Sustainability report 2023



XANDRES

BELGIUM

Name and address of the organisation

Xandres NV Nijverheidsstraat 20 9070 Destelbergen Belgium

Reporting scope

The information and figures 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

For questions regarding this report

Publication date: 01/11/2023

sustainability@xandres.be

This is the second published sustainability report by Xandres. In the past seven years, the company disclosed sustainability efforts via the nonfinancial reporting of parent company 'Damartex Group'.

Xandres will continue to provide information via Damartex's annual reporting, but as of 2021, we also provide more in-depth information on a company level via this biannual report.

The figures represent the past two fiscal years (01/07/21-30/06/23), covering four seasonal collections (autumn-winter '21; spring-summer '22; autumn-winter '22; spring-summer '23) and the non-seasonal Essentials collection and nonseasonal corporate clothing for the same period. Director

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Message from the Managing Director

Patrick Desrumaux

Since the publication of our first report, two years ago, things have changed. Whilst we saw a decline in the spreading and impact of the COVID pandemic, we saw other global events impacting our day to day business. Russia invaded Ukraine, inflation returned, wages and energy prices kept rising and we saw global supply chains being disrupted. The economic landscape changed, and so did the ecological and social structures linked to that. Today, the world is on fire, we see and feel the impact of climate change in our daily lives.



In these last two years, things have also changed within our company. When we set our first clear sustainability targets in 2021, we aimed to be realistic yet ambitious to challenge ourselves in becoming a less impactful fashion brand. **We pushed our limits and we did change**. I'm very proud to share with you our progress of the past two years, as well as the challenges we faced and the failures we encountered.

We made progress when it comes to sourcing more low impact materials, but it was harder than expected and we didn't reach our targets yet. We invested in social audits for our most important suppliers. We carried out a risk analysis for our supply chain, improved our procurement procedure and **we received an Ecovadis Silver medal for our ESG efforts**. We had several valuable collaborations with value driven brands and experimented with leftover capsule collections. Xandres was not only accredited Fashion Brand of the Year, but our Sustainability Manager also received the honourable 'Sustainability Professional of the Year' award. The progress we made, we made because of our team. The past two years have been years of change. Not only in our global system and on a company level, but also in the minds of the people at Xandres. Besides investing in training and education, **we also actively worked on change management** with the team and saw it all come together on Green Friday. In 2022 we decided to close all our shops and web shop on Black Friday and gathered with the entire team in our head offices to have a full day of repairing and inspiration on sustainability.

I am proud to share these highlights and successes, but yes, I am also proud to share the targets we didn't meet. In our first report I stressed one key word in our journey: **honesty.** In this report you will therefore be reading exactly what progress we made, what targets we didn't reach and what we will do in the future to keep on pushing ourselves to transform step by step. MESSAGE FROM THE MANAGING DIRECTOR

"I'M PLEASED TO SEE THE PROGRESS XANDRES HAS MADE IN THE PAST TWO YEARS TOGETHER WITH THE CSR TEAM OF THE DAMARTEX GROUP. WORKING TOGETHER TOWARDS A MORE SUSTAINABLE FUTURE AND ALIGNING OUR GOALS IS MORE IMPORTANT THAN EVER."

> Patrick Seghin CEO of Damartex Group



he 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 sublabels 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 |

| 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 |

History

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



Business model

Xandres is distributed via different channels:

Retail

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

Online

Online store and online marketplaces

Wholesale

> 150 brand stores in the Benelux and Germany

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

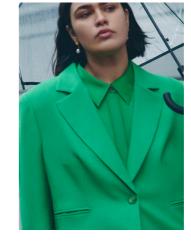
Values

OUR HERITAGE





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 craftswomanship translating into 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.

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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)

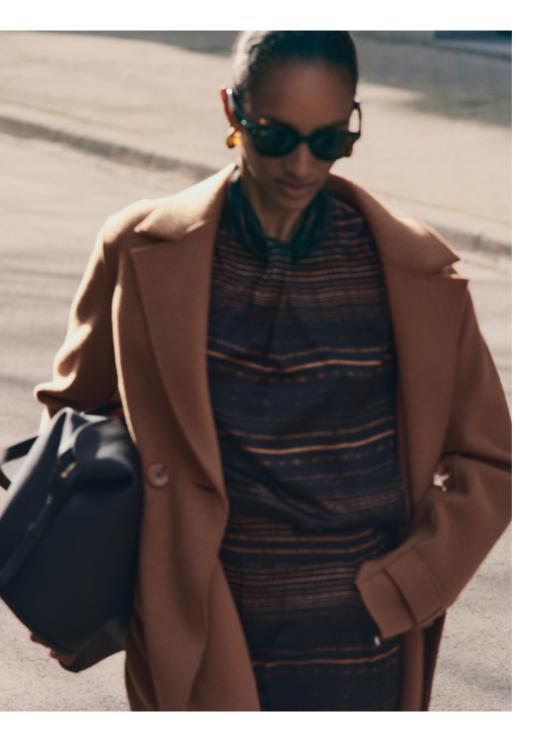
Sales

- 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 115 employees in Belgium (51 full-time and 64 part-time positions), based partly in Destelbergen (head office) and partly in the stores. There are 6 employees in the Netherlands and 2 in Germany.

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 four priorities in its Change Our World action plan. Xandres' sustainability strategy also fits into this broader framework.



Reducing our environmental impact

Doing business responsibly



Promoting the company's human capital



Being a good corporate citizen

This is the second published sustainability report 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.



"CHANGE IS CREATED NOT IN ISOLATION, BUT IN COOPERATION. THAT'S WHY WE CREATED A TEAM OF 'SUPERHEROES' THAT CONNECTS THE DOTS BETWEEN THE BRANDS IN OUR GROUP AND DEVELOPS STRONG LINKS WITH TOP MANAGEMENT IN ORDER TO EDUCATE AND HELP THEM IMPLEMENT OUR CLIMATE ACTION PLANS. I'M DELIGHTED TO SEE THE ENERGY, COMMITMENT AND DEDICATION OF XANDRES IN OUR AMBITIONS."

> Joséphine Biernacki CSR Director at Damartex Group



We are not an eco-brand

At Xandres, we do what we can to reduce our environmental impact every day. We are not an ecobrand, but that doesn't mean we do not strive to do better. With that in mind, we have developed a plan for our future.

Sustainable fashion is not just a buzzword at Xandres. Quality and timelessness are woven into our DNA. From the start of our clothing company in 1927, craftsmanship has been key. Our focus on fit and our years of expertise in the field of fabrics and clothing help us make a difference today. As a Belgian fashion house for women, we create highquality, timeless clothing: fashion that can be cherished for years. However, minimising our impact requires more than longevity. As such, we not only look back on our rich history, but also want to look toward.

In 2021, we developed a plan to overhaul our entire production process—from yarns and fabrics to the garment in your wardrobe—to systematically reduce our impact on people and the environment. We have developed a Repair & Care programme to keep your clothing looking its best long after production, and we aim to achieve full circularity in the long run. "IT'S REWARDING AND INSPIRING TO WITNESS XANDRES MAKING SIGNIFICANT PROGRESS IN SUSTAINABILITY. NOT ONLY PUSHING THE OWN BOUNDARIES, BUT ALSO ENCOURAGING CUSTOMERS AND THE FASHION INDUSTRY TO IMPROVE THEIR EFFORTS YEAR AFTER YEAR."

> Filiep Blontrock Board of Directors Xandres



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. After hiring a Sustainability Manager in 2021, Xandres also onboarded a Sustainability Project Manager in 2022 and improved its processes.

Strategic sustainability meetings on a monthly basis with:

Managing Director **Operations Director** Sustainability Manager Sustainability Project Manager Operational follow-up meetings on a biweekly basis with:

Sustainability Manager Sustainability Project Manager Sourcing, Buying and Production Director Marketing Manager Designer

Internal communication and knowledge building

Xandres invests in knowledge sharing and education throughout the company by setting clear yearly targets. In the past reporting period we focused on 1) general awareness, 2) design/production department 3) retail department and we exceeded our goals.

General awareness

We organise yearly info sessions for all personnel on our sustainability progress and combined this with an extra 'highlight' with our yearly Green Friday campaign in November. Besides that, different members of the sustainability core team attended informational and inspirational events like the Love Tomorrow Conference, the Future Fabrics Expo and the Global Fashion Summit

Design and production

Design and production. The design department as well as the sourcing, buying and production team attained the Sustainability Fundamentals certificate from the Sustainable Fashion Academy by completing this intensive online course. Besides that, we hosted two inhouse sessions with the design team and onboarded the sourcing team in our new sustainable procurement process.

Retail

Since October 2022, sustainability is integrated in the seasonal shop manager meetings and the roadshows we organise for the shop personnel. An overview of our six pillar programme is presented in the backstage of each shop and we update the shop personnel on sustainability via a triweekly newsletter.

In 2022, Xandres took part in the 'In Fashion' programme of Thomas More University. We piloted their new change management programme that is now published on the Close The Loop website, hosted by Flanders DC.



Targets 2025

For the next reporting period, we want to maintain the current efforts on general awareness and departments and add extra targets for the marketing and online team.

General awareness:

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

Yearly:

- update session to all personnel
- Green Friday •

Design/production: minimum 1 information session per year

Retail: keep the integration of sustainability in the shop managers meetings, roadshows and newsletters.

Marketing/online: minimum 1 information session per year



External communication and transparancy

Along with internal communication, Xandres is aware of the importance of external communication to its customers and other stakeholders. In the past reporting period, we created a stronger link between the sustainability and marketing team via biweekly meetings and integration of the topic in the marketing calendar. Our website was revised by the federal government, improving the clarity of our communication and resulting in an internal tool to avoid unintended greenwashing. "IT'S IMPORTANT THAT WE COMMUNICATE WITH OUR INTERNAL AND EXTERNAL STAKEHOLDERS, BUT IT'S EQUALLY IMPORTANT THAT WE LISTEN TO THEM. THAT'S WHY WE DECIDED TO SEND OUT A SURVEY AND ASK WHAT THEY THINK IS CRUCIAL IN OUR SUSTAINABILITY EFFORTS."

