



SUSTAINABILITY REPORTING

A future fit company



Company Fits

Fashion that fits your company

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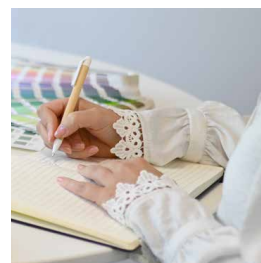
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SUSTAINABLE DEVELOPMENT GOALS



FOREWORD

Since 2001, Company Fits has been making a difference with unique designs for innovative corporate clothing. We work with a young and dynamic team that has great knowledge and expertise in the field of fashion and textiles. Every day, more than 200,000 employees use our products and our clothing is worn in more than 68 countries worldwide. Our goal is to completely unburden our customers and translate their philosophy into high-quality, functional and innovative corporate clothing with a perfect fit. Sustainability is an important element in Company Fits' business operations.

In 2006, we were the first corporate clothing producer to be involved in a Solidaridad initiative called Made By. This provided insights on reducing environmental impact and compliance with labour rights. Signing the Sustainable Clothing & Textiles Covenant in 2016 was also a big step for Company Fits to work closely with other (textile) companies, NGOs and governments. In the years that followed, we gained concrete insights into due diligence of our supply chain and drew up action points to address these risks.

For many years, we have been working with the same factories in Bangladesh, China, Tunisia and Turkey. As a result, we have built a trusted relationship and strive for long-term cooperation with our partners. In cooperation with Amfori BSCI, external audits are conducted at production sites. We see audit programmes as a baseline measurement to make the production chain more sustainable. We are also committed to beyond audit initiatives to improve the working/living conditions of workers and the environment. Last year, a new partnership was established with Swimmin' Foundation (part of Friendship) with the aim of teaching children in Bangladesh to swim. A purposeful partnership we are proud of.

We see a future in a circular textile industry and see this interest growing among our customers as well. The percentage of organic and recycled materials is increasing in our productions. In addition, by 2023, we will have received a higher proportion of discarded textiles from our customers for recycling. A key component is innovation and entering into new collaborations. A truly circular movement is started when we can apply post-consumer clothing in a high quality way as content for new (company) clothing.

This report tells you what we are doing every day in the field of Corporate Social Responsibility. We also provide insight into the risks we face and what we are doing to reduce these risks. We have set goals for the coming year, which are part of this report. After all, we will continue to fully commit to and develop ourselves to further improve the production chain sustainability.

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"As production director of Company Fits, I see sustainability as much more than a strategic choice; it is a fundamental value that underpins everything we do.

Every day, many people from all over the world work on the products we market. It is not just about developing environmentally friendly products, but also about taking responsibility for the people involved in their production. The choices we make when sourcing materials and organising our production processes directly affect them. I feel a strong responsibility to ensure that everyone in our chain, from raw material supplier to factory employee, is treated fairly and can work in safe conditions. This is what we work on daily as a procurement/production team with the influence we can exert in the complex textile chain. "

Evert-Jan Poppe - Production director, sustainability



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"With the intrinsic motivation for sustainability within the garment and textile sector, I am proud to contribute to the realisation of this sustainability report. In 2023, together with our partners, we have again taken concrete steps in terms of materials, environment and social responsibility. As sustainability project manager at Company Fits, I am therefore committed to involving clients in a practical way in making corporate clothing more sustainable.

I am convinced that we cannot make the chain fairer and more sustainable on our own. We tackle the challenges discussed in this report together with companies, NGOs, colleagues and customers. Only then can we realise real impact!"

Anne Uelderink - Project manager, sustainability





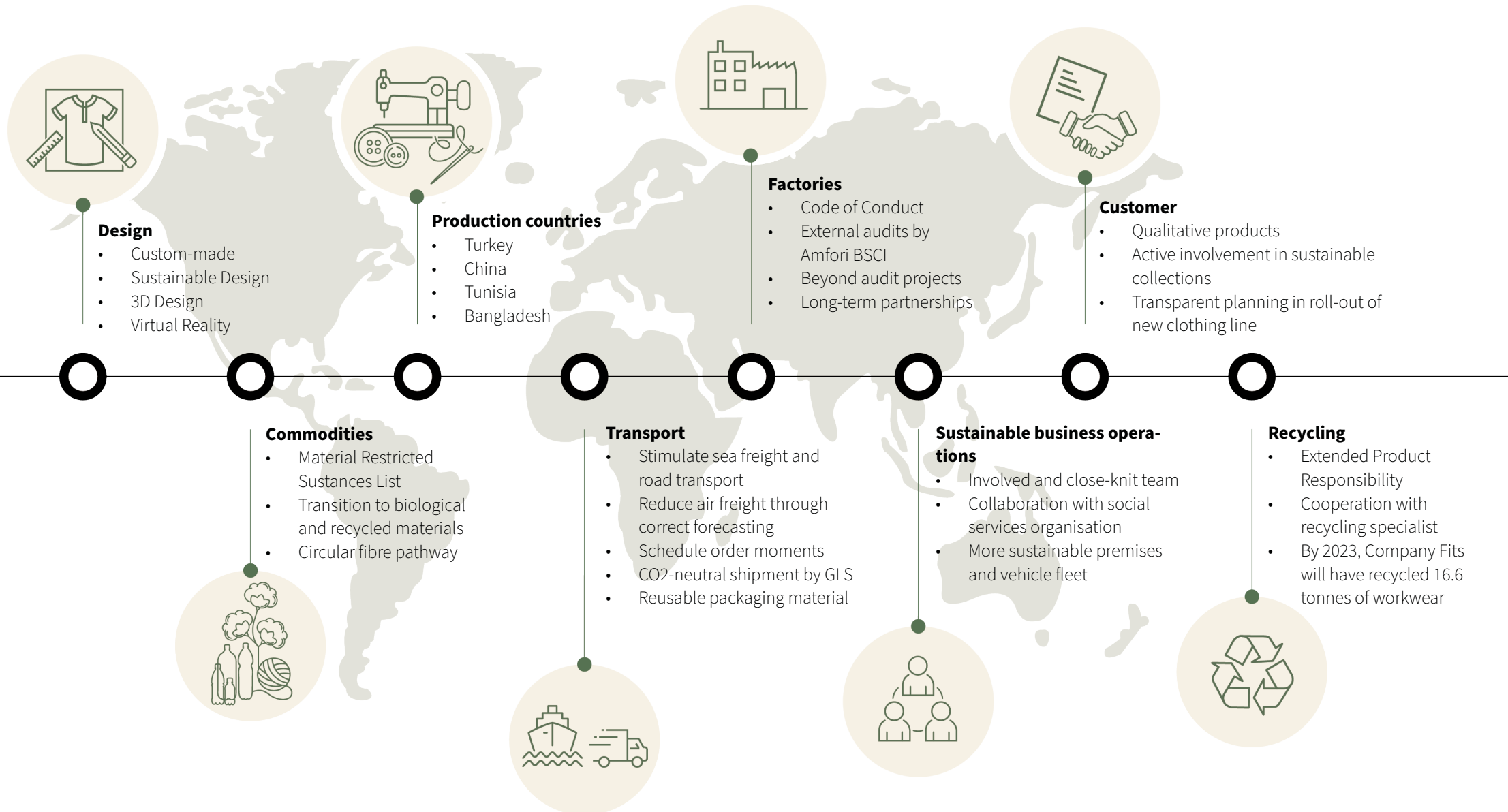
Lely B.V.

As an international family company in the agricultural sector, Lely strives to make livestock farmers' lives more enjoyable with innovative solutions and targeted services. And that includes matching workwear.

The workwear in the Lely collection is made of sustainable materials such as organic cotton and recycled polyester.



A FUTURE FIT COMPANY



OUR SUSTAINABILITY POLICY

We have woven corporate social responsibility into our policies and it is reflected in our daily activities.

Our policy is composed of five building blocks. These building blocks stem from the 17 Sustainable Development Goals (SDGs) established by the United Nations in 2016, also known as the Global Goals. These goals are a successor to the Millennium Development Goals and aim to end poverty, inequality and climate change by 2030.

A challenging objective that we, as Company Fits being, are happy to contribute to. Hence, our sustainability policy builds on the SDG goals we consider important and aligns with the risks of our supply chain.

Each building block is highlighted per chapter. This provides insight into the steps we are currently taking, as well as the challenges involved in each topic. In our sustainability policy, we provide a clear explanation and an honest picture of our actions. surrounding communities improve.

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"With the SDG goals, we connect our internal business operations to the external global goals."

1

**Sustainable
production**



SDG 12:
Ensure sustainable
consumption and
production patterns

2

**Sustainable &
social production
conditions**

SDG 1:
End poverty every-
where and in all its
forms



SDG 5:
Achieve gender equality
and empowerment for all
women and girls



SDG 8:
Promote sustained,
inclusive and sustainable
industrialisation and
encourage innovation

3

**Collaborate
Sustainable
partnerships**



SDG 17:
Strengthen implementation resources
and revitalise global partnership for sus-
tainable development

4

**Circular
economy**

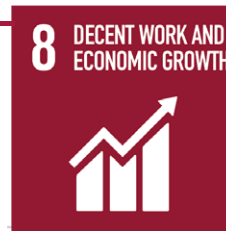


SDG 12:
Ensure sustainable
consumption and
production patterns

5

**Sustainable
operations**

SDG 8:
Promote sustained,
inclusive and sustainable
industrialisation and
encourage innovation



SDG 10:
Reduce inequality within and between countries



SDG 13:
Take urgent action to com-
bat climate change and its
impact



Vision

Our customers the entire organisation of their corporate clothing out of their hands take, from design to inventory management and delivery.



