



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

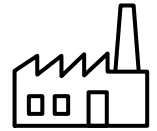
Sustainability is so much more than avoiding plastic packaging, reducing transportation or lowering your energy use. Being truly involved in sustainability **requires the measurement of product-level progress and the key suppliers involved in the production of our garment.**

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;

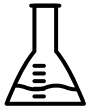
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2. Eco-friendly & safe materials

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.

