



# SUSTAINABILITY REPORT 2024



SUSTAIN  
ABILITY  
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# SCIENCE SHAPES OUR FUTURE

We are elevating  
our sustainability intelligence  
to the next level.

As a global group of leading textile manufacturers, we take our environmental responsibilities seriously and continuously work to do our part to achieve a more sustainable future. This year's cover image represents our climb to a more sustainable future—supporting one another as we advance to the next level, achieving our goals and then setting the next ones.

Sustainability intelligence describes our collective awareness and understanding of sustainability data and technology, and our ability to integrate this knowledge into our future practices. We believe this is essential for the protection of our natural resources and prosperity of our world today and beyond.

We concentrate our efforts on key areas where we can have the greatest impact—climate change, water stewardship, products and materials, and the actions of our people. Our progress is driven by placing value on these areas and driving meaningful action guided by our Ten Threads of Sustainability.

With our previously set 2025 goals on track, we now shift our eye towards the future, setting increasingly progressive goals for 2030. Using science and our own sustainability intelligence, we are committed to establishing ambitious goals that push us forward on our sustainable journey to best serve our employees, customers, and the communities in which we operate.

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## MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

# JEFFREY P. PRITCHETT

It is my pleasure to introduce Elevate Textiles' 2024 Sustainability Report. Our purpose is to provide an update of the company's sustainability actions and progress towards our goals and commitments.

I recently joined Elevate as CEO and Member of the Board of Directors. Elevate's commitment to sustainability is one of the most crucial factors that made me want to join the company. I have had the opportunity to visit many of our manufacturing locations and meet with our leadership, sales, and product teams across our global brands over the past few weeks. The continuous process improvement and exciting industry-first technology advancements, like Cone Denim's Bonzai 100% post-industrial waste recycled fabric and Safety Component's PF Zero patent pending nonfluorinated repellent finish for PPE fabrics, create more sustainable fabric and thread products and give me confidence that we are on the right path forward.

"The passion for, commitment to, and focus on sustainability is evident across our people, technology, systems, and the Elevate brands. I am so proud to be part of the team and on this journey."

This year's Sustainability Report highlights Elevate's progress towards our 2025 goals and introduces our next focus towards 2030. As a company, we are making significant progress and continue to seek out new and creative strategic opportunities to both lead and partner within and outside of the textiles industry.

A few important things to note:

- Elevate is on track to meet or exceed the majority of our 2025 goals as you will see on page seven.
- It is clear that Elevate has a strong reputation as an industry leader, and this is made evident by our leadership roles in key organizations such as Cradle to Cradle and AAFA and active participation in many others including ZDHC, Textile Exchange, and the UN Fashion Industry Charter, all of which demonstrate effective collaboration that is moving the entire industry forward with shared goals and outcomes.
- Our solid customer relationships have helped us to navigate many of these challenges already, and we will continue to deepen and strengthen those partnerships as we navigate forward. For example, the Global Water Intelligence Conference in April featured our recent work with Nike (and other customers) on a wastewater project in China.

I look forward to continuing to meet and engage with our internal and external stakeholders. The passion for, commitment to, and focus on sustainability is evident across our people, technology, systems, and the Elevate brands. I am proud to be part of the team and on this journey.

Thank you for your partnership and your time to learn more about Elevate and the key sustainability focus areas and milestones across our brands and operations.



**MESSAGE FROM VICE PRESIDENT  
– ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY  
CHIEF SUSTAINABILITY OFFICER**

# JIMMY SUMMERS

I am excited to present our annual Sustainability Report, which outlines our ongoing efforts to operationalize sustainability and the resulting progress we have made. The keys to our success have been the strong teams who implement new projects and sustainable product innovation, as well as enhancing our systems, allowing us to share data and knowledge across the company.

In this year's report, we are pleased to announce our 2030 goals, along with our progress towards our 2025 goals. The new goals increase our levels of ambition and continue to align our company with our industry's collaborative approach to meeting our shared global sustainability targets. Our new 2030 goals are supported by our strong belief that if we say we will take action, we intend to do it. We feel these targets are attainable for both our organization and the textile industry.

"Our partnerships guide our programs, and they are critical to our successes and our ability to meet our 2030 or future targets."

We are on target to meet—and hopefully exceed—our 2025 greenhouse gas, water, and cotton goals, which is very encouraging. Through 2023, we have not seen the expected sell through of recycled polyester, which is due in part to the cost premium experienced for this fiber compared to virgin polyester. However, we remain optimistic that this will improve in future years as our industry pivots toward textile-to-textile and circular fiber offerings, moving "beyond the bottle" in sourcing recycled polyester fiber. Our product and sustainability teams collaborate closely to keep abreast of new fiber developments and opportunities in this

area. Through our "sustainability incubator", we are a platform for incorporating new preferred and more sustainable fibers into our growing product markets.

Elevate and our brands remain committed to transparency for our stakeholders regarding the sustainability and social responsibility performance of our facilities and supply chain. We enthusiastically take part in the Higg suite of tools, the ZDHC Gateway, and other platforms that promote our transparent communications. We advocate for these to be standardized in the industry so we can avoid the waste of duplicative audits and reporting systems, which take up vital time and effort that are better used to make progress on our goals. We continue to support traceability of fiber and other raw material inputs while ensuring we understand our supply chain and can take quick action to mitigate risk.

Our partnerships guide our programs and are critical to achieving our 2030 targets and beyond. Traditional, short-term relationships often limit the capacity for change. We embrace long-term commitments with key stakeholders that keep ambitions high and securely invest in sustainable solutions. Elevate is ready, willing, and excited for the future.

A handwritten signature in black ink, appearing to read "Jimmy Summers". The signature is fluid and cursive, with a large initial "J" and "S".



## ⓔ Elevate Textiles™

# ANTICIPATE. CREATE. ELEVATE.

### **WHO WE ARE**

Taking textiles to a whole new level.

We are a collection of top textile companies and brands providing comprehensive, global product solutions across many diverse industries focused on innovation, sustainability, and heritage craftsmanship.

### **SUSTAINABILITY**

Solving for the big picture.

Sustainability is woven into our very DNA at Elevate Textiles. It's part of everything we are, everything we do, and everything we strive to be.

### **WHAT WE DO**

Changing industries.  
Changing lives.

We are solution-oriented and innovative, sustainable and ethical, global and diverse, trusted and collaborative. Our textile products lead the industry with high quality and a long heritage, and an impact everywhere you look.

### **INNOVATION**

Going beyond what's next.

We anticipate when we create—growing our products and solutions that are relevant to today and ahead of tomorrow.



# OUR BRANDS

Meet our brands—five global companies who are united in driving forward new ideas and technologies to positively impact the textile industry and beyond.



Founded 1891—As one of the world’s foremost manufacturers of sewing thread, embroidery thread, and technical textiles, A&E provides global solutions to the apparel, automotive, home furnishings, medical, footwear, and other industrial markets with capabilities that extend from Asia to Europe to the Americas.

## Gütermann

Founded 1864—As one of the world’s premier thread manufacturers, Gütermann has been making quality thread products servicing both industrial and commercial sectors globally. Whether for high quality or trendy fashion collections, technical textiles, automotive and outdoor applications or for the creativity of each individual.



Founded 1923—With a century of industry leadership, Burlington is driven to develop sustainable, next generation textile technology and fabrics including performance synthetics, worsted wool, and blended fabric, serving the military, performance apparel, medical and cleanroom, interior furnishings, uniform, and workwear markets.



Founded 1891—A worldwide leader in denim innovation, Cone Denim’s unparalleled expertise and advanced capabilities have serviced and inspired the global market for more than 130 years, offering unique collections of sustainable and innovative performance, stretch, selvage, natural indigos, hemp, and TENCEL™ denim.