Mission

We do this in a creative and sustainable way, with which we can improve our customer constantly surprise and we have a pleasant and long-term cooperation



Strategy

A future fit company

To offer our customers high-quality and sustainable collections, producing what is actually needed (forecasting) and providing opportunities for refurbishing and recycling clothes. We do this in a social way by prioritising inclusion in our operations and respecting our entire supply chain. Proactively, we enter into partnership partnerships to make improvements where necessary.

CODE OF CONDUCT

First of all, we see it as our responsibility to pursue good working conditions to the maximum extent possible in the factories we work with. We also want to minimize the impact of productions on the environment.

This is why we have drafted an international CSR declaration containing rules covering both people and the environment: the Corporate Social Responsibility Declaration.

In this statement, we have incorporated the guidelines of the United Nations International Labour Organisation (ILO). Our suppliers sign this Code of Conduct.

Subsequently, our procurement offices monitor the enforcement of the set guidelines through Quality Assurance visits.

Environment

- **Material Restricted Substances List (MRSL)**
- **Responsible use of chemicals, water and energy**

Social

- **No child labour**
ILO Convention 138 & 182
- **Payment of wages capable of providing adequate subsistence**
ILO Conventions 26 & 131
- **No extreme working hours**
ILO Convention 1, 14, 116
- **Healthy and safe working environment**
ILO Convention 155
- **No discrimination**
ILO Conventions 100 & 111
- **No forced labour**
ILO Conventions 29 & 105
- **Freedom of association and the right to collective bargaining**
ILO Conventions 11, 87, 98, 135 & 154
- **Legal employment contract**



SDG 12:
Ensure sustainable
consumption and
production patterns

1.

SUSTAINABLE PRODUCTION

- Circular corporate clothing
- Material Restricted Substances List
- Use of sustainable and recycled materials
- Insight through savings tool

We want to minimise the environmental impact with our productions. This is why we work with a Material Restricted Substances List and strive to manufacture our products from sustainable materials. One way we do this is by proactively realising developments in circular workwear.



Circular corporate clothing

We are proud of the steps we are already taking by using sustainable materials and recycling our corporate clothing. By collecting discarded clothing, we aim to encourage circularity in the chain and make the garment industry more environmentally friendly.

We offer our customers the opportunity to reclaim worn clothing and have it fibreised. We have these fibres re-spun so that we can use recycled content in new collections. The process of spinning yarns, developing cloths and then producing new garments is carried out by our partner in Bangladesh. The reason we like to import the fibres to Bangladesh is because we have them spun in a quality factory, with which we have had a sustainable partnership for years. The entire supply chain is set up in Bangladesh (from fibre spinning to stitching together new clothes). We like to make use of the existing supply chain so that we can contribute to sustainability in the chain. Although we have already made great strides in this, one of the challenges remains importing the post-consumer fibres to the production country. These fibres are considered waste and should not be imported. This challenge still hinders us in terms of innovation to apply recycled content in new collections and supporting circularity

in the textile sector. In 2024, we will make further efforts to implement circularity at the industrial level. We hope that in 2024, there will be a breakthrough that will allow exporting post-consumer fibres to Bangladesh.

Material Restricted Substances List (MRSL)

At Company Fits, we are committed to sustainability by limiting the use of harmful chemicals in our products and production processes. In collaboration with Modint, we have developed the Material Restricted Substances List (MRSL). This list, based on the Zero Discharge Hazardous Chemicals (ZDHC) MRSL, contains chemicals that should not be used in the production of apparel and footwear. Chemicals on this list include solvents, adhesives, paints, detergents, and dyes.

Our suppliers must comply with this MRSL and our own high standards. Regular tests ensure compliance and safety. Suppliers with GOTS certification use only GOTS-approved chemical inputs and comply with GOTS (M)RSL requirements. Products without GOTS certification must comply with Company Fits requirements. A GOTS certificate or OEKO-TEX® Standard 100 product certificate covers most of our RSL requirements.

OEKO-TEX® Sustainable Textile Production (STeP) certification also includes environmental requirements at the production site. Certification according to GOTS, OEKO-TEX® Standard 100 or STeP can be more cost-effective than individual tests.

Company Fits regularly has products tested to verify compliance. By regularly updating our MRSL, we strive for corporate responsibility and the development of quality management systems, contributing to our sustainability goals.

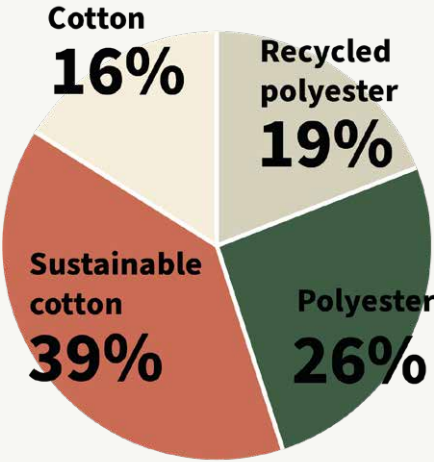
Use of sustainable and recycled materials

In our productions, we mainly use cotton and polyester. We encourage

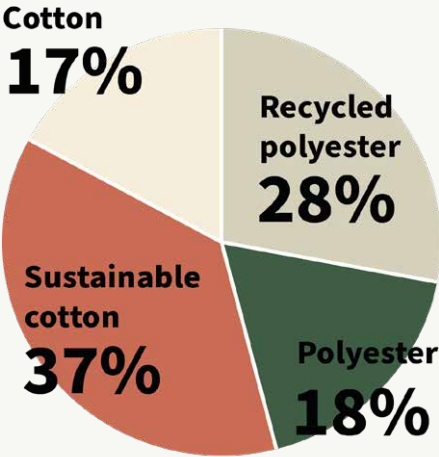
our customers in this to choose sustainable and recycled materials over of conventional materials. To get a clear picture of the materials we use, we mapped the raw materials of 2023 and compared them with those of 2021 and 2022. In 2022, it was 64%, while in 2021 it was 57%. By sustainable cotton in this chart, we mean organic cotton (GOTS/ OCS) and more sustainable choice BCI cotton. By recycled polyester, we mean recycled PET polyester. A specific elaboration of the materials used is shown in the diagrams.

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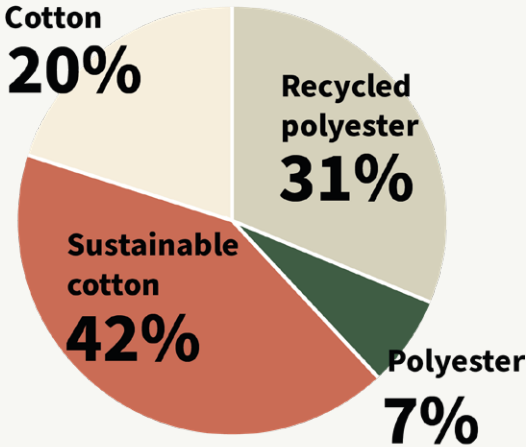
"In conversations with our (potential) customers, we emphasise the possibilities and benefits of using sustainable materials. As a result, we encourage to increase the percentage of sustainable and recycled content in collections and eventually bring it to 100 per cent."



2021



2022



2023

Use of (organic) cotton

Cotton production requires high use of water and pesticides. 8 to 12% of pesticides used worldwide are applied to cotton fields. This percentage is even higher in developing countries. In addition, irrigation is required for about 75% of cotton production worldwide. Organically certified cotton limits synthetic pesticides and prohibits the use of genetically modified seeds. Water use is not addressed in the standard, but because organic cotton is often grown in rain-fed areas, water use is usually lower than for conventional, irrigated cotton. Organic farming focuses on improving soils through practices such as crop rotation and fertiliser application. Although we encourage our customers to use organic cotton as much as possible, the price difference may lead customers to opt for conventional materials. By using different standards and certificates in raw materials used, we can guarantee our customers that the corporate clothing meets specific standards.

GOTS-certified cotton

The GOTS (Global Organic Textile Standard) is a leading certificate for organic (cotton) textiles that guarantees that the cotton has been produced in an environmentally friendly way and is fully traceable. Before the GOTS certificate can be visibly placed on a product, it will have to meet the following criteria:

- A GOTS-labelled textile product must contain at least 80% certified organic fibres, and a garment labelled 'organic' must contain at least 95% certified organic fibres.
- Organic fibres are grown without the use of synthetic pesticides (such as insecticides), herbicides and GMOs (genetically modified organisms) according to the principles of organic farming.
- There are requirements regarding labour and social conditions in the supply chain. The social criteria of GOTS, are based on key standards of the ILO, UNGPs and OECD. Processors, manufacturers and traders will have to meet these set requirements and have a management system for social compliance to ensure that the social criteria are met.

