



SUITSUPPLY

CORPORATE RESPONSIBILITY REPORT 2025

PHILOSOPHY

We are pioneers at everything we do, and we work hard to keep it that way. Our pioneering spirit generates a contagious energy, which is what enables us to keep putting new ideas into practice.

Our strength lies in our formula: straight to the point and still personal. Fast and effective. Combining craftsmanship with flair.

There are few things that distract us. This approach enables us to create an environment in which our customers feel that we only have eyes for them. We are there for people who want to be seen.

ABOUT THE REPORT

The data in the Suitsupply 2025 Corporate Responsibility Report is based on fiscal year 2024 (January 1st, 2024 to December 31st, 2024) and prepared in accordance with the requirements of the Fair Wear Foundation. This report bridges our 'old' style reporting towards integrated annual reporting.

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.

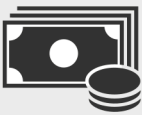
Founded in Europe in 2000, Suitsupply has since grown to over 130 international locations with stores in cities such as Milan, London, Zurich, Amsterdam, New York, Toronto, Shanghai, Singapore, and Hong Kong. In addition to our brick-and-mortar locations, we maintain a strong online presence, bringing 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

FY24 Revenue
600,3M



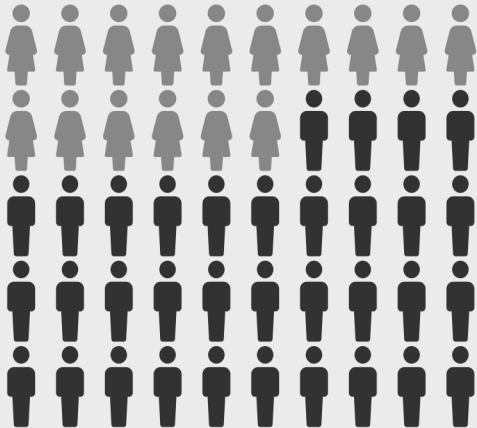
1238
Employees



+120
locations



23 countries



Gender distribution

41%
women
59% men

Management positions

28%
women
72% men

Board

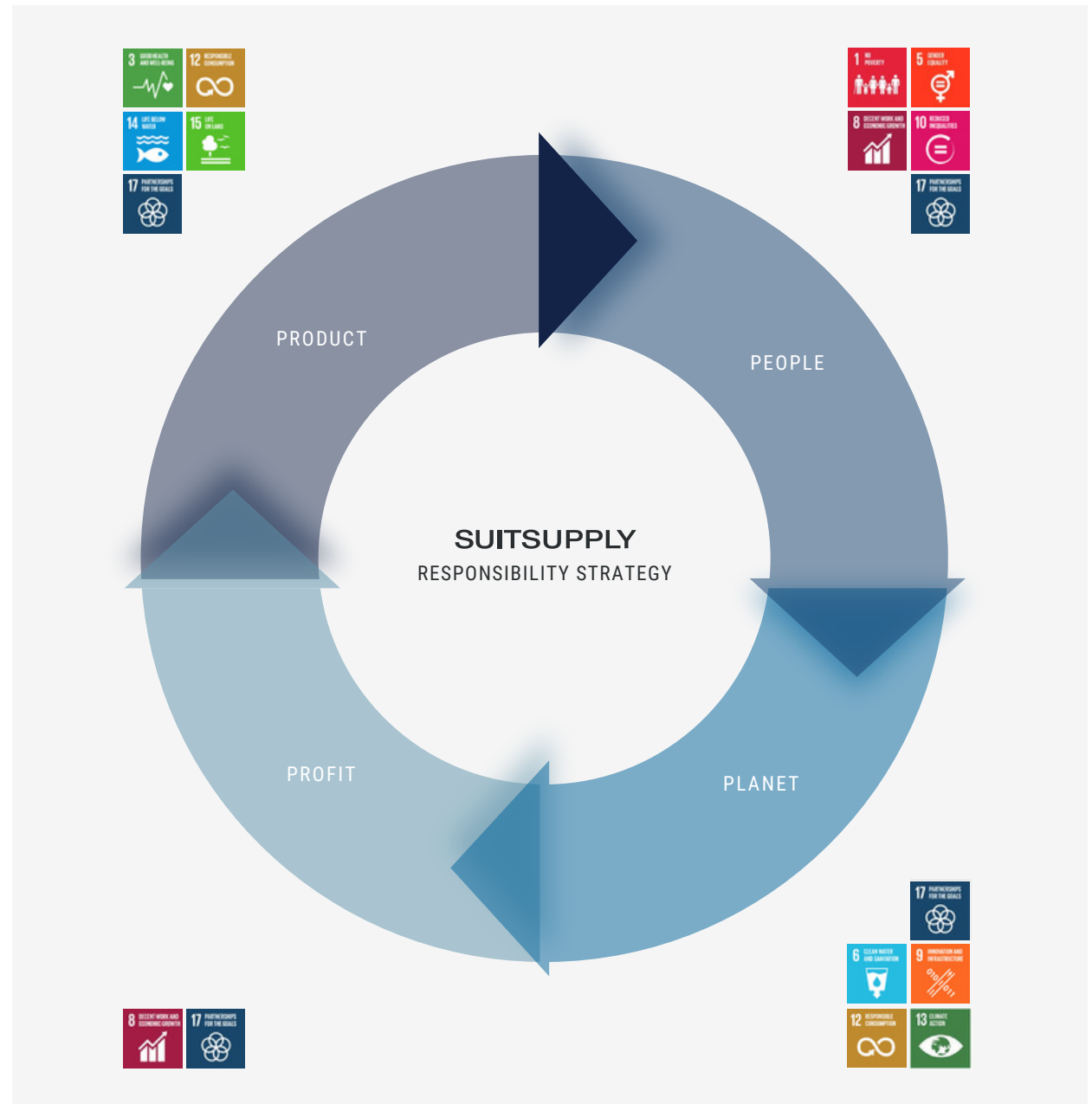
1 women
3 men



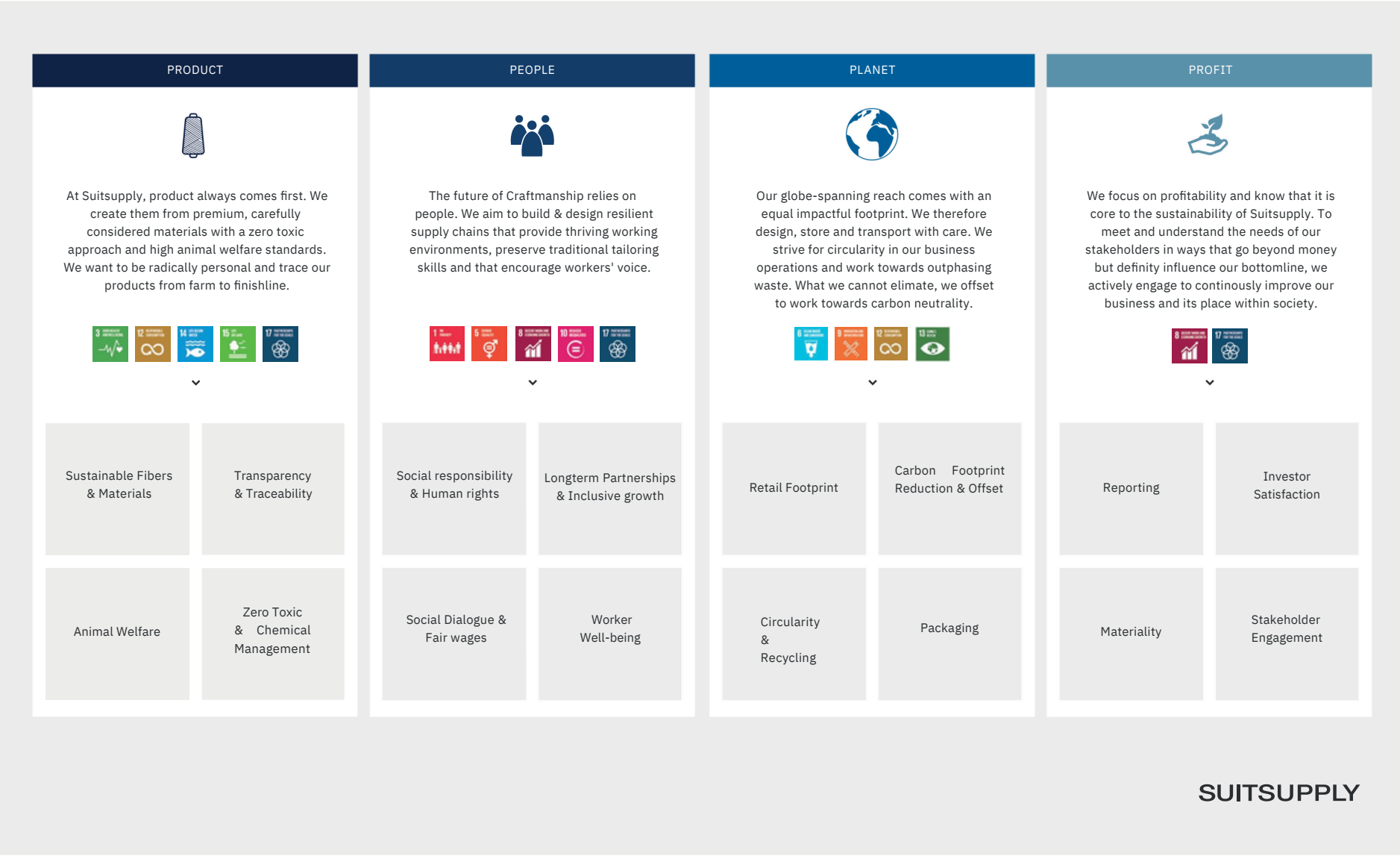
RESPONSIBILITY STRATEGY

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.

