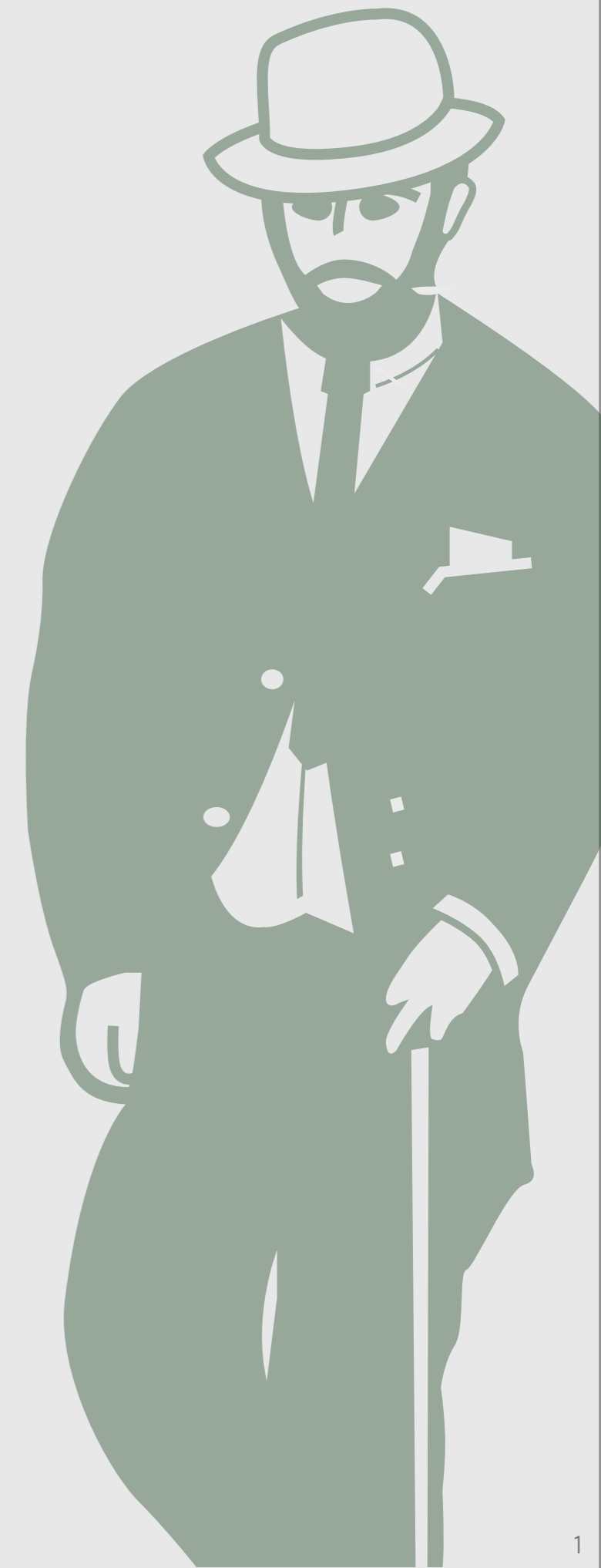
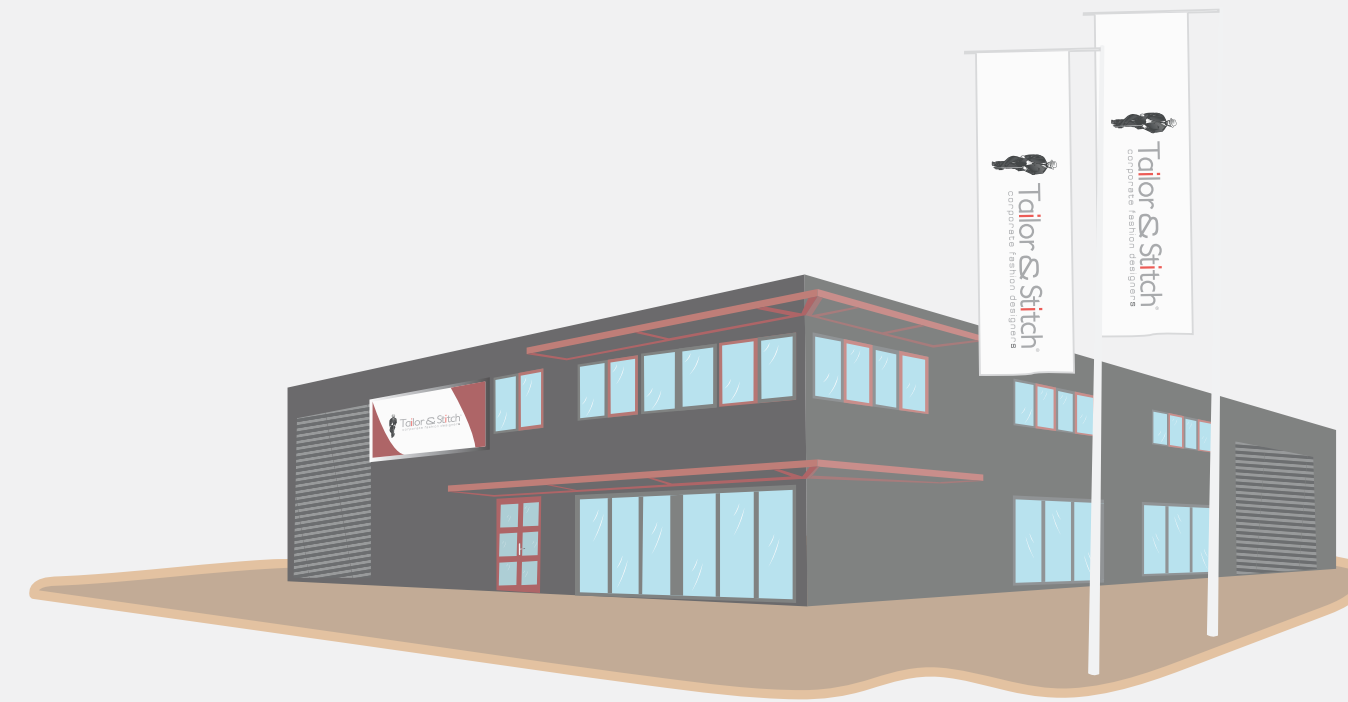


