

# *Opéra* **SPORT**

CSR Strategy  
2023

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OperaSPORT



# **01. Environmental Responsibility**

## 1.0 Our Sustainability Ambition

OpéraSPORT was founded in Copenhagen in 2019 by Stephanie Gundelach and Awa Malina Stelter as a fashion company. Sustainability has been at the core of the company's strategy since the start. We take our environmental impact seriously and have only worked with recycled fabrics created from industrial waste and organic and GOTS certified cotton since the first collection. Our production facilities use a mix of electric power and solar cell renewable energy.

Since the founding of the company, OpéraSPORT has made significant progress in our sustainability journey. In 2023, at least 80% of each of our collections is made from recycled materials and at least 50% of all materials used are mono-materials. We have also reduced our carbon footprint by shipping directly from our production in China to all eastern B2B customers.

As the company has grown, so have our sustainability ambitions. By 2024, we aim to ship directly from our production in China to all B2B customers outside of Europe. In addition, 80% of the production must be shipped by sea to our warehouse.

### 1.1 Raw Materials

Since the first collection, OpéraSPORT has only worked with recycled materials made from industrial waste and organic and GOTS certified cotton. Each material in our collection has specific characteristics and is carefully selected based on the desired look, quality, and performance.

Our recycled silk, cashmere, wool, and cotton are made from pre-consumer waste, which comes from excess material created during the product manufacturing process, e.g. selvage from

weaving, fabric from factory cutting rooms, or excess production and unsold items that might normally be disposed of as waste. The used materials are shredded back into fiber form and spun into renewed yarns, which are knitted or woven into fabrics.

Our recycled polyester and polyamide is made from consumer or industrial waste materials, such as plastic bottles and apparel, that would otherwise have been sent to a landfill or for incineration. We choose to work with recycled polyester and polyamide in that it requires fewer processing stages, reduces CO2 emissions, and consumes less energy during the production process compared to regular polyester.

Our PU is either recycled PU or water-based PU. Recycled PU saves on raw materials, energy costs, and CO2 emissions. Water-based PU is environmentally friendly because it is produced in a pollution-free, non-toxic process and does not contain harmful chemicals.

Our organic cotton is produced and certified to organic agricultural standards. It is grown organically without the use of pesticides and offers benefits such as water conservation, cleaner air, healthier soil, and farmer livelihoods to the local communities where it is grown.

In the near future, OpéraSPORT would like to improve the durability of our garments, and diversify our sustainable recycled materials selections when creating garment pieces. One such example would be working with recycled materials that we haven't worked with in the past such as recycled merino wool as it can be worn in all seasons due to its self-regulating heating property.

## 1.2 Animal Welfare

OpéraSPORT believes animals should be treated carefully, properly, and protected as best as possible from pain, suffering, fear, and disablement. Therefore, we do not use any animal leather products or exotic skin in garment production. We choose to work only with vegan leather made from recycled PU or water-based PU because it is animal cruelty-free, biodegradable, and environmentally friendly. Similarly, we choose to only work with recycled wool and cashmere to best protect the animals. We are aware of the distressing combing process that is often used to procure new wool and cashmere from animals, and thus we are committed to only working with recycled wool and cashmere, as no animals were harmed or distressed in order to produce our garments. All of our collection is fur-free.

## 1.3 Chemical Management

Here at OpéraSPORT, we offer safe products that are free of hazardous substances. That's why we have asked our suppliers and manufacturers to sign and comply with our restricted substance list (RSL). It bans the most harmful chemicals in textile products and encourages the use of safe chemicals in the production phase of our garments. By banning or limiting the use of hazardous chemical substances in the production of our garments, it ensures human health and the environment are protected from unacceptable risks posed by chemicals.

All of OpéraSPORT's suppliers and manufacturers have signed and agreed to comply with our restricted substance list (RSL), which is compliant with the EU REACH directive. If you wish to learn more about the types of chemicals that are not allowed to be used or are limited in the manufacturing process, click [here](#).

## 1.4 Minimum Waste in Production

The designers at OpéraSPORT are committed to minimizing fabric waste by not requiring the production of garments with prints to be placed in the same location for each piece. When the placement is unique, it minimizes fabric waste from the cutout process.

The designers also try to use the same material every season to minimize fabric waste. For example, they have worked consistently with the material known as seamless silk to make different pieces of garments and accessories.

