



Sustainability
report 2021



XANDRES

BELGIUM

Name and location of the organisation

Xandres NV
Nijverheidsstraat 20
9070 Destelbergen
Belgium

Reporting scope

The information, figures and ambition in this report concern Xandres' activities in Belgium and cover the company's vision, policy, realisations and ambitions regarding sustainability.

This report represents our key ambitions to design, produce and distribute our clothing more sustainably.

Reporting period and frequency

Publication date: 15/12/2024

This report is the first sustainability report published by Xandres. In the past five years, the company disclosed sustainability efforts via the non-financial reporting of parent company 'Damartex Group'.

Xandres will continue to provide information via Damartex's annual reporting, but as of 2024, we will also provide more in-depth information on a company level via this biannual report.

The figures represent the past fiscal year (01/07/20–30/06/24), covering two seasonal collections (autumn-winter '20 and spring-summer '24) and the non-seasonal Essentials collection and non-seasonal corporate clothing for the same period. This report provides a baseline measurement and includes ambitions for our 'CSR to-do list'.

For questions regarding this report

sustainability@xandres.be

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Message
from the
Managing
Director

Patrick *Desrumaux*



If you are reading this report, I'm sure there is no need to convince you of the importance of sustainability in the fashion industry. With climate change showing its impact on our planet and the people on it, it is clear that we need to step up our game—and that is exactly what we aim to do in the coming years.

When we started working on sustainability a couple of years ago, we asked ourselves what sustainability means to us as a company. We quickly realised that some of the key aspects of sustainability were already at the heart of our brand. From the start of our clothing company in 1927, quality and longevity have been key. We are a brand with a strong belief in **durable pieces that eventually become wardrobe favourites**—clothes you love to live in and a brand you love to work for. We are extremely proud that the people who work at Xandres often spend their entire careers with us, passing on knowledge and expertise from one generation to another, making this possible.

However, we also realise that we need to do more if we want to create change and build a better future. **We have to push our limits**. To that end, we are developing a plan to make our production process and company as sustainable as possible.

We are well aware that **we are not an eco-brand**, and we do not claim to be one. We are taking it step by step and trying to transform one day at a time, working together with companies and brands from which we can learn when it comes to circularity and sustainability.

That is also why I want to stress the key word in this first sustainability report: **honesty**. With this report, we want to share our efforts and ambitions and our challenges and pitfalls with you. We want to give you a clear view of where we are today and what we aim to achieve in the coming years.

Lastly, this report is not only a message but also a question from us to you. By publishing this report, **we ask you to challenge us**, ask questions, and join us on this journey. We ask you to push us even further and be patient at the same time. We are in this together.

“I AM INCREDIBLY ENTHUSIASTIC TO SEE HOW WELL XANDRES IS INCORPORATING THE GROUP’S CSR GOALS INTO ITS OWN STRATEGY AND HOW THEY ARE CONTRIBUTING TO THE *SUSTAINABILITY EVOLUTION OF THE DAMARTEX GROUP.*”

Patrick Seghin
CEO of Damartex Group



The *Heritage*

About Xandres

Activities

Xandres NV is a Belgian fashion company with a rich history of producing qualitative women's garments in sizes 34-56. In 2016, the French Damartex Group took over Xandres' activities. Xandres has two sub-labels with a unique focus and a tailor-made approach.

Fashion

Xandres: an inclusive women's fashion brand for sizes 34-56

Xandres Essentials: timeless fashion for women, exceeding the seasons and trends

Corporate clothing

Corporate clothing for B2B customers

(e.g. Brussels Airlines and the Belgian Railways - NMBS, Securitas, Avia Partner)

History

Each brand represents high quality thanks to the know-how and expertise passed on and built up for almost a century.



- 1927** Founding of Andries & Co in Destelbergen, Belgium (work clothing)

- 1968** Birth of the Andres brand by Lieve and Jan Andries, a stylish and timeless collection of trousers

- 1974** Transformation to a 'total look' collection

- 1997** Andres gets renamed to Xandres

- 2002** Launch of Andres Corporate Fashion, uniforms for companies

- 2016** The French Damartex Group takes over Andres NV's activities

- 2020** Andres NV labels become Xandres NV

Business model

Xandres is distributed via different channels:

Retail

14 company-owned stores in Belgium,
1 in the Netherlands

Online

online store

Wholesale

> 150 brand stores in the Benelux

Corporate fashion is designed and developed on demand, tailored to the client's wishes (B2B).

Values



Elegant

You don't need to be flashy. Xandres prefers a more elegant way of moving forward.



Inclusive approach

Xandres is committed to the female figure in all shapes and sizes (34-56) with a tailored approach.



Affordable luxury

Xandres offers premium fashion in an affordable segment.



Timeless class

50 years of craftsmanship that translates to a strong and timeless design.



Inspirational

A legacy of knowledge and expertise that inspires women.



Self-confident

Xandres enhances the power of a modern-day woman.

Key processes

A combination of different business units represent the key processes within Xandres NV:

Management

Finance & accounting

Sourcing & production (procurement of fabrics, accessories and finished products)

Design (design of the collections)

Marketing (online and offline communication and marketing of the brands)

Sales

- Retail (sales via company-owned stores)
- Wholesale (sales via multi-brand stores)
- Online sales (sales via digital channels)
- Customer Support (follow-up on consumers and wholesale customers)

Logistics (transportation from production locations to warehousing and stores/consumers (online))

Atelier (Xandres is one of the few Belgian fashion houses that still owns a production atelier, which is currently mainly used for alterations, adaptations, prototyping and repairs)

Sustainability (CSR, sustainability and circularity in the company and on a product level)



Personnel & strategic partners

Xandres NV has 108 employees (50 full-time and 58 part-time positions), based partly in Destelbergen (head office) and partly in the stores.

Xandres clothing is designed in Belgium. For production, Xandres works with trusted suppliers as key strategic partners in Europe and the far East.

Sustainability at the heart of Damartex

Xandres has been part of the Damartex Group since the end of 2016. Corporate social responsibility (CSR) and sustainability are important to the French fashion group. Damartex highlights three priorities in its Change Our World action plan. Xandres' sustainability strategy also fits into this broader framework.

1



Changing for our planet: attention to the environment by focusing on sustainable production, less waste and less packaging.

2



Changing for more ethics: respect for people and fair working conditions.

3



Changing for more solidarity between generations: stimulating more solidarity between generations.

This report is the first sustainability report published by Xandres, but the company has disclosed its sustainability efforts via Damartex's non-financial reporting in recent years.

The CSR report can be downloaded directly from the Damartex website.



“AS WE BELIEVE THAT BUSINESS AND SUSTAINABLE DEVELOPMENT HAVE BECOME INSEPARABLE, WE WANT TO PLACE CSR *AT THE HEART OF OUR MODEL*. OUR AIM IS NOT TO CHANGE THE WORLD BUT TO *MAKE A CONTRIBUTION*. WE ARE PROUD TO SEE HOW COMMITTED XANDRES IS TO CONTRIBUTING TO THE SUCCESS OF THE GROUP’S AMBITIONS.”

Joséphine Biernacki
CSR Director at Damartex Group

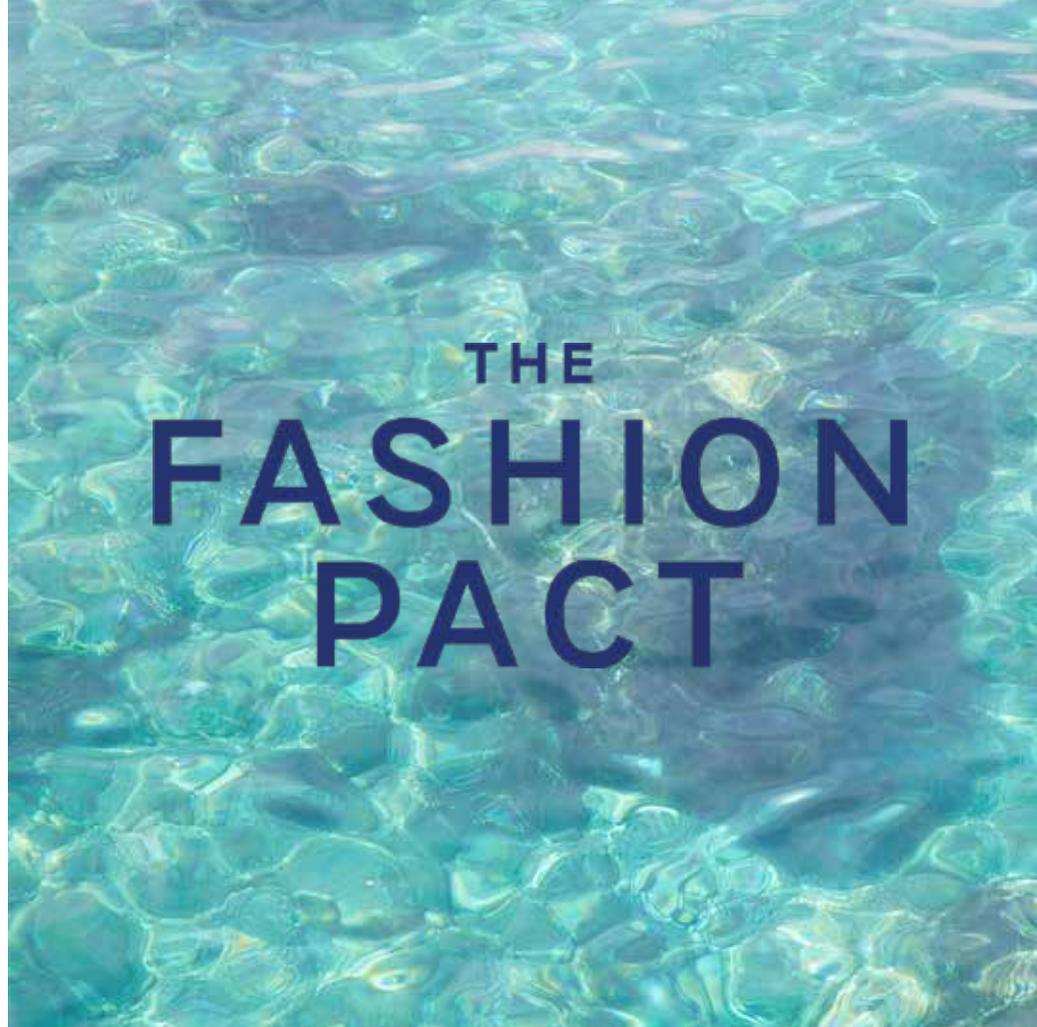
Xandres is a member of the Fashion Pact

Damartex Group is a member of The Fashion Pact. Xandres is, by extension, also part of this global coalition of companies in the fashion and textile industry that set three important environmental goals: prevent global warming, restore biodiversity and protect the oceans. The pact has been signed by major sports brands such as Adidas and Nike, chains like H&M Group and Mango, and renowned design brands like Chanel, Hermès & Stella McCartney.