TAILOR & STITCH GREENBOOK.



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TOGETHER INTO A SUSTAINABLE FUTURE



INTRODUCTION

The garment industry is the second most polluting industry in the world after petrochemicals. A cultural shift is needed to change the established order. Fortunately, as producers we can make a difference in the chain. An efficient infrastructure, using various innovative materials, ensures a significant reduction of waste streams. For example, we have developed clothing with a special antibacterial finish that can be worn longer without washing. As a result, fewer garments need to be provided in a clothing package. In a conservative market, it can proudly claim to be a leader in sustainable innovations. It strives to be the best in the industry!

Tailor & Stitch designs, develops and manufactures high quality corporate workwear. The company originated from an acquisition in 2009, which was established in Sneek in 2015. Besides sustainability and innovation, quality is also really important. Our team is able to design, develop and produce clothing for any company within any industry. We have our own design department which offers the possibility to design, in consultation with the client, to make clothing in the appropriate corporate identity.

Tailor & Stitch is flexible in production runs with relatively short lead times. In 2019, Tailor & Stitch has decided in addition to having its own office and warehouse, to also take production into its own hands. By taking over a factory, we shorten the chain and take the responsibility into our own hands.



MISSION, VISION AND GOALS

Tailor & Stitch feels responsible for the entire textile chain and sees itself as a role model in innovating and making the workwear industry more sustainable. T&S wants to contribute to a world where every employee has the opportunity to walk in innovative, beautiful, comfortable and sustainable clothing.