We are committed to responsible production by producing the exact quantities our B2B customers have ordered and what we believe our webshop can generate to minimize overproduction and reduce our carbon footprint. Our business model avoids end-of-season overstock.

## 1.5 Textile Waste Management in Operations

OpéraSPORT believes a product not sold or used is a waste, both of natural resources and the passion put into it. For us, it is essential that customers purchase our products out of need and desire and not due to temporary markdowns. Therefore, we only have archive sales twice a year and do not discount during campaigns such as Black Friday.

In the attic of OpéraSPORT's office, we save all rolls of fabric that are sent to us from our producers that are left over from the production phase. These rolls of fabric are shipped to us through maritime shipping to minimize CO2 emissions. These fabrics are then reused in our runway show, our holiday pop-up shop, and in photoshoot campaigns for the upcoming editions.

All clothing samples that are sent to OpéraSPORT's office are reused in campaign shoots and resold to employees at a discounted price.



## 1.6 Care and Repair

Here at the OpéraSPORT office, we want to enable our customers to take care of their garments to maintain the quality and enable the longest lifetime possible. As a result of this commitment to extend the life cycle of our garments, our product label includes clear care instructions featuring information on washing and caring. Furthermore, in our forthcoming editions, all of our garment hang-tags will have a scannable QR code that directs our consumers to the garment care guide on our website. For more information on our garment care guide, [click here](#).

Team OpéraSPORT is in the process of developing and shooting a series of garment care videos to show our customers how to care for and maintain our garments. We are also in the process of contacting manufacturers to look into the possibility of offering our customers a series of garment care items that will extend the longevity of our garments. We aim to have the garment care videos and garment care items available for viewing or purchase on our e-commerce website by the second quarter of 2023.

In the future, we are hoping to educate and inform our customers about our sustainability practices on multiple social media platforms. We are also looking into the possibility of recommending local tailors to customers for garment repair and storing spare parts and buttons at our Copenhagen office that goes several editions back to offer continuous repair service on request by the customer.





## 1.7 Circularity

The founders and staff at OpéraSPORT want our customers to value our products and be able to use them for a long time, which is why we are currently developing a REPEAT strategy. The REPEAT strategy consists of rewear, repairs, and recycle.

Our rewear strategy comprises styling garments from the new editions with garments from previous editions to give our customers inspiration to wear what they already own. It encourages our customers to reuse what is already in their closet and extend the life cycle of their beloved OpéraSPORT garments. Our repair strategy comprises recommending local tailors near you and offering an on-request service through our webshop to offer you button and zipper replacements to extend your OpéraSPORT garment's longevity. Our recycle strategy consists of recommending places to drop off your garment donation and or textile recycling facilities.

## 1.8 Sustainable Packaging

Currently, our garment hang tags and stickers are made from recycled material. Our garment care labels are made from GOTS-certified cotton. Our outer packaging consists of plastic bags made from recycled material and PAP boxes.

The founders and staff at OpéraSPORT are currently looking into making our packaging more sustainable.

## 1.9 Sustainability Within Our Operations

OpéraSPORT aims to have all sales meetings digitally online to reduce our CO2 emissions. We only travel by plane when our physical presence is needed.

In the OpéraSPORT office, we offer our employees and interns reusable glasses, plates, and cutlery to minimize the use of single-use plastic. We also sort and recycle our waste into four categories: food waste, plastic, PAP, and regular trash.

Most of our employees bike or walk to work.

For each campaign shoot, we hire local photographers and models to minimize our CO2 emissions as well as support local and individual businesses here in Denmark. We also do not do external campaign shoots that require flying the whole team to other locations and only shoot in-house to reduce our CO2 footprint.

### 1.9.1 Sustainability during CPHFW

OpéraSPORT's set design and show production are zero-waste. A zero-waste set design and show production means that all of our props, including signs, are used again and will be repurposed or recycled.

In addition, we do not utilize single-use plastic packaging backstage during fashion week but offer recyclable, recycled, or repurposable alternatives. We use our own reusable tote bags made of organic cotton and our own hangers made of wood. We do not provide goodie bags to guests and we use digital instead of paper invitation.

We sort our backstage trash via a mandatory trash sorting service in collaboration with Copenhagen Fashion Week. We have used Postevand for beverages for which the emballage is 96.6% plant-based. We also offer to offset the carbon footprint of our show through a recommended partner at Copenhagen Fashion Week.



