

A close-up, artistic photograph of a person's face, showing the nose and cheek, with a light-colored suit jacket collar and a white shirt visible. The person has dark skin. The background is a soft, out-of-focus light color.

SUITSUPPLY

CORPORATE RESPONSIBILITY REPORT 2022

About the Report

The data in the Suitsupply 2021-2022 Corporate Responsibility Report is based on fiscal year 2021 (January 1st, 2021 to December 31st, 2021) 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

1. About Suitsupply

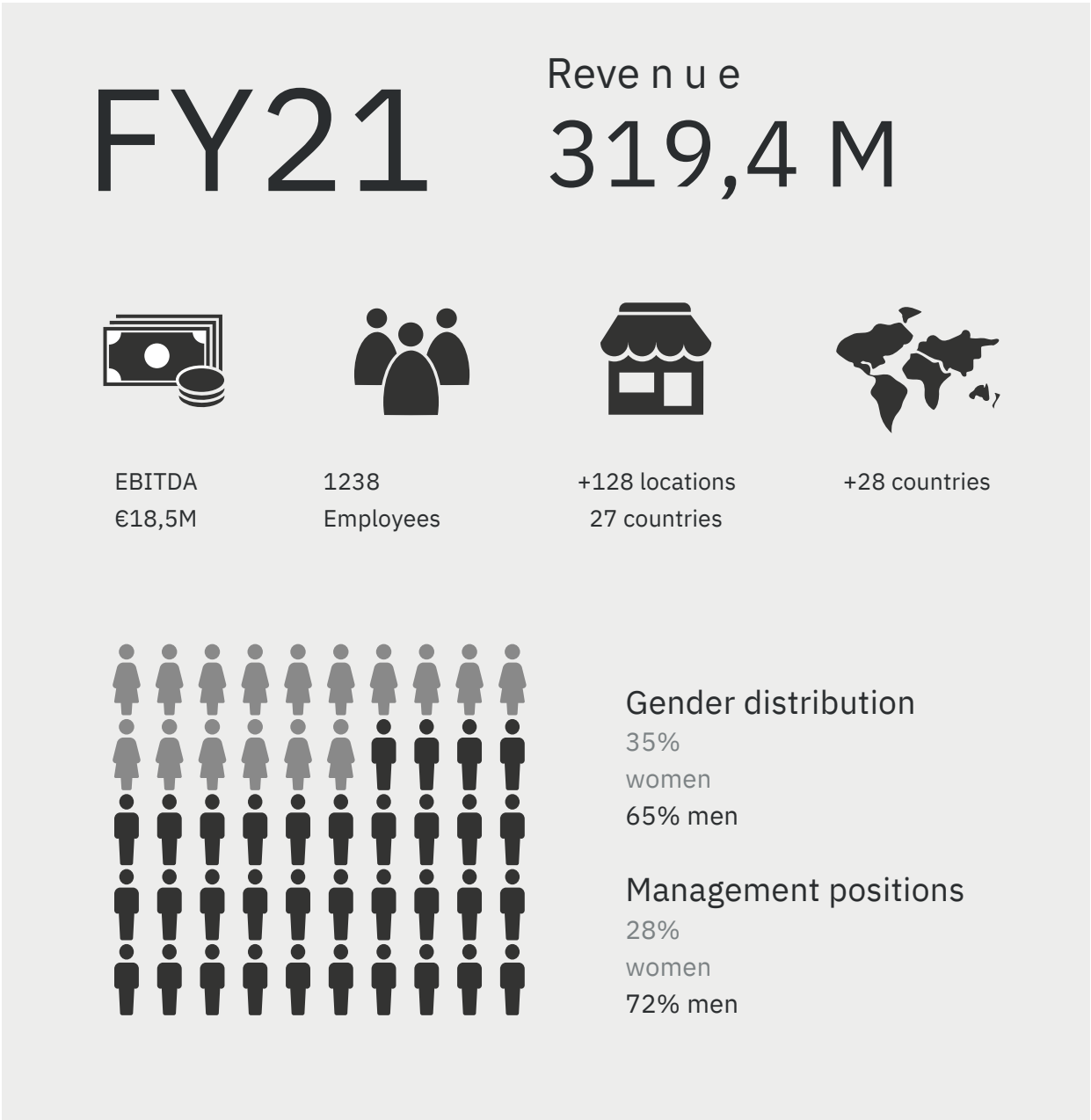
Suitsupply is a global European brand renowned for its focus on expertly crafted tailoring. Suitsupply helps its clients find their own perfect fit through attainable and transparent craftsmanship, with a radically personal approach to service that delivers exciting tailoring via fast and effective direct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