What is our commitment under The Fashion Pact?

- 1** Eliminate all problematic and unnecessary plastics in B2C packaging by 2025, and in B2B packaging by 2030.
- 2** Ensure that half of all plastic packaging for B2C consists of 100% recycled material by 2025; 2030 is the target date for B2B.

Less plastic means less waste in our oceans. Did you know that the oceans produce 50% of the world's oxygen? And that the oceans absorb 30% of the CO₂ produced by human activities?



Oceans = life!



For *our*
Future

Xandres invests *in our future*

Sustainable fashion is not just a buzzword at Xandres. Quality and timelessness are embedded in our DNA. Craftsmanship has been key since the foundation of our clothing company in 1927. When we started Andres with our brand of women's trousers in 1968, our fits were legendary. Our focus on fit and our years of expertise in fabrics and clothing help us make a difference today. As a Belgian fashion house for women, we create timeless clothing of impeccable quality: fashion to be cherished!

We don't just look back at our rich past; we also like looking ahead. We want to build a bright future and do more—push our limits—because we know that the fashion industry is one of the most polluting sectors in the world, and we do better for people and nature.

To achieve that, we are developing a plan to make our entire production process—from yarns and fabrics to the garment in your wardrobe—as sustainable as possible. And even after that, we are your partner in crime to make sure you can enjoy your favourite clothes for as long as possible. We have developed a Repair & Care programme and want to complete the circle in due course.

“IN THIS DAY AND AGE, IT IS MORE RELEVANT THAN EVER TO TAKE SUSTAINABILITY AT HEART. THERE IS NO WAY TO BE FUTUREPROOF AS A COMPANY IF YOU DON’T ENGAGE AND INVEST IN CORPORATE SOCIAL RESPONSIBILITY. THAT’S ALSO THE REASON WHY I BELIEVE XANDRES IS REINVENTING ITSELF IN THE BEST WAY POSSIBLE: BY LOOKING AHEAD AND STAYING TRUE TO ITS HERITAGE AT THE SAME TIME.”

Filiep Blontrock
Board of Directors Xandres



Good governance

Sustainability approach

Our sustainability approach is based on good governance that is structurally embedded in the organisation and is communicated transparently to internal and external stakeholders.

Sustainability as a key role embedded in the organisation.

We believe in a clear vision, a solid strategy and investment in the capacity for operational follow up.

In 2021, Xandres hired a sustainability coordinator and set up biweekly meetings with a sustainability core team, which included stakeholders from throughout the organisation.

The sustainability team consists of seven people covering several key departments:

1. Managing Director
2. Sustainability Coordinator
3. Sourcing, Buying and Production Director
4. Production Manager
5. Marketing Manager
6. Digital Transformation Manager
7. Designer

Internal communication and knowledge building

Xandres also invests in knowledge sharing and education throughout the company via:

Participation in webinars, events, information sessions
(min. 4 per year)

Internal knowledge sharing

- Minimum 1 update session to all personnel per year
- Minimum 2 information sessions for retail personnel/
shop managers per year
- Minimum 2 information sessions for the design
department per year

External communication and transparency

Along with internal communication, Xandres is aware of the importance of external communication to its customers and other stakeholders. That is why a separate section was created on the website in 2021, covering our sustainability policy and communication on the six pillars in our 'for our future' programme. The website will be updated and expanded with one aim: increased transparency regarding our sustainability efforts.

“MARKETING & SUSTAINABILITY ARE A COMPLEX DUO. WE FIRMLY BELIEVE THAT TRANSPARENT AND HONEST COMMUNICATION IS THE KEY TO GETTING OUR CUSTOMERS INVOLVED. WE SHUN GREENWASHING. HOWEVER, IT IS A CONSTANT BALANCING ACT: PROVIDING OUR CLIENTS WITH ENOUGH INFORMATION TO GET THEM ON BOARD BUT NOT SO MUCH THAT THEY ARE OVERWHELMED.”

Cheryl Krekels
Marketing Manager

Our *six* pillars

Xandres opts for a better future, and that is why we defined six pillars on which we will be working in the coming years. In this report, we will guide you through them and show you

What we do now

What we'll do in the future



1

**SUSTAINABLE
MATERIALS**



2

**QUALITATIVE
CLOTHING
AND TIMELESS
DESIGNS**



3

**RELIABLE
PRODUCTION
PARTNERS**



5

**ENDLESS REPAIR
AND AWARENESS
CONCERNING CARE**



4

**LOWERING THE
IMPACT OF
GETTING OUR
CLOTHES TO YOU**



6

**INNOVATION
IN OUR
XANDRES LAB**



materials

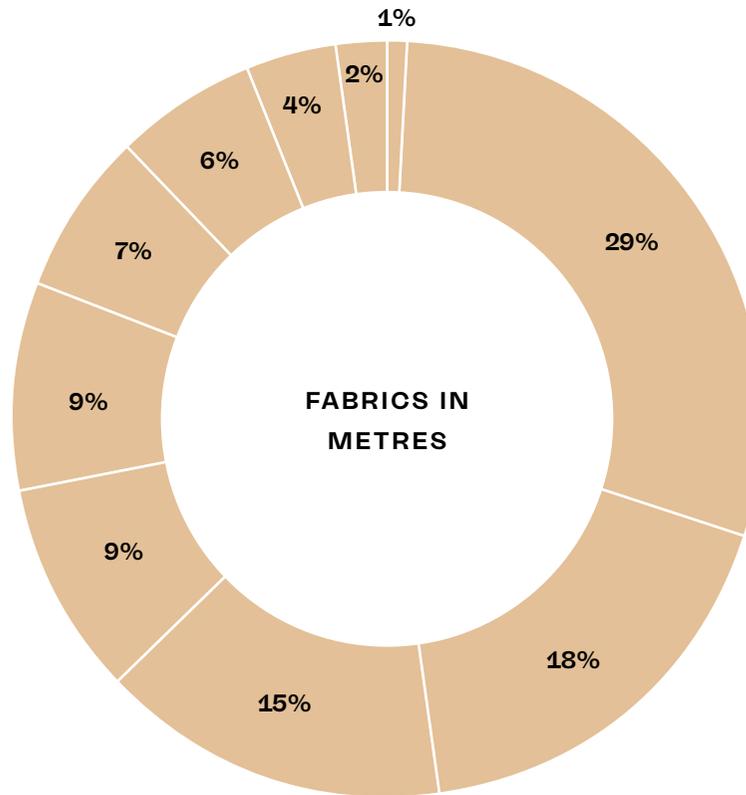
Goal

We work with sustainable materials that are safe for people and planet.

What we do now →

Where do we source our materials?

When it comes to directly sourced materials, we consciously buy our fabrics and materials from a limited number of suppliers in a limited number of countries, such as Italy, Bulgaria, China, Portugal and Japan. In this way, we try to retain control of the chain.



- 29%** Italy
- 18%** Bulgaria
- 15%** China
- 9%** Portugal
- 9%** Japan
- 7%** UK
- 6%** South Korea
- 4%** Turkey
- 2%** Poland
- 1%** Morocco

*42 suppliers
& 11 countries*

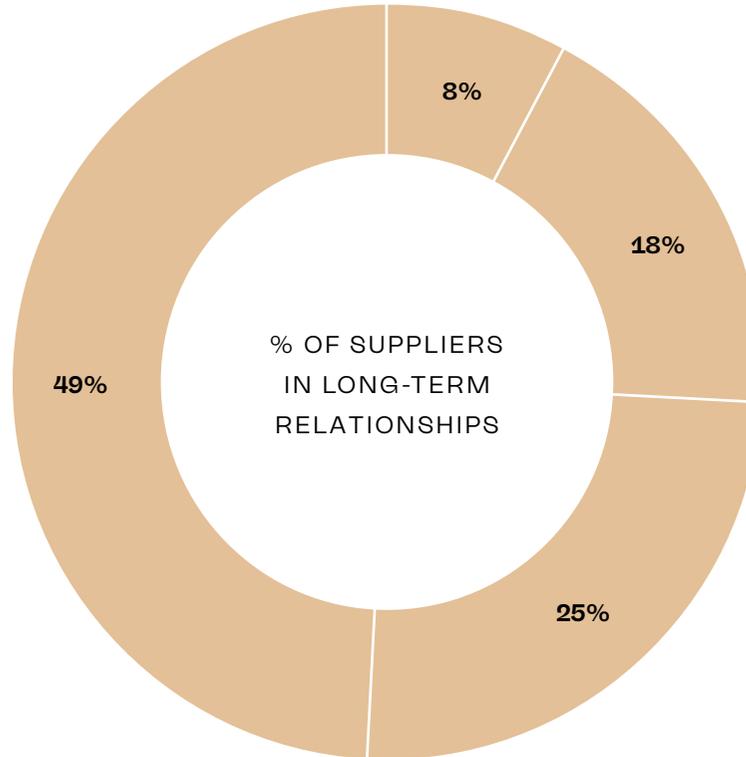
Our partners sign our Code of Conduct

Our partners sign a Code of Conduct to guarantee good working conditions. The Code defines minimum standards for ethical and responsible behaviour that must be met by the Production Sites and suppliers of the products commercialised by Xandres in its business. It is based on the general principles of Corporate Social Responsibility (according to ISO 26000, ISO 20400 and GRI) and is in line with Xandres' CSR principles. The full Code of Conduct is available on Xandres' website and takes into account specific principles for socially responsible supply chains:

- 1** No forced labour
- 2** No child labour
- 3** No discrimination
- 4** Respect for freedom of association and collective bargaining
- 5** No harsh or inhumane treatment
- 6** Safe and hygienic working conditions
- 7** Wages are paid
- 8** Working hours are not excessive
- 9** Traceability of production
- 10** Health and Safety of products
- 11** Environmental awareness
- 12** Legal compliance
- 13** Verification of compliance
- 14** Code implementation

We invest in *long-term relationships*

In our aim to work with reliable partners, we not only want to focus on auditing and certification, but we also believe in strong long-term relationships. Those relationships enable us to work together respectfully, start conversations and look for a more sustainable way of working together.



