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 Elevate Textiles™

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SUSTAINABILITY
REPORT 2025

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THE EARTH IS
WHAT WE ALL HAVE
IN COMMON.

WENDELL BERRY

AMERICAN NOVELIST, POET, ESSAYIST, ACTIVIST, AND FARMER



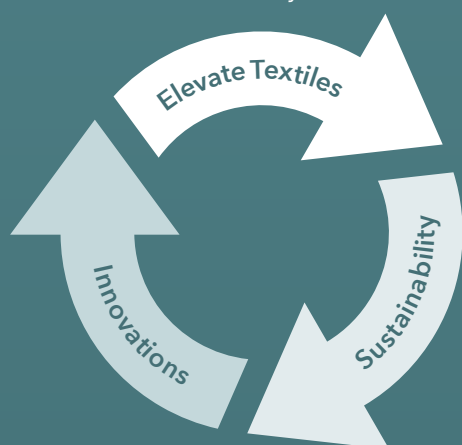
SUSTAIN
ABILITY

Elevate Textiles

As a group of leading global textile manufacturers, we take our environmental responsibilities seriously and work to do our part to achieve a greener future.

Our 2025 cover image represents the idea of circularity as part of our journey—and the industry’s journey—to drive more innovative, sustainable solutions. Resolving industry challenges and achieving sustainable solutions is inherently tied to the concept of circularity. It’s not just about recycling—it’s about reimagining the entire lifecycle of a product and creating a system where resources are perpetually reused, repurposed, and maintained. By shifting from a linear model to a more circular one, the industry can help regenerate value from existing materials. Elevate and its brands believe that a more circular textile industry is the future, and that these practices are essential for preserving our resources, protecting our planet, and supporting our future generations.

In this report, we outline our progress in key areas where we have the greatest impact—climate change, water stewardship, products and materials, and the actions and well-being of our people. Not only is our progress driven by these areas, but it is shaped by our Ten Threads of Sustainability and guided by the UN Sustainable Development Goals (SDGs).



After having achieved most of our 2025 goals, we are focused on the current and future steps it will take to reach our 2030 targets. We are committed to these ambitious yet realistic goals that push us forward in creating a more sustainable industry for our employees,

customers, and communities in which we operate. Elevate’s ongoing efforts, partnerships, and investments in innovative technologies will ultimately help us drive real progress across our global environmental footprint.

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MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

JEFFREY P. PRITCHETT

We are pleased to share Elevate Textiles' 2025 Sustainability Report and appreciate your interest in learning more about our sustainability initiatives and progress against our goals. At this time last year, I had only recently joined Elevate. While I knew of the company's sustainability goals, I did not have a full appreciation for the depth of our efforts, expertise, and industry leadership across Elevate's global brands. Over the past year, I have witnessed first-hand the company's unwavering commitment to sustainability across all regions and brands. We are proud to share our successes against Elevate's 2025 sustainability goals, as we met the majority of our 2025 goals, which you will see throughout the report. We are looking ahead to continue focusing on our new 2030 goals.

First and foremost, our accomplishments are a reflection of Elevate's nearly 15,000 employees. We celebrate their contributions that drive our sustainability journey.

"In my visits to many of our global facilities and technology & innovation centers, I have personally seen our employees in action and the execution of key processes and sustainable innovations, which allow us to create more sustainable threads and fabrics and push new boundaries for our customers."

We look to build on this momentum as we strive to further our social responsibility and environmental leadership.

This year's report highlights circularity and the importance that this innovation has for the textile industry. Our application of circularity isn't just about textile recycling, but the integration of people, processes, and materials from raw materials to delivered finished products. As a key product developer and manufacturer in the supply chain of so many diverse products, Elevate is actively driving increased circularity through our water stewardship, renewable energy, and recycling initiatives. We believe that this is crucial from a social and business perspective, and we



Jeff at A&E Threads Gütermann India plant

are committed to our work to extend the useful life of materials and reintegrate them into our products and supply chain.

I am pleased to share a few noteworthy callouts from our many accomplishments in 2024:

- We achieved our best safety performance in over a decade through the proactive efforts of our teams globally.
- Our A&E Bangladesh location celebrated the grand opening of their new, state-of-the-art facility in Chattogram. This facility enhances our ability to serve the growing Bangladesh and South Asian markets and strengthens our global manufacturing capabilities to meet the growing demand for innovative, sustainable thread solutions.
- Safety Components continues to support and develop technologies for firefighters, which has been front of mind throughout the past year's wildfires in many regions of the world.
- Cone Denim has been involved in the Clean by Design program (run by the Apparel Impact Institute) by participating in their advisory council and facility benchmark development to add to the industry's decarbonization momentum and collective knowledge.

I am excited to lead alongside the Elevate team that prioritizes sustainability as a key part of our brand strategies. We thank you for your partnership and look forward to great progress in 2025 and beyond.

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

JIMMY SUMMERS

I am excited to share our annual Sustainability Report, in which we provide detailed insights into our ongoing efforts and progress, keeping sustainability a core part of who we are and what we do. Elevate and its brands view sustainability holistically, and our success comes from the amazing teams who initiate innovative projects and operational improvements that help us share data and knowledge across the company.

In this year's report, you'll see highlights from our areas of focus along with stories of how we support our communities. In addition to our sustainability practices, our responsibility to the safety and well-being of our employees is paramount and woven into everything we do. This dedication extends to our supply chains as we increase our efforts in transparency and traceability, which lets us know that we are sourcing our materials in an ethical manner and in compliance with our Code of Conduct.

"I'm incredibly proud of the passion our employees bring to our EHS initiatives, and it's inspiring to see how everyone at Elevate is committed to making a positive impact."