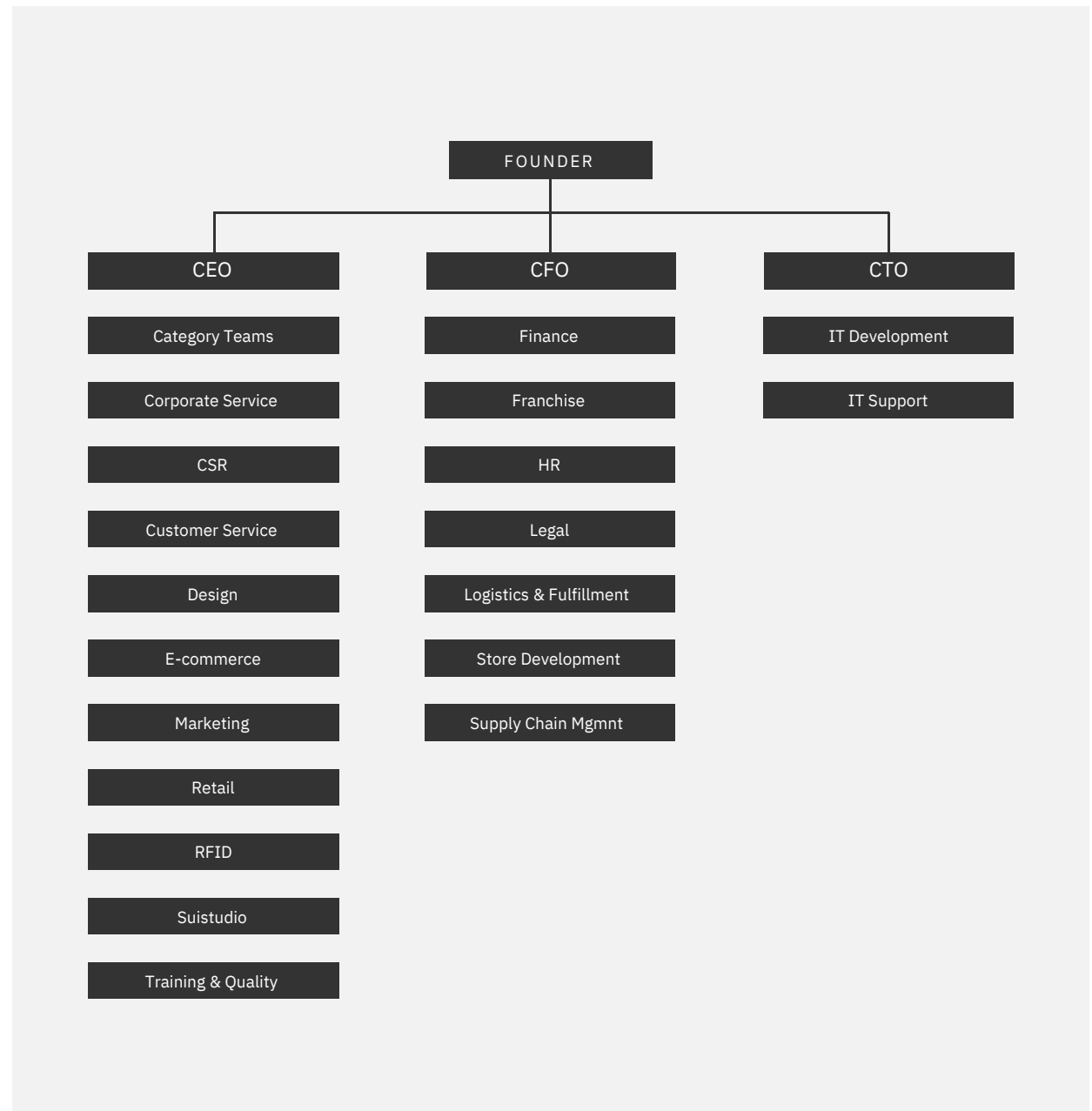
Fokke de Jong
CEO Suitsupply

Suitsupply in numbers



Company Structure & Governance

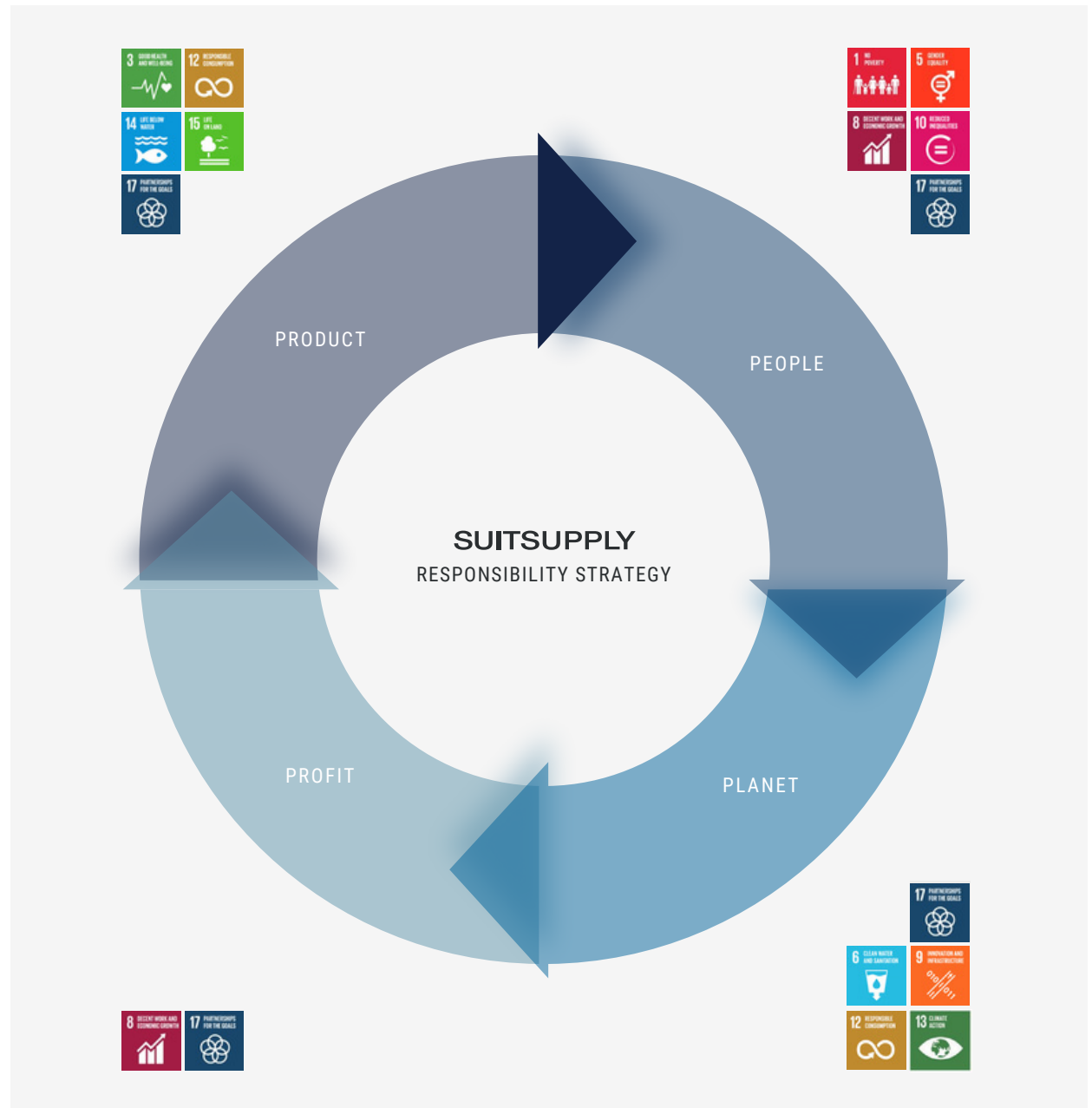
The Board and management of Suitsupply is committed to ensuring that the company adheres to best practice governance principles and maintains the highest ethical standards. The Board is responsible for the overall corporate governance of the company, including adopting the appropriate policies and procedures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



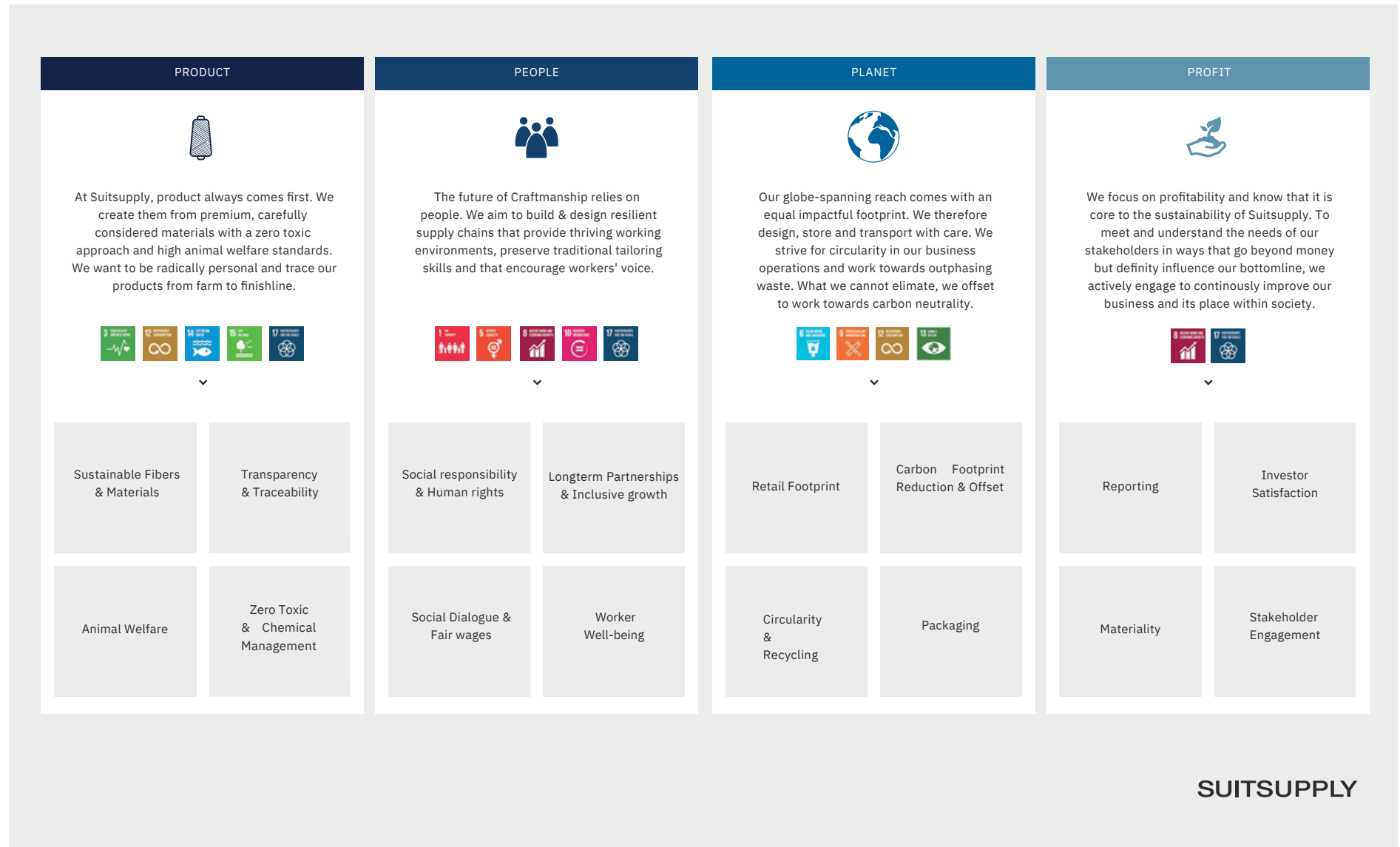
Responsibility Strategy

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.

