

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

SUITSUPPLY

CORPORATE RESPONSIBILITY SUMMARY REPORT 2020



## About the Report

The data in the Suitsupply 2019-2020 Corporate Responsibility Summary Report was developed to provide insight into the complex challenges associated with how we do business, our sustainability successes and an outlook into the company's future ambitions and targets.

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

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

# 1. OVERVIEW

## 1. About Suitsupply

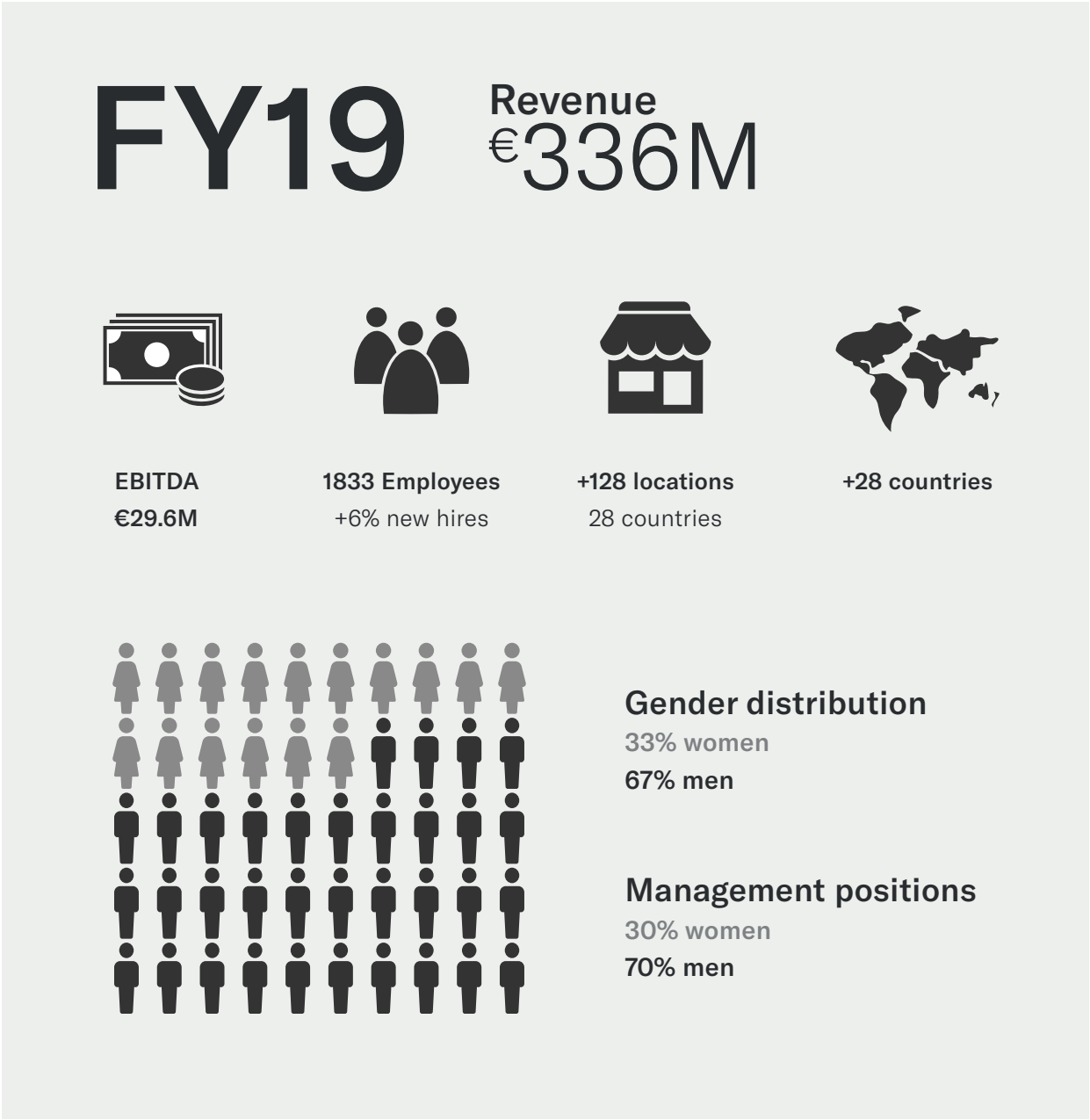
Suitsupply is a global European brand renowned for its focus on expertly crafted tailoring. Suitsupply helps its clients find their own perfect fit through attainable and transparent craftsmanship, with a radically personal approach to service that delivers exciting tailoring via fast and effective direct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