We continue to push forward towards circularity, which we envision to ideally be the future model of the industry – and we want to be at the forefront of this movement. This year, Wrangler debuted new jeans in collaboration with Cone Denim and Accelerating Circularity at Walmart. This project showcased the potential of a circular supply chain and set a new industry standard, as it was made of recycled post-consumer and post-industrial cotton.

We are also pleased to share information about our efforts towards renewable energy in our 2025 report. In keeping with our pattern of implementing at least one rooftop solar installation per year since 2021, Cone Denim launched Elevate's largest solar project to date in 2024. Our newest solar project is at the A&E



Gütermann India facility, which now generates 30% of the plant's electricity from solar. Similarly, we are taking our focus on water circularity one step further with the installation of our fourth Zero Liquid Discharge (ZLD) system within the company at our facility in Ludhiana, Punjab, India.

This year, I was honored to have been elected to the Zero Discharge of Hazardous Chemicals (ZDHC) Board of Directors, selected by the manufacturer members. I intend to make the most of this collaboration by helping to drive sustainable practices related to responsible chemical management and water quality. Elevate is enthusiastic about ZDHC's mission to phase out hazardous chemicals and address the impact of textiles on water, air, and waste. Each of our facilities with wastewater treatment systems also follows ZDHC Wastewater Guidelines. This program helps us make progress in sustainable chemical management and excellence in wastewater operations.

Our partnerships, values, and Ten Threads of Sustainability guide our programs and are critical to achieving our 2030 targets and beyond. We are excited about our long-term commitments and are looking forward to the next year full of continuous improvement.

A handwritten signature in black ink, appearing to read "Jimmy Summers".



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 a positive 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.



WE MANUFACTURE WHERE YOU DO TO REDUCE LOGISTICS SPEND AND ENVIRONMENTAL FOOTPRINT.

UNITED STATES

MEXICO

COSTA RICA

DOMINICAN REPUBLIC

PERU

GERMANY

TURKEY

EGYPT

PAKISTAN

INDIA

BANGLADESH

CHINA

THAILAND

VIETNAM

PHILIPPINES

SRI LANKA

INDONESIA

SOUTH AFRICA

FABRICS
THREADS

MEET OUR BRANDS

We are 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.



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.

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 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.



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 within each 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.



OUR TEN THREADS OF SUSTAINABILITY

Our Ten Threads of Sustainability were developed 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**

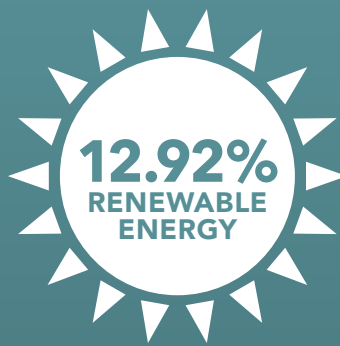
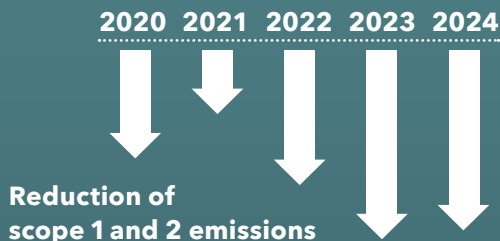


UNGC PRINCIPLE 7
PRECAUTIONARY
APPROACH TO
ENVIRONMENTAL
CHALLENGES

CLIMATE CHANGE



We met our 2025 goal for reduction of greenhouse gas emissions from our 2019 baseline year



used across our operations in 2024



Since 2021, we have implemented at least one solar project per year globally

Elevate Textiles and its brands are committed to mitigating global climate change through our comprehensive and global sustainability initiatives. Our dedication to renewable energy and reducing greenhouse gas (GHG) emissions is evident in our recent achievements and ongoing projects. In 2024, we utilized 12.92% renewable energy across our operations – from solar facilities, hydro and wind power, and biomass fuels. We continue to implement the Higg Facility Environmental Module (FEM) globally to evaluate, benchmark, and disclose our environmental results to stakeholders.

Elevate’s operational strategy is heavily influenced by climate-related risks and opportunities. As a group of manufacturers, we have various opportunities to transition our facilities away from carbon intensive fuels, implement renewable energy sources, and adopt less water-intensive processes. One of our 2030 goals is to phase out coal, and it already represents less than 2% of our overall energy use. We know that continuously shifting to renewable, lower-emission energy sources is essential to meet our Science Based Targets and 100% renewable electricity by 2030.

Since 2021, we have implemented at least one solar project per year globally, culminating a total of just under 12 megawatt (MW) across the company. Our latest solar installation is at the A&E Gütermann India site is supporting our transition to greener energy. This 455 kilowatt (kW) project generates 30% of the plant’s electricity from solar, with the remaining 70% sourced from the grid.

Cone Denim successfully launched its first rooftop solar project in Jiaxing, China, which is Elevate’s largest solar installation to date – an exciting accomplishment for the location and the brand. It has an installed capacity of 9 MW and provides an estimated 17% reduction in the plant’s annual GHG emissions.

The A&E Bangladesh team recently celebrated the opening of its new, advanced manufacturing operation in Chattogram, marking a significant milestone in A&E’s strategic expansion. The facility includes a state-of-the-art effluent treatment plant, which ensures preservation of water quality and pollution prevention, among other innovations. Located in an industrial park with very large preserved green spaces developed by the Korean Export Processing Zone (KEPZ), this new facility was designed to host sustainability-focused operations among other innovations.

As a company, our commitment to contributing positively and helping to alleviate global climate change is showcased through our brands’ and teams’ daily efforts, as well as our collective sustainability initiatives and goals. We are always seeking more innovative ways to reduce greenhouse gas emissions and utilize renewable energy for the benefit of future generations.