Founded 1912—A global leader in technology-driven fabric solutions and other high performance textiles, for first responders, military, outdoor, marine, and automotive use, Safety Components has provided innovative solutions to customers for more than 100 years.



# SUSTAINABILITY

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## INCREASING AMBITIONS— PRESERVING VALUES

Elevate is on track to meet our 2025 climate and water goals, and we are excited to officially set our full list of targets we want to reach by 2030. It is important to our company and its brands that we remain dedicated and push ourselves to set the next level of ambition, while also ensuring these goals are truly attainable.

### CLIMATE

- Our Science Based Target: 46.2% reduction in scope 1, 2, and 3 emissions by 2030 from a 2019 baseline year
- Strive to attain 100% renewable electricity by 2030
- Coal phase out by 2030

### WATER STEWARDSHIP

- 40% Reduction in water usage by 2030 against a 2019 baseline year
- Increase our water recycling capabilities through continued installation of UF/RO systems as we are able
- Maintain 100% compliance with ZDHC MRSL in all relevant facilities
- 100% of relevant facilities at Level 2/ Progressive in ZDHC Supplier to Zero

### PRODUCTS & MATERIALS

- Strive to attain 100% preferred and low climate impact fibers in our priority materials (polyester and cotton) by 2030
- No landfill waste by 2030

### PEOPLE

- Reduce our incident rate by 10% each year, with a goal of no safety incidents
- At least 50% of suppliers will conduct environmental and social audits by 2030

# UNITED NATIONS SUSTAINABLE DEVELOPEMENT GOALS

We take our role as part of the global community seriously and align our sustainability goals with the United Nations Sustainable Development Goals (SDGs), striving to make an impact on each UN Sustainable Development Goal. Elevate’s Ten Threads of Sustainability program and our ongoing efforts and investments are targeted towards innovative technologies and quality products that reduce the environmental footprint of our operations globally.

**WE FOCUS MANY OF OUR EFFORTS ON THE FOUR AREAS  
IN WHICH WE BELIEVE WE HAVE THE GREATEST IMPACT:**





# OUR TEN THREADS OF SUSTAINABILITY

Our Ten Threads of Sustainability were developed in 2006 to guide and shape our sustainability journey. We have made significant progress in reducing our impact since the Ten Threads were established. They continue to embody how we are improving our transparency and driving actions to achieve our goals and commitments.



THREAD N° 1  
**GLOBAL CARBON  
FOOTPRINT**



THREAD N° 2  
**WATER  
STEWARDSHIP**



THREAD N° 3  
**ENERGY  
CONSERVATION**



THREAD N° 4  
**SUSTAINABLE  
PACKAGING**



THREAD N° 5  
**RECYCLING &  
WASTE  
REDUCTION**



THREAD N° 6  
**SUSTAINABLE  
PRODUCTS**



THREAD N° 7  
**SOCIAL  
RESPONSIBILITY  
& GLOBAL EHS**



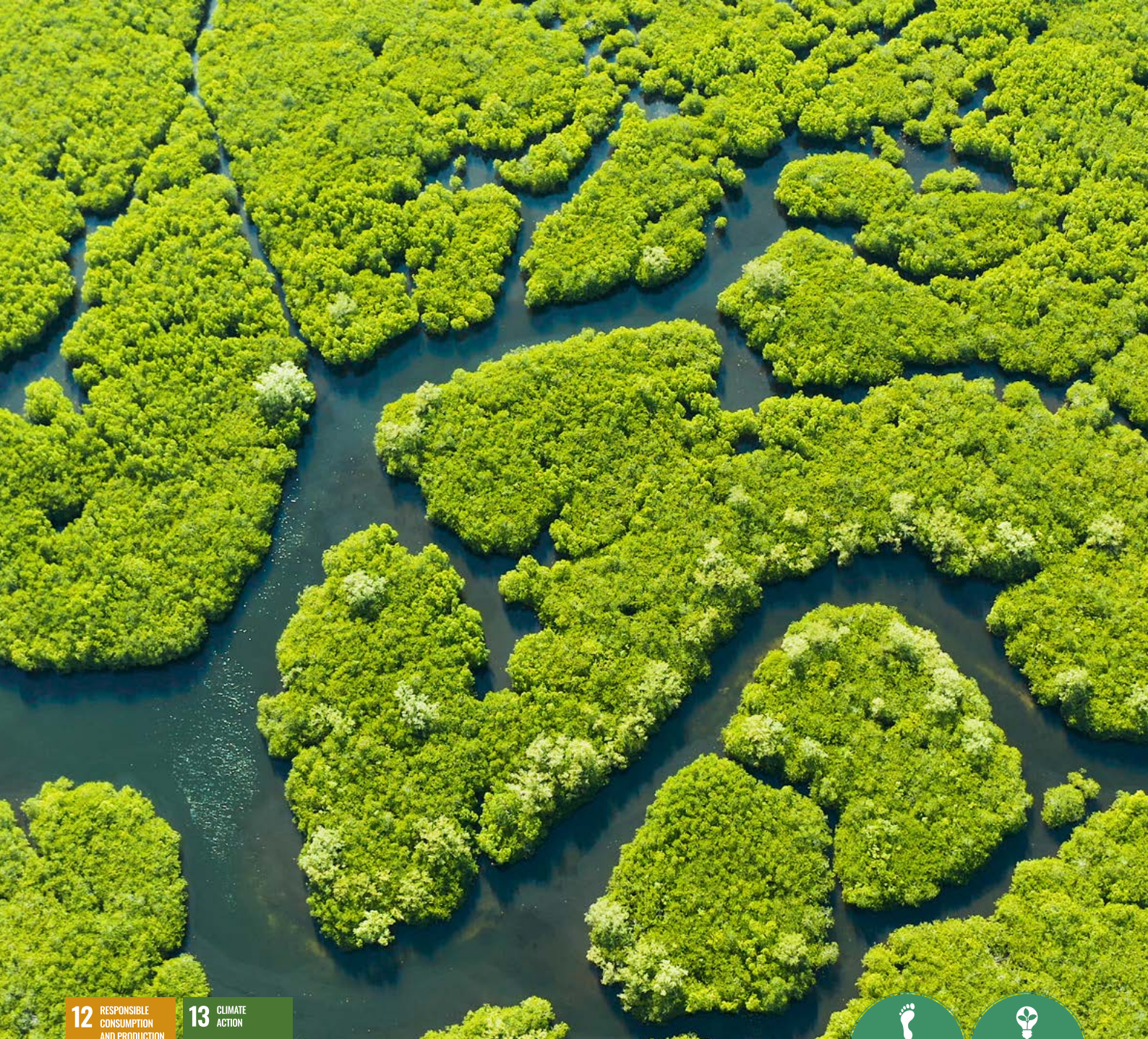
THREAD N° 8  
**SUPPLY CHAIN  
SUSTAINABILITY**



THREAD N° 9  
**PRODUCT  
STEWARDSHIP**



THREAD N° 10  
**EDUCATION &  
INVOLVEMENT**



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



UNGC PRINCIPLE 7  
PRECAUTIONARY  
APPROACH TO  
ENVIRONMENTAL  
CHALLENGES



# CLIMATE CHANGE

## HIGHLIGHTS

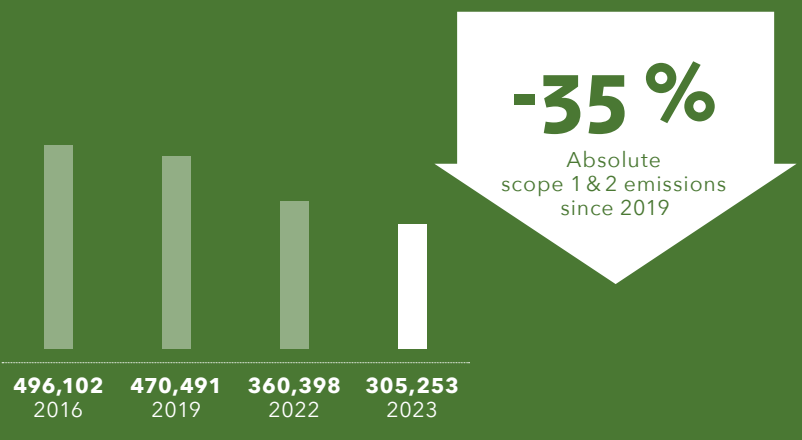
- Elevate Textiles is committed to doing our part to prevent global climate change throughout our supply chain
- We have achieved a 35% reduction in greenhouse gas emissions from our 2019 baseline year
- In 2023, we implemented our Sustainability Index and Dashboard that drive progress and connect our long-term corporate goals with targets at the facility level

allows us to generate our electricity, reduce CO<sub>2</sub> emissions, and improve our ecological footprint. In Dongmei, China, we made a boiler improvement and reduced the NO<sub>x</sub> emission concentration by 77%, lowering it to half of the government mandated limits.

