

SUITSUPPLY



CORPORATE RESPONSIBILITY REPORT 2021

About the Report

The data in the Suitsupply 2020-2021 Corporate Responsibility Report is based on fiscal year 2020 (January 1st, 2020 to December 31st, 2020) and prepared in accordance with the core requirements of the Global Reporting Initiative (GRI).

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

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

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

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1. OVERVIEW

About Suitsupply

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

Founded in Europe in 2000, Suitsupply has since grown to over 126 international locations with stores in cities such as Milan, London, Zurich, Amsterdam, New York, Toronto, Shanghai, Singapore, and Hong Kong. In addition to our brick-and-mortar locations, we maintain a strong online presence, bringing our style and service to all corners of the globe.



CEO Statement

"SUITSUPPLY'S ETHICAL AND ENVIRONMENTAL IMPACTS ARE HELD TO A SINGLE FUNDAMENTAL PRINCIPLE – OUR PRODUCTS ARE MADE IN A WAY WE'RE PROUD OF."

- Fokke de Jong, CEO Suitsupply

Suitsupply in numbers

FY20

Revenue
€205.4M



EBITDA
€47.9M



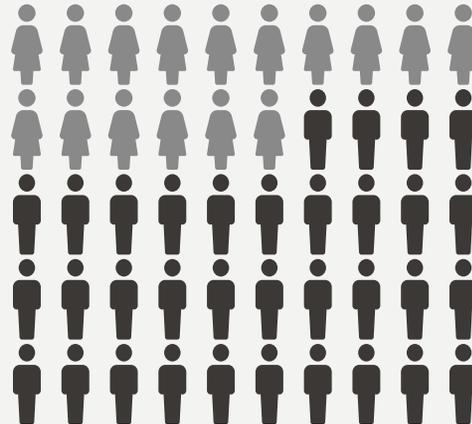
1237 Employees



+126 locations
97 cities



+27 countries



Gender distribution

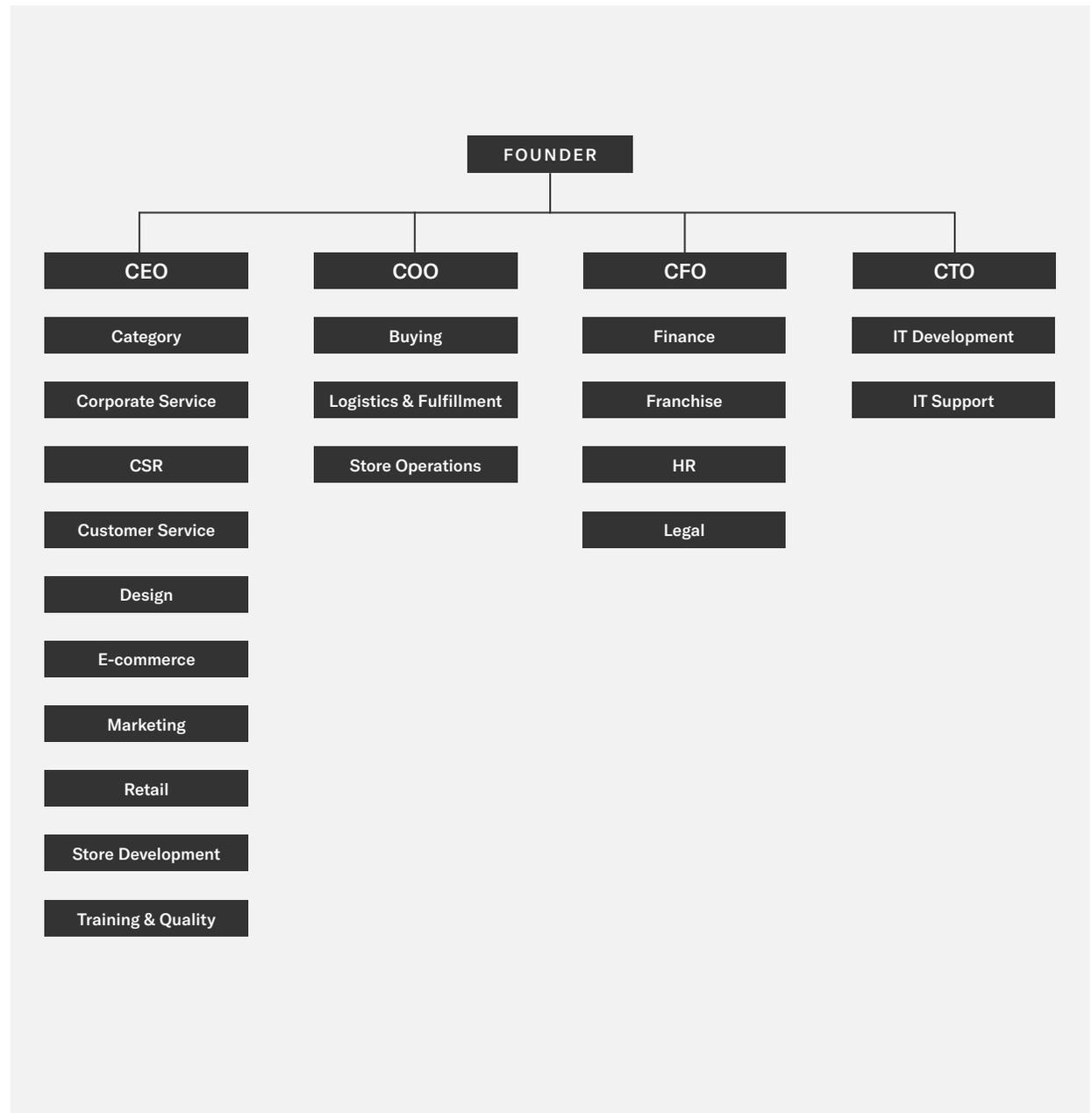
34% women
66% men

Management positions

32% women
68% men

Company Structure & Governance

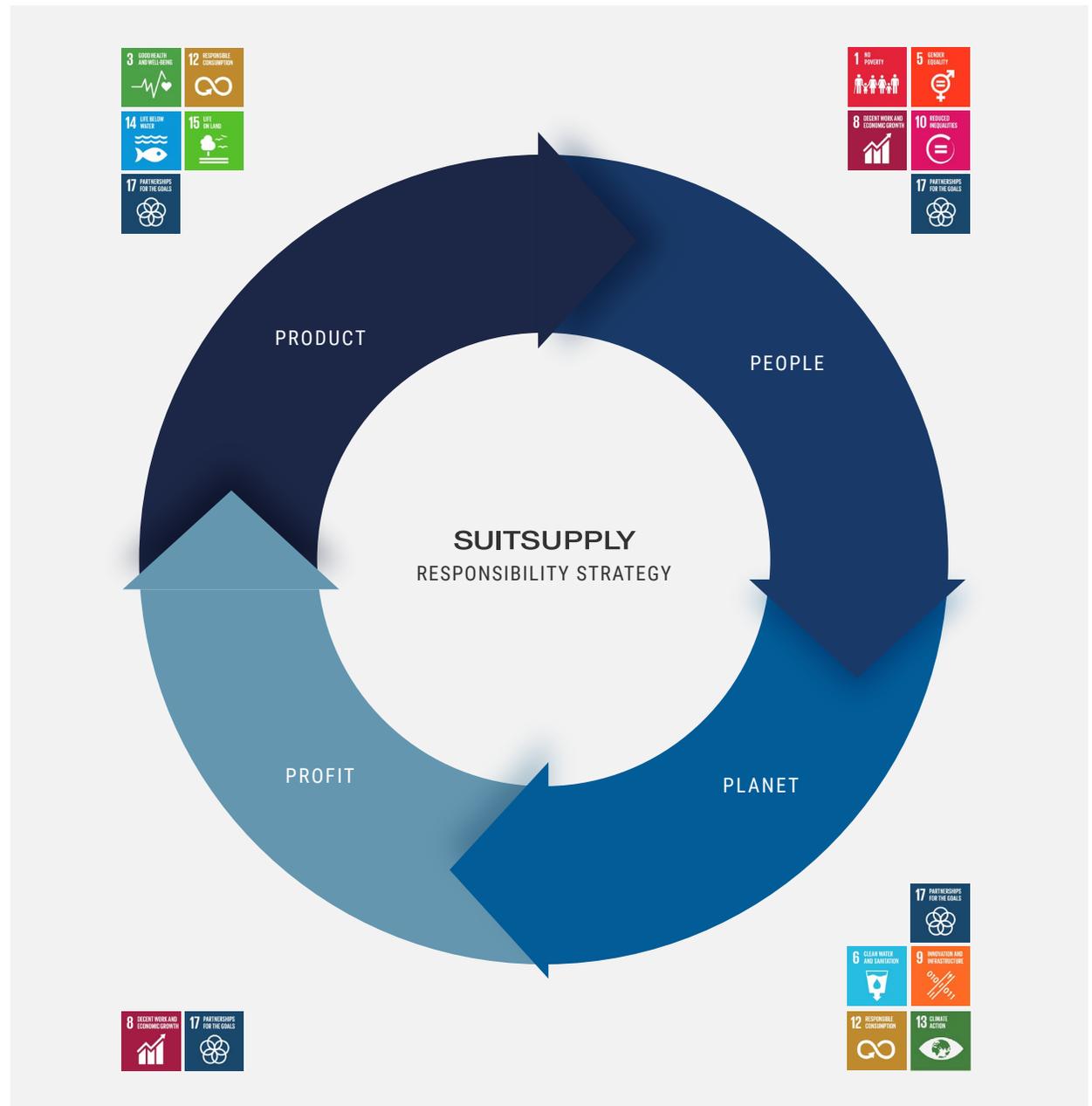
The Board and management of Suitsupply is committed to ensuring that the company adheres to best practice governance principles and maintains the highest ethical standards. The Board is responsible for the overall corporate governance of the company, including adopting the appropriate policies and procedures and seeking to ensure directors, management and employees fulfill their functions effectively and responsibly.