Because we use GOTS certification in our clothing that consists of a high percentage of cotton, we can guarantee that strict environmental requirements as well as social criteria are met. This creates further transparency in the chain. The majority of our collections consist of a combination of cotton and polyester, which means we cannot always use the GOTS certificate. In every new clothing line, we look at the possibilities in this respect together with our customers.



OCS certificate

The Organic Content Standard (OCS) is a certification standard that focuses on the traceability and use of organic materials in a finished product. An article

must meet certain criteria before it can carry OCS certification:

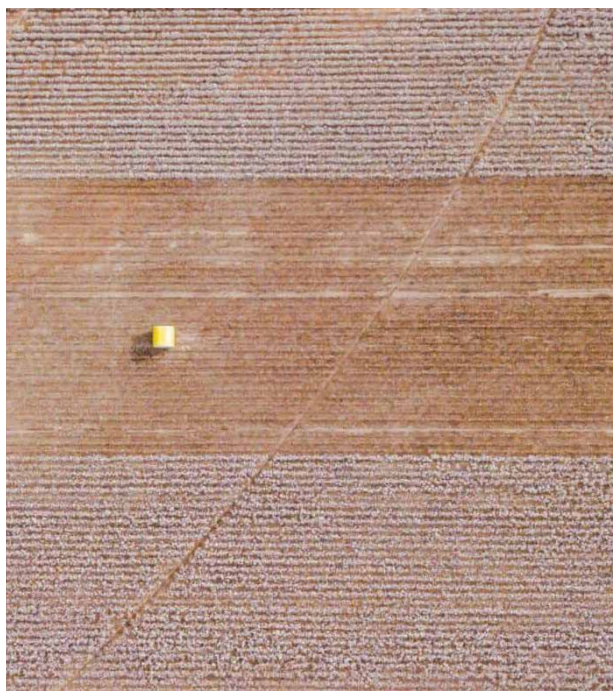
- Organic fibres must be certified to a recognised organic farming standard (such as the USDA National Organic Program (NOP) or the EU Organic Regulation), which allows verification of an organic production process, pesticide ban and the establishment of a water management plan. The OCS certificate guarantees that the organic fibres in the product can be traced from the source to the final product.
- To obtain the OCS 100 label, the final product must contain at least 95% organic material. To obtain the OCS Blended label, the finished product must contain at least 5% organic material. This label is intended for products containing a mix of organic and non-organic materials.
- OCS requires all links in the supply chain to be transparent about their sources and processes to ensure traceability and



ensure use of organic fibres. Companies must have their entire supply chain certified and pass periodic audits to ensure that they meet the OCS requirements.

- The focus is entirely on verifying the organic content and traceability of the fibres, so social criteria are not audited.

Company Fits applies OCS certification wherever possible. Annual audits are carried out within Company Fits for both GOTS and OCS to comply with these certifications.





BCI Cotton

Company Fits is committed to the use of sustainable cotton through participation in the Better Cotton Initiative (BCI). The BCI promotes better standards in cotton production, both environmentally and socially. An important aspect of our commitment to BCI is the use of the mass balance principle. The mass balance principle is a traceability system that tracks and certifies the amount of sustainably produced cotton (BCI cotton) within the supply chain, without having to physically separate it from conventional cotton. This means that BCI cotton can be mixed with conventional cotton during production processes such as spinning, weaving and dyeing. When purchasing BCI cotton, the quantity is recorded and a proportionate amount of conventional cotton sold as "BCI cotton". This is done through certificates representing sustainability certifications. For every kilogram of BCI cotton we purchase, a kilogram of cotton is processed as sustainable, regardless of whether the physical cotton in the final products is actually BCI cotton.

Benefits of the Mass Balance Principle:

- Supply chain efficiency: By blending BCI cotton with conventional cotton, we can contribute to sustainable cotton production without additional costs or complicated logistics.
- Encouraging Sustainable Practices: Every purchase of BCI cotton supports farmers using more environmentally and socially responsible practices. This helps to increase the demand for sustainably produced cotton.
- Scalability: The mass balance principle makes it easier and more feasible for more companies to switch to sustainable cotton, increasing the impact on the global cotton industry.

At Company Fits, we recognise the importance of sustainable cotton production and remain committed to sourcing BCI cotton. By using the mass balance principle, we can make a significant contribution to making the cotton industry more sustainable while continuing to meet the high quality standards our customers expect from us. With this principle, we ensure that our supply chain is increasingly sustainable and contribute to a better future for both cotton farmers and the environment.



Use of (recycled) polyester

Polyester is manufactured with the use of petroleum. Petroleum is a non-renewable resource and is therefore limited. In addition, polyester production is energy-intensive and is associated with high greenhouse emissions. The use of polyester causes microplastics in waters, due to washing garments in which polyester has been used.

We still use polyester in our productions, as we have yet to see a sustainable alternative that has similar properties to polyester. Indeed, using polyester in workwear increases the quality and thus the life span of a garment. Especially in workwear, we see the importance of polyester because it is worn a lot, washed often and needs to last a longer period of time. We therefore see extending its lifespan as a form of sustainability.

By using recycled polyester based on PET bottles in productions, we reduce water consumption by 20% compared to conventional polyester. It also reduces energy consumption by 45% and greenhouse gas emissions by 30%. A more sustainable alternative that we advise every customer to make use of.



GRS standard

When a product meets all of the following criteria and the entire supply chain has been audited and certified by an accredited body, the product can receive the Global Organic Recycled certificate.

- The final product will have to contain at least 50% recycled material. The use of hazardous chemicals is restricted and controlled according to the GRS Restricted Substances List (RSL). Strict environmental standards must also be met, including effective waste management, reduction of energy and water use, and wastewater treatment.
- The entire supply chain, from the collection of recycled materials to the production of the final product, must be certified. This ensures the traceability of recycled materials.
- Companies must comply with core International Labour Organisation (ILO) conventions, such as the prohibition of child and forced labour, and ensure safe and hygienic working conditions.

With the increasing use of recycled content in workwear, the GRS certificate is being applied in several collections.



Sustainable collections for our customers

We already develop sustainable and recycled collections for many clients. In every proposal for our (potential) clients, we offer the option of organic cotton and recycled polyester. In addition, we focus on design for recycling, allowing the clothes to be recycled at the end of their useful life and eventually used as post-consumer material for new applications. We see that due to high organic cotton prices in 2021/2022, customers have opted for BCI cotton combined with recycled polyester in their transition to sustainable cotton.



FITS Care

In 2021, Company Fits has developed its own collection for healthcare professionals. An entirely proprietary fabric was created especially for this collection, called Ecoflex+. Ecoflex+ consists of 69% recycled PET polyester (Repreve/ GRS certified) combined with 25% sustainable viscose and 6% sustainable elastane. The sustainable viscose process uses less water and emits less CO2 than conventional viscose. The elastane used has the Cradle-to-Cradle Gold certificate which indicates that the yarn is degraded at the end of its life without releasing harmful materials. We develop custom-made collections consisting of Ecoflex+ for more and more customers in the healthcare sector, increasing the percentage of sustainable and recycled content. In addition, we see that this enables our customers in the care sector to meet the set sustainable procurement requirements of Green Deal Sustainable Care.





FITS collection

Our FITS clothing line consists of representative garments that can be ordered individually as well as applied in permanent collections for various clients. In 2023, we introduced further sustainability into this clothing line with the introduction of a circular polo shirt made of 50% recycled cotton and 50% recycled polyester. By using recycled fibres, we save on water consumption, chemicals, land use and CO2 emissions, while delivering products with high abrasion and colour fastness.



Target

In June 2024, we will further make the FITS collection more sustainable by converting our Punto quality to recycled polyester and organic cotton. This will further increase the percentage of sustainable materials in 2024 compared to previous years.



The Textile Renaissance Project of Klopman International

In our healthcare collections, we often use materials developed by Klopman International. Klopman is a pioneer in sustainable material solutions, with a strong vision for innovation and positive environmental impact. One development they are currently working on is the Renaissance project, where 15-20% post-consumer hospital clothing will be repurposed into new healthcare clothing collections. In 2024, we will pilot this circular fabric at MST, which will be the first hospital in the Netherlands to start wearing post-consumer healthcare clothing.



The Circular Superbandmaster is made from a combination of recycled polyester and cotton, helping to reduce reliance on virgin raw materials. By using recycled materials, Klopman helps reduce textile waste and the carbon footprint of production. The fabric is designed to be recycled again at the end of its useful life. This means that garments made from the Circular Superbandmaster can be taken back, processed and reused to produce new fabrics. This closes the material cycle and minimises waste. The production of the Circular Superbandmaster requires less water, energy and chemicals compared to traditional fabrics. This makes the production process more environmentally friendly and contributes to the conservation of natural resources.

Despite using recycled materials, Circular Superbandmaster offers excellent performance in terms of durability, wear resistance and comfort. It is suitable for intensive use in sectors such as healthcare, industry and services.



