

Sustainable sourcing

We work with our customers, suppliers and industry partners to further sustainable sourcing through a three-pronged approach that focuses on managing risk and improving performance in the supply chain, adopting standards and best practices¹, and providing sustainable design, manufacturing, product and packaging options. We aim to meet customer requests for sustainably-sourced materials and products with reduced environmental impact from well-managed factories.

Accelerating the adoption of virtual design and sampling into our sourcing processes is critical to transforming our supply chain to embrace our Three-Year Plan priorities of Speed, Innovation, and Digitalization. Not only are these innovations helping us to share concepts, perfect designs, select materials and tweak product attributes quickly, we avoid environmental impacts from travel and transportation and reduce wastage from sample and product production. We have introduced virtual design and sampling with key customers and look forward to expanding this innovative, effective and sustainable sourcing solution going forward.

Examples of products and packaging that we source with sustainability attributes are outlined below.

Apparel



- Garments that comprise:
 - > Cotton from traceable, certified organic sources, including the Global Organic Textile Standard (GOTS) or the Organic Content Standard (OCS), or that meets the requirements of the Better Cotton Initiative (BCI) Standard
 - > Prepared for Dying (PFD) fabrics that avoid the impacts associated with the dyeing and printing process at fabric mills
 - > Denim processed in facilities that are bluesign®-certified
 - > Linen from certified organic sources
 - > Recycled yarn, polymers, leather and shearling
 - > Yarn comprised of a cotton/polyester blend with the polyester derived from recycled plastic bottles
 - > Wool from traceable sources that meet non-mulesing declaration requirements
 - > Fur-free materials and/or responsibly-sourced angora wool or down feathers
 - > EcoVero™ branded viscose fibers from traceable and sustainable wood sources (FSC® or PEFC® certified) and supply chains that generate significantly lower emissions and water impact than conventional viscose in the production process
 - > TENCEL®, a Lyocell fiber produced from sustainably-harvested wood in a closed loop, water-efficient process
 - > Teflon EcoElite™ water-repellent, a non-fluorinated fabric treatment that is manufactured with 60% renewably- sourced raw materials
 - > Hangtags made of recycled paper and care labels made of recycled tape
- Garments that are shipped in polybags from recycled materials and/or are shipped in a “flat pack” without the use of hangers
- Leather for clothing, shoes, wallets, covers and pouches produced from tanneries that are audited against the environmental responsibility practices of the Leather Working Group
- Low-impact finishing, including durable, water-repellant finishing that is free of perfluorinated chemicals (PFCs)
- Wet processing facilities that are certified to meet Appendix 6 of STANDARD 100 by OEKO-TEX®, are zero liquid discharge effluent treatment plants and/or meet the wastewater/sludge testing requirements in support of customers’ commitments to Greenpeace’s Detox campaign
- Using industry-developed detox guidelines for our private label group’s apparel and footwear suppliers, to systematically monitor, reduce and eliminate hazardous chemical substances

¹ This includes ensuring compliance with relevant health and safety, advertising, labelling and privacy requirements relating to products sourced for our customers and following up on any matters of redress.

Beauty Products



- Items that are biodegradable, not tested on animals and free of silicones, sulphates, parabens and colorants
- Products that meet industry standards and incorporate ingredients such as community trade olive oil, shea butter and brazil nut oil, RSPO-certified palm oil derivatives (Palm oil derivatives certified under the Roundtable for Responsible Palm Oil (RSPO)'s mass balance or segregated models), organic babassu oil, fine sugar and rosehip oil in formulation design, or are HALAL certified.
- Our manufacturing facility in Trowbridge uses raw materials certified to the Soil Association's organic standard and in 2017, was accredited to RSPO and purchased and used 38 tonnes of certified organic and 67 tonnes of community-traded raw materials, in total an increase over the 74 tonnes in 2016
- Product packaging and carton board that is Forest Stewardship Council™ (FSC™) -certified
- Wet wipes that comprise 100% cellulose fabric and are dispersible and biodegradable
- Toothpaste that was the first to be certified as organic in the world under the Oregon Tilth certified organic (OTCO) program; our manufacturing facility in Tonawanda also is a member of Oregon Tilth and is a FDA-registered manufacturing facility. The facility manufactures a variety of products with OTCO Certification Acknowledgement, which are declared by Oregon Tilth to be in compliance with the NSF/ANSI 305 Organic Standards program, as well as products that meet the Natural Products Association (NPA) Natural Standard, certifying that they contain natural/biodegradable ingredients, are manufactured with appropriate processes to maintain ingredient purity and have environmentally-responsible packaging
- Additionally, we continue to work with a customer on a dedicated product stewardship program that assesses and improves the sustainability of products, packaging and manufacturing processes

Household and Other Items, Furniture and Packaging



- Household items, furniture and packaging made from wooden/ paper materials that are recycled, FSC or Programme for the Endorsement of Forest Certification (PEFC)-certified, and meet the chain-of-custody requirements of the European Timber Regulation (EUTR) where applicable
- Household items, utensils and furniture made from natural materials and fibres ranging from bamboo, roots and branches of organic teak wood and wood from spent rubber trees, to banana bark and water hyacinth
- Gadgets made of recycled plastic and photo frames comprising recycled polystyrene foam, with recyclable packaging
- Packaging, luggage and other items using polyethylene terephthalate (PET) instead of polyvinyl chloride (PVC), polypropylene (PP), polycarbonate (PC) or acrylonitrile butadiene styrene (ABS), as well as PVC-free packaging material for polybags, clips, gum tape, strings, collar inlays and zippers
- Low-impact finishing, including PFC-free water repellent agents, during fabric processing for camping tents and sleeping bags
- Reporting to customers on the processes in place and supplier compliance in meeting legislative requirements related to chain-of-custody requirements for wood products² and components containing reportable minerals³ and required testing standards, such as BIFMA⁴ for furniture. This includes conducting product risk and traceability assessments for customers by raw material categories

² As per the United States' Lacey Act of 1900.

³ As per the United States' Dodd – Frank Wall Street Reform and Consumer Protection Act of 2010.

⁴ Business and Institutional Furniture Manufacturers Association (BIFMA).