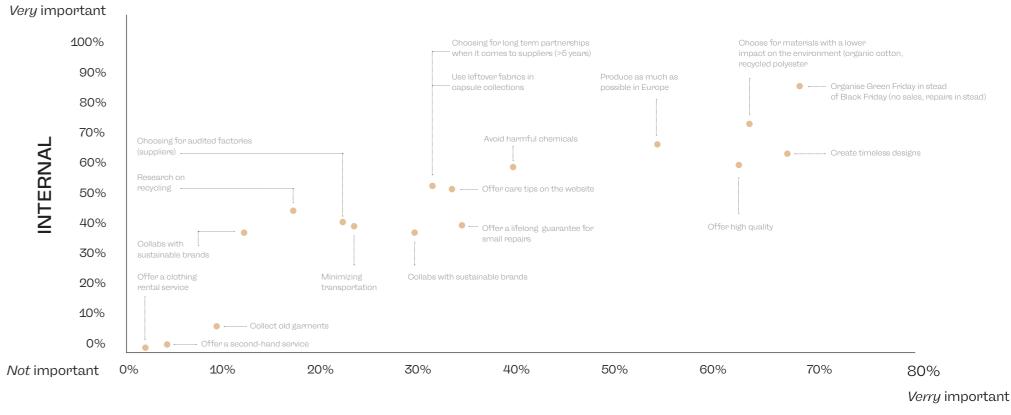
> Cheryl Krekels Marketing Manager

Materiality survey

In 2023, we conducted our first sustainability survey. The <u>questionnaire</u> was set up with help of Thomas More University and spread via our shops, newsletter, social media and direct mailing. We received 574 responses from internal as well as external stakeholders.

We asked our stakeholders about the importance of the different fields of action we already invest in on a sustainability level or consider investing in in the near future. The results showed that there was a great correspondence between internal and external stakeholders (89% coherence between both). There is one exception, namely the group that is moderately important internally and not externally (research into recycling, cooperation with sustainable brands, etc.). For the rest, internal and external choose almost the same things as important and not important.

Services linked to new business models like clothing rental, collecting old clothes and second-hand are at the bottom (these services aren't included yet within Xandres), while Green Friday, high quality and timeless design are at the top. The latter confirms Xandres' brand DNA and the strong focus on quality, longevity and repair.



Results of the questionnaire, external (n=470), internal (n=104)

EXTERNAL

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

<u>What we do now</u> <u>What we'll do in the future</u>

















Goal

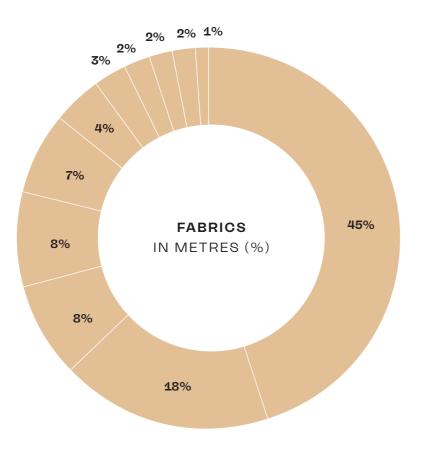
We aim to use materials that have a <u>lower impact</u> on people and the environment as much as possible.

What we do now \rightarrow

Our strategy

In 2021, we started tracking the audited factories for fabric suppliers as we track those for our production partners (see pillar 3). We noticed rather quickly that social audits (e.g. ICS, BSCI, SA8000) were less common in this part of the value chain. We therefore decided to focus on the other aspects as defined in our initial strategy: a limited number of trusted suppliers, in a limited number of countries with whom we build a longterm relationship and who cherish our values as defined in our Code of Conduct; as well as our ambition to source more low-impact materials.

68 s*uppliers* & 12 countries



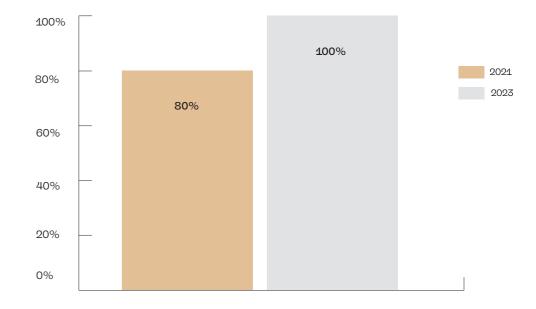




Our partners sign our Code of Conduct

In 2021, 80% of our suppliers signed our Code of Conduct. In 2022, we adapted our sourcing process to ensure that every supplier has signed our Code of Conduct before being able to deliver.

Code of Conduct

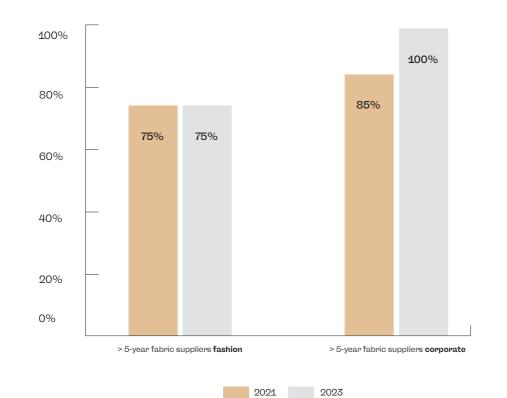


All our partners sign this Code of Conduct to guarantee good working conditions. The Code defines minimum standards for ethical and responsible behaviour that must be met by the Production Sites and suppliers of the products commercialised by Xandres in its business. It is based on the general principles 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, such as 'no forced labour', 'no child labour', 'no discrimination', 'safe and hygienic working conditions' and 'paying wages'.

We invest in *longterm relationships*

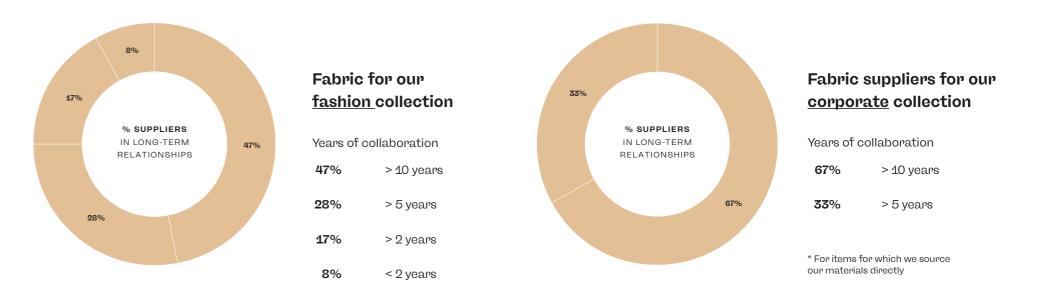
In our aim to work with reliable partners, we not only want to focus on auditing and certification, but we also believe in strong longterm relationships. Those relationships enable us to work together respectfully, start conversations and look for a more sustainable way of working together.



We reached our 2023 targets for both our fashion and corporate collection. For our fashion collection, we aimed at 75% of our suppliers in >5-year relations and we reached 75%. For our corporate collection, we aimed at 90% and we reached 100%.



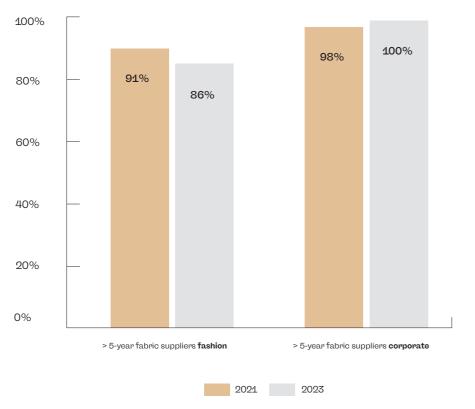
% of <u>suppliers</u> in long-term relationships



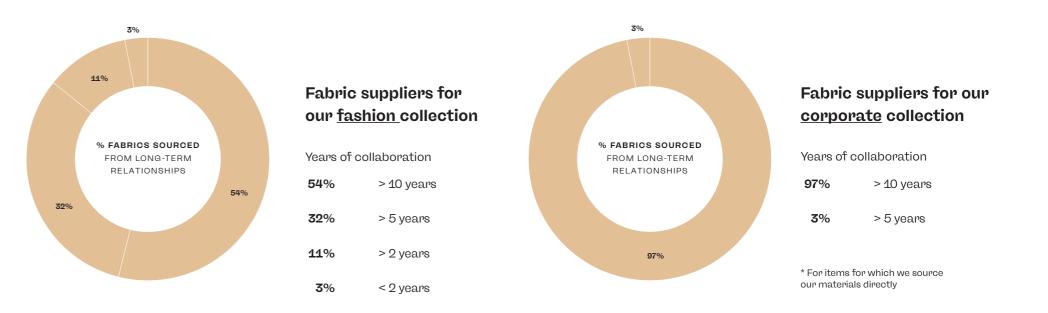
% of <u>fabrics</u> sourced from long-term relationships

In volume (metres of fabric bought), our > 5-year fabric suppliers represent more than 86%. for our fashion collection and 100% for our corporate collection.

Although we keep on investing in building solid and trustworthy relationships with our partners, we realise that we need to keep some flexibility in the sourcing of new suppliers. There's a number of reasons why we added and will be adding new fabric suppliers, impacting our > 5-years targets. E.g. sourcing more low-impact materials, new fashion trends and Xandres' economic growth ambitions, might require an extension of our supplier database.



To make sure we do not lose track of our long-term relationships and remain within reasonable limits, we will keep on reporting about our long-term relationships without further putting a target on this goal. We will report on the volume of fabrics sourced from our >5 year relationships.



We choose *quality* and ban harmful chemicals *welfare policy* in place

We choose guality and all our partners sign a declaration that they comply with the European directives (REACH) that stipulate that substances must not contain harmful chemicals. In 2021, we decided to go a step further in avoiding harmful chemicals by requesting Oeko-Tex100 certificates from our suppliers. Currently, 46% of our material suppliers have the Oeko-Tex certificate. exceeding our objective of reaching 40% by 2023. We aim to have 60% of our suppliers Oeko-Tex 100 certified in the future and keep this at 60% at all times.