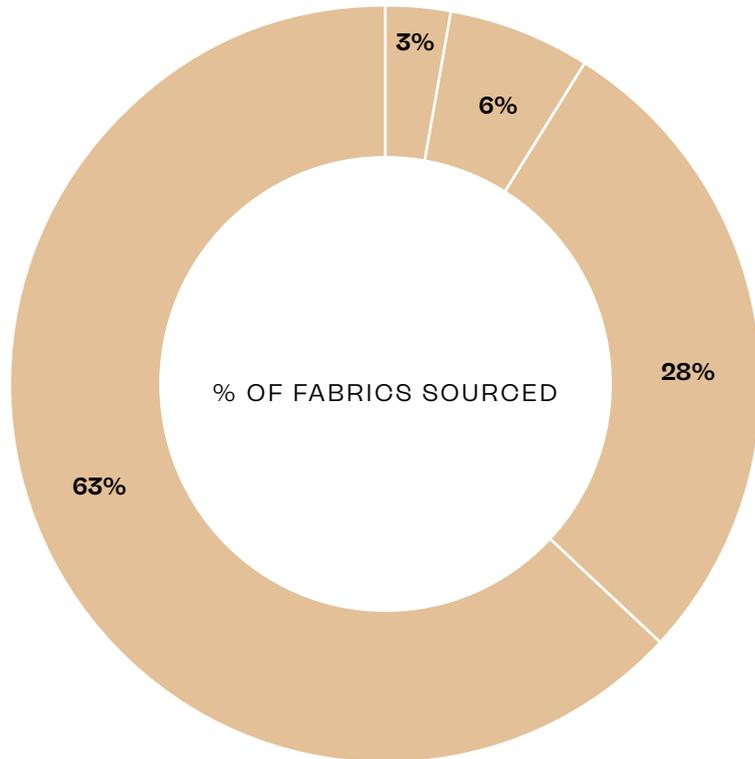
Fabric suppliers for our fashion collection

We have been working with nearly 75% of our material suppliers* for over five years—half of them go back as far as ten years.

Years of collaboration

49%	> 10 years
25%	> 5 years
18%	> 2 years
8%	< 2 years

* For items for which we source our materials directly

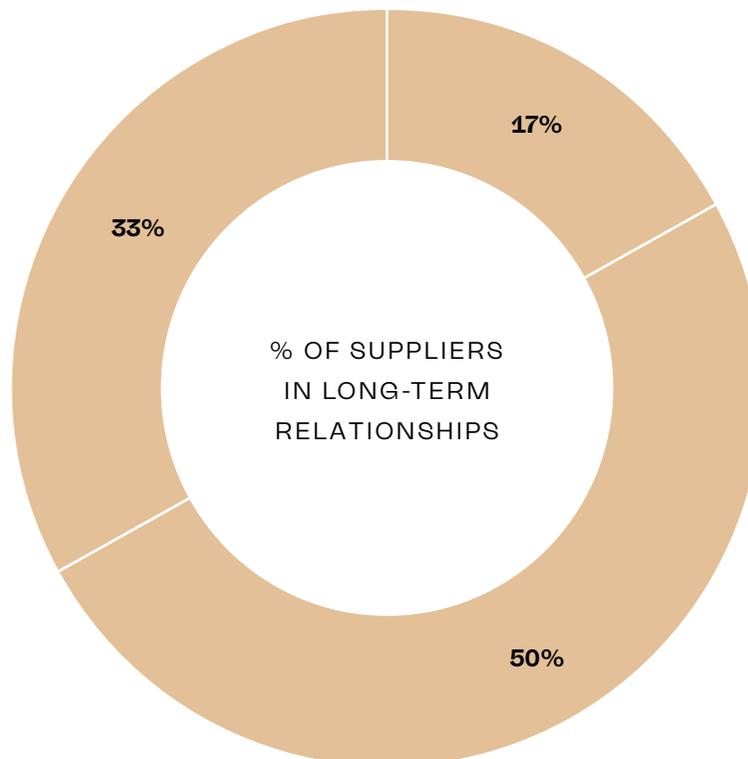


In volume (metres of fabric bought), our > 5-year fabric suppliers represent more than 90%.

Years of collaboration

- 63%** > 10 years
- 28%** > 5 years
- 6%** > 2 years
- 3%** < 2 years

What we do now



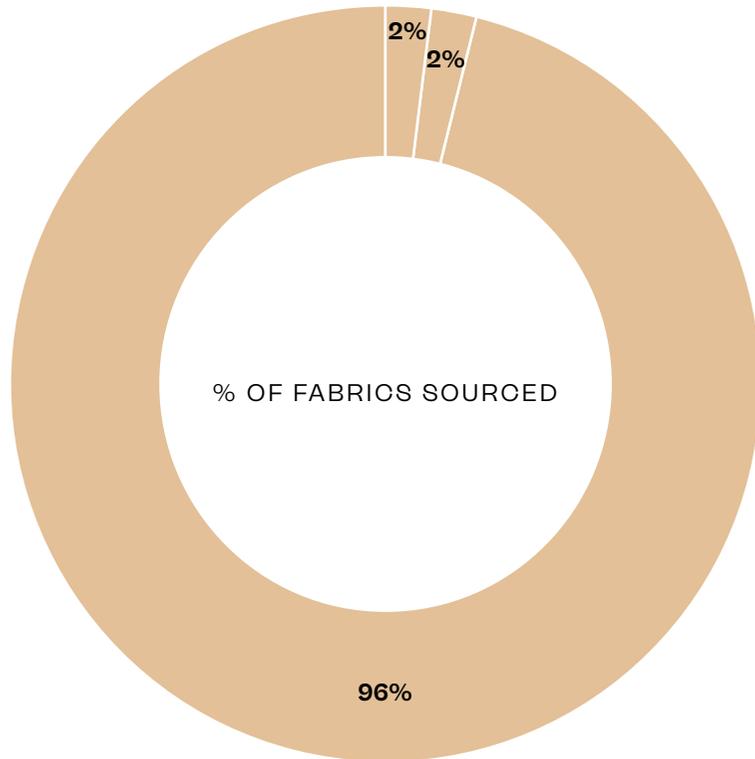
Fabric suppliers for our corporate collection

We have been working with nearly 85% of our material suppliers* for over five years—a third of them go back as far as ten years.

Years of collaboration

33%	> 10 years
50%	> 5 years
17%	> 2 years
0%	< 2 years

* For items for which we source our materials directly



Years of collaboration

96%	> 10 years
2%	> 5 years
2%	> 2 years
0%	< 2 years

We choose *quality* and ban harmful chemicals

We focus on high-quality fabrics first (with a testing procedure in place).

We request and check technical data sheets and Oeko-Tex certificates for our raw materials to ensure there are no harmful chemicals in our collections.

We have an *animal welfare policy* in place

As defined in our Supplier Framework, we have an animal welfare policy in place (which forbids the use of fur, angora or hides/leathers from exotic animals).

“QUALITY HAS ALWAYS BEEN KEY TO US. IT IS AT THE HEART OF OUR COMPANY AND PROCUREMENT PROCESS. EACH FABRIC WE SELECT HAS TO LIVE UP TO OUR STANDARDS. WE HAVE AN EXPERIENCED TEAM TO MAKE SURE *THE RIGHT QUALITY LEVELS* ARE MET. IN THE FUTURE, WE WANT TO MAKE THIS MORE MEASURABLE, ENABLING US TO REPORT ON IT CLEARLY AS WELL.”

Katrien Kennis

Sourcing, Buying and Production Director



materials



What we'll do in the future →

We will continue investing in *long-term relationships*

Status Fashion: 75% of suppliers > 5 years
Corporate: 85% of suppliers > 5 years

Target 2023
Fashion: 75% of suppliers > 5 years
Corporate: 90% of suppliers > 5 years

2025
Fashion: 75% of suppliers > 5 years
Corporate: 90% of suppliers > 5 years

Have all our suppliers sign the *Code of Conduct*

Status 80% of our suppliers have signed our CoC

Target 2023
100% of our suppliers have signed our CoC



We aim to increase the number of partners with *Oeko-Tex certification* to guarantee safe materials and no harmful chemicals

Status	Not tracked yet
Target	2023 40% of suppliers are Oeko-Tex certified*.
	2025 60% of suppliers are Oeko-Tex certified*.

We aim to increase the use of *sustainable materials* (as defined in our new supplier framework)

Status	Not tracked yet (new framework)
Target	2023 Average score of 3
	2025 Average score of 2.5

We aim to increase the number of ‘*audited factories*’

Status	Not tracked yet (new framework)
Target	2023 25% audited factories
	2025 50% audited factories

* Partners who are not Oeko-Tex certified are asked to sign a declaration of conformity to REACH-regulation.