Responsibility Strategy

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

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



The Strategic Pillars & Focus Areas

PRODUCT	PEOPLE	PLANET	PROFIT																
 <p>At Suitsupply, product always comes first. We create them from premium, carefully considered materials with a zero toxic approach and high animal welfare standards. We want to be radically personal and trace our products from farm to finishline.</p> 	 <p>The future of Craftmanship relies on people. We aim to build & design resilient supply chains that provide thriving working environments, preserve traditional tailoring skills and that encourage workers' voice.</p> 	 <p>Our globe-spanning reach comes with an equal impactful footprint. We therefore design, store and transport with care. We strive for circularity in our business operations and work towards outphasing waste. What we cannot eliminate, we offset to work towards carbon neutrality.</p> 	 <p>We focus on profitability and know that it is core to the sustainability of Suitsupply. To meet and understand the needs of our stakeholders in ways that go beyond money but definitely influence our bottomline, we actively engage to continuously improve our business and its place within society.</p> 																
<table border="1"> <tr> <td data-bbox="176 868 369 1045">Sustainable Fibers & Materials</td> <td data-bbox="382 868 575 1045">Transparency & Traceability</td> </tr> <tr> <td data-bbox="176 1062 369 1239">Animal Welfare</td> <td data-bbox="382 1062 575 1239">Zero Toxic & Chemical Management</td> </tr> </table>	Sustainable Fibers & Materials	Transparency & Traceability	Animal Welfare	Zero Toxic & Chemical Management	<table border="1"> <tr> <td data-bbox="623 868 816 1045">Social responsibility & Human rights</td> <td data-bbox="829 868 1022 1045">Longterm Partnerships & Inclusive growth</td> </tr> <tr> <td data-bbox="623 1062 816 1239">Social Dialogue & Fair wages</td> <td data-bbox="829 1062 1022 1239">Worker Well-being</td> </tr> </table>	Social responsibility & Human rights	Longterm Partnerships & Inclusive growth	Social Dialogue & Fair wages	Worker Well-being	<table border="1"> <tr> <td data-bbox="1077 868 1270 1045">Retail Footprint</td> <td data-bbox="1283 868 1476 1045">Carbon Footprint Reduction & Offset</td> </tr> <tr> <td data-bbox="1077 1062 1270 1239">Circularity & Recycling</td> <td data-bbox="1283 1062 1476 1239">Packaging</td> </tr> </table>	Retail Footprint	Carbon Footprint Reduction & Offset	Circularity & Recycling	Packaging	<table border="1"> <tr> <td data-bbox="1526 868 1719 1045">Reporting</td> <td data-bbox="1732 868 1925 1045">Investor Satisfaction</td> </tr> <tr> <td data-bbox="1526 1062 1719 1239">Materiality</td> <td data-bbox="1732 1062 1925 1239">Stakeholder Engagement</td> </tr> </table>	Reporting	Investor Satisfaction	Materiality	Stakeholder Engagement
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<p>Curious how we are progressing? Click here for full disclosure.</p>																			



2. PRODUCT

Sustainable Fibers & Materials

Fiber selection has a large impact on how long a garment will last, how it should be washed and whether it can be recycled - all of which add up to both product quality and its environmental footprint. Moreover, by choosing the highest quality raw materials, there is less need to blend them with artificial additives such as polyamide, nylon or elastane. By enhancing the natural features of each fiber, or by using support from other natural fibers (like linen, which becomes more stable and crease-resistant when mixed with silk, wool or cotton), our suppliers create fabrics built to last.

We cannot totally exclude the use of man-made fibers, but our design team aims to primarily select natural compositions (mono fibers or natural blends) and only choose man-made fibers when it is unavoidable for durability reasons.

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



82% of our fabrics are made with natural mono fibers.



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



14.4% of our fabrics are made of man-made fibers & blends.