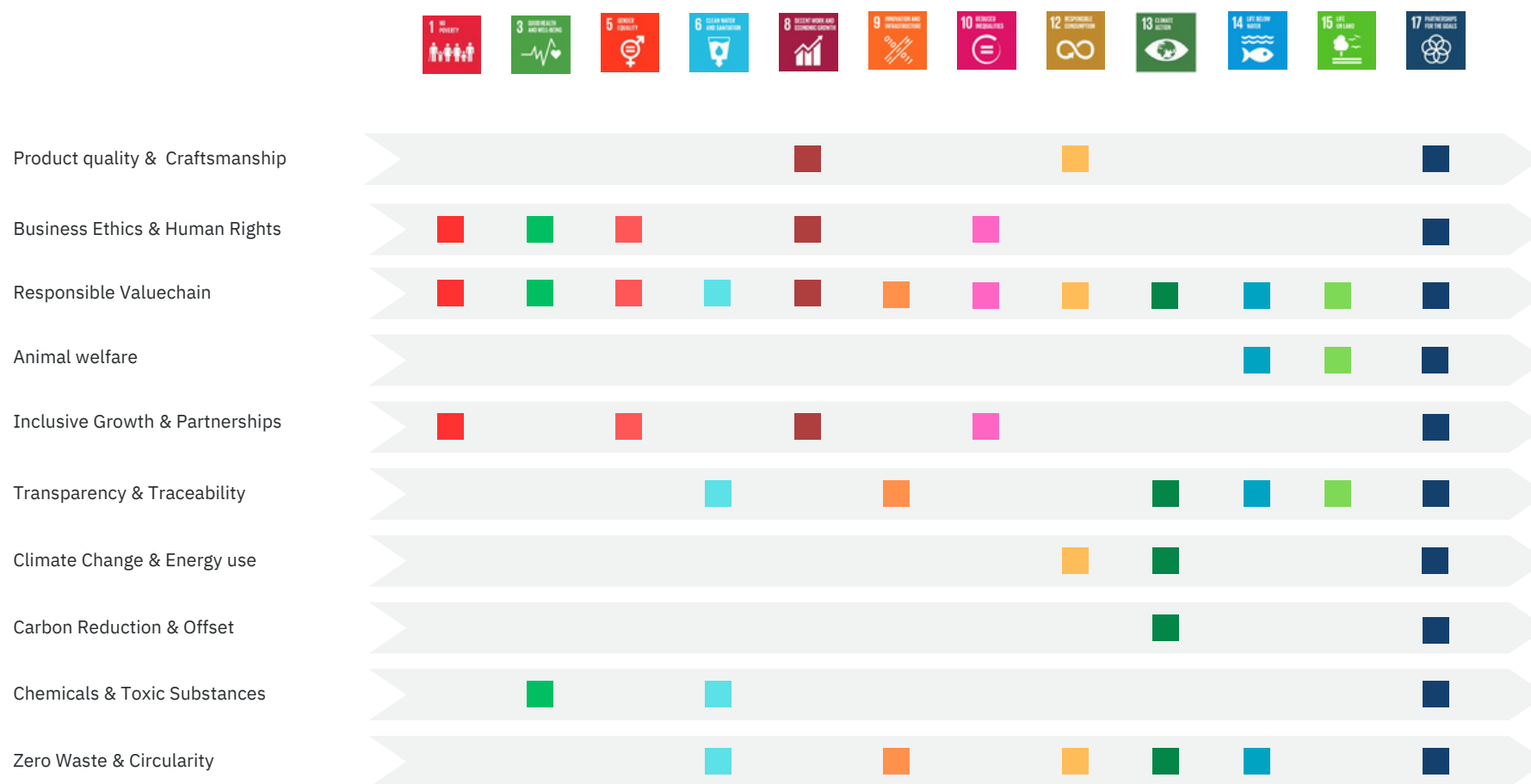


The Strategic Pillars & Focus Areas



Alignment with the SDGs

The Sustainable Development Goals (SDGs) are designed to move the world to a sustainable future by addressing and fighting off shared global challenges related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. Suitsupply aligns its Responsibility Strategy with these global goals to understand material impacts, contribute to the remediation of systemic global challenges, as well as making a greater positive impact.





2. PRODUCT

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. In addition, our fiber matrix helps us track how far we are with incorporating more sustainable materials- where possible certified.

79.4%

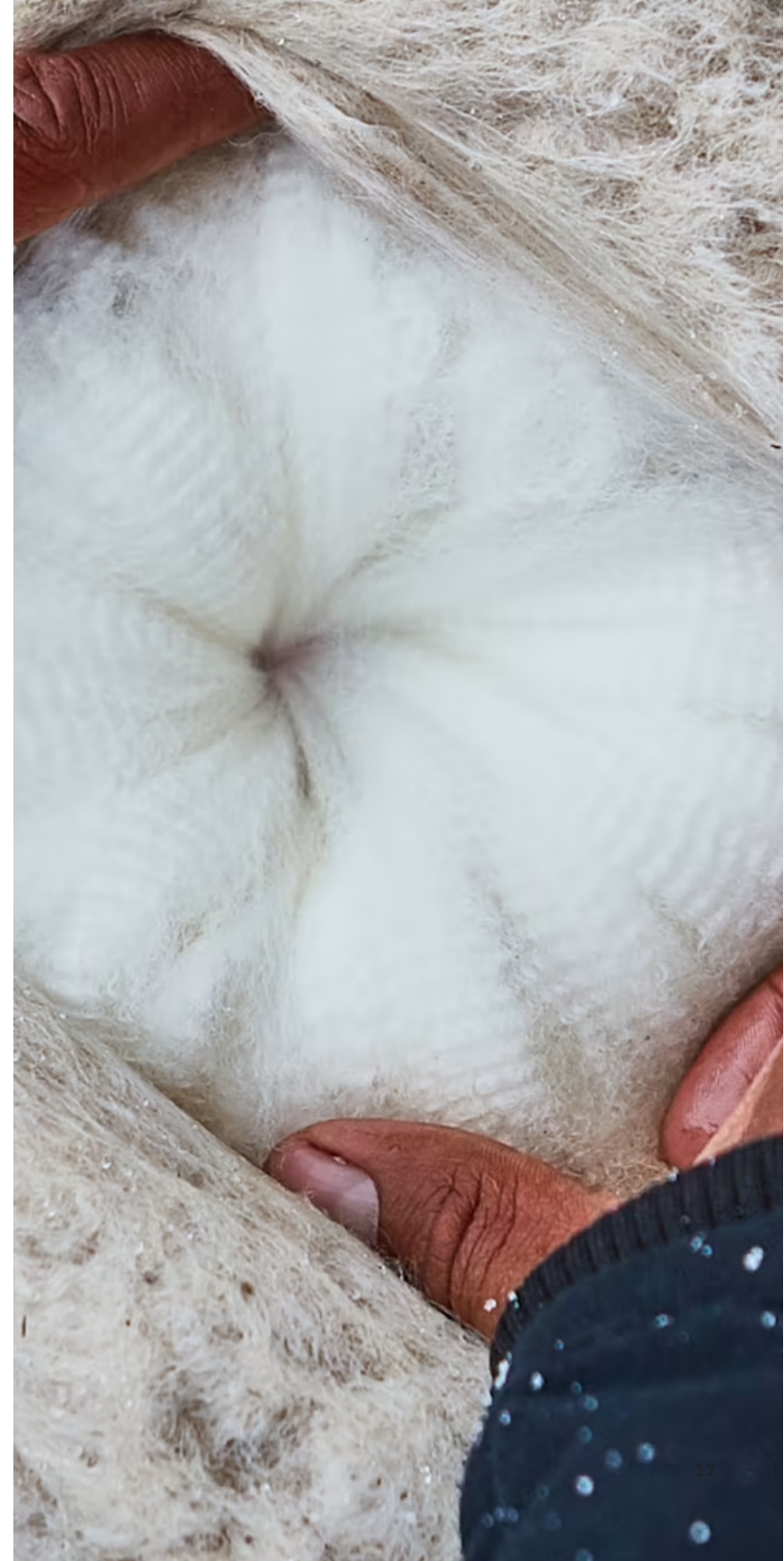
of our fabrics are made with natural mono fibers.

5.8%

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

11.3%

of our fabrics contain man-made fibers.