## **02. Ethical Responsibility**

## 2.0 Our Workplace

People are at the center of OpéraSPORT's operations. Only with a friendly, committed, and competent team can we remain the progressive and creative business we aim to be. Currently at the OpéraSPORT office, there are twelve full-time or part-time employees and interns.

Here at OpéraSPORT, everyone's well-being is of the utmost concern. It is an integral part of our workplace culture that everyone is treated equally, regardless of whether they are a full-time employee or an intern. We take our social bonds with our co-workers seriously and host Friday meetings where everyone has a chance to say how they are doing and what they are working on. We offer flexible working hours and locations. On Mondays, everyone works from home, and on other days, some of our colleagues with children can benefit from this flexibility by choosing to work at home and at the hours of their choice.

Our basis for a friendly and constructive workplace is a set of shared norms and values that place a good work-life balance at the forefront and center of our concern. We believe that everyone benefits from a friendly, engaging, and stress-free working environment where the atmosphere is collegial.

## 2.1 Diversity and Representation

OpéraSPORT is committed to operating a safe, healthy, and respectful working environment for all our employees, free from harassment and discrimination, and where everyone enjoys equal opportunities. We have a Diversity, Equity, and Inclusion Policy, which details our commitments to our employees as well as our commitment to respectful, diverse, and inclusive representation in the design and marketing of our products. In our workplace, we have a zero-tolerance policy towards discrimination, harassment, abuse, and violence. We integrate non-discrimination and equality into all business processes, such as recruitment, promotion,

development, benefits, remuneration, discipline, and termination. All employment decisions must be solely based on proven competence and the ability to perform the job and not on personal characteristics or perceptions thereof. We work actively to ensure diverse teams, which includes a balanced and representative composition.

Here at OpéraSPORT, we recognize that in the design and marketing of our products, we have a unique opportunity to promote respectful representation and diversity. Thus, we commit to integrating diversity, equity, and inclusion into our design and marketing strategies and always using respectful and inclusive representation of individuals in illustrations, prints, and designs, as well as in the marketing materials of our products. We will exercise due diligence along the full product design cycle to ensure that we do not engage in disrespectful, biased, and discriminatory representation with regard to gender, age, appearance, body weight, ethnic background, skin color, sexual, political, and religious orientation, disability, or any other identity-creating characteristic. We will not make use of gender-based stereotypes, and will systematically depict women, men, and non-binary individuals as empowered actors with progressive, intelligent, and multi-dimensional personalities. Our commitment also encompasses respectful and non-offensive representation of ethnic, racial, and indigenous people's minority groups, such as native Americans, Innuits, Aboriginals, etc.

OpéraSPORT is a signatory of the Danish Fashion Ethical Charter and considers diversity and inclusivity when casting models. More than 70% of our models represent minorities in our runway shows, and we have collaborated with women with non-traditional body types. We aim to recruit employees and talents from diverse backgrounds at all levels in our company and to hire partners from diverse backgrounds.



## 2.2 Socially Responsible Production

All our production is currently based on the outskirts of Shanghai, China. The factories we work with are essential for our ways of production since they continue to be a strong partner in sourcing our recycled fabrics and accommodating our made-to-order requests. It is essential for us that our factories also take social responsibility. Consequently, we only work with factories that are GOTS, BSCI, and WRAP certified to secure fair wages and requirements for their employees.

We have a code of conduct and ask all external manufacturers and suppliers to sign a compliance commitment. To learn more about our code of conduct, [click here](#). With our manufacturers and suppliers complying with our code of conduct, we ensure those involved in making our products work under fair conditions.

## 2.3 Labour Standards

All of OpéraSPORT's manufacturers and suppliers are not allowed to use forced or child labor. They must also ensure all employees have the right to union membership and collective bargaining. Discriminatory practices regarding recruitment, compensation, access to training, promotion, or termination cannot be tolerated. All employees should be treated with dignity and respect, and under no circumstances shall physical punishment, sexual or racial harassment, verbal or power abuse, or any other form of harassment or intimidation be permitted.

All OpéraSPORT's manufacturers and suppliers, as well as subcontractors, shall provide a safe and healthy workplace to their employees, ensuring minimum conditions of light, ventilation, hygiene, fire prevention, safety measures, and access to a drinking water supply. Workers shall have access to clean toilet facilities and drinking water. Where necessary, facilities for food storage shall be provided. Regular training in the matter of health and safety at work should be provided.