A solar rooftop project at Cone Denim’s mill in Jiaxing, China is under construction, which is the third rooftop solar power project commissioned by Elevate and the first for Cone. The rooftop will generate up to 10-megawatt hours of energy a year. This denim manufacturing facility, built in 2007, is vertically integrated from fiber to fabric and is GRS, RCS, and OCS certified.

In 2023, Elevate launched and implemented the Sustainability Index and Sustainability Dashboard in all facilities. The Sustainability Index was created to drive progress, generate a metric that can be reviewed easily, and connect our long-term corporate sustainability goals like Science Based Targets to the actions and targets at our facilities. It combines the reporting of key metrics—monthly energy, water, and recycling data, Higg scores, and chemical conformance—into a single score on a scale of 0-100 that represents how effectively each facility and business unit is supporting Elevate’s sustainability programs. Our Facility Roadmaps allow us to translate corporate goals to the facility level and support our facilities in detailing how they will meet their targets. The program drives attention to a wide range of initiatives, creates a race to the top, and encourages sharing of best practices.

We continue to transparently communicate our environmental data through completion of the Higg Facility Environmental Module (FEM) verification audits. From 2021 through 2023, we saw a 7.5% increase in our average overall score across the company. Our global median score is 81 out of 100, which is over 35 points higher than the benchmark industry median score. Due to the Higg FEM 4.0 release and expansion, we are resetting our baseline for FEM progress to the 2023 reporting year and reassessing our goals in each category after all verifications are complete in 2024.



## WHAT WE DO

At Elevate, we know how important it is that we do our part to prevent global climate change, and we are always working to further our commitments in this area. After signing onto the Science Based Targets Initiative (SBTi) in 2019, we became the first global textile manufacturer to receive validation of our SBTi goals. Since then, Elevate joined the Business Ambition 1.5°C Campaign and is also a signatory to the United Nations Framework Convention on Climate Change (UNFCCC) Fashion Industry Charter. Our approved targets include a 46.2% reduction in absolute scope 1 and scope 2 emissions (from a 2019 baseline), as well as a 46.2% reduction in several scope 3 categories—purchased goods and services, processing of sold products, and fuel and energy related emissions—all by 2030. In addition to our climate-related 2030 goals, Elevate set a 2050 goal to reach net-zero emissions.

We are very pleased that across the company, we have achieved a 35% reduction in scope 1 and 2 greenhouse gas emissions due to the efforts of our facilities. Our facility in Gutach, Germany installed a new 100 kWp photovoltaic system in the dye house. This latest improvement



**6** CLEAN WATER AND SANITATION



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



UNGC PRINCIPLE 7  
PRECAUTIONARY  
APPROACH TO  
ENVIRONMENTAL  
CHALLENGES

CEO WATER  
MANDATE  
ELEMENT 1  
DIRECT  
OPERATIONS

CEO WATER  
MANDATE  
ELEMENT 6  
TRANSPARENCY



THREAD N° 2  
WATER  
STEWARDSHIP

# WATER STEWARDSHIP

# WATER STEWARDSHIP

## HIGHLIGHTS

- We recycle wastewater through the operation of three Zero Liquid Discharge (ZLD) systems and four ultrafiltration/reverse osmosis (UF/RO) systems at facilities around the world
- In 2023, the ZLD system at Cone Denim's Parras, Mexico facility was recognized with Kontoor Brands Indigoood program's Bronze status for verified water savings
- Six of our dyehouse facilities meet ZDHC Supplier to Zero Level 2 (Progressive)

**-36.3%**

Absolute water consumption since 2019

**38.4%**

Increase in recycled water since 2019

## WHAT WE DO

As a textile manufacturer that dyes and finishes fabrics and threads, we inevitably use a significant amount of water in our processes. For this reason, water stewardship is a major focus and priority as part of our larger sustainability journey. In addition to the reductions and improvements at our own facilities, we are passionate about influencing water basin-wide efforts to improve water quality and reverse negative trends, particularly against the backdrop of stressed water supplies in many regions around the world. We are a contributor to the Zero Discharge of Hazardous Chemicals (ZDHC) Programme and are active in many task teams and councils such as the Operator Certification Task Team, which is establishing a certification program and training globally for wastewater treatment plant operators and managers (believed to be the first of its kind in any global industry). The ZDHC Supplier to Zero program is a certification scheme designed to help suppliers make progress towards sustainable chemical management and highlight their achievements to customers and stakeholders. Six of our dyehouse facilities have achieved the second level of this certification (Progressive), and the majority of the

remaining dyehouses are certified at the first (Foundational) level. Each of our facilities with wastewater is meeting the ZDHC Wastewater Guidelines. We also joined the UN CEO Water Mandate and the Business Leaders Open Call for Accelerating Action on Water, committing to building water resilience across our global operations and supply chains.

Globally, our overall water use has reduced by 36% since our 2019 baseline year. In 2023, our A&E Vietnam facility conducted a condensate recovery project on their steam pipelines, led by the Engineering department. The team addressed five condensate discharge pipes so that the condensate is recovered to the boiler feed water tank at a high temperature, repurposing the water in a more efficient way. Annually, this modification saves about 7,500 m<sup>3</sup> of water, 197 tons of carbon dioxide emissions, and the time required to heat the boiler tank.

Operating in Cone Denim's Parras, Mexico plant since 2021, the Zero Liquid Discharge Reverse Osmosis Water Filtration system recycles up to 90% of the plant's wastewater back into the manufacturing process. Using biological treatment, ultrafiltration, and reverse osmosis, it discharges zero process wastewater into the environment, with the only loss being evaporation. This is the first denim dyeing facility in North America that uses this technology. In 2023, it was recognized with Kontoor Brands Indigoood program's Bronze status for verified water savings.