SUITSUPPLY

SUSTAINABLE FIBER STANDARD

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

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

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

* Includes Alpaca, Cashmere, Merino & Mohair

**GRS certified Cupro

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

**** Deadstock declaration required from supplier

***** Econyl or similar

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

***** Bluesign or Oekotex100 certified

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

Our Mills



5 countries



43 mills

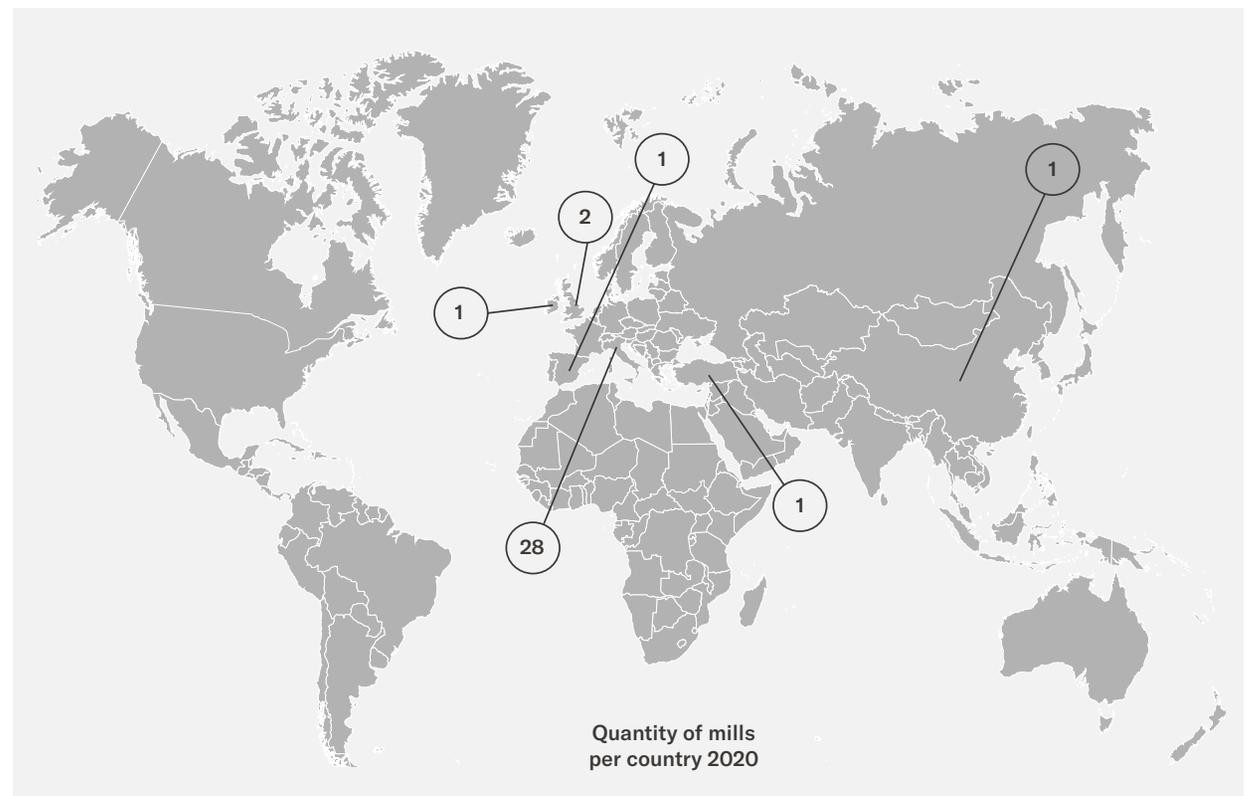


600.000 meters

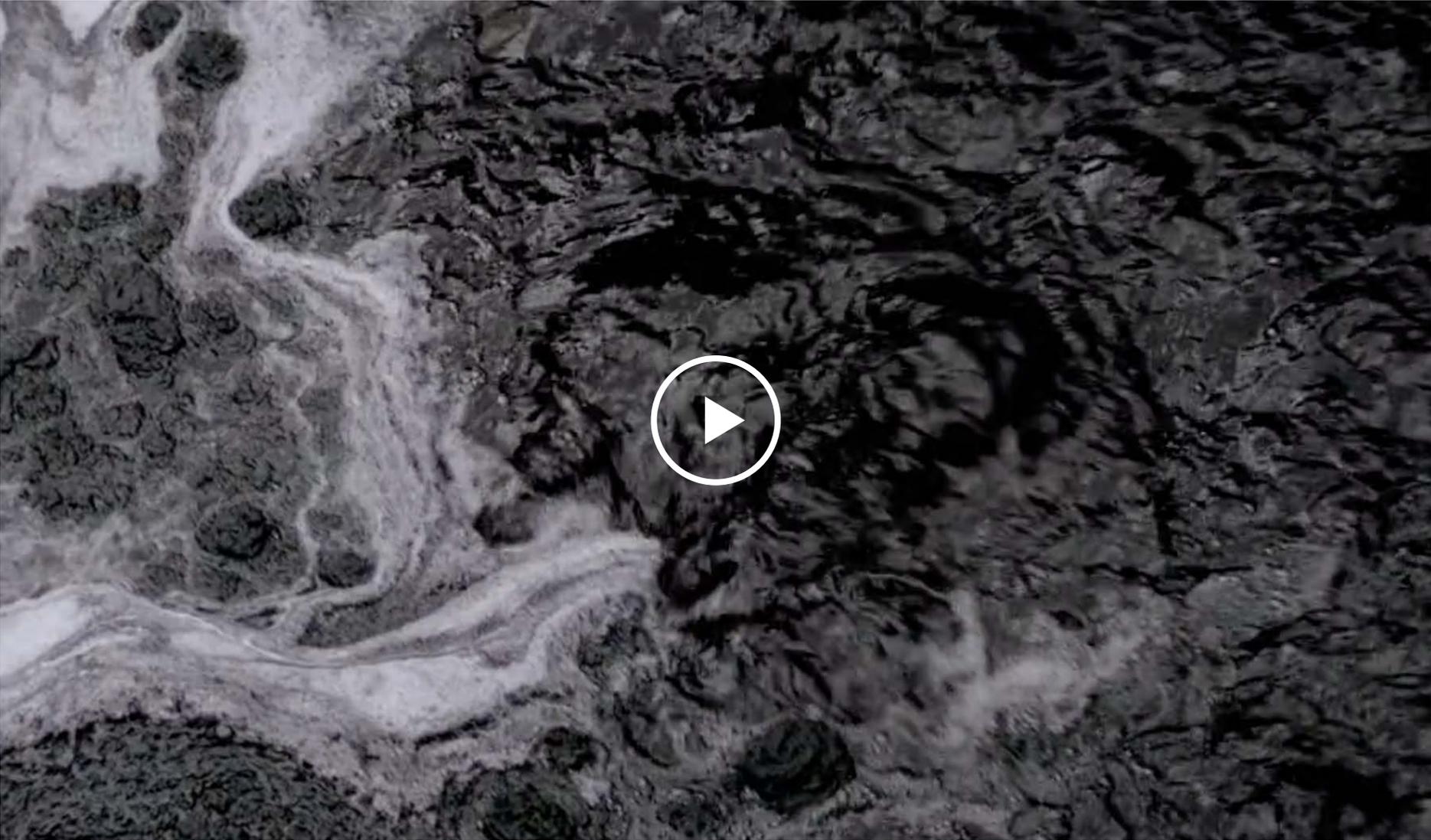
Our mills combine heritage craftsmanship and low-impact innovation to create the best possible fabrics.

We work with 43 mills spread over 5 countries: from the total meters ordered, 98% are made in Europe, of which 97% originate from Italy. We mainly source wool, cashmere, and cotton fabrics from Italy, while we go specifically to Ireland for its linen and to China for silk. Italy and its mills are especially important to us; they do not only lead the pack when it comes to fabric construction, finishing and raw material sourcing, but are also ahead in terms of chemical management, clean energy practices and wastewater recycling.

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

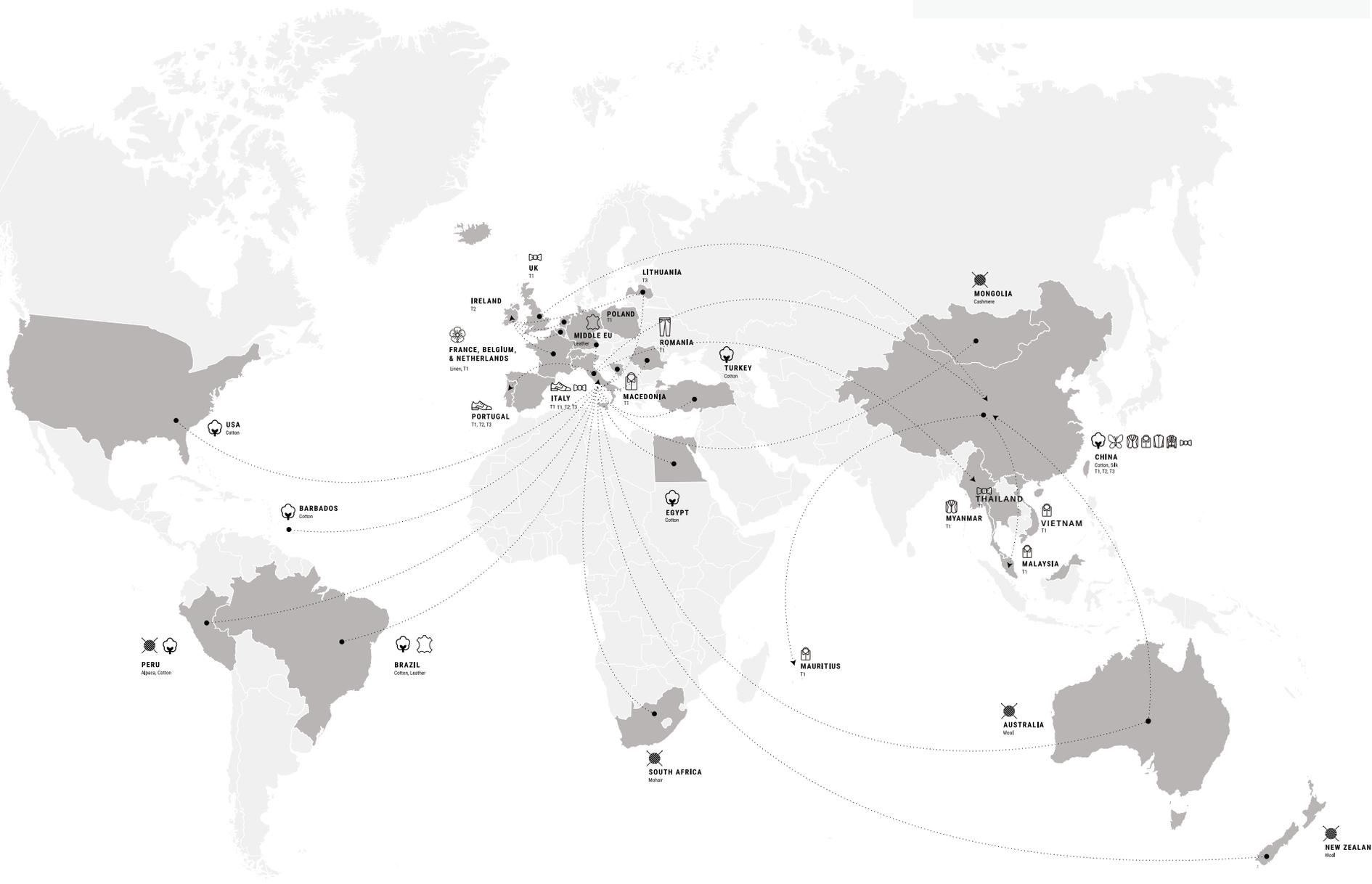


**How it's done - Water Recycling
at Vitale Barberis Canonico**



Supplychain Material Flow Map

PRODUCTS		MATERIALS					
	Suits		Knitwear		Leather		Silk
	Shirts		Shoes		Cotton		Linen
	Coats		Accessories		Wool		
	Trousers						



Animal Welfare

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



Principles & Commitment

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

1. No materials from endangered species
2. Only by-products of the meat industry, no slaughter of animals for Suitsupply production
3. No inhumane or cruel treatment in any stage of the animal's life, following the AWC's Five Freedoms:

Freedom from hunger and thirst

Freedom from discomfort

Freedom from pain, injury, or disease

Freedom to express normal behavior

Freedom from fear and distress

Endangered Species and Angora Wool

Endangered species appearing on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) lists will not be used in Suitsupply products. Angora & other rabbit fur As furry rabbits are not kept in a species-appropriate manner, rabbit hair and angora wool are banned from Suitsupply products. As a result of this commitment, Suitsupply is mentioned on the angora-free list of the animal welfare organization PETA.