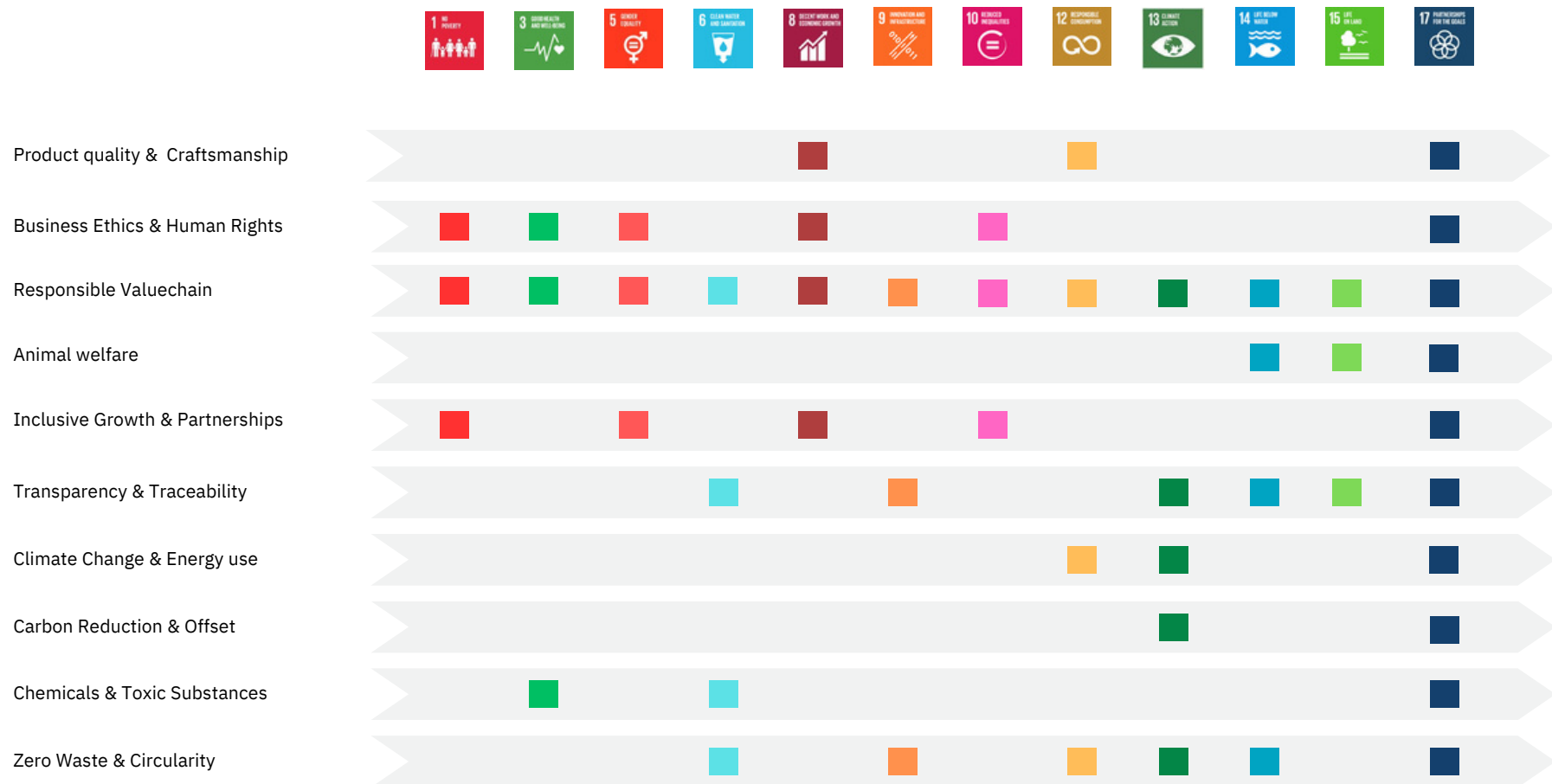


RESPONSIBILITY STRATEGY



SDG ALIGNMENT

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

SUPPLY CHAIN FLOW MAP

PRODUCTS

Suits

Knitwear

Shirts

Shoes

Coats

Accessories

Trouser

MATERIALS

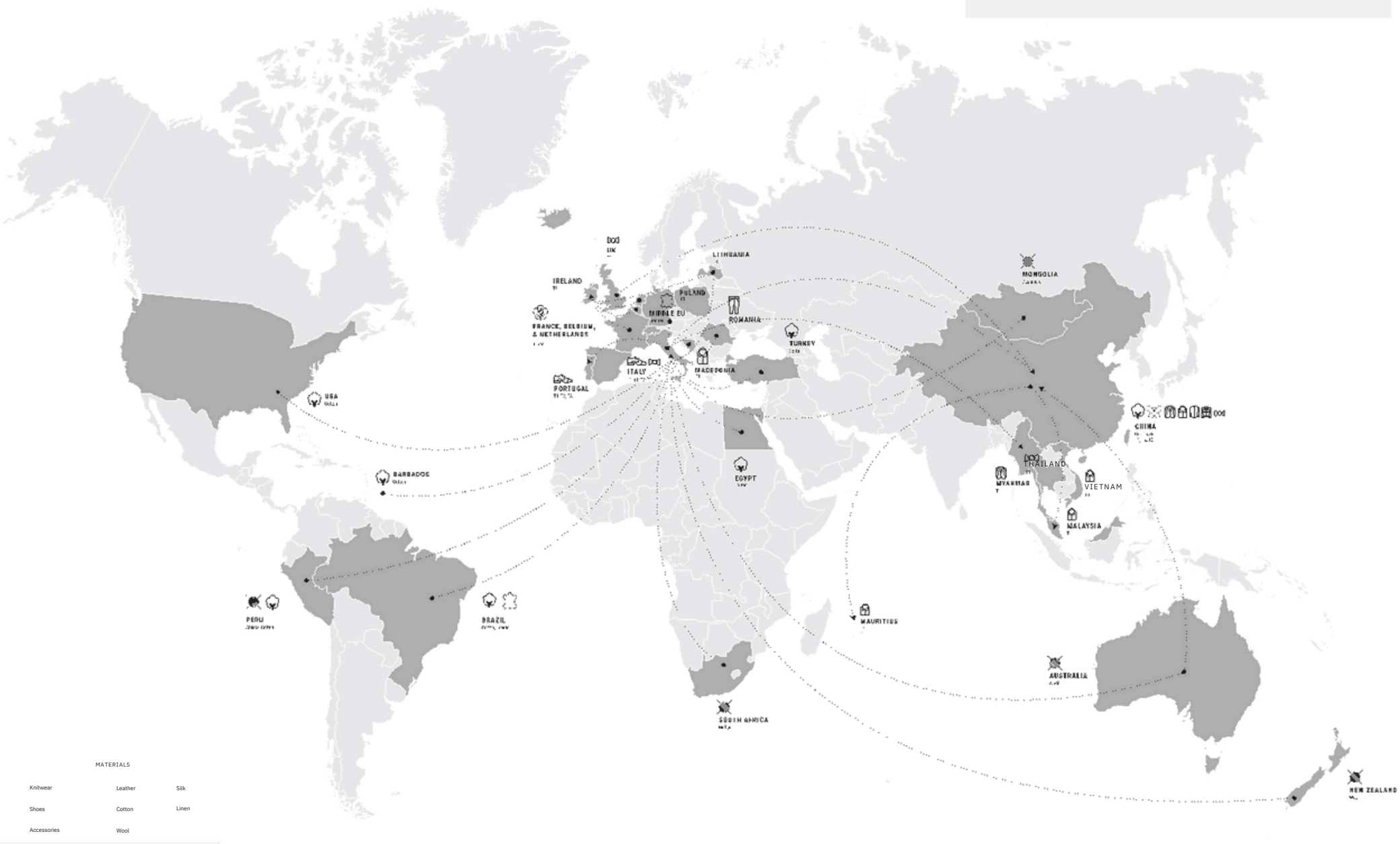
Leather

Cotton

Wool

Silk

Linen



MATERIALS

Knitwear

Leather

Silk

Shoes

Cotton

Linen

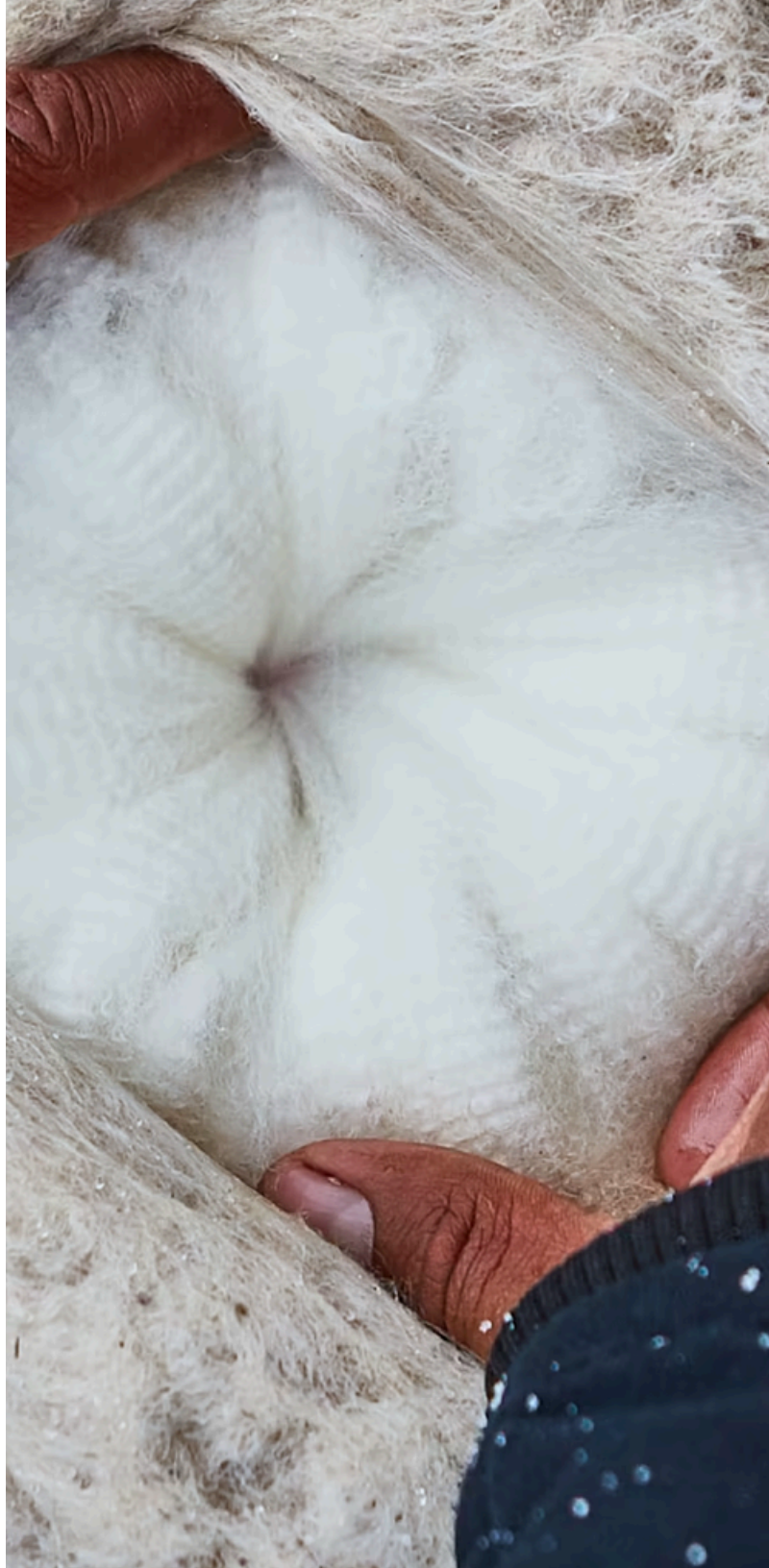
Accessories