We as Tailor & Stitch continuously set goals to keep improving ourselves. Currently, 60% of our total production consists of sustainable items. By 2025 we want 75% of our production to be sustainable and by 2030 90%. See below the timeline in which we have improved over the past few years around the topic of sustainability.



2013	2015	2017	2023	2025	2030
Start Fairwear membership	Launch first sustainable collection	Launch configurator Thirtyfour. FWF status: Good	ISO 9001/14001 certified	75% sustainable collections, pay a full living wage FWF status: Leader	Release at least 90% sustainable collections + fully circular collections

SOCIAL SUSTAINABILITY STANDARDS

FAIR WEAR

The Fair Wear Foundation was created to improve the Clothing Industry. The mission and vision of Fair Wear perfectly matches with that of Tailor & Stitch. The foundation ensures that member companies produce in an ethical manner. In order to improve the garment industry, it adopts an approach consisting of the following core activities:

- Brand Performance Check:** This is a check on the operations of member companies. Each year, the companies' efforts to improve the garment industry are measured and assessed. A company is then given a fail, pass or good on this component. Tailor & Stitch currently scores a good on the Brand Performance Check.

- Factory Audits:**

Factories are audited by the Fair Wear Foundation. Compliance with the Fair Wear Code of Labour Practices is checked. Based on this visit, the company receives comments and points for improvement. The following year, the success of changes made is examined. The first audit in our new factory will take place soon. Based on this audit, we can draw up a development plan. Currently we have 99% of our production locations under monitoring.

- Factory Trainings:**

The Workplace Education Program trains workers and management on-site in India according to the Fair Wear Code of Labor Practices. This Code consists of eight different labor standards including, for example, wages and working hours. Because we have daily contact with our colleagues in India, they now have a reasonable idea of the labor standards that we use which they should use as well.

- Complaints helplines:**

There is a mailbox in our production area where employees can submit complaints and/or tips anonymously. This way, together with Fair Wear, we can discover what exactly the points for improvement are in the opinion of our colleagues.

EMPLOYEES INDIA

Our factory, called The Tailors, employs 60 people. Because the factory is self-managed, we have good visibility into the following issues:

- Fair salaries
- Fair working hours
- Vacation days

 The owner of both Tailor & Stitch and The Tailors, visits the factory twice a year to speak with the workers in the production area. This way the staff satisfaction is also guaranteed and monitored in India.

COLLABORATIONS INDIA

The acquisition provides a better grip on the total process and insight into all the parties that are part of this production process. We work with selected suppliers so we know exactly who we are working with and how. A cooperation is preceded by thorough research, we do not work with just anyone. Most of our suppliers are located in India, our Indian colleagues visit and assess these suppliers. Only when we are certain that a company meets our standards and values do we decide whether or not to work together. For this we ask the factory to sign a code of conduct and RSL (Restricted Substances List). In this code of conduct the norms and values of the organization are described. The RSL is a list where you agree with the factory that they are not allowed to work with certain prohibited chemicals.

We are currently working with Modint to calculate the exact savings per product using the ecotool. In this way, we can measure the environmental impact of products on the basis of water and energy consumption and CO2 emissions.