We have an *animal*

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). "IN THE PAST TWO YEARS, WE WORKED REALLY HARD WITH THE TEAM TO SOURCE MORE CERTIFIED LOW-IMPACT MATERIALS. WE TRAINED OUR STAFF AND ADAPTED OUR PROCEDURES. NONETHELESS, WE NOTICED OUR TARGETS AT THIS POINT SEEMED TOO AMBITIOUS WITHIN THE CURRENT LANDSCAPE. WITHOUT COMPROMISING ON QUALITY, DELIVERY TIMES AND KEEPING OUR QUANTITIES AND PRICING IN MIND, WE ARE NOT ALWAYS ABLE TO SOURCE THE LOW-IMPACT MATERIALS WE WANT. BUT WE KEEP **EVOLVING IN THE RIGHT DIRECTION. STEP BY STEP.**"

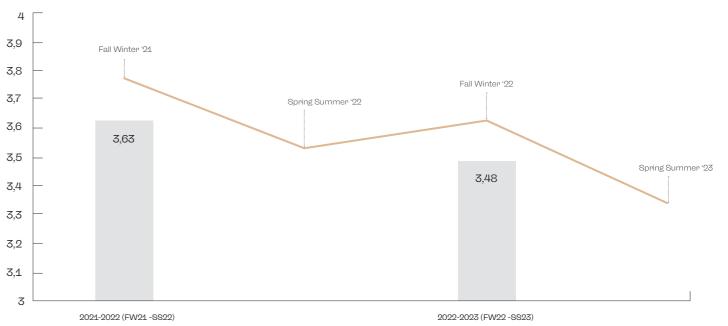
> Sofie Matthys Creative Director



We increased the use of *low-impact* materials

We want to use more recycled and certified materials every year. These materials can be found in our inhouse developed "Material Matrix" (see Annexe) and include recycled materials (GRS certified) and organic fabrics (e.g. GOTS, Organic100 standard). The list includes fabrics such as Tencel and Ecovero, FSC certified fabrics or wool with the Responsible Wool or Responsible Mohair certificate.

We defined 4 categories, number 1 being best in class and started tracking the score of our fabrics in the past years. As this is a new process, we did not have a zero measurement in place or a good indicator of what would be feasible. We challenged ourselves to have an average score (in volume of all fibres used) of 3 by 2023. Although we did not reach this target, we saw a positive evolution in the use of lower-impact materials throughout the years and we will keep on pursuing a rise in the use of these alternatives. We track the material score for our fashion collection as these collections fluctuate seasonally. Our corporate collections are more steady overtime.



Material Matrix score

Materials



What we'll do in the future \rightarrow

We will continue investing in *long-term* relationships

To make sure we do not lose track of our long-term relationships and remain within reasonable limits, we will keep on reporting about our long-term relationships without further putting a target on this goal. We will report on the volume of fabrics sourced from our >5 year relationships.

Have all our suppliers sign the Code of Conduct

> 100% of our suppliers have signed our CoC

Target

Status

2025 keep at 100%



Status

Target

We aim to increase the number of partners with Oeko-Tex 100 certification

to guarantee safe materials and no harmful chemicals

We aim to increase the use of *low-impact* materials (as defined in our supplier framework)

| 2023 | Status | 3,54 for our fashion collection |
|--------------------------|--------|---------------------------------|
| 46% | | |
| | Target | 2025 |
| 2025 | | 3 |
| 60% of suppliers are | | |
| Oeko-Tex 100 certified*. | | 2029 |
| | | 2.8 |
| 2029 | | |
| 60% of suppliers are | | |
| | | |

Oeko-Tex 100 certified*



Goal

We design <u>timeless</u>, <u>high-quality</u> clothing that is made to last.

What we do now \rightarrow

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 and limit our prototypes as much as possible (1 or 2 prototypes). We're reviewing at this moment whether we can change our production process to even further decline the number of prototypes.

Essentials and iconics

Our **Essentials** collection is the result of expertise and supreme craftsmanship. It offers the ideal base for a balanced and timeless wardrobe. Our **Iconic** collection is an ode to the Xandres DNA. Made with the ultimate of refined fabrics and a focus on immortal designs. Both collections proudly share the same principle: timeless fashion.



"THE DEVIL IS IN THE DETAILS. TO MAKE SURE WE CREATE DESIGNS TO LAST, WE LOOK AT DIFFERENT PARAMETERS ON A FABRIO LEVEL, BUT WE ALSO TAKE LONGEVITY PRINCIPLES INTO ACCOUNT ON GARMENT LEVEL. THIS MEANS WE LOOK AT HOW WASHABLE OUR OLOTHING IS FOR EXAMPLE BUT ALSO AT THE BEST STITCHING TECHNIQUES."

> Olivier D'hauw Designer



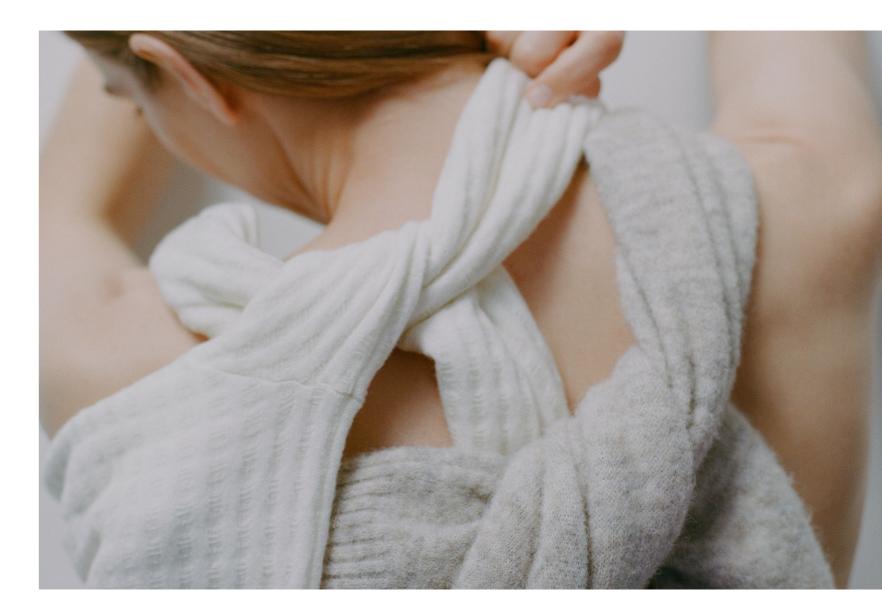
Quality framework

With support of VLAIO and together with VITO, Flanders DO and Centexbel, Xandres created a Quality Framework for the fashion industry. It is essential in the transition to a greener fashion industry that we not only focus on recycled content and low impact materials. To **take longevity and quality at heart**, a tool was developed to help our design and buying team in decision making. Where initially we saw this tool being a measurable framework we could report on, the research exposed that this **tool** helps more as a guiding mechanism in decision making. Since knowledge building is of utter importance, the tool is being shared with the fashion industry via the Close The Loop platform of Flanders DO.



Feasibility study *sustainable* materials Essentials

Thanks to the Sustex project of the University of Ghent, research has been conducted on which materials in our Essentials collection can be replaced by low impact alternatives. Due to this collaboration, we were able to reach our 2025 target of replacing 50% of the materials in this collection. Taking our production volume into account, **57% of the materials are replaced at this point.** This is mainly due to replacing cotton with bio cotton and polyester with recycled polyester. For the silk, wool mix and certain polyesters we were not able to find alternatives within the same quality and price range yet.







What we'll do in the future \rightarrow

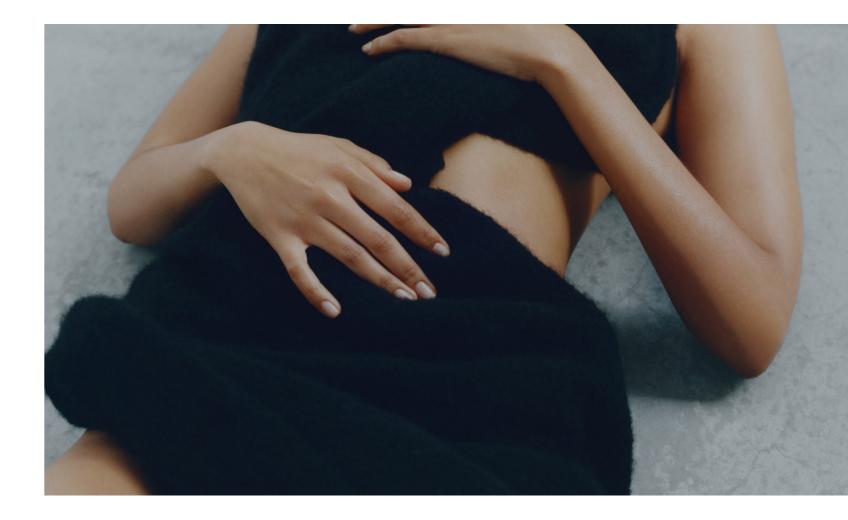


Target 2025

Keep at least 50% of the materials used in our Essentials collection with lower impact materials

In case new styles are added to the Essentials collection, we will only use lower impact materials

Implement the quality framework tool in the design and buying procedure



production

Goal

We strive to work with reliable production partners that comply with social and environmental legislation, and we want to communicate more transparently about our partners.

What we do now \rightarrow

Our Destelbergen studio

We are one of the only fashion houses in Belgium with an inhouse team of talented tailors. They do not only take care of the repair and alteration of garments, but also develop and test the more innovative projects we work on in our Xandres Lab. Xandres achieved its goal of stepping up from an EcoVadis Bronze medal in 2021, to a Silver medal in 2023. Our score was higher than or equal to 80% of all companies rated by EcoVadis. Some key elements we worked on that contributed to this rise, were the implementation of our Ethical Charter and the risk assessment we did to improve our procurement procedure.

| About |
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| Since i |
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About EcoVadis:

its founding in 2007, EcoVadis has grown to bethe world's largest and most trusted provider of ess sustainability ratings, creating a global network are than 100,000 rated companies in more than 200 rs and 175 countries. The EcoVadis sustainability sment methodology is at the heart of the Ratings corecards and evaluates how well a company has rated the principles of Sustainability/CSR into their ess and management system. Its methodology les an evidence-based assessment by international ts and focuses on excellence through continuous ovement.

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:

 δ

Ethics



Environment







Sustainable Procurement

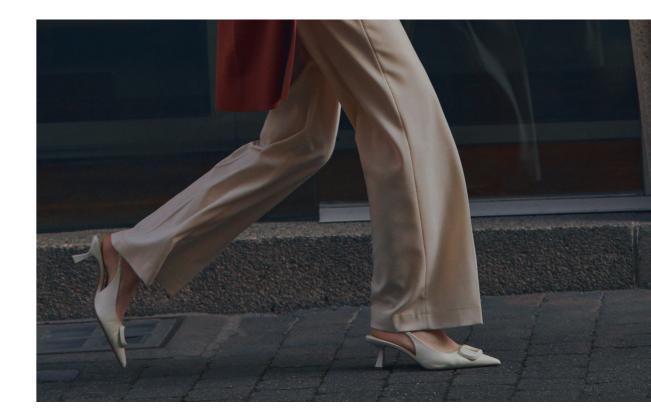
Our strategy

In 2021, we started to work with our framework for lower-impact procurement (see Annexe). Our buying team implemented a new way of working to produce more with our preferred suppliers. These are either long term relationships which we visit regularly or suppliers that are audited by a certification body on social compliance and eco-friendliness of the production sites.