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

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

Fokke de Jong  
CEO Suitsupply

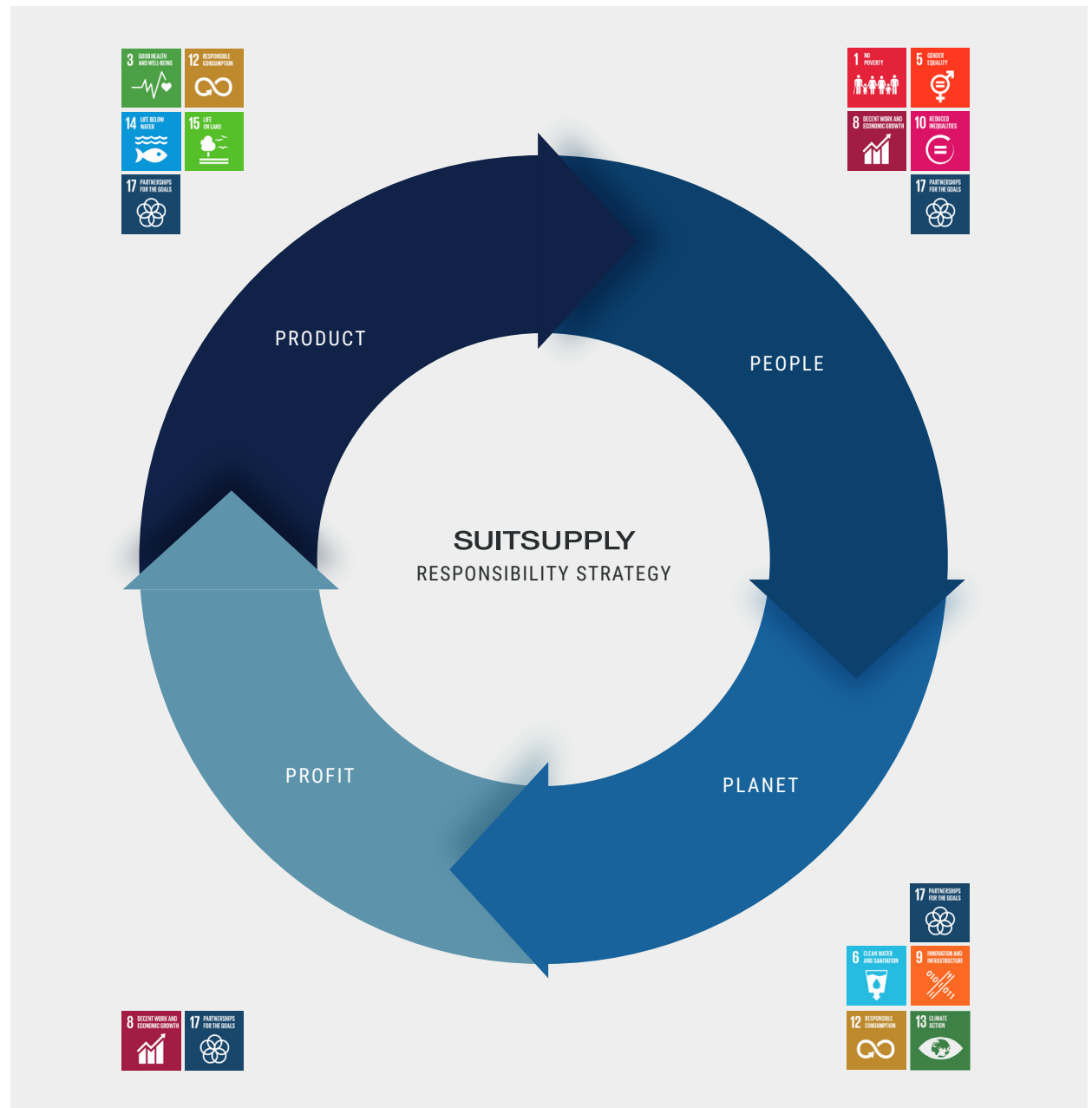
Suitsupply in numbers



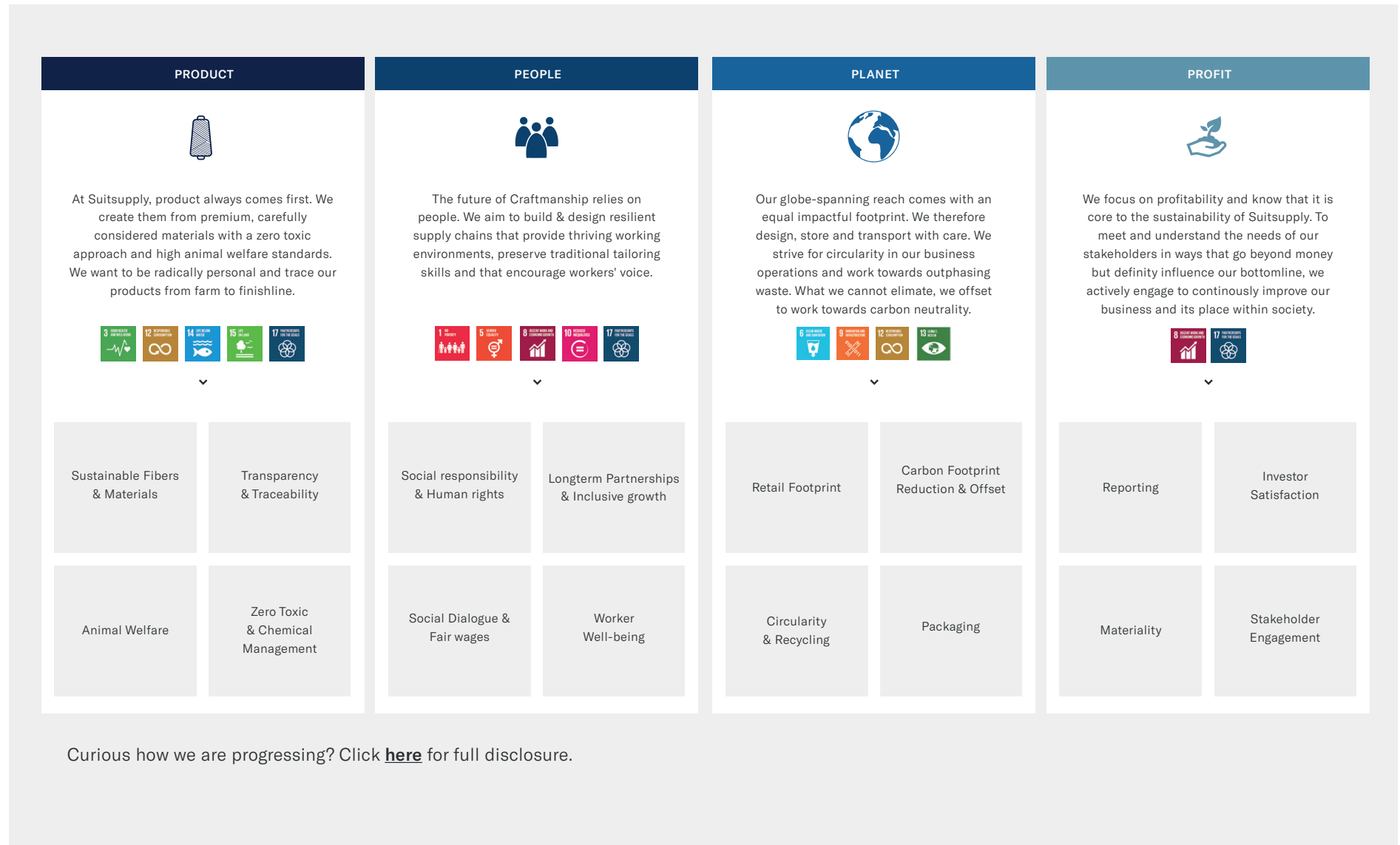
## Responsibility Strategy

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

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



## The Strategic Pillars & Focus Areas



## Key Achievements



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



Awarded CSR Leader by the Fair Wear Foundation since 2016



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



Launched the Circular Wool Flannel in cooperation with Vitale Barberis Canonico



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



All product labels transitioned to 100% RPET



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



Hangtags and B2C packaging transitioned to FSC certified and recycled paper



