

A man with short hair and sunglasses stands in a forest, leaning against a large tree trunk. He is wearing a brown blazer over a tan polo shirt and light-colored shorts. The scene is lit with natural sunlight, creating strong shadows and highlights on the tree bark and the man's clothing. The background is filled with more trees and green foliage.

SUITSUPPLY

CORPORATE RESPONSIBILITY SUMMARY REPORT 2020



About the Report

The data in the Suitsupply 2019-2020 Corporate Responsibility Summary 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.

In case of any further questions please feel free to **drop a line** to our Corporate Social Responsibility team at any time. For full disclosure please view our CSR Report 2020.

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1. OVERVIEW

1. About Suitsupply

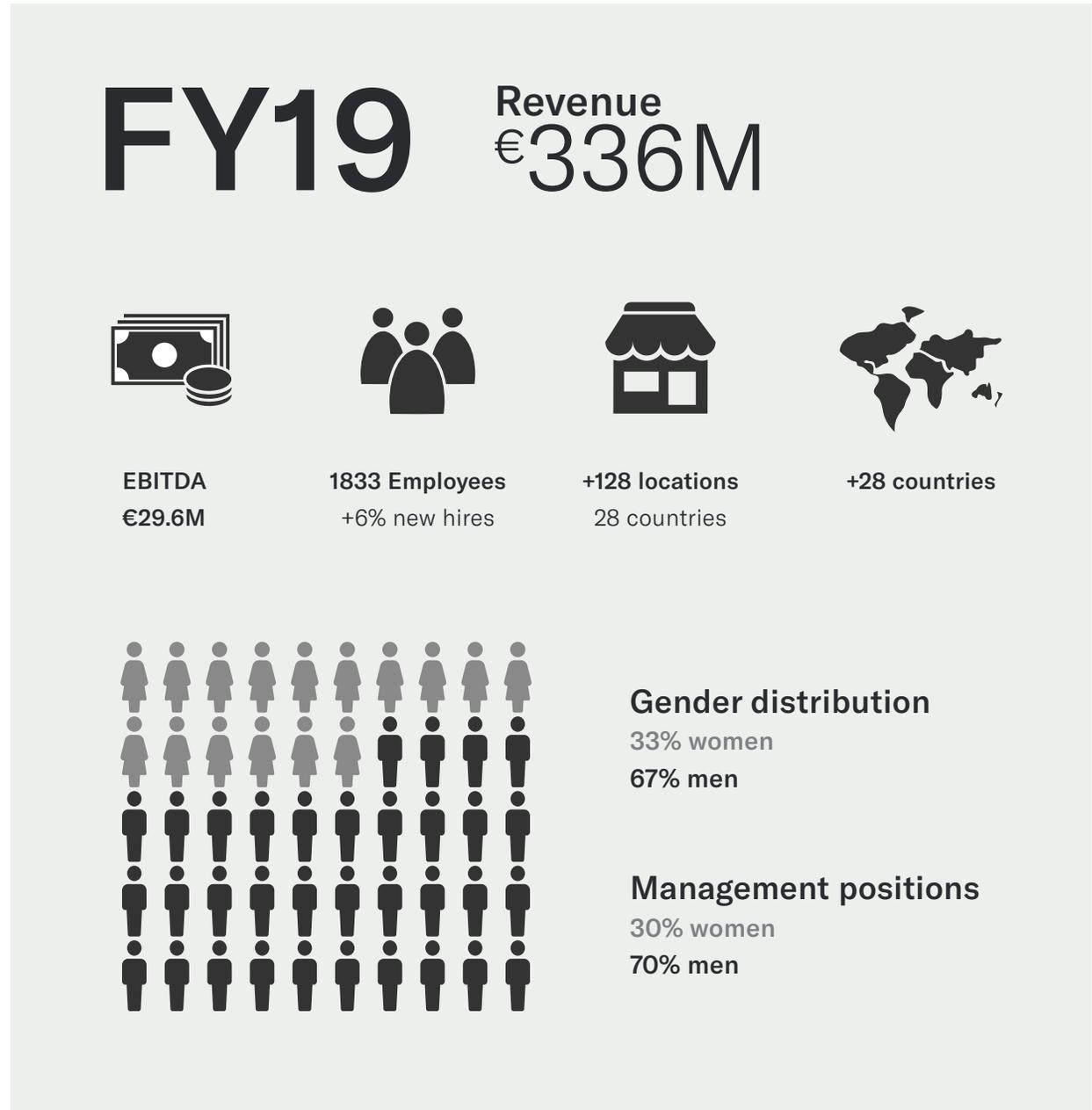
Suitsupply is a global European brand renowned for its focus on expertly crafted tailoring. Suitsupply helps its clients find their own perfect fit through attainable and transparent craftsmanship, with a radically personal approach to service that delivers exciting tailoring via fast and effective direct 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.