Where we also wanted to focus on a more consolidated supplier database with more production in Europe, we noticed that this process might go slower than expected. Therefore we conducted risk analysis in 2023 instead and improved our procurement procedure and supplier framework based on that outcome.



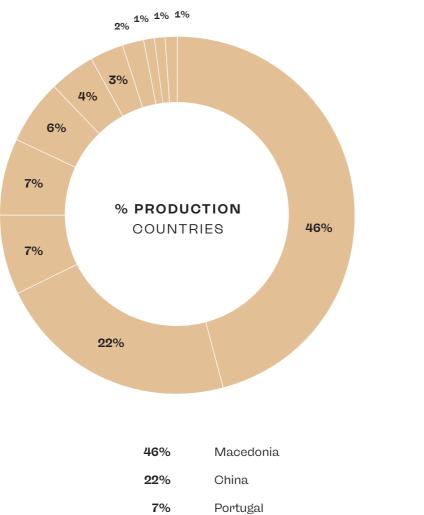
All our partners sign this Code of Conduct to guarantee good working conditions. The Code defines minimum standards for ethical and responsible behaviour that must be met by the Production Sites and suppliers of the products commercialised by Xandres in its business. It is based on the general principles 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, such as 'no forced labour', 'no child labour', 'no discrimination', 'safe and hygienic working conditions' and 'paying wages'.



Our production *partners*

Where do we produce?

We reached our target to limit our number of suppliers to 60 by 2023.

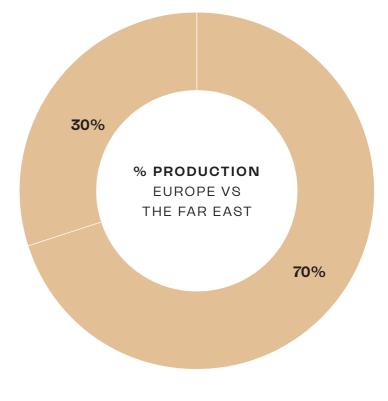


Production partners for our <u>fashion</u> collection

We mainly work with partners in Macedonia (46%), which we visit regularly. Other important producing countries are China, Portugal, Belgium and Italy which together account for 42% of our production output.

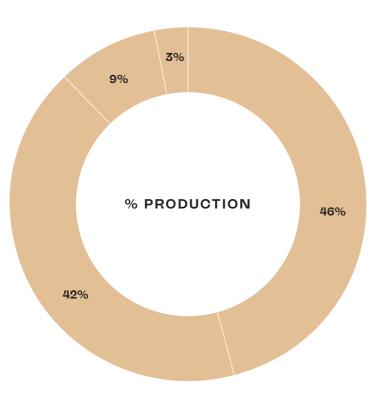
| 7% | Belgium |
|----|------------|
| 6% | Italy |
| 4% | Madagascar |
| 3% | Bulgaria |
| 2% | Tunisia |
| 1% | Turkey |
| 1% | India |
| 1% | Other |





| 70% | Total in Europe |
|-----|-----------------------|
| 30% | Total in the Far East |





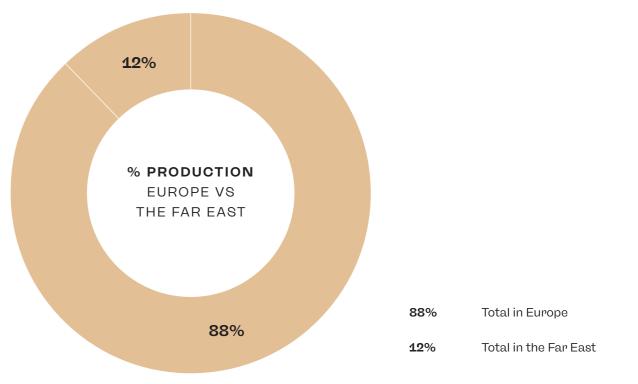
Production partners for our <u>corporate</u> collection

Because our corporate clients are limited in number, we have fixed partners.

| 46% | Bulgaria | For cor |
|-----|------------|----------------|
| | | Europe |
| 42% | Macedonia | larger c |
| 9% | China | In this re |
| 370 | onna | clothing |
| 3% | Bangladesh | Banglad |

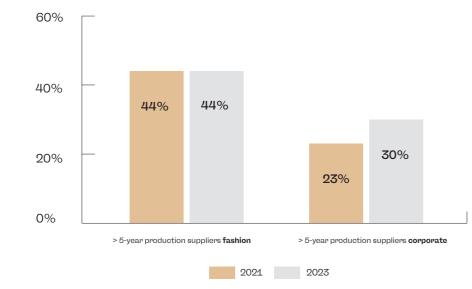
For **fashion** we did not reach the target of 75% in Europe. However we did manage to increase our production slightly in Europe (from 69% to 70%). We noticed that at this point it is difficult to shift if we want to retain our qualities as well as prices.

> **prporate** we vastly exceeded the goal of 55% in we but this number is fluctuating as orders for a corporate clients are only placed in certain years. The reporting period, we had enough corporate and in stock not to place an order with our adesh supplier but this might change in the future.



We invest in long-term relationships

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



In number of suppliers

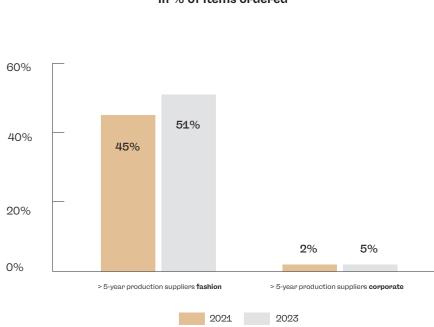
We did not reach our 2023 targets for our >5-year relations when it comes to our production partners.

For our fashion collection, in number of suppliers, we aimed to see a rise from 44% to 50% but maintained the same level of 44%. For our corporate collection we did see a rise to 30% but did not reach the target of 40%.

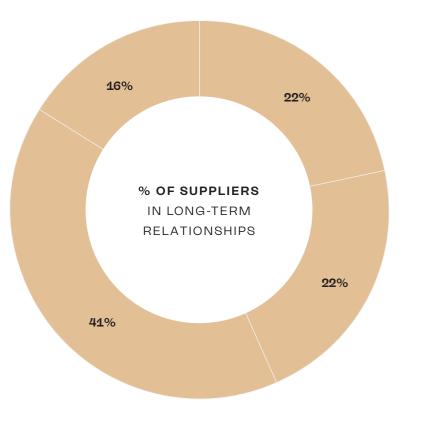
- 2 years).

We did however see a greater increase when we look at the volumes we sourced from these partners. For our fashion collection, 51% of our items were produced with suppliers with whom we have been working with for over 5 years. Only 7% are fairly new suppliers (from the past

Our **corporate** customers sign contracts to order the same items (e.g. uniform trousers, shirts and blazers) for a certain period of time. Each customer is subsequently linked to certain suppliers. This means that long-term relationships are less flexible. So, when we attract a new customer, we first try to use existing trusted suppliers. If that is not possible, a new supplier is added.



In % of items ordered

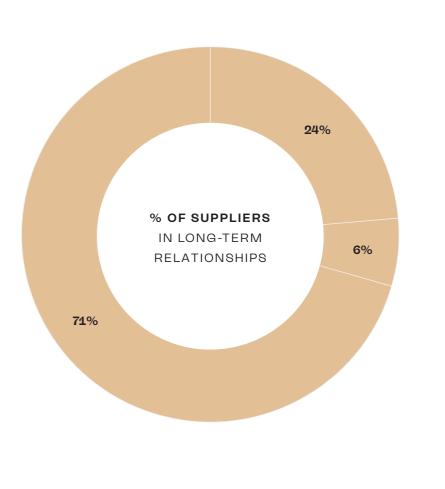


Production for our <u>fashion</u> collection

| Years of collaboration | | |
|------------------------|------------|--|
| 22 % | > 10 years | |
| 22 % | > 5 years | |
| 41% | > 2 years | |
| 16 % | < 2 years | |







Production suppliers for our <u>corporate</u> collection

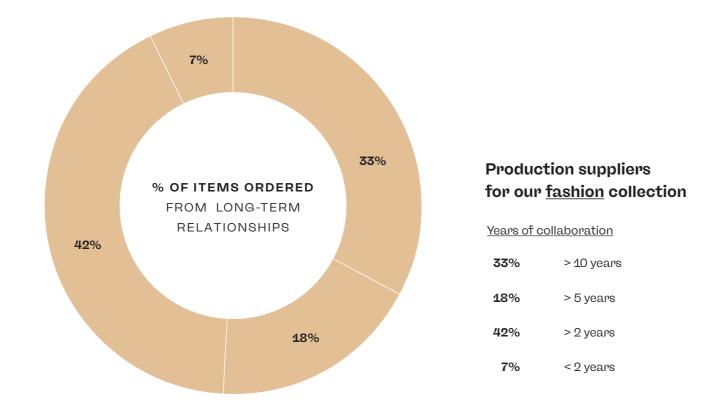
Years of collaboration

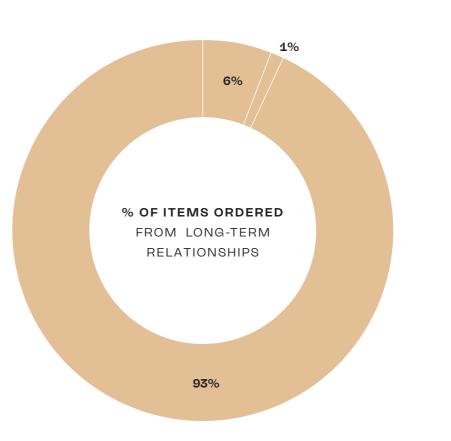
24% > 10 years

6% > 5 years

71% > 2 years

More than half of our production is sourced from partners with whom we work together for over *5 years*.