Source: Klopman International

Spar

We developed a fully sustainable clothing line for Spar in 2023. The collection consists of sustainable materials including organic GOTS-OCS cotton and GRS-certified PET polyester. Each item has a label on the outside showing the material composition and certification, creating more awareness among both wearers and consumers about the clothes worn. By developing this updated clothing line for Spar, we hope to inspire other organisations to implement sustainability in corporate clothing. In consultation with the customer, we communicate on garments that organic cotton and/or recycled polyester has been used.



Ecotool

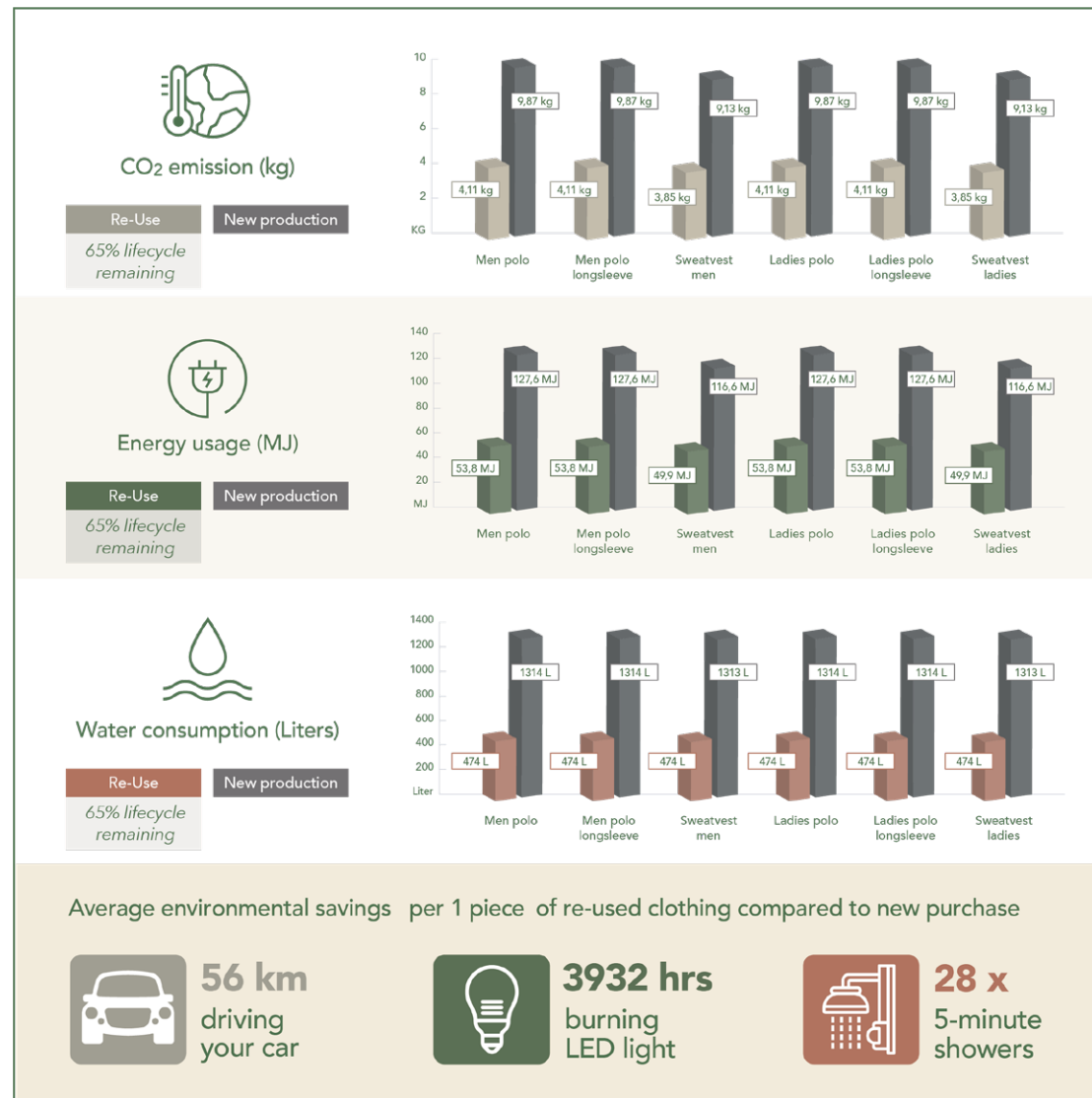
For several years, we already work with the bAwear score of our industry association Modint to realise impact calculations of our corporate clothing. In 2023, the bAwear score has been renewed and the environmental impact of a garment can be calculated even more concretely.

For each type of garment, it provides insight into CO2 consumption, energy consumption, water consumption and land use. In addition to providing insight, we also use this tool to show the savings realised by the customer compared to the use of conventional materials.

In addition, the overview below elaborates a comparison of the use of refurbished clothing compared to new company clothing. This bAwear score also shows a translation into savings in number of km driven, energy consumption in LED light, number of showers per garment. In this way, the savings are made more tangible and greater awareness is created.

In recent years, we have increasingly studied different tools to measure the environmental impact of our corporate clothing. We find it challenging to make a correct comparison when suppliers use different ecotools. This is because the final output strongly depends on the input (data). This can be a limitation for organisations in retrieving the right information.

The information obtained should therefore be seen as a tool to gain more knowledge and understanding of environmental impact, thereby increasing transparency. Therefore, we cannot make a 100% claim with this tool. Whenever we use this tool, we always include a disclaimer that this tool should be used as an indicative saving.

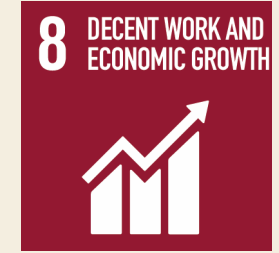




SDG 1:
End poverty everywhere and in all its forms



SDG 5:
Achieve gender equality and empowerment for all women and girls



SDG 8:
Promote sustained, inclusive and sustainable industrialisation and foster innovation

2. SUSTAINABLE & SOCIAL PRODUCTION CONDITIONS

- Sustainable Clothing and Textiles Covenant
- Mapping our production countries
- Collaborations with Unicef and Amfori BSCI
- Risks in producing countries

Productions involve risks as they can have a negative impact on people and the environment. To influence the risks involved, we have mapped the main risks for each production country. Our many years of experience have taught us that the clothing and textile industry has many challenges.

Despite being aware of certain risks, we believe that stopping production in high-risk countries is not the solution.

By engaging in discussions with NGOs, governments and manufacturers, we want to address the very issues and create better working conditions for our colleagues abroad.

Sustainable Clothing & Textiles Covenant

On 31 December 2021, the Sustainable Clothing and Textiles Covenant ended after a five-year period. Participating parties and supporters failed to come up with a "Next Textile Agreement". This means that the market does not have an overarching covenant where social and environmental improvements are jointly worked on.

The Sustainable Clothing and Textiles Covenant has 9 specific themes in which risks may arise. Although the covenant is currently no longer active, we still use these 9 themes to identify risks in the supply chain.

Production countries

We currently produce our collections in Bangladesh, Turkey, China and Tunisia. For all production countries, we have conducted a risk analysis using the CSR risk checker, external audit programmes of Amfori BSCI and Unicef. By doing a risk analysis in advance, we prepare for the potential risks and opportunities for improvement of our production sites.



Bangladesh

Bangladesh is the world's second-largest textile producer after China, with most production facilities concentrated around the capital Dhaka. The country has significant challenges in terms of working conditions, including employee engagement and protection. Gender discrimination also occurs in the workplace, partly caused by the country's political situation and cultural norms. These factors make Bangladesh a complex manufacturing country with numerous risks.



We work with three partner factories in Bangladesh, all of which are BSCI-audited. For our knitted items, we work with a vertically integrated factory where the entire production process, from yarn to finished product, including embroidery and printing, takes place under one roof. This enables us to conduct both tier 1 and tier 2 audits, monitoring and addressing risks throughout the production chain. The safety of these factories in terms of structural condition, fire safety and electrical installations is guaranteed by the "International Accord".

In 2023, we also started the Amfori BEPI programme at our vertically integrated supplier. This programme focuses on improving the environmental performance of the production site.

Social project in partnership with Friendship Foundation, Swimmin' Foundation

In Bangladesh, 17,000 children drown every year because they cannot swim. This shocking realisation became clear following a personal story by our production director Evert-Jan Poppe:

"As a family, through aid organisation Compassion, we had a sponsor child in Bangladesh named Akhes. Through a monthly contribution, we supported him in his development and contributed to education, healthcare and proper nutrition. During my production trip in 2016, I had the privilege of visiting Akhes. A few months after my visit, I received the sad news that he had drowned. While looking up information on whether children in Bangladesh get swimming lessons, I came across the number of 17,000 children drowning every year. A huge number that cannot be imagined and remedied. By partnering with Swimmin', we can make an impact locally by providing swimming lessons and training instructors."



In 2023, we launched a partnership with the Swimmin' Foundation. Swimmin' is committed to this major problem by giving swimming lessons to children as young as 5 years old. They also train local instructors to teach swimming lessons and rescue young children themselves. In collaboration with Friendship NGO, they integrate swimming instruction into education programmes, developing awareness about the dangers of water. Currently, a team from the Netherlands goes to Bangladesh twice a year to give swimming lessons and train swimming instructors.