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

Fokke de Jong
CEO Suitsupply

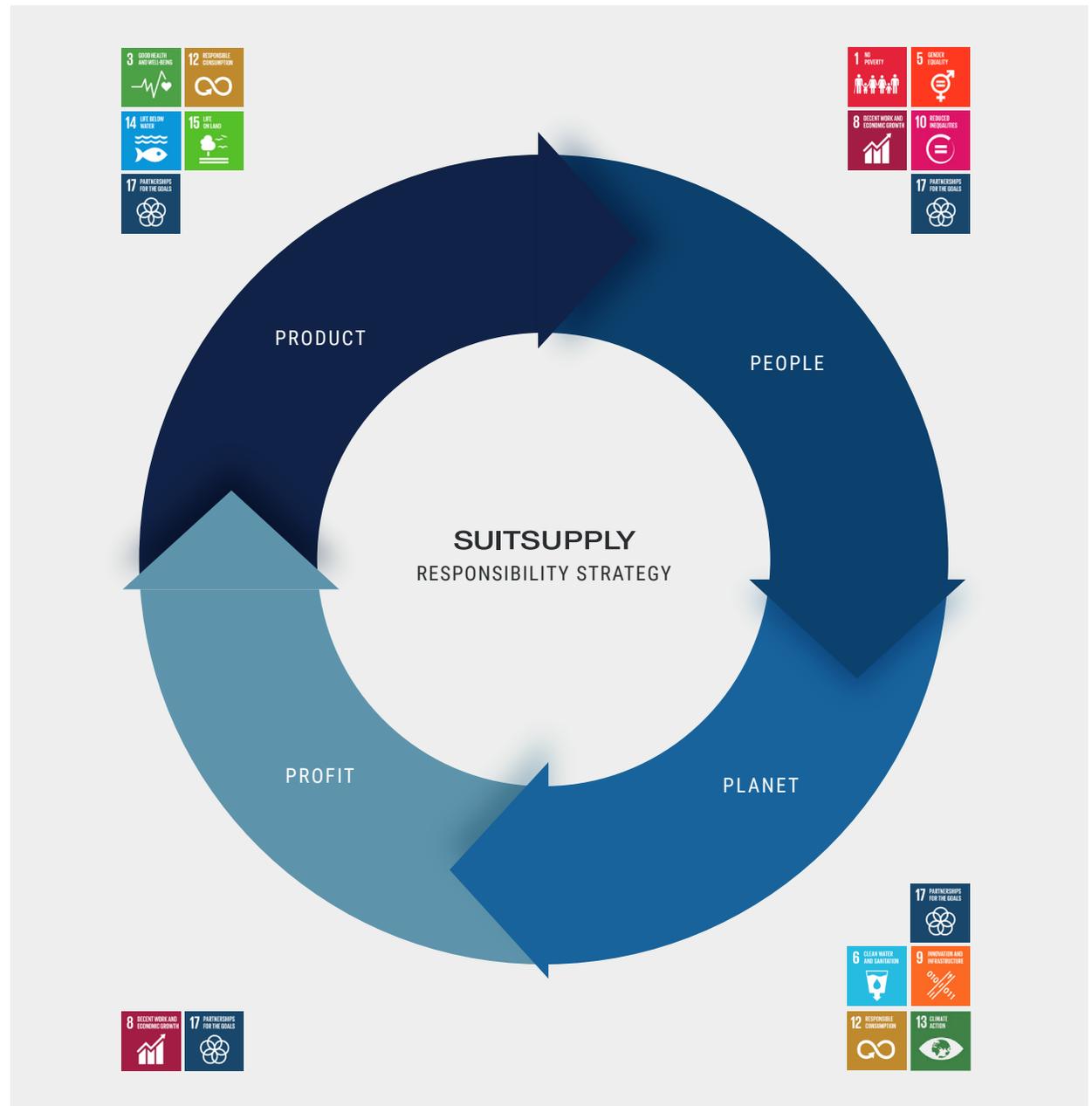
Suitsupply in numbers



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	PEOPLE	PLANET	PROFIT																
 <p>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.</p> 	 <p>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.</p> 	 <p>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.</p> 	 <p>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.</p> 																
<table border="1"> <tr> <td data-bbox="176 870 369 1045">Sustainable Fibers & Materials</td> <td data-bbox="382 870 575 1045">Transparency & Traceability</td> </tr> <tr> <td data-bbox="176 1062 369 1237">Animal Welfare</td> <td data-bbox="382 1062 575 1237">Zero Toxic & Chemical Management</td> </tr> </table>	Sustainable Fibers & Materials	Transparency & Traceability	Animal Welfare	Zero Toxic & Chemical Management	<table border="1"> <tr> <td data-bbox="623 870 816 1045">Social responsibility & Human rights</td> <td data-bbox="829 870 1022 1045">Longterm Partnerships & Inclusive growth</td> </tr> <tr> <td data-bbox="623 1062 816 1237">Social Dialogue & Fair wages</td> <td data-bbox="829 1062 1022 1237">Worker Well-being</td> </tr> </table>	Social responsibility & Human rights	Longterm Partnerships & Inclusive growth	Social Dialogue & Fair wages	Worker Well-being	<table border="1"> <tr> <td data-bbox="1077 870 1270 1045">Retail Footprint</td> <td data-bbox="1283 870 1476 1045">Carbon Footprint Reduction & Offset</td> </tr> <tr> <td