Production suppliers for our <u>corporate</u> collection

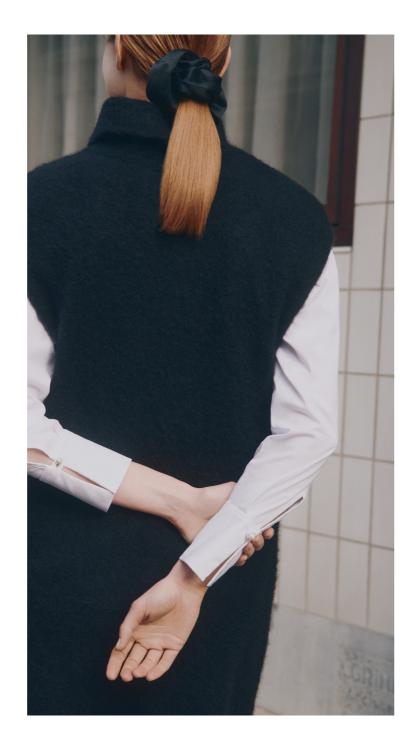
| Years of co | llaboration |
|-------------|-------------|
| | |

- **6%** > 10 years
- **1%** > 5 years
- **93%** > 2 years

We increased the number of audited factories

We exceeded our target to produce 50% of our garments in audited factories. We rose from 36% to 70% audited factories in the past reporting period. To achieve this target, we did not only adapt our procurement process to

keep track of factories that have valid audit reports as defined in our framework for lower-impact procurement, but we also worked together with Damartex to audit some of our most important suppliers via ICS.



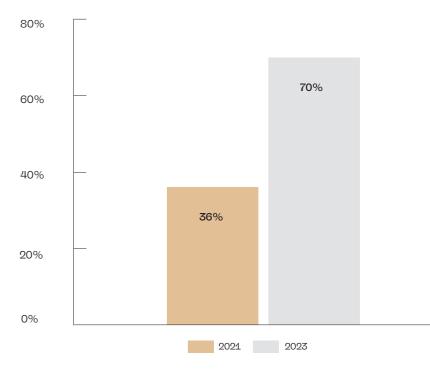
Audited factories

Certification accepted for validation as 'audited factory' by Xandres are detailed in the framework for lower-impact procurement (Annexe) and include e.g. ICS, BSCI, SA8000 and Step by Oeko-Tex.

We published more information on our website

We added more information on our production partners on our website, providing information about our first-tier suppliers who deliver more than 90% of

our fashion garments in total.



production ()



What we'll do in the future \rightarrow

We are continuously working to improve our CSR efforts in *response to the EcoVadis scorecard*

StatusEcovadis Silver MedalTarget2025Ecovadis Silver Medal

2029 Ecovadis Gold Medal

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

Aligned with our materials approach, we keep investing in solid and trustworthy partner relationships, keeping in mind the need for flexible new supplier sourcing. There's a number of reasons why we added and will be adding new production partners today and in the future, impacting our > 5-years targets. E.g. the choice for more audited factories and Xandres' economic growth ambitions.

To make sure we do not lose track of our long-term relationships and remain within reasonable limits, we will keep on reporting about our number of suppliers without further putting a percentual target on this goal.

We will *limit the number* of suppliers

Even though we met our 2023 target, we decided to adjust our 2025 target from 40 to 60 suppliers. To be able to meet our growth ambitions, there's a need for a minimum of partners to work with.

| Status | 60 suppliers |
|--------|--------------|
| Target | 2025 |
| | 60 suppliers |
| | 2029 |
| | 60 suppliers |
| | |



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

All our suppliers sign the *Code of Conduct*

| Fashior Status | 7 70% Europe – 30% Far East & other | Status | 100% of our suppliers have signed our CoC |
|---|---|--------|---|
| Target202580% Europe - 20% Far East & other | | Target | 2023 Keep at 100% |
| | 2029 80% Europe – 20% Far East & other | | |
| Corpor | ate | | |
| Status | 88% Europe – 12% Far East & other | | |
| Target | The suppliers stay the same due to long-term relationships. Percentages throughout the years may fluctuate because of stock decreasing and new orders being placed with existing suppliers in Europe or the Far East. | | |



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

| Status | 70% of clothing produced |
|--------|--------------------------------------|
| Target | 2023 80% audited factories |
| | 2029 90% audited factories |

"WHEN WE STARTED TO IMPLEMENT OUR NEW PROCUREMENT PROCESS, WE NOTICED THAT OUR PARTNERS ARE VERY OPEN TO WORKING WITH US FOR A BETTER FUTURE. IT REQUIRES TIME AND ENERGY FROM OUR TEAM AS WELL AS THEIRS, BUT WE'RE LEARNING AND GROWING TOGETHER."

Katrien Kennis



Goal

- Lowering our environmental
- impact by measuring and
- reducing our carbon footprint.

What we do now \rightarrow



Our strategy

Initially our fourth pillar was mainly focusing on packaging and logistics, but we decided to broaden this pillar in line with the carbon footprint strategy of the Damartex Group.

Our 2023 target was to have an action plan in place to reduce the environmental impact in our logistical process, packaging and at our point of sales. We broadened this scope based on the carbon footprint calculation that was done via the Damartex Group in 2019 and 2022. Due to the importance of carbon footprint actions on a global level, as well as a shared view on this matter created with the Damartex group, we started investing in the creation of a carbon footprint action plan in 2022.

Damartex has aligned itself with the 1.5°C warming scenario and the group has set itself the goal of reducing its carbon footprint by 25% by 2026 (compared with the 2019 measure which was 13 400 tCO2eq for Xandres).



About the carbon footprint measurement

The full methodology and explanation can be read in the Damartex Non Financial Report.

As we are aware that our main impacts were linked to the life cycle of our products, a measurement was carried out according to the GHG Protocol on scopes 1, 2 and 3, taking into account the entire value chain.

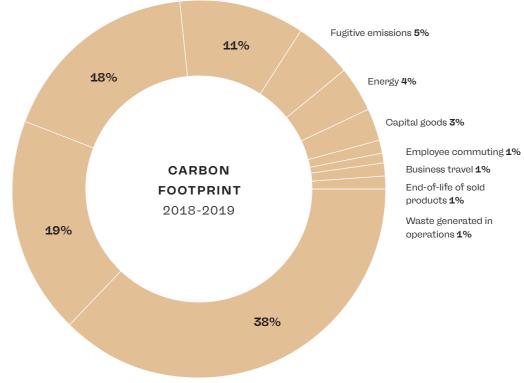
Scope 1 Direct emissions from sources that are owned or controlled by the organisation

Scope 2 Indirect emissions associated with the generation of purchased electricity, steam, heating, or cooling consumed by the organisation (= "energy-related" emissions)

All other indirect emissions that occur Scope 3 as a consequence of the organisation's activities but are not directly owned or controlled by the organisation (encompasses the entire value chain)



13400 Tonnes of CO2 eq



The measurement of our *carbon footprint*, indicated as highest impacts (in 2019):

| 38% | Purchased goods and services |
|-----|---------------------------------|
| 19% | Visitor transportation |
| 18% | Use of sold products |
| 11% | Transportation and distribution |

Oarbon footprint

Creating an *action plan*

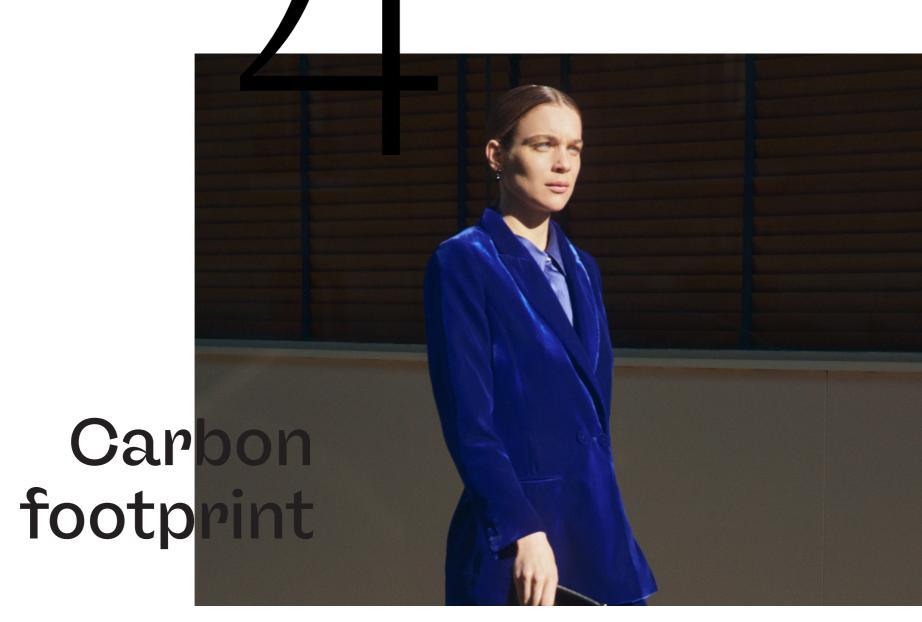
Based on the carbon footprint measurement, we organised brainstorming workshops and wrote an action plan aiming to reduce our activities' footprint. These new ambitions were presented at the first Damartex Olimate Summit on 21 September 2022. During this event, we did not only take part in the video conference, but we also organised a challenge for our employees to wear their oldest Xandres outfit.

In this way we tried to raise awareness on the quality and longevity of our clothing and involve the entire organisation in our climate ambitions.



Knowing that some factors we can influence more than others (e.g. they way our customers travel to the stores (visitor transportation) is harder to influence), we created an action plan for the coming years with key elements for the three different scopes:

| Scope 1 | Electrification of the company fleet |
|---------|---|
| Scope 2 | Reduction of energy consumption in the shops and in the head quarters |
| Scope 3 | Replacing conventional fibres with more low impact fibres, increasing the use of electric of hybrid transportation, reducing the share of air supply, reducing the amount of virgin plastic in packaging, increasing FSC certified or recycled paper packaging, increasing the number of products that can be washed at 30°C |





What we'll do in the future \rightarrow

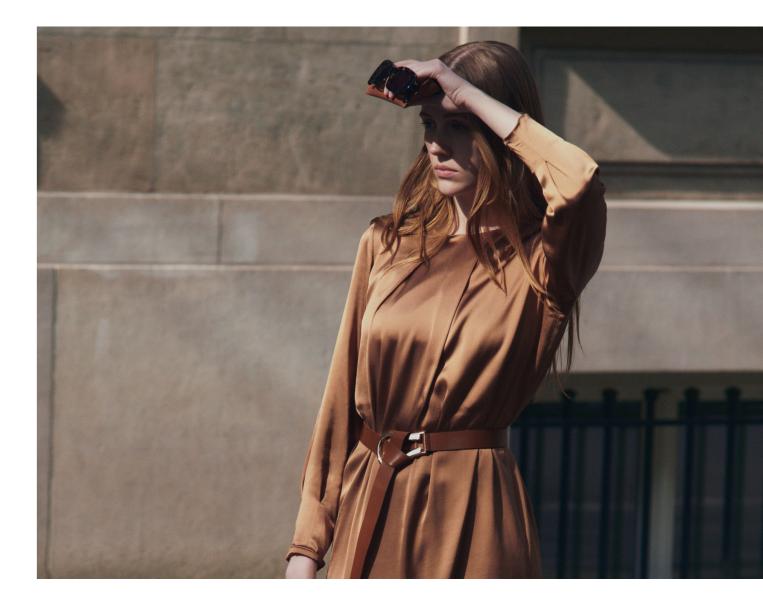
Some actions we already implemented

In the past reporting period, we already implemented some actions. We already limited the use of packaging where possible.

