to further training, rules on promotion, termination of employment relationships, retirement, and all other aspects of an employment relationship must be based on the principle of equal opportunity, regardless of race, color of skin, gender, religion, political persuasion, membership of trade unions, nationality, social origin, weaknesses, or disabilities. (ILO Conventions 100 & 111)



#### 3. No discrimination in employment

The employer recognizes the right of all employees to establish and join trade unions, as well as to conduct wage negotiations on a collective basis. (ILO Conventions 87 and 98) In those cases, in which the freedom to join a trade union and the right to collective wage negotiations

are restricted by law, the company will encourage all employees to seek alternatives for independent and free organizations and negotiations. There must be no discrimination against the employee representatives and they must be given access to all places of work in the performance of their duties as representatives. (ILO Convention 135 and Recommendation 143)



#### 4. No exploitation of child labor

Child labour is strictly forbidden. The minimum age of recruitment for gainful employment must not be below the national age for compulsory schooling and in general not below the age of 15. (ILO Convention 138) Juveniles (between 15 and 18) may not carry out any work "the nature of which or the circumstances under which it is performed might have a potentially damaging effect on the health, safety or morale of children. (ILO Convention 182)



## Social Responsibilities & Human Rights

### Code of Labour Practices- our 8 standards for ethical production



#### 5. Payment of a living wage

Wages and allowances for a normal working week must equate at least to the statutory minimum or minimum standard for the sector and must always be sufficient to meet the basic needs of the employees and their families, as well as for them to have an additional specific level of disposable income. (ILO Conventions 26 and 131) Deductions from wages as a disciplinary measure are not permitted. All employees shall receive appropriate and accurate information on the components of their wages, including the rate of pay and period for which the wage is paid.



#### 6. Reasonable hours of work

The working hours must comply with the statutory provisions and normal standards for the sector. Regular working time must not exceed 48 hours per week. One free day must be granted within a period of seven days. Overtime must be worked on a voluntary basis, must not exceed 12 hours per week nor be regularly demanded. Compensation for overtime must be paid in the form of an overtime allowance in addition to the wages. (ILO Convention 1)



#### 7. Safe and healthy working conditions

The working environment must be clean and safe. The employer undertakes efforts to promote optimum health and safety at work based on current knowledge relating to potential risks and hazards. Special attention must be paid to the specific risks of working in this sector. Rules aimed at providing the maximum possible prevention of accidents and minimization of risks to health must be implemented. (ILO Convention 155) Physical abuse, threat of physical abuse, excessive penalties or disciplinary measures, sexual and other forms of harassment, including threats by the employer, are forbidden.



#### 8. A legally binding employment relationship

The obligations to the employees as well as the labour and social laws and the regulations arising from the standard employment relationship may not be circumvented by the use of agency work arrangements or training programs which are not aimed at providing skills or regular employment. Juvenile employees must be given the opportunity to take part in education and training programs.

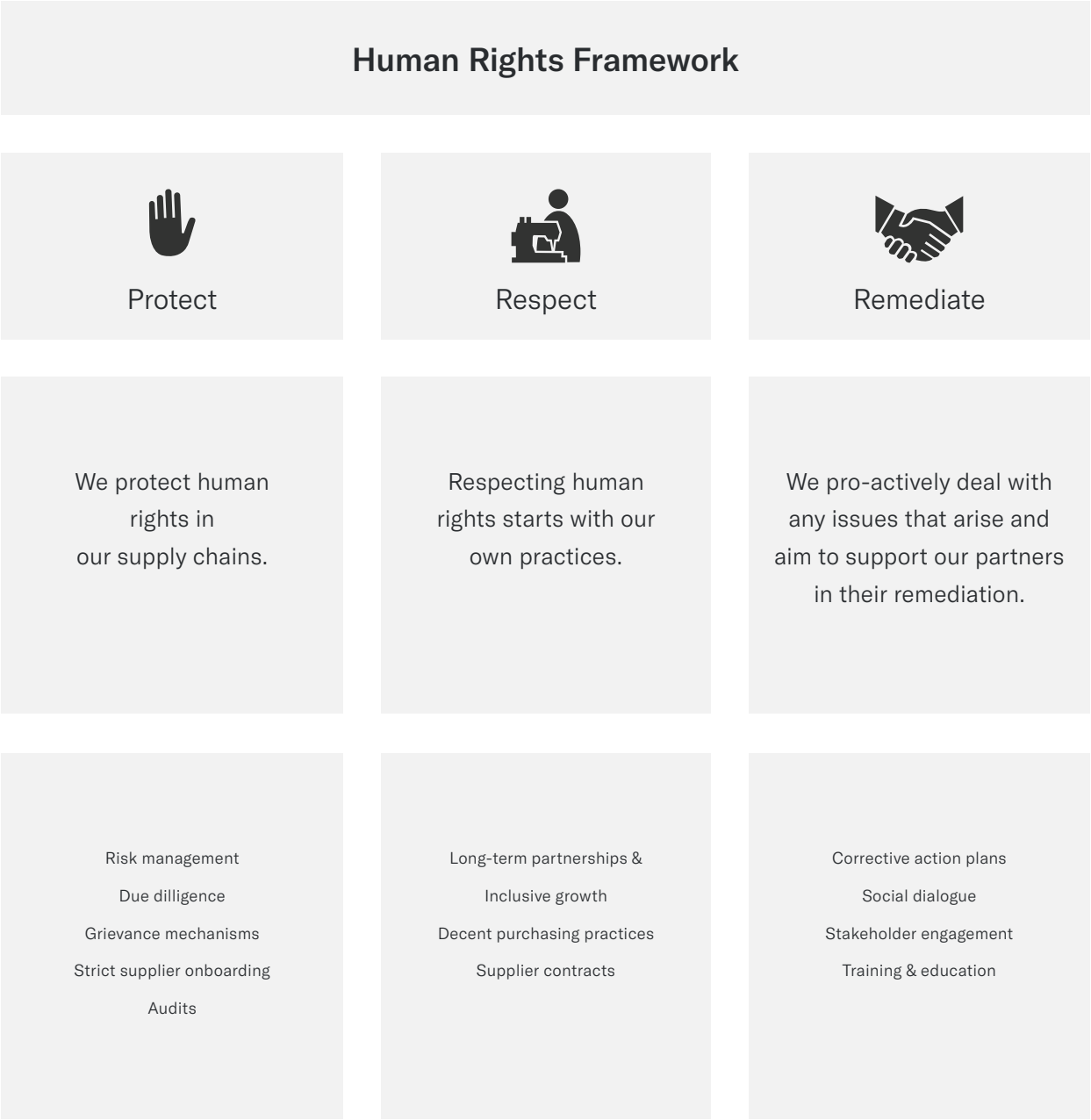


# Who made your clothes?

SUITSUPPLY



# How we operate - Suitsupply's human rights framework





## Our suppliers 2019

41

Direct suppliers

18

Subcontractors

13

Homeworkers (Italy & Thailand)

100%

of new factories screened  
using social criteria

100%

of factories monitored

51%

of factories are based in Europe

35

audits

0

unannounced audits

33

new corrective action plans

8

supplier exits



### **What is an audit?**

The aim of a social or ethical audit is to understand factory practices benchmark according to local laws and the universal ILO labor standards. The auditors work in a team of up to 3 people, each member with specific expertise on health & safety, factory documentation, the factory premises, talk to factory management and interview the workers, both on and off-site. The results are then summarized in an audit report shared with both factory and the Suitsupply CSR team.