Our Mills



6 countries



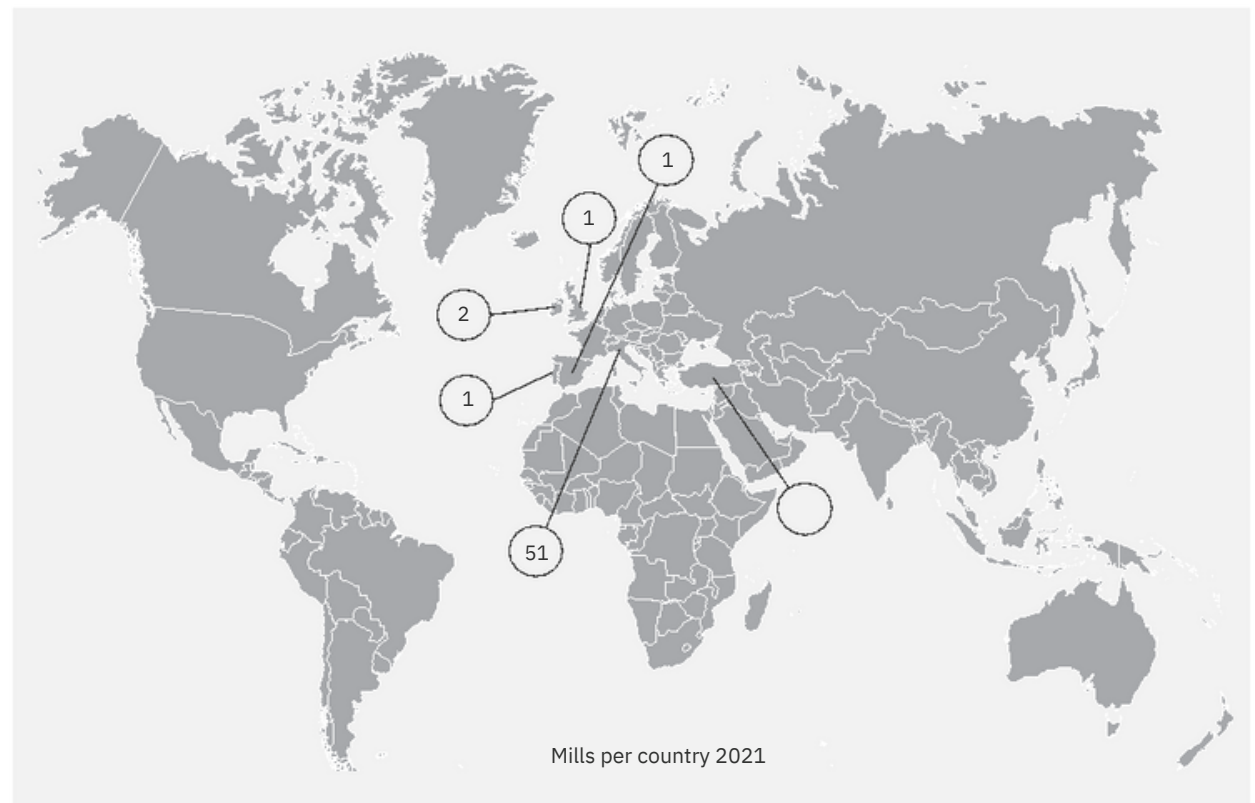
56 mills

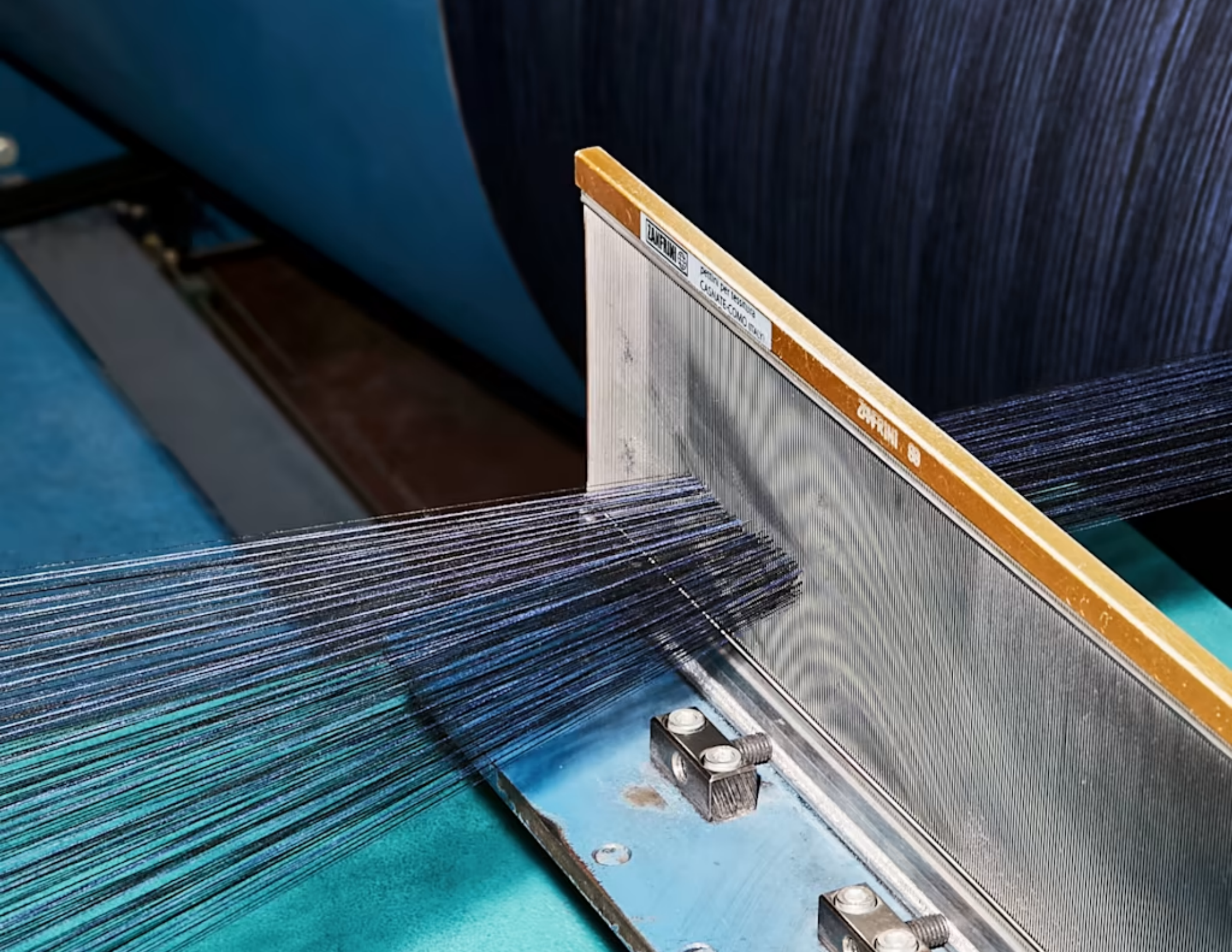


2.4 million
meters

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

We work with 50+ fabric weavers spread over 6 countries: from the total meters ordered, 82% are made in Europe, of which 79% originate from Italy. We mainly source from 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.





Our Factories



13 countries



41 factories



11.397 workers

Factories are the place where our products come to life in the expert hands of craftswomen and men. We seek the very best in the industry and are picky about whom we work with. Our supplier base consists of 41 carefully selected factories based in 13 countries on 3 continents. In 2021 the largest share of our production volume came from China (72.2%) followed by Italy (8.1%) and Myanmar (7.5%).



Supplychain Material Flow Map

PRODUCTS

Suits

Knitwear

Shirts

Shoes

Coats

Accessories

Trouser

MATERIALS

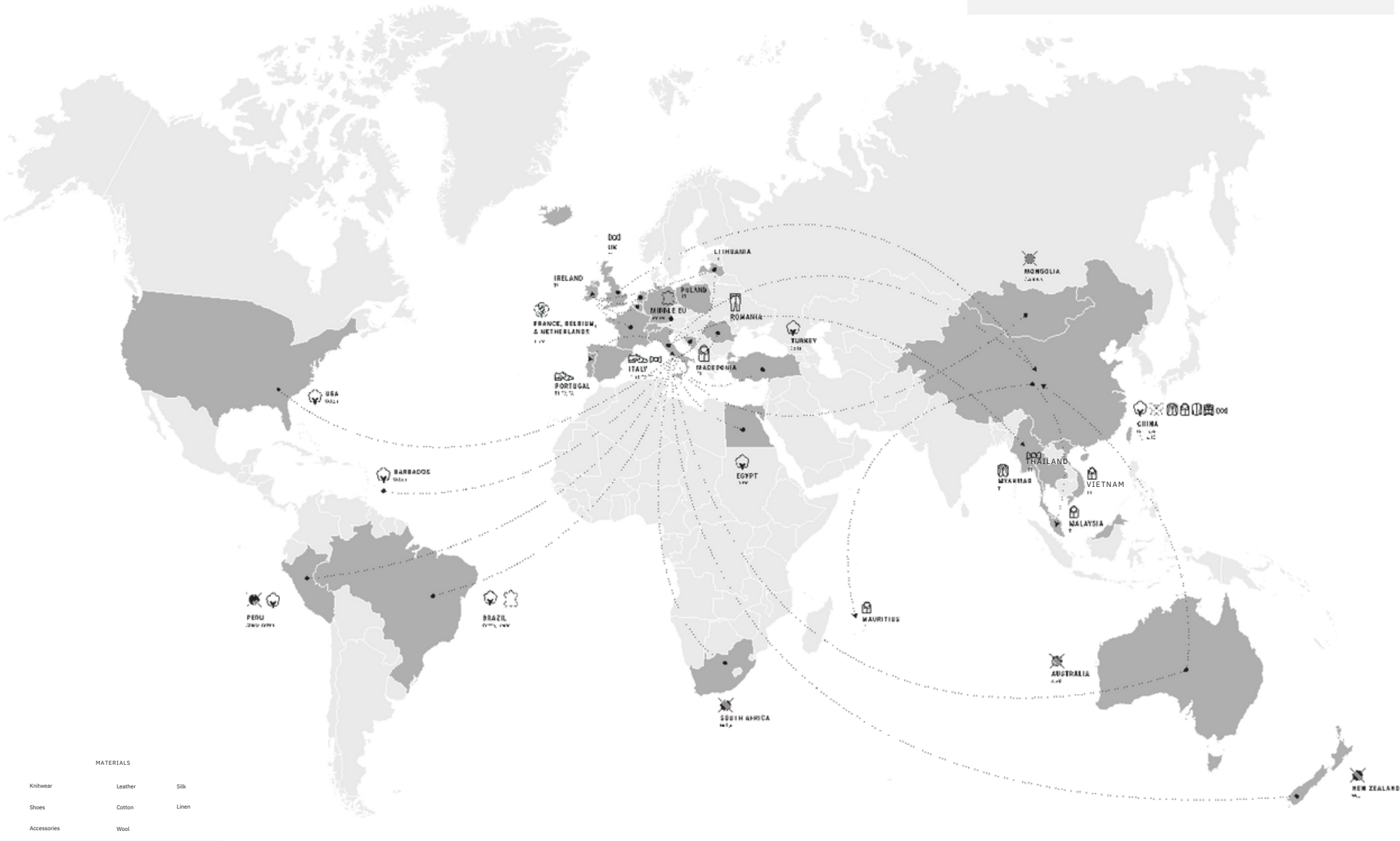
Leather

Cotton

Wool

Silk

Linen



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

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.