We 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 FSC certified paper bags.

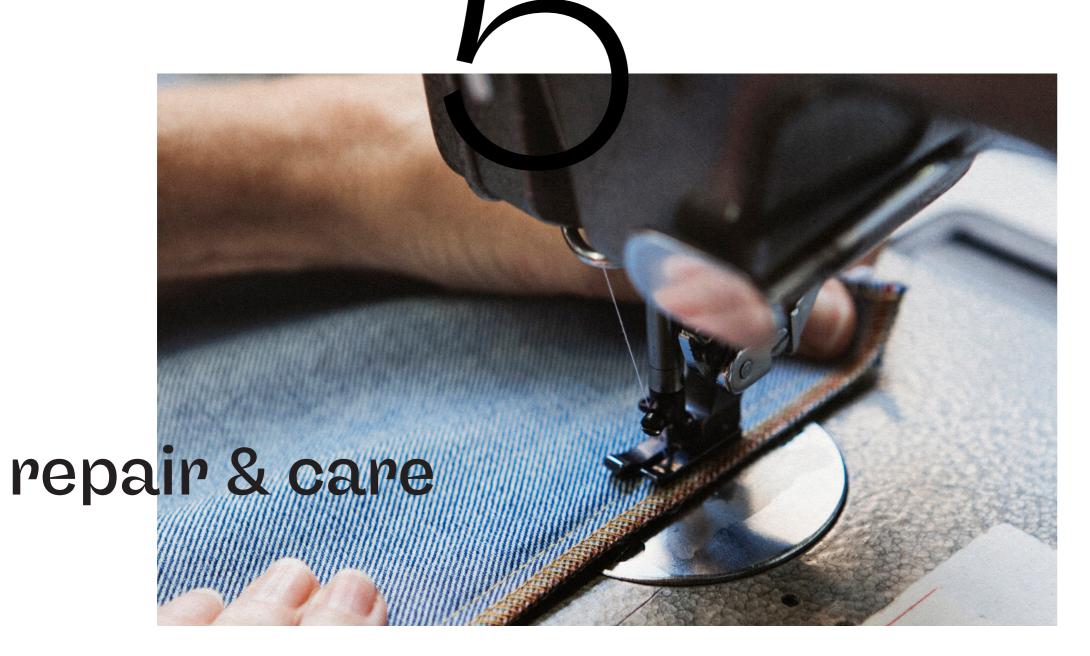
We signed the Green Deal 'Anders Verpakt' and went into conversation with our logistics partner to see where we can improve the transportation from production facilities to the warehouses and stores. We already collect and reuse the hangers in this process. Plastic is still used in this logistical step, but it is collected separately for recycling (following waste legislation). We didn't succeed in finding any additional improvements we could make at this point, but will work further together with our logistic partner on this topic. Targets



.8

2026

Reduction of our carbon footprint by 25% by 2026 (compared with the 2019 measure)



Goal We prolong the life of our clothing by focusing on <u>repair</u> & care, and communication towards our customers.

What we do now \rightarrow

We strongly believe that *we are in this together*

As a company and brand we also invite our customers on this journey. A substantial part of the environmental impact of textile consumption can be attributed to how consumers wash and dry their items. It is, therefore, key to also focus on this area.

We integrated **customer maintenance tips** on our separate web page creating awareness of garment longevity optimisation.

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

We put extra emphasis on our 'Repair & Care' programme to help customers to prolong the life of their clothing. In the past reporting period, we collected and repaired 1200 items for free. This includes the repairs we do during Green Friday.

Green Friday

In 2021 we decided not to offer any discounts during Black Friday, as this day represents the pinnacle of overconsumption. In 2022 we decided to take it one step further by closing all our stores and web shop. In the run-up to Green Friday, customers could bring in their old Xandres items, which we repaired in our atelier. During this day, we organised workshops on repair, care and upcycling and screened documentaries on sustainability in the fashion industry to involve the entire company. "THE PEOPLE IN OUR ATELIER DO FREE REPAIRS ALL YEAR LONG. ON GREEN FRIDAY, OUR COLLEAGUES, FAMILY, AND PEOPLE FROM THE LOCAL RESIDENTIAL CARE CENTRE, JOINED US IN REPAIRING OVER 600 GARMENTS. FOR US IT IS AN IMPORTANT MESSAGE THAT TURNS A BLACK DAY INTO AN OPPORTUNITY TO REFLECT ON AND CHERISH WHAT WE ALREADY HAVE."

> Kathleen Devos Quality Coordinator



In-store involvement

We focused on more involvement of our shop personnel as well as presence of the topic of 'care' in the stores. We informed the retail personnel via a triweekly newsletter, our roadshow and seasonal shop manager meetings. In addition, we put up a collaboration with the Belgian eco fashion care company Nanex. Their care products are based on green chemistry and made to prolong the life of garments. Finally, we also hosted a talk with our clients in our store in Hasselt during Fashion Revolution Week to go in conversation with them.

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.

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

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.

repair & care



What we'll do in the future \rightarrow



StatusRepairs1200 items repaired(including Green Friday)

Target

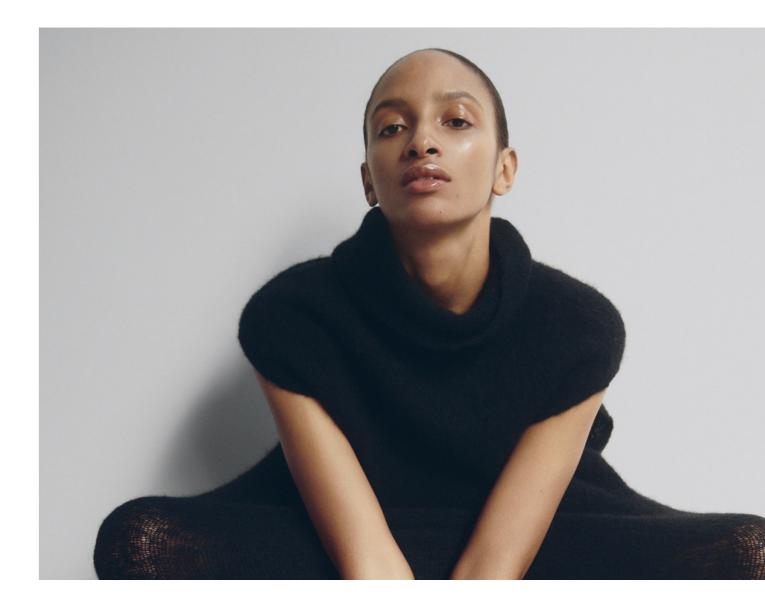
Repairs Keep it at least at the same level (taking into account that we wish to create garments that last long and

Communication

don't need regular repairs)

2025

8 communications to our customers on repair & care (via social media + newsletter, incl. Green Friday)





Goal We push our boundaries in the Xandres Lab by <u>experimenting</u> with innovations in the circular economy and collaborating with innovative brands that can teach us about <u>lowering</u> our impact and provide new insights.

What we do now \rightarrow

We don't forget the end-of-life strategy of our garments, taking the circular economy principles into account.

We already have a strong focus on the prolonging of our garments via our repair programme, but we want to go further. Can we reuse clothes? What can we do in terms of recycling?

In 2021, we promised to set up our Xandres Lab to push our boundaries and test innovations, and we did.

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 move forward—or rather, full circle. While it is likely impossible to create a completely closed system, we are looking for projects and setting up experiments to close our loop. We want to experiment with the principles of "circular economy". In this theoretical framework, there is no waste and clothing is given a new purpose at the end of its life.

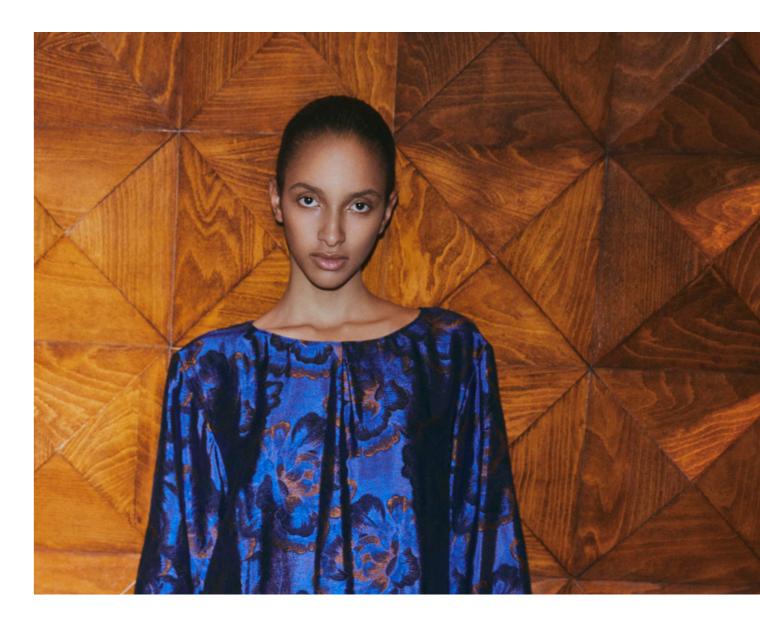
We are constantly looking for solutions such as reusing leftover fabric in limited edition capsule collections. We take it a step further when conducting research to textile recycling in the SCIRT project and experimenting with circular business models in the INFINITEX partnership.

together.

Lab is also short for collab.

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

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



Discover the SCIRT project

We are on an innovation journey towards a circular fashion system

From 2021 to the end of 2024, we work together with 18 international partners in an innovation journey towards a circular fashion system. It's a unique collaboration between industry and research, involving the entire textiles value chain in pushing boundaries. The project demonstrates a comprehensive textile-totextile recycling system for discarded clothing, focusing on recycling natural and synthetic as well as fibre blends.