More information on the implementation of our ‘*framework for responsible sourcing*’

We have developed a framework for responsible sourcing to push things further.

With this framework, we want **to increase the use of ‘sustainable materials’**.

The framework provides a clear definition of what these sustainable materials are, accounting for:

- social and environmental aspects;
- product level and supplier level.

We strive to increase the use of sustainable materials as defined in our Material Matrix year by year and will report on the progress biannually. The aim is to get as close as possible to a score of ‘1’, keeping in mind that Category 1 means best-in-class materials. Category 2 materials are also considered sustainable.

For more detailed information on our framework for responsible sourcing and the Material Matrix, consult the annexes at the end of this report.



With this framework, we also want to **increase the number of 'audited factories'**.

We track the number of factories audited by a certification body.

We track audits on social compliance and eco-friendliness of the production sites.

Certification accepted for validation as 'audited factory' by Xandres:

- For social compliance (PEOPLE): ICS, BSCI, SA8000, Fair Wear Foundation, STeP by OEKO-Tex, B Corp, SMETA
- For eco-friendliness (PLANET): ISO14001, STeP by OEKO-Tex, B Corp

We focus on these management systems because they look at a company's management and strategy instead of just one product, and because they stimulate action to improve sustainable entrepreneurship.

Our preferred suppliers are either long term relationships located in Europe which we visit regularly, or new suppliers or suppliers in the Far East, for which we prefer to work with certification systems instead.

2



design

Goal

We design timeless, high-quality clothing that is made to last.

What we do now →

Essentials

We do not produce fast or disposable fashion but focus on quality and timeless clothing. We also limit the amount of textile waste through smart choices by our design team.

Our rich history of craftsmanship and our expertise on fit have led to the development of our Essentials collection, which offers the perfect basic items for a wardrobe with staying power. This timeless, quality clothing is permanently available and never on sale.

“AS A DESIGNER, COMBINING TIMELESSNESS WITH ‘FASHION’ CAN SOMETIMES BE A CHALLENGE— IT SEEMS TO BE A CONTRADICTION AT ITS CORE. WE STRIVE FOR A *GOOD BALANCE OF TRENDINESS AND TIMELESSNESS* IN OUR COLLECTION. OUR ESSENTIALS ARE A GOOD EXAMPLE, AS THEY PROVIDE THE BASICS YOU NEED AND CAN BE *CHERISHED FOR A LIFETIME.*”

Olivier D’hauwe
Designer

2



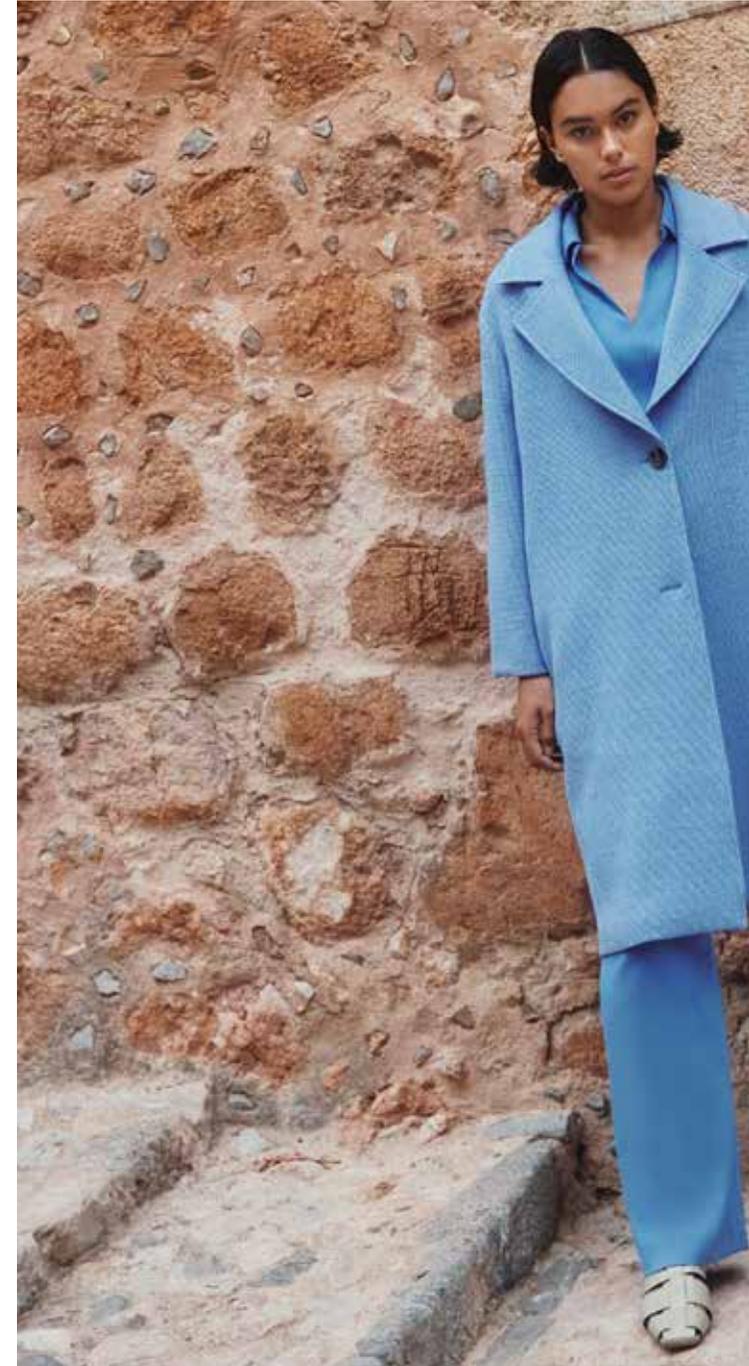
design



What we'll do in the future →

Knowledge is power, so we will be developing a measurable quality framework that will enable us to map out the characteristics of a quality design. We also conduct research in our Xandres Lab (pillar 6) and collaborate with sustainable designers and circular start-ups to gain new insights into timeless and quality design.

This helps us design not only the Essentials but the entire collection with an eye for sustainability. We aim to make our Essentials collection more sustainable on a material level in the coming years (guided by our Material Matrix).





What we'll do in the future

FOR OUR FUTURE — *QUALITATIVE CLOTHING AND TIMELESS DESIGNS*

Target

2023

Have a measurable Quality Framework & Policy in place by 2023

Feasibility study of more sustainable materials

2025

Have a first report on the Quality Framework & Policy by 2025

Replace 50% of the materials used in our Essentials collection with more sustainable alternatives as defined in our Supplier Framework and Material Matrix by 2025



production

Goal

We work with reliable
production partners compliant
with social and ecological
legislation and communicate
about our partners
transparently.

What we do now →

Our *Destelbergen studio*

We are one of the only fashion houses in Belgium with an in-house team of talented tailors. They take care of the repair and alteration of garments at our studio in Destelbergen.

Our facility in Destelbergen (where the Xandres head office and the atelier are located) received an EcoVadis Bronze medal in 2021. Our score was higher than or equal to 58% of all companies rated by EcoVadis.

About EcoVadis:

Since its founding in 2007, EcoVadis has grown to become the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 75,000 rated companies. The EcoVadis sustainability assessment methodology is at the heart of the Ratings and Scorecards and evaluates how well a company has integrated the principles of Sustainability/ CSR into their business and management system. Its methodology includes an evidence-based assessment by international experts and focuses on excellence through continuous improvement.

The methodology is built on international sustainability standards, including the Global Reporting Initiative, the United Nations Global Compact, and the ISO 26000, covering 200 spend categories and 160+ countries.



The Sustainability Scorecard illustrates performance across 21 indicators in four themes:



Environment



Ethics



Labour & Human Rights

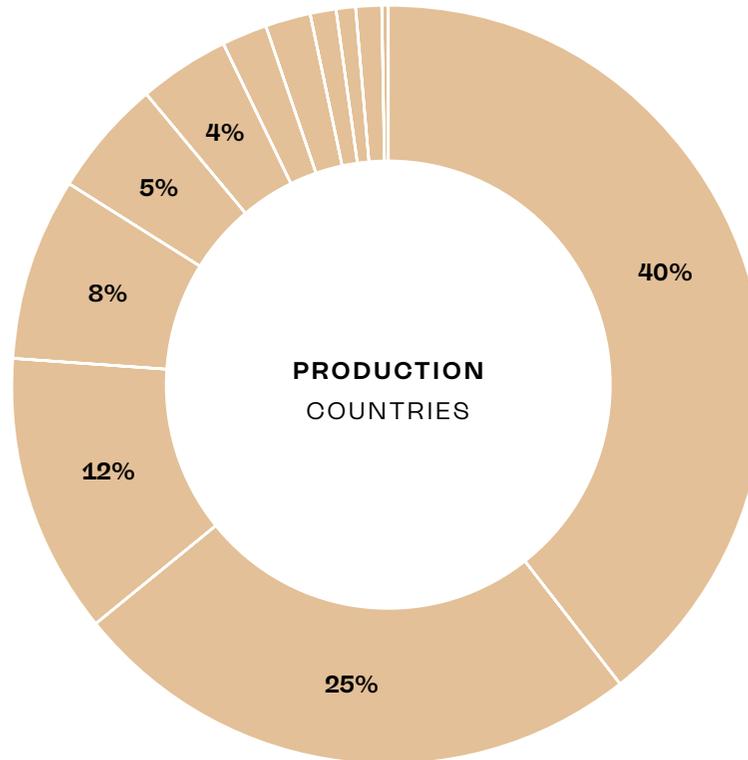


Sustainable Procurement

Our production partners

Where do we produce?

We work with a limited number of permanent foreign production partners.



40% Macedonia

25% China

12% Portugal

Production partners for our fashion collection

We mainly work with partners in Macedonia (40%), which we visit regularly. Other important producing countries are Portugal, China and Italy, which, together with Belgium, account for a further 50% of our production output.

