



Annexe
Framework
for low-impact
procurement

Update 2023

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

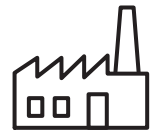
Sustainability is so much more than avoiding plastic packaging, reducing transportation or lowering your energy use. Being truly involved in sustainability **requires the measurement of product-level progress and the key suppliers involved in the production of our garment.**

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

The Xandres procurement team is trained in sustainability and follows a fixed procedure. New suppliers are analysed based on a sustainability questionnaire and audit reports. Our most important suppliers (based on volume or risk) are audited via IOS and followed-up upon by going in conversation with them every 6 months. Our top suppliers are visited monthly.

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 use materials that have a lower impact on people and the environment as much as possible.



We focus on two aspects:

1. Eco-friendly production processes

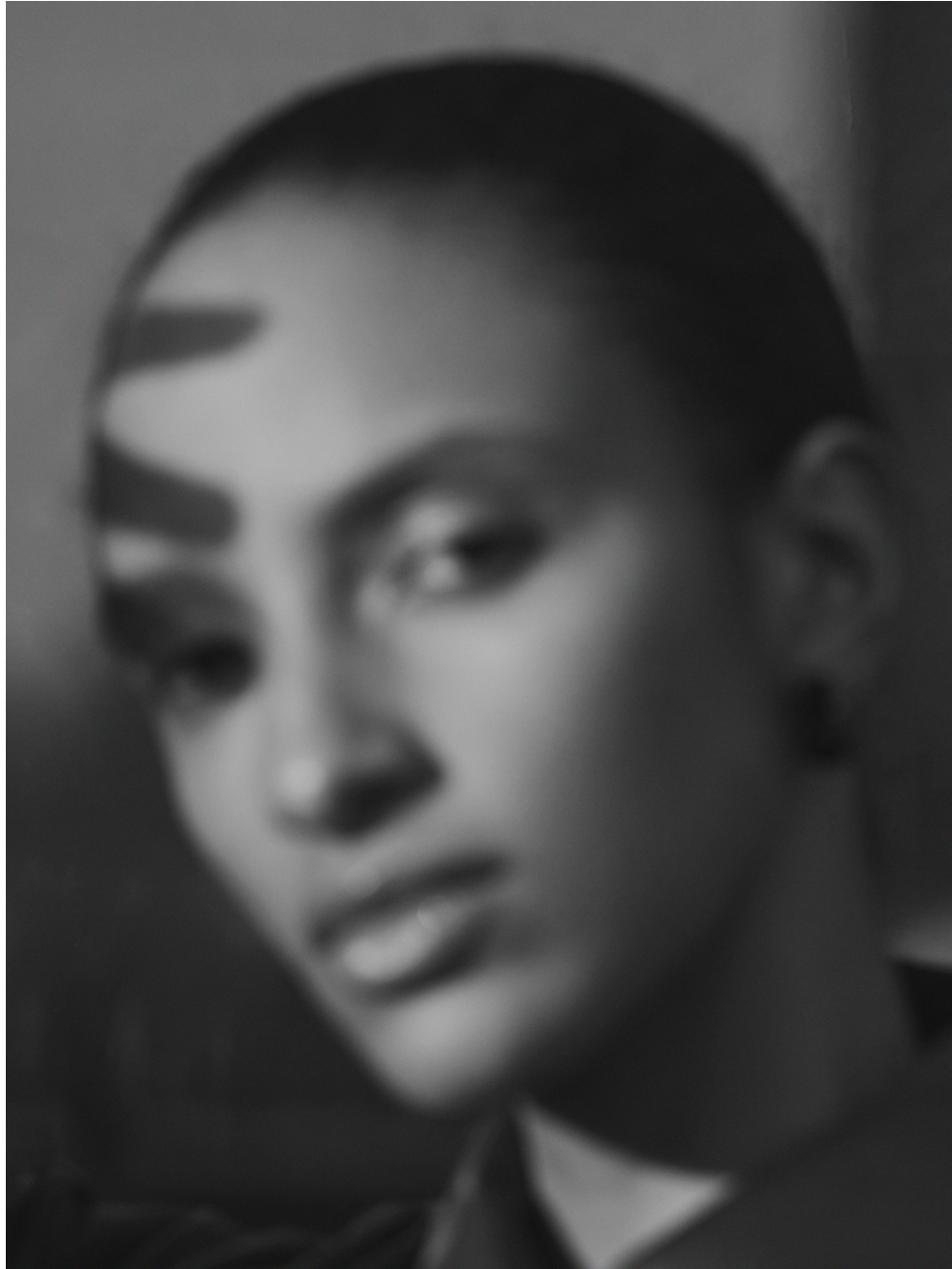
We track the number of factories audited by a certification body. We track audits on social compliance and the eco-friendliness of the production sites. Certification accepted for validation as 'audited factory' by Xandres:

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. Lower impact materials

Our strategy to define materials that have a lower impact, rests on three aspects:



1. Harmful chemicals

All our partners sign a declaration that they comply with the European directives (REACH) that stipulate that substances must not contain harmful chemicals. We go a step further by requesting Oeko-Tex100 certificates. Suppliers who can already provide these certificates will be identified as preferred partners.



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. Lower impact materials

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.