data-bbox="1077 1062 1270 1237">Circularity & Recycling</td> <td data-bbox="1283 1062 1476 1237">Packaging</td> </tr> </table>	Retail Footprint	Carbon Footprint Reduction & Offset	Circularity & Recycling	Packaging	<table border="1"> <tr> <td data-bbox="1526 870 1719 1045">Reporting</td> <td data-bbox="1732 870 1925 1045">Investor Satisfaction</td> </tr> <tr> <td data-bbox="1526 1062 1719 1237">Materiality</td> <td data-bbox="1732 1062 1925 1237">Stakeholder Engagement</td> </tr> </table>	Reporting	Investor Satisfaction	Materiality	Stakeholder Engagement
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Reporting	Investor Satisfaction																		
Materiality	Stakeholder Engagement																		
<p>Curious how we are progressing? Click here for full disclosure.</p>																			

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 net-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



2. PRODUCT

Sustainable Fibers & Materials



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.



11.4% of our fabrics are made of man-made fibers & blends.

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.

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 RECOMMENDED	B GOOD	C COULD BE BETTER	D DISCOURAGED	N/A BANNED
Recycled/ Reclaimed Wool* Recycled Down Linen (LJ, natural retting) Hemp (natural retting) Bemberg Cupro** Lenzing lyocell Deadstock materials****	Linen (LJ) 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 Shearing 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