8% Italy

5% Belgium

4% Tunisia

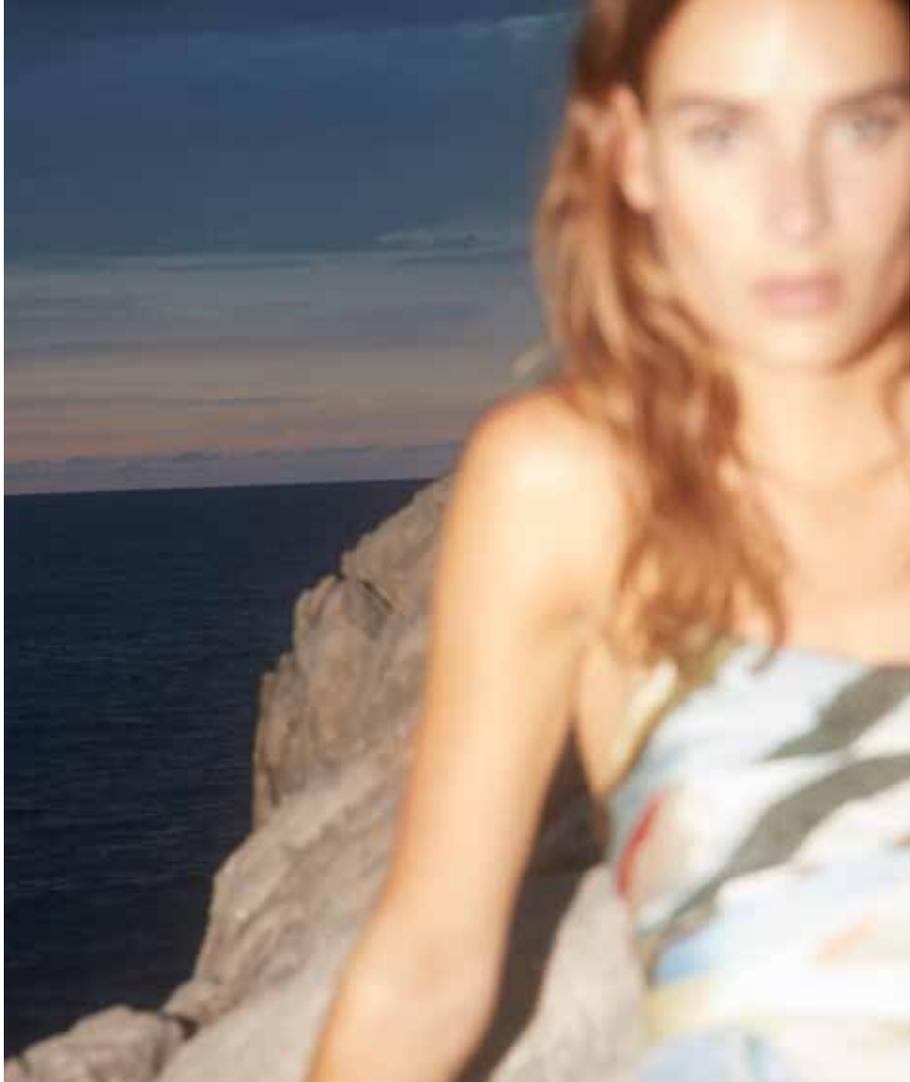
2% Bulgaria

2% The Netherlands

1% India

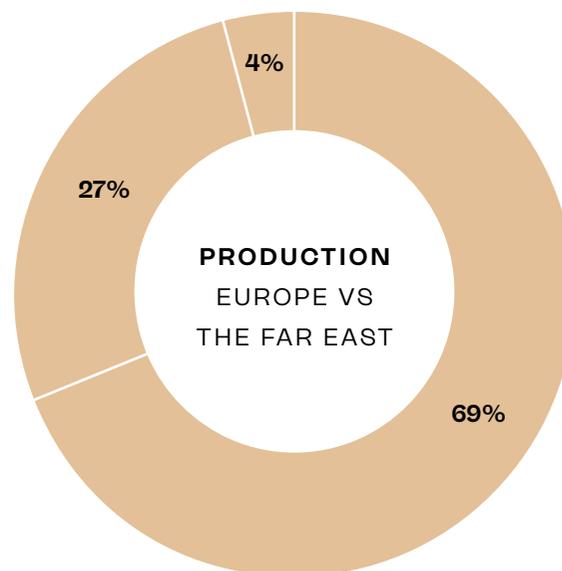
1% Poland

1% Nepal



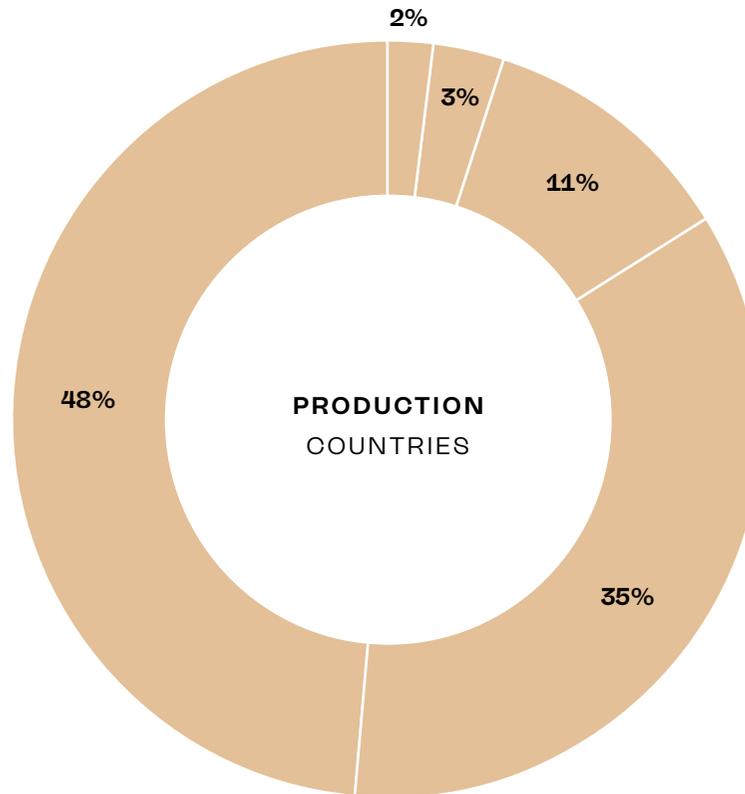
What we do now

FOR OUR FUTURE — *RELIABLE PRODUCTION PARTNERS*



- 69%** Total in Europe
- 27%** Total in the far East
- 4%** Other

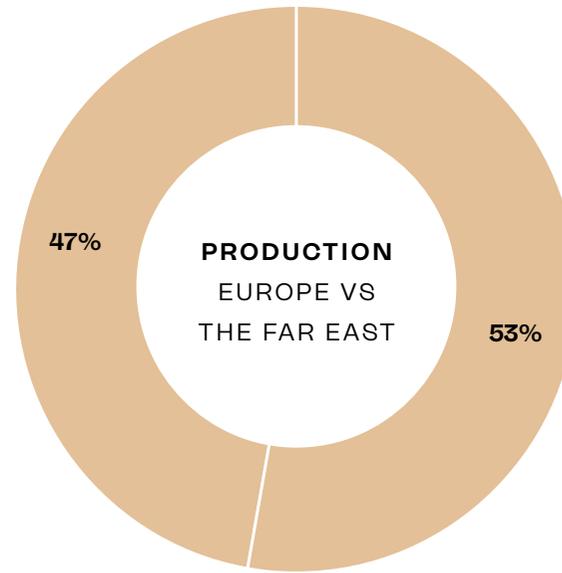
What we do now



Production partners for our corporate collection

Because our corporate clients are limited in number, we have fixed partners. 48% of the corporate collection is produced in Bangladesh. The Bangladesh factory has a BSCI certificate and produces the shirts for the National Railway Company of Belgium (NMBS).

48%	Bangladesh
35%	Bulgaria
11%	China
3%	France
2%	Macedonia



53% Total in Europe

47% Total in the far East

Our partners sign our Code of Conduct

Our partners sign a Code of Conduct to guarantee good working conditions. The Code defines minimum standards for ethical and responsible behaviour that must be met by the Production Sites and suppliers of the products commercialised by Xandres in its business. It is based on the general principles of Corporate Social Responsibility (according to ISO 26000, ISO 20400 and GRI) and is in line with Xandres' CSR principles. The full Code of Conduct is available on Xandres' website and takes into account specific principles for socially responsible supply chains:

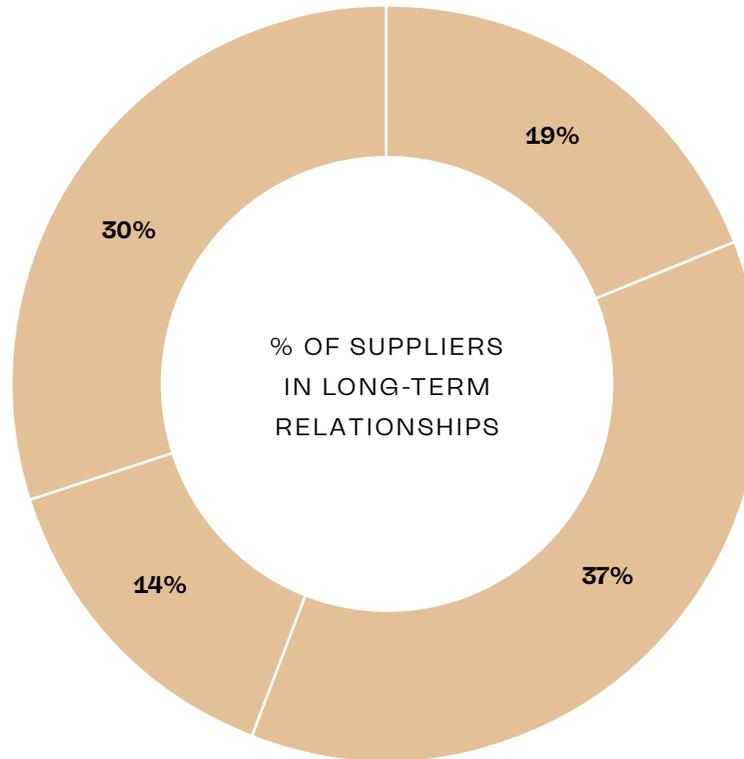
- 1** No forced labour
- 2** No child labour
- 3** No discrimination
- 4** Respect for freedom of association and collective bargaining
- 5** No harsh or inhumane treatment
- 6** Safe and hygienic working conditions
- 7** Wages are paid
- 8** Working hours are not excessive
- 9** Traceability of production
- 10** Health and Safety of products
- 11** Environmental awareness
- 12** Legal compliance
- 13** Verification of compliance
- 14** Code implementation



Code of *Conduct*

We invest in *long-term relationships*

Per our material sourcing strategy, we invest in long term relationships with our production partners.