**6** CLEAN WATER AND SANITATION



UNGC PRINCIPLE 7  
PRECAUTIONARY  
APPROACH TO  
ENVIRONMENTAL  
CHALLENGES

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



UNGC PRINCIPLE 8  
INITIATIVES FOR  
GREATER  
ENVIRONMENTAL  
RESPONSIBILITY

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



UNGC PRINCIPLE 9  
DEVELOPMENT OF  
ENVIRONMENTALLY  
FRIENDLY  
TECHNOLOGIES

**17** PARTNERSHIPS FOR THE GOALS



UNGC PRINCIPLE 10  
ANTI-CORRUPTION

CEO WATER  
MANDATE  
ELEMENT 2  
SUPPLY CHAIN  
AND WATERSHED  
MANAGEMENT



THREAD N°4  
SUSTAINABLE  
PACKAGING



THREAD N°5  
RECYCLING  
& WASTE  
REDUCTION



THREAD N°6  
SUSTAINABLE  
PRODUCTS



THREAD N°8  
SUPPLY CHAIN  
SUSTAINABILITY



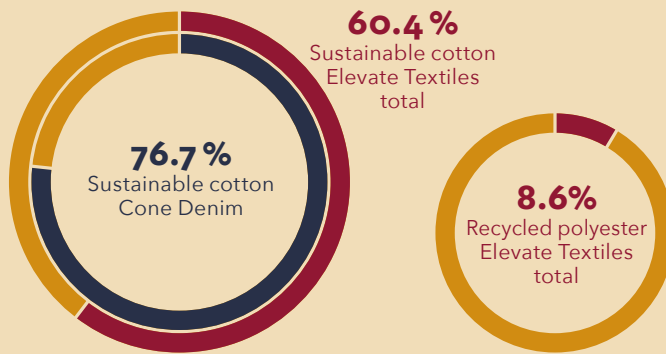
THREAD N°9  
PRODUCT  
STEWARDSHIP

# PRODUCTS & MATERIALS

# PRODUCTS & MATERIALS

## HIGHLIGHTS

- We are on track to meet our 2025 preferred material goals for sustainable cotton uptake and are looking ahead to our 2030 goals
- Elevate was recognized by US EPA's SmartWay Excellence Award program for sustainably transporting goods
- A&E renewed its Cradle to Cradle (C2C) Material Health Certificates in 2023



## WHAT WE DO

Our impact on people and the planet extends beyond our facilities—we are a part of a large, global, and complex supply chain. It is crucial that we continue to collaborate with all levels of our supply chain to make progress towards our targets because the fibers, dyes and chemicals, packaging, transportation, and other aspects outside of our direct control result in GHG emissions, water usage, waste generation, and other significant impacts. We are closer to meeting our sustainable cotton uptake goal than our recycled polyester goal, but we still have a gap to close. We are challenged with meeting all our preferred fiber goals due to market conditions and customer uptake. Despite this, we are looking ahead and aligning our 2030 targets with the direction set out by industry organizations we belong to (such as Textile Exchange and UN Fashion Industry Charter for Climate Action). With polyester, we are aiming to go “beyond the bottle” and move into textile to textile recycled and biobased fiber options, shifting our target language from “recycled” to “preferred”. Meeting these targets will require effort from all members of the industry, and we are ready to take on the challenge.

We have continued to deepen our engagement with suppliers by asking them to implement the Higg Index suite of sustainability and social

compliance tools. We recently developed our Sustainable Procurement Policy to ensure that we are doing the best we can for our customers and stakeholders, pushing our own expectations and requirements down through our supply chain. We have been a part of the Textile Exchange organization for several years, which allows us to more closely connect our pursuit of sustainable and preferred fibers with the industry. We attained RCS certification of our Cone Denim recycled cotton supply chain in Mexico, reducing our footprint for certified recycled content in the Western hemisphere. This past year, A&E attained Global Recycled Standard (GRS) certification in the Americas region after having been involved with GRS certification globally since 2019. Many of Elevate’s global facilities have had this certification for years, but this accomplishment in the Western hemisphere truly rounds out our recycled thread offerings.

Elevate and its brands are actively seeking circular fibersolutions to include in our products. In 2023, A&E successfully renewed their Gold & Bronze level Cradle to Cradle Certified® Material Health Certificates, covering three of their growing sustainable thread product offerings—Perma Spun® SPC, Anecot® Plus SPC. and Chroma™ SPC. The C2C Certified Material Health Certificate is a well-respected certificate issued to applicant companies for products that meet rigorous requirements which provide a means of assessing, optimizing, and verifying the safety and circularity of the chemicals and materials in a product. Elevate is also proud to be a member of Accelerating Circularity, an organization with the goal of creating circular systems that turn used textiles into new raw materials, knowing that textile circularity is an increasingly important topic.

In 2023, Elevate was selected out of nearly 4,000 organizations as a semifinalist for the EPA’s SmartWay Excellence Award, a program that highlights the importance of sustainably transporting goods. We are recognized for exceptional freight performance and sustainable transporting of goods in the textile industry, ultimately contributing to better air quality in the supply chain. As a SmartWay partner, we align with these priorities and are driven to improve energy efficiency and minimize our carbon footprint.



**3** GOOD HEALTH AND WELL-BEING

**8** DECENT WORK AND ECONOMIC GROWTH

**17** PARTNERSHIPS FOR THE GOALS

THREAD N° 7  
SOCIAL RESPONSIBILITY & GLOBAL EHS

THREAD N° 10  
EDUCATION & INVOLVEMENT

UNGC PRINCIPLE 1  
INTERNATIONAL HUMAN RIGHTS

UNGC PRINCIPLE 2  
NOT COMPLICIT IN HUMAN RIGHTS ABUSES

UNGC PRINCIPLE 3  
FREEDOM OF ASSOCIATION/  
COLLECTIVE BARGAINING

UNGC PRINCIPLE 4  
FORCED LABOR

UNGC PRINCIPLE 5  
CHILD LABOR

UNGC PRINCIPLE 6  
ELIMINATION OF DISCRIMINATION

UNGC PRINCIPLE 10  
ANTI-CORRUPTION

CEO WATER MANDATE  
ELEMENT 3  
COLLECTIVE ACTION

CEO WATER MANDATE  
ELEMENT 4  
PUBLIC POLICY

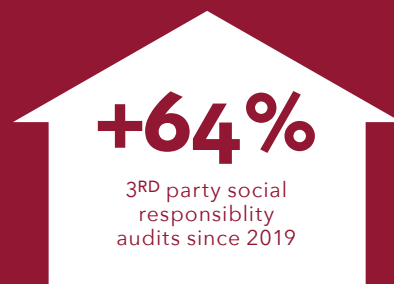
CEO WATER MANDATE  
ELEMENT 5  
COMMUNITY ENGAGEMENT

# PEOPLE



## HIGHLIGHTS

- **Elevate Textiles' Code of Conduct is aligned with the 10 Principles of the UN Global Compact Guiding Principles addressing human rights, labor, environment, and anti-corruption**
- **We conduct Higg FSLM/SLCP social compliance assessments at each facility annually**
- **Implementation of Layered Process Audits globally in 2023**
- **Our safety performance is significantly better than the industry average, as we aggressively pursue continuous improvement and elimination of hazards from our operations**



## WHAT WE DO

Protecting our employees is a core value of Elevate Textiles, including people who work in our facilities, operations, and supply chain, as well as the people who consume our products. We exemplify this through our commitment to the UN Global Compact Guiding Principles and the annual communication on progress that we submit as a signatory to the Global Compact. We conduct annual training on the Company's Global Code of Conduct, which includes specific training with respect to the ethical expectations and obligations of each Company employee. Our vendors are also required to align with our Vendor Code of Conduct. Both documents are aligned with the International Labour Organization's (ILO) fundamental conventions.

We evaluate all facilities related to social compliance through the Higg FSLM program, which is aligned with and based on the Social Labor Convergence Project (SLCP) framework. This includes 3rd party verification audits, with the results of the audits and completion of any corrective actions being visible to our customers via the Higg portal. In 2023, we completed 23

audits across our facilities and plan to increase these each year. Our company's global average Higg FSLM score is 79.96, with averages of 94.95 in Step 1, 80.58 in Step 2, and 46.01 in Step 3, representing a 10% year-over-year increase in our overall score. Each facility has identified and is working on areas of improvement, and we are working to standardize and update policies and procedures at a corporate level. We are also excited that A&E in the US was recognized for the second time in Newsweek magazine's list of "America's Greatest Workplaces for Diversity".

Our safety program is centered around the concept that every person is a safety manager, for themselves and for the co-workers around them. We focus on actively seeking out unsafe conditions and behaviors before people get hurt. In 2023, we implemented Layered Process Audits (LPAs) in our plants globally. LPAs are conducted through an ongoing chain of simple verification checks, through which observation, evaluation, and corrective action assure that standard work can be performed safely. LPA is helping us to more fully engage each of our employees in our safety programs, reinforcing our value that safety is everyone's job. In other preventive action efforts, we utilize a safety Leading Indicator Index, through which we measure and improve our preventive activities.