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

A man with long blonde hair and sunglasses stands in a field of tall, thin grasses. He is wearing a light-colored checkered blazer over a dark shirt. The background features a large, rugged mountain under a blue sky with scattered clouds. The scene is brightly lit, suggesting a sunny day.

## 2. PRODUCT

# Sustainable Fibers & Materials



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



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



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

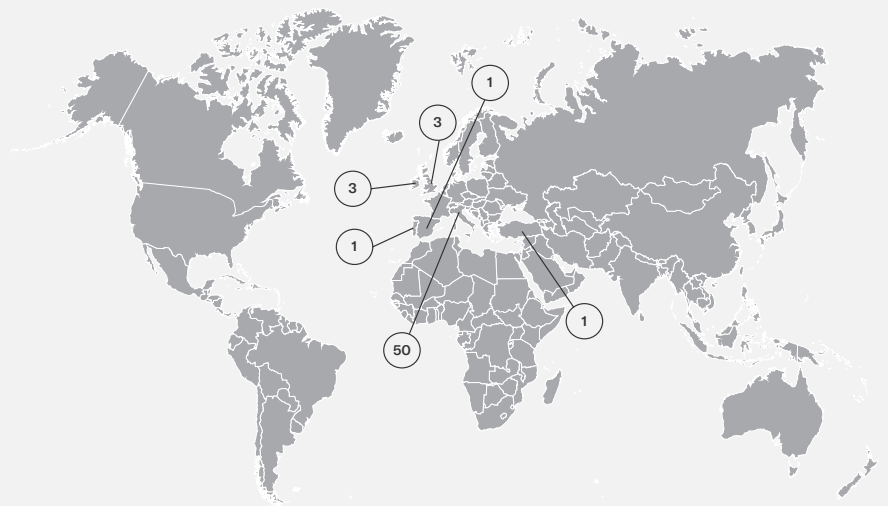
While no material is perfect and there are many trade-offs between fiber, we have developed a material choice matrix to further support our transition towards a sustainable material mix. The Suitsupply Sustainable Fiber Standard was developed based on industry benchmarks, existing tools, LCA's and own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