Fur & Shearling

Fur & shearling are banned from Suitsupply collections. Our suppliers are therefore not allowed to use anything other than substitutes. As a result, Suitsupply is mentioned on the fur-free list of the animal welfare organization PETA.

Merino Wool

Merino wool used in Suitsupply products must be sourced from farmers that use good animal husbandry and environmental preservation techniques on their farms. They must be checked by outside parties on a regular basis.

Cashmere and Alpaca Wool

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

Mohair

Mohair used in Suitsupply products must be sourced from farms

that use good animal husbandry that follow and adhere to the **'Sustainable Mohair Industry Guidelines'**. Additionally, we require them to be MSA accredited and audited by certified third parties such as SAMIC.



Feathers & Down

Feathers and down used in Suitsupply products must be sourced as a by-product of the meat industry (excluding foie gras production) and from producers with good animal husbandry. They must be checked on a regular basis by outside parties and certified by the Responsible Down Standard "RDS" or similar. Feathers and down must not be harvested through live plucking.

Leather & Skin

All leather or skin must be sourced as by-product of the meat industry. Leather or skin must not be obtained whilst the animal is still alive or from aborted animals. Skins from wild caught animals and exotic animals, will not be used in Suitsupply products.

Mother of Pearl

All mother of pearl used for our buttons and accessories must come from farmed and cultured saltwater oysters under controlled farmed conditions to prevent damage to the marine environments.

Chemical Management & Product Safety

Chemicals are a dirty business: One quarter of global chemical use is assigned to the apparel industry. Until now, it is unfortunately not possible to dye or finish fabrics without the use of chemicals.

Our priority at Suitsupply is to ensure that chemicals and all other additives going into our products are managed at ambitious standards throughout the entire supply chain in order to reduce & prevent harm to health and environment. It means that we screen the chemical input, the presence or absence of waste water treatments, and ensure worker safety so that the dyed fabric is safe for our customers, our workers and the environment. In order to do this, Suitsupply & Restricted Substances List (RSL) has been developed as a guiding tool for our supply chain partners. The RSL defines limits of hazardous substances in finished fabrics and finished goods to ensure our products are safe and comply with international laws.

Our RSL is based on several global standards and laws such as REACH (EU), Proposition 65 (CA, USA), and Oekotex100 cat I+II.

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





3. PEOPLE

Social Responsibilities & Human Rights

Code of Labour Practices- our 8 standards for ethical production

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



1. Employment is freely chosen

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



2. Freedom of association and the right to collective bargaining

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



3. No discrimination in employment

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

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



4. No exploitation of child labor

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

Social Responsibilities & Human Rights

Code of Labour Practices- our 8 standards for ethical production



5. Payment of a living wage

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



6. Reasonable hours of work

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



7. Safe and healthy working conditions

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



8. A legally binding employment relationship

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



Who
made
your
clothes?

SUITSUPPLY



How we operate - Suitsupply's human rights framework

Human Rights Framework



Protect

We protect human rights in our supply chains.

Risk management
Due diligence
Grievance mechanisms
Strict supplier onboarding
Audits



Respect

Respecting human rights starts with our own practices.

Long-term partnerships &
Inclusive growth
Decent purchasing practices
Supplier contracts



Remediate

We pro-actively deal with any issues that arise and aim to support our partners in their remediation.

Corrective action plans
Social dialogue
Stakeholder engagement
Training & education



Our suppliers 2020

35

Direct suppliers

15

Subcontractors

13

Homeworkers (Italy & Thailand)

100%

of new factories screened
using social criteria

100%

of factories monitored

48%

of factories are based in Europe

10

audits

0

unannounced audits

50

corrective action plans

1

supplier exit

What is an audit?

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

What is the Fair Wear Foundation?

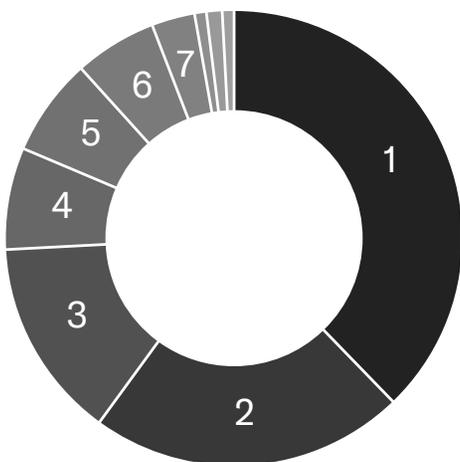
Fair Wear Foundation is a non-profit organization that works with brands, factories, trade unions, NGOs and governments to improve working conditions for garment workers around the world. Together we're working hard to create positive change; not only in our own supply chains, but within the whole industry.

What is a corrective action plan (CAP)?

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

Monitoring & Audits

Types of improvements needed



Type of improvement required	% to total
1 Safety and healthy working conditions	37.8%
2 Payment of a living wage	22.4%
3 Reasonable hours of work	14.0%
4 Communication & consultation	7.4%
5 Management system to improve working conditions	7.0%
6 Legally binding employment relationship	5.7%
7 Freedom of association	3.0%
8 No exploitation of child labor	1.0%
9 No discrimination in employment	1.0%
10 Employment is freely chosen	0.7%

Performing internal or third-party audits is an intense and in-depth process, and should be handled with care and integrity at all times. We audit suppliers to get a better understanding of their conditions & processes, which we can then improve on together, step by step. Perfect factories do not exist, and we are all about the process. But we unfortunately learned along the way that auditors who are part of large auditing corporations often do not get enough time to really dig deep, look outside the presented documents, or don't do interviews with workers both on and off site. For this reason, we only work with small, independent auditors and audit parties that always put the integrity of the audit process and our methodology first:



In 2020 we performed 10 audits of suppliers in Europe, Asia and Africa. Some were due diligence audits that we perform at potential new suppliers, or verification audits by Fair Wear- but the majority were monitoring audits to verify progress made at existing suppliers. On average, factories have around 15 open findings that we follow up through a CAP. We classify findings as critical, major and minor to provide guidance in the prioritization of follow-ups by both ourselves and the supplier.

Continent	Production Locations	Subcontractor Locations	Workers at Production Locations	Audits in 2020	Improvements required from all audits	Improvements verified	Improvements required		
							per audit	Critical	Major
Africa	1	0	508	0	12	10	12	5	3
Asia	20	0	9424	7	331	113	18.47	19	186
Europe	14	15	1464	3	182	106	5.6	29	73
N. America	0	0	0	0	0	0	0	0	0
Oceania	0	0	0	0	0	0	0	0	0
S. America	0	0	0	0	0	0	0	0	0

Long-term partnerships & Inclusive growth

We value our suppliers, and our relationships with them, more than anything else.

We always plan for the long-term and want to grow our business together through the concept of inclusive growth.

Our average orders occupy **24%** of capacity in factories

75% suppliers visited in 2019

Average supplier relationship is **7** years

56% of our collection is made at suppliers with whom we work for 10 years or longer



Fair Wages - Our work and commitment



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

What is a fair wage?