Throughout 2023, many of our team members, including Jimmy Summers, represented Elevate and its brands at various sustainability events—whether speaking, exhibiting, or participating in key discussions. These events give us the opportunity to share our perspective as a group of sustainable manufacturers always working to learn new best practices. We also enjoy interacting with customers, stakeholders, and likeminded partners. Elevate attended or exhibited at the Textile Exchange conference, Cradle to Cradle Products Innovation Institute's Circular Shift event, Cascale annual meeting, and much, much more.



OUR  
PEOPLE MAKE  
IT HAPPEN

# SUSTAINABLE DEVELOPMENT AT A&E LANKA

Chandramohan, Dyehouse and Research and Development Manager at A&E Lanka in Sri Lanka, has been with the company for over 28 years. He overlooks the Dyehouse, the R&D lab, and any other similar work, and has gone through Sedo Master and Process Improvement training to grow his skills. In this role, Chandramohan aims to consistently meet targets related to Dyehouse FTR, and yarn, dye, and chemical waste reduction.

“I take pride in trying out new chemicals in order to reduce environmental impact and also save money for the company.”

“I feel proud to be a part of creating environmentally friendly products, creating a safer environment for our employees to work, and preserving energy,” he said when asked what sustainability means to him. “I take pride in trying out new chemicals in order to reduce environmental impact and also save money for the company.”

In his free time, Chandramohan enjoys gardening, cooking, and spending time with family.



# COMMITMENT TO EXCELLENCE



Maintenance Supervisor Sam Parham has been a part of the A&E Plant 56 team in Gastonia, NC for over 40 years. Since joining A&E in 1983, Sam has consistently demonstrated an exceptional level of commitment and expertise in his role. Sam goes above and beyond to ensure our recycling efforts, wastewater management, and pollution prevention practices are top-notch. He is highly involved in many projects and helps with Higg and other audits. There are many things Sam has accomplished to fine tune his skills in this role, including taking educational courses on electrical installation, maintenance, and mechanics, and obtaining a universal refrigerant license.

“Sustainability means not depleting our natural resources so that new generations will have a future ...”

On a day-to-day basis, it is important to Sam and his team to keep maintenance practices up to date and conduct environmental inspections. He likes to refer to himself as a problem-solver and believes our company is strong with a bright future, especially when it comes to sustainability improvements. Sam admires how A&E focuses on energy and water stewardship.

“Sustainability means not depleting our natural resources so that new generations will have a future in business and a better world to live in,” he remarked. Sam enjoys a variety of hobbies including gardening, restoring old guitar amplifiers, and fishing.

# A LEGACY IN FABRICS ENGINEERING

Robert Fariole has dedicated over 40 years of service to Burlington and Cone Denim, and his engineering leadership has improved the sustainability and efficiency of our facilities. His career with Burlington began as soon as he graduated college in 1982 when he joined the Menswear Division at the old J.C. Cowan Plant in Forest City, NC. "Back then, we were being sustainable before it was cool," Robert said.

Over the years, he has played a key role in countless projects globally. Robert helped make a positive impact on processes and innovations at the J.C. Cowan Plant, the Clarksville Finishing Plant in Clarksville, VA, the Raeford Plant in Raeford, NC, Lees Carpets in Glasgow, VA, the Casimires, Parras, and Yecapixtla plants in Mexico, the Jiaxing Burlington Textiles (JBT) plant in China, and projects in Vietnam and Nicaragua.

"I'm very proud to have worked for a company that puts environmental stewardship at the forefront of its guiding principles ..."

He worked on improving hot water waste heat recovery at the J.C. Cowan and Clarksville Finishing Plants, the modernization of the dye cure control system at Raeford, and the development of the Utility Cost Summary (which tracks the total utility costs of the plants). He helped monitor air emission controls and water quality to protect the surrounding environment at Lees Carpets before returning to the Menswear Engineering team, where he assisted with the construction and design of new plants in Mexico. Robert incorporated his



knowledge and techniques learned into the making of the Casimires Plant and carried this expertise into more projects in China, Vietnam, and Nicaragua. He helped install the ultra-filtration and reverse osmosis systems at the JBT Plant, which led them to explore the concept of cogeneration, eventually implementing it at the Parras Plant. Although the Yecapixtla location could not support cogeneration at the time, Robert was able to help the plant gain access to natural gas, improving its ability to reduce air emissions. He also worked on testing and developing what would become the Zero Liquid Discharge system for manufacturing wastewater, and much more.

"I'm very proud to have worked for a company that puts environmental stewardship at the forefront of its guiding principles, regardless of what part of the world they are located," Robert remarked.

# EFFICIENCIES IN EASTERN CHINA

Rain Cao is the Preparation and Finishing Department Manager at the Jiaxing Burlington Textiles (JBT) Plant in Jiaxing, China. He has worked at JBT for 12 years and has been a key contributor to improving sustainability practices at the facility. He feels that 6 Sigma, 5S, and Lean Production Management have been key Continuous Improvement practices he has utilized in his role.

In 2023, Rain led the team to optimize the pretreatment process, improve operation efficiency for the BO and OS machines, reduce energy, steam, and water consumption, and even save about \$100,000. It is very important to him to do his part to save energy and protect the environment. He said, "I take pride in the details of my job that truly determine our outcomes and successes." Rain very much enjoys his work environment.

Outside of work, he spends time walking and biking in the park with his daughter.

"I take pride in the details of my job that truly determine our outcomes and successes."



# SUSTAINABLE WATER RECYCLING

Alberto Salazar Olivas works as the primary Services Coordinator at the Cone Denim Parras facility. He manages boilers, compressors, wastewater treatment, and the facility's Zero Liquid Discharge (ZLD) system—a project he was particularly proud to help lead. He worked for Cone Denim from 2015 to 2018, later returning to the company in 2019.

When Alberto began working in the services area, he dove headfirst into gaining knowledge about the operations and equipment, day-to-day functions, and challenges and successes. His current targets and goals include reaching 1400m<sup>3</sup> of recycled water per day to supply wet processes in the facility.

“The best thing Elevate does for sustainability is support projects for different plants.”

To Alberto, sustainability means using natural resources responsibly. “The best thing Elevate does for sustainability is support projects for different plants,” he said. “In the Chinese facility, they used solar panels in a very interesting project that I hope I have the opportunity to see one day.”

Outside of work, Alberto loves spending time with his nephews, playing video games, and watching sports.



# FACILITATING GLOBAL COMPLIANCE

Amber Friday is a key part of the Corporate Environmental, Health & Safety (EHS) team in her role as Environmental Manager supporting Elevate and its brands. Amber works with Elevate operations worldwide to assist them in maintaining compliance with environmental regulations and ensuring that each brand meets customer sustainability expectations. Amber spearheads the company's efforts through the Worldly platform to conduct self-assessments of our environmental and social programs using FEM and FSLM, at all 29 locations, which are then verified by an external third party and shared with our stakeholders.

"I love being able to work with so many wonderful people. It is inspiring and makes going to work each day a joy."

Amber's passion for environmental matters started with earning a degree in Environmental Management and has grown over the past 11 years as her role with Elevate has evolved. Amber focuses on staying abreast of recent environmental updates in RSL/MRSL requirements. She connects with environmental and safety coordinators at different locations, sharing compliance information and providing training and support for initiatives such as the company's monthly Leading and Lagging Indicator reporting.

"I feel that I make the most impact when I provide training and help our associates at each plant realize their sustainability goals," Amber shared.



"We have seen a great deal of improvement over the years with our Worldly (Higg) scores, zero waste to landfill program, and chemical management," said Amber.