SUITSUPPLY				
SUSTAINABLE FIBER STANDARD				
GOAL 2025: 75% of all products made from A & B fiber classes				
Preferable for Suitsupply production		Not Preferable for Suitsupply production		Never use
A	B	C	D	N/A
RECOMMENDED	GOOD	COULD BE BETTER	DISCOURAGED	BANNED
Recycled/ Reclaimed Wool*	Linen (LI)	Silk (SE)	Acetate/ triacetate	Fur
Recycled Down	Eco Silk, Organic Silk*****	Non-Traceable Wool (WO)*	Bamboo Viscose	Shearling
Linen (LI, natural retting)	Traceable Wool*	Recycled Polyester (chemically)	Polyamide (PA)	Angora
Hemp (natural retting)	Organic cotton/ Transitional cotton	Recycled Polyamide (chemically)	Elastane/ Spandex***	Non-certified Down*****
Bemberg Cupro**	RDS Down	Recycled Nylon*****	Cupro (CUP)	Non-certified Mohair*****
Lenzing lyocell	Lenzing Modal	Cotton (CO)	Viscose (CV, VI)	
Deadstock materials****	Hemp	Modal (CMD)	Polyester (PPT, PES, PE)	
	Lenzing/ Enka Viscose		Acrylic (PAN)	
	Recycled Polyester (mechanically)			
	Recycled Polyamide (mechanically)			
	Natural Bamboo (combed)			
	Kapok			
Still reviewing (TBD): Peace Silk, Pinatex, Yak Wool.				
* Includes Alpaca, Cashmere, Merino & Mohair			*****RDS or similar, counts for every type (duck, goose, etc.)& origin.	
**GRS certified Cupro			***** Bluesign or Oekotex100 certified	
*** If needed for construction and or durability, the percentage can go up to 10%.			***** All mohair must be traceable & certified according to the	
**** Deadstock declaration required from supplier			MSA Mohair Guidelines.	
***** Ecnyl or similar				