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

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

The Anker Methodology defines a fair or living wage as:

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

Our commitment

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

Context and challenges

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

Some of the challenges we deal with include:

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

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

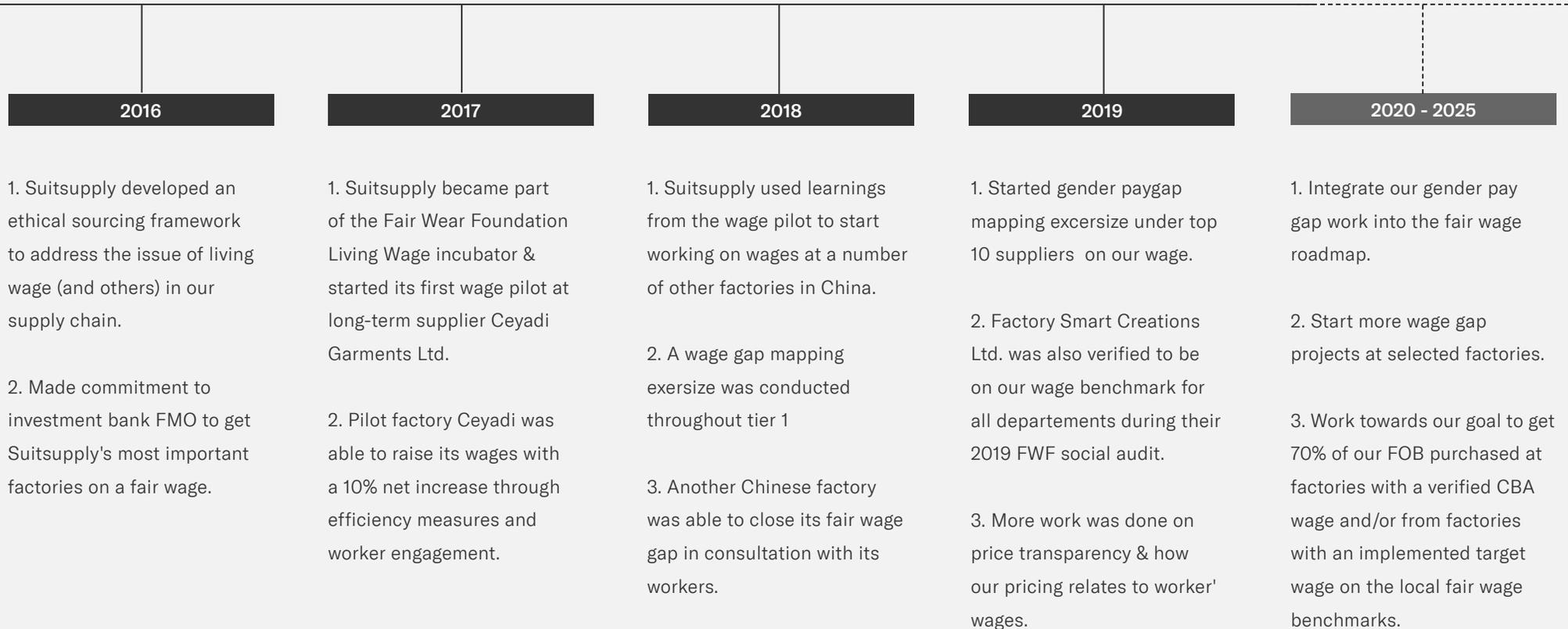
*The nature of the global supply chain means a retailer paying higher prices for goods does not necessarily translate to the payment of higher wages for workers.

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

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

Fair Wage Roadmap

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



Worker hotline and complaint remediation

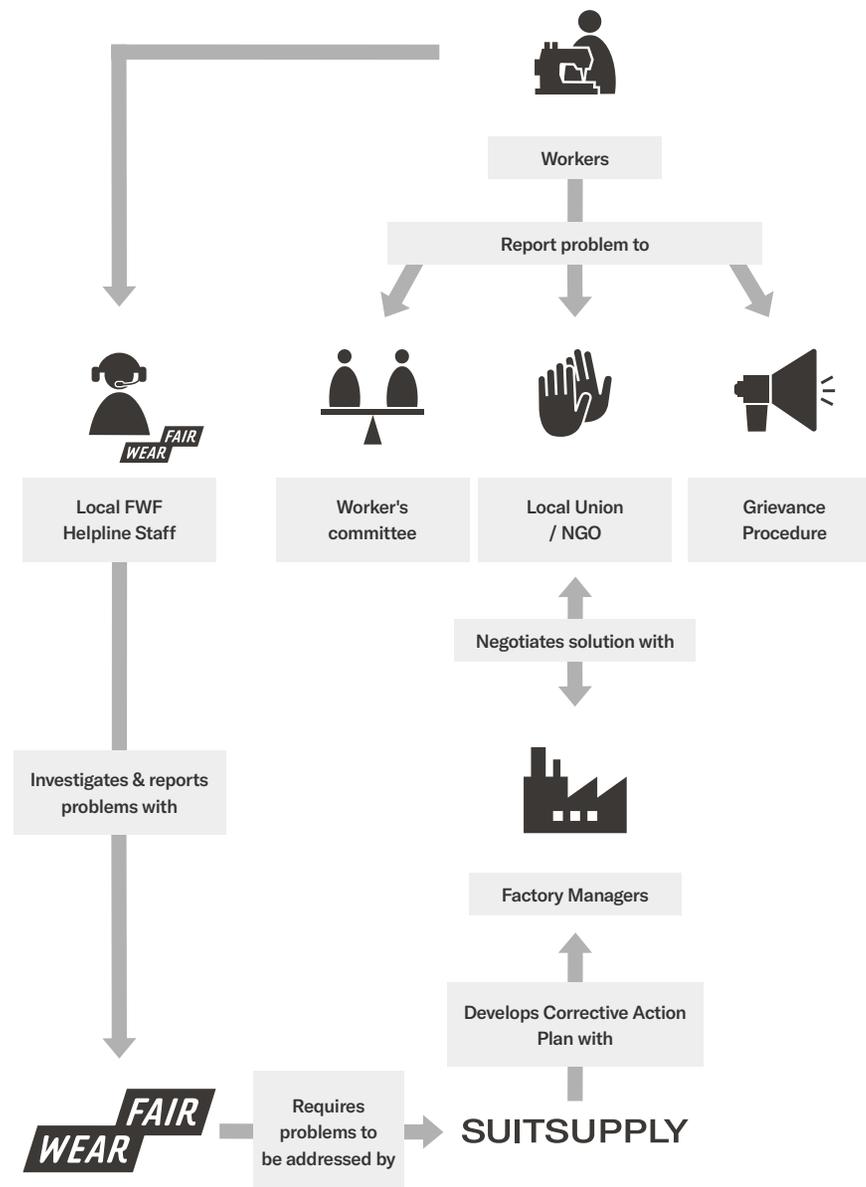
Workers should always have the access to remedy in the workplace. It is our position that any labor dispute should ideally be handled at the factory level. Appropriate processes to resolve grievances may include factory human resource procedures, negotiations with trade unions, or legal systems available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

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

Want to see what this looks like?

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

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



97%
of factories have
functioning
internal grievance
mechanisms

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

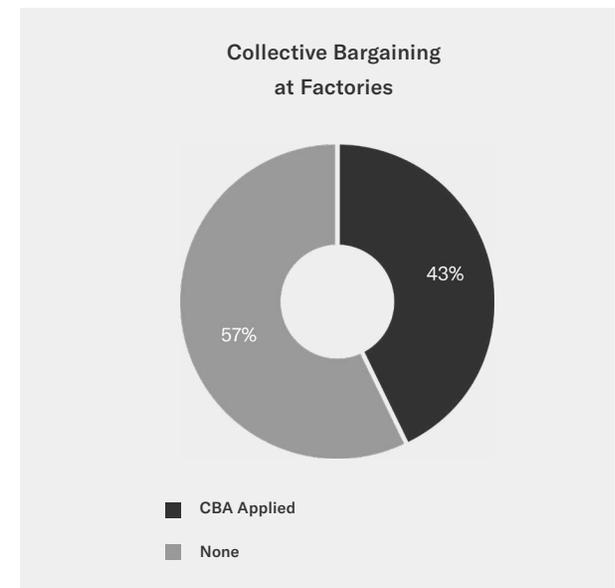
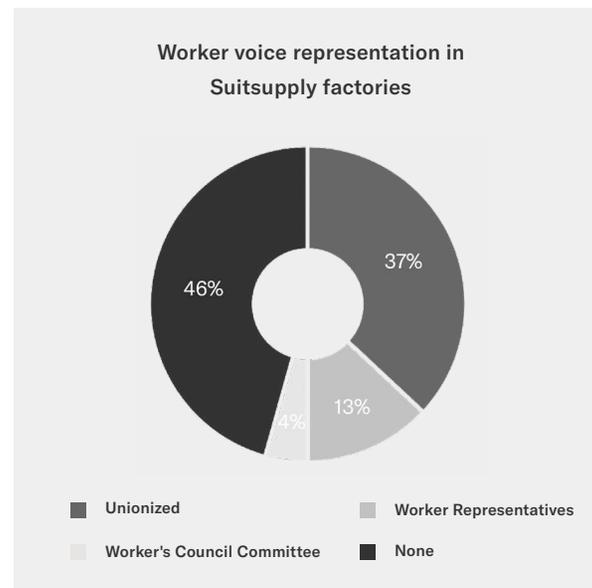
9
complaints
received &
remediated in 2019

Social dialogue & worker organization

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

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

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



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

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

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

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

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



Worker well-being studies 2017-2020

6

factories

535

workers participated

62%

of workers is 25-35 years old

58%

of workers are the family bread-winner

80%-90%

are very satisfied with working environment

70%

feels they are paid fairly

79%

states their salary can cover living standards

Food, housing, clothing and childcare
are main expenditures



4. PLANET



Carbon footprint

The amount of carbon dioxide in the world's atmosphere is at the highest level seen in 3 million years. Human activities such as burning fossil fuels, clearing forests, and cultivating lands for agricultural use contribute to climate change by emitting carbon dioxide (CO²) and other greenhouse gases (GHGs) that trap heat in the atmosphere.