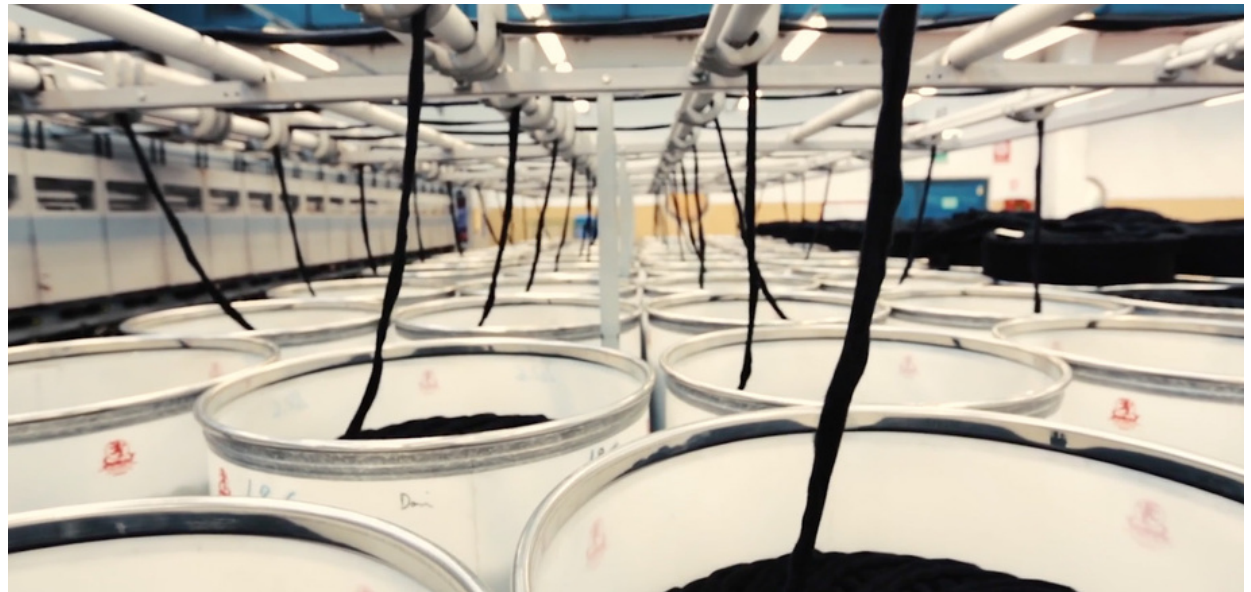


Chemical Management & Product Safety

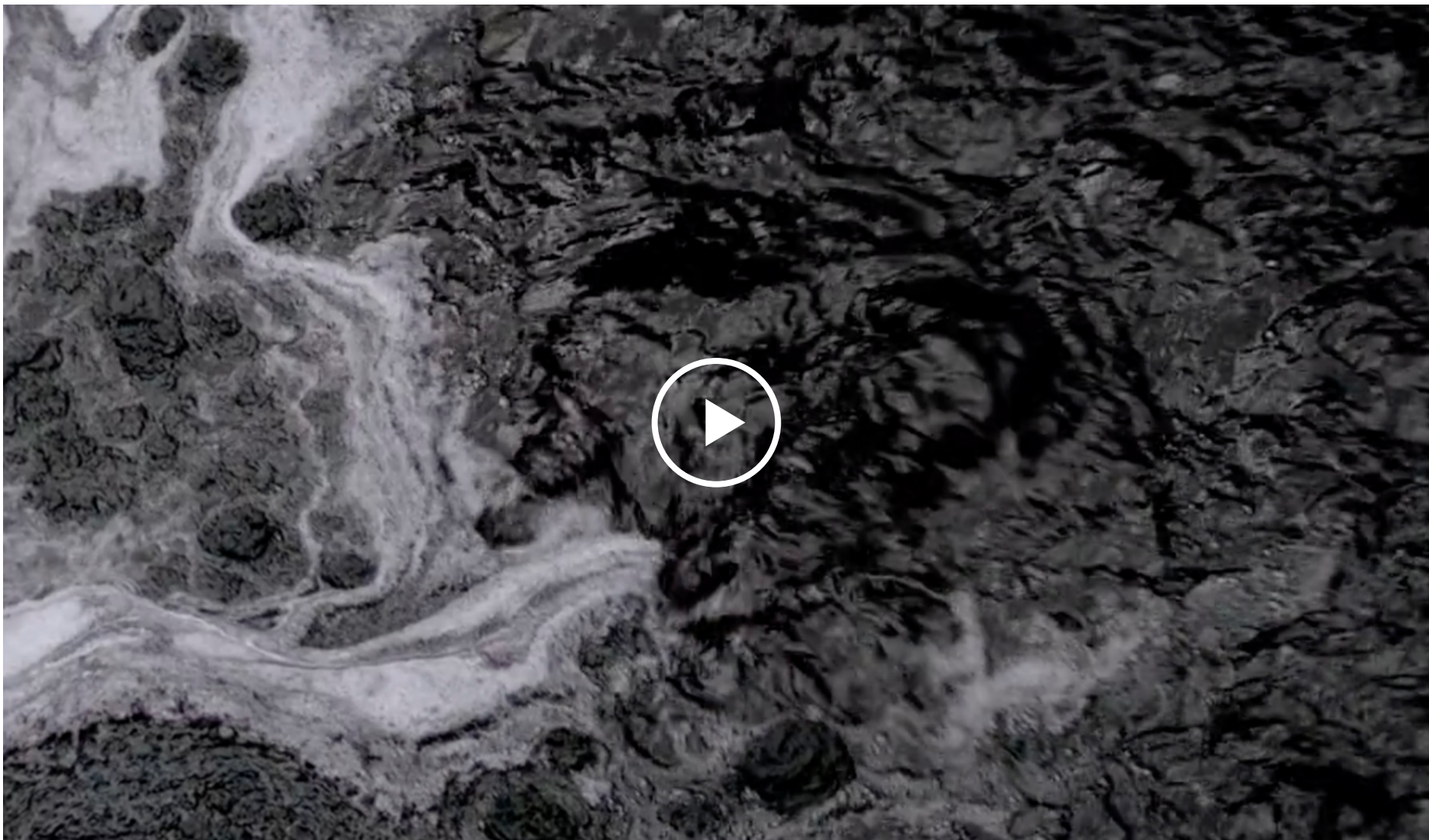
Chemicals are a dirty business: One quarter of global chemical use is assigned to the apparel industry. Until now, it is unfortunately not possible to dye or finish fabrics without the use of chemicals.

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 & SUISTUDIO's 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](#).



How its done - Water Recycling at
Vitale Barberis Canonico



A close-up photograph of a light beige suit jacket. The jacket is open, revealing a white dress shirt and a light-colored tie with thin, dark horizontal stripes. The jacket's lapel is visible on the left, featuring a small, decorative gold-colored metal piece. A gold-colored button is visible on the right side of the jacket. The background is a plain, light color.