In the past reporting period, Xandres worked together with scientific institutions to test chemical and mechanical recycling for one of our important textile compositions (a wool-polyester-lycra blend). The aim is to create a demo garment based on the recycling research of the consortium. We also provide input for partners working on a True Cost Model, Design Guidelines for the industry and policy recommendations for example.

SCIRT.

System Circularity and Innovative Recycling of Textiles



 $\langle \heartsuit \rangle$

> * SCIRT is a European project supported by the Horizon2020 fund and led by VITO, an independent Flemish research organisation in the area of cleantech and sustainable development.

Main objectives

- Deliver a closed-loop recycling solution for discarded textiles
- Stimulate and encourage conscious design and production practices
- Create new business opportunities by boosting textile value chain activity
- Raise awareness of the environmental and social impact of buying clothes

18 international partners

Fashion companies: Bel&Bo, HNST, Decathlon, Xandres, Petit Bateau Research organisations: VITO, CETI, Prospex Institute Universities: BOKU, TU Wien, ESTIA Industry players: Altex, AVS, Valvan SMEs: Circular.fashion. FFact Non-profit organisations: Flanders DC, IID-SII

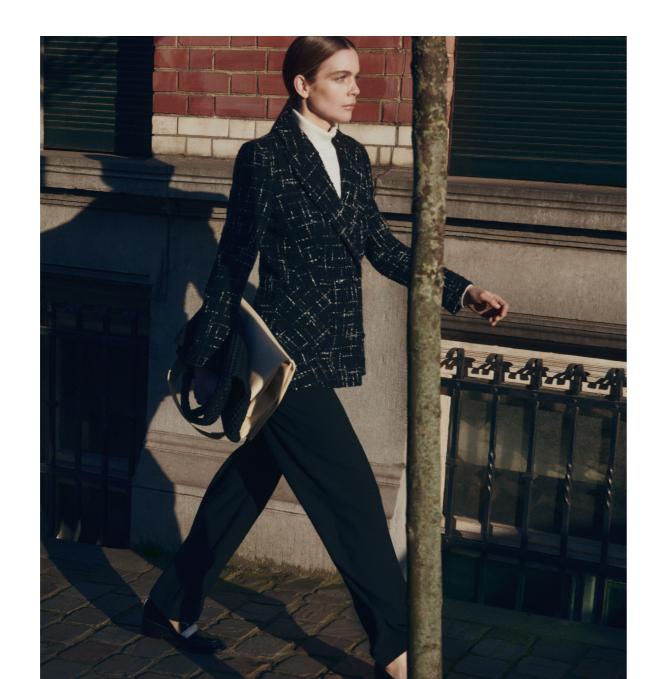
Discover the INFINITEX project

Piloting a circular value chain in a living lab.

INFINITEX is a 'Living Lab' where knowledge institution Thomas More works together with different partners from the value chain to create circular business models that prolong the life of clothing.

Xandres is one of the fashion companies and retailers involved next to E5, Filou and Friends, Supergoods, Atelier Noterman and Dressr. From 2023 to 2026 these partners will work in co-creation with social economy, existing logistical industry partners and local start-ups, to increase the lifespan or more intensive use of clothing.

In 2023 Xandres started the research phase for this project by integrating questions on rental and second hand models in its materiality survey. Throughout the next years, further research will be done on the viability of these new business models for Xandres and we will set up, test and improve the logistical processes involved.



3

2

Main objectives

Optimize a local system for circular business models

Create new business opportunities by conducting consumer research

Improve circular chains by improving technology

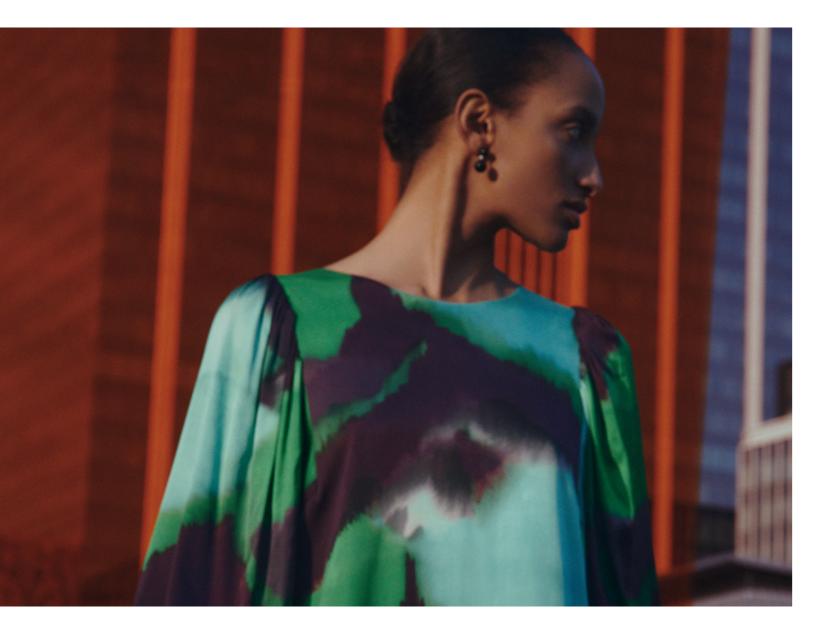
Build bridges between social economy and industry players

17 Belgian partners

Textile companies and retailers: Xandres, E5, Filou and Friends, Supergoods, Atelier Noterman, Jeanne & Daniel and Dressr Universities: Thomas More, Flanders Business School (KU Leuven) Industry players: GS1 Start-ups: Quifactum, Undo, Okret Non-profit organisations: Flanders DC, ZOG, De Kringwinkel Antwerpen, Herwin

* INFINITEX is a Flemish project, supported by the VLAIO Living Lab fund and led by Thomas More University of applied sciences.

What we do now



INFINITEX AIMS TO CREATE A COLLECTIVE LEARNING PROCESS. WE WANT TO INSPIRE INNOVATIVE ACTION AMONGST OUR PARTNERS. WITH EACH REDESIGNED BUSINESS MODEL, EVERY DARING EXPERIMENT OR COLLABORATION AND EVERY LEAP IN LOGISTICS AND TECHNOLOGY, WE STRIVE TOWARDS AN INDUSTRY WHERE CLOTHING'S LIFESPAN IS PROLONGED AND THIS IN A WAY WHERE LOCAL PARTNERS FACILITATE AS MUCH AS POSSIBLE ALONG THIS PROCESS.

> Jolien Roedolf Thomas More Researcher Sustainable Entrepreneurship & INFINITEX project lead

Discover our collabs and upcycling projects

Our 2023 target was to have a collaboration with a purposedriven brand per season

The first collaborations taught us that it is as important for our own design team to start creating in a different way. That's why we decided to not only do collabs, but also focus on capsule collections that use leftover garments, fabrics or yarns.

In the past reporting period, we were able to achieve five (instead of four) of these projects in our Lab.



What we do now

Limited edition *Kaftan*

Capsule collection - upcycled knits

First digital product passport test with Quifactum

We designed an upcycled kaftan for Valentine's day in 2023. To avoid waste, we used surplus fabric stocks from last year's summer collection to create unique new designs. A one-size-fits-all design that any woman can shine in. The 110 exclusive kaftans were made entirely in Belgium, produced locally in the Xandres atelier.

Together with our knitwear partner, the Xandres design team came up with creating new garments out of leftover yarns from previous collections. Based on the yarns available, their properties, colours and available quantities, the design team created three types of 100% upcycled jumpers and a plaid. The entire design and production process taking place in Belgium in a 40km range.

For our upcycled knitwear collection, we worked together with Belgian start-up Quifactum to do a first test with QR codes on the hang tags of our garments. Quifcatum offers a digital method to help customers learn more about how and where certain clothes are made. By scanning the QR code, our clients could discover the upcycling and production process.

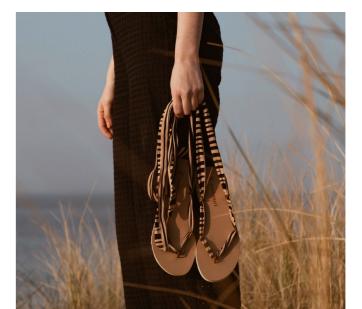


Xandres by Komrads sneakers from *apple* leather

Together with Belgian sneaker label Komrads, we developed a contemporary sneaker in apple leather, made of residual waste from the apple processing industry. The lining and laces are made out of recycled cotton, the soles made of recycled rubber. True to the iconic urban Komrads look, the typical Xandres signature on top.

Xandres x Rarámuri summer sandals from upcycled materials

In the collaboration with Belgian shoe label Rarámuri, we designed a quality sandal, made to last for years. The changeable ankle ribbons were handmade in a local sheltered workshop, and made out of Xandres leftover fabrics. The soles were made out of jute, naturallytanned leather, rubber and water-based glue. By using changeable ribbons, we motivate customers to switch looks without switching shoes.



Xandres Lab



What we'll do in the future \rightarrow

What we'll do in the future



Target

2025 Launch one Xandres Lab project per season (a collab or capsule collection)

Launch a recycled capsule collection, showcasing the textile-to-textile recycling research of the SCIRT project

<u>First tests done with a new circular</u> <u>business model</u> (rental or second hand) based on the research of the INFINITEX project

First tests done with digital product passport on item level within the INFINITEX project

2029

Conduct further research on innovative solutions to close the loop (e.g., takeback systems, leasing models, product passports and transparency trackers) "THE LAST TWO YEARS, WE SAW BIG CHANGES IN OUR INDUSTRY. WE CAN ONLY APPLAUD THE FACT THAT MORE LEGISLATION IS AIMING AT CREATING A LEVEL PLAYING FIELD AND TACKLING THE ISSUES RELATED TO FAST FASHION. IN THE NEXT YEARS, IT WILL BE EVEN MORE IMPORTANT FOR SMES TO FIND A BALANCE IN COMPLYING AND AT THE SAME TIME KEEP ON INVESTING IN INNOVATION. A CHALLENGE WE ARE LOOKING FORWARD TO TAKE ON."