When asked what sustainability means, Amber said, "Sustainability is a way of life that creates a legacy for future generations so that they can live and play in this beautiful world as we do now." She feels good about working with a company like Elevate, "From the top down we all want to do what is right for our company, our community, and beyond."

When Amber is not at work you will find her hiking outdoors or spending time with her husband Mark, son Aiden, and pup Brownie.





OUR  
SUSTAINABLE  
ENGAGEMENT

# BEING A POSITIVE CHANGE

With over 130 years of experience, A&E stands as the leading manufacturer and distributor of industrial and embroidery thread, and specialty yarns within the textile industry. Recognized for our excellence in environmental sustainability and corporate social responsibility, our presence spans across Asia, Europe, and the Americas. Our commitment to the safety and health of our 10,000+ employees worldwide underscore our dedication to being a trusted advocate for positive change and greater sustainability in the textile industry.

## OUR PROGRESS

We believe our manufacturing and operational practices are as important as the ethically made thread and specialty yarn products we produce. This belief has led to many sustainable advancements within our global operations over the years, including significant reductions in energy consumption, water usage, and gas emissions. We work closely with our suppliers to improve quality and accountability and have phased out PFOAs from our thread products.

Our involvement with the United Nations' Fashion Industry Charter for Climate Action has been highly positive. This partnership has helped us identify and implement best practices, strengthen existing efforts, address gaps, and enhance industry-wide sustainability commitments, resulting in significant improvements and efficiencies across our operations.

A&E is proud to be the first thread manufacturer to have validated its greenhouse gas reduction targets through the Science Based Targets initiative. Aligned with the global objectives outlined in the 1.5°C Paris Climate Agreement, we are on track to reduce absolute scope 1, 2, and 3 GHG emissions 46.2% by 2030 from a 2019 baseline.



We continue to invest in sustainable innovation, driving advancements in manufacturing and product development, and refining our supply chain through responsible sourcing. Our goal is to source 100% preferred and low climate impact priority materials by 2030, while increasing the use of recycled fibers wherever possible.

In 2023, we made additional operational improvements. Our facilities worldwide completed the Higg Factory Social Labor Module/Social Labor Convergence Protocol verification, where available, allowing us to further track and evaluate our social responsibility progress. This initiative supports our Global Code of Conduct, meeting standards in line with UN Guiding Principles.

## RESPONSIBLE THREAD SOLUTIONS

A&E offers a range of sustainable thread solutions to support our customers' varied needs. From the diverse 100% recycled polyester and nylon thread line in ECO100 to thread requiring certified material health certificates, we deliver ethically made thread products to renowned brands worldwide every day while maintaining stringent quality and performance standards.

We remain dedicated to creating value for our customers while fostering a harmonious relationship with the planet and the communities we serve.



# USING RESPONSIBLE RAW MATERIALS

Having recently celebrated 100 years, Burlington looks to the future to create innovative, top-quality fabrics for a variety of products and markets globally. True to its heritage of innovation and industry leadership, Burlington is committed to developing the fabrics of tomorrow driven by performance, social responsibility, and continuous improvement. We never compromise function and integrity as our Burlington Labs R&D team discovers new technologies that create fabrics using responsible raw materials, chemicals, and manufacturing processes.

## SUSTAINABLE PRODUCTS

- Burlington's Restora™ Collection of sustainable fabrics is developed with at least 50% recycled fibers from Repreve®, recycled garments, and marine ocean waste. Burlington Performance Apparel continues to increase sales of fabrics with recycled content and other sustainable fibers each year. We recently launched Restora™ Naturals, the next generation of sustainable fibers featuring TENCEL™ Lyocell fiber. This is a wood-based biodegradable fiber made with highly resource-efficient closed-loop technology, which is derived from sustainably managed tree species and harvested from certified and controlled sources that follow strict guidelines. Restora Naturals complements our existing Synatural offering, made with T400 biobased Sorona fiber and recycled polyester.
- Burlington's MCS® family of proprietary technologies are bluesign® approved and can be applied to a variety of fabrics, offering advanced hydrophilic properties for faster dissipation of moisture and a drier, more comfortable feeling. Our newest chemistry offering, MCSRenew, is our Burlington Labs biobased MCS finish. It is a USDA biopreferred product with 79% biobased content, performing the same as our regular MCS® technologies.

- PF Zero™ is a non-fluorocarbon-based water and stain repellent finish with exceptional durability for maximum protection. Used in the development of newer Barrier fabric styles, this finish utilizes a DWRchemistry based on an acrylic backbone with crystalized long linear alkyl chains. Fabrics are bluesign® and OEKO-TEX® certified for added assurance that PF Zero™ is safe for use in PPE. PF Zero™ products made in our Jiaxing, China facility are 58% biobased.
- We offer Green Circle, a textile to textile certified recycled component, in a number of fabrics. Green Circle provides a closed loop recycling option that separates and eliminates additives and colorants from used polyester products to purify the material, restoring the polyester to its original quality and function. To support other companies adopting textile to textile recycling, we offer a monocomponent polyester fabrics line. This library of 100% polyester options is durable and wrinkle-resistant, available in a variety of weaves, patterns, and finishes, and is extremely easy to recycle due to its simple composition.

## OPERATIONAL EXCELLENCE

- Burlington's plant in Jiaxing, China, is a longtime bluesign® certified facility. The bluesign® SYSTEM is a comprehensive approach focused on people, the environment and resources that confirm sustainable processes that minimize the impact of our operations.
- The Jiaxing facility is recognized as a First Star Enterprise for environmental responsibility and hygiene performance and a Model Facility in the Jiaxing industrial zone. It utilizes an advanced ultrafiltration reverse osmosis water treatment system which allows for 35% of water to be recycled.

# IDENTIFYING NEW OPPORTUNITIES

For over 130 years, Cone Denim has committed to being a trustworthy, traceable, and transparent denim supplier. Every month, we use an internal dashboard to measure our progress and identify new opportunities. Objective third parties verify and certify our claims and progress. Cone continues to work with industry and global leaders in sustainability to test and model new approaches that will have an even greater impact in the years to come.

## CHARTING THE COURSE

Cone’s ongoing initiatives continue to drive progress beyond our 2025 goals—and third-party verification confirms our progress. We accomplished the following milestones in 2023:

- The Mexican Government recognized Cone Denim’s ongoing contribution to cleaner energy production by granting new Clean Energy Certificates (Certificados de Energías Limpias or CELs).
- The Parras, Mexico, facility became the first textile plant in North America to be awarded the Kontoor Indigood Program’s Bronze status.
- Cone extended its partnership with Oritain and continues to embrace independent, quarterly audits that analyze samples in each facility globally.

- In 2023, Cone launched its first 100% Post-Industrial Waste recycled cotton denim fabric, Bonzai, which was featured as a Most Sustainable Product at the Kingpins tradeshow in Amsterdam.
- On-site assessments last year, verified by Cascale-approved assessors, confirmed the performance of the individual factories in meeting Cone’s water conservation goals and reducing greenhouse gas emissions in 2022.

## LEADING THE WAY

With clear, measurable goals, such as verified Science Based Targets, Cone is on target for a more sustainable future.

- As the First North American mill to join the CIRCULOSE® supplier network, Cone developed two new fabric styles that use this next-generation raw material, a regenerated viscose composed of cellulose derived entirely from worn-out clothing. Both styles use other circular and recycled content.
- In 2023, Cone brought its certified supply chain local, becoming one of the first mills in Mexico to establish a vertical RCS-certified supply chain for recycled cotton.
- Cone Denim is launching its first rooftop solar panel project at its mill in Jiaying, China. Once complete in 2024, the plant will generate up to 10 MWh of electricity every year.

62.9% Reduction in absolute water usage from 2016 to 2023



## STAYING ON TRACK

This year, as the positive effects of our past efforts have continued to drive us forward, Cone’s exciting new initiatives bring us closer to—and in some cases, surpass—our 2025 goals.