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

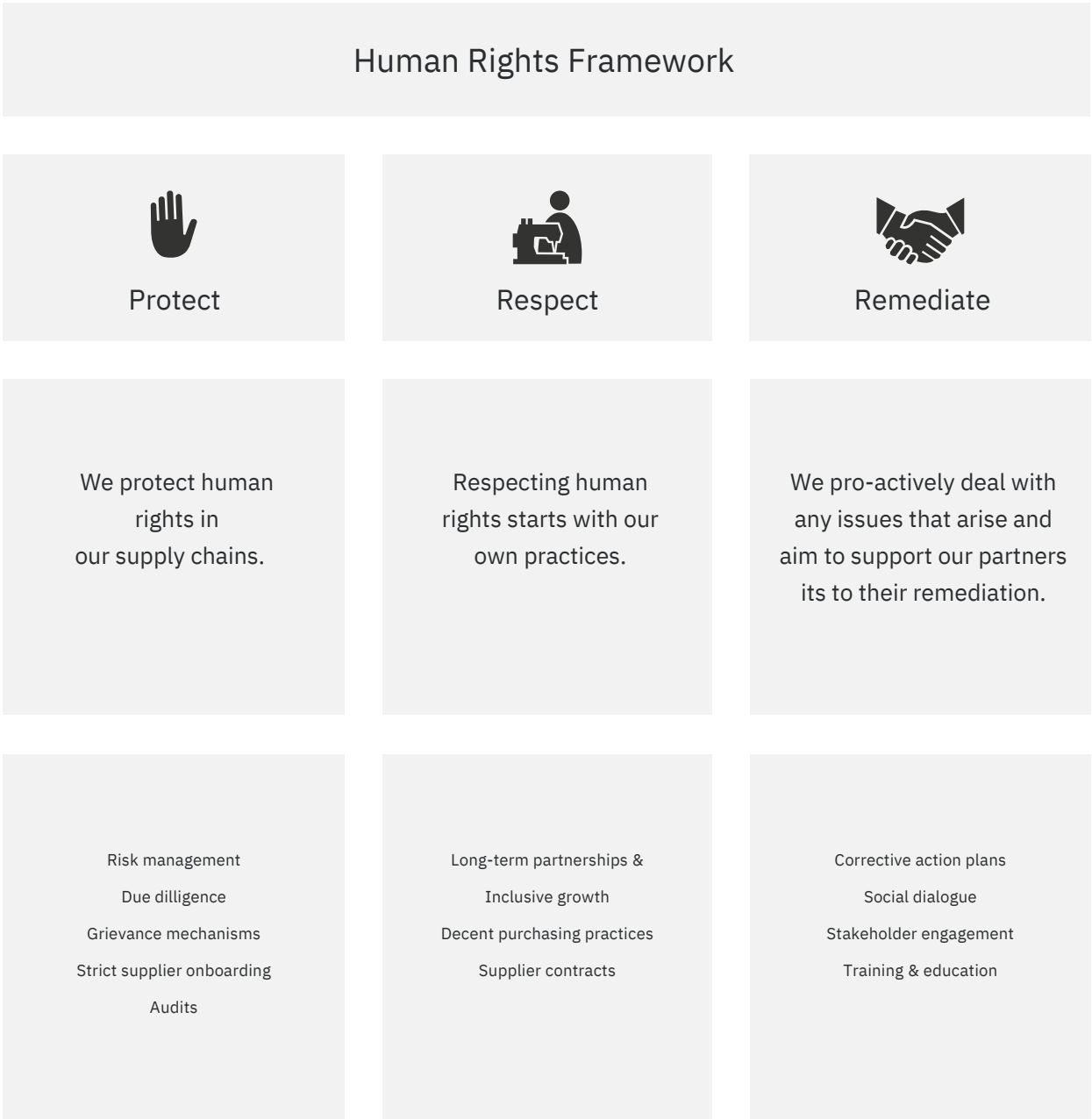
The obligations to the employees as well as the labour and social laws and the regulations arising from the standard employment relationship may not be circumvented by the use of agency work arrangements or training programs which are not aimed at providing skills or regular employment. Juvenile employees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





Our suppliers 2021

41

Direct suppliers

16

Subcontractors

13

Homeworkers (Italy & Thailand)

100%

of new factories screened
using social criteria

99%

of factories monitored

51%

of factories are based in Europe

38

audits

0

unannounced audits

8

new corrective action plans

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.

What is the Fair Wear Foundation?

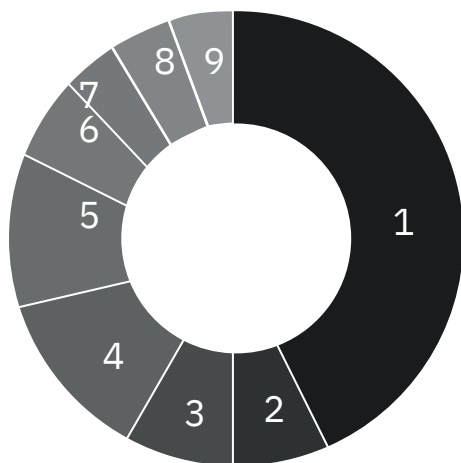
Fair Wear Foundation is a non-profit organization that works with brands, factories, trade unions, NGOs and governments to improve working conditions for garment workers around the world. Together we're working hard to create positive change; not only in our own supply chains, but within the whole industry.

What is 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.

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%

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 2021 we performed 38 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 16 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	Workers at Subcontractor Locations	Production Locations	Audits 2021	Improvements required from all audits	Improvements verified	Improvements required per audit	Critical	Major
Africa	1	0	508	1	11	11	11	5	3
Asia	19	1	914	15	200	48	19.8	32	116
Europe	21	9	8	20	134	21	7	18	51
N. America	0	6	174	0	0	0	0	0	0
Oceania	0	0	10	0	0	3	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

84% suppliers
visited in 2021

Average supplier
relationship is 6
years

28% of our
collection is made at
suppliers with whom
we've worked for over
15 years.



Worker hotline and complaint remediation

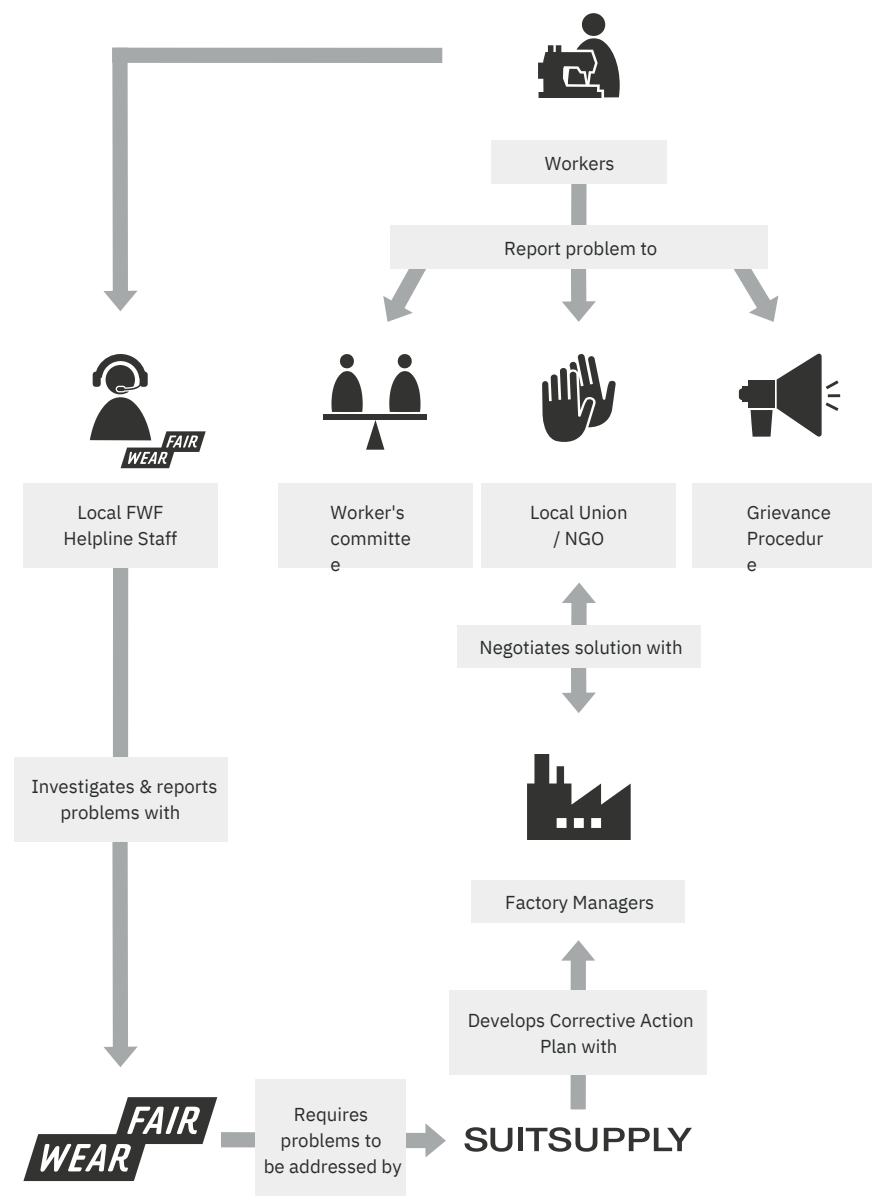
Workers should always have the access to remedy in the workplace. It is our position that any labor dispute should ideally be handled at the factory level. Appropriate processes to resolve grievances may include factory human resource procedures, negotiations with trade unions, or legal systems available 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](#).