# Our Mills



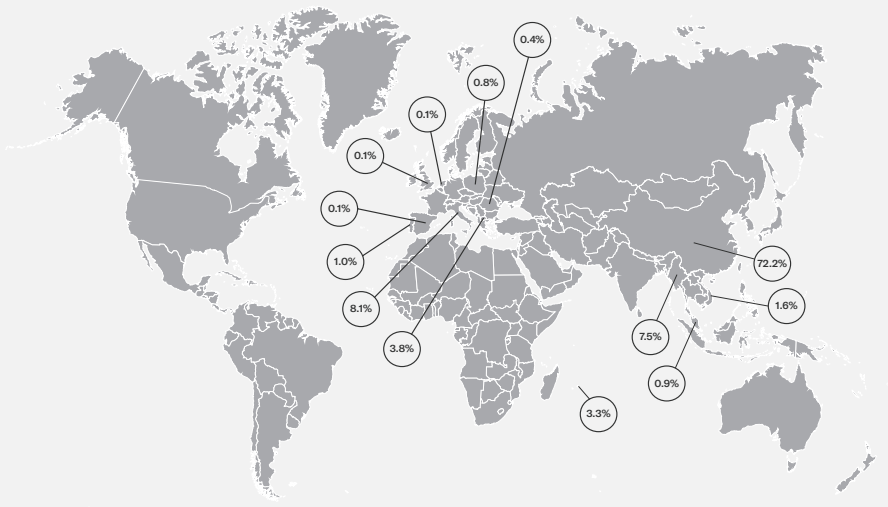
Mills per country 2019



# Our Factories





Factory volume by country 2019





# Supplychain Material Flow Map


PRODUCTS


 Suits


 Shirts

 Coats


 Trouser


 Knitwear


 Shoes


 Accessories


MATERIALS

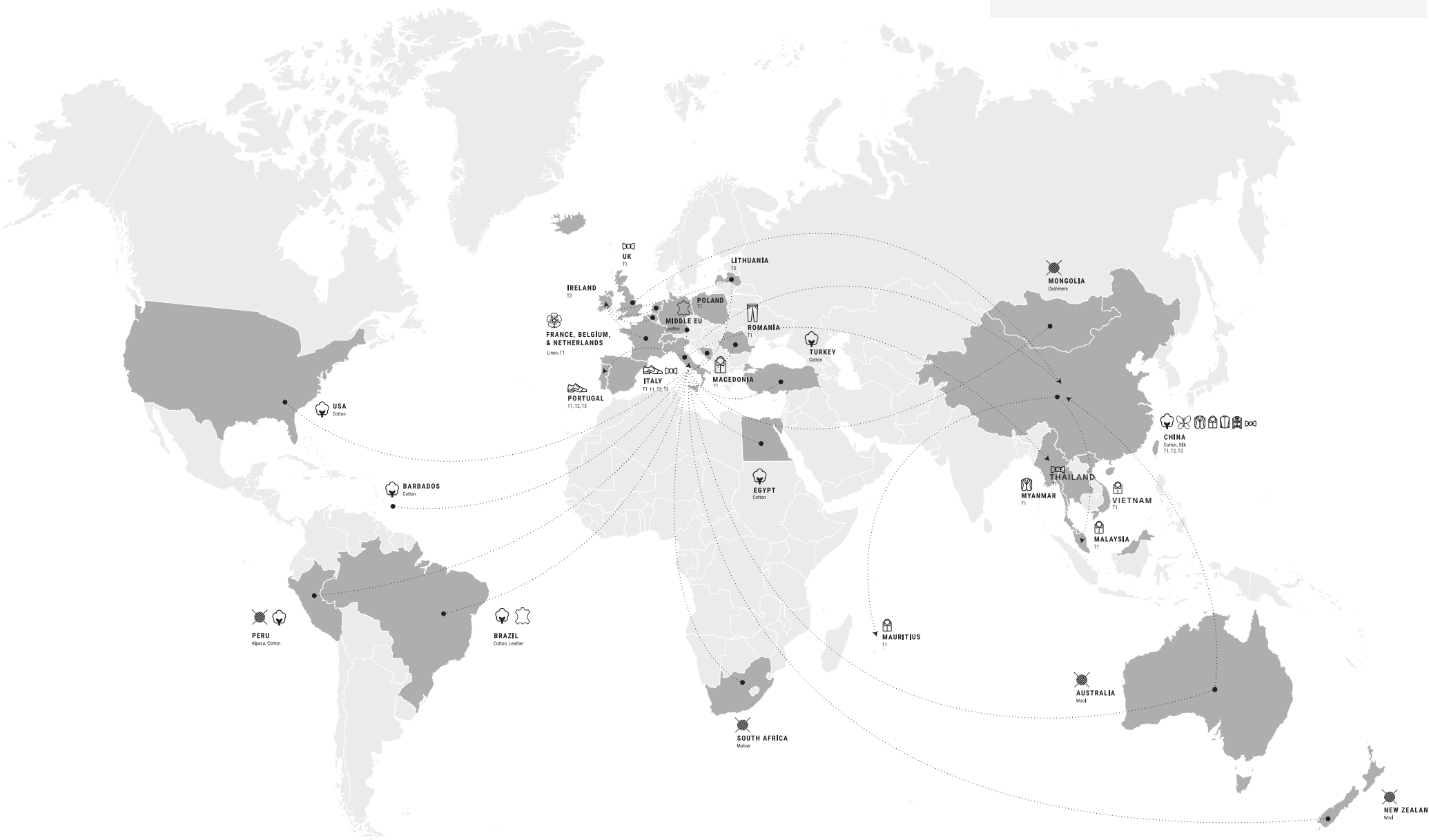
 Leather

 Cotton

 Wool

 Silk

 Linen





### 3. PEOPLE

## Social Responsibilities & Human Rights

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

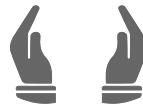
Fair working conditions are at the heart of our products and Suitsupply's social responsibility work. These eight social standards are the basis on which we operate and are derived from the ILO Convention and the United Nations Declaration on Human Rights. Our Code of Labour Practices is therefore based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