### **What is the Fair Wear Foundation?**

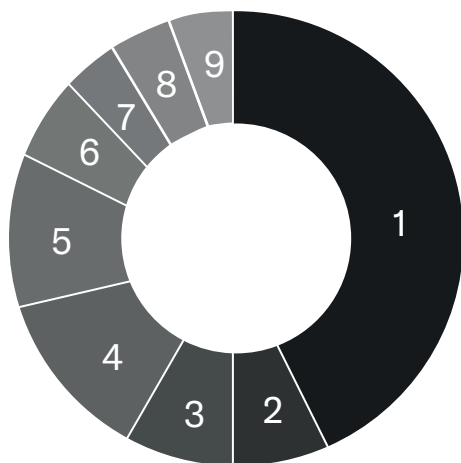
Fair Wear Foundation is a non-profit organization that works with brands, factories, trade unions, NGOs and governments to improve working conditions for garment workers around the world. Together we're working hard to create positive change; not only in our own supply chains, but within the whole industry.

### **What is a corrective action plan (CAP)?**

A corrective action plan or 'CAP', is a component of every audit and drafted based on the findings in the audit report. The CAP is quite literally a plan of action and includes all points for improvement found during the audit, grouped by ILO standards. It also includes effective and measurable suggestions and guidelines, including a time schedule. The CAP is the basis of our work guiding suppliers to become better and used as a living document between the CSR team and the factory.

## Monitoring & Audits

### Types of improvements needed



Type of improvement required	% to total
1 Safety and healthy working conditions	52%
2 Payment of a living wage	14%
3 Reasonable hours of work	10%
4 Communication & consultation	9%
5 Management system to improve working conditions	6%
6 Legally binding employment relationship	4%
7 No exploitation of child labor	2%
8 Freedom of association	2%
9 No discrimination in employment	1%
10 Employment is freely chosen	0%

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 don't 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:



In 2019 we performed 35 audits of suppliers in Europe, Asia and Africa. Some were due diligence audits that we perform at potential new suppliers, or verification audits by Fair Wear- but the majority were monitoring audits to verify progress made at existing suppliers. On average, factories have around 15 open findings that we follow up through a CAP. We classify findings as critical, major and minor to provide guidance in the prioritization of follow-ups by both ourselves and the supplier. Audit summaries 2019 can be found [here](#).

Continent	Production Locations	Subcontractor Locations	Workers at Production Locations	Audits in 2019	Improvements required from all audits	Improvements verified	Improvements required per audit	Critical	Major
Africa	1	0	508	1	11	0	11	5	3
Asia	19	1	9148	15	200	37	19.8	32	116
Europe	21	17	1741	20	134	33	7	18	51
N. America	0	0	0	0	0	0	0	0	0
Oceania	0	0	0	0	0	0	0	0	0
S. America	0	0	0	0	0	0	0	0	0



## Long-term partnerships & Inclusive growth

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.

Our average orders  
occupy **29%** of  
capacity in factories

**94%** suppliers  
visited in 2019

Average supplier  
relationship is **6**  
years

**28.8%** of our  
collection is made  
at suppliers with  
whom we've worked  
for over 15 years.



## Fair Wages - Our work and commitment



**Suitsupply strives to enable all suppliers to pay a fair wage that cover cost of living.**

### What is a fair wage?

Governments of all countries in which Suitsupply manufactures goods set minimum wages for their workers.

It is widely recognized by corporations, NGOs, academics, and industry bodies that these minimum wages are often insufficient for workers to afford a decent standard of living.

The Anker Methodology defines a fair or living wage as:

“Remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, healthcare, transport, clothing and other essential needs, including provision for unexpected events.”

### Our commitment

Suitsupply endorses the Anker Methodology definition of a fair wage and is committed to promoting conditions that support every worker’s opportunity to receive a fair wage.

### Context and challenges

There is currently no clear benchmark for what constitutes a living wage in each and every region in which we source. However, progress is being made. Using the Anker Methodology, the Global Living Wage Coalition has developed +30 regional living wage benchmarks. In addition, the Wage Indicator Foundation has done additional work in a lot of countries that the GLWC does not yet cover. Yet, working on wage gaps is far from easy.

Some of the challenges we deal with include:

\*A fair wage is a fluid benchmark that is specific to both time and location. Living wage benchmarks increase with economic development and continuously change due to factors such as commodity cost movements, inflation, taxation, government policies, food and rental price

fluctuations. These factors can differ and fluctuate between countries, regions, cities, and towns, so benchmarking a living wage in one region or country – let alone globally – is a real-time challenge.

\*The nature of the global supply chain means a retailer paying higher prices for goods does not necessarily translate to the payment of higher wages for workers.

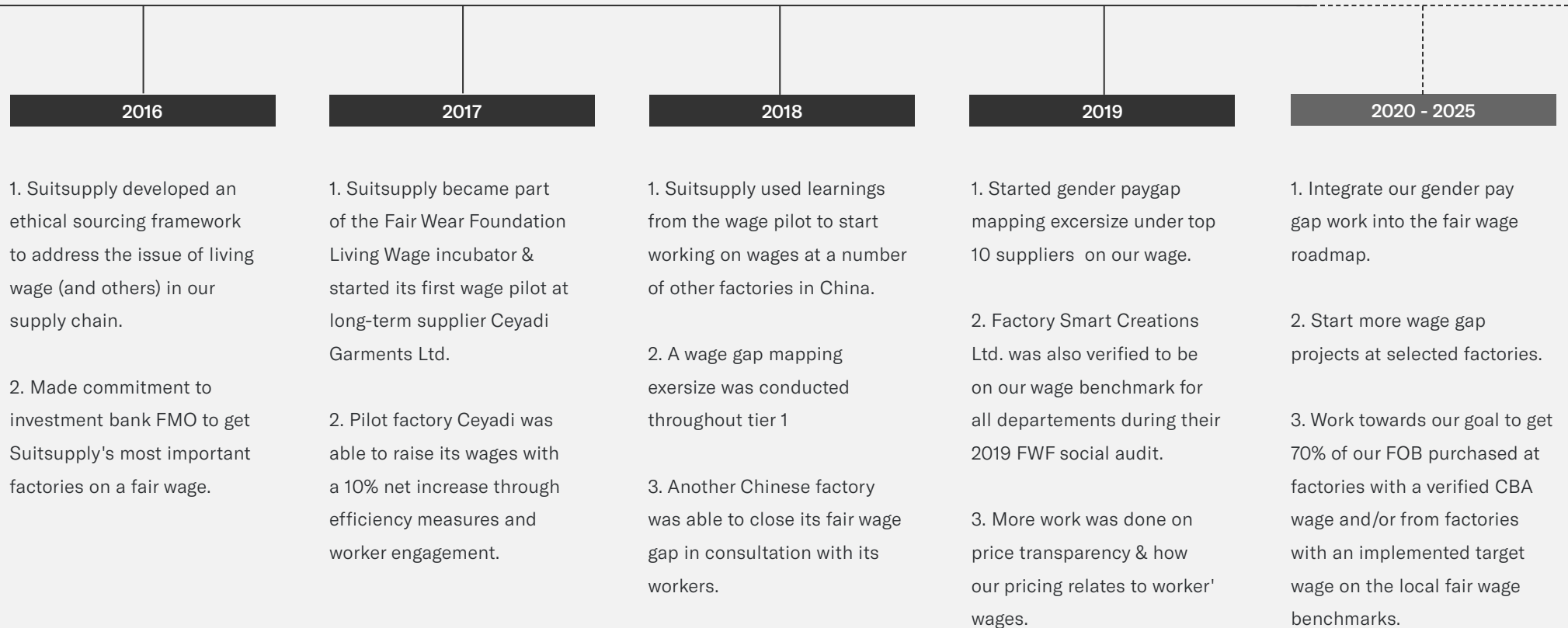
\*Collective bargaining is a common way for workers to unionize and push for better rights and working conditions, including wages. In certain countries that we operate and produce, promoting higher wages through collective bargaining and freedom of association is a challenge due to government restrictions.

\*Work on living wages is further complicated by gender payment gaps that are present everywhere in global supply chains. Its not enough to just raise wages without taking into account that the distribution by gender is almost never equal.



## Fair Wage Roadmap

Learn more about our pilot work [here](#).