In 2024, we will further intensify this cooperation where we will jointly look at how to generate more funding for the foundation, allowing more children to receive swimming lessons and instructors to be trained.



China

China is the world's largest exporter of textiles. We work with three production sites in China, all of which are audited to Amfori BSCI standards. Despite the size of the industry, human rights violations, especially in cotton production, are a major risk. One of the biggest concerns relates to Xinjiang province, where forced labour by Uighurs is common in the cotton sector.



For this reason, we have set strict guidelines for our suppliers: the use of cotton from Xinjiang is prohibited. We strongly advise our customers to choose organically certified cotton (GOTS cotton). This allows us to verify the origin of the cotton through transaction certificates, so we can guarantee that it does not come from regions where forced labour is used.

Another major risk in China, regularly highlighted in social audits, concerns overtime. It is common for factories to take large volumes of orders in a short period of time, leading to long working hours for workers to meet deadlines. In addition, workers often voluntarily work overtime to increase their wages. To address this problem, we work with careful production planning to reduce workloads and advise our customers on the importance of accurate forecasting to reduce overtime.

We also discussed this risk with Amfori BSCI, who advised us on ways to better monitor and analyse overtime. These insights help us understand the causes of overtime and take measures to reduce it. In 2024, we will further expand these analyses in cooperation with BSCI at our Chinese suppliers to further improve working conditions.



Tunisia

Our most recent production country is Tunisia, where we are working with a production partner through the match-making programme of the RVO (Netherlands Enterprise Agency). Before starting production, we used due diligence to identify the country's overall risks, which are explained later in this report.

In Tunisia, we work on a CMT (cut, make, trim) basis with three different factories. All raw materials are purchased from reputable European suppliers, after which we ship them bundled to Tunisia. At the factories, the fabrics are then cut, stitched and packaged into finished products. Our Tunisian partner is certified according to

ISO 9001 (quality management), ISO 14001 (environmental management) and ISO 45001 (occupational safety and health).

We have now started a BSCI audit for one of our production sites in Tunisia and expect it to be fully audited by May 2024. This will give us insight into potential risks and areas for improvement at this factory, which accounts for a large part of our production. We see conducting the BSCI audit as a crucial baseline measurement, which will allow us to focus on further improvements in 2024. Once this audit is completed, we plan to have the other two factories audited as well to improve quality and structurally optimise working conditions in our Tunisian production sites.



Turkey

In Turkey, we work with three different factories for smaller production runs or for items requiring short delivery times. We have maintained a good relationship with these factories for many years and are determined to continue this cooperation. To achieve this, it is essential to ensure continuity of productions, which is a challenge given the high inflation over the past year. Despite the sharp increase in prices, we continue to produce regular productions for both our customers and our own Fits collection in Turkey. We also inform our customers about the consequences of moving production to other countries, especially with regard to the impact on employees in the Turkish factories.

Unicef cooperation in Turkey

By 2022, we are together with UNICEF a project launched to promote children's rights in and around textile factories in Turkey to improve. Together with two other textile companies we have us to improve working conditions for workers and identify potential child labour risks. The Fair Labour Association (FLA), an organisation with extensive experience in improving social conditions in the supply chain, was our



implementation partner for this project. We selected two of our production partners for the project.

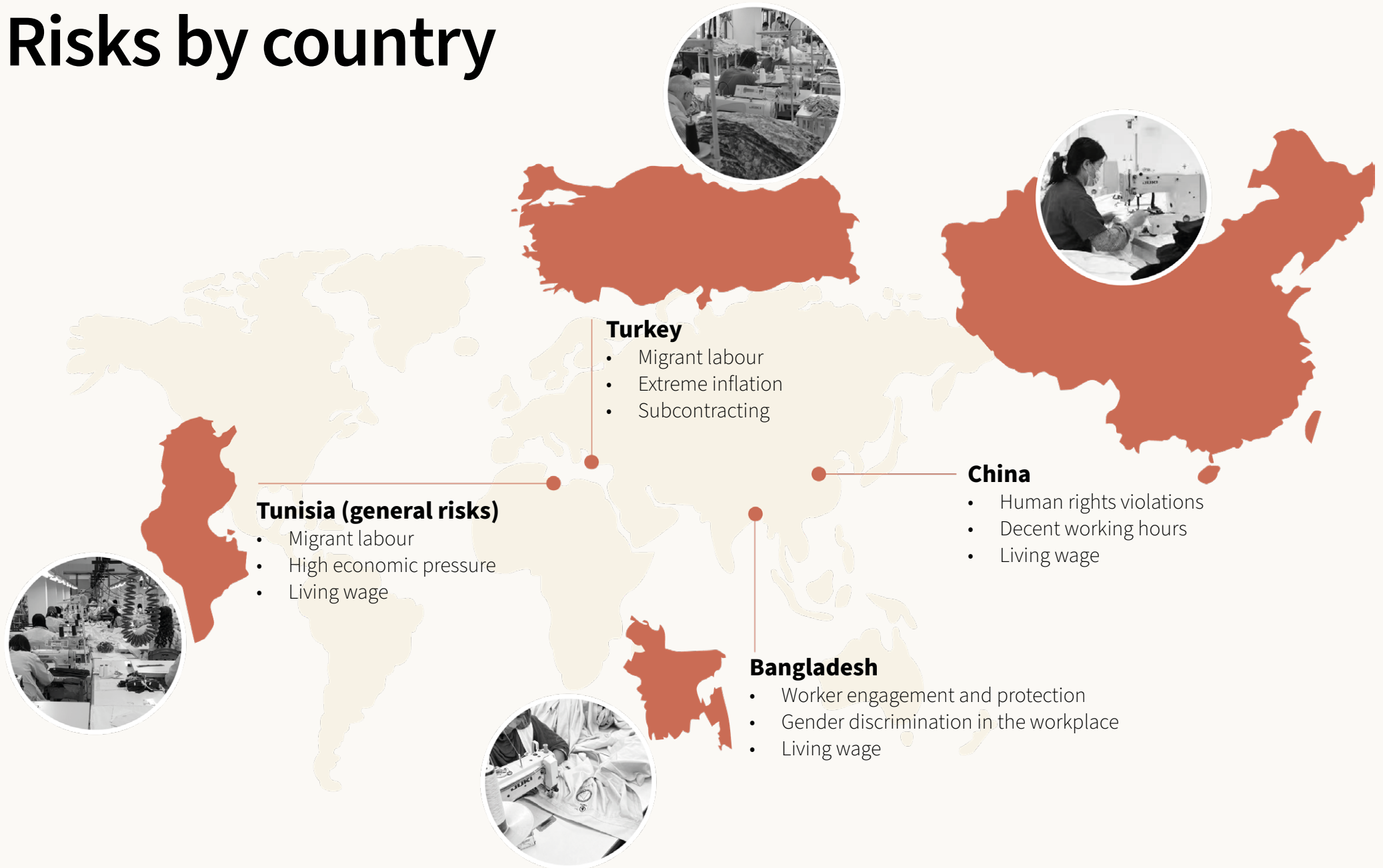
Risks were identified during a baseline assessment, which fortunately found no child labour. Completion of phase A was to be followed by phase B, in which an action plan would be implemented. However, on 6 February 2023, a severe earthquake hit Turkey, forcing both our suppliers and UNICEF to shift their focus to relief efforts. This delayed the implementation of the project.

In addition, other general risks were identified during the interviews, such as the use of sub-contractors and unregistered migrant workers. These risks make it more difficult to properly understand the social conditions of factory workers and ensure their welfare.

Unfortunately, the project stopped in the implementation phase due to the lack of funding for phase B. The required grant from the RFO was not awarded. In the coming year, we will look for an appropriate follow-up, using the insights from phase A, in which the supply chain and potential risks have already been thoroughly mapped.



Risks by country



Child labour

ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146 oblige us not to use child labour. The age of admission to employment should not be less than the age of completion of compulsory education and should not be less than 15 years. Furthermore, young workers in the 15-18 age group should not perform work that is bad for their health, safety or morals.

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"No audit report finds child labour among our suppliers. A result we are obviously pleased with."

Despite this positive fact, we see the ban on child labour as one of the most important issues to be and stay focused on as a garment manufacturer. This is partly why we have entered into a partnership with Unicef through the Better Business for Children programme in Bangladesh and the Family Friendly Workplaces programme in Turkey.

”

"Children's rights are an important issue in themselves for Company Fits. By working on this with Unicef, we are simultaneously working on several Sustainable Development Goals. ."

Safety & healthy workplace

According to ILO Convention 155, a safe and hygienic working environment should be provided. Furthermore, occupational health and safety practices should be promoted, taking into account industry knowledge and specific hazards. Effective regulations should be applied to prevent accidents and minimise health risks.

Audits

Bangladesh and China are higher-risk countries in terms of not ensuring a safe and healthy workplace. We are aware of this and strongly prefer factories that are audited. All our manufacturers in Bangladesh and China are BSCI audited and by the International accord in Bangladesh.



Gender & discrimination

Under ILO Conventions 100, 111, 143, 158, 159, 169 and 183, discrimination is not permitted on the basis of the following subjects:

- Recruitment
- Reimbursement
- Access to training
- Promotion
- Termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality
- Membership of employee organisations including trade unions, political beliefs or opinions, - Sexual orientation
- Family responsibilities
- Marital status
- Any other condition that could lead to discrimination.