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

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

What practices make Suitsupply different?

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

1. Measure

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

Scope 1: Direct Emissions

Sources that are owned or controlled by Suitsupply.

-  Company Facilities
-  Company Vehicles

▶ **234** tCO₂e (-12%)

Scope 2: Indirect Emissions

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

-  Electricity For Heating & Cooling

▶ **3,314** tCO₂e (-23%)

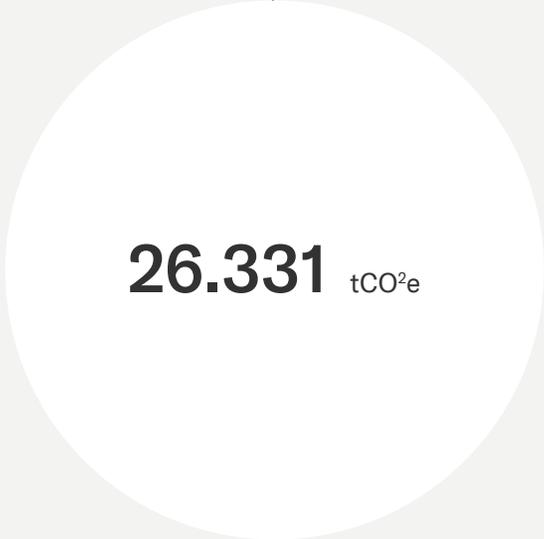
Scope 3: Indirect Emissions

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

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

▶ **22,783** tCO₂e (-31%)

Suitsupply's 2020 Footprint



Scope 1: 0,9%

Scope 2: 12,6%

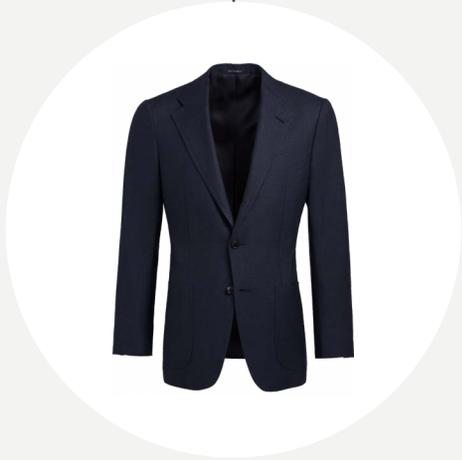
Scope 3: 86,5%

What exactly is tCO₂e?

tCo₂e stands for tonnes (t) of carbon dioxide (CO₂) equivalent (e). “Tonne” is a fancy way of writing metric ton, or 2,200 pounds. Carbon dioxide equivalent is the standard unit for counting greenhouse gas (GHG) emissions. There are six main GHGs, so it’s helpful to count them with a single unit.

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

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



61kg CO²-eq per suit



6kg CO² -eq per shirt

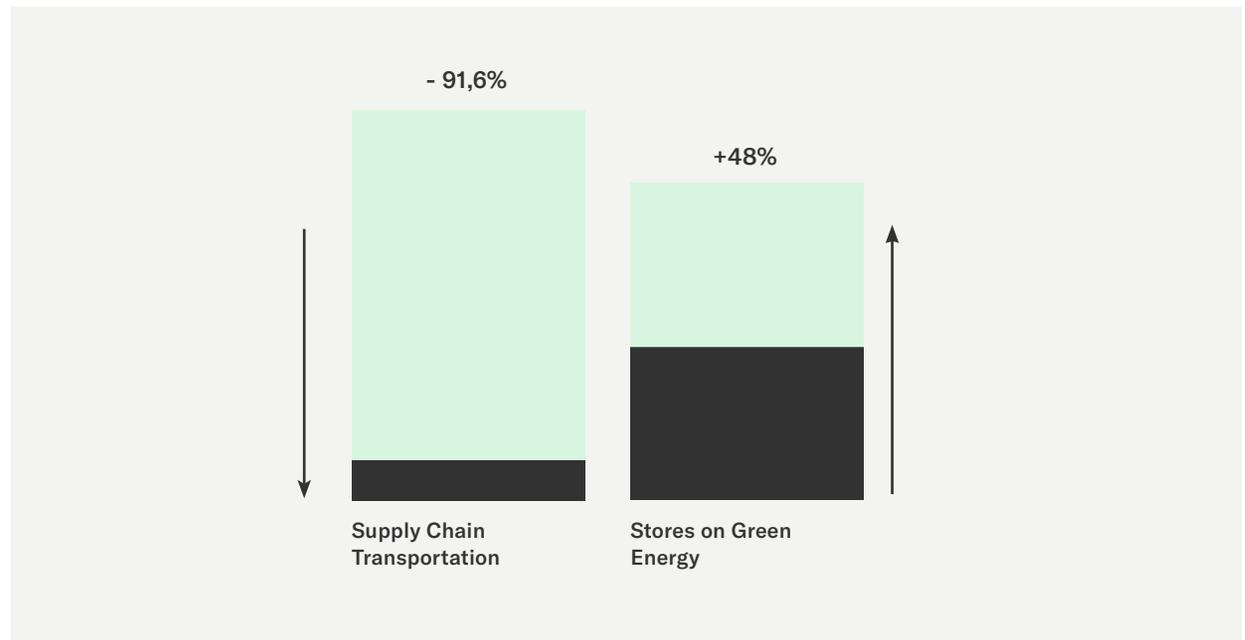


13kg CO²-eq per pair of shoes

2. Reduce

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

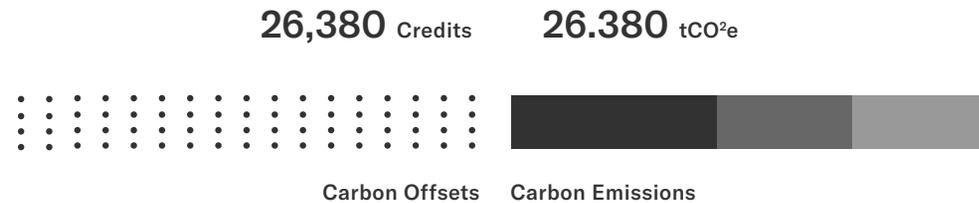
2020 Emission Reduction Results



Because the pandemic caused severe disruptions to our supplychain logistics, we consider 2020 a break year in our emission data. During this year we only emitted 8,3% (673,25 tonnes) of base year 2018 (8.037,5 tonnes). Compared to 2019, our transportation emissions dropped 86%. We however have further transitioned towards 100% renewable energy in stores and offices: all European stores and HQ are now powered on certified European offshore wind energy.

3. Offset

Where Suitsupply currently cannot reasonably reduce we offset as part of our commitment to be carbon net-zero by 2020. Each carbon credit represents the removal of 1 ton of CO²e.



Offsetting occurs when the emissions that companies are unable to reduce in the near-term are reduced somewhere else through the purchase of carbon credits. Credits can be generated through a variety of projects, ranging from reforestation initiatives that sequester CO², to micro-grid solar projects which substitute fossil fuel-based energy production with reliable clean sources of energy. Suitsupply has chosen to offset all its 26.380 ton Co²e through high quality Gold Standard solar offsets. Learn more about them [here](#).

Towards a green supplychain



INDUSTRY RANK

22

Out of 84 total brands
in the textile industry

CITI SCORE

34.14

Total possible score: 100

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

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

Developed by the Natural Resources Defense Council (NRDC) and the Institute of Public & Environmental Affairs (IPE), the Green Supply Chain Map collates data from the Chinese government and member brands to map out and monitor the individual performance of supplier factories based around China. The online tool details the names, addresses and geolocations of supplier facilities and provides real-time emissions data, feedback about corrective actions and resource usage information. IPE lists and ranks global brands and their efforts in the Corporate Information Transparency Index (CITI). The CITI scores and rankings allow for benchmarking of industry leaders and enable consumers to make green choices based on brand performance.