Production partners for our fashion collection

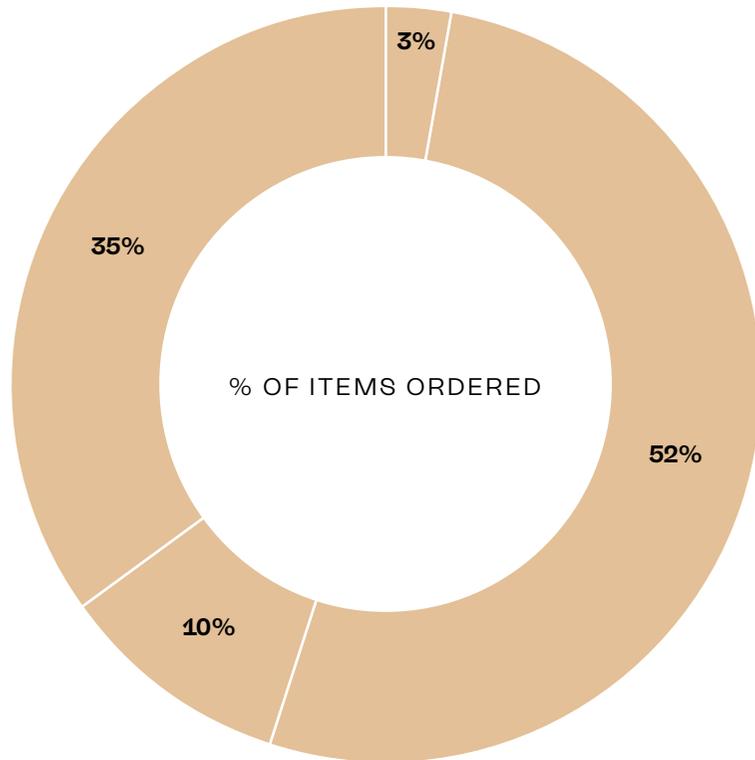
We have been working with nearly 45% of our production partners for over five years—30% of them go back as far as ten years.

Only 19% of our production partners are fairly new relationships (started in the past two years).

Our long-term relationships enable us to work together respectfully and develop more sustainable working methods.

Years of collaboration

- 30%** > 10 years
- 14%** > 5 years
- 37%** > 2 years
- 19%** < 2 years



Years of collaboration

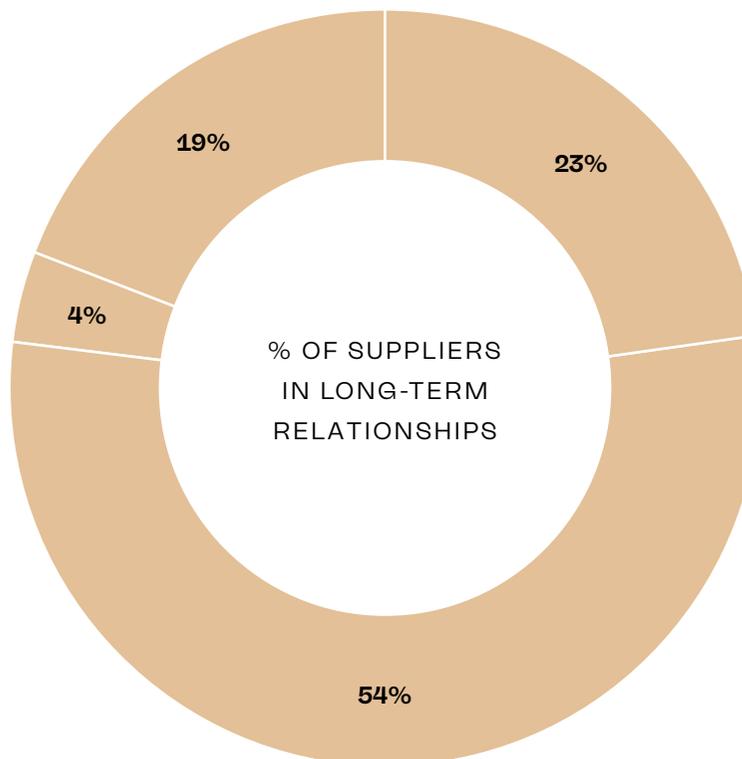
- 35%** > 10 years
- 10%** > 5 years
- 52%** > 2 years
- 3%** < 2 years

What we do now

Our corporate partners are not comparable to our fashion collection, as the process is different. Our corporate clients sign contracts for a certain amount of time, during which we provide the same items (e.g. uniform pants, shirts and blazers). Our corporate suppliers are linked to certain clients and remain in place for those clients.

This means that long-term relationships are less flexible. For example, if we attract a new customer, we first try to use existing trusted suppliers. If that is not possible, a new supplier will be added and remain the fixed supplier for that client.

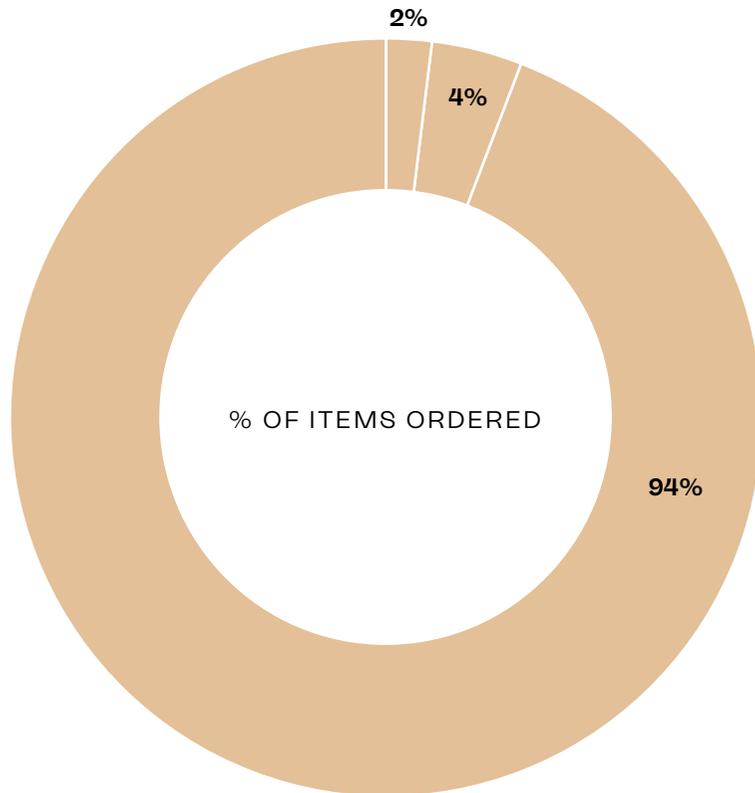
The numbers should be interpreted with that in mind:



Production partners for our corporate collection

Years of collaboration

19%	> 10 years
4%	> 5 years
54%	> 2 years
23%	< 2 years



Years of collaboration

2% > 10 years

0% > 5 years

94% > 2 years

4% < 2 years



production



What we'll do in the future →

We are continuously working to improve our premises in Destelbergen *in response to the EcoVadis scorecard*

Status	Ecovadis Bronze Medal
Target	2023 Ecovadis Silver Medal
	2025 Ecovadis Gold Medal

We will continue to invest in our *long-term relationships*

Status	Fashion: 44% of suppliers > 5 years Corporate: 23% of suppliers > 5 years
Target	2023 Fashion: 50% of suppliers > 5 years Corporate: 40% of suppliers > 5 years
	2025 Fashion: 70% of suppliers > 5 years Corporate: 90% of suppliers > 5 years

We will *limit the number* of suppliers

Status	64 suppliers
Target	2023 60 suppliers
	2025 40 suppliers



We will produce more in Europe and *less in the Far East*

Fashion

Status 70% Europe – 30% Far East & other

Target 2023
75% Europe – 25% Far East & other

2025
80% Europe – 20% Far East & other

Corporate

Status 55% Europe – 45% Far East & other

Target 2023
stays the same due to long-term relationships

2025
stays the same due to long-term relationships

All our suppliers sign the *Code of Conduct*

Status 80% of our suppliers have signed our CoC

Target 2023
100% of our suppliers have signed our CoC

We aim to *increase* the number of 'audited factories'

Status 36% of clothing produced (24% social certifications, 12% eco-friendly)

Target **2023**
50% audited factories

2025
80% audited factories

We aim to publish *transparent information* on our suppliers on our website

Status No information available online

Target **2023**
have more detailed information* on our production partners on our website by 2023.

We will talk to our partners and encourage them to place sustainability even higher on the agenda in the production process. If necessary, we will draw up an action plan together.

We believe transparency is essential for sustainability in the fashion industry, so we will also provide more information about our production partners and their progress on our website.

* E.g., information on location and CSR policies from our first-tier suppliers who provide 80% of our garments in total.