Mills per country 2019



Our Factories



13 countries

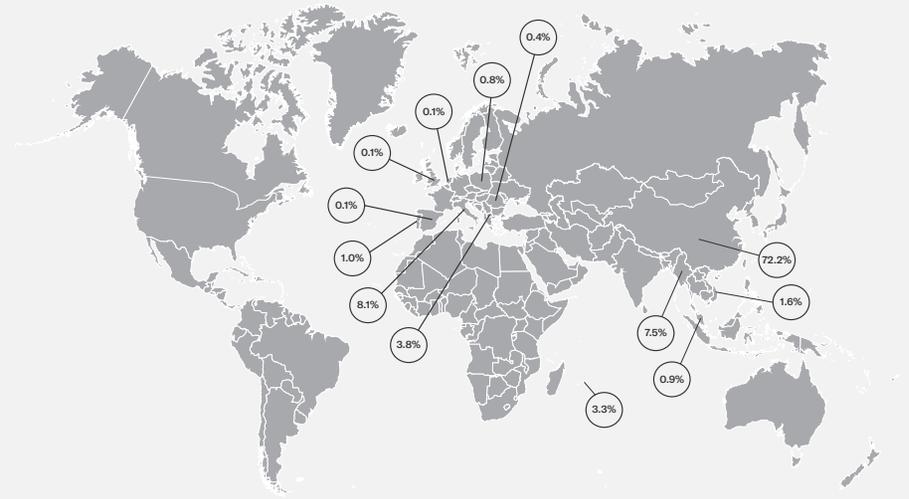


41 factories



11.397 workers

Factory volume by country 2019



Supplychain Material Flow Map

PRODUCTS



Suits



Knitwear



Shirts



Shoes



Coats



Accessories



Trouser

MATERIALS



Leather



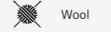
Silk



Cotton



Linen



Wool





3. PEOPLE

Social Responsibilities & Human Rights

Code of Labour Practices- our 8 standards for ethical production

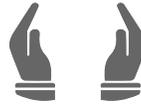
Fair working conditions are at the heart of our products and Suitsupply's social responsibility work. These eight social standards are the basis on which we operate and are derived from the ILO Convention and the United Nations Declaration on Human Rights. Our Code of Labour Practices is therefore based 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



5. Payment of a living wage



2. Freedom of association and the right to collective bargaining



6. Reasonable hours of work



3. No discrimination in employment



7. Safe and healthy working conditions



4. No exploitation of child labor



8. A legally binding employment relationship

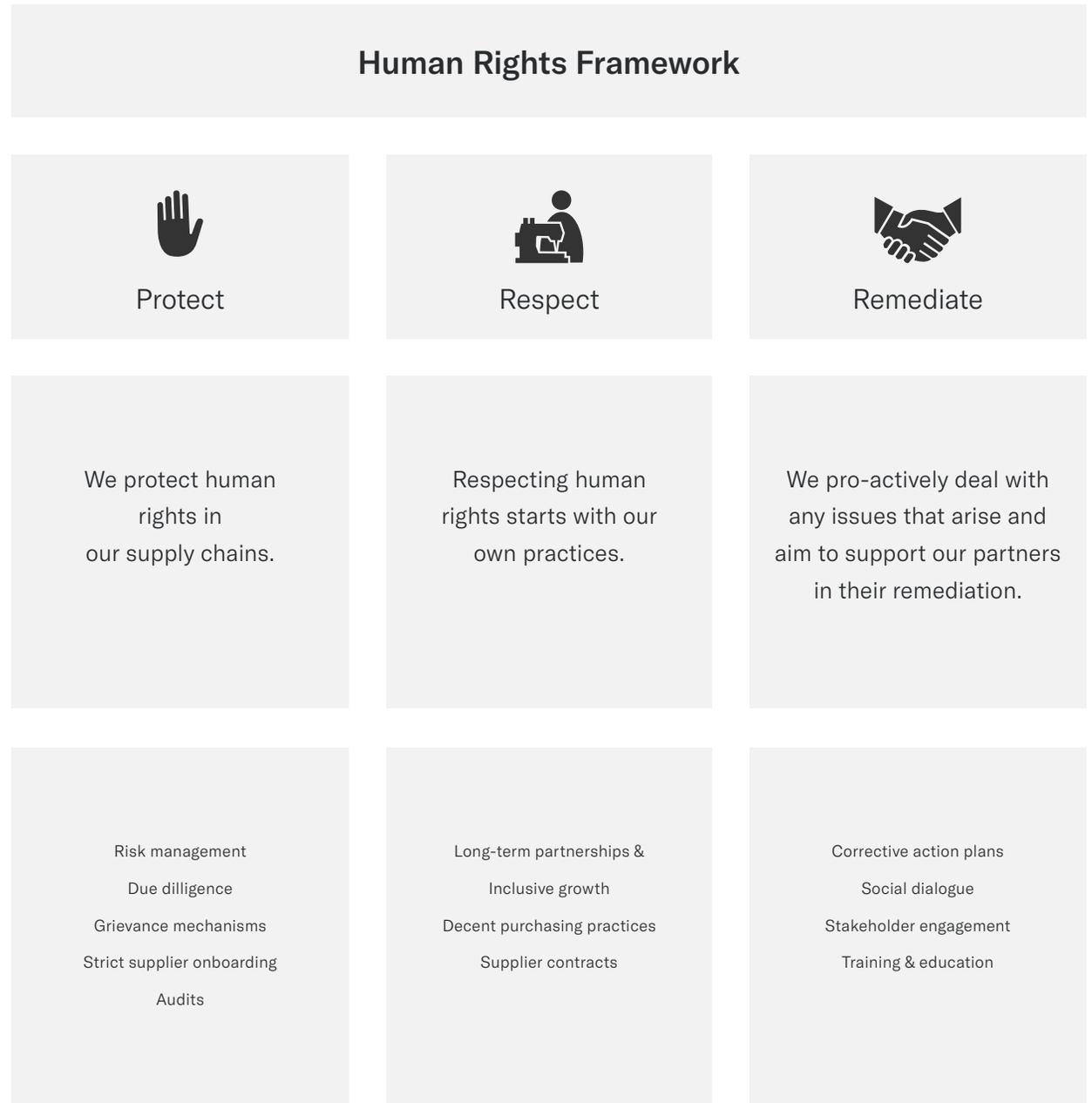


Who
made
your
clothes?

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

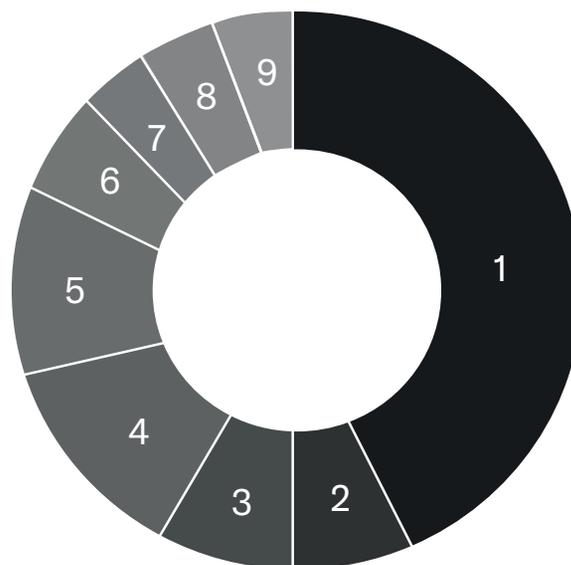
new corrective action plans

8

supplier exits

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%

Continent	Production Locations	Subcontractor Locations	Workers at Production Locations	Audits in 2019	Improvements		Improvements required per audit		
					required from all audits	Improvements verified	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.





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 (CO²) 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

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** tCO₂e

Scope 2: Indirect Emissions

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

-  Electricity For Heating & Cooling

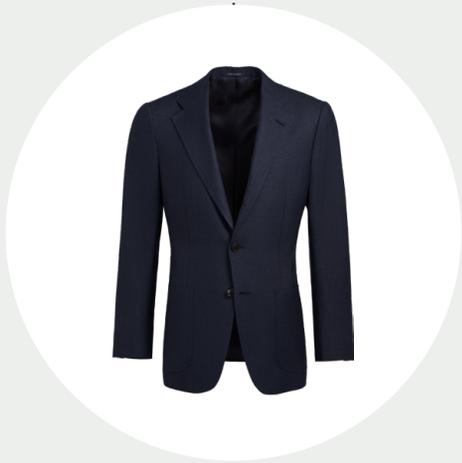
▶ **4,307** tCO₂e

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** tCO₂e



61kg CO²-eq per suit



6kg CO² -eq per shirt

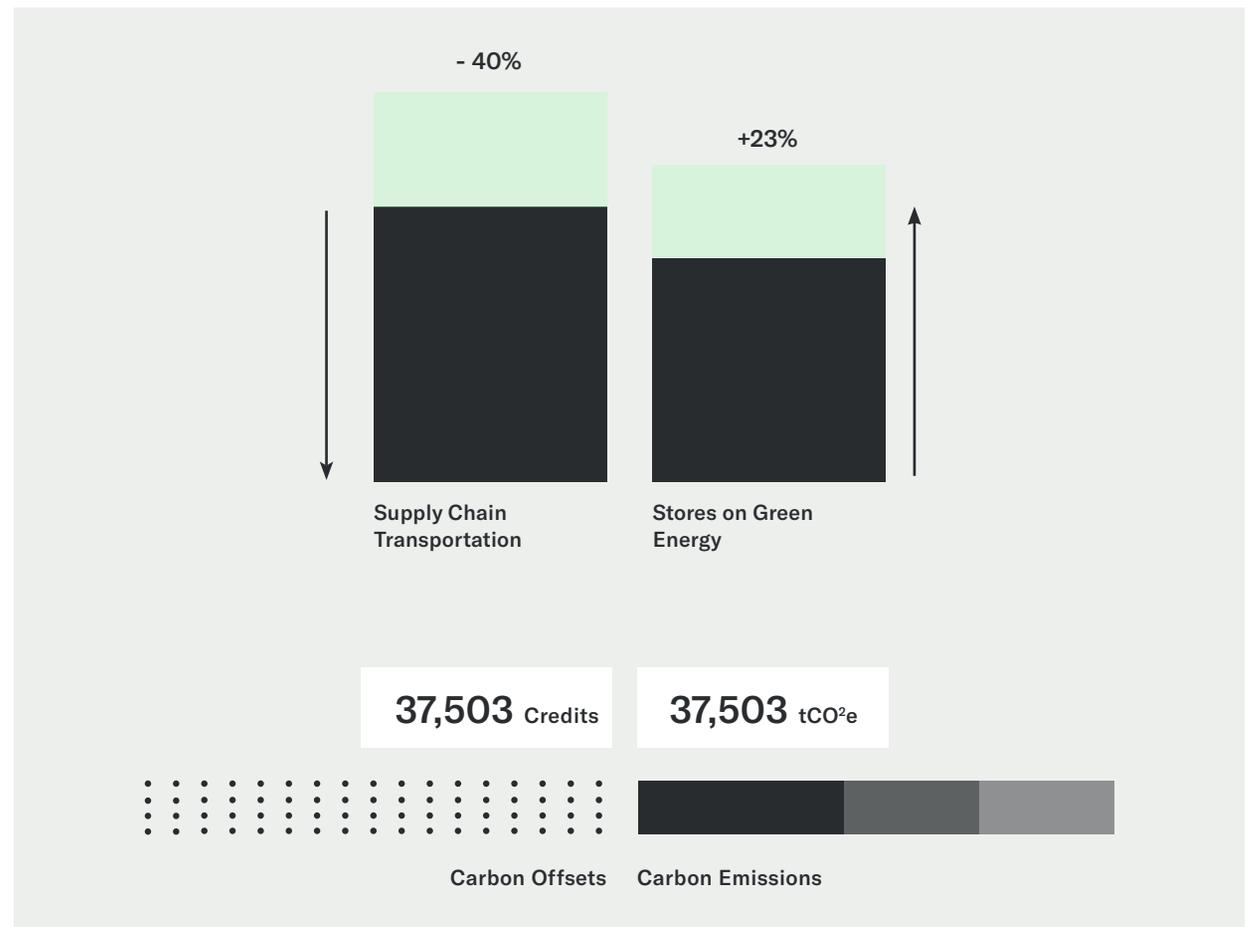


13kg CO²-eq per pair of shoes

Reduce & Offset

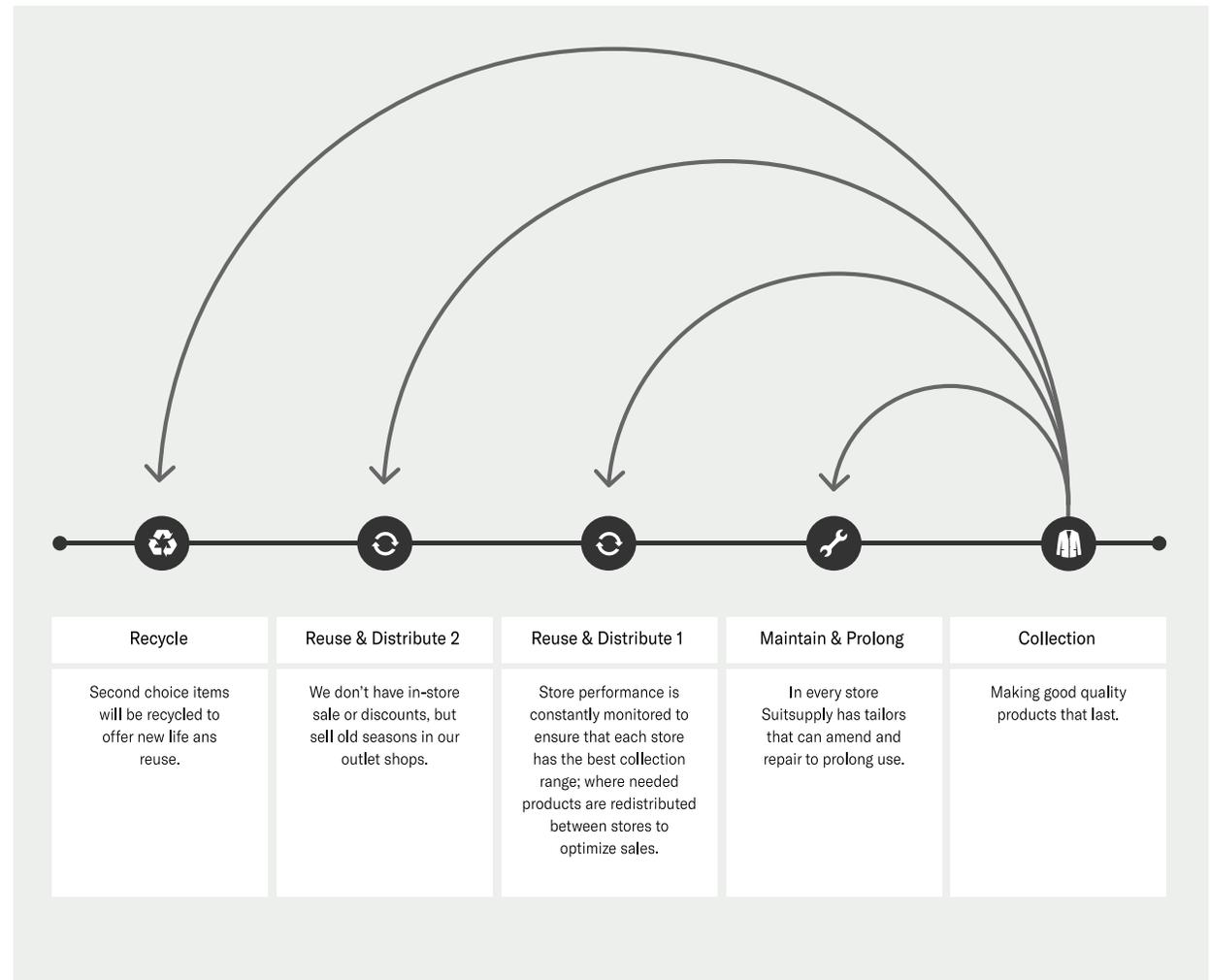
By measuring our emissions, we have started to understand where we can reduce them. We work with industry experts and resources in order to maximize the reduction opportunities, particularly since our footprint will evolve over the years. In 2019 we've implemented measures to reduce our supply chain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

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 CO²e.



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

SUITSUPPLY

Wenckebachweg 210. 1096AS Amsterdam. The Netherlands