More than 80% of workers within the textile industry are women. Yet several studies show that women are underrepresented in management in countries such as Turkey and Bangladesh. This imbalance perpetuates inequality and discrimination.

From the various audits within our factories, there is no evidence of discrimination. Despite this good outcome, we are aware that audit reports need not always reflect reality.



Living wage

According to ILO Conventions 26 and 131, wages and benefits paid for a standard working week must at least meet minimum legal or industrial standards. In addition, wages must be sufficient for workers to meet the basic needs of themselves and their families.

Deductions from wages for disciplinary measures are not allowed. Nor should payroll deductions not provided for in national legislation be allowed. Employees must be informed sufficiently and clearly about the specifications of their wages including, for example, the payment period.

Currently, all our suppliers' employees are paid at least the legal minimum wage. However, we realise all too well that living wage is a complex issue. The factories audited by Amfori give us insight into the actual wages paid and the living wage established. This insight has clarified the GAP for us. Now that we are aware of this, we will work to close and at least reduce this GAP. Talks with Amfori BSCI, CSR Netherlands and Solidaridad, among others, will take place in 2024, giving us tools to provide factory workers with a living wage.

Complaint mechanism

We believe it is important that factory workers can file complaints as soon as their rights are at stake. The implementation of the grievance mechanism is part of the BSCI audit.

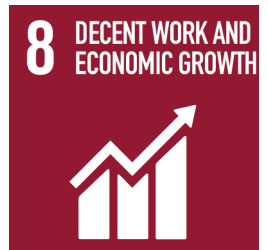
Furthermore, through the Covenant, we support the possibility for workers and stakeholders to file complaints when factories act contrary to Company Fits' policies.

In addition, each Company Fits manufacturer is required to complete a producer assessment sheet. In it, the manufacturer specifies how workers and their representatives are involved in workplace issues and how information is exchanged between management and workers. The biggest challenge that we currently see in factories is that workers are often not familiar with the options for filing complaints.

The gap between theory and practice will have to be narrowed in factories to eventually make employees aware of their rights.

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"Talks with various organisations like Amfori BSCI, CSR Netherlands and Solidaridad will take place in 2024 to get handles and close the GAP of living wage."





BENU

Within BENU pharmacies, expertise, professionalism and care are key. The items from the BENU collection are made of sustainable materials such as organic cotton and recycled PET bottles. In addition, BENU products are collected at the end of their life cycle for recycling. All clothing, including medical workwear, is suitable for recycling.





SDG 17:
Strengthen implementation resources and revitalise global partnership for sustainable development.

3. SUSTAINABLE PARTNERSHIPS

- Sustainable Apparel & Textiles Covenant as 0 measurement for our further challenges
- Active contribution at UPV Textile Foundation
- Amfori BSCI audited factories in our supply chain

At Company Fits, commitment and collaboration are key. We see great value in various partnerships throughout the production chain. Working with multiple partners, we identify, address and eliminate risks.

Sustainable Clothing & Textiles Covenant

In 2016, we joined the Sustainable Clothing & Textiles Covenant with more than 50 other companies. Through this covenant, participating companies, organisations and the government have agreed to join forces to screen and make the production process of clothing and textiles in developing countries more sustainable.

Through the Covenant, several themes in the production chain have been addressed and new targets set. Working with other companies, NGOs and government and encouraging transparency ensures that steps are actually taken. The Covenant expired at the end of December 2021. Currently, discussions are still ongoing on a modular sequel to jointly achieve improvements within the textile sector as a chain. Although the Sustainable Clothing & Textiles Covenant is currently no longer active, we see this as a concrete baseline measurement to further implement sustainability in the chain and tackle this together with our partners. In addition, by participating in this collective, we initiated new collaborations and gained new insights and tools.



UPV-Textiles Foundation

A recent development within the textile industry is the Extended Producer Responsibility (UPV), which from 1 July 2023 will come into force. With the UPV Act, the government aims to make garment producers responsible for the entire life cycle of their products: from the design phase to the discard phase of a garment. This encourages companies to produce in a more eco-friendly way, take in discarded textiles for recycling and use recycled materials in new productions. In short: realising a closed-loop system in the Dutch garment industry.

Organising an appropriate and effective collection system is complex and can be high in cost. By collectively planning to collect textiles, financial burdens are shared. UPV Textile Foundation supports participating companies by collectively organising the collection, reuse and recycling of discarded textiles. Within Company Fits, we take this responsibility seriously. Besides joining the collective as a company, we are also involved in the board of the UPV Textile Foundation. By participating in the board,

represents the corporate clothing industry and ensures that sustainable and circular steps are taken in our sector.

Several expert groups have been set up within the foundation in which participants and chain partners actively contribute ideas on the principles of the textile management structure. The market thus helps determine what works for the sector. The expert groups act as a sounding board and advise the board on topics such as the textile administration system, education, monitoring, innovation and eco-modulation. Through these joint efforts, we can achieve a cost-efficient and effective textile collection and processing system.

The UPV Foundation is currently in the process of being declared generally binding by the Ministry of Infrastructure and Water Management. Once this status is approved, there will be a level playing field and all producers bringing textiles to the Dutch market will have to participate and contribute to the producer organisation. This will allow us to collectively work towards the UPV targets set for 2025 (50% reuse and recycling of textiles) and 2030 (75% reuse and recycling of textiles), and collectively work towards a circular textile chain.



Amfori BSCI

At Company Fits, we work with Amfori BSCI to ensure a socially responsible manufacturing process. BSCI's audit programmes act as important baselines to evaluate our suppliers' performance on working conditions. The factories we work with are audited by Amfori in 13 performance areas:

- 1. Corporate social responsibility**
- 2. Employee engagement and protection**
- 3. The right to freedom of association and collective bargaining**
- 4. Prohibition of discrimination**
- 5. Fair remuneration**
- 6. Decent working hours**
- 7. Health and safety at work**
- 8. No child labour**
- 9. Social protection for young workers**
- 10. No precarious work**
- 11. No forced employment**
- 12. Protection of the environment**
- 13. Acting ethically**

This audit system helps us identify and address potential risks, and implement continuous improvements in cooperation with our suppliers and supply chain partners.



"Based on our established Code of Conduct, audits are carried out by independent parties within the factories we work with."

Modint

For more than 15 years, we have been a member of Modint: the trade association for textiles and fashion. Among other things, we purchase the production module here, which gives us access to help with sourcing in new production countries. We can also turn to Modint for technical questions on textiles and developments in corporate social responsibility. The same goes for support in setting up a Chemical Management System. For specific questions on new developments - for example, on the circular route - we can also turn to Modint. They advise and link us to potentially interesting partners with whom we can start a long-term cooperation.



MODINT.

MVO Netherlands

MVO Netherlands provides us with the basis and connection among other companies in corporate social responsibility. MVO Netherlands is more focused on business operations in the Netherlands.

As a new, intensified collaboration, we are deepening our involvement in the Textile sector network in 2024. As a collective, MVO Netherlands's Textile network offers textile companies the opportunity to spar together on relevant topics in the industry. It also offers a great opportunity for collaborations with like-minded people.





SDG 12:
Ensure sustainable
consumption and
production patterns

4.

CIRCULAR ECONOMY

- Extended Producer Responsibility
- Design for recycling
- Our refurbishing and recycling method
- Challenges and developments in circularity

We are closely involved in developments in recycling and circularity of our corporate clothing, with the ultimate aim of achieving 100% recycled and sustainable productions by 2050.

”

"This image on the right illustrates a circular collection/production process. The most ideal scenario for Company Fits is the highest quality recycling of discarded (company) clothing into new clothing. In this, we work according to the Mass Balance Principle, in which post-consumer fibres that are currently available in the market are used. We see this as the most sustainable way of recycling . "

Extended Producers Responsibility

With the enactment of the Extended Producer Responsibility (UPV) Act, the government has attached targets to producers. For instance, the UPV Act states that 50% of textiles sold on the Dutch market must be recycled/reused by 2025. Until 2023, this should gradually increase to 75% of the textiles sold. In 2023, approximately 35% of the textiles sold were reused and recycled.

Sustainability in the design phase

Thinking about the end-of-life phase of a collection prior to the production process increases its recyclability. Our styling department tries to design clothes in such a way that they can eventually be recycled, also known as design for recycling. For example, haberdashery and other details on garments are designed to be as

designed that they can be easily taken off in the recycling process. The final material composition and texture of a garment also determine its recyclability: a coarser knitted item is currently even easier to recycle than a finer knitted item.

At Company Fits, we use an advanced 3D design programme to render our designs as realistically as possible. This programme allows us to develop highly realistic designs by working with patterns and exact fabric thicknesses. This allows us to accurately see how an item falls, which helps to identify and correct pattern errors early on. This sustainable way of designing ensures that the first samples are often already close to the final product, so additional rounds of sampling are often unnecessary.



After working out the 3D designs, they can be loaded into a personal VR environment. This provides a highly realistic view of how the corporate clothing will look in the right environment, which helps when presenting future designs.