Wool

OUR FIBERS

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.



68%

of our fabrics are made with natural mono fibers.

13,5%

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

18%

of our fabrics contain man-made fibers.

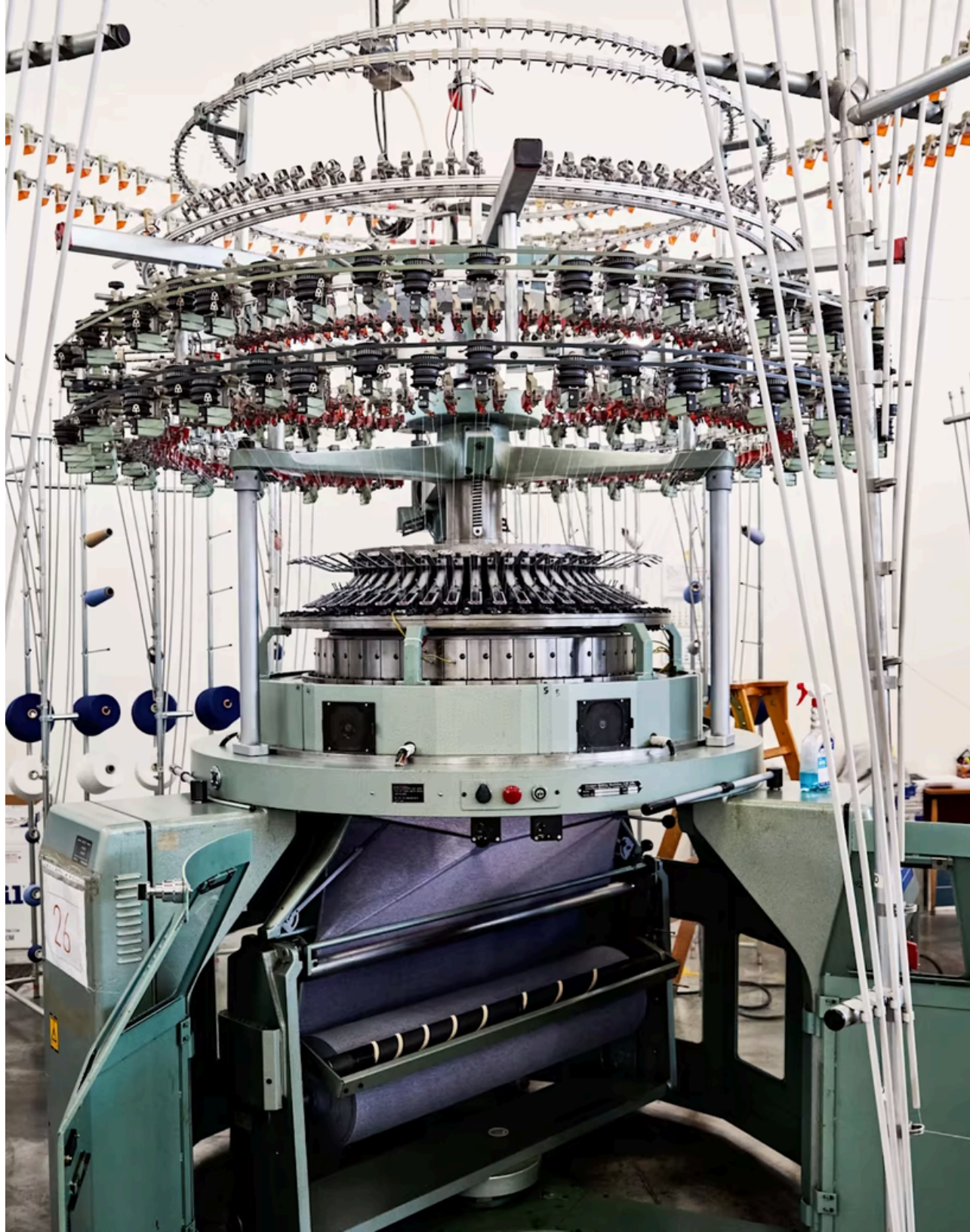


OUR MILLS

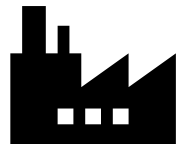
Our mills combine heritage craftsmanship and low-impact innovation to create the best possible fabrics.