“EVERY TIME I VISIT OUR PRODUCTION PARTNERS, I AM IMPRESSED BY THE *POSITIVE REACTIONS*. THEY ARE ALL WILLING TO UNDERSTAND THE XANDRES STANDARDS WITHOUT COMPROMISE. THE WORKERS ARE PROUD TO BE PART OF THIS CHALLENGING STORY. THIS IS A *RESULT OF OUR PHILOSOPHY* TO HAVE LONG TERM RELATIONSHIPS.”

Jef Michiels
Production manager CMT



More information on the implementation of our *'framework for responsible sourcing'*

We have developed a framework for responsible sourcing to push things further.

With the framework, we want to increase cooperation with *'preferred production partners'*.





What we'll do in the future

FOR OUR FUTURE — RELIABLE PRODUCTION PARTNERS

We strive to increase long-term relationships with solid partners we can visit (in Europe) and with whom we can initiate a dialogue. For suppliers in the Far East, we focus on 'audited factories' and certification as defined in our supplier framework.

Certification accepted for validation as 'audited factory' by Xandres:

For social compliance (PEOPLE): ICS, BSCI, SA8000, Fair Wear Foundation, STeP by OEKO-Tex, B Corp, SMETA

For eco-friendliness (PLANET): ISO14001, STeP by OEKO-Tex, B Corp

We focus on these management systems because they look at the company's management and strategy instead of just one product, and because they stimulate action to improve sustainable entrepreneurship.

For more detailed information on our framework for responsible sourcing and the Material Matrix, consult the annexes at the end of this report.

4

to you



Goal

Lowering the impact of getting our clothes to you

We are working with our partners to implement climate-neutral logistics and reduce packaging or its impact.

What we do now →



We limit the use of packaging where possible

We have eliminated plastic and packaging as much as possible **in our online process.** This means that all orders from the online store are sent without plastic packaging, except for white items that need the protective layer.

Our **shops** use **80% post-consumer recycled plastic bags** labelled as most environmentally friendly packaging by ‘Test Aankoop’ in 2021.

Transportation and packaging is also part of our production process (to get our clothing from the production facilities to the warehouses and stores). The **hangers** used in this process are collected and **reused**. **Plastic** is still used in this logistical step, but it is **collected separately for recycling** (following waste legislation).

80%

post-consumer
recycled

plastic bags



to you



What we'll do in the future →

Together with our logistics partner, we will *investigate how we can further reduce our impact by:*

Eliminating unnecessary **packaging** and replacing necessary packaging with low-impact alternatives. *Reusing packaging, such as sleeves and boxes, should also become possible. We are looking at how we can recycle optimally.*

Improving our **logistical process/transportation**. *We are discussing the reduction of our carbon footprint with our partners.*





Together with our shops, online store and wholesale partners, we will further *research the reduction of our impact and carbon footprint* at sales points

Targets

2023

Have an overview of our logistical process and packaging used throughout the entire production chain

Have an action plan in place to:

- Reduce - Reuse - Recycle our packaging where possible, with measurable targets and deadlines
- Reduce our carbon footprint in transportation, with measurable targets and deadlines
- Reduce our environmental impact at our sales points (online, retail, wholesale)

2025

Eliminate all problematic and unnecessary plastics in B2C & B2B packaging by 2025.

50% of all plastic packaging consists of 100% recycled material

b



repair & care

Goal

Endless repair

and awareness concerning care

We prolong the life of our clothing by focusing on repair & care, and communication towards our customers.

What we do now →

We strongly believe that *we are in this together*

We can take actions as a brand and company, but **we can also take our customers on that journey**. A third of the total environmental impact of textile consumption can be attributed to how consumers wash and dry their items (Lynsey Dubbeld, 'Mode voor Morgen'). It is, therefore, key to also focus on this area.

We have a separate page on our website with **maintenance tips** for our customers. We want to create awareness of the importance of taking care of your garments and prolonging their life. Customers can get 20 tips on how to wash, dry, iron or repair their clothes or how best to store them in their wardrobe.

We have added extra information on **wool and cashmere** because they are important fibres and require special maintenance.

We also provide information **on second-hand fashion**, pushing consumers not to throw away perfectly usable items.

We have a 'Repair & Care' programme to help customers to prolong the life of their clothing.

“OUR ATELIER HAS BEEN WORKING BEHIND THE SCENES FOR ALMOST THIRTY YEARS. OUR JOBS HAVE CHANGED OVER TIME, BUT IT’S GREAT THAT *WE ARE GROWING CLOSER TO OUR CUSTOMERS*. OUR WORK IS ALL ABOUT THE DETAILS, SO IT’S NICE TO SEE THAT PEOPLE WANT TO TAKE CARE OF THEIR GARMENTS; *OUR WORK IS BEING APPRECIATED*, AND WE ALSO CAN CONTRIBUTE TO OUR SUSTAINABILITY STORY IN THIS WAY.”

Kathleen Devos
Quality Manager



Repair & Care

Discover the Xandres *Repair & Care* programme

Repair of Xandres clothing

Xandres guarantees quality. That is why we are committed to lifelong repair. It doesn't matter whether you bought your trousers or jumper last season or a few years ago, we repair every item of clothing with the same amount of dedication and pleasure.

Bring your damaged Xandres item to one of our boutiques and we will repair your Xandres clothes free of charge.

Alterations to Xandres clothing

If you have an item of clothing that needs altering, Xandres does that too. Our tailors can shorten your trousers, take in the waist of your skirt or adjust the fit of your dress so that everything fits perfectly.

You pay a small fee for alterations; there is a fixed price list available on the website.

Repairs and alterations to clothing from other brands

Our team performs repairs in the region of our workshop (in Destelbergen) to avoid unnecessary transport.

We work with a trusted network of local partners for other repairs. Xandres believes in craftsmanship and quality; we have sought out the best local partners for alterations and repairs and are happy to share that list on our website so you can easily find someone to help you in your area.

b

repair & care





What we'll do in the future →

We want to
communicate more
with our customers via
different channels





What we'll do in the future

FOR OUR FUTURE — *ENDLESS REPAIR AND AWARENESS CONCERNING CARE*

We will continue to invest in providing information via our sustainability **pages on the website**. There is also an increase in messages on sustainability on our **social media** and in **our newsletters**, and we will investigate how to improve our **in-store communication** and activities towards sustainability.

We will also look at how we can communicate on a product level in future (e.g. in the **clothing tags and packaging**).

6



Xandres Lab

Goal

Innovation

in our Xandres Lab

We push the boundaries in our Xandres Lab by experimenting with innovations in circular economy and collaborating with purpose-driven brands.

What we do now →

We are thinking about
an *end-of-life strategy*
for your garments,
taking the circular
economy principles
into account

Can we reuse the clothes? What can we do in terms of recycling? We are looking for the right partners to complete the cycle because sustainability requires teamwork.

We are investigating how to close the cycle ourselves in our daily approach. We are participating and investing in innovative projects. In 2021, we started working with 18 international partners on a textile-to-textile recycling system. This Horizon2020 project is called **SCIRT**. The goal is to create circular items from worn garments by collaborating with research institutes, recycling companies and other European brands.

“*COLLABORATION BETWEEN ALL PLAYERS WILL BE CRUCIAL TO ACHIEVING A TRANSITION FROM THE CURRENT, LINEAR SYSTEM TO A MORE SUSTAINABLE AND CIRCULAR FASHION SYSTEM IN THE FUTURE. BY UNITING THE INDUSTRY PLAYERS AND THE RESEARCH COMMUNITY, TRUE INNOVATION AND CHANGE CAN BE CREATED. THAT IS EXACTLY WHAT XANDRES AND VITO ARE DOING TODAY, IN THE EU-FUNDED SCIRT PROJECT.*”

Evelien Dils

VITO Circular Economy Project Manager & SCIRT Project Lead

Discover the *SCIRT project*

We are on an innovation journey towards a circular fashion system

SCIRT is a unique collaboration between industry and research, involving the entire textiles value chain in pushing boundaries, creating real change and supporting the transition to a circular fashion industry.

Over the next three years, the project will demonstrate a comprehensive textile-to-textile recycling system for discarded clothing, focusing on recycling natural and synthetic fibres, as well as fibre blends.

The SCIRT project aims to enable conditions and supportive measures to facilitate the transition towards a circular system for apparel while paying special attention to consumer behaviour, perspectives and needs.

SCIRT.

*System Circularity
and Innovative
Recycling of Textiles*



Main objectives



Deliver a closed-loop recycling solution for discarded textiles



Create new business opportunities by boosting textile value chain activity



Stimulate and encourage conscious design and production practices



Raise awareness of the environmental and social impact of buying clothes

18 international partners

We are not in this alone! We firmly believe in cooperation, which is why we are working with other brands, research institutions and supporting partners from all over Europe.

Fashion companies: Bel&Bo, HNST, Decathlon, Xandres, Petit Bateau

Research organisations: VITO, OETI, Prospex Institute

Universities: BOKU, TU Wien, ESTIA

Industry players: Altex, AVS, Valvan

SMEs: Circular:fashion, FFact

Non-profit organisations: Flanders DC, IID-SII

6

Xandres Lab





What we'll do in the future →

We are setting up a *Xandres Lab for innovation*

Lab is short for *laboratory*.

The Xandres Lab for innovation is about the joy of experimenting and innovating. Our rich heritage has never stopped us from wanting to *go forward*—or rather, *full circle*.

After all, our aim is to close the loop. This means shifting from a linear take-make-waste model to a system that avoids waste and reuses and recycles items at the end of their lives. Our ambition to repurpose **our leftover fabrics** fits squarely within this vision.

Lab is also short for *collab*.

We select our manufacturers with great care to ensure a responsible production process. For Xandres Lab, we go even further. We team up with innovative, **purpose-driven brands** and designers. We support like-minded labels and provide them with a platform because we believe we can learn a lot from each other and make an even bigger difference **together**.