## Worker hotline and complaint remediation

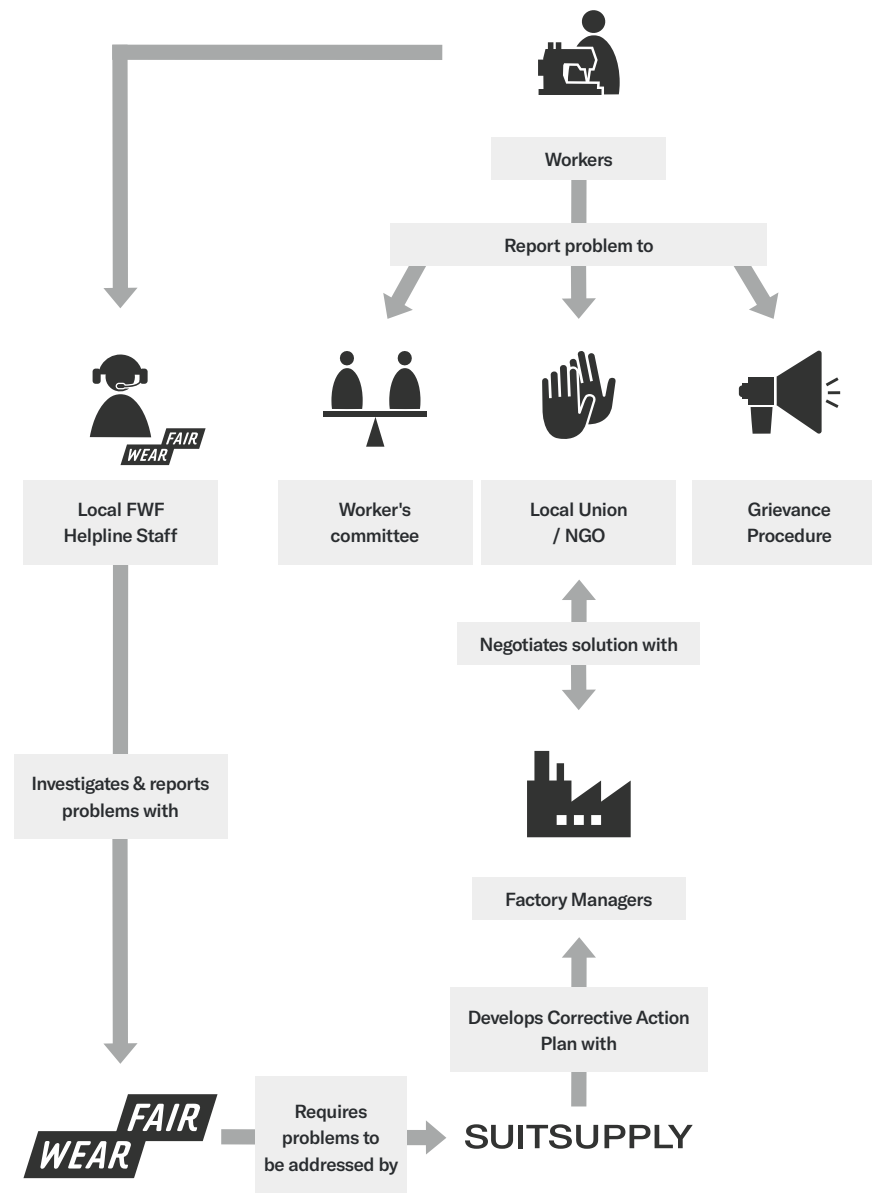
Workers should always have the access to remedy in the workplace. It is our position that any labor dispute should ideally be handled at the factory level. Appropriate processes to resolve grievances may include factory human resource procedures, negotiations with trade unions, or legal systems available in each country. In practice, however, these options are not always present, functional, trustworthy or safe for workers to use. Fair Wear has therefore created external worker helplines in 13 production countries to ensure that these issues are followed up on by its member brands when workers cannot find a local solution or way to address issues.

In countries where Fair Wear does not have a local team present to deal with the case management, Suitsupply has implemented the whistleblower system **SpeakUp** from People's Intouch. Both grievance systems work as independent bodies and speak all local languages. They handle all cases with integrity and respect the privacy of all complainants in line with legislation.

Want to see what this looks like?

Access an example of the Suitsupply Grievance poster in English [here](#).

Access an example of the Fair Wear Grievance poster in English [here](#).



**96%**  
of factories have  
functioning  
internal grievance  
mechanisms

**100%**  
of Suitsupply's  
factories have  
implemented  
the FWF/  
Suitsupply external  
mechanism

**3**  
complaints  
received &  
remediated in 2019



## Social dialogue & worker organization

**15**

**factories participated  
in Workplace Education  
training by FWF**

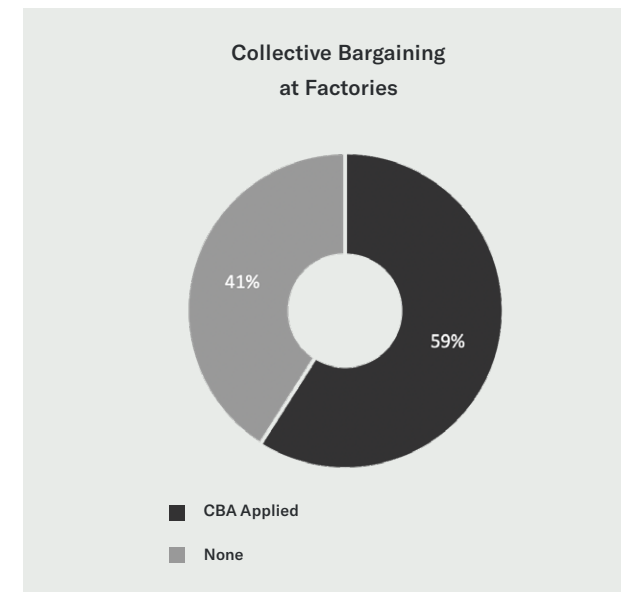
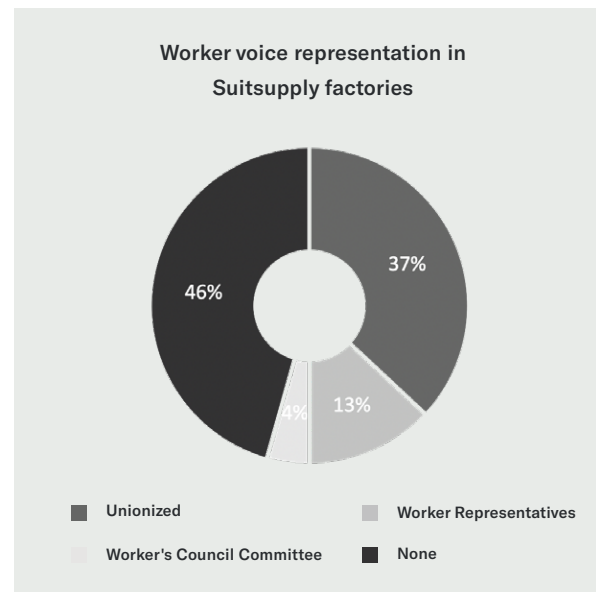
**Suitsupply piloted new  
FWF communication  
training concept**

**Our Myanmar factory  
management & workers  
were trained by a local  
union on FoA**

We think that workers are best placed to advocate for their own rights. But in order for this to happen, they need the freedom to express their voices and organise themselves (to join or form unions, committees, or other representation bodies). This is where social dialogue and freedom of organization and collective bargaining come in. These rights are 'enablers'- which in place and implemented well, they empower garment workers and their employers to address issues and implement improvements together- often without any intervention.

In Suitsupply's supply chain a variety of worker representation is present: in 54% of our supplier base workers are organized in bodies, committees, or unions, and in almost 60% of factories a CBA is applied. But the ability for workers to effectively organize depends on a lot of local factors where brands have little influence.

Suitsupply therefore focuses on factory level dialogue as a way to manage conflict and support a fair/ stable workplace. Through our brand leverage, we try to stir tripartite dialogue by organizing trainings & surveys, involving worker reps in solving complaints, worker reps being part of audit meetings, and by sharing corrective action plans with workers whenever this is a possibility.