- Through 2023, Cone Denim achieved a 62.9% reduction in absolute water usage from the 2016 baseline, exceeding our 2025 goal by more than 250%.



# COLLABORATIVE SUSTAINABILITY NETWORKS



**Initiative**  
Energieeffizienz- und  
Klimaschutz-Netzwerke

A&E Gütermann believes that working together in a network is an effective way to significantly improve energy efficiency and reduce both energy consumption and costs. The German federal government’s initiative to develop networks allows us to exchange knowledge, gain experience, discuss with experts, and form partnerships for the betterment of sustainability practices. In 2023, A&E Gütermann became a member of a network called Energy, Energy Efficiency and Renewables, which aims to make key contributions to the climate and energy policy goals of the Federal Republic of Germany and is supported by various federal ministries, associations, organizations, and more. By the end of 2025, 300 to 350 new networks will be created with a goal to save nine to 11 terawatt hours of energy and five to six million tons of greenhouse gas emissions.

On average, these networks consist of eight to 15 companies that come together for two to three years and set common savings targets. A&E Gütermann benefits from its participation in many ways, including:

- Receiving support from other likeminded member companies
- Gaining environmental expertise, resources, and professional support from moderators and qualified energy consultants
- Utilizing government funding programs
- Creating targeted sustainability measures for energy efficiency and climate protection
- Reducing energy costs

## **SUSTAINABILITY PROJECTS AT A&E GÜTERMANN**

Throughout 2023, A&E Gütermann launched various initiatives to improve sustainability practices. For example, the existing compressor station is currently being modernized and converted to a new 6.5bar system that requires about 50% less energy than the old system. This will enable us to achieve savings of approximately 250,000kWh per year and reduce maintenance and repair costs.

Another recent initiative is the installation of a photovoltaic system on the roof of our dyed goods warehouse with an output of 99.99kWp. The energy produced is used fully onsite, reducing the need for external power.

A&E Gütermann has an upcoming improvement project that will address energy, steam, and hot water supply as it pertains to the boiler room. Specifically, it will focus on CO<sub>2</sub> reduction and more environmentally friendly energy use. Each of these projects will help us fulfil the criteria for certification in accordance with ISO 50001:2018.

Not only are these investments in line with Elevate’s company-wide goal of reducing greenhouse gas emissions to net zero by 2050, but they will also have a positive impact on A&E Gütermann’s evaluations and supplier ratings. We are proud to be able to fulfill the requirements of customers who increasingly value suppliers’ transparency around sustainability commitments.

# FINDING NEW SOLUTIONS

With more than 100 years of expertise, Safety Components leads the global textile market in technology driven fabric solutions for first responders, military, outdoor, and other high-performance textiles. Located in Greenville, SC, Safety Components takes great pride in producing responsible, US-based fabrics with an eye towards sustainability and preserving our natural resources.

Safety Components FR fabrics are critical in protecting first responder and military personnel, and WeatherMAX outdoor fabrics provide superior durability and performance to withstand demanding environments.

## **PF ZERO TECHNOLOGY**

As an industry leader, Safety Components is committed to finding new solutions that provide superior protection while improving sustainable performance. The development of a water repellent finish that is produced with chemicals free of per- and polyfluoroalkyl substances (PFAS) reflects our drive to lead with industry firsts. Safety Components PF Zero patent pending technology was the first nonfluorinated, durable water repellent finish developed specifically for PPE fabrics.

Today, every flame-resistant fabric made by Safety Components for the North American Fire Service utilizes the groundbreaking PF Zero water repellent chemistry.


## **WEATHERMAX OUTDOOR PROTECTION**


Not only do WeatherMAX fabrics offer superior performance and durability, but they are manufactured to have less impact on the environment. With no PVC or urethane coatings and content that is 100% recyclable, WeatherMAX offers a responsible, high-performance fabric to protect against outdoor elements. These fabrics are solution-dyed, allowing for significant water savings of up to 15 gallons of water for every yard of fabric that is produced. As of December 2023, Safety Components is proud to use PF Zero on all WeatherMAX fabrics.




The WeatherMAX supply chain also offers sustainable advantages with polymer to finished fabric, all geographically located within a 100-mile radius, resulting in less movement of raw materials and lower greenhouse emissions. WeatherMAX durability also adds to the sustainability of the fabrics, with longer product life and less waste entering landfills. Because WeatherMAX fabrics do not use any coatings, the fabric is completely recyclable at the end of the product's life.

# PERFORMANCE DATA SUMMARY

 WATER		2023	2022	2021	2020	2019	2018	2017	2016
<b>Total water used</b>	Million cubic meters	<b>4.66</b>	6.19	6.17	5.83	7.32	7.84	7.84	7.92
<b>Water intensity</b>	Liters per kg of product produced	<b>42.83</b>	46.56	42.81	53.64	50.43	48.80	52.43	52.45
<b>Water recycled</b>	Million cubic meters	<b>0.745</b>	0.992	0.816	0.778	0.538	0.539	0.436	0.323

 ENERGY		2023	2022	2021	2020	2019	2018	2017	2016
<b>Total energy used</b>	Million kWh	<b>384</b>	418	456	433	558	586	576	561
<b>Energy intensity</b>	kWh per kg product produced	<b>3.5</b>	3.15	3.16	3.98	3.84	3.65	3.85	3.72
<b>Total greenhouse gas emissions</b>	Million kg CO <sub>2</sub> e	<b>305</b>	360	432	387	471	493	482	496
<b>Greenhouse gas emissions intensity</b>	kg CO <sub>2</sub> e per kg	<b>2.81</b>	2.71	2.99	3.48	3.17	3.07	3.22	3.29

 SAFETY		2023	2022	2021	2020	2019	2018	2017	2016
<b>Incident rate</b>	Injuries per 100 FTE	<b>0.36</b>	0.40	0.37	0.36	0.53	0.37	0.48	0.28
<b>3<sup>rd</sup> party social responsibility audits</b>	Number conducted	<b>23</b>	21	11	9	14	11	1	2

# SUSTAINABILITY PARTNERS





# GLOSSARY

## ACCELERATING CIRCULARITY

Accelerating Circularity is a nonprofit that catalyzes new circular supply chains and business models to turn spent textiles into mainstream raw materials. Since 2022, Cone Denim is actively participating as one of the US trial partners for Accelerating Circularity. The trial goals are to determine whether current recycling processes can support the production of circular products, and then to outline the gaps that need support and development for textile-to-textile circularity to be scaled.

## AMERICAN APPAREL & FOOTWEAR ASSOCIATION (AAFA)

AAFA stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation. AAFA's comprehensive work ensures the continued success and growth of the apparel and footwear industry, its suppliers, and its customers.

[www.aafaglobal.org](http://www.aafaglobal.org)

## BETTER COTTON INITIATIVE (BCI)

BCI is a non-profit, multistakeholder governance group that promotes better standards in cotton farming and practices. The aim is to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity.

<https://bettercotton.org>

## CEO WATER MANDATE

The CEO Water Mandate is a UN Global Compact initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress against six core elements of stewardship and in so doing understand and manage their own water risks.

<https://ceowatermandate.org>

## CLEANCHAIN: AN ADEC INNOVATION

CleanChain helps you gather data from diverse and disparate sources, streamlines the chemical information management and reporting process, and empowers you to demonstrate transparency to stakeholders, all in one secure location.

CleanChain also works with the ZDHC Gateway to enable collaboration between brands and manufacturing facilities.

[www.cleanchain.com](http://www.cleanchain.com)

## GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

GOTS is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, backed up by independent certification of the entire textile supply chain. The aim of the standard is to define world-wide recognized requirements that ensure organic status of textiles, from harvesting of the raw materials, through environmentally and socially responsible manufacturing up to labelling in order to provide a credible assurance to the end consumer.