EPR

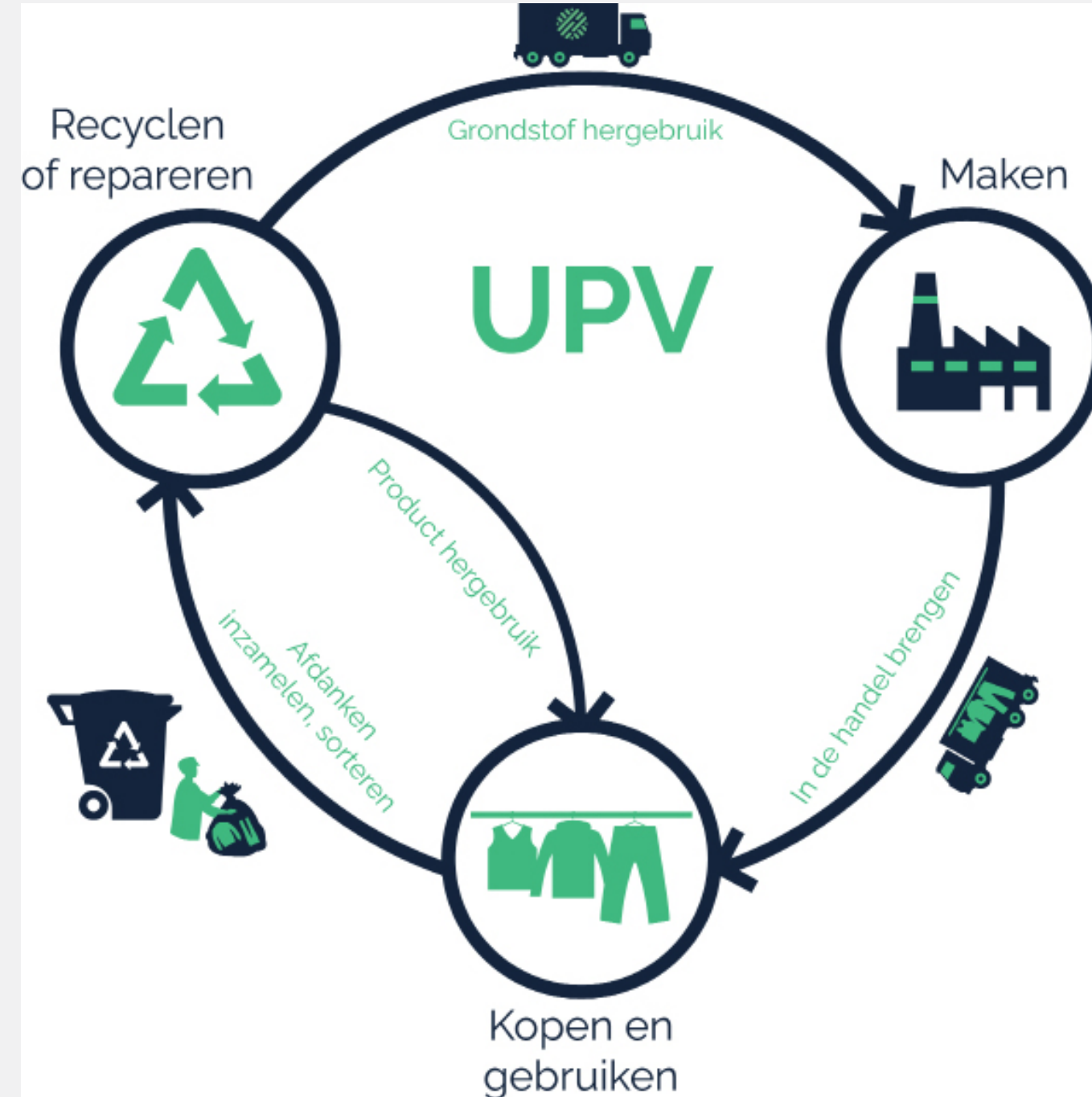
EPR stands for Extended Producer Responsibility. From 1 July 2023, the importer or producer of clothing and household textiles will be responsible for the waste management of products. This means that there must be a suitable system for the collection of textiles, so targets are achieved with regard to reuse / high-quality recycling

Modint:
Modint is the trade association for manufacturers, importers, agents and wholesalers in workwear, fashion, accessories, carpet and (interior) textiles. Modint contributes to the sustainable development of the sector. Modint works together with its members and together with other stakeholders. Tailor & Stitch has been a member of Modint since 2010. Because of our membership, we are aware of the latest developments in sustainability. We believe that together we can make a difference.