## Keeping the pulse of workers' voice - Suitsupply worker well-being study

Since 2017, Suitsupply has conducted well-being studies at key partners covering topics such as access to a safe and healthy environment, economic empowerment, (gender) equality, education and future aspirations. Audits and industry reports provide information about working conditions in a country, region or factory.

Ultimately, it's about the workers and they can tell us best about their experiences, wellbeing and where improvements can be made. We do so by conducting worker interviews & worker surveys, that we compare with country studies, articles, and audit reports to paint a complete picture. The results are then compounded in a factory-specific report and presented to the management. Action plans are then created for points that need follow-up. For instance, when workers indicated they do not fully understand how their salaries were calculated, one factory provided training and a better explanation to the workers.

The study is designed in such a way that it provides additional context and acts as a conversation starter between management and workers.

Our main survey, already shared and used by other brands too, is open source and can be viewed & downloaded [here](#).



### Worker well-being studies 2017-2020

**6**

factories

**535**

workers participated

**62%**

of workers is 25-35 years old

**58%**

of workers are the family bread-winner

**80%-90%**

are very satisfied with working environment

**70%**

feels they are paid fairly

**79%**

states their salary can cover living standards

Food, housing, clothing and childcare  
are main expenditures



## Worker wellbeing - child friendly spaces project

Want to read the full report?

Please click [here](#).

↑ **229% Increase**  
in employee job  
satisfaction rate

↑ **18% Increase**  
in worker  
retention rate

↑ **31% Increase**  
in employee-  
management trust

★ **0**  
accidents were  
reported in CFS

Migrant work is common in China with more than 260 million people leaving their home and provinces in search of work. This leads to an estimated 15.5 million children left behind by their parents. Many migrant parents see their children only once a year during their annual leave, resulting in a difficult parent-child relationship that also influences migrant parents at work. Together with the Center for Child Rights and Corporate Social Responsibility (CCR CSR) Suitsupply provided Child-Friendly Spaces or 'CFS': a temporary, factory-based facility intended to give migrant children and their working parents more time to spend together during the summer.

During the summer of 2019, Suitsupply and its supplier Ceyadi Garments Co. Ltd. teamed up to create a safe environment for the children of workers to play, access learning opportunities, develop social skills, and spend time with their parents. In total, 18 employees from 13 families and 14 children aged 4-7 benefitted from the program. 64.3% of these children are left-behind children and 35.7% are migrant children. The migrant families experienced various positive changes that happened to their children and themselves over the summer. Also, a significant increase in level of trust in the management and improved retention rate was demonstrated.





A man with dark hair and sunglasses is sitting on a thick, mossy tree branch. He is wearing a blue double-breasted suit with gold buttons, a white shirt, and tan sneakers. The background is a dense forest with green foliage and a blue sky visible through the leaves. The text "4. PLANET" is overlaid on the image.

## 4. PLANET





## Carbon footprint

Want to read the full report?

Please click [here](#).

The amount of carbon dioxide in the world's atmosphere is at the highest level seen in 3 million years. Human activities such as burning fossil fuels, clearing forests, and cultivating lands for agricultural use contribute to climate change by emitting carbon dioxide (CO<sup>2</sup>) and other greenhouse gases (GHGs) that trap heat in the atmosphere.

We're already seeing the effects—from rising average temperatures to stronger and more frequent storms, drought, and wildfires.

At Suitsupply we recognize that we have an impact on the planet and a responsibility to mitigate and reduce our impact where we possibly can. We therefore transparently disclose the way we measure, reduce and offset our carbon impact.

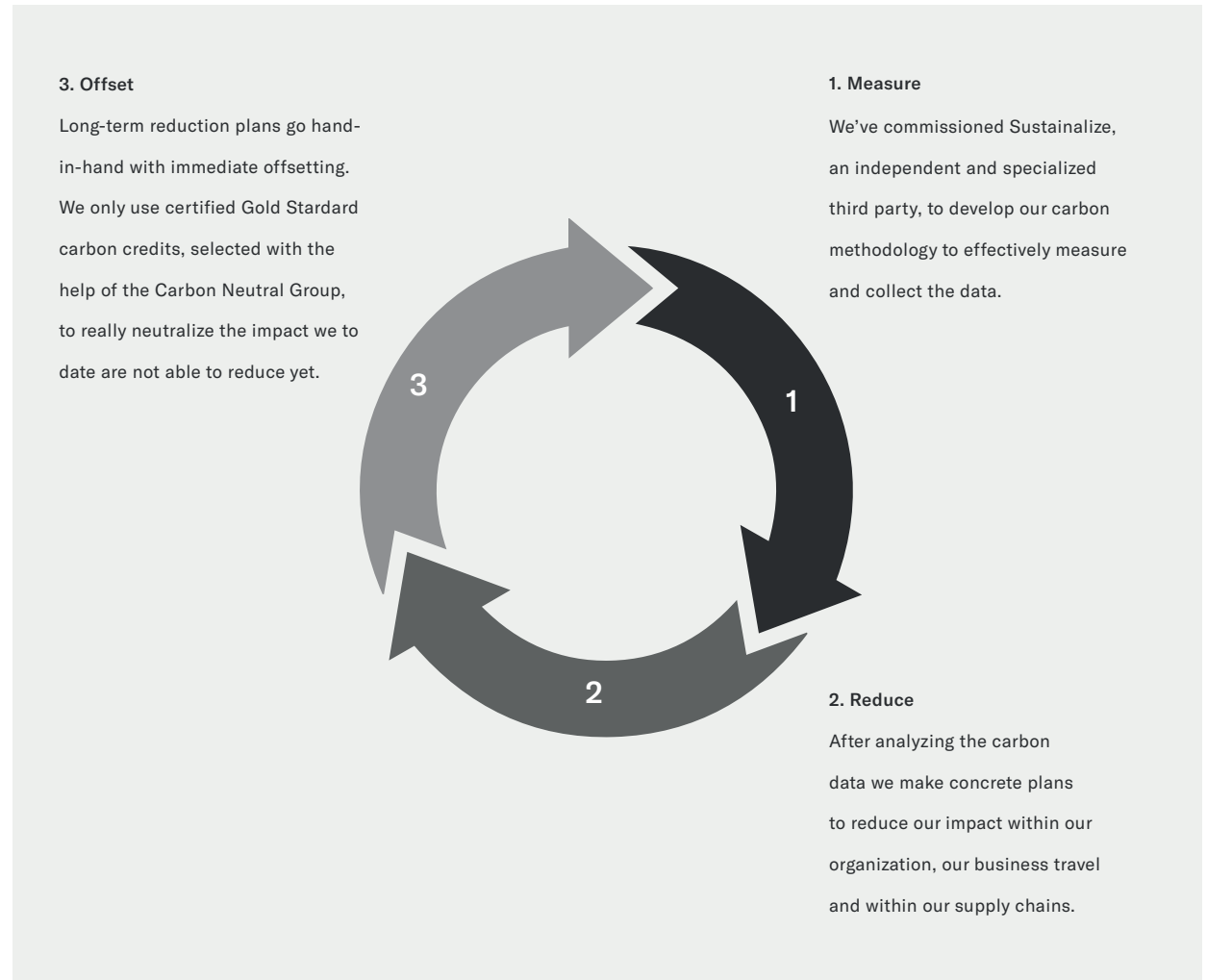
### What practices make Suitsupply different?

- Third-party certifications (Oeko-Tex, Blue sign for low-impact and safe dye practices)
- Lower-impact, 100% recycled/certified content & recyclable packaging
- Zero waste to landfill & end-of-life recycling through the Suitsupply recycling rewards program



## How We Approach Carbon

Business without carbon is not possible yet, but we try to reduce at every opportunity. Calculating our carbon footprint is important because it helps us to understand the environmental impact of our direct and indirect business actions & products. This is how we do it:





# 1. Measure

Carbon emissions are grouped into 3 categories called ‘scopes’. We count our emissions from each scope and then add them together to estimate our company’s footprint:

## Scope 1: Direct Emissions


Sources that are owned or controlled by Suitsupply.