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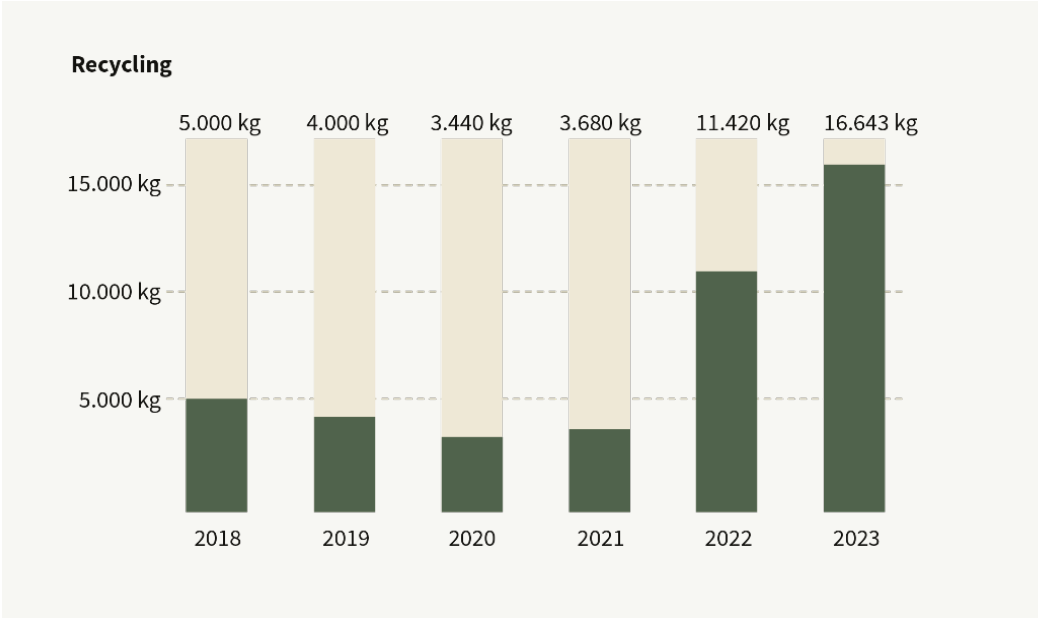
"Clothing is designed at Company Fits with the aim of delaying the moment of 'discarding' as far as possible. A goal that is partly realised by providing quality products that last. "

Refurbishing and recycling method

When employees leave employment or discarded clothing needs to be replaced, the company clothing can be returned to us. With the use of recycling bags, we collect the discarded clothing from our customers after which a selection is made between reusable garments and recyclable garments.

”

"By 2023, we will have recycled more than 16.6 tonnes of clothing. We direct our customers to make use of our recycling options and this is increasingly being used. Over the past year, we have had (new) customers recycle their old collections, so we see a strong increase in our recycling figures. "



Scan the code
and check out our
recycling process.

We aim to take reusable and recyclable garments from every customer. However, the number of recyclable content may vary from year to year. For example, it depends on how many kilograms of clothes are discarded from our customers in a year and taken in by us. Over the past year, several customers have made the choice to have clothing taken in by us, instead of having it discarded on their own. We see another significant increase in 2023 compared to previous years. We informed our customers about the UPV Act last year, creating awareness about recycling and encouraging collection from Company Fits.

Reusable clothing (refurbished)

At Company Fits, in consultation with our customers, we offer the option of reusing company clothing. When employees leave employment, these clothes are collected and made available again. This extends the life of the company clothing and postpones the purchase of new clothing. The procedure is explained below:



Deploying the Webshop:

Employees are encouraged to choose this sustainable option via our specially designed webshop, where a (reduced) points system can be applied.



Practical example: A successful example of garment reuse is seen at Action. Given the high turnover of employees there, clothes often remain in good condition after leaving employment. Last year, 23% of the entire collection was reused by Action employees.

This approach not only promotes sustainability, but also contributes to the responsible management of corporate clothing within organisations.

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"We cooperate with laundry De Merel, which cleans refurbished clothing before it is offered again. In cooperation with Circulus, De Merel has opened a laundry in Apeldoorn that offers opportunities to people with a vulnerable position on the labour market. Within this inclusive laundry, a safe and suitable workplace will be found for these employees. "



Recyclable clothing (recycling)

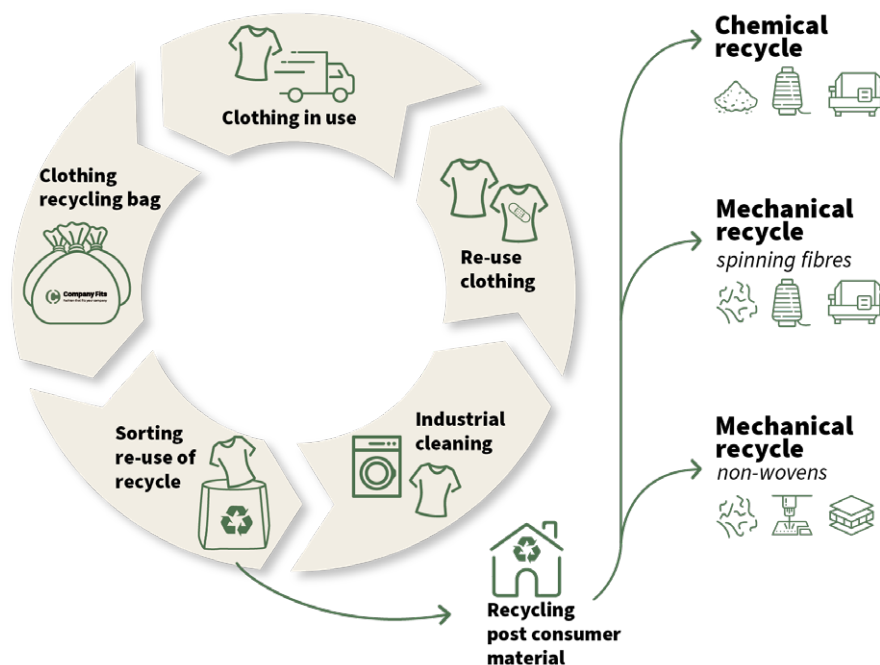
When company clothing is no longer reusable in its original state, we collect it for our partner Frankenhuis. The discarded clothing is periodically offered to this specialist in textile processing, thus avoiding unnecessary transport. Frankenhuis anticipates the latest recycling developments and reuses post-consumer materials as new and useful raw materials. Currently, Frankenhuis states that they work with three repurposing routes of the recycled textiles. In general, much recycled content is still used as

non-wovens, such as for insulation and filling materials and processed in the automotive industry. A development currently being tested by Het Frankenhuis is fibreising textiles with the aim of developing new yarns from them. In this way, new cloth can again be produced. A third method of recycling at Het Frankenhuis is the recycling of white textiles consisting of a high percentage of cotton, from which cellulose pulp is developed, which is the basis for new fibres. This method of recycling falls under chemical recycling.

Challenges and developments in circularity

High-quality recycling of clothing and textiles remains complex. The use of different material compositions and coatings reduces the recyclability of clothes. In addition, fibres are shortened by mechanical recycling, resulting in recycled fibres of lower quality than 'new' fibres. There are also challenges in our circular fibre route in terms of transporting the fibres and proper collaborations to implement the route.

While we face several challenges, there are also many developments in recycling and circularity. We notice an increasing focus on these topics among our customers and in new projects. When sustainability becomes more important to everyone, actual steps are taken and cooperation in this area increases. New project groups, studies and organisations are set up and innovation is realised.



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"Our ambition is to go to 100% circular production!"





SDG 10:
Reduce inequality
within and between
countries



SDG 13:
Take urgent action
to combat climate
change and its im-
pacts.

5.

SUSTAINABLE BUSINESS

- Our people on the map
- Social and vital
- CO2-neutral shipping
- Sustainable cooperation with Lucrato

Corporate social responsibility is not only about environmental and social conditions in our supply chain. We also put sustainability in the broadest sense of the word high on the agenda with our internal operations.

Our people on the map

Company Fits stands for commitment; committed to our suppliers, the environment, society and, of course, the employees within Company Fits. We have a flat organisational structure. We recognise the importance of a pleasant and healthy working atmosphere to ultimately achieve set goals as a team. Commitment is also expressed in the weekly 9 o'clock hour. The whole team meets every Monday morning at 9 o'clock to discuss what is on the agenda that week. Important topics are then further highlighted in smaller groups. In this way, everyone is informed about important projects and involvement is encouraged.

”

"As a company, we offer students the opportunity to carry out their internship or graduation period with us. We are also closely involved with various courses to supervise a project or give a guest lecture once in a while. "



Social and vital

At Company Fits, we value interconnectedness and a healthy lifestyle. To strengthen cooperation and a sense of community, we have lunch together daily with the entire team. These joint lunches not only provide a moment of relaxation, but also foster mutual relationships within our company.

Every Wednesday afternoon, our employees have the opportunity to play padel together. Thanks to great enthusiasm, the first Company Fits padel tournament was organised in 2023. This sporting initiative was a great success and will definitely become a recurring event.

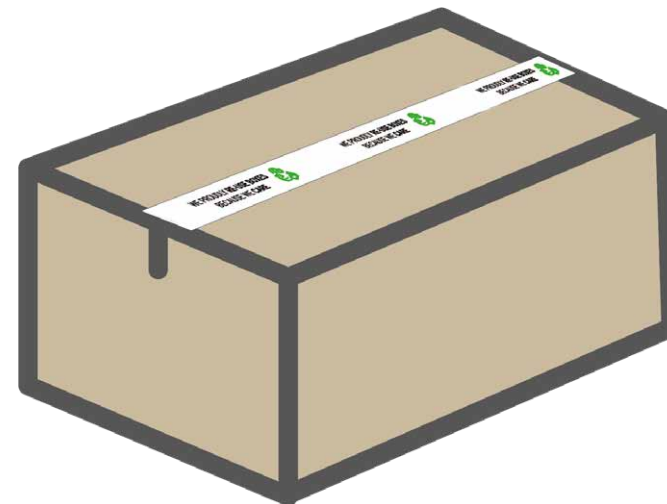
In addition, Company Fits participates in an annual running race. This event not only has a positive effect on health and team building, but also acts as a sponsorship campaign to raise money for a good cause. Thus, we combine sporting activities with social commitment.

Sustainable distribution

Several sustainability strides are made in terms of shipping and operations of our distribution. For example, 90% of our packaging materials are recycled by reusing cardboard boxes for shipping. To avoid shipping 'air', our smaller parcels are packed as compactly as possible with recyclable shipping bags. Together with our customers, we discuss the desired delivery time of the company clothing. Specific order moments can be scheduled and orders at branch level, for example, can be bundled and delivered at the same time. We work with GLS for the shipment of our parcels. They send CO2-neutral parcels from our warehouse to our customers' delivery addresses.

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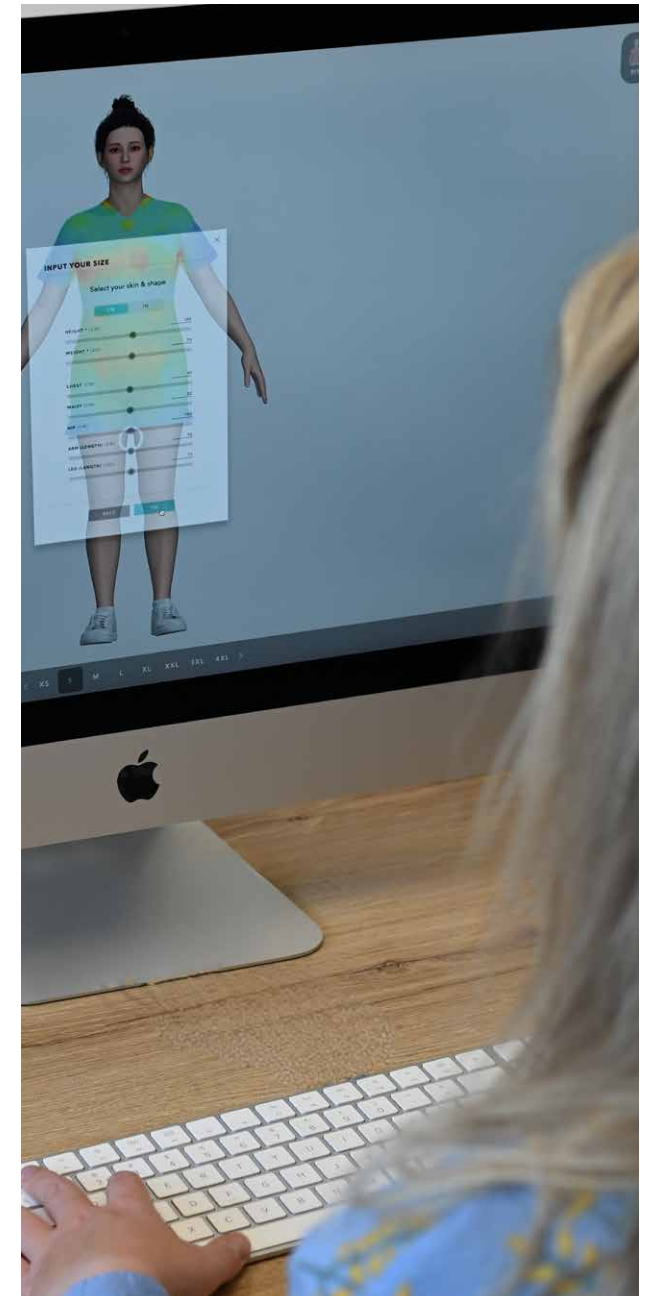
"By preventing returns, transport movements are saved. We work with a virtual fitting programme so that the correct size is determined. As employees enter their own body measurements and develop an anonymous avatar, the correct size of the garment is determined."



Virtual fitting programme

We offer our customers the opportunity to use a virtual fitting programme that allows wearers to easily determine the right size. Employees are asked to measure and enter their body measurements. Then, with the entered measurements, an anonymous avatar is created in the programme. This allows employees to virtually try on the clothes. Via the differences

the colours used on the digital garment (second and third image) can be used to determine whether a size fits properly. The more red/orange is visible, the tighter an item falls. The more green/blue, the looser the item falls. With the use of a digital fitting, returns are greatly reduced, as wearers can determine the right size in an accessible way. This saves in both transport costs, time and environmental impact.



Sustainable cooperation with Lucrato

We have now been working with Lucrato for more than 15 years and ever more intensively. This local and social provision organisation connects us with valuable colleagues with a distance to the labour market. Currently, two employees from Lucrato are in permanent employment. A further five employees from Lucrato work for us in the warehouse. Picking, packing and preparing orders are among the regular duties of our warehouse employees. They also support our refurbishing and recycling process by preparing the discarded clothes for recycling to Frankenhuis. By supervising these people properly, we ensure that they feel involved in our team and can integrate them into the work field.





In recent years, we have taken several steps in the field of corporate social responsibility and launched new projects and collaborations. Although we look back on these further developments with great satisfaction, we are of course not standing still.

For 2024, we have set several goals for ourselves that align with the five building blocks of Company Fits and give us a concrete direction in what we want to achieve in the coming year.



Objective 1, Sustainable production: this year, in cooperation with our customers, we will work out footprint calculations using the updated bAwear score of industry association Modint.

For several years, we have already been working with the bAwear score of our industry association Modint. In 2023, the bAwear score has been renewed and the environmental impact of a garment can be calculated even more concretely. This year, we will inform our customers about the possibilities of the bAwear score. This way, we map the impact of produced company clothing and both we and our customers become more aware of the footprint. This also allows us to better map sustainability goals and reduce environmental impact on future clothing collections.

Objective 2, Sustainable & social production conditions: By 2024, we will roll out Digital Product Passport in new clothing collections for all existing- and new-customers.

Supply chain transparency is of great value in a complicated garment industry. By creating a Digital Product Passport for our customers in new

more insight into the supply chain, material use and footprint of our products. Via a QR code embedded in the washing label of each garment, wearers of company clothing can also view the passport. For example, it also contains information on washing and recycling the clothes. With the product passport, we are future-proof and provide our customers with correct information to comply with CSRD legislation.

Objective 3, Collaborate sustainable partnerships: By 2024, we will expand our beyond auditing projects to make direct impact in our supply chain.

To make a direct impact in our own supply chain, we are currently holding discussions with organisations making positive impact in our production areas. Indeed, we see participation in the covenant and BSCI audits as a good 0-masurement, from which development goals are set and local projects are elaborated.

Objective 4, Circular Economy: This year we will further shape our circular project, allowing us to use recycled fibres in new corporate clothing.

Reuse to achieve circularity in the chain promoting brings major challenges. Not only at the material and product level, but also at the bureaucratic level. In 2024, we will continue our efforts to get used clothing fibres into our production country so that we can spin yarns from them to eventually have new corporate clothing developed.

Objective 5, Sustainable operations: By 2024, we will continue to innovate in the areas of fit, sizing and design so that we realise savings in terms of time, cost and environmental impact as a result.

Company Fits stands for innovation. We implement innovations in company clothing in a creative and sustainable way. Since this year, we have put together an innovation team that is constantly working on new developments in the market. They visit trade fairs such as Premier Vision in Paris and then update the entire Company Fits team on inspiration gained. The goal for the coming year is therefore to remain at the forefront of innovation and to actively involve our clients in this by providing an annual update.

Together, we make a difference!



To make real strides, we need to join forces with partners in the garment and textile industry. We realise that we cannot improve the entire chain alone. It is necessary to join hands with NGOs, brands, trade unions and governments.

The first step in this was taken by the Sustainable Clothing & Textiles Covenant in the past, by offering transparency and identifying risks and where we can still make strides socially or environmentally. As Company Fits, we do our utmost to achieve this. We are committed to people and the environment, working together and entering into partnerships to make a real difference.

The commitment of our customers is also necessary. They must be willing to make the switch to using more sustainable materials and be open to the fact that this might entail a slightly higher price. Good planning is also a requirement, as is the will to recycle used clothes and give them a second life. We face these challenges together with the customer and want to join hands here too on the way to a healthier and better environment and even better working conditions in the factories.

Together, we make the difference!





Company Fits

Fashion that fits your company

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