We work with 35 fabric weavers spread over 4 countries: from the total meters ordered, 100% are made in Europe, of which 87% originate from Italy, 12,5% from Czech, 0,4% from England and 0,1% from Northern Ireland.

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.



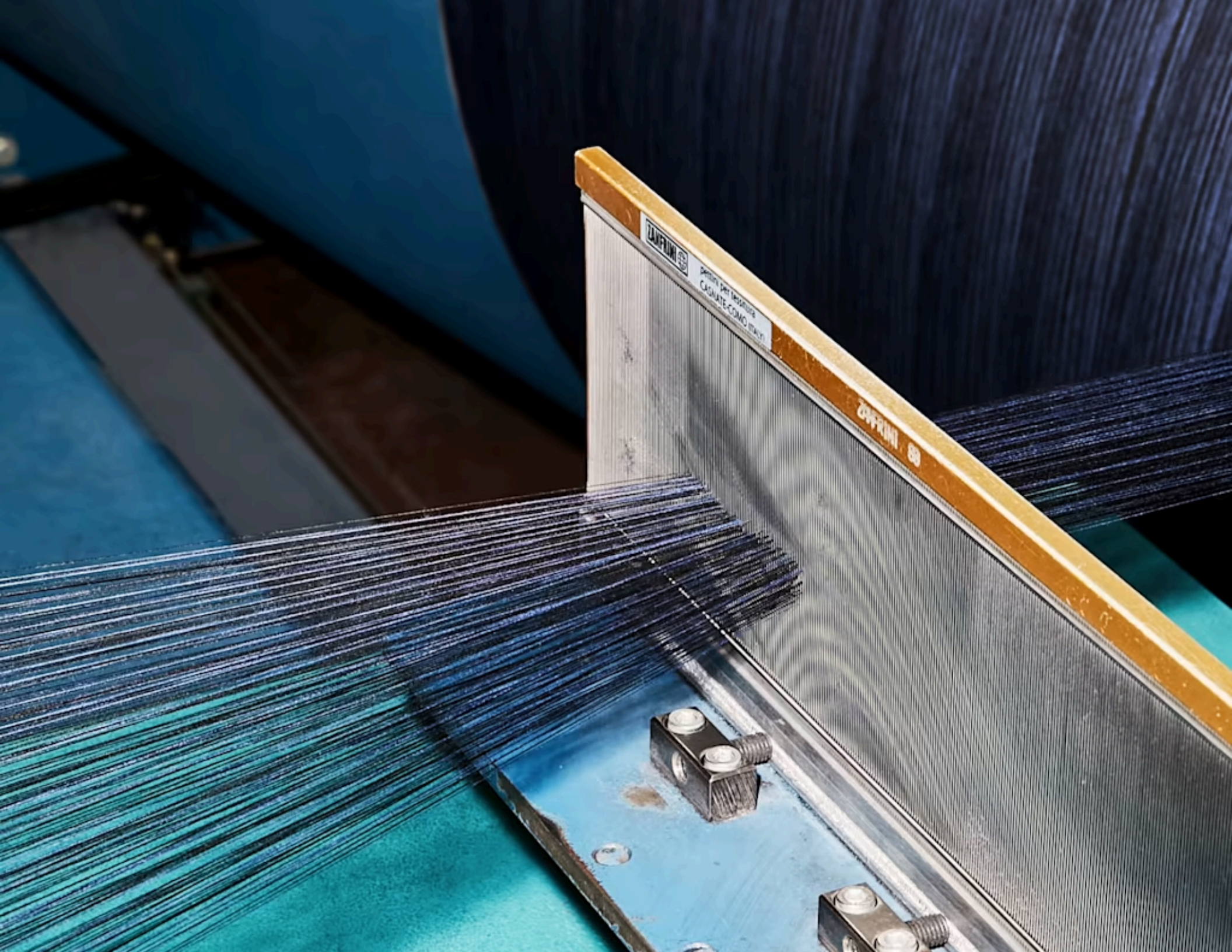
4 countries



35 mills, all European



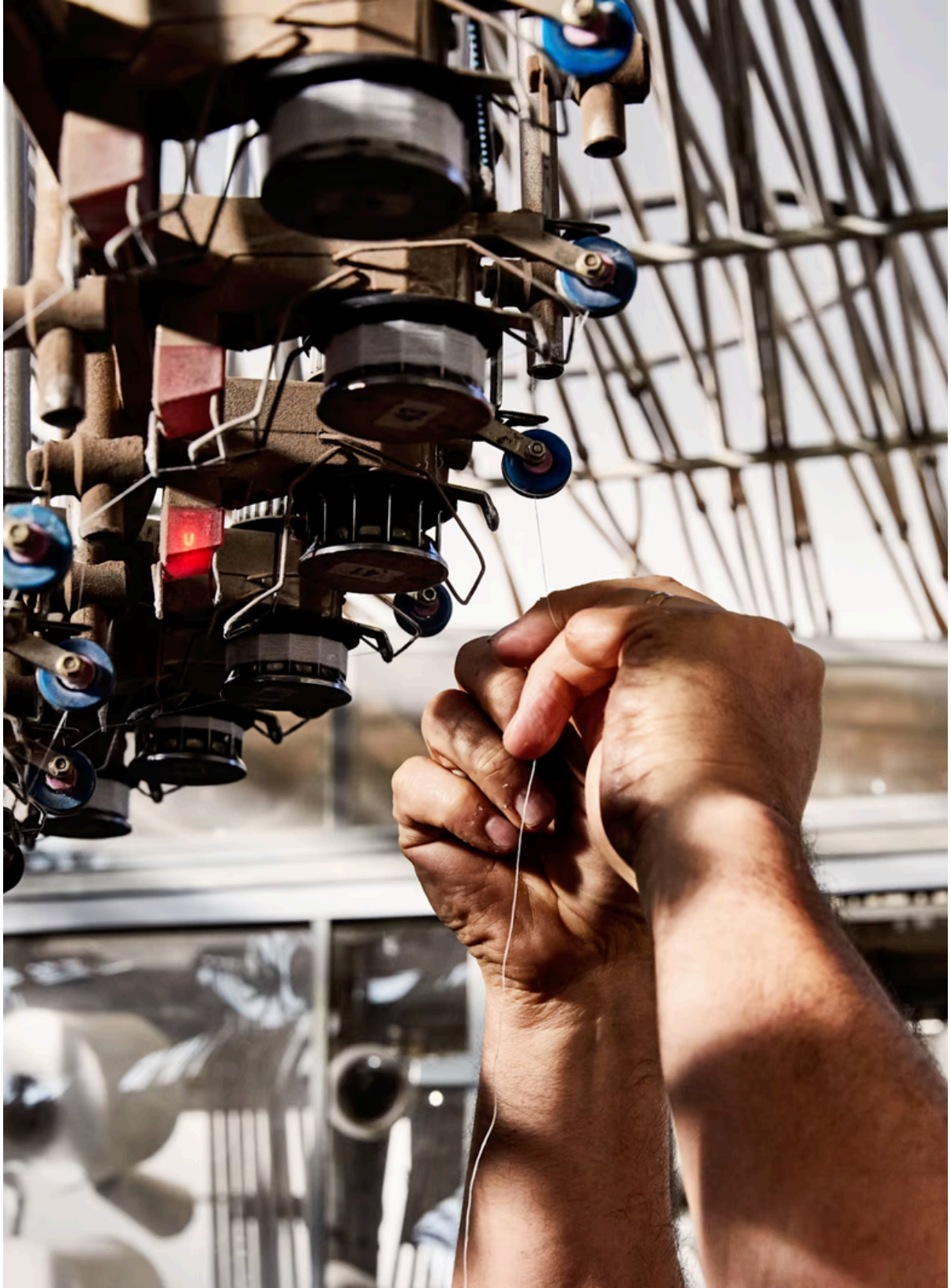
2.68 million meters



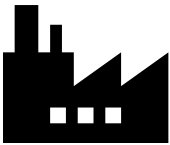
OUR FACTORIES

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.

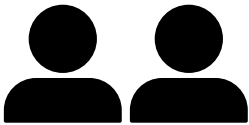
Our supplier base consists of 33 carefully selected factories based in 8 countries on 3 continents. In 2024 the largest share of our production volume came from China (73%) followed by Italy (15%) and Mauritius (2,5%).



8 countries



33 factories



10.098 workers

A close-up photograph of a light beige blazer lapel and a white shirt with a striped tie. The blazer has a textured fabric and a buttoned flap. The shirt is white with thin blue stripes, and a striped tie is visible. A single white button is visible on the shirt's placket.

3. PEOPLE

FRAMEWORK
FOR ETHICAL
PRODUCTION

In order to uphold the 8 standards laid out in the Fair Wear Code of Labour Practises we see a shared and overlapping responsibility between ourselves as brand and our carefully selected suppliers. This framework brings together the elements we have been practicing and imbedding over the years and are the foundation of what we call ethical production.