-  Company Facilities
-  Company Vehicles

▶ 266 tCO<sub>2</sub>e

## Scope 2: Indirect Emissions




Purchased electricity, steam, heating & cooling for Suitsupply’s own use.

-  Electricity For Heating & Cooling

▶ 4,307 tCO<sub>2</sub>e

## Scope 3: Indirect Emissions

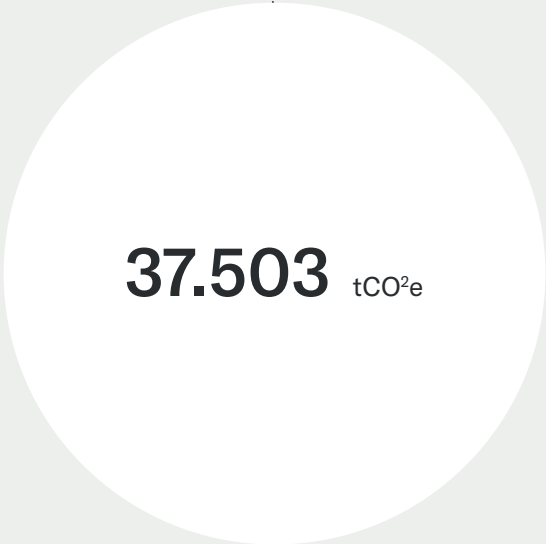
Indirect emissions occurring in the value chain associated with production of the 3 most important Suitsupply products. Top 3 sources include:

-  Purchased Raw Materials
-  Energy Used In Mills and Tanneries
-  Energy Used For Shipping & Distribution

▶ 32,930 tCO<sub>2</sub>e



Suitsupply's 2019 Footprint



Scope 1: 1,5%

Scope 2: 11,5%

Scope 3: 87%

**What exactly is tCO<sup>2</sup>e?**

tCo<sup>2</sup>e stands for tonnes (t) of carbon dioxide (CO<sup>2</sup>) equivalent (e). “Tonne” is a fancy way of writing metric ton, or 2,200 pounds. Carbon dioxide equivalent is the standard unit for counting greenhouse gas (GHG) emissions. There are six main GHGs, so it's helpful to count them with a single unit.

[Sustainalize](#) helped us to develop a measurement tool that maps Suitsupply's estimate carbon footprint. Together we've based our approach on the widely accepted [GHG Protocol](#) accounting standard, and included all of the emissions from manufacturing and production through finished product delivery for our 3 main products: suits, shirts and shoes.

Most of Suitsupply's emissions' are generated in the supplychain of the company's products. In order to understand the impact of our products we've developed a Life Cycle Assessment; this includes raw materials sourcing (wool, cotton, leather) to scouring, ginning, tanning, weaving, and product assembly. The transportation between each stage is also included. As much as possible supplier specific data used in order to calculate the carbon impact. When no (supplier) specific data was available, sector and global averages have been used from the [Ecoinvent 3.6 database](#) (a global standard and database on LCA and carbon impact studies.)





61kg CO<sup>2</sup>-eq per suit



6kg CO<sup>2</sup> -eq per shirt

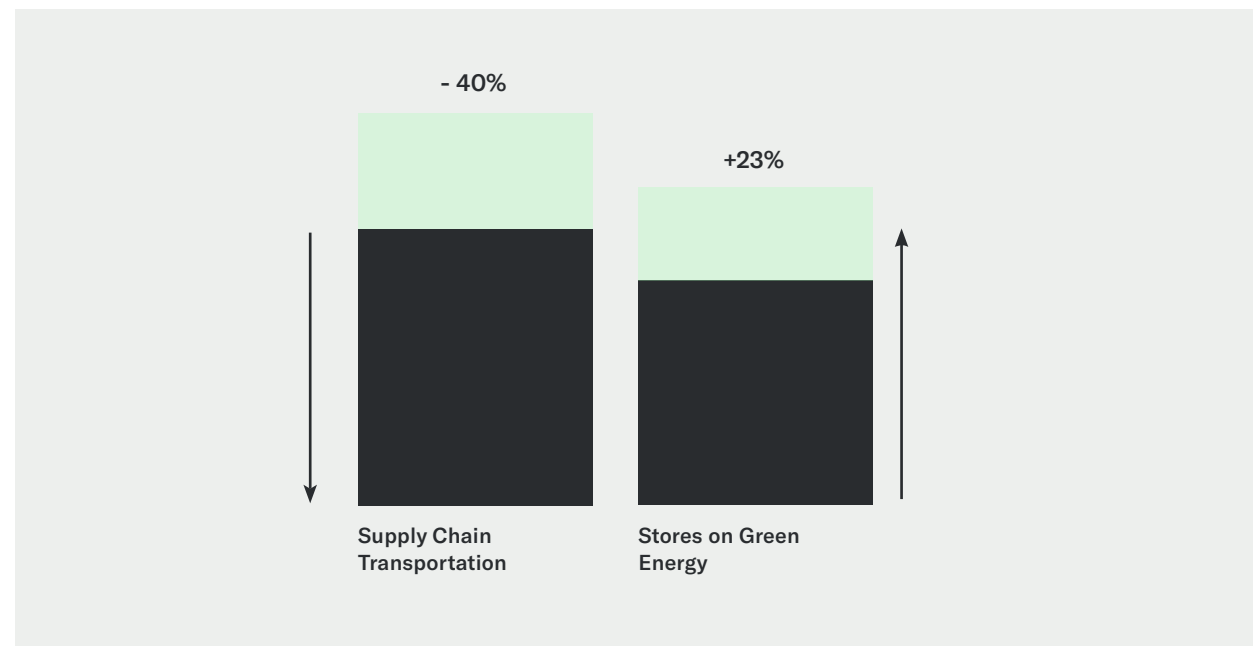


13kg CO<sup>2</sup> -eq per pair of shoes

## 2. Reduce

By measuring our emissions, we have started to understand where we can reduce them. We work with industry experts and resources in order to maximize the reduction opportunities, particularly since our footprint will evolve over the years. In 2019 we've implemented measures to reduce our supply chain footprint and started to switch our stores to green/renewable energy, with the following results:

### 2019 Emission Reduction Results

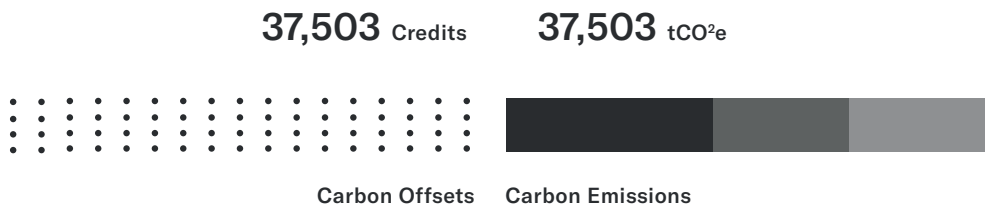


And we're only getting started. Suitsupply is working hard on a full comprehensive reduction plan, but until that's ready, we've already set ourselves the following 2 goals to achieve in the nearby future: to transition all own operated stores to green energy by 2022 and to further reduce our transportation footprint to 50% compared to base year 2018.