**1. Employment is freely chosen**



**5. Payment of a living wage**



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



**6. Reasonable hours of work**



**3. No discrimination in employment**



**7. Safe and healthy working conditions**



**4. No exploitation of child labor**



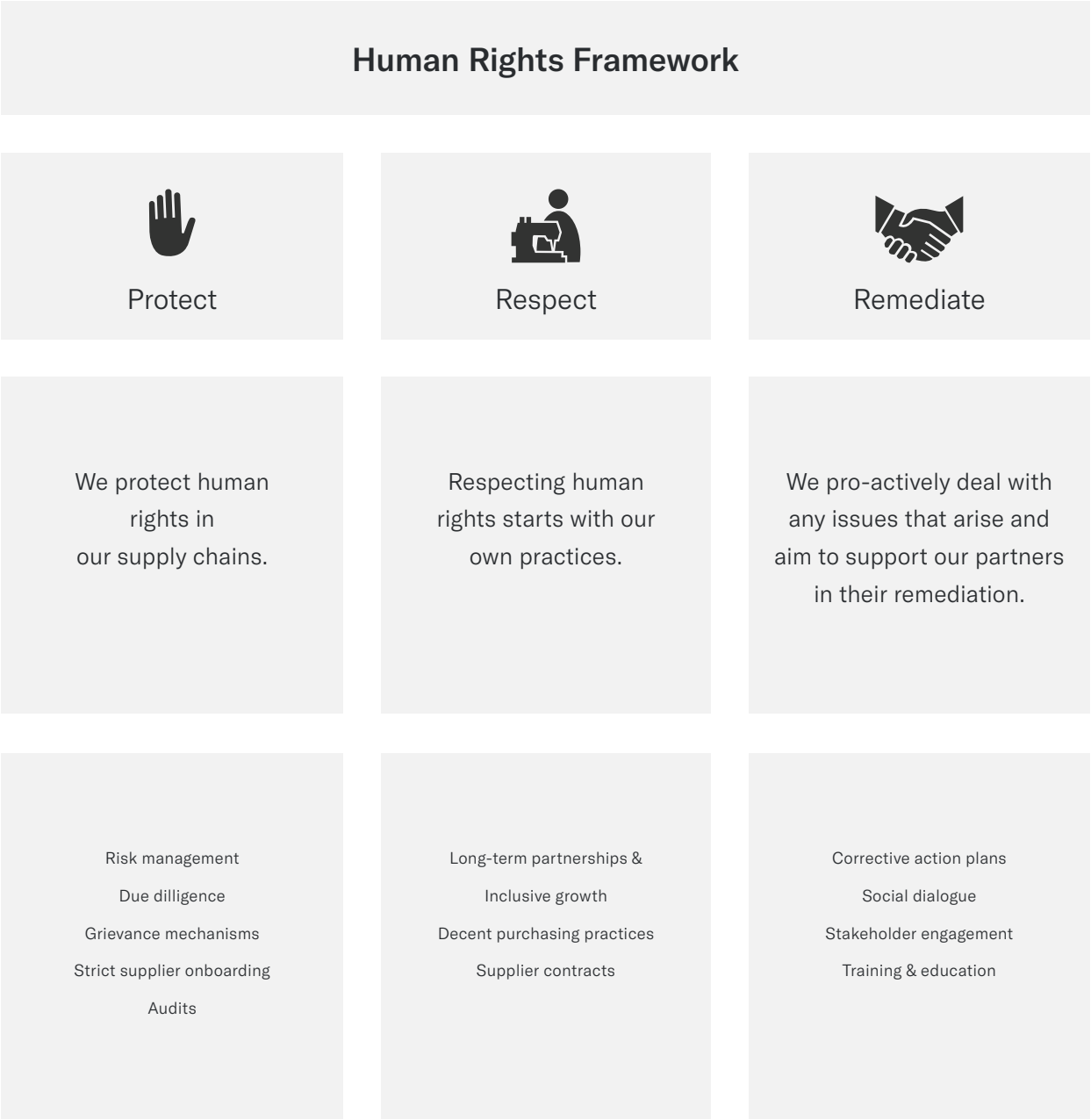
**8. A legally binding employment relationship**



# Who made your clothes?

SUITSUPPLY

# How we operate - Suitsupply's human rights framework





## Our suppliers 2019

41

Direct suppliers

18

Subcontractors

13

Homeworkers (Italy & Thailand)

100%

of new factories screened  
using social criteria

100%

of factories monitored

51%

of factories are based in Europe

35

audits

0

unannounced audits

33

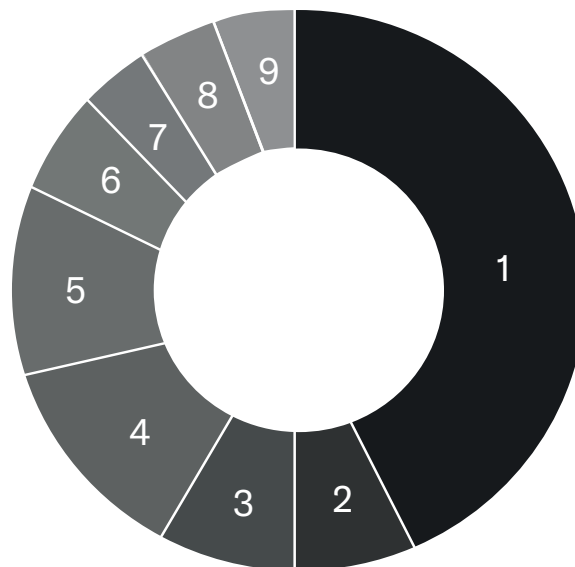
new corrective action plans

8

supplier exits

## Monitoring & Audits

Types of improvements needed



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

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

## Long-term partnerships & Inclusive growth

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

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

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

**94%** suppliers  
visited in 2019

Average supplier  
relationship is **6**  
years

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



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

## 4. PLANET



## Carbon footprint

Want to read the full report?