Since 2007 Suitsupply has been a member of the Fair Wear Foundation who is an important partner that supports us on our journey. Fair Wear has rated Suitsupply as a 'Leader' in their annual Brand Performance Check since 2017, a testament to this commitment.

[Click here to read our latest report](#)

FRAMEWORK FOR ETHICAL PRODUCTION



Protect

We protect human rights in our supply chains.

- Risk management
- Due dilligence
- 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 its to their remediation.

- Corrective action plans
- Social dialogue
- Stakeholder engagement
- Training & education

OUR SUPPLIERS

Direct suppliers

33

Indirect suppliers

10

Homeworkers (Italy & Thailand)

10

% of new factories screened using social criteria

100%

of factories monitored

100%

of factories are based in Europe

39%

Number of assessments conducted in 2024

42

unannounced audits in 2024

0

new corrective action plans

12

% suppliers that have a CBA applied

39

average supplier relationship

9Y

average order capacity

36%



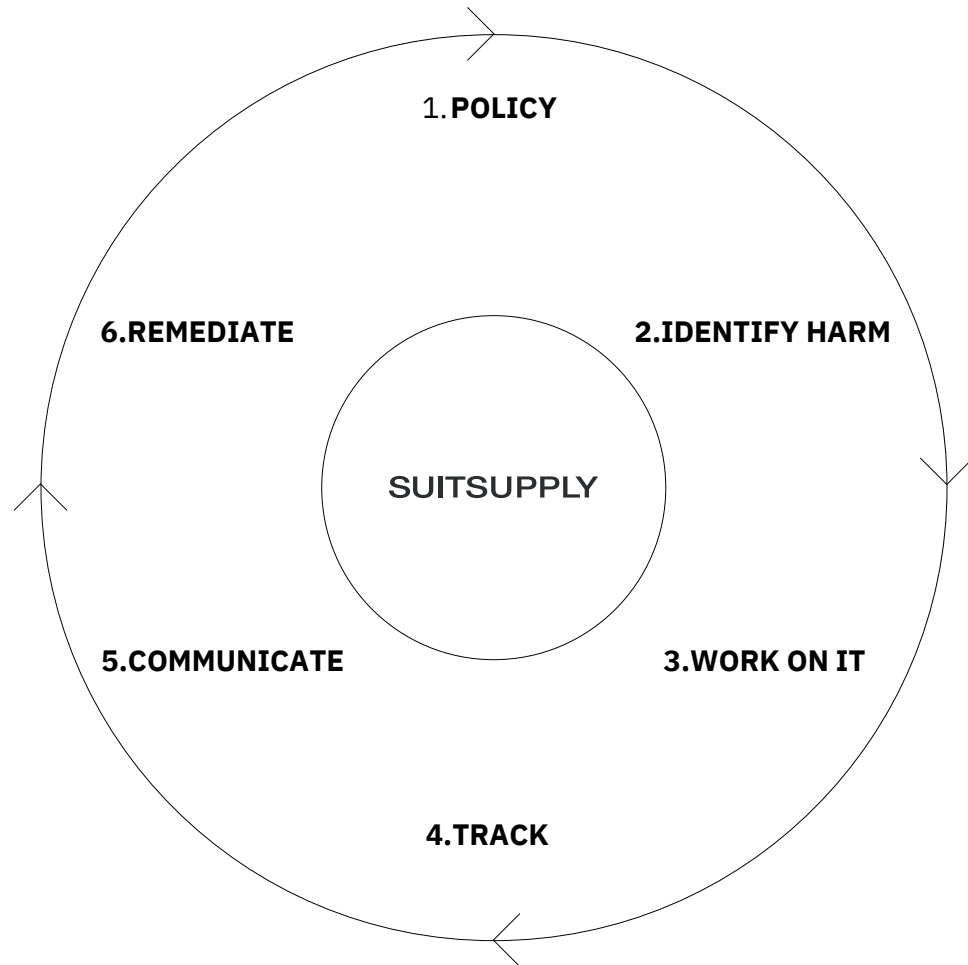
HUMAN RIGHTS DUE DILLIGENCE

Human Rights Due Diligence (HRDD) serves as the foundation of our social responsibility efforts, ensuring that everyone employed by us, our suppliers, or their subcontractors can work in fair, safe, and healthy conditions. We regularly develop mechanisms to identify, address, and prevent human rights violations. This approach allows us to comply with international regulations, uphold our reputation and create visibility into our supply chain.