"Stichting UPV"
Creating a system for collecting old clothing, with the aim of recycling/reusing it, is a very costly and complex process. That's why Tailor & Stitch is adjoined by 'stichting UPV'. By working together with multiple stakeholders, obligations are met in the most efficient, effective and affordable way possible.

Targets:
2025: At least 50% reuse and recycling consisting of:
- Minimum 20% reuse
- At least 10% reuse in the Netherlands
- At least 25% of the recycling fiber to fiber recycling

2030: At least 75% reuse and recycling consisting of:
- Minimum 25% reuse
- At least 15% reuse in the Netherlands
- At least 33% of the recycling fiber to fiber recycling



ENVIRONMENTAL SUSTAINABILITY STANDARDS

PLANET

HEAD OFFICE

When it comes to saving our environment, we start with ourselves. Our head office is awarded with energy label A. LED lighting is used throughout the building and we separate waste. In addition, colleagues with a lease car are provided with an electric car. The cars can be charged at the building, which makes it more interesting for anyone without a lease car to drive electric.

TRANSPORT

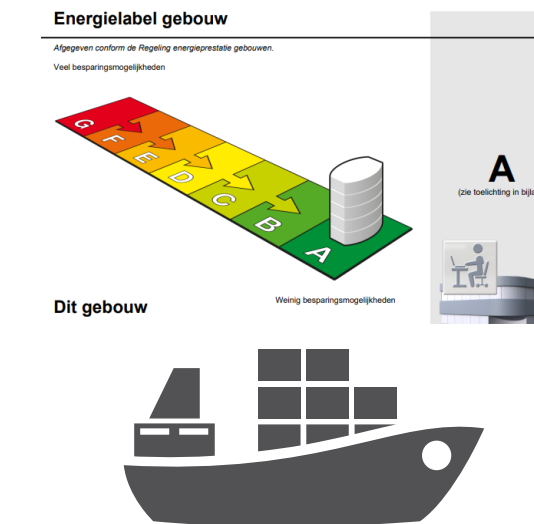
Transportation is a big environmental polluter. We always encourage our customers to ship to the Netherlands by sea instead of shipping by air. The flight option is therefore not mentioned on quotes. When we ship a container to the Netherlands, we always make sure it is fully loaded. This way, we are trying to organize our transport as efficiently as possible to minimize the impact on the environment. We use recycled plastic bags to pack the clothes and the boxes we use are also made from recycled materials.

PRODUCTION

Besides transportation, production is also a major environmental polluter. We try to use sustainable materials as much as possible. We also produce per order so there is no overstock and the environment is affected as little as possible. In addition to that, we try to choose sustainable options as much as we can. For example, we offer the following sustainable fabrics:

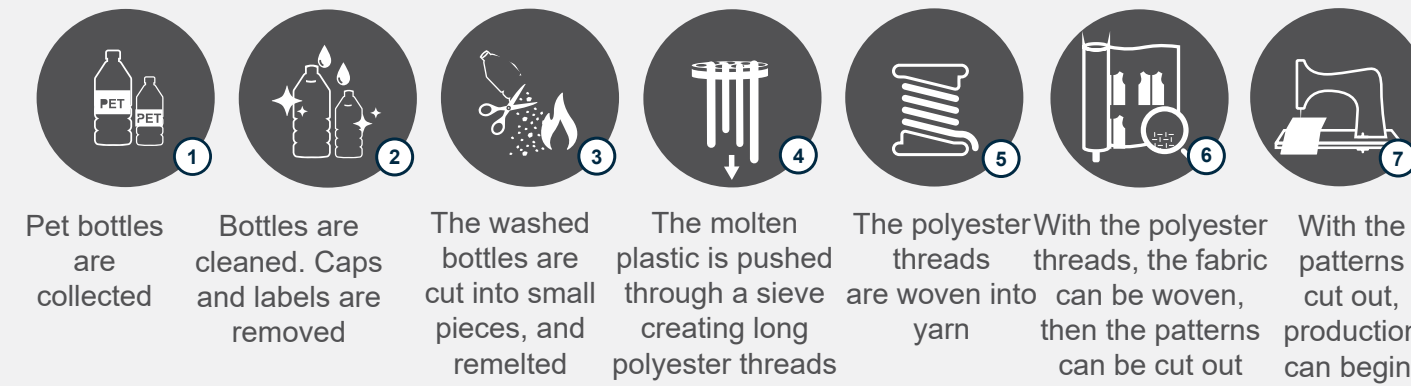
CIRCULAR BUSINESS PARK

Our office is located at the Hemmen in Sneek. In collaboration with Circular Friesland, the local authority of Súdwest-fryslan, Stec and New economy, we made a plan to work towards a circular business park. We look at energy consumption, biodiversity, reuse of materials, health and well-being and water extraction and water use. Based on these themes, we are setting up a multi-year plan that should lead to a circular business park



Recycled softshell:

This fabric is made from PET bottles, so no new raw materials have to be used. This way, together, we ensure that the impact of a jacket on the environment is minimized. We do not compromise on quality, the fabric is still windproof, water resistant and breathable. The fabric also has a GRS certificate and according to the 'Made-By Environmental Benchmark for Fibres', the raw material is in the second highest class (Class B) in the field of sustainable materials. In this benchmark, the following parameters are observed:
• Green house gass emission • Human toxicity
• Eco-toxicity • Energy input • Water input • Land use
In these areas, the chemically recycled material scored really high. It's placed in the category with the second most sustainable materials for textiles. The material consumes *32% less energy, 55% less CO2* emissions and for the production *22% less water* is used than for regular polyester. In addition, recycling PET bottles helps prevent the increase of the plastic soup.



Organic cotton:

Tailor & Stitch has developed several sustainable knits in organic cotton and recycled polyester PET. These knits can be used for t-shirts, polo shirts and sweaters. We are in possession of the corresponding GOTS or GRS certificates. The knitwear made of rPET materials is finished with an antibacterial finish, this finish makes sure that bacteria cannot attach as easily to the fabric, so you do not have to wash the clothing as often. By washing the clothes less often we save a lot of water and energy and the clothes stay beautiful for a longer period of time.

Cordura:

For years we have been an expert in the production of Cordura® workwear. This fabric has the characteristic of an extremely high degree of wear resistance and color fastness. The abrasion resistance is calculated and tested by means of the Martindale test. The higher the number of rotations, the more wear-resistant the fabric. Cordura passes this test and is 3 times stronger than the average textile. This makes our Cordura® jackets last longer than regular jackets. Because of this longer life span, we also reduce our impact on the environment.



PROFIT

Local involvement

As an employer in the region, Tailor & Stitch wants to stay involved. For example, it sponsors the youth tennis club, we sponsor a padel court and it dresses the 200 volunteers of the Sneek Marathon every year. Sustainable interaction with people is in the culture of Tailor & Stitch.

Thirtyfour

We also invested in establishing our own brand called Thirtyfour. Our private label items can be ordered through an online configurator. Thirtyfour was set up to set a good example to all our stakeholders. It is a fully sustainable corporate workwear label. The sustainable items can easily be designed online. All models that can be chosen are made of sustainable fabrics. In addition, customers never have to worry about overstock, because we produce from a minimum of 10 pieces. This means that customers never have to order too many items and we do not have to produce too much, which results in minimal impact on the environment. We also offer our dealers the opportunity to serve all customers, large and small, in a sustainable way.

Configurator / tracker

Innovative systems are needed to properly monitor and support our investments. This requires continuous investment. We had the configurator for Thirtyfour developed. In addition, an internal system was developed in which all parties involved can work. All projects are processed in it. This allows all colleagues in India and the Netherlands to see the status of a project at any time and update it where necessary. Our selected suppliers and dealers also have access to this system. It provides a transparent way of working together where each party is aware of the latest status and other desired information.



REUSE
REDUCE
RECYCLE



 thirtyfour®