> Jasmien Wynants Sustainability Manager

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



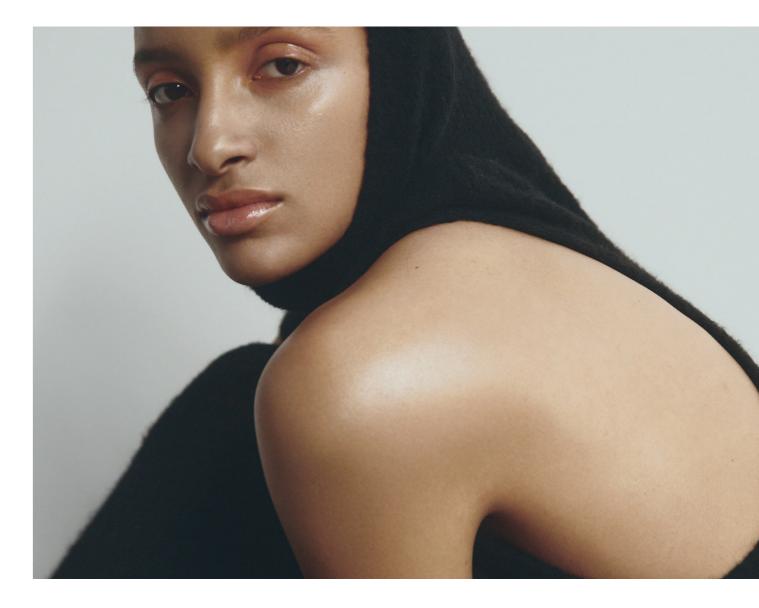
materials and suppliers



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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*.



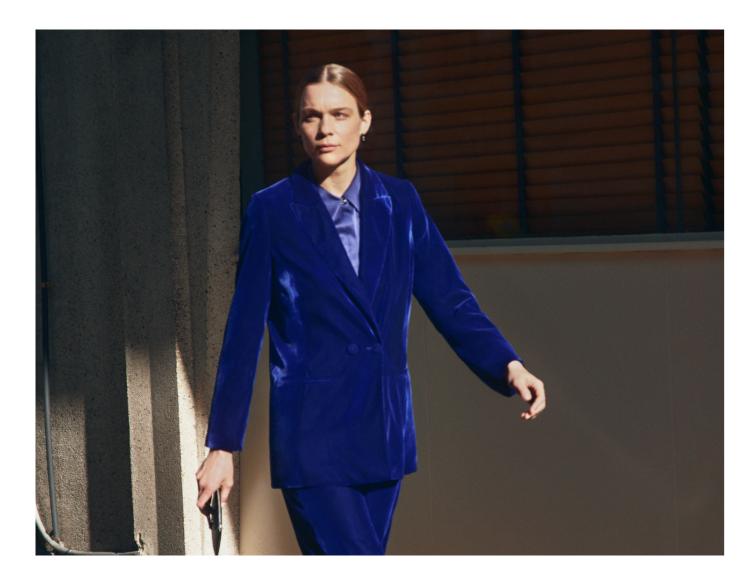


We focus on four aspects:

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 bargainin | | | | |
| 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 questionaire and audit reports. Our most important suppliers (based on volume or risk) are audited via ICS 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:

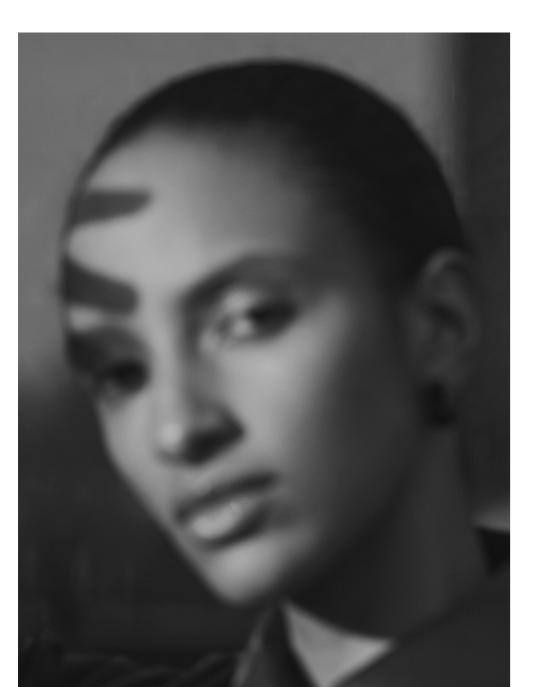
1. Eco-friendly production processes

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 nonscoring 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 [OITES] lists.



3. Lower impact materials

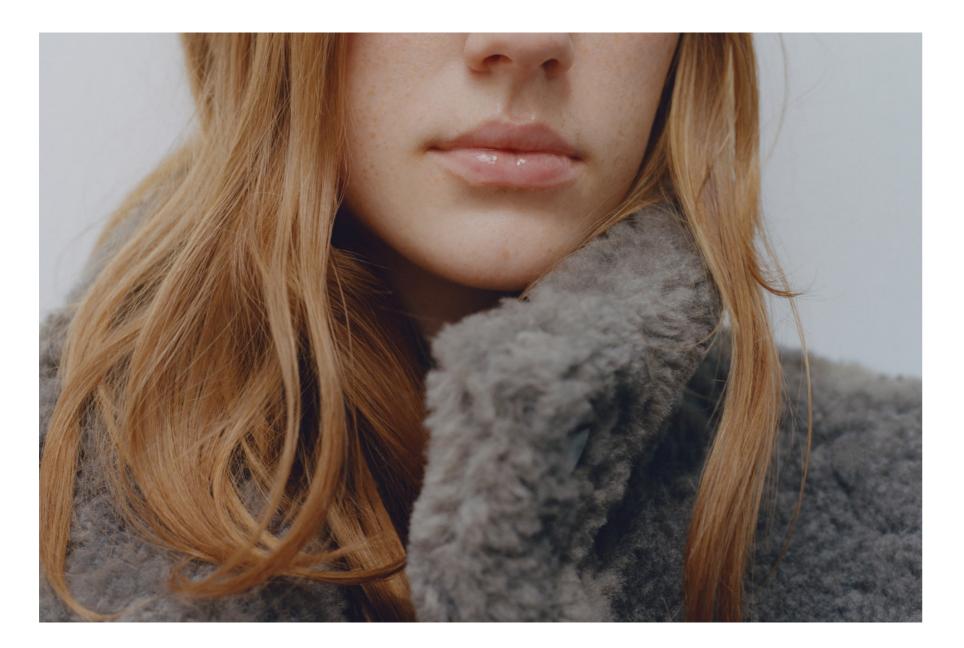
Since there is no universal framework for low-impact or circular materials, Xandres has developed its own Material Matrix.

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.

Annexe 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.

Material Matrix

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.

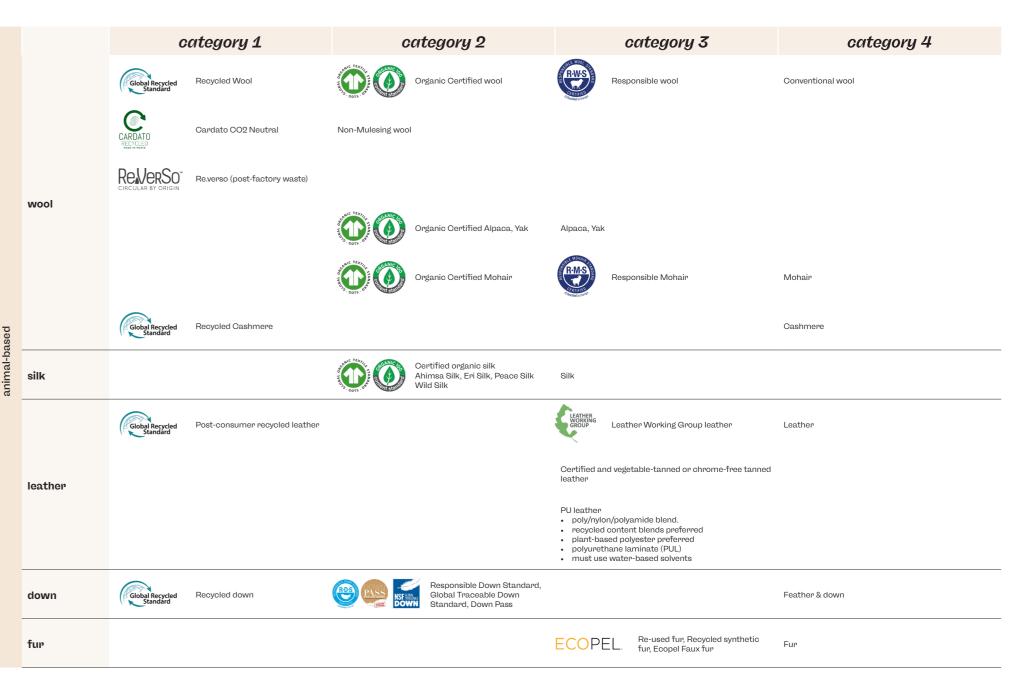
The Material Matrix is based on desk research and takes into account the Higg Materials Sustainability Index (MSI), the Environmental Benchmark for Fibres (by Made-by), the Background document on raw materials, risks and more sustainable alternatives as defined in the Dutch Agreement on Sustainable Garments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

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



Material Matrix *Manufactured*

| | | | category 1 | С | ategory 2 | category 3 | category 4 |
|--------------|-------------|------------|------------|-----------------------------|-----------------------------|-------------------|--------------------------------|
| | retro-based | polyester | | Global Recycled Standard | Recycled polyester | | Virgin polyester |
| ED | | acrylic | | Global Recycled Standard | Recycled acrylic | | Virgin acrylic |
| MANUFACTURED | | polyamide/ | | Global Recycled Standard | Recycled nylon | | Virgin nylon (polyamide) |
| | | nylon | | ECONYL | Econyl ® | | |
| | | elastane | | Global Recycled Standard | Recycled Elastane (spandex) | Biobased elastane | Virgin elastane/spandex; Rayon |

| | | CO | itegory 1 | C | category 2 | category 3 | category 4 |
|-----------|---------------|------------------|-------------------------------|---------------|---------------------------|--|-------------------------|
| | viscose/rayon | Network EcoVero™ | Ecovero™(Lenzing) | Enka® viscose | | FSC certified viscose | Viscose |
| bio-based | Viscose/rayon | 该 Refibra™ | Refibra™ (Lenzing) | | | Canopy engaged viscose (FSC + producer has signed Canopy policy and is working towards improvements) | Bamboo Viscose Cupro |
| | lyocell | TENCEL" | Tencel [™] (Lenzing) | | | Lyocell | |
| | modal | | | ≷ Mõdal | Lenzing Modal ® (Lenzing) | | Modal |