Please click [here](#).

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

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

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

### What practices make Suitsupply different?



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

# Measure

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

## Scope 1: Direct Emissions


Sources that are owned or controlled by Suitsupply.

-  Company Facilities
-  Company Vehicles

▶ 266 tCO<sub>2</sub>e

## Scope 2: Indirect Emissions




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

-  Electricity For Heating & Cooling

▶ 4,307 tCO<sub>2</sub>e

## Scope 3: Indirect Emissions

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

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

▶ 32,930 tCO<sub>2</sub>e



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



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

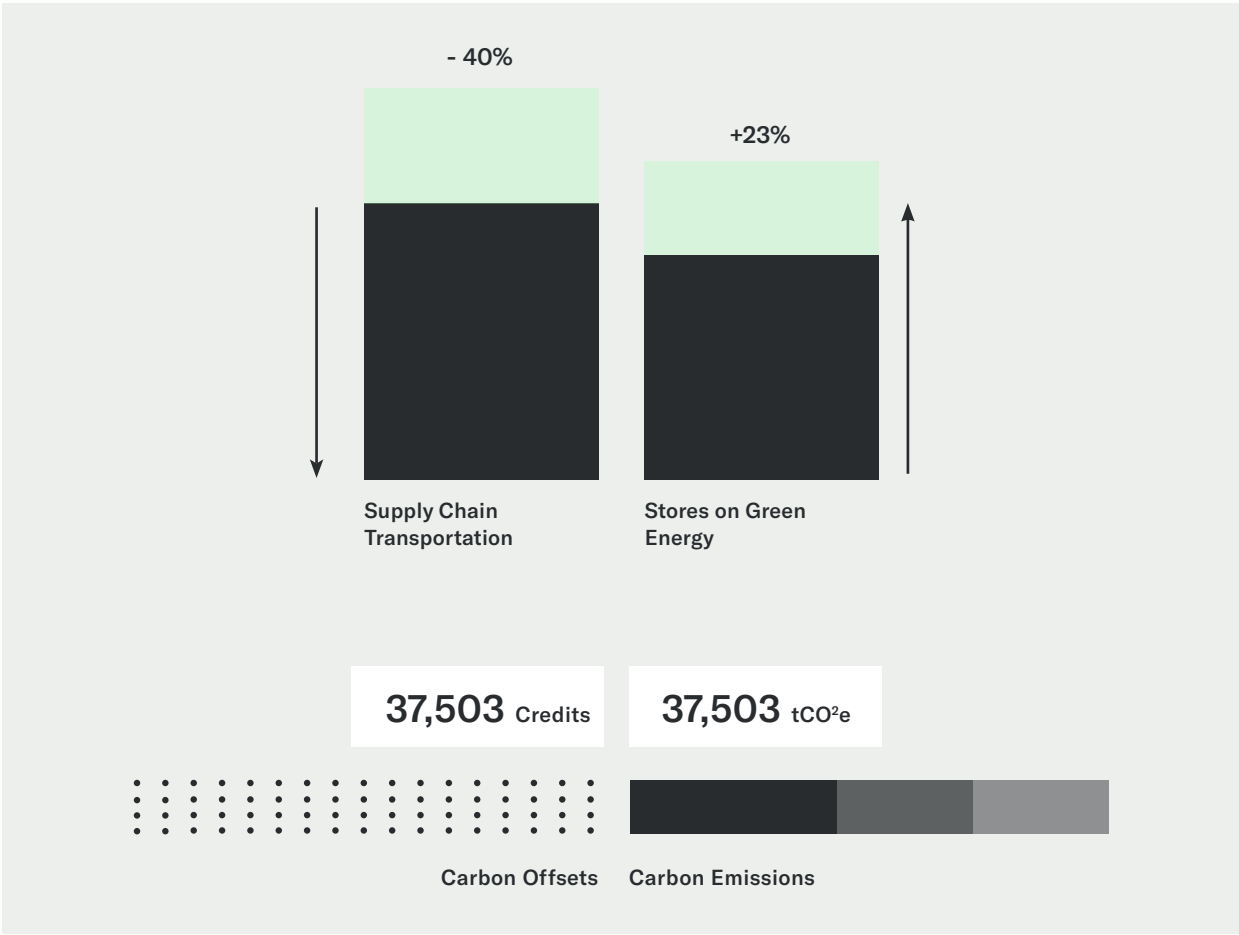


13kg CO<sup>2</sup> -eq per pair of shoes

# Reduce & Offset

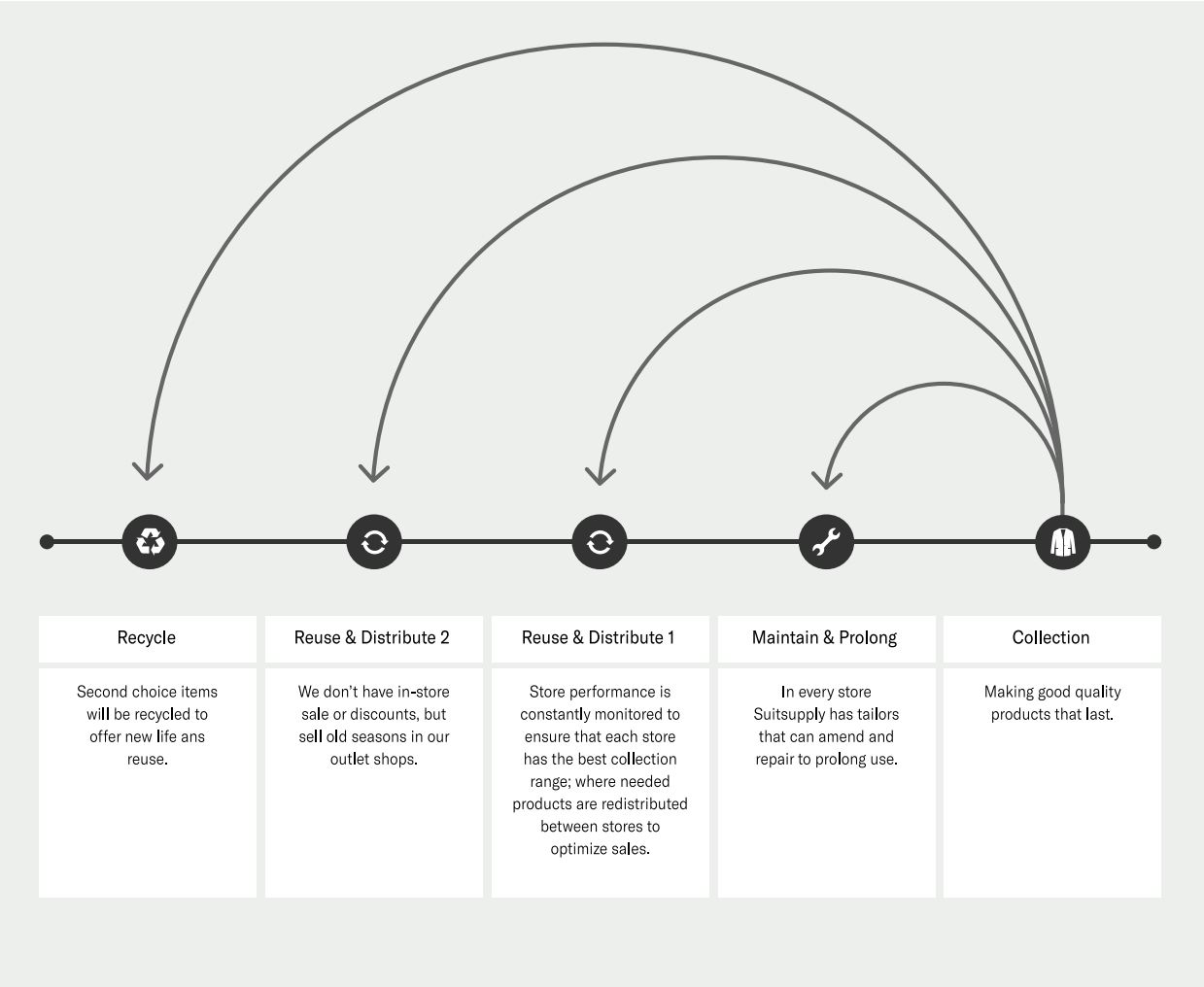
By measuring our emissions, we have started to understand where we can reduce them. We work with industry experts and resources in order to maximize the reduction opportunities, particularly since our footprint will evolve over the years. In 2019 we've implemented measures to reduce our supply chain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

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



# Circularity

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



## Circularity 2019

**79.4%**

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

**100%**

of fabrics and components are Oeko-tex100 certified

**+90%**

of range is fit for in-store repair

**17 000**

alternations & repairs are performed each week

**+178**

expertly trained in-store tailors

**48%**

of tier 1 suppliers linked to local recyclers

**78%**

of tier 2 suppliers linked to local recyclers

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



## Zero waste to landfill

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

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

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



**86.2% Re-Wear**



**7.5% Recycling**



**6.3% Energy Recovery**

### Suitsupply practice

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

### Industry practice

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

# SUITSUPPLY

Wenckebachweg 210. 1096AS Amsterdam. The Netherlands