98%

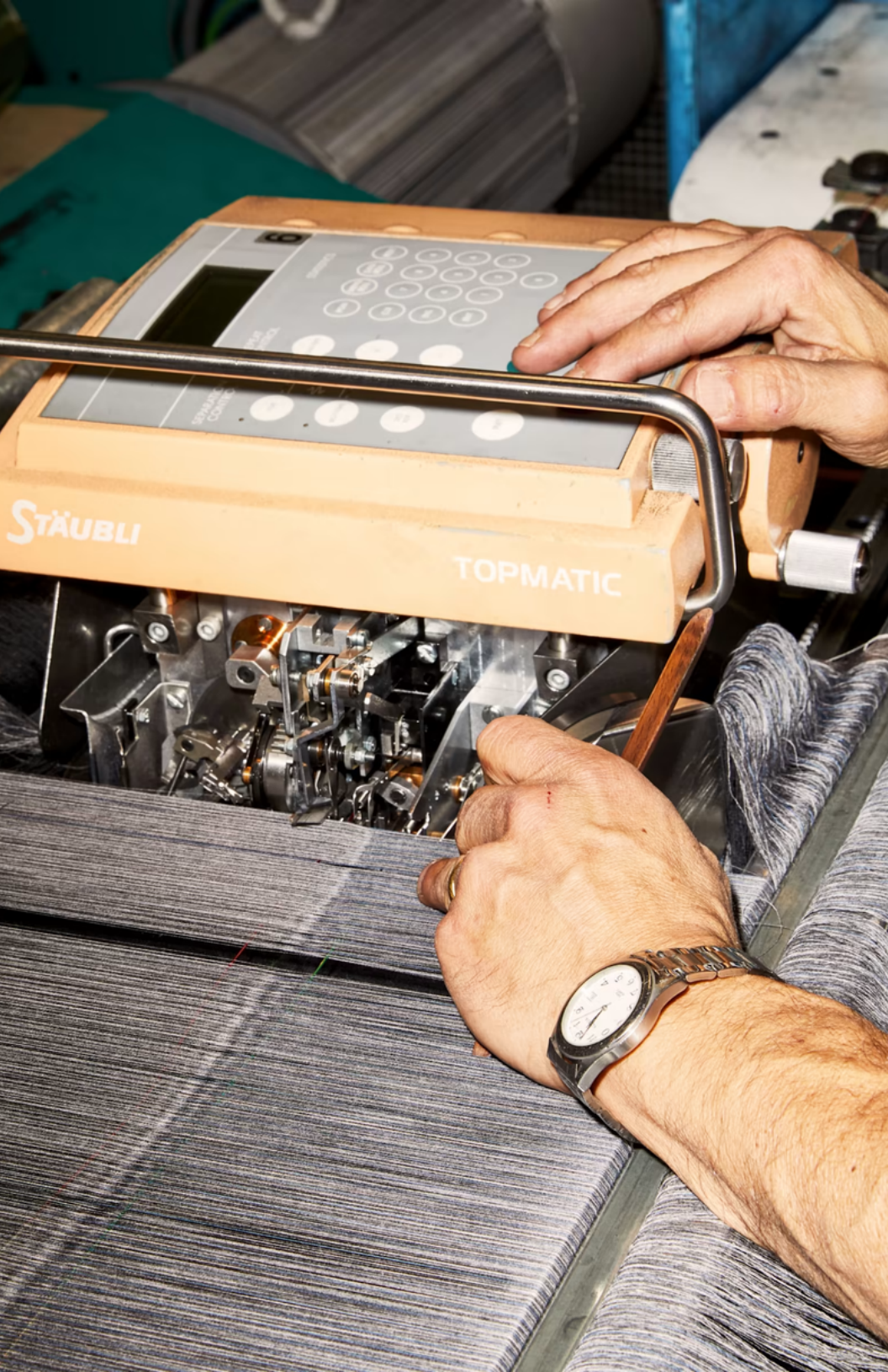
of factories have
functioning
internal grievance
mechanisms

100%

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

6

complaints
received &
remediated in
2021



Social dialogue & worker organization

20

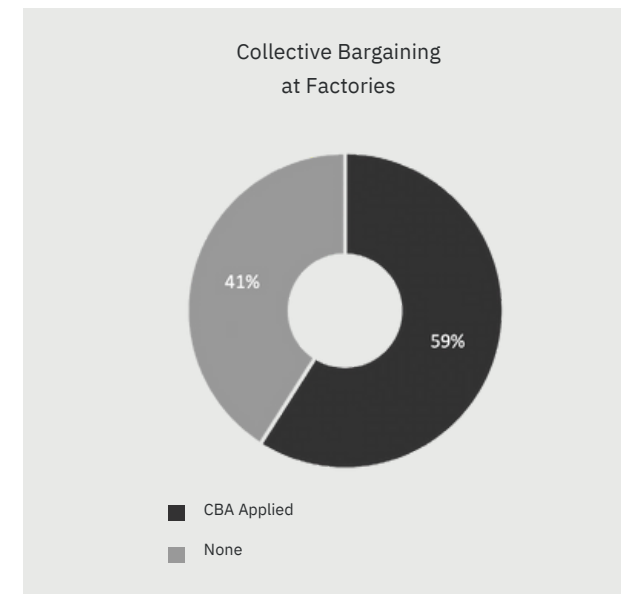
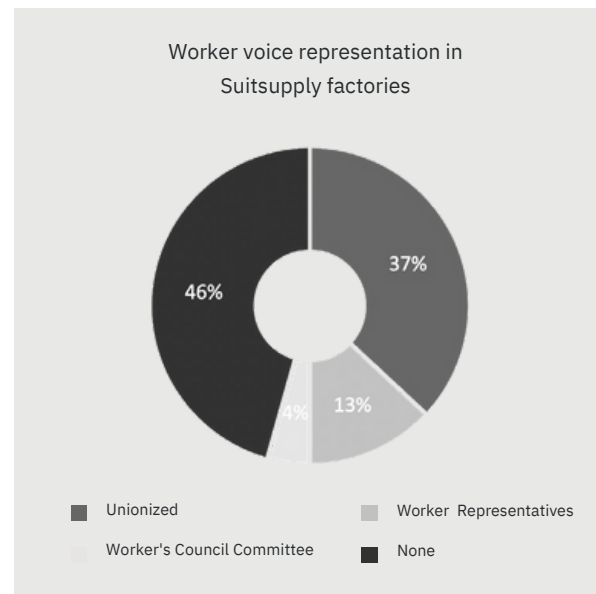
factories participated
in Workplace Education
training by FWF

2 Italian factories
piloted new Workplace
Education Training
developed by the CSR
team

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 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 needed follow-up. For instance, when workers indicated they do not understand well how their salaries are calculated, one factory provided training and a better explanation to 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 2017-2021

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

Want to read the full report?

Please click [here](#).

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

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

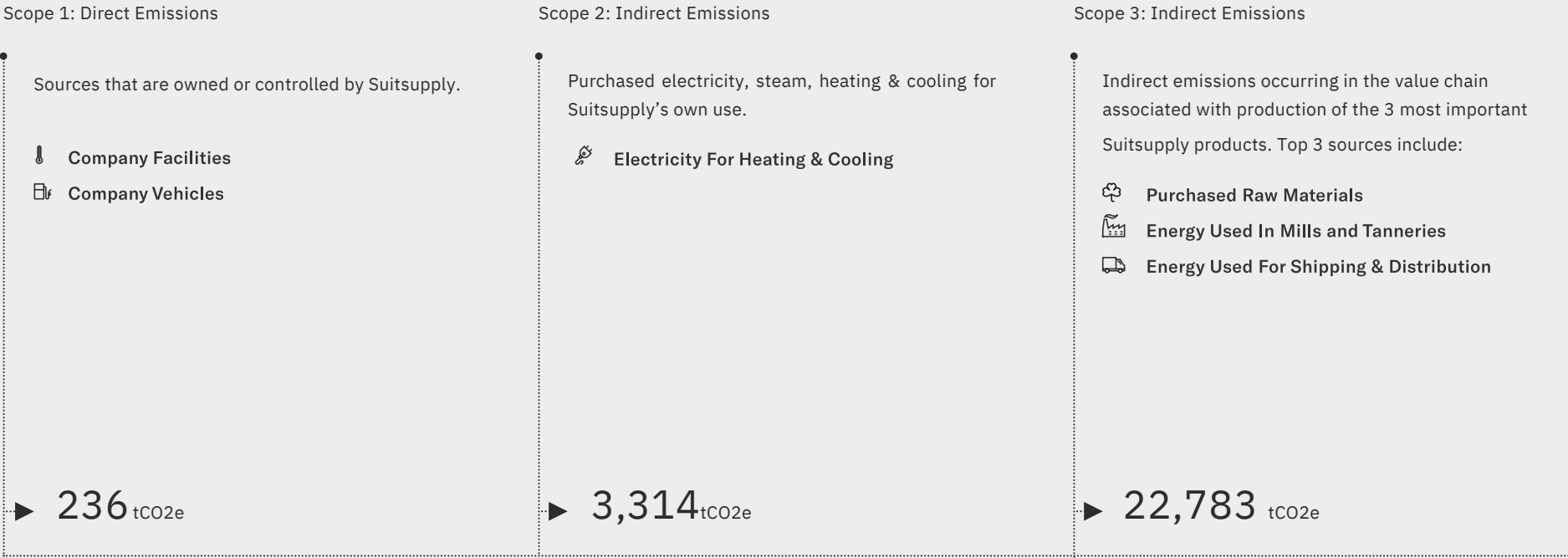
At Suitsupply we recognize that we have an impact on the planet and a responsibility to mitigate and reduce our impact where we possibly can. We therefore transparently disclose the way we measure, reduce and offset our carbon impact.