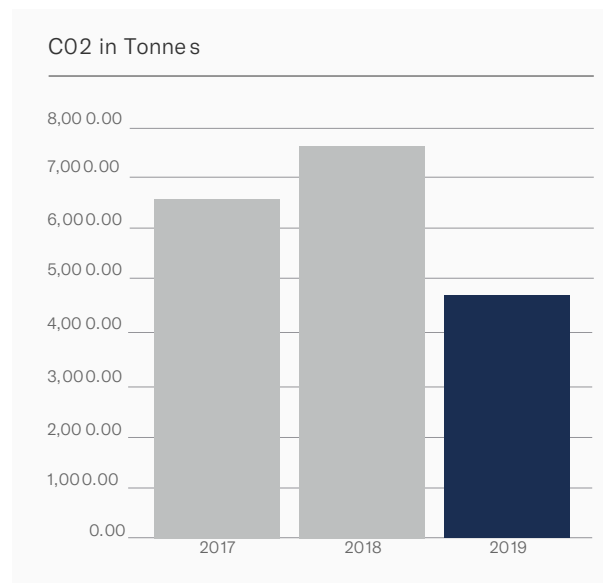
### 3. Offset

Where Suitsupply currently cannot reasonably reduce we offset as part of our commitment to be carbon net-zero by 2020. Each carbon credit represents the removal of 1 ton of CO<sup>2</sup>e.



Offsetting occurs when the emissions that companies are unable to reduce in the near-term are reduced somewhere else through the purchase of carbon credits. Credits can be generated through a variety of projects, ranging from reforestation initiatives that sequester CO<sup>2</sup>, to micro-grid solar projects which substitute fossil fuel-based energy production with reliable clean sources of energy. Suitsupply has chosen to offset all its 37.503 ton Co<sup>2</sup>e through high quality Gold Standard solar offsets. Learn more about them [here](#).

## Transportation footprint



Finished Good & Materials	
AIR	1968,0
RAIL	13,53
ROAD	6,32
SEA	481,08
<b>GRAND TOTAL</b>	<b>4822,5</b>
Emission by transportation made in %	
AIR	41%
RAIL	0,3%
ROAD	0,2%
SEA	58,5%

Being a vertically integrated global company comes with a global transportation footprint.

Our transportation footprint in 2019, across our global inbound supply chain operations, was in total 4822,5 tons of Co2 output, of which:

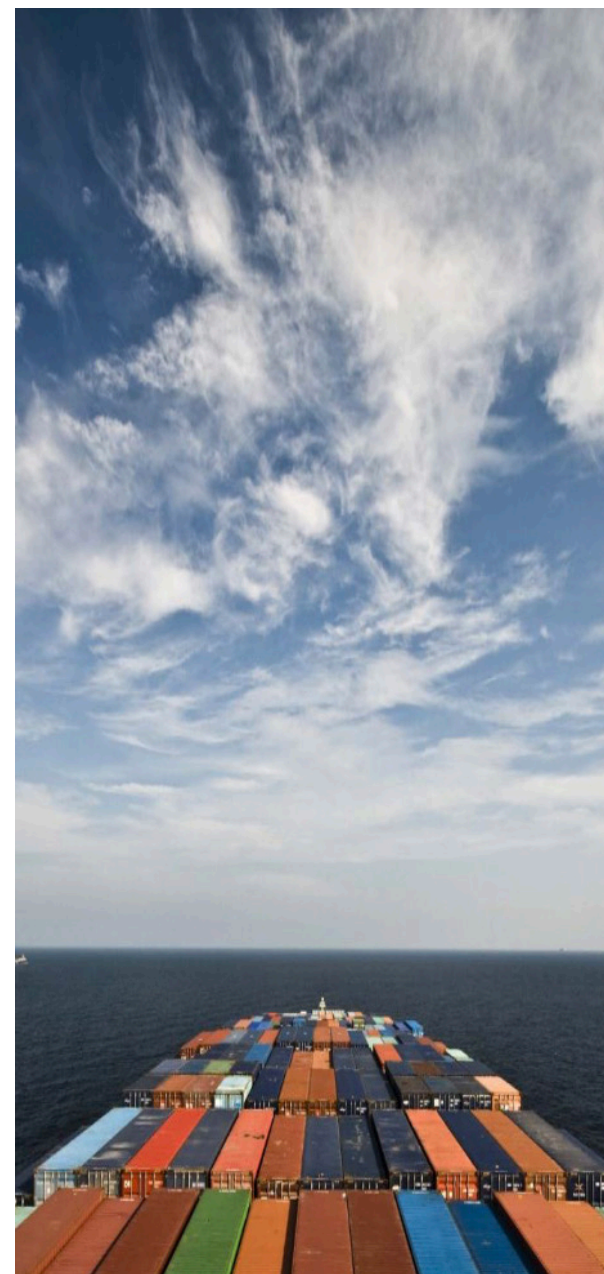
- 3162,3 tons were related to material shipments (mostly fabric and accessory shipments to our CMT factories);
- 1660,2 tons were from finished goods (from any of our factories to one of our five warehouses worldwide)

This includes the transportation that we manage ourselves (and is performed and monitored by our freight forwarder IOA Global) from weaver to factory, and from factory to warehouse.

For our CO<sup>2</sup> emissions, we measure performance metrics in terms of the amount of CO<sup>2</sup> released per distance travelled (in tons per kilometer)

Compared to 2018, we have managed a reduction of almost 40% in our emissions due to focus on low impact shipping, smart consolidation of goods (shipping more in less containers) and less air shipments.

At the same time, we increased shipments by rail (2-3 shipments in 2018 compared to almost 120 in 2019) as replacement of air, cutting a lot of carbon in the process.



## Towards a green supplychain



INDUSTRY RANK

22

Out of 82 total brands  
in the textile industry

CITI SCORE

35.9

Total possible score: 100

87% of Suitsupply's environmental footprint is generated in our supply chain.

In order to better address and monitor this, we joined the Green Supply Chain initiative in 2018, a publicly available online transparency tool that ties companies to their suppliers' environmental performance.

Developed by the Natural Resources Defense 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. IPE lists and ranks global brands and their efforts in the Corporate Information Transparency Index (CITI). The CITI scores and rankings allow for benchmarking of industry leaders and enable consumers to make green choices based on brand performance.

For the coming years, we have set ourselves the goal of substantially improving our CITI score (in 2 years we have more than tripled our score from 11 to 34.14!) and work our way up in the industry ranking of IPE. Our first milestone was achieved: a CITI score of 30 by the end of 2019. For 2020 we aimed to reach at least 35, a goal that we have already reached during the writing of this report.