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

WATER STEWARDSHIP

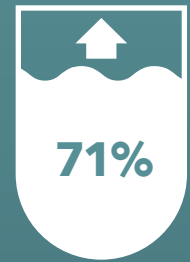


Announced plans for our fourth global Zero Liquid Discharge (ZLD) system in India

We met our 2025 goal for absolute water reduction from the 2019 baseline year



Absolute water consumption since 2019



Increase in recycled water since 2019

As a textile manufacturer that dyes and finishes fabric and thread—processes that require a lot of resources—water stewardship is a major focus and priority in our sustainability journey. As of 2024, Elevate has achieved a 31.5% reduction in total water usage since our 2019 baseline year, meeting our 2025 goal of 25% reduction in absolute water consumption. This year, we recycled over 900,000 cubic meters of water through our Zero Liquid Discharge (ZLD) and Ultrafiltration/Reverse Osmosis (UF/RO) systems. We owe our achievements to these capital investments and the massive efforts of our employees.

A&E India is currently constructing a state-of-the-art, 650 kiloliters per day (KLD) ZLD system at their Ludhiana facility. The plant will incorporate cutting-edge technologies, including Biological Treatment, Ultra Filtration, Reverse Osmosis, and a Multiple Effect Evaporator (MEE) system to effectively manage the minimal reject water. With this installation, they'll reduce water consumption for the dye house by 97% compared to current levels. This will be Elevate's third ZLD dye house in India and fourth globally, further reinforcing our commitment to responsible water management and sustainable operations.

Our facilities are always searching for opportunities to improve their processes and increase sustainability practices. A special team combining Production and Research & Development at the A&E Dongmei facility analyzed dyeing parameters, chemicals, and greige yarn to optimize their top six products.

They were able to reduce dye cycle time, water usage, and energy consumption. In addition to these types of internal programs, seven of our dyehouse facilities have achieved Progressive/Level 2 certification in the ZDHC Supplier to Zero Program (an increase of one from last year). Level 2 demonstrates continuous improvement in our chemical management strategy.

Our plants consistently seek collaborations with local organizations to better the environments in which they operate. The A&E Hengmei team hosted a local sustainability activity, collecting discarded trash and helping to clean the area around a local lake that spans 750 square miles. This event strengthened the participants' understanding of preserving and protecting the local environment. A&E Lanka similarly held a group event to collect trash along a nearly 1 kilometer stretch of the local beach in Sri Lanka. They greatly improved the quality of shoreline, and their efforts yielded over 30 bags of waste.

Elevate's Chief Sustainability Officer, Jimmy Summers, often represents the company as a panelist or attendee at industry sustainability events. This year, he was a panelist at the Global Water Summit in London, which brought together leaders in water stewardship around the world. The group discussed key initiatives, technologies, and programs regarding this crucial topic.

Elevate continues to lead the way in water stewardship, showcasing our dedication to sustainable practices and encouraging community support.



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

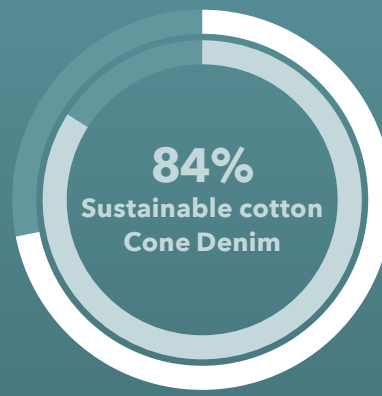
PRODUCTS & MATERIALS



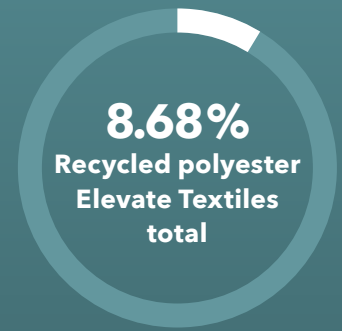
Elevate was recognized for the second year in a row by US EPA's SmartWay Excellence Award program for sustainable transportation



We are on track to meet our 2025 preferred material goals for sustainable cotton uptake and are looking ahead to our 2030 goals



71.9%
Sustainable cotton
Elevate Textiles total



At Elevate, we are part of a large, complex supply chain operating globally—the materials we use and the products we create must be environmentally responsible throughout. It is imperative that we engage with all levels of our supply chain in order to collaborate and drive real progress towards our combined targets and goals to work against the impacts on resources textiles create.

We are proud that this past year, 71.9% of our global cotton uptake was sustainably sourced, and 8.68% of our polyester was recycled content. Cone Denim achieved an impressive 84% sustainable cotton usage overall. Each year, Elevate participates in the Textile Exchange Materials Benchmark to report on our fiber uptake metrics and support industry-wide consistent sustainability reporting. The system provides accountability towards reaching our collective targets in emissions and raw material reductions.

Since we are in the middle of the textiles and apparel supply chain, Elevate's product and supply chain strategies to address climate-related risks and opportunities are shaped by the cradle-to-gate phases of our product life cycles. To help with these challenges, Elevate is a member of various global organizations working to improve the sustainable qualities of cotton such as Better Cotton, US Cotton Trust Protocol, and Cotton LEADS. The most substantial, strategic product-related decision to date has been our commitment to traceability certifications and programs across our brands for transparency and validation of our product claims. Elevate brands American & Efird and Gütermann have recycled threads certified to the Global Recycled Standard (GRS), while Cone Denim has implemented the Organic Content Standard (OCS) and the Recycled Content

Standard (RCS). Elevate is highly invested in creating continual global emissions reductions through our products and instilling confidence in our systems.

Our brands are actively working with circular fiber suppliers to develop and improve our textile-to-textile recycled product offerings. We have worked with Accelerating Circularity to build circular systems, and we look forward to more collaborations as the topic becomes increasingly crucial. In addition to our efforts to promote circularity within fashion, we continuously seek better opportunities for recycling and reuse of waste. We are proud that 17 of our manufacturing facilities are currently zero waste to landfill, and we've set a company goal to achieve no landfill waste by 2030.

Throughout 2024, we continued to assess and update our conduct policies and due diligence practices. This included implementing our Sustainable Procurement Policy to align our sourcing strategies with our sustainable values, partnering with Sayari to map our supply chain and identify potential areas of risk, successfully piloting our Supplier Sustainability Desktop Audit to support our supply chain partners, and continuously evaluating our policies to prevent forced and child labor in our operations.

Additionally, Elevate was awarded the SmartWay Excellence Award, which recognized our exceptional freight performance and sustainable transportation of goods. We are honored to be recognized for the second year in a row for our commitment to improving energy efficiency and minimizing our logistics footprint.



3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

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



Elevate’s 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 achieved our best safety performance in over a decade through proactive efforts



We conduct Higg FSLM/SLCP social compliance assessments annually

It is critical to our business that we continuously prioritize the well-being of our employees, communities, and stakeholders. Our people are the true reason why our brands are successful. We evaluate social compliance at all facilities through the Higg FSLM program, which is aligned with and based on the Social Labor Convergence Project (SLCP) framework. This includes third-party verification audits, and the results of the audits and completion of any corrective actions are visible to our customers via the Higg portal. In 2024, we completed 25 third-party verified social audits across our facilities, identifying areas for improvement and working to standardize policies and procedures company wide.

We believe that creating partnerships and positive collaborations where relevant is one of the best ways to make an impact. The activities below are just a few ways in which our teams demonstrate a commitment to community involvement:

- In September 2024, Hurricane Helene significantly impacted parts of the Southeast, including Western North Carolina. As a North Carolina-based company, Elevate partnered with employees to raise a total of \$20,593.36 to the United Way of North Carolina for distribution through the NC Disaster Relief Fund, which provided much needed supplies and grants to local nonprofits working with impacted communities.
- In collaboration with the University of Kelaniya, A&E Lanka completed a coastal preservation project to restore the local mangroves. This initiative benefited the community by protecting the ecosystem, supporting coastal resilience, and even providing eco-tourism opportunities.

- The A&E Dongmei team, in partnership with the Foreign Business Association of Daojiao, brought air conditioning units, refrigerators, and other needed appliances to a local elderly home, improving their living conditions.

We achieved our lowest DART (Days Away, Restricted, or Transferred) rate in over a decade as a result of our successful safety programs, including the Leading Indicator Index and Layered Process Audits. These programs are effective because we invest in identifying unsafe conditions and at-risk behaviors before incidents occur. Our employees have helped foster a safety culture shift from reactivity to proactivity. Elevate’s U.S. Logistics team was also recognized as a Gold recipient this year for Safety Achievement by the North Carolina Department of Labor.

Elevate’s Chief Sustainability Officer, Jimmy Summers, attended various events throughout the year and around the globe. He discussed with other likeminded groups the importance of making data-driven decisions and having conversations with our customers and suppliers regarding sustainable sourcing. Jimmy shared Elevate’s perspectives about topics like the Higg Index, decarbonizing, reducing GHG emissions, preparing for industry regulations, and more. Our industry partnerships and efforts to represent manufacturers are crucial to driving these changes. The annual meetings of the United Nations Fashion Industry Charter for Climate Action, Cascale (formerly Sustainable Apparel Coalition), and UN CEO Water Mandate, the Worldly Customer Forum, and New York Climate Week are just a few of the events he attended this year.

Through these initiatives and collaborations, Elevate continues to lead the way in sustainable practices, demonstrating our unwavering commitment to a greener future.



OUR
PEOPLE MAKE
IT HAPPEN

INNOVATIVE SOLAR POWER PROJECT

The Cone Denim Jiaxing (CDJ) plant implemented a groundbreaking photovoltaic (PV) power generation project, which included the latest technology lightweight PV panels. This project has become the largest single-building PV power generation facility of its kind in the Jiaxing region, and it represents a substantial step towards achieving CDJ's 2030 sustainability targets.

The project has a total installed capacity of 9 MW, covers an area of 45,800 square meters and features 12,095 lightweight PV panels and 4,841 traditional panels. The average annual electricity generation is projected to reach 8.2 million kWh, with an average yearly carbon emission reduction of 5,500 tons.

“The commissioning of the photovoltaic project empowers our facility to use cost-efficient energy, elevates its eco-conscious market edge, and fuels sustainable growth with a surge of clean, forward-driving vitality.”

While this was a group effort across the Cone Denim team, Richard Lu, CDJ Production Manager, made a significant impact on the project. He has worked at the facility for over 19 years and used his experience and knowledge to help successfully complete this endeavor for the facility.

There were many stages of the project, including team consultations and discussions with suppliers, leadership visits, and third-party evaluations of the site's feasibility. The installation was completed in November 2024.

CDJ's investment in this innovative project, along with the efforts of the team, showcases its dedication to reducing its carbon footprint while simultaneously enhancing energy efficiency. By leveraging cutting-edge technology and renewable energy sources, CDJ is taking their sustainable practices to the next level.



PROCESS OPTIMIZATION FOR GROWTH

Kevin Lee, Dye Manager at the Jiaying Burlington Textiles (JBT) plant, has been with the company for over 17 years. In 2024, Kevin made strong contributions to the water and energy savings at JBT by reducing rework lots and prioritizing dye formulas. Not only do efficiency improvements like these lower operational costs, but they also minimize environmental impact.

“To me, sustainability means growth, learning, and making progress and improvements.”

Kevin is proud to be a part of the dyeing recipe and route processes. He enjoys the friendly work environment at the JBT plant and being a part of a company that cares about social responsibility and environmental protection.

“To me, sustainability means growth, learning, and making progress and improvements,” Kevin said. “We must optimize processes, reduce energy consumption, and share knowledge and experiences about sustainable development.”

Outside of work, he spends his time on personal growth by both reading and listening to novels.



DEDICATED TO ACHIEVING OUR GOALS



Tiffany Pruitt, Office Manager/Plant Accountant at Burlington Finishing Plant (BFP), ensures the smooth and efficient operations of the office. She has been a part of the Elevate team for 17 years, witnessing the company grow and evolve. She oversees administrative functions, supplies, maintenance needs, and mechanical repairs and helps foster a positive work environment.

into single, more efficient orders. This proactive approach not only reduced shipping expenses but also minimized the environmental impact of excessive deliveries.

"I believe Elevate excels in using eco-friendly materials, promoting energy efficiency, and supporting local initiatives," she said. "Our plant was one of Burlington's first locations to become 'zero waste to landfill'—with the help of Amber Friday—by implementing a comprehensive waste pick up program through our corporate recycling initiative."

Tiffany appreciates working for a company that is committed to producing quality goods and excellent customer service, maintaining a safe work environment, and prioritizing environmental sustainability. She also values the collaborative environment. "Everyone here is dedicated to achieving our goals, and there's a real sense of camaraderie," Tiffany remarked.

Outside of work, she enjoys spending time with family, reading, relaxing, and volunteering.

"Everyone here is dedicated to achieving our goals, and there's a real sense of camaraderie."

Tiffany has obtained degrees in Accounting and Business Office Management and pursued training in project management, communication, software proficiency, first aid, and sustainability practices. She enjoys problem solving for ways to improve office processes. Tiffany has been instrumental in optimizing our supply ordering schedule—she identified a notable increase in deliveries, many of which contained only a small number of items. She thoroughly analyzed the facility's order history and developed a checklist to consolidate multiple shipments





SUSTAINABILITY IS PART OF OUR LIFESTYLE

Kiran Kumar Sharma, Senior Manager of the Engineering and Maintenance Department of the Vardhman Hoshiarpur Unit 1A facility, has been with the company for over 22 years. He looks after the maintenance of all production machinery and utility equipment and also leads the environmental, health, and sustainability activities and initiatives at the plant, including audits.

“Working to save energy or water at work gives me pride — not only am I working to save costs, but I am also contributing to preserving natural resources for humanity.”

Kiran is a qualified electrical engineer, a certified energy manager and auditor, and a chartered engineer in electrical engineering. His daily goal is to ensure that every machine or spindle is running in good condition with optimized usage of utilities. He monitors monthly consumption as a way to search

for methods to save energy and water.

“Working to save energy or water at work gives me pride — not only am I working to save costs, but I am also contributing to preserving natural resources for humanity,” he said. “Sustainability is not limited to the workplace; it’s a part of our lifestyle. I feel very proud when we complete a sustainability project...even a small one.”

Kiran appreciates the fact that any small modification or improvement is appreciated on his team. He is proud to be a part of a sustainable company that is continuously upgrading its facilities with new technology, sharing best sustainability practices globally, and motivating its team members.

Kiran’s commitment to sustainability is evident in his everyday choices, from selecting eco-friendly appliances to enjoying outdoor walks and cooking during his leisure time.



DEDICATION AND IMPACT



Nishantha Pushpakumara, Multitask Operator at the A&E Sri Lanka dye house, has been working at A&E for 25 years.

Innovation can occur unexpectedly within the dye house. Nishantha's curiosity and engagement with the facility's operations, keen eye for improvement opportunities, and commitment to sustainability led him to find a new improvement within the manufacturing process. During the Kaizen Quality Circle project, he suggested the reusing of polythene, a material commonly discarded or sold when unpacking imported yarn boxes.

Rather than extending this cycle of disposal and procurement, Nishantha reimagined a purpose for the bags—instead of letting them go to waste, he suggested they be reused to cover dustbins and package carts for dried yarn.

By implementing Nishantha's suggestion, A&E Sri Lanka saw a material reduction on new polythene from suppliers. The quantity of polythene sent for disposal and recycling decreased, which also meant the location's environmental footprint was minimized. The project yielded a 5% reduction in plastic bag usage, which was an invaluable contribution from Nishantha for the team.

We appreciate Nishantha's dedication to sustainability, new ideas, and driving positive change. His efforts remind us of the profound impact that small actions can have on larger goals.



"Sustainability means looking after the environment by using less, reusing what we can, and reducing waste. At A&E, I get to learn something new every day, helping me grow in my job."

CONSISTENCY IN CONTRIBUTION



Stephanie McCaslin, Administrative Assistant at A&E Plant 56, has been with the company for more than 28 years. Her day-to-day responsibilities include managing office recyclables, assisting with payroll, and maintaining supplies for each shift. She never hesitates to take on further responsibilities to ensure facility efficiency and organization.

“My favorite thing about working here – hands down – is the people,” she said. “I have had some great friendships over the years and still keep in touch with many. They have always been very helpful, genuine, and caring. My work family here continues to be very important to me.”

“Even contributing a small portion, like recycling, I know I am working towards creating a better future for everyone.”

She appreciates Elevate’s Environment, Health & Safety (EHS) program and feels that the company does a good job consistently making updates and keeping safety and sustainability a top priority. “To me, sustainability means taking a small part in protecting the environment,” Stephanie said. “Even contributing a small portion, like recycling, I know I am working towards creating a better future for everyone.”

In her free time, you will find her enjoying concerts, beach trips, and quality time with family and friends.



THINKING OUTSIDE THE BOX



Victor Camacho has been a part of the Hilos A&E Costa Rica maintenance team for over seven years. He develops projects that help everyone do their jobs, which often includes using recycled materials to create various objects that can be used in different areas of the plant. He also designed new containers for collecting materials like plastic bottles, caps, and cardboard. When it comes to sustainability, Victor demonstrates proactivity and innovation, and he has a knack for avoiding the consumption of new resources.



“Sustainability means making an effort to ensure that resources will be available in the future. It means making good decisions so that we can continue with our operations for a long time.”

Victor first began working at A&E Costa Rica in the raw materials warehouse. Now, his main role on the maintenance team is improving the working conditions at the plant, including the equipment and the building. He constantly seeks improvement at his location, appreciates the support and respect he receives from his senior management, and respects the trust the team members have with one another.

“Sustainability means making an effort to ensure that resources will be available in the future,” Victor said. “It means making good decisions so that we can continue with our operations for a long time in an efficient manner. Elevate tries to maintain the resources available so that everyone involved can continue to be a fundamental part of our families and face daily life with confidence.”

Outside of work, Victor enjoys listening to calming music, relaxing with his wife, and enjoying nature.

OUR SUSTAINABLE ENGAGEMENT





A LEGACY OF LEADERSHIP AND RESPONSIBILITY

With over 130 years of experience, A&E is a global leader in manufacturing and distributing industrial sewing thread, embroidery thread, and specialty yarns for the textile industry. Our reputation is built not only on product excellence but also on our unwavering commitment to environmental sustainability and corporate social responsibility. With operations across Asia, Europe, and the Americas, we are proud to champion the well-being and safety of our 10,000+ employees worldwide, serving as a trusted advocate for positive change in the industry

OUR SUSTAINABILITY JOURNEY

We are Eco-Driven®. At A&E, we believe that how we operate is as important as what we produce. This belief has driven significant sustainability advancements throughout our global operations, including notable reductions in energy consumption, water use, and greenhouse gas emissions. We have eliminated PFAs from our thread products and work closely with suppliers to enhance quality, transparency, and accountability across the supply chain.

Our partnership with the United Nations' Fashion Industry Charter for Climate Action has helped us identify and adopt industry best practices, address operational gaps, and reinforce our sustainability commitments—resulting in measurable improvements throughout our global network.

We are proud to be the first global thread manufacturer with greenhouse gas reduction targets validated by the Science Based Targets initiative. In alignment with the Paris Agreement's 1.5°C goal, we are on track to reduce absolute Scope 1, 2, and 3 emissions by 46.2% by 2030, using 2019 as our baseline.

We are continuing our goal to source 100% preferred and low climate impact materials by 2030, and to increase the use of recycled fibers across all product lines. In addition to reducing the amount of water we use in our manufacturing; we are also working on being Net Zero by 2050 worldwide. We continue to invest in innovation, sustainable manufacturing, and responsible sourcing to meet this goal and exceed industry expectations.

OUR PROGRESS

In 2024, we furthered our commitment to social responsibility. Our global facilities completed the Higg Factory Social Labor Module and Social Labor Convergence Protocol verifications, where available, enhancing our ability to track progress and uphold our Global Code of Conduct in alignment with the UN Guiding Principles on Business and Human Rights.

ETHICAL AND SUSTAINABLE THREAD SOLUTIONS

A&E offers a diverse range of sustainable thread solutions designed to meet the evolving needs of our global customers. From our ECO100™ line of 100% recycled thread to products meeting certified material health standards, we deliver high-performance, ethically made solutions to the world's most respected brands.

At A&E, our mission is to create value for our customers while fostering a healthier planet and stronger communities. Through innovation, accountability, and a deep commitment to sustainability, we are shaping a better future—one thread at a time.





DEVELOPING THE FABRICS OF TOMORROW

As a company that recently celebrated a century of leadership, Burlington looks to the future to create innovative, top-quality fabrics for a variety of products and markets globally. Burlington is committed to developing the fabrics of tomorrow driven by performance, social responsibility, innovation, 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.

While we are working to better understand and incorporate textile-to-textile recycled products to promote circularity within the synthetics market, we are supporting a number of bio-based solutions to prevent additional extraction of fossil fuels.

INCORPORATING BIO-BASED PRODUCTS

- We have new styles incorporating EYLON™, our preferred bio-based, high-performance, renewably sourced nylon material with many sustainability advantages in addition to its 48% bio-based content. Some of the primary benefits of using biological materials include the use of renewable resources and a smaller life cycle footprint. EYLON™ is USDA certified through the BioPreferred program to use the Certified Biobased product label.
- 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. Our Restora™ Naturals line features TENCEL™ Lyocell fiber, a wood-based biodegradable fiber made with highly resource-efficient, closed-loop technology. The wood 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 bio-based Sorona fiber and recycled polyester.

- Our Jiaxing, China facility creates products using PF Zero™, a non-fluorocarbon-based water and stain repellent finish with exceptional durability and protection, that have 58% bio-based content. Our bio-based stain repellent outperforms industry standard ratings, providing the most environmentally friendly and innovative qualities. Fabrics made with our PF Zero finished are also bluesign® and OEKO-TEX® certified, assuring that PF Zero™ is safe for use in PPE.
- MCS®Renew is our bio-based, innovative, quick dry technology that allows moisture to dissipate or move rapidly across a fabric. It contains nearly 80% biocarbon content, reduces reliance on petrochemicals, is sourced from renewable, natural materials, and is a USDA BioPreferred product. MCS®Renew is breathable, easy to care for, and has a low carbon footprint—plus, can be applied to any of Burlington's fabrics. We are proud that this technology minimizes consumption and pollution through the elimination of fossil fuels.
- Burlington also incorporates CiCLO technology into its fabrics, which is an upstream solution to reduce the impact of fugitive plastic microfiber pollution caused by synthetic textiles. Its biodegradable qualities contribute towards our movement in the direction of embodying circular solutions wherever possible.

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



COMPOUNDING OUR SUSTAINABLE FUTURE

For over 130 years, Cone Denim has been committed to leading in the denim industry

This year, we launched a new sustainable color technology, COLOURizd™, used in our Forest Conservation fabric within our Cone Denim Community Collection. This technology, developed by COLOURizd LLC, allows for a wide range of colors and textures while minimizing processing steps, resulting in a more sustainable and efficient approach to color. New to the industry, it allows us to have a more quantifiable impact with natural resource savings per yard among other significant environmental reductions—a 50% reduction in energy use and 98% reduction in water use at the dyeing process, plus a 73% reduction in carbon footprint.

utilizing innovative technologies, suppliers, and design. Sustainability is at the forefront of everything we do, and we aim to be a trustworthy and transparent denim supplier. We continue to collaborate with industry leaders to verify our claims, test and implement new sustainable approaches, and ultimately help shape the future of denim.

DENIM MADE RESPONSIBLY

For Cone Denim, a huge part of sustainability is versatility. We create denim fabrics with durability, longevity, and flexibility in mind. With every fabric Cone develops, we aim to highlight the array of options in cut and sew. From variety in silhouette, shade range in laundry, and highlighting that almost all fabrics are unisex, we hope our customers utilize these tools to decrease waste.

In 2024, Cone was selected to collaborate with Piero Turk, Kingpins, and Italian wash innovators Tonello to create the newest One Denim design. The collection debuted at Kingpins Amsterdam in October, marking the fourth edition of Kingpins Show's "One Denim" feature. This collaboration exemplified the concept of versatility and how one fabric—in this case, Cone's Stout fabric—can be used in a variety of garments.

DESIGNING FOR THE PLANET

Cone participates with Elevate in using the UN Sustainable Development Goals (SDGs) to guide our sustainability decisions. With clear and measurable goals including verified Science Based Targets, we are on target for a more sustainable future.

DEVELOPING FOR THE FUTURE

Cone Denim is constantly seeking new innovative technology and fibers that allow us to create our products in a very purposeful, environmentally friendly way.

Cone was recently part of a collaboration that showcased the way circularity can be used in denim and in textiles. Accelerating Circularity, a non-profit organization with a mission to build circular supply chains globally, tapped Cone Denim as their partner for denim and canvas fabrics. These fabrics contain up to 26% recycled cotton using a blend of post-industrial and post-consumer waste. Brands such as Wrangler, Walmart, and Target all participated in the project, proving that a circular supply chain is possible and helping to chart a new way forward.

Learn more by reading the Cone Denim 2025 Sustainability Report at conedenim.com/sustainability



CERTIFIED SUSTAINABILITY

At A&E Gütermann we are committed to quality, safety, and environmental standards. The use of chemicals and raw materials in the production of sewing threads is based on the premise of protecting the environment and ensuring the health and safety of our employees. This also benefits our customers: A&E Gütermann sewing threads are used by both the processing industry and the end user. We also demand the same from our suppliers to ensure that they work to our standards.

Independent external certification authorities regularly inspect and evaluate our manufacturing processes and the materials we use. This ensures that we always operate in a clean and environmentally friendly way and comply with legal requirements and regulations.

The following certificates testify to our commitment to quality and sustainable production:

- OEKO-TEX® Standard 100
- Global Recycled Standard
- Quality Management System according to ISO 9001:2015
- Quality management system for the automotive industry in accordance with IATF 16949:2016
- Energy management system according to ISO 50001:2018
- HIGG Facility Environmental Module
- ZDHC Progressive Level 2
- SMETA (SEDEX)

Effective climate and environmental protection is also the result of collaboration. We are engaged in various sustainability initiatives, including participation in the ZDHC initiative and local energy efficiency and climate protection networks.

At A&E Gütermann we have a holistic approach that goes beyond simply offering products made from recycled materials. We have an environmentally friendly energy strategy and an energy management system certified according to DIN EN ISO 50001:2018.

**WASTE RECYCLING
(ZERO WASTE TO LANDFILL)**

- Yarn waste is recycled for new applications, e.g. insulation materials, mattresses, etc.
- Spare parts from old, broken machines are reused to maintain the machinery.
- Additional waste, such as metals and paper, is recycled.
- Tubes are used several times in the production process before they need to be replaced due to material fatigue.

**REDUCTION WATER CONSUMPTION
(5% YEAR-OVER-YEAR REDUCTION)**

- Heat is converted into other forms of energy, e.g. waste heat from cooling water used for underfloor heating.
- Savings through reductive cleaning process in the dye house.

**REDUCTION OF EMISSIONS
(4.2% YEAR-OVER-YEAR REDUCTION)**

- Saving and more efficient use of electricity through consistent optimisation of production processes (e.g. compressor system for compressed air, energy-saving lighting, CO₂ reduction in energy/steam/hot water supply).
- Own electricity generation through photovoltaic system and use of hydroelectric power since the plant began its operations.

PEOPLE

- HIGG Facility Social & Labor Module
- SMETA (SEDEX)

SUPERIOR DURABILITY MAKES SUSTAINABLE PRODUCTS

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.



WEATHERMAX HAVEN

Sustainability meets luxury with our Haven Outdoor Synthetic Wool. Not only is it soft, durable, vibrant, and long-lasting, but it's also made from 100% recycled fibers and is fully recyclable. 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. Production of Haven fabric is also localized—its manufacturing occurs within a 160km radius, from polymer to finished fabric, resulting in less movement of raw materials and lower greenhouse emissions. In addition to these sustainable qualities, Haven has a non-toxic, non-fluorinated finish and is resistant to UV rays, abrasion, and fading. WeatherMAX offers a responsible, high-performance fabric to protect against outdoor elements.


COMMUNITY SAFETY & PROTECTION WITH SIGMA


The frequency and intensity of wildfires have risen globally, exposing firefighters to extreme heat and hazardous conditions. The Department of Homeland Security (DHS) and Natick, working with Cal Fire, the National Forestry Service, and dozens of top departments along the West Coast, had a challenge to Safety Components: create a single layer wildland garment with improved protection and breathability.


Sigma™, made up of 45% meta-aramid, 32% Lenzing® FR, 17% polyamide, and 6% para-aramid, offers first responders the best combination of flash/ thermal protection, durability, comfort, and appearance in a single layer garment. First responders have traditionally sacrificed comfort for better protection and durability, and vice versa. Sigma breaks the mold with exceptional performance in every area. Lenzing FR creates a soft hand (feel) similar to cotton and allows the fabric's excellent wicking properties to dry quickly. Sigma has been described by wearers as the most comfortable PPE available on the market.

After a two-year wear trial involving 1,000+ wildland firefighters, the DHS wear trial report concluded, "The higher preference ratings for Sigma are most likely due to the better heat transfer performance, as the Sigma fabric received the highest ratings in both system heat dissipation and comfort by a noticeable margin." Safety Components is proud to be a part of the solution in keeping the first responders of our community protected.

PERFORMANCE DATA SUMMARY

|  WATER | | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|-----------------------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|
| Total water used | Million cubic meters | 5.01 | 4.66 | 6.19 | 6.17 | 5.83 | 7.32 | 7.84 | 7.84 | 7.92 |
| Water intensity | Liters per kg of product produced | 43.40 | 42.83 | 46.56 | 42.81 | 53.64 | 50.43 | 48.80 | 52.43 | 52.45 |
| Water recycled | Million cubic meters | 0.922 | 0.745 | 0.992 | 0.816 | 0.778 | 0.538 | 0.539 | 0.436 | 0.323 |

|  ENERGY | | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|------------------------------|-------------|------|------|------|------|------|------|------|------|
| Total energy used | Million kWh | 381 | 384 | 418 | 456 | 433 | 558 | 586 | 576 | 561 |
| Energy intensity | kWh per kg product produced | 3.30 | 3.50 | 3.15 | 3.16 | 3.98 | 3.84 | 3.65 | 3.85 | 3.72 |
| Total greenhouse gas emissions | Million kg CO ₂ e | 314 | 305 | 360 | 432 | 387 | 471 | 493 | 482 | 496 |
| Greenhouse gas emissions intensity | kg CO ₂ e per kg | 2.60 | 2.81 | 2.71 | 2.99 | 3.48 | 3.17 | 3.07 | 3.22 | 3.29 |

|  SAFETY | | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|----------------------|-------------|------|------|------|------|------|------|------|------|
| Incident rate | Injuries per 100 FTE | 0.26 | 0.36 | 0.40 | 0.37 | 0.36 | 0.53 | 0.37 | 0.48 | 0.28 |
| 3rd party social responsibility audits | Number conducted | 24 | 23 | 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.

aafaglobal.org

BETTER COTTON

Better Cotton 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.

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.

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.

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.

global-standard.org

PLANT

LICENSE NUMBER

| PLANT | LICENSE NUMBER |
|------------------------------------|----------------|
| Vardhman Yarns and Threads Limited | 204325 |

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.

textileexchange.org/recycled-claim-global-recycled-standard/

PLANT

LICENSE NUMBER

| PLANT | LICENSE NUMBER |
|------------------------------------|----------------|
| A&E Bangladesh | TE-00001681 |
| A&E Sri Lanka | TE-00048835 |
| A&E Americas | TE-99950360 |
| A&E Vietnam | TE-99950360 |
| Vardhman Yarns and Threads Limited | TE-00025490 |
| Gütermann GmbH | TE-00029442 |
| A&E Hong Kong | TE-00020183 |
| A&E Dongmei | TE-00036776 |
| A&E Huamei | TE-00024505 |
| A&E Hengmei | TE-00018976 |
| Cone Denim Jiaying | TE-99970341 |
| Jiaying Burlington Textile Company | TE-00050865 |

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.

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.

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.

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.

textileexchange.org/standards/organic-content-standard/

| PLANT | LICENSE NUMBER |
|------------------------------------|----------------|
| Vardhman Yarns and Threads Limited | TE-00025490 |
| Cone Denim Jiaying | TE-00193682 |
| Parras Cone de Mexico | TE-00042357 |
| Cone Denim LLC + Yecapixtla | TE-00037495 |

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.

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.

textileexchange.org/recycled-claim-global-recycled-standard/

| PLANT | LICENSE NUMBER |
|------------------------------------|----------------|
| Jiaying Burlington Textile Company | TE-00050865 |
| Cone Denim Jiaying | TE-00193682 |
| Parras Cone de Mexico | TE-00042357 |
| Cone Denim LLC + Yecapixtla | TE-00037495 |

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.

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.

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.

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.

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.

unglobalcompact.org

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.

roadmaptozero.com

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.

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.

mrsl.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 LANDFILL

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.

zwia.org



SUSTAINABILITY

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