What practices make Suitsupply different?

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

Measure

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



Suitsupply's 2021 Footprint

Scope 1: 0,8%

Scope 2: 22,4%

Scope 3: 76,8%



Towards a green supplychain



INDUSTRY RANK

21

Out of 82 total brands
in the textile industry

CITI SCORE

34.1

Total possible score: 100

Over 80% of Suitsupply's environmental footprint is generated in its supply chain.

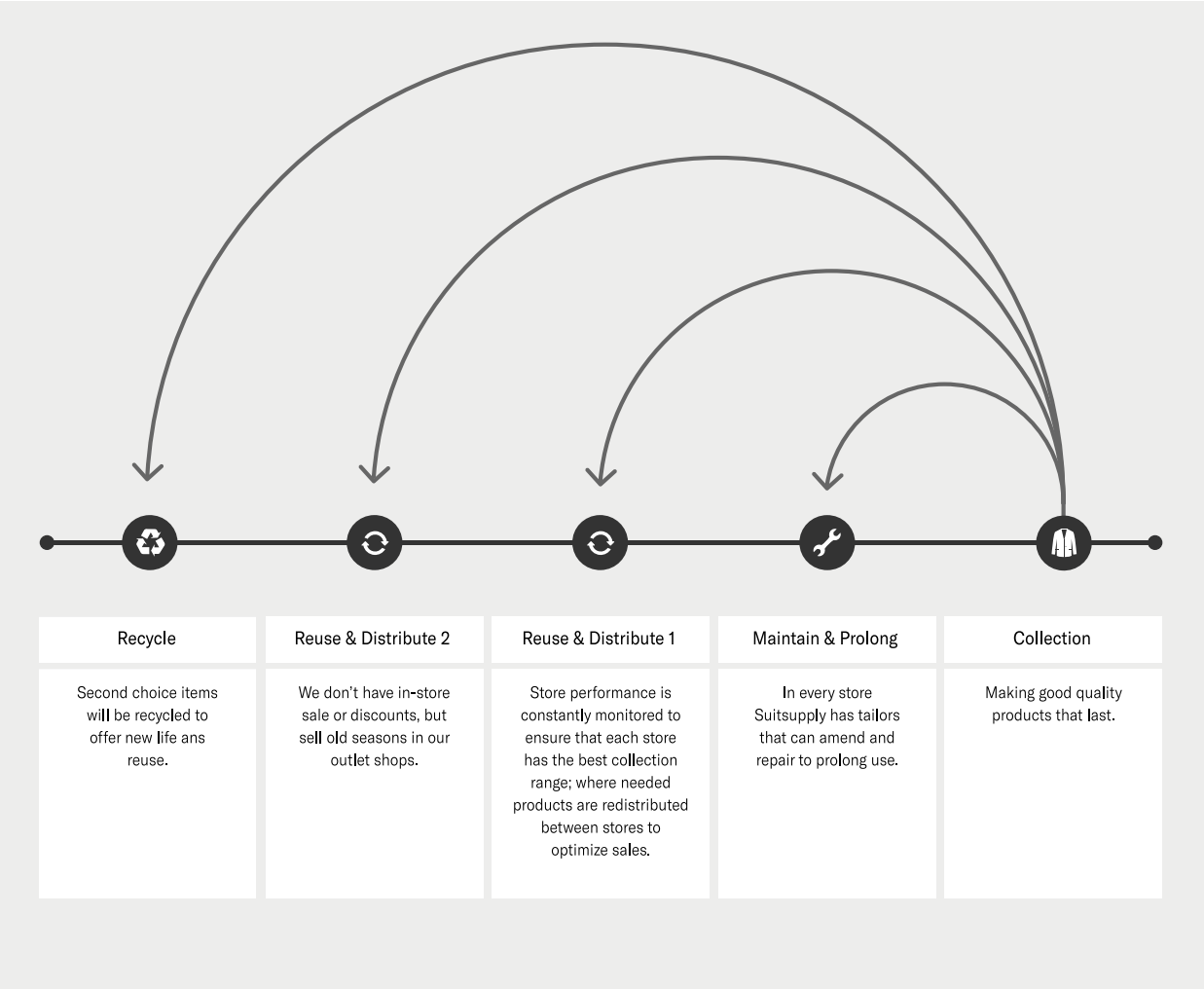
In order to better address and monitor this, we joined the Green Supply Chain initiative in 2018, a publicly available online transparency tool that ties companies to their suppliers' environmental performance.

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.

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.

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 2021

79.4%

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

97%

of fabrics and components are Oekotex100 certified

+92%

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 and repurpose over 40.000 kg in pre- and post-production apparel & leather products.

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 is also seen products are of high quality 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



8.6% Recycling



5.2% 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
- 40.437kg kept out of landfills between 2017-2021
- 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.
- Less than 10% 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

Appendix GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
ORGANIZATIONAL PROFILE				
102-1	Name of Organization	Cover Page	1	Suit Supply BV
102-2	Activities, brands, products and services	About Suitsupply	5	Suitsupply is a men's fashion brand. We sell our own branded products through our online and retail network.
102-3	Location & headquarters	Last Page	48	Amsterdam, Netherlands
102-4	Location of operations	About Suitsupply	5	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		Suitsupply sells products through our global store network as well as online.
102-7	Scale of the organization	Suitsupply in Numbers	6	
102-8	Information on employees and other workers	Suitsupply in Numbers	6	
102-9	Supply chain	Our mills & factories, Supplychain Material Flow Map	14, 16 & 17	Click here to also see our trimming & accessories suppliers
102-10	Significant changes to the organisation and its supply chain	Our mills & factories	14 & 16	
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	27, 31, 41, 44	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	5	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	8, 13, 18, 19, 21	

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GRI - general standard disclosures

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
GOVERNANCE				
102-18	Governance Structure	Corporate Structure & Governance	7	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	47	
102-41	Collective bargaining agreements	GRI Index		0%
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	47	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	47	
102-44	Key topics and concerns raised	Stakeholder Engagement	47	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	GRI Index		Suitsupply BV
102-46	Defining content and topic boundaries	Stakeholder Engagement	47	
102-47	List of material topics	Stakeholder Engagement	47	
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 2021
102-51	Date of most recent report	About the Report	2	Suitsupply Sustainability Report 2021-2022
102-52	Reporting cycle	About the Report	2	Annual
102-53	Contact point for questions regarding the report	Final Page of Report	48	csr@suitsupply.com

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IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
REPORTING PRACTICE				
102-54 with the GRI	Claims of reporting in accordance standards	About the Report	2	We prepared our report in accordance with the GRI Standards: Core option. This is the third 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	34ff
	103-2: The management approach and its components	Carbon footprint	34ff
GRI 305-1: Direct (scope 1) GHG emissions		Carbon footprint	34ff
GRI 305-2: Energy indirect (Scope 2) GHG emissions		Carbon footprint	34ff
GRI 305-3: Other indirect (Scope 3) GHG emissions		Carbon footprint	34ff
GRI 305-5: Reduction of GHG emissions		Carbon footprint	34ff

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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	41	
	103-2: The management approach and its components	Towards a green supply chain	41	
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	41	
	103-2: The management approach and its components	Towards a green supply chain	41	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	41	100% of Chinese suppliers
GRI 308-2: Negative environmental impacts in the supply chain and actions taken		Towards a green supply chain, Appendix	41 & Appendix (China indirect & upstream supplier list)	

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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	41	
	103-2: The management approach and its components	Towards a green supply chain	41	
GRI 308-1: New suppliers that were screened using		Towards a green supply chain	41	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	22, 27 & 29	
	103-2: The management approach and its components	Social responsibilities & human rights, Monitoring & Audits, Worker hotline & complaint remediation	22, 27 & 29	
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	22, 27 & 29	100% of Chinese suppliers

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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	98%
actual and potential negative impacts on local	414-2: Operations with significant	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		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.