Workers should be paid a living wage that should meet the basic

the basic needs of workers and their families and should at least meet the minimum legal wage or collective bargaining wage, whichever is higher. No worker should work more than 48 hours a week and must be granted at least one day off in a seven-day calendar period. Overtime should be voluntary, cannot be demanded on a regular basis, and shall be compensated at a premium rate.

## **03. Glossary**



### **3.0 Business Social Compliance Initiative (BSCI)**

BSCI is a European social monitoring system for ethical sourcing. It is a business-driven initiative for companies committed to improving working conditions in the global supply chain. A BSCI certification ensures that textiles are made in an ethical and socially responsible manner. It promotes the welfare of the employees through the provision of decent working hours and conditions, the prohibition of child labor, protection against discrimination and harassment, encouraging freedom of association, and the adoption of ethical business behaviors. The BSCI Code of Conduct is based on the most important international conventions that protect workers' rights, most notably the ILO Conventions and recommendations. Here at OpéraSPORT, we only work with factories that are BSCI-certified.

### **3.1 Global Organic Textile Standard (GOTS)**

GOTS is an international standard for the processing of organic textiles that has both an eye on environmental and social criteria throughout the value chain. Strict ecological and social criteria must be met across the entire supply chain to achieve certification. Here at OpéraSPORT, all of our organic cotton is GOTS certified, which means it is grown in a GMO-free environment and not treated with pesticides and herbicides. It also means they are produced without heavy metals, chlorine bleach, formaldehyde, and aromatic solvents. In addition, GOTS sets criteria for working conditions, such as minimum wages, working environment, working hours, and age.

### **3.2 Mono-material**

A mono-material refers to a product composed of a single material or fiber. Here at OpéraSPORT, many of our garments are made from mono-material such as organic cotton or recycled cotton. The use of mono-material means that when the garment is at its end-of-life cycle, the textile recycling process will be made easier since it reduces the energy and technology demand to split or separate textile materials.

### **3.3 Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)**

REACH is a European Union regulation that affects the supply and use of chemical substances. It aims to provide a high level of protection for human health and the environment from the use of chemicals. REACH has a restricted substances list (RSL), which restricts the use of certain substances in the European Union. These substances are deemed to pose a substantial risk to human health and the environment. Here in OpéraSPORT, we have our own RSL that complies with the REACH regulation.

### **3.4 Worldwide Responsible Accredited Production (WRAP)**

A WRAP certification affirms that a production unit consistently abides by all applicable laws and best practices in terms of creating a safe, lawful, humane, and ethical manufacturing workplace. Each WRAP-certified facility has undergone an intensive social compliance audit, verifying that it abides by laws and internationally recognized standards. The production facility is reviewed once a year to ensure continued compliance. Here at OpéraSPORT, we only work with factories that are WRAP-certified.







## **04. OpéraSPORT Preferred Material List**

#### 4.0 Material List

OpéraSPORT has developed a preferred material list to assess the environmental impact of the materials we work with. We took existing benchmarks such as the MADE-BY Environmental Benchmark and the Higg Materials Sustainability Index as a starting point. The fibers are evaluated based on their CO2 emissions, human toxicity, eco-toxicity, energy consumption, water consumption and land use.

Materials that are ranked as “recommended” or “good” are considered to be more sustainable. Materials in the category “discouraged” we want to replace or find more sustainable options for. Materials that are “banned” are for animal welfare reasons. Materials that are “unclassified” are unknown for their environmental impact and are hard to assess. The Preferred Material List is used as a guide for our designers and fabric sourcers. Here at OpéraSPORT, we want to encourage them to pick the best options available, with preference for the “recommended” materials. We strive to only work with materials in the recommended category. Unfortunately, due to consideration for durability, sometimes a small percentage of spandex or elastane has to be blended into recycled fabrics.

All fabrics used by OpéraSPORT must comply with one of the below criteria:

- Organic and GOTS Certified Material
- Recycled content

Recommended	Good	Discouraged	Banned	Unclassified
Organic Cotton Organic linen Organic hemp Recycled Cashmere Recycled cotton Recycled Silk Recycled Wool Recycled polyamide Recycled polyester	Conventional linen Conventional hemp Lyocell PLA Ramle Tencel	Acrylic Polyurethane Elastomultiester Elastane Acetate Triacetate Bamboo Viscose Conventional Cotton Culpro Rayon Spