

A woman with dark, curly hair is shown from the chest up, wearing a white blazer with thin, dark vertical pinstripes. She is looking slightly to the right of the camera. The background is a solid teal color.

SUISTUDIO

Sustainability Report
2017-2018

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

ROOS FLEUREN -
CHIEF PRODUCT OFFICER SUITSUPPLY & SUISTUDIO

1. We specialize in suits, but we are not dressing men



1.1 OUR PHILOSOPHY

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

1.2 PERFORMANCE 2017

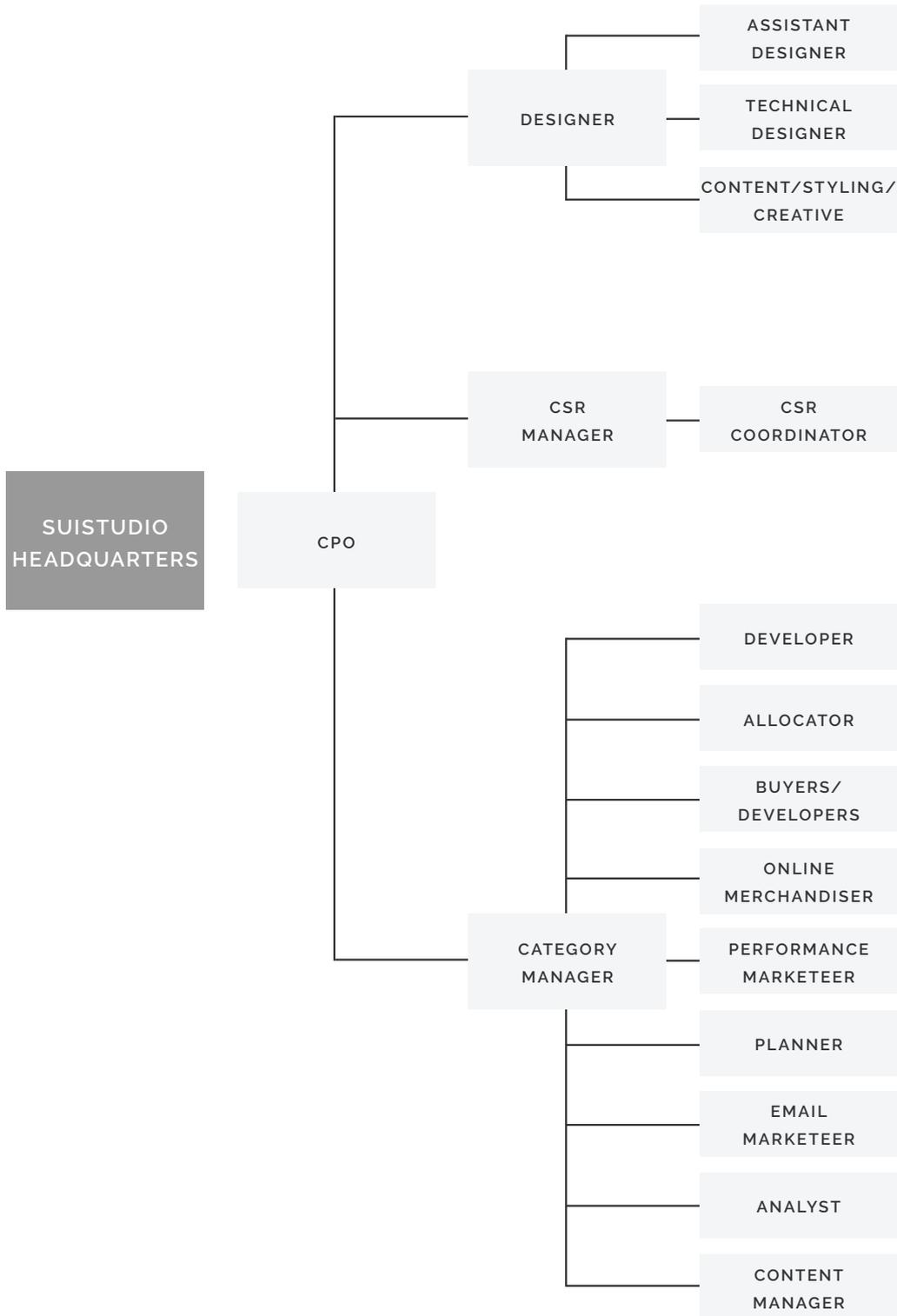
2017 was the inaugural year of Suistudio as a new brand in the holding of Suitsupply. We opened stores in Amsterdam, New York and Shanghai and launched our webstore in May. Suistudio generated €2 million in sales and is projected to show strong growth in the coming years.

REVENUE BY BRAND

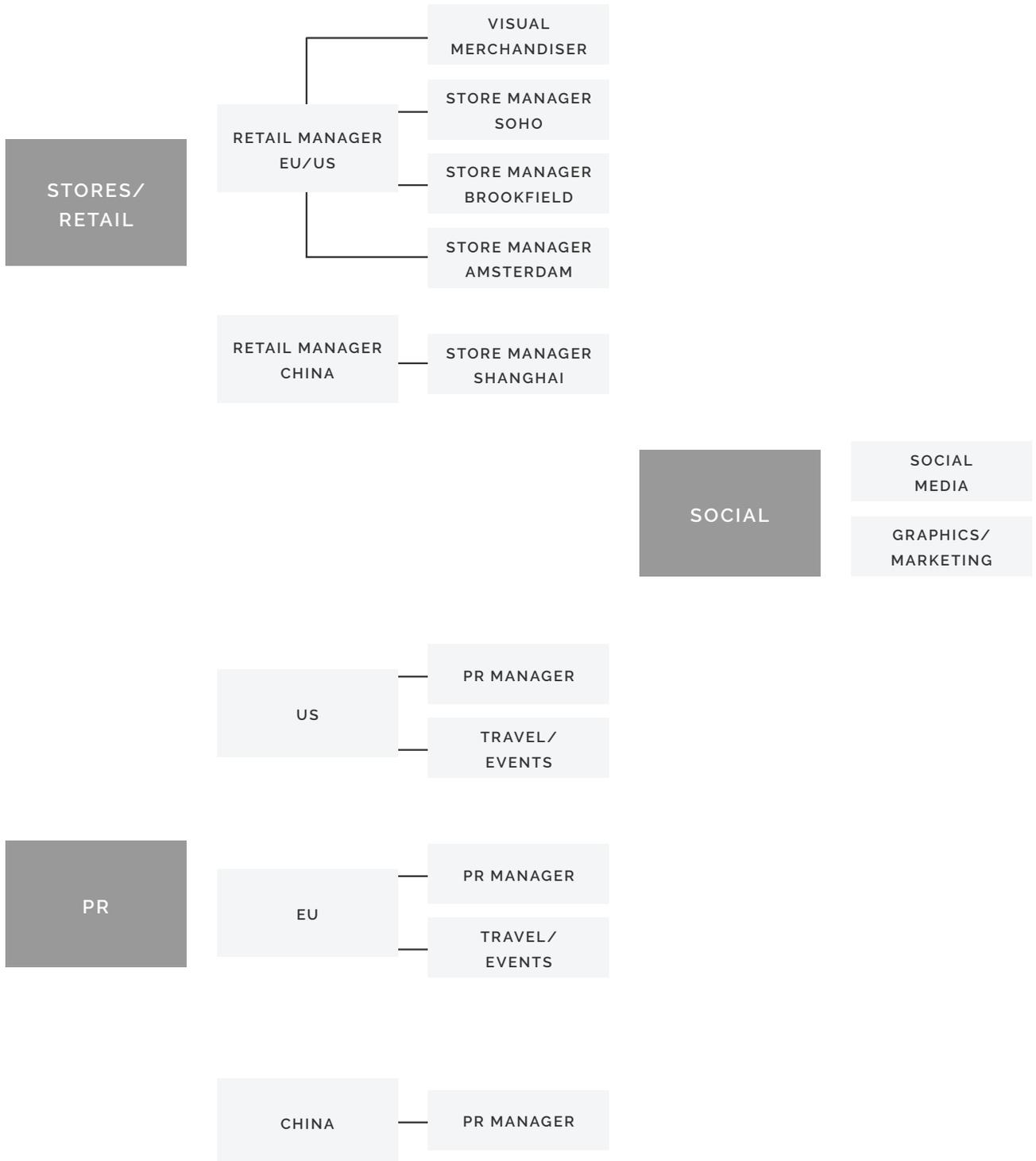
THE REVENUE AS PER COLLECTION IS DETAILED BELOW:

€'000	2017	2016
Suitsupply	243,494	206,973
Suistudio	2,057	0
Total revenue	245,551	206,973

1.3 BRAND STRUCTURE



1.3 BRAND STRUCTURE



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

2 The United Nations sustainable development goals

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

SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



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

ISABELLE HEIJHOFF -
DESIGNER AT SUISTUDIO

3 Raw materials & fabric manufacturing



3.1 RAW MATERIALS

One of the most important elements of our products is sourcing the right raw materials and partnering up with our fabric suppliers, who know where to find the best resources. Our cooperative approach is simple yet effective: get it where they grow it best, with the most respect for animals and the environment.

By using the best 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 manmade fibers when it is unavoidable for durability reasons.



55.5% OF OUR FABRICS ARE MADE WITH NATURAL MONO FIBERS.



74.2% OF OUR FABRICS ARE BIODEGRADABLE.



20% OF OUR FABRICS CONTAIN NOBLE FIBERS SUCH AS CASHMERE, MOHAIR, CAMEL AND ALPACA.

3.2 OUR 3 MOST USED FIBERS EXPLAINED

WOOL

Wool is an animal fiber composed of protein molecules, and it is obtained from sheep. 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; and 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), when we look at the overall lifecycle of its products including user phase and disposal at end-use, things look much better overall; wool, after all, is biodegradable, renewable, recyclable and compostable.



SILK

The Bombyx Mori, or 'silk worm of the Mulberry tree', has been bred for over 5000 years to produce its luxurious silk. They 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 yarn/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 Barbadosense*) 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 widely spread 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.



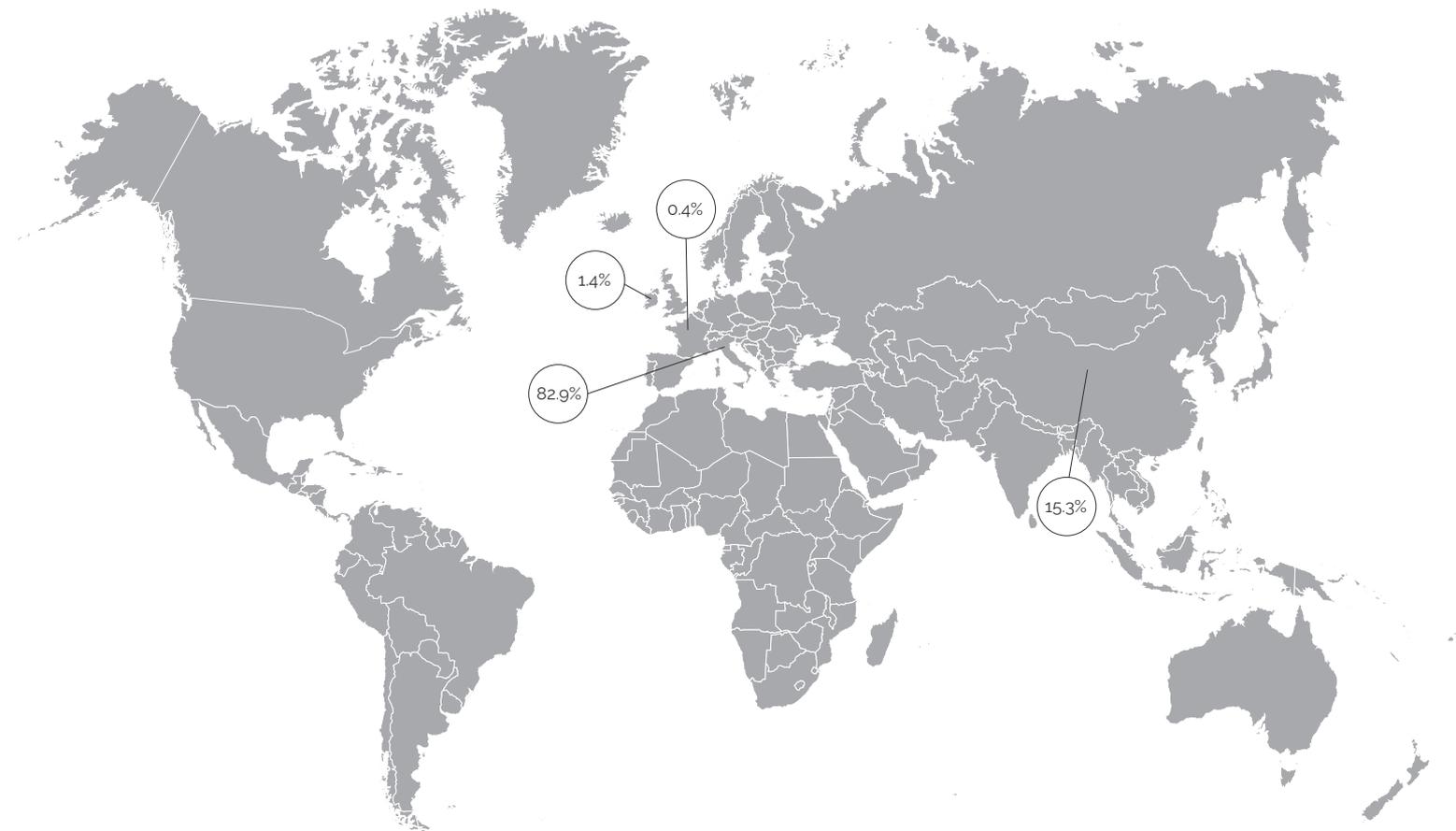
The future of cotton production is susceptible to poor environmental management, poor working conditions and unstable markets. Due to its high polluting impact, we are phasing out conventional cotton and replacing it with more sustainable options such as Better Cotton Initiative (BCI) certified cotton. So far, all 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 clear reporting on the phasing out of conventional cotton in Suistudio products.

3.3 MILLS & WEAVERS 2017

In 2017, we worked with 33 fabric weavers & mills of predominantly Italian origin. From the 84.7% of the total meters ordered and made in Europe, 82% originated from Italy. We mainly source our wool, cashmere and cotton fabrics from Italy, whilst we go specifically to Ireland for its linen and to China for silk.

Italy and its mills are especially important to us; they do not only lead the pack when it comes to fabric construction, finishing and raw material sourcing, but are also ahead in terms of chemical management, clean energy practices and water/waste recycling.

PRODUCTION PER COUNTRY BASED ON PURCHASE ORDER VALUE



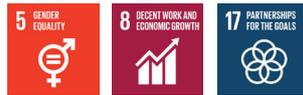
27 WEAVERS ITALY (82.9%), 1 WEAVER FRANCE (0.4%), 1 WEAVER IRELAND (1.4%), 4 WEAVERS CHINA (15.3%)

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

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

LIZA KLEIN NAGELVOORT-
PRODUCTION & CATEGORY MANAGER AT SUISTUDIO

4. Garment supplier manufacturing

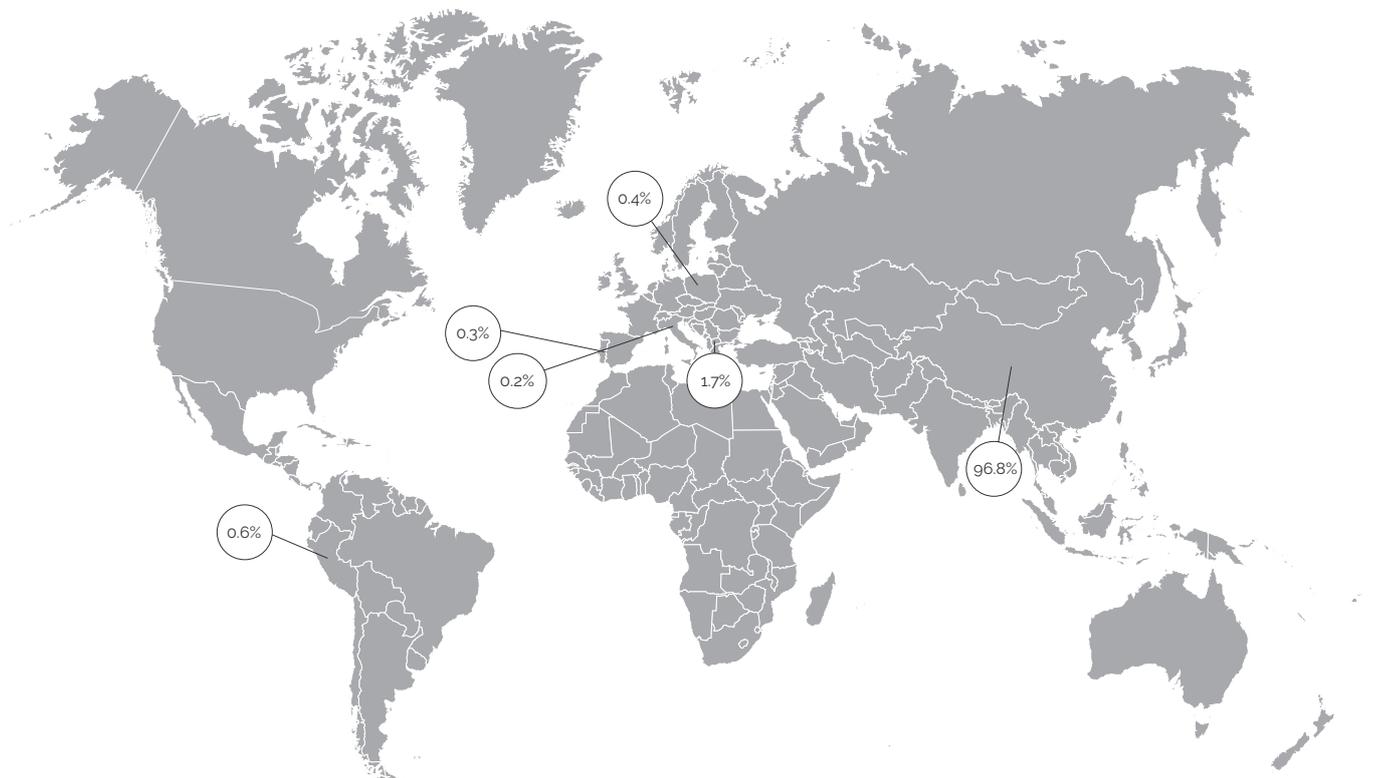


4.1 CMT FACTORY PRODUCTION 2017

In our first year, we worked with 19 CMT factories based across 3 different continents; the largest share of our production came from China (96.8%) followed by Macedonia (1.7%) and Peru (0.6%):



PRODUCTS MADE PER COUNTRY:



CHINA	Suits, Coats, Silk blouses, Jumpsuits, Tops, Bags and Accessories	PORTUGAL	Shirts, Blouses and Tops
MACEDONIA	Shirts and blouses	POLAND	Shirts
ITALY	Belts	PERU	T-Shirts and Scarfs

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 potential suppliers, we look at 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 the CSR team.

OUR STEP-BY-STEP APPROACH:

- When sampling procedures start, the supplier is informed about our CSR policy, and asked to fill in 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 check documents with the FWF audit assessment tool. Furthermore, we check with the factory to see what improvements have been made so far on any recent audits.
- Depending on the information collected, the supplier will get an on-site visit by CSR and/or buying, or will be audited by an external party.
- From 2018 onwards, all new suppliers will be checked by a third party prior to production.

4.3 LEVERAGE & PURCHASING PRACTISES

Leverage, or the % of capacity within factories reserved for Suistudio orders, is an important tool when it comes to improving working conditions. In factories where we do not share our leverage with Suitsupply (this number currently is very small between 0.5- 8%). In factories where we have even less leverage, we plan to team up with other (FWF) brands to combine our monitoring practices and use our shared leverage to get things done.

Suistudio 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:

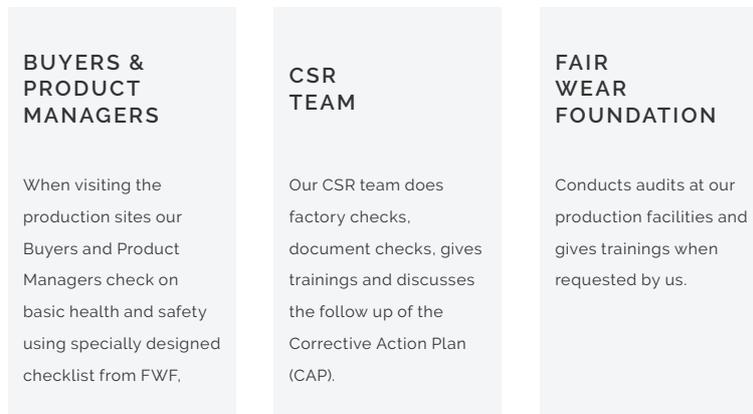


Suistudio purchases its products directly from manufacturers and suppliers (cut make trim "CMT", cut make pack "CMP", cut make "CM" and full product "FP") Even when we apply the payment term full-product, we still select and/or develop the fabrics ourselves. We also inform our suppliers which trimmings,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

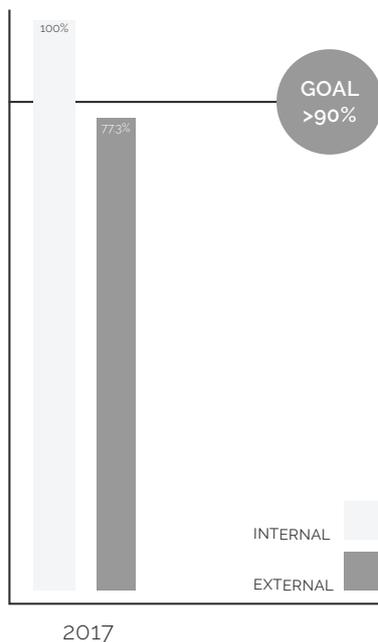
4.4 MONITORING THRESHOLD

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 Suistudio 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 and also with the help of external parties:



All our CMT factories and subcontractors are under internal monitoring by our CSR team and the Suistudio buying team. Our goal for 2018 is to have 100% of our CMT suppliers, in both high and low risk countries, under internal and external monitoring. AF presents FWF require >90% of our CMT suppliers under internal and external monitoring.



4.5 AUDITS IN 2017

Since Suistudio's beginnings in 2017 was the year of our existence, our focus has been predominantly on the suppliers we share with our big brother Suitsupply. In this year, 5 out of our 12 shared suppliers have been audited with the help of the Fair Wear Foundation. Please find a summary of each audit, including good practices and challenges below:

#1 ALBATROS D.O.O, STHIP, MACEDONIA

Since 2008, our oldest shirt supplier, Albatros, has consistently achieved good results across their last five audits. Major call outs for this audit were that the factory is very close to having all employees paid a living wage, further investigation is



taking place to see how they can ensure this is achieved for all employees. There is strong worker engagement and representation in the factory even though no official trade union is present. However, better open communication is needed between supervisors and workers to help promote dialogue for grievances. Albatros is working very hard to monitor hours so that workers do not do overtime, while Suitsupply/Suistudio need to work on finetuning production scheduling.

#2 AILE GARMENTS, WENZHOU, CHINA

Aile is a supplier of jumpsuits and coats. Their 2017 audit left some room for improvement and we have worked with them this past year to get them back on track to the compliance standards we expect of our suppliers. Aile had some key issues around the state of their dormitories and also wage record keeping, which in turn made correct wage calculations difficult to verify. Aile has made good headway towards improving the overall dormitories for workers and has also now installed an electronic fingerprint scanner, as well as

sending monthly wage reports to be verified. This, in turn, has helped us identify the time of year that excessive overtime was happening so that we can mutually plan production orders better to manage Aile's capacity issues.

#3 JYY GARMENTS, WENZHOU, CHINA

JYY had their first audit in 2013, with the results showing many areas that needed substantial improvement. In 2014, 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 unfortunately JYY had let a few things slide. There had been a rise in some not updated OH&S tools in the workshops and dormitories. Working hours had also not been recorded consistently, making it difficult to accurately calculate overtime hours. As such, with our belief in commitment to our suppliers, we have arranged for a re-audit to take place in 2018 to ensure that JYY understands the deeper education piece required needed for sustainable change.



#4 SPRINGAIR ACE, HANGZHOU, CHINA

Our first knitwear supplier, Springair, has a small but very well-organized operation in Hangzhou. In their second audit they made good strides in improving the overall standards of their factory with major call outs in internal management systems and internal communication. Overtime hours are still an ongoing issue in Springair but have noticed reduction since their 2015 audit, an improvement we are very happy to see that was implemented and maintained from the factory. Freedom of Association and workers committees and representatives still have some way to go, but through the Worker Education Program they participated in in 2017, we hope to once again see improved results in their next audit.

#5 PIEEDENTON, WENZHOU, CHINA

Pieedenton only recently came on board as a supplier of suits to us and as such the audit in 2017 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 Freedom of Association. For Pieedenton, maintenance around sewing machines and electrical cables, not enough evacuation maps posted, and no recent fire drill practiced were the main infractions found in this audit. So far, we have been closely working with them and monitoring their CAPs and are seeing ongoing improvement in the OH&S and fire & safety areas. The incorrect calculations and payment of overtime was also a very serious issue that Pieedenton needs to rectify, and we are closely monitoring monthly wages records to ensure a thorough education piece is in place so that management understand the reasoning behind these changes and why correct overtime wages must be paid to workers.



“We make clear choices to not source from certain countries or regions that are facing issues that are so 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 the social, economic and political level have a lot of impact on factories and workers, often in more ways than we as a brand can comprehend at first glance. It is important to acknowledge that in-depth auditing has its limits and that risks & issues on an industry level are evolving and not necessarily decreasing. This means that we perform continuous research to follow all developments closely and make clear choices to not source from certain countries or regions that are facing issues so severe that we cannot 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 socio-political effects and to equip them and ourselves with the resilience and tools to cope with these issues.

We have also developed specific policies to clearly outline responsibilities that we as a brand expect our suppliers to have, what remediation is expected in these cases that despite our caution, we cannot avoid in the future.



REFUGEE POLICY FOR OUR EU SUPPLIERS AND POTENTIAL TURKEY SUPPLIERS

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

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

5.1. CHILD AND JUVENILE LABOUR POLICY

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

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

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

6. Animal welfare policy



6.1 OUR POLICY

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

ENDANGERED SPECIES

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



ANGORA & OTHER RABBIT FUR

As furry rabbits are not kept in a species-appropriate manner, rabbit hair and angora wool are not used in SUISTUDIO products. We are therefore mentioned on the Angora-free list from animal welfare organization PETA.

FUR

Real fur/ pelts were never really used in SUISTUDIO 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 SUISTUDIO products must be sourced from farmers that use good animal husbandry. They must be checked by outside parties on a regular basis.

CASHMERE, MOHAIR AND ALPACA WOOL

Cashmere and mohair used in SUISTUDIO 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 SUISTUDIO products must be sourced as a by-product of the meat industry (excluding foie-gras production) and from producers with good animal husbandry. They must be checked on a regular basis by outside parties and certified by 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 SUISTUDIO products.

MOTHER OF PEARL

All mother of pearl used for our buttons and accessories must be come from cultured, salt water oysters under controlled farmed conditions.



LEADING EXAMPLE: SUSTAINAWOOL

The largest portion of the wool that is used for SUISTUDIO 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.

One of our key mills, Vitale Barberis Canonico (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

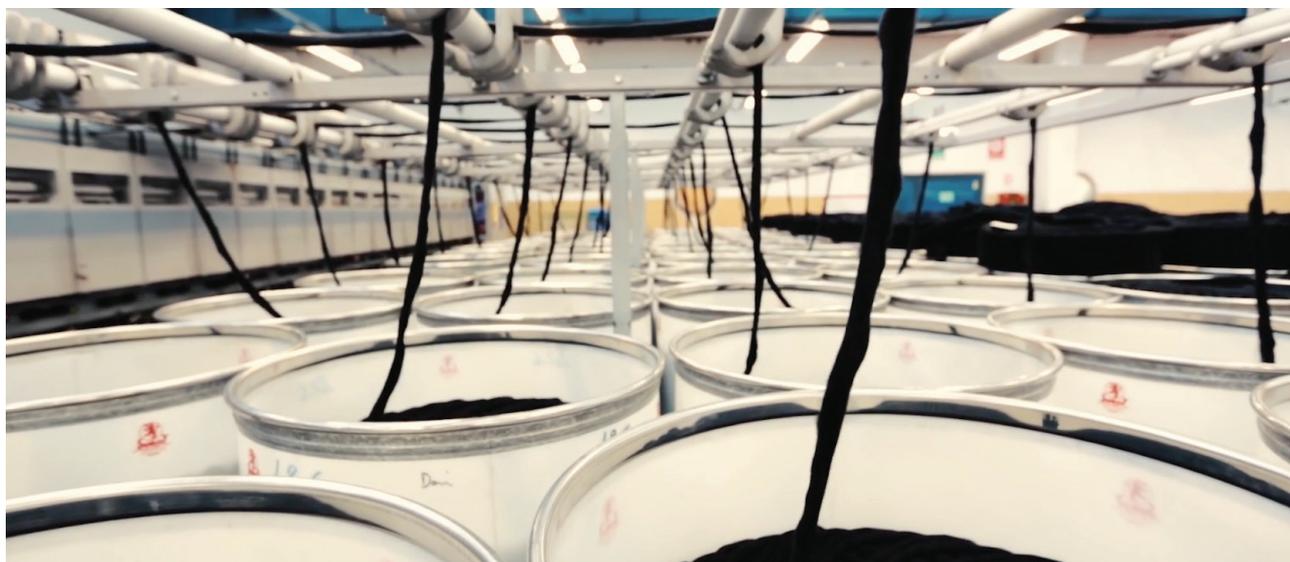
B) Environment i. Sheep should be effectively managed to minimize the impact of threats on their lifetime welfare – including being regularly checked, handled without causing injury or stress and being protected from predators.

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



7.1 CHEMICAL POLICY

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

When it comes to the use of chemicals in Suistudio 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 etc.
- 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 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, while enhancing the competitiveness of the EU chemicals industry. It also promotes alternative methods for the hazard assessment of substances.



8. Transparency



8.1 OUR PLEA FOR INDUSTRY TRANSPARENCY

We believe that transparency can transform the way the industry works. Pushing transparency is pushing awareness, pushing a critical view at your own buying practices, and creating deeper engagement within apparel supply chains. These 3 elements are, in our experience, the best way to generate development and improvement, and therefore we feel the way 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 this question either. We do acknowledge that apparel supply chains are often set up in a way that makes it extremely difficult to fully trace. Suistudios, for instance, struggle with our raw material level for silk and cashmere that are bought by our spinners at auction, already sorted by quality. This means that the bails and lots can contain raw material from many different farms—but the challenges make it an evenmore important reason to continue and improve our mapping practices.

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 done most of our work, we correspondingly share their best practices and challenges. We also share a number of our trimming suppliers, accessories suppliers and packaging suppliers, which you can find [here](#). You can find all other information in chapter 3, raw materials and fabric manufacturing, and in chapter 4, garment supplier monitoring.

9. 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:

OUR STAKEHOLDERS

We believe that by engaging our stakeholders and using each other's expertise and knowledge we can build further towards sustainable growth.

FACTORIES/ MILLS/ PARTNERS

Through partnerships, education and dialogue, Suistudio 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 BIG BROTHER SUITSUPPLY

Being Suitsupply's sister brand comes with advantages- although we are a new in town, we can lean on and use Suitsupply's experience, expertise and network while moving forward. We focus on strong collaboration, enforcing each other's practices and shared monitoring and education of suppliers to create progression.

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, Suistudio will continue to provide more sustainable, long-lasting garments.

SOCIETY

Suistudio will actively contribute to a more sustainable society by influencing and being responsive to positive change in the fashion industry.





Questions left unanswered? Our team would love to hear from you.
Please send your questions and remarks to csr@suistudio.com

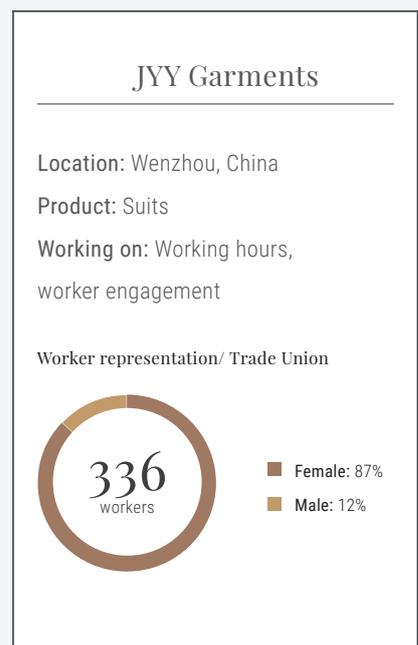
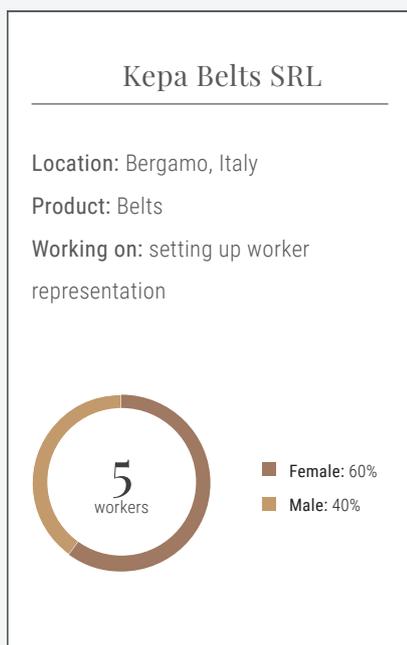
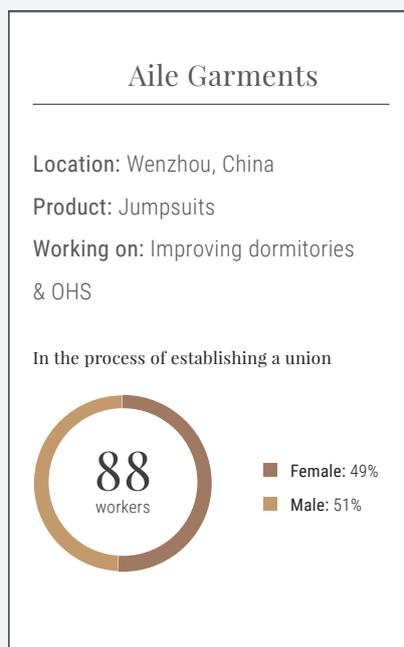
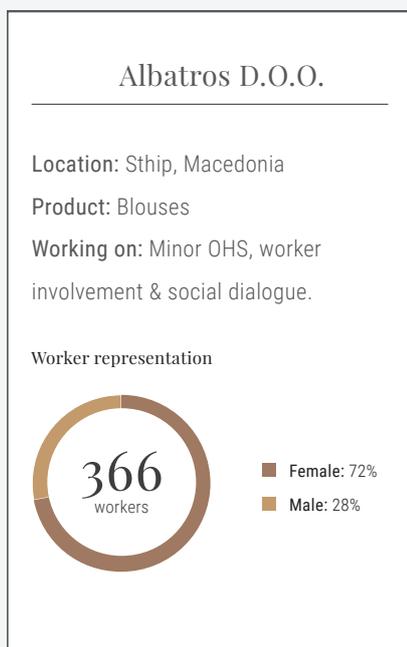
SUISTUDIO

Suistudio tier 1 supplier overview 2017

Here below you can find an overview of all CMT factories that made our Suistudio 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.



Mingdi Leather Factory

Location: Guangzhou, China
Product: Leather accessoires

Worker representation



Pieedenton

Location: Wenzhou, China
Product: Suits, Coats, Dresses
Working on: OHS, improving dormitories

Worker representation/ Trade Union



Sainuo

Location: Wenzhou, China
Product: Tops, Jumpsuits and Dresses

Trade Union



Supercorte

Location: Porto, Portugal
Product: Shirts, tops

Worker representation



Saitesilk

Location: Zibo, China
Product: Silk blouses

Worker representation



Springair Ace

Location: Hangzhou, China
Product: Knitwear
Working on: Overtime hours, worker engagement

Worker representation



The Shirt Tailors

Location: Tcrew, Poland
Product: Blouses/ Shirts

Worker representation



Texmade

Location: Braga, Portugal
Product: Blouses/ Shirts

Worker representation



Textil Colca

Location: Lima, Peru
Product: Alpaca scarfs

Worker representation



Rainbow Textile

Location: Lima, Peru

Product: Pima cotton Tshirts

Worker representation



YiYi Garments

Location: Wenzhou, China

Product: Trousers

Worker representation/ Trade Union



Wenzhou Ouhai Glasses Co

Location: Guangzhou, China

Product: Sunglasses

Worker representation/ Trade union



Suistudio tier 2 supplier list 2017

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

Name weaver	Country	Fabrics where used in	Supplier website
Agnona	Italy	Coats	http://www.agnona.com/world-of-agnona/
Cotonificio Albini	Italy	Cotton blouses	http://www.albinigroup.com/en/
Lanificio Fratelli Bacci	Italy	Coats	http://www.fratellibacci.it/index.php?l=eng
Baird McNutt	Ireland	Suits	http://www.bairdmcnuttirishlinen.com/
Botto Giuseppe	Italy	Suits wool/mohair blends	http://www.bottogiuseppe.com/en/
Camira	Italy	Viscose tops	https://www.camirafabrics.com/sustainability
Canclini	Italy	Cotton blouses	http://www.canclini.it/?lang=en
Lanificio Cerruti	Italy	Suits	http://www.lanificiocerruti.com/
Clerici Tessuto	Italy	Silk blouses	http://www.clericitessuto.it/en/about-us/
Lanifici Luigi Colombo	Italy	Camel coats	https://www.lanificicolombo.com/nl_en/lanificio
Fratelli Tallia Di Delfino	Italy	Suits	http://www.tallia-delfino.com/en
E.Thomas	Italy	Suits+ coats wool/silk blends	http://www.ethomas.com/en/
Ferla	Italy	Suits alpaca	http://ferla.it/eng/index.php
Leggiuno	Italy	Cotton blouses	http://www.leggiunospa.it/
Limonta	Italy	Coats	http://www.limonta.com/
Longda	China	Coats pure wool	http://www.ldjj.com/en/
Luthai	China	Cotton blouses	http://www.lttc.com.cn/en/product/
Malhia Kent	France	Skirts boucle	http://www.malhia.fr/
Marini Industrie SpA	Italy	Suits	http://www.marini-industrie.it/en/
Marling& Evans	United Kingdom	Suits	http://marlingandevansltd.com/
Tessitura Monti	Italy	Blouses cotton stretch/ cotton	http://www.monti.it/en_eu/
Pontoglio	Italy	Tuxedo suit velvet	https://pontoglio.it/
Saitesilk	China	Blouses silk	http://www.saitesilk.com/
Serikos Collezione& Tessili	Italy	Tops shirts light woven blends	http://www.serikos.com/
Solbiati	Italy	Suits wool	http://www.solbiati.info/ENG_index.php
Subalpino	Italy	Suits	http://www.lanificiosubalpino.com/en/
Tessilbiella Srl	Italy	Trousers coats pure wool	http://www.tessilbiella.it/
Thomas Mason	Italy	Shirts cotton	http://www.albinigroup.com/en/brands/thomas-mason/
Vitale Barberis Canonico	Italy	Suits pure wool	https://vitalebarberiscanonico.com/
Weft	Italy	Trench coats	http://weft.it/
Youngor	China	Dresses wool/stretch	http://www.youngor.com
Lanificio Zignone	Italy	Suits	http://www.zignone.it/?lan=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 refugee workers in Turkey, with the aid of the Fair Wear Foundation we will handle the situation in a case by case basis with the personal situation of the workers taking precedence.

PROCEDURE FOR HANDLING ILLEGAL WORKERS (EXCLUDING TURKEY)

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

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

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

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

PROCEDURE FOR HANDLING REFUGEE WORKERS IN TURKEY

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

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

Suitsupply & Suistudio child labour remediation & juvenile labour policy

BACKGROUND

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

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

OUR POSITION ON AND DEFINITION OF CHILD LABOUR

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

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

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

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

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

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

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

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.

Suistudio 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 involved 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/