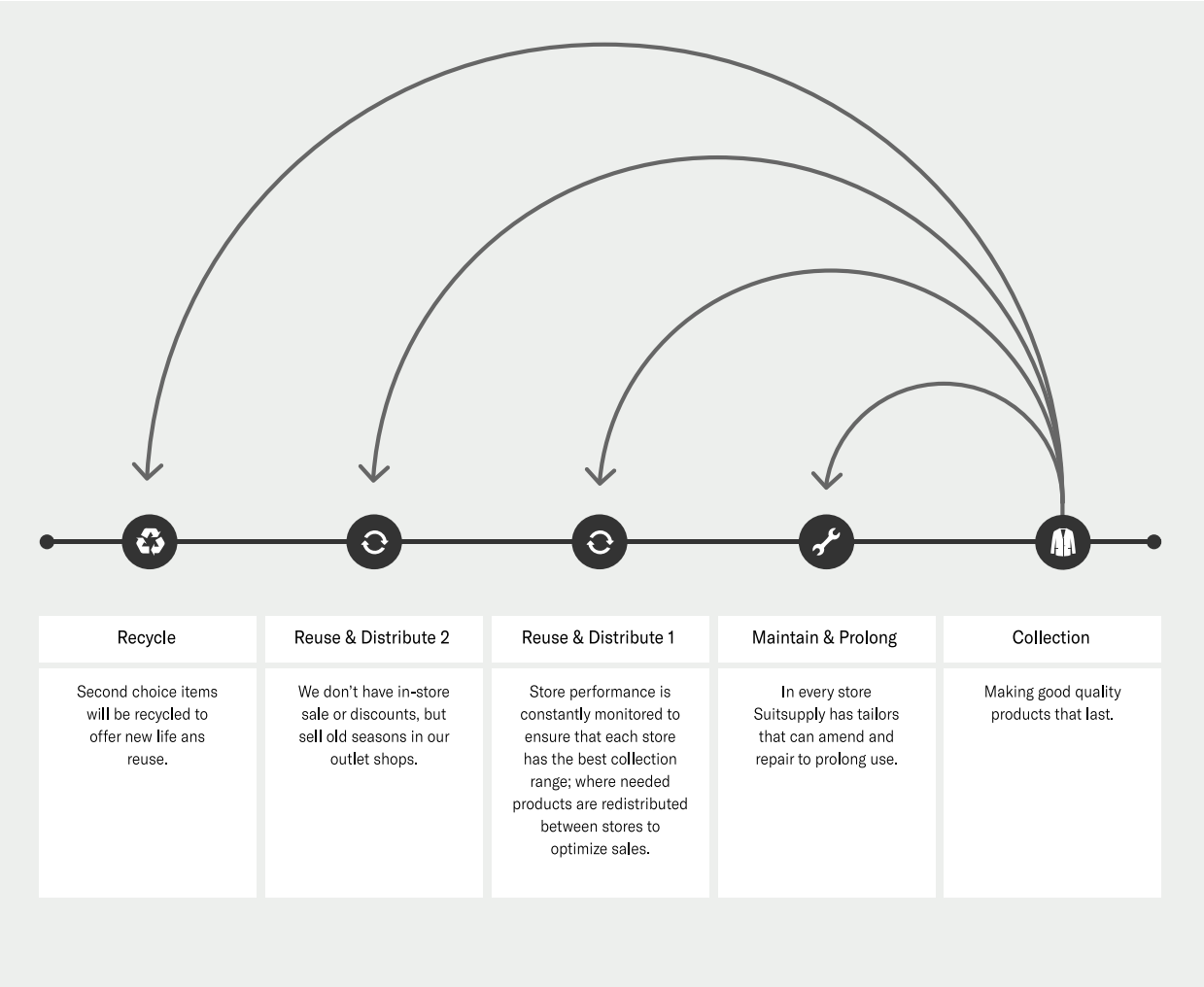
As a result of the collaboration with IPE and being committed to transparency in our supply chain, we do not only publish our direct tier 1 suppliers but **also indirect suppliers or upstream suppliers in China** which hold a higher risk in terms of environmental impact due to the nature of their operations like wet processing, wastewater treatment and hazardous waste treatment.

The list includes suppliers that have been contracted by our direct suppliers and who perform operations that our main suppliers are not capable of doing in their own facilities.



# Circularity

Suitsupply takes a holistic approach to responsibility, focusing on a circular rather than linear business model. This model 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 quality of craftsmanship, high attention to detail, and 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 in our company’s processes:



## Circularity 2019

**79.4%**

of fabrics are made with 100% mono fibers allowing for optimal recyclability

**100%**

of fabrics and components are Oeko-tex100 certified

**+90%**

of range is fit for in-store repair

**17 000**

alternations & repairs are performed each week

**+178**

expertly trained in-store tailors

**48%**

of tier 1 suppliers linked to local recyclers

**78%**

of tier 2 suppliers linked to local recyclers

View our [circular status report 2](#) to see how we are progressing on our journey.



## Zero waste to landfill

Every item kept from landfill counts- and to date Suitsupply has been able to save over 20.000 kilos in pre- and post-production apparel & leather products. That means that we are well on our way to reach our target of keeping 25.000kg of unwanted apparel out of the waste mountains by the end of 2020.

We aim for an ongoing life beyond its original purpose. The unwanted garments, textiles and leather products are collected, rated on quality, and carefully sorted accordingly. The quality or grade (A, B or C) heavily decides what the afterlife of these products will look like.

Both internally and through our partners Suitsupply analyzes this material flow on a regular basis and follows the EU Waste Framework Directive to determine every items' next best use. The high quality of our products also speaks through our high recovery rate of this sorting analysis: 93.7%. Only 6.3% of unwanted garments cannot be re-worn, re-used or recycled and are used to make energy. Please find our full sorting analysis disclosure [here](#).



**86.2% Re-Wear**



**7.5% Recycling**



**6.3% Energy  
Recovery**

### Suitsupply practice

- Timeless design & purchase practices: 80% of our collection is NOOS & Basic, 15% Seasonal, and only 5% Fashion
- Made to Order and Made to Measure customization programs that curb overproduction & create individualized garments with the customer at the center
- 21.157kg kept out of landfills between 2017-2019
- 100% of all second choice kept from landfill
- 93.7% recycling recovery rate

### Industry practice

- Every second truck of apparel waste is brought to landfill
- Clothing is massively overproduced & underutilized- low quality and high fashionability creating fast consumption habits.
- Only 8% of all clothing is recycled



## Zero waste to landfill

Suitsupply's Zero Waste to Landfill Network spans 4 continents and consists of recyclers, schools, young designers, suppliers, upcycling initiatives, (city) governments, research bodies, refugee centers, traders and charities—and continues to grow. The collective expertise they bring is essential to make our company's zero waste ambitions work, both within the supply chains and in the afterlife of our products.





A man with short dark hair and sunglasses stands amidst a dense field of tall, yellow and orange flowers. He is wearing a light-colored plaid double-breasted suit jacket over a dark shirt. His right arm is extended forward, palm up, as if gesturing or reaching out. The background is a vast field of similar flowers under bright sunlight, creating a warm and vibrant atmosphere.

## 5. APPROACH



## Stakeholder Engagement

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

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



# SUITSUPPLY

Wenckebachweg 210. 1096AS Amsterdam. The Netherlands

# Key Performance Indicators

1. OVERVIEW	2017	2018	2019	2020	PAGE #
Total employees	1487	1750	1833	TBD	7
Female	594	700	605	TBD	7
Male	893	1050	1228	TBD	7
Women in management positions	178	210	182	TBD	7
2. PRODUCT	2017	2018	2019	2020	PAGE #
Fabrics made with 100% mono fibers	54%	81%	79,4%	TBD	13
Fabrics made with noble fibers	8,6%	4,3%	3,2%	TBD	13
Fabrics with man-made fibers & blends	5,4%	5,6%	11,3%	TBD	13
% of product labelling made from RPET	0%	71%	100%	TBD	11
B2B packaging made from more sustainable sources	25%	85%	95%	TBD	11
B2B packaging made from more sustainable sources	0%	0%	0%	TBD	11
Fabric mills	46	47	62	TBD	15
Meters ordered	2.8 million	2.8 million	3.2million	TBD	15
Factories	38	51	41	TBD	17
Workers tier 1 total	13,501	17,341	11,397	TBD	17
Production volume top 3 countries	China, Macedonia, Italy	China, Macedonia, Mauritius	China, Italy, Myanmar	TBD	17
Mohair farms audited & linked to Suitsupply production	x	81	102	TBD	19
Restricted substances	x	421	426	TBD	20
3. PEOPLE	2017	2018	2019	2020	PAGE #
Fair Wear Brand Performance rating	Leader	Leader	Leader	Leader	11
Fair wear rating points	80	83	86	92	11
Factories (tier 1)	38	51	41	TBD	11
Subcontractors (tier 1)	13	18	18	TBD	27
Homeworkers (tier 1)	13	13	13	TBD	27
% of new factories screened	98%	100%	100%	TBD	27
% of suppliers monitored	97%	98%	100%	TBD	27
% of factories based in Europe	45%	51%	TBD	TBD	27
Audits	15	30	35	TBD	27
Unannounced audits	0	0	0	TBD	27
Corrective Action Plans	15	28	33	TBD	27
Supplier exits	0	3	8	TBD	27
Average supplier relationship in years	7	7	6	TBD	27
Average order capacity per factory in %	30%	30%	29%	TBD	29
Suppliers visited in %	90%	93%	94%	TBD	29
% volume placed at longterm suppliers +15y	16%	20%	28,8%	TBD	29
% of factories with functioning internal grievance mechanisms	95%	94%	96%	TBD	29
% of factories with functioning external grievance mechanisms	97%	100%	100%	TBD	32