With Xandres Lab, we approach **sustainability as a journey**. We are not there yet, but we will keep pushing ourselves to do better.

Targets

2023

Collaborate with one purpose-driven brand per season

2025

Research how we can give unsold items and materials a new life (in capsule collections or limited editions)

Conduct further research on innovative solutions to close the loop (e.g., take-back systems, leasing models, product passports and transparency trackers)

“TO WORK TOWARDS A CIRCULAR SYSTEM IS A BIG CHALLENGE FOR COMPANIES THAT ARE ALREADY IN BUSINESS FOR DECADES. BY COOPERATING WITH YOUNG COMPANIES THAT STARTED OUT WITH A CIRCULAR MINDSET, WE CAN LEARN FROM THEM AND PROVIDE THEM WITH A PLATFORM AT THE SAME TIME. THIS WAY WE CAN GROW TOGETHER AND WORK TOWARDS A BETTER INDUSTRY AS A TEAM.”

Jasmien Wynants
Sustainability Coordinator



Annexe
Framework
for
Responsible
Sourcing

The Xandres
*‘Framework for
Responsible Sourcing’*
is our key tool for
tracking progress on
the environmental and
social impact of our
garments

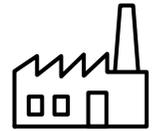
Sustainability is so much more than avoiding plastic packaging, reducing transportation or lowering your energy use. Being truly involved in sustainability **requires the measurement of product-level progress and the key suppliers involved in the production of our garment.**

With this framework, we work on different levels, looking at how to pay respect to both

people and planet



materials and suppliers



Because we are only at the beginning of this journey, we are starting with measuring our 'first-tier suppliers' (the suppliers we source from directly). In the future, we will also be working on increasing transparency further along the supply chain.



People

Goal: to guarantee that the people who make our garments are treated with *respect*.



We focus on four aspects:

1. Code of Conduct & Responsible Purchasing Charter

Our partners sign a Code of Conduct to guarantee good working conditions. The Code defines minimum standards for ethical and responsible behaviour that must be met by the Production Sites and suppliers of the products commercialised by Xandres in its business. It is based on the general principles of Corporate Social Responsibility (according to ISO 26000, ISO 20400 and GRI) and is in line with Xandres' CSR principles. The full Code of Conduct is available on Xandres' website and takes into account specific principles for socially responsible supply chains:

- 1 No forced labour
- 2 No child labour
- 3 No discrimination
- 4 Respect for freedom of association and collective bargaining
- 5 No harsh or inhumane treatment
- 6 Safe and hygienic working conditions
- 7 Wages are paid
- 8 Working hours are not excessive
- 9 Traceability of production
- 10 Health and Safety of products
- 11 Environmental awareness
- 12 Legal compliance
- 13 Verification of compliance
- 14 Code implementation



2. Involvement of the procurement team

Damartex Group trains our procurement team to tour factories' with CSR in mind'. Each time they go on a purchasing trip, they are asked to complete a checklist of employee health and safety conditions required by the group. These prerequisites constitute an initial assessment of working conditions at the suppliers' plants and enable the identification of non-compliance and areas for improvement.

3. Long-term partnerships

We believe in long-term relationships with our suppliers to guarantee a safe and good working environment. We focus on a limited number of suppliers we can trust and with whom we can start a dialogue on making progress on sustainability. Long-term partnerships are partners with whom we have worked for more than five years.

4. Social audits and certified factories

We track the number of factories audited by a certification body. Certification accepted for validation as ‘audited factory’ by Xandres:

Type: ICS, BSCI, SA8000, Fair Wear Foundation, STeP by OEKO-Tex, B Corp, SMETA

Acceptance rules:

- for ICS, BSCI, SA8000 semi or unannounced, completed within the last two years (less than one year in the case of BSCI C), with an ongoing corrective action plan if it is not A or B;
- the Corrective Action Plans are followed up for non-scoring systems.

We focus on these management systems because they look at the company’s management and strategy instead of just one product, and because they stimulate action to improve sustainable entrepreneurship.

Planet

Goal: to work with sustainable materials that are *safe for people and the planet.*



We focus on two aspects:

1. Eco-friendly production processes

We track the number of factories audited by a certification body. We track audits on social compliance and the eco-friendliness of the production sites. Certification accepted for validation as ‘audited factory’ by Xandres:

Type: ISO14001, STeP by OEKO-Tex, B Corp

Acceptance rule: semi or unannounced, completed within the last two years (less than one year in the case of BSCI C), with an ongoing corrective action plan if it is not A or B;

The Corrective Action Plans are followed up for non-scoring systems.

We focus on these management systems because they look at the company’s management and strategy instead of just one product, and stimulate action to improve sustainable entrepreneurship.



2. Eco-friendly & safe materials

Our strategy to define eco-friendly materials rests on three aspects:



1. Harmful chemicals

Products must not contain any hazardous chemicals. Xandres aims to go beyond REACH regulations to ensure that garments do not contain carcinogens or other harmful substances. To that end, we ask for OEKO-TEX certificates. Suppliers who can already provide these certificates will be identified as preferred partners. Suppliers who cannot provide these certificates will be asked to sign a declaration of compliance with REACH regulations.



2. Animal Welfare

Xandres believes that no animal should suffer from the production of our products. The adapted version of our Code of Conduct (version 2021) asks our suppliers to respect the Five Freedoms of the World Organization for Animal Health (OIE): freedom from hunger, thirst and malnutrition; freedom from fear and distress; freedom from physical and thermal discomfort; freedom from pain, injury and disease; and freedom to express normal patterns of behaviour.

Xandres has banned the following products as part of its Animal Welfare Policy: fur, angora wool and leather and hides from wild-caught animals, exotic animals or vulnerable and 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).



3. Environmental Friendliness

Since there is no universal framework for low-impact or circular materials, Xandres has developed its own *Material Matrix*.

This matrix is a living document and aims to guide the design team to make sustainable choices when it comes to fabric sourcing.

The Material Matrix is based on desk research and takes into account the Higg Materials Sustainability Index (MSI), the Environmental Benchmark for Fibres (by Made-by), the background document on raw materials, risks and more sustainable alternatives as defined in the Dutch Agreement on Sustainable Garments and Textile and the information provided by the Sustainable Fashion Academy.

We strive to increase the use of sustainable materials as defined in our Material Matrix year by year and will report on the progress biannually.



Annexe
Material
Matrix



Material Matrix

Since there is no universal framework for low-impact or circular materials, Xandres developed its own Material Matrix.

This matrix is a living document and aims to guide the design team to make sustainable choices when sourcing fabric.

We have defined four categories to classify fibres on a sustainability level (with category 1 being the best available option). By sorting fibres, we want to push ourselves and challenge the industry to move forward.

Knowing that we still have a long way to go, this is how we want to track and share our efforts. We strive to increase the use of sustainable materials as defined in this matrix year by year and will report on the progress biannually.

The Material Matrix is based on desk research and takes into account the Higg Materials Sustainability Index (MSI), the Environmental Benchmark for Fibres (by Made-by), the Background document on raw materials, risks and more sustainable alternatives as defined in the Dutch Agreement on Sustainable Garments and Textile and the information provided by the Sustainable Fashion Academy.

The Material Matrix can be updated when our industry insights are further developed with new insights.

version: 2021

Material Matrix *Natural*

		category 1	category 2	category 3	category 4
NATURAL	plant-based	 Recycled Cotton	 Certified organic cotton	 Cotton made in africa	Conventional cotton
		 Regenerative cotton	 Certified fairtrade cotton		 BCI cotton
		 Certified organic linen	Conventional linen (preferably natural retting instead of chemical)		
	hemp/jute	 Certified organic hemp Certified organic jute	Conventional hemp Conventional jute		

		category 1	category 2	category 3	category 4	
NATURAL	animal-based	wool	 Recycled Wool	 Organic Certified wool	 Responsible wool	Conventional wool
			 Cardato CO2 Neutral	Non-Mulesing wool		
			 Re.verso (post-factory waste)			
				 Organic Certified Alpaca, Yak	Alpaca, Yak	
				 Organic Certified Mohair	 Responsible Mohair	Mohair
	 Recycled Cashmere			Cashmere		
	silk		 Certified organic silk Ahimsa Silk, Eri Silk, Peace Silk Wild Silk	Silk		
	leather	 Post-consumer recycled leather		 Leather Working Group leather	Leather	
				Certified and vegetable-tanned or chrome-free tanned leather PU leather <ul style="list-style-type: none"> • poly/nylon/polyamide blend. • recycled content blends preferred • plant-based polyester preferred • polyurethane laminate (PUL) • must use water-based solvents 		
	down	 Recycled down	 Responsible Down Standard, Global Traceable Down Standard, Down Pass		Feather & down	
	fur			 Re-used fur, Recycled synthetic fur, EcoPel Faux fur	Fur	

Material Matrix *Manufactured*

		<i>category 1</i>	<i>category 2</i>	<i>category 3</i>	<i>category 4</i>
MANUFACTURED	retro-based	polyester	 Recycled polyester		Virgin polyester
		acrylic	 Recycled acrylic		Virgin acrylic
		polyamide/ nylon	 Recycled nylon ECONYL Econyl®		Virgin nylon (polyamide)
		elastane	 Recycled Elastane (spandex)	Biobased elastane	Virgin elastane/spandex; Rayon

		category 1	category 2	category 3	category 4	
MANUFACTURED	bio-based	viscose/rayon	 Ecovero™ (Lenzing)	Enka® viscose	 FSC certified viscose	Viscose
			 Refibra™ (Lenzing)		Canopy engaged viscose (FSC + producer has signed Canopy policy and is working towards improvements)	Bamboo Viscose Cupro
		lyocell	 TENCEL™ (Lenzing)		Lyocell	
		modal		 Modal™ (Lenzing)	Lenzing Modal® (Lenzing)	Modal