PLANT	LICENSE NUMBER
Vardhman Yarns and Threads Limited	204325

[www.global-standard.org](http://www.global-standard.org)

## GLOBAL RECYCLED STANDARD (GRS)

GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

PLANT	LICENSE NUMBER
A&E Bangladesh	TE-00001681
A&E Sri Lanka	CB-CUC-1129431
A&E Americas	TE-99950360
A&E Vietnam	TE-99950360
Vardhman Yarns and Threads Limited	TE-00025490
Guetermann GmbH	CB-CUC-1025989
A&E Hong Kong	TE-00020183
A&E Dongmei	TE-00036776
A&E Huamei	TE-00024505
A&E Hengmei	TE-00018976
Cone Denim Jiaxing	TE-99970341
Jiaxing Burlington Textile Company	TE-00050865

<https://textileexchange.org/recycled-claim-global-recycled-standard/>

**HIGG FACILITY ENVIRONMENTAL MODULE**

Developed by Cascale, the Higg Index is a suite of tools that enables brands, retailers, and facilities of all sizes—at every stage in their sustain-ability journey—to accurately measure and score a company or product’s sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment.

<https://cascale.org/tools-programs/higg-index-tools/facility-tools/>

**HIGG FACILITY SOCIAL & LABOR MODULE**

Manufacturers use the Higg Facility Tools to measure the social and environmental performance of their facilities. These modules measure impacts at individual factories, not the parent company as a whole. Users conduct the assessments at least once a year, and these assessments are then verified by Cascale-approved, on-site assessors. Benchmarking by facility type allows facility managers to compare their performance against that of their peers.

<https://cascale.org/tools-programs/higg-index-tools/facility-tools/>

**OEKO-TEX**

The Standard 100 by Oeko-Tex aims at making it obvious to consumers that the labeled textile products have undergone laboratory testing for a wide range of harmful substances, and that the content of those substances remains below the limit values established by the Oeko-Tex Association.

[www.oeko-tex.com](http://www.oeko-tex.com)

**ORGANIC CONTENT STANDARD (OCS)**

OCS is a voluntary standard from Textile Exchange for tracking and verifying the content of organically grown materials in a final product. The standard provides a consumer facing logo and labelling language for products to be identified as certified.

PLANT	LICENSE NUMBER
A&E Americas	TE-99950360
Vardhman Yarns and Threads Limited	TE-00025490
Cone Denim Jiaying	TE-00193682
Parras Cone de Mexico	TE-00042357
Cone Denim LLC + Yecapixtla	TE-00037495

<https://textileexchange.org/standards/organic-content-standard/>

**ORITAIN GLOBAL**

Oritain provides excellence in product traceability to protect your reputation and build trust in your brand. The Oritain method traces actual products back to their true origin using advanced science.

<https://oritain.com>

**RECYCLED CLAIM STANDARD (RCS)**

RCS is an international, voluntary standard that sets requirements for third-party certification of recycled input and chain of custody. The goal of the RCS is to increase the use of recycled materials. Provides assurance that materials are actually recycled and in a final product.

PLANT	LICENSE NUMBER
Jiaying Burlington Textile Company	TJ7134
Cone Denim Jiaying	TE-00193682
Parras Cone de Mexico	TE-00042357
Cone Denim LLC + Yecapixtla	TE-00037495

<https://textileexchange.org/recycled-claim-global-recycled-standard/>

**SCIENCE-BASED TARGETS (SBTi)**

Science-based targets are a set of goals developed by a business to provide it with a clear route to reduce greenhouse gas emissions. An emissions reduction target is defined as ‘science-based’ if it is developed in line with the scale of reductions required to keep global warming below 2C from pre-industrial levels.

<https://sciencebasedtargets.org/>

**TEXTILE EXCHANGE**

Textile Exchange is a global non-profit driving positive impact on climate change across the fashion and textile industry. It guides a growing community of brands, manufacturers, and farmers towards more purposeful production from the very start of the supply chain. By 2030, its goal is to guide the industry to achieve a 45% reduction in greenhouse gas emissions within fiber and raw material production. Its focus is holistic and interconnected, accelerating the adoption of practices that improve the state of our water, soil health, and biodiversity too.

[www.textileexchange.org](http://www.textileexchange.org)

**ULTRAFILTRATION/ REVERSE OSMOSIS (UF/RO)**

Reverse osmosis filters have a pore size around 0.0001 micron. After water passes through a reverse osmosis filter, it is essentially pure water. In addition to removing all organic molecules and viruses, reverse osmosis also removes most minerals that are present in the water.

**UNITED NATIONS FASHION INDUSTRY CHARTER FOR CLIMATE ACTION (UNFCCC)**

Under the auspices of UN Climate Change, fashion stakeholders worked during 2018 to identify ways in which the broader textile, clothing and fashion industry can move towards an holistic commitment to climate action. They created the Fashion Industry Charter for Climate Action which contains the vision to achieve net-zero emissions by 2050.

<https://unfccc.int/climate-action/sectoral-engagement/global-climate-action-in-fashion/about-the-fashion-industry-charter-for-climate-action>

**UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)**

The SDGs are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice.

<https://sdgs.un.org/goals>

**UNITED NATIONS GLOBAL COMPACT**

The UN Global Compact is a principle-based framework for businesses, stating ten principles in the areas of human rights, labor, the environment and anti-corruption. Under the Global Compact, companies are brought together with UN agencies, labor groups, and civil society.

[www.unglobalcompact.org](http://www.unglobalcompact.org)

**ZDHC GATEWAY**

The ZDHC Gateway – Chemical Module is a web-based solution that supports the entire value chain. This advanced search engine enables registering and finding chemical formulations that comply with the ZDHC MRSL. It simplifies the search for more sustainable chemicals and best practices.

[www.roadmaptozero.com/input#Gateway-Chemical-Module](http://www.roadmaptozero.com/input#Gateway-Chemical-Module)

**ZDHC MANUFACTURING RESTRICTED SUBSTANCES LIST (ZDHC MRSL)**

The ZDHC MRSL is a list of chemical substances. These substances are banned from intentional use in facilities processing textile materials, leather, rubber, foam, adhesives and trim parts in textiles, apparel, and footwear.

<https://mrsl.roadmaptozero.com>

**ZERO DISCHARGE OF HAZARDOUS CHEMICALS (ZDHC)**

ZDHC is a group of apparel and footwear brands and retailers working together to lead the industry towards zero discharge of hazardous chemicals by 2020. ZDHC was started in 2011, mostly as a response to the Greenpeace Detox campaign. Part of the initial work established a Joint Roadmap that demonstrated the collaborative efforts and steps needed to lead the apparel and footwear industry towards zero discharge of hazardous chemicals for all products across all pathways by 2020.

[www.roadmaptozero.com](http://www.roadmaptozero.com)

**ZERO LIQUID DISCHARGE**

ZLD is a treatment process designed to remove all the liquid waste from a system. The focus of ZLD is to reduce wastewater economically and produce clean water that is suitable for reuse.

**ZERO WASTE TO LANDFILLS**

Zero Waste is a set of principles focused on waste prevention that encourages the redesign of resource life cycles so that all products are reused. The goal is for no trash to be sent to landfills, incinerators or the ocean.

<http://zwia.org>



# SUSTAINABILITY

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**Elevate Textiles**

121 West Trade Street, Suite 1700  
Charlotte, NC 28202  
United States of America

Phone: +1 336 379-6220  
info@elevatetextiles.com

Edited and designed by:

**Gütermann GmbH**

Landstr. 1  
79261 Gutach-Breisgau  
Germany

Phone: +49 7681 21-0  
contact@guetermann.com  
www.guetermann.com

[elevatetextiles.com/sustainability](https://elevatetextiles.com/sustainability)