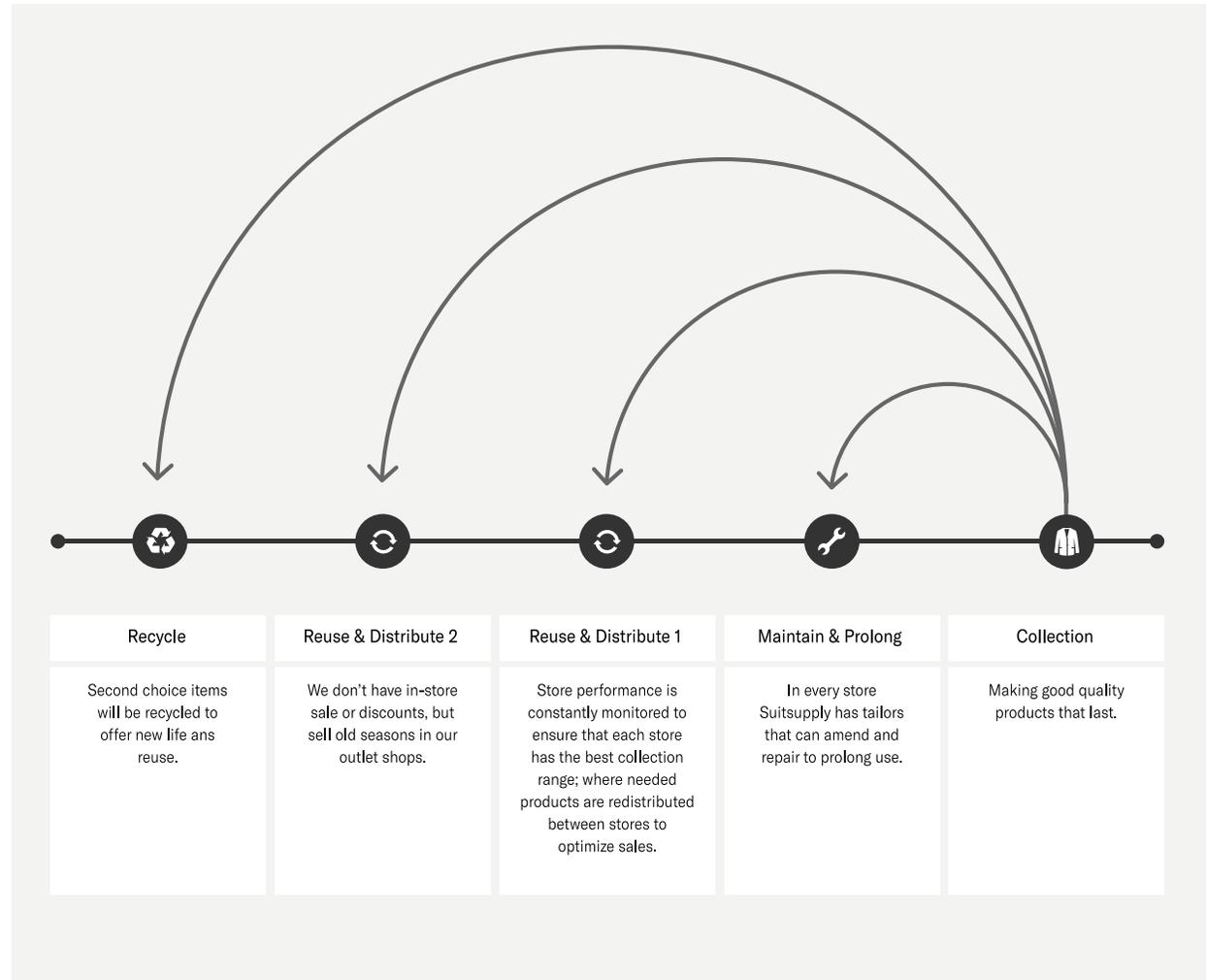
For the coming years, we have set ourselves the goal of substantially improving our CITI score (in 2 years we have more than tripled our score from 11 to 34.14!) and work our way up in the industry ranking of IPE. Our first milestone was achieved: a CITI score of 30 by the end of 2019. For 2020 we aimed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

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

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

Circularity

Suitsupply takes a holistic approach to responsibility, focusing on a circular rather than linear business model. This model aims to create a system that allows for long life, optimal reuse, restoration, remanufacturing and recycling of products and materials in open or closed loop systems. We believe in the quality of craftsmanship, high attention to detail, and responsibly produced products that last. Circularity fits in with this belief, by retaining and optimizing value as already existing within the way we make our products and in our company's processes:



Circularity 2020

79.4%

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

92%

of fabrics and components are Oekotex100 certified

94%

of range is fit for in-store repair

17 000

alternations & repairs are performed each week

+178

expertly trained in-store tailors

48%

of tier 1 suppliers linked to local recyclers

78%

of tier 2 suppliers linked to local recyclers



Zero waste to landfill

Every item kept from landfill counts- and to date Suitsupply has been able to save over 20.000 kilos in pre- and post-production apparel & leather products. That means that we are well on our way to reach keeping 46.000kg of unwanted apparel out of the waste mountains by the end of 2021.

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

Both internally and through our partners Suitsupply analyzes this material flow on a regular basis and follows the EU Waste Framework Directive to determine every items' next best use. The high quality of our products also speaks through our high recovery rate of this sorting analysis: 83.4%. Only 16.6% of unwanted garments cannot be re-worn, re-used or recycled and are used to make energy.



85.1% Re-Wear



8.3% Recycling



16.6% Energy Recovery

Suitsupply practice

- **Timeless design & purchase practices:** 80% of our collection is NOOS & Basic, 15% Seasonal, and only 5% Fashion
- **Made to Order and Made to Measure customization programs** that curb overproduction & create individualized garments with the customer at the center
- **33.272kg kept out of landfills between 2017-2020**
- **100% of all second choice kept from landfill**
- **83.4% recycling recovery rate**

Industry practice

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

Zero waste to landfill

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





5. APPROACH

Stakeholder Engagement

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

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

SUITSUPPLY

Gelrestraat 17, 1079MZ Amsterdam. The Netherlands

Key Performance Indicators

1. OVERVIEW	2017	2018	2019	2020	PAGE #
Total employees	1487	1750	1833	1237	7
Female	594	700	605	421	7
Male	893	1050	1228	816	7
Women in management positions	178	210	182	396	7
2. PRODUCT	2017	2018	2019	2020	PAGE #
Fabrics made with 100% mono fibers	54%	81%	79,4%	82%	12
Fabrics made with noble fibers	8,6%	4,3%	3,2%	3,2%	12
Fabrics with man-made fibers & blends	5,4%	5,6%	11,3%	14,4%	12
% of product labelling made from RPET	0%	71%	100%	100%	n/a
B2B packaging made from more sustainable sources	25%	85%	95%	95%	n/a
B2B packaging made from more sustainable sources	0%	0%	0%	0%	n/a
Fabric mills	46	47	62	43	14
Meters ordered	2.8 million	2.8 million	3.2million	600	14
Factories	38	51	41	35	16
Workers tier 1 total	13,501	17,341	11,397	11,396	16
Production volume top 3 countries	China, Macedonia, Italy	China, Macedonia, Mauritius	China, Italy, Myanmar	China, Italy, Myanmar	16
Mohair farms audited & linked to Suitsupply production	x	81	102	15	18
Restricted substances	x	421	426	426	19
3. PEOPLE	2017	2018	2019	2020	PAGE #
Fair Wear Brand Performance rating	Leader	Leader	Leader	Leader	n/a
Fair wear rating points	80	83	86	92	n/a
Factories (tier 1)	38	51	41	35	25
Subcontractors (tier 1)	13	18	18	15	25
Homeworkers (tier 1)	13	13	13	13	25
% of new factories screened	98%	100%	100%	100%	25
% of suppliers monitored	97%	98%	100%	98%	25
% of factories based in Europe	45%	51%	TBD	40%	25
Audits	15	30	35	10	25
Unannounced audits	0	0	0	0	25
Corrective Action Plans	15	28	33	50	25
Supplier exits	0	3	8	1	25
Average supplier relationship in years	7	7	6	7	28
Average order capacity per factory in %	30%	30%	29%	24%	28
Suppliers visited in %	90%	93%	94%	75%	28
% volume placed at longterm suppliers +15y	16%	20%	28,8%	56%	28
% of factories with functioning internal grievance mechanisms	95%	94%	96%	97%	31
% of factories with functioning external grievance mechanisms	97%	100%	100%	100%	31