## Key Performance Indicators

3. PEOPLE	2017	2018	2019	2020	PAGE #
Complaints received	2	3	3	TBD	32
Complaints remediated	2	3	3	TBD	32
Factories participated in wage gap pilots	1	2	3	TBD	30,31
% volume bought from factories with implemented target wage	16,1%	24,0%	35,2%	TBD	30, 31
% volume bought from factories with applied CBA wage	x	59%	59%	TBD	30, 31
Factories participated in Workplace Education Programme	6	11	15	TBD	33
% of unionized tier 1 factories	32%	32%	37%	TBD	33
% of tier 1 factories that have worker representation bodies	43%	51%	54%	TBD	33
Collective Bargaining Agreement applied at % tier 1 factories	55%	59%	59%	TBD	33
4. PLANET	2017	2018	2019	2020	PAGE #
Carbon footprint	x	x	37.503 tCO2	TBD	39, 40
Scope 1 emissions	x	x	266 tCO2	TBD	39
Scope 2 emissions	x	x	4307 tCO2	TBD	39
Scope 3 emissions	x	x	32930 tCO2	TBD	39
CO2-eq per suit	x	x	61kg	TBD	42
CO2-eq per shirt	x	x	6kg	TBD	42
CO2-eq per pair of shoes	x	x	13kg	TBD	42
Stores on green energy	0	0	24	TBD	43
Transportation footprint in tCO2	6487,5	7519,7	4822,5	TBD	45
Amount of GS climate credits purchased	0	0	37,503	TBD	44
Emission by transportation mode in %: AIR	78,5%	49%	41%	TBD	45
Emission by transportation mode in %: SEA	21,3%	50,8%	58,5%	TBD	45
Emission by transportation mode in %: RAIL	x	<0.1%	0,3%	TBD	45
Emission by transportation mode in %: ROAD	0,2%	0,2%	0,2%	TBD	45
IPE CITI score	x	11	21	35,94	46
IPE Industry rating of total brands in the textile industry	x	42	25	22	46
% of collection range fit for in-store repair	90,0%	93,3%	90,2%	TBD	48
Average amount of alterations & repairs per week	16000	16000	17050	TBD	48
Amount of in-store tailors	155	165	178	TBD	48
% of tier 1 suppliers linked to local recyclers	0%	15%	48%	TBD	48
% of tier 2 suppliers linked to local recyclers	0%	35%	78%	TBD	48
Pre/post production apparel kept out of landfill in kg	982kg	1951kg	21.157kg	TBD	49
% of second choice garments recycled	81%	100%	100%	TBD	49
Recycling recovery rate	x	x	93,7%	TBD	49
5. APPROACH	2017	2018	2019	2020	PAGE #
MSI memberships and workinggroup participation	1	3	3	3	52



## Appendix GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
ORGANIZATIONAL PROFILE				
102-1	Name of Organization	Cover Page	1	Suit Supply BV
102-2	Activities, brands, products and services	About Suitsupply	5	Suitsupply is a men's fashion brand. We sell our own branded products through our online and retail network.
102-3	Location & headquarters	Last Page	43	Amsterdam, Netherlands
102-4	Location of operations	About Suitsupply	7	Mainly: Netherlands, US, China, Italy
102-5	Ownership and legal form	GRI Index		Suitsupply is a privately- owned company.
102-6	Markets Served	GRI Index	7	Suitsupply sells products through our global store network as well as online.
102-7	Scale of the organization	Suitsupply in Numbers	7	
102-8	Information on employees and other workers	Suitsupply in Numbers	7	
102-9	Supply chain	Our mills & factories, Supplychain Material Flow Map	14, 16 & 17	<b><u><a href="#">Click here to also see our trimming &amp; accessories suppliers</a></u></b>
102-10	Significant changes to the organisation and its supply chain	Our mills & factories	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	Monitoring & Audits, Worker well-being, towards a green supply chain, zero waste to landfill	28, 32, 33, 34 35, 46, 50, 52	We collaborate with specialised organisations to support our sustainability strategy and outputs.
102-13	Membership of associations	GRI Index		Collaboration is fundamental to our sustainability strategy. Our membership with the Fair Wear Foundation helps us to understand the complexities.
STRATEGY				
102-14	Statement from senior decision-maker	About Suitsupply	6	Statement from CEO, Fokke de Jong
ETHICS & INTEGRITY				
102-16	Values, principles, standards, and norms of behaviour	Responsibility Strategy, Sustainable Fiber Standard, Animal Welfare, Chemical management, Social Responsibilities & Human rights	9, 10, 14, 19, 20, 22, 23, 25	

## Appendix

### GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GOVERNANCE				
102-18	Governance Structure	Corporate Structure & Governance	8	The board guides the overall governance of our organisation. 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	52	
102-41	Collective bargaining agreements	GRI Index	52	59% of tier 1 factories has a CBA in place
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	52	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	52	
102-44	Key topics and concerns raised	Stakeholder Engagement	52	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	GRI Index		Suitsupply BV
102-46	Defining content and topic boundaries	Stakeholder Engagement	52	
102-47	List of material topics	Stakeholder Engagement	52	
102-48	Restatements of information	GRI Index		No restatement this year
102-49	Changes in reporting	GRI Index		In 2019, 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	About the Report	2	January to December 2019
102-51	Date of most recent report	About the Report	2	Suitsupply Sustainability Report 2019-2020
102-52	Reporting cycle	About the Report	2	Annual
102-53	Contact point for questions regarding the report	Final Page of Report	48	csr@suitsupply.com

## Appendix

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
REPORTING PRACTICE				
102-54	Claims of reporting in accordance with the GRI standards	About the Report	2	We prepared our report in accordance with the GRI Standards: Core option. This is the second 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 TOPICS

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 305: EMISSIONS				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Carbon footprint	37	Link to full report can be found there
	103-2: The management approach and its components	Carbon footprint	37	
GRI 305-1: Direct (scope 1) GHG emissions		Carbon footprint	39	
GRI 305-2: Energy indirect (Scope 2) GHG emissions		Carbon footprint	39	
GRI 305-3: Other indirect (Scope 3) GHG emissions		Carbon footprint	39	
GRI 305-5: Reduction of GHG emissions		Carbon footprint	43	



## Appendix

### GRI - general standard disclosures

TOPIC		REFERENCE	PAGE #	NOTES
GRI 307: SUPPLIER ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	46	
	103-2: The management approach and its components	Towards a green supply chain	46	
GRI 307-1: Non-compliance with environmental laws and regulations		GRI Index		Suitsupply has not identified any non-compliance at tier 1 suppliers with environmental laws
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	46	
	103-2: The management approach and its components	Towards a green supply chain	46	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	46	100% of Chinese suppliers
GRI 308-2: Negative environmental impacts in the supply chain and actions taken		Towards a green supply chain, Appendix	46 & Appendix (China indirect & upstream supplier list)	

## Appendix

### GRI - general standard disclosures

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 408: CHILD LABOUR				
Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	22, 28ff	
	103-2: The management approach and its components	Towards a green supply chain	46	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	46	100% of Chinese suppliers
GRI 409: FORCED OR COMPULSORY LABOUR				
GRI 103 Management approach	103-1: Explanation of the material topic and its boundary	Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	22, 23, 25, 28, 32	
	103-2: The management approach and its components	Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	22, 23, 25, 28, 32	
GRI 409-1: GRI 409-1: Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour environmental criteria		Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	22, 23, 25, 28, 32	100% of Chinese suppliers

## Appendix

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Monitoring & Audits	28	
	414-2: Operations with significant actual and potential negative impacts on local	Monitoring & Audits	28	
GRI 414:	GRI 414-1: New suppliers that were screened using social criteria	Monitoring & Audits	28	100%
	414-2: Operations with significant actual and potential negative impacts on local	Monitoring & Audits	28	
GRI 416: CUSTOMER HEALTH & SAFETY				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Chemical Management & Product Safety	20	
	103-2: The management approach and its components	Chemical Management & Product Safety	20	RSL
GRI 416-1: Assessment of the health and safety impacts of product and service categories			20	Restricted Substances List (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.