Our HRDD process follows the six steps outlined in the OECD's [Due Diligence Guidance for Responsible Business Conduct](#).

POLICY

We standardize and imbed the practice of HRDD throughout the organization and supplychain through the use of our policies. We have developed these mentioned in our Responsible Business Conduct Policy (RBC) which guides our business practices and are added to all production agreements with suppliers. Our policies are always build for function and are either implemented accross the board (such as our child labour & forced labour or migrant labuor policies) or serve to address a specific risk we or our suppliers face in certain regions or types of production (such as homeworking).



IDENTIFY HARM

To identify potential human rights violations or other issues in our value chain, we conduct risk assessments that cover our sector, production regions and products. We also perform country and supplier risk assessment to identify where we need the focus to be. This, combined with stakeholder dialogue and input is how we apply a risk based approach to our work.

For example, risk assessments and stakeholder dialogue have highlighted risks that come with the decline in workforce in apparel worldwide. It means that we pay extra attention to both younger and older workers, who are more vulnerable to for example low wages due to low productivity.

WORK ON IT

Suitsupply tries to cease, prevent and mitigate harm through regular supplier visits, assessments, capacity building and facilitating social dialogue. 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.

Suitsupply therefore focuses strongly 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.

TRACK

Performing internal or third-party assessments 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.

We do not see assessments or audits as a stand alone tool, but an important part of our bigger due diligence work.

2024 MONITORING OVERVIEW

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	Workers at Subcontractor Locations	Production Locations	Audits 2024	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



COMMUNICATE

Having a solid HRDD process in place allows us to publicly disclose issues identified in our value chain and encourages us to reflect on our shortcomings and strive for continuous improvement. We do this through publishing our annual responsibility report.

REMEDIATE

Suitsupply sees access to remedy as one of the most important parts of due diligence. It is our position that any labor dispute or finding 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 +10 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.

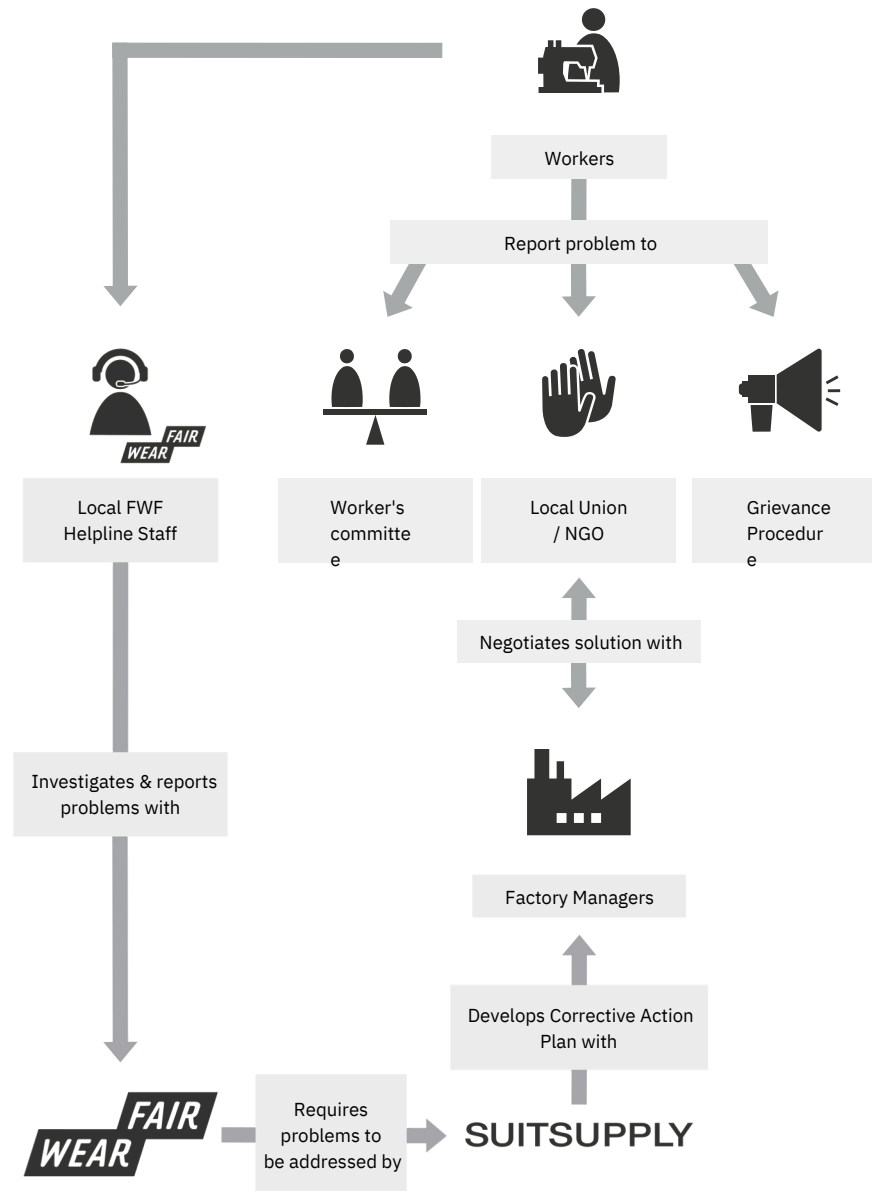
In countries where Fair Wear does not have a local team present to deal with the case management, Suitsupply has implemented the whistleblower system SpeakUp from People's Intouch. Both grievance systems work as independent bodies and speak all local languages. They handle all cases with integrity and 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](#).





88%
of factories have
functioning
internal grievance
mechanisms

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

5
complaints
received, 3 fully
remediated
remediated in
2024

HEIGHTENED DUE DILLIGENCE- MYANMAR

For production in high risk regions, such as Myanmar, Suitsupply follows an extended version of our regular due diligence work.

Heightened human rights due diligence is an enhanced process Suitsupply uses to identify, prevent, and mitigate potential and actual adverse impacts on human rights, particularly in conflict-affected or high-risk areas. It goes beyond standard due diligence by working to proactively assess and address the specific human rights risks associated with our operations, including those related to conflict and instability.