Key Performance Indicators

3. PEOPLE	2017	2018	2019	2020	PAGE #
Complaints received	2	3	3	9	31
Complaints remediated	2	3	3	9	31
Factories participated in wage gap pilots	1	2	3	3	30
% volume bought from factories with implemented target wage	16,1%	24,0%	35,2%	27,2%	n/a
% volume bought from factories with applied CBA wage	x	59%	59%	11,3%	n/a
Factories participated in Workplace Education Programme	6	11	15	13	n/a
% of unionized tier 1 factories	32%	32%	37%	32%	32
% of tier 1 factories that have worker representation bodies	43%	51%	54%	31,2%	32
Collective Bargaining Agreement applied at % tier 1 factories	55%	59%	59%	43%	32
4. PLANET	2017	2018	2019	2020	PAGE #
Carbon footprint	x	x	37.503 tCO2	26.331 tCO2e	37
Scope 1 emissions	x	x	266 tCO2	234 tCO2e	36
Scope 2 emissions	x	x	4307 tCO2	3314 tCO2e	36
Scope 3 emissions	x	x	32930 tCO2	22783 tCO2e	36
CO2-eq per suit	x	x	61kg	61kg	39
CO2-eq per shirt	x	x	6kg	6kg	39
CO2-eq per pair of shoes	x	x	13kg	13kg	39
Stores on green energy	0	0	24	47	40
Transportation footprint in tCO2	6487,5	7519,7	4822,5	673,25	40
Amount of GS climate credits purchased	0	0	37,503	37,503	41
Emission by transportation mode in %: AIR	78,5%	49%	41%	83%	n/a
Emission by transportation mode in %: SEA	21,3%	50,8%	58,5%	16,9%	n/a
Emission by transportation mode in %: RAIL	x	<0,1%	0,3%	0%	n/a
Emission by transportation mode in %: ROAD	0,2%	0,2%	0,2%	0,1%	n/a
IPE CITI score	x	11	21	34,14	42
IPE Industry rating of total brands in the textile industry	x	42	25	22	42
% of collection range fit for in-store repair	90,0%	93,3%	90,2%	92%	44
Average amount of alterations & repairs per week	16000	16000	17050	17102	44
Amount of in-store tailors	155	165	178	178	44
% of tier 1 suppliers linked to local recyclers	0%	15%	48%	48	44
% of tier 2 suppliers linked to local recyclers	0%	35%	78%	78	44
Pre/post production apparel kept out of landfill in kg	982kg	1951kg	21.157kg	33272	45
% of second choice garments recycled	81%	100%	100%	98%	45
Recycling recovery rate	x	x	93,7%	83,4%	45
5. APPROACH	2017	2018	2019	2020	PAGE #
MSI memberships and workinggroup participation	1	3	3	3	26,27,30

Appendix GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
ORGANIZATIONAL PROFILE				
102-1	Name of Organization	Frontpage	1	Suit Supply BV
102-2	Activities, brands, products and services	About Suitsupply	5	Suitsupply is a European menswear tailoring brand. We sell our own branded products through our online and 126 retail shops.
102-3	Location & headquarters	Last Page	49	Amsterdam, Netherlands
102-4	Location of operations	About Suitsupply	7	Mainly: Netherlands, US, China, Italy
102-5	Ownership and legal form	GRI Index		Suitsupply is a privately- owned company.
102-6	Markets Served	GRI Index	7	Suitsupply sells products through our global store network as well as online.
102-7	Scale of the organization	Suitsupply in Numbers	7	
102-8	Information on employees and other workers	Suitsupply in Numbers	7	
102-9	Supply chain	Our mills & factories, Supplychain Material Flow Map	14,16,17	<u>Click here to also see our trimming & accessories suppliers</u>
102-10	Significant changes to the organisation and its supply chain	Our mills & factories	14,16,17	
102-11	Precautionary principle approach	GRI Index		We use the precautionary approach across each department of the business to ensure we do not harm the environment or people.
102-12	External initiatives	Monitoring & Audits, Worker well-being, towards a green supply chain, zero waste to landfill	26ff, 42ff, 44ff	We collaborate with specialised organisations to support our sustainability strategy and outputs.
102-13	Membership of associations	GRI Index		Collaboration is fundamental to our sustainability strategy. Our membership with the Fair Wear Foundation helps us to understand the complexities.
STRATEGY				
102-14	Statement from senior decision-maker	About Suitsupply	6	Statement from CEO, Fokke de Jong
ETHICS & INTEGRITY				
102-16	Values, principles, standards, and norms of behaviour	Responsibility Strategy, Sustainable Fiber Standard, Animal Welfare, Chemical management, Social Responsibilities & Human rights	9, 10, 13, 18ff, 19ff, 21, 22, 24	

Appendix

GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GOVERNANCE				
102-18	Governance Structure	Corporate Structure & Governance	8	The board guides the overall governance of our organisation. The management board is responsible for all decisions, including decisions on economic, environmental and social topics
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Stakeholder Engagement	48	
102-41	Collective bargaining agreements	GRI Index		59% of tier 1 factories has a CBA in place
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	48	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	48	
102-44	Key topics and concerns raised	Stakeholder Engagement	48	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	GRI Index		Suitsupply BV
102-46	Defining content and topic boundaries	Stakeholder Engagement	48	
102-47	List of material topics	Stakeholder Engagement	48	
102-48	Restatements of information	GRI Index		No restatement this year
102-49	Changes in reporting	GRI Index		In 2019, we transitioned from general reporting on sustainability topics to the new GRI Standards framework. The Global Reporting Initiative (GRI) Sustainability Reporting Guidelines provide a globally recognized framework for companies to measure and communicate their environmental, economic, social and governance performance.
102-50	Reporting period	About the Report	2	January to December 2020
102-51	Date of most recent report	About the Report	2	Suitsupply Responsibility Report 2020-2021
102-52	Reporting cycle	About the Report	2	Annual
102-53	Contact point for questions regarding the report	Final Page of Report	2	csr@suitsupply.com

Appendix

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
REPORTING PRACTICE				
102-54	Claims of reporting in accordance with the GRI standards	About the Report	2	We prepared our report in accordance with the GRI Standards: Core option. This is the second year that these reporting principles have informed our reporting process, and we assess our progress against these guidelines.
102-55	GRI content index	GRI Index		This index
102-56	External assurance	GRI Index		Suitsupply has adopted numerous partnerships that verifies our various sustainability initiatives.

GRI TOPICS

TOPIC	REFERENCE	PAGE #	NOTES
GRI 305: EMISSIONS			
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Carbon footprint	38 Link to full report can be found there
	103-2: The management approach and its components	Carbon footprint	38
GRI 305-1: Direct (scope 1) GHG emissions		Carbon footprint	37
GRI 305-2: Energy indirect (Scope 2) GHG emissions		Carbon footprint	37
GRI 305-3: Other indirect (Scope 3) GHG emissions		Carbon footprint	37
GRI 305-5: Reduction of GHG emissions		Carbon footprint	40, 41

Appendix

GRI - general standard disclosures

TOPIC		REFERENCE	PAGE #	NOTES
GRI 307: SUPPLIER ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	42	
	103-2: The management approach and its components	Towards a green supply chain	42	
GRI 307-1: Non-compliance with environmental laws and regulations		GRI Index		Suitsupply has not identified any non-compliance at tier 1 suppliers with environmental laws
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	42	
	103-2: The management approach and its components	Towards a green supply chain	42	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	42	100% of Chinese suppliers
GRI 308-2: Negative environmental impacts in the supply chain and actions taken		Towards a green supply chain, Appendix	42 & Appendix (China indirect & upstream supplier list)	

Appendix

GRI - general standard disclosures

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 408: CHILD LABOUR				
Management Approach	103-1: Explanation of the material topic and its boundary	Towards a green supply chain	24, 27, 31	
	103-2: The management approach and its components	Towards a green supply chain	24, 27, 31	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	24, 27, 31	100% of Chinese suppliers
GRI 409: FORCED OR COMPULSORY LABOUR				
GRI 103 Management approach	103-1: Explanation of the material topic and its boundary	Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	24, 27, 31	
	103-2: The management approach and its components	Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	24, 27, 31	
GRI 409-1: GRI 409-1: Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour environmental criteria		Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	24, 27, 31	100% of Chinese suppliers

Appendix

TOPIC	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Monitoring & Audits	27	
	414-2: Operations with significant actual and potential negative impacts on local	Monitoring & Audits	27	
GRI 414:	GRI 414-1: New suppliers that were screened using social criteria	Monitoring & Audits	27	100%
	414-2: Operations with significant actual and potential negative impacts on local	Monitoring & Audits	27	
GRI 416: CUSTOMER HEALTH & SAFETY				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	Chemical Management & Product Safety	19	
	103-2: The management approach and its components	Chemical Management & Product Safety	19	RSL
GRI 416-1: Assessment of the health and safety impacts of product and service categories			19	Restricted Substances List (RSL)
GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		GRI Index		Suitsupply has not identified any non-compliance with regulations and/or voluntary codes.