Suitsupply condemns the military coup of February 1, 2021 and support the people of Myanmar in their peaceful protest against the arrests of the de-facto head of government Aung San Suu Kyi and other leading politicians. Military violence against the people of Myanmar must come to an end.

The textile industry is an important economic sector in Myanmar, which secures the income of many families. Over the past two and half years, the garment industry has been among the most affected sectors with more than 150 factories going bankrupt, resulting in job losses for more than 200 000 workers in the garment sector alone.

In order to preserve these jobs and support the local people in their dedication to democracy, we are committed to Myanmar as a production location during the current crisis.

This can only be done as long as we responsibly can uphold our standards to decent working conditions in our supplychains through heightened due diligence. This document lays out the ways in which Suitsupply does this currently, and what the company plans to do in the (nearby) future.

Steps we take in this regard are:

- **Contextual Risk assessment>** periodically reviewed and updated;
- **Pro-active Identification of Impacts>** Suitsupply is not waiting for issues to be addressed to us directly or through our grievance system, but will actively look and reach out based on impacts identified through stakeholders or our risk assessment;
- **Adjusted Stakeholder Engagement>** Heightened due diligence requires a more intensified approach to stakeholder engagement. We therefore engage and interact more frequently with our stakeholders on the ground as well as internationally;

- **Collaborative Monitoring>** Suitsupply includes workers more intensively through quarterly worker representation meetings, including worker bodies in worker grievances and by including worker reps in audits.

In addition, Suitsupply supports Fair Wear's decision to set stricter requirements for production in Myanmar as there are very high risks of labor standards being violated. Suitsupply is assessed annually by Fair Wear with a Brand Performance Check to ensure that the company is meeting all requirements and living up to responsibilities. Audits/assessments are done with independent third party auditors and our own ground staff trained by FWF and by SMART Myanmar.



Who made your clothes?

SUITSUPPLY

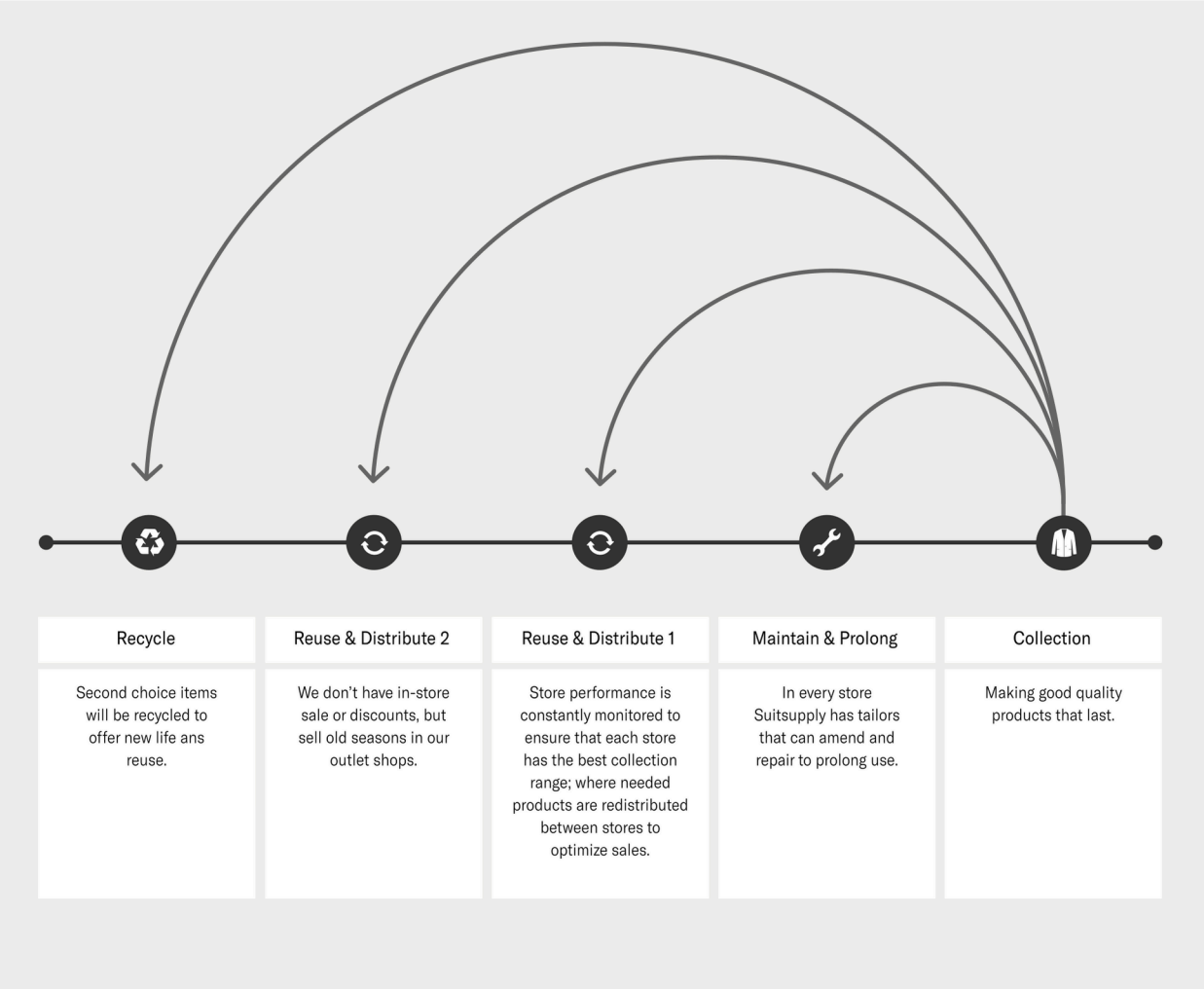
4. PLANET





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

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 50.000 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
- 60.000kg kept out of landfills between 2017-2023
- 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, vegan suit range
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	

Appendix

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 2023
102-51	Date of most recent report	About the Report	2	Suitsupply Sustainability Report 2024
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

Appendix

IND	DESCRIPTIONS	REFERENCE	PAGE #	NOTES
REPORTING PRACTICE				
102-54 with the GRI standards	Claims of reporting in accordance	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	
	103-2: The management approach and its components	Carbon footprint	Resetting baseline in 2025
GRI 305-1: Direct (scope 1) GHG emissions		Carbon footprint	
GRI 305-2: Energy indirect (Scope 2) GHG emissions		Carbon footprint	
GRI 305-3: Other indirect (Scope 3) GHG emissions		Carbon footprint	
GRI 305-5: Reduction of GHG emissions		Carbon footprint	34ff

Appendix

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)	

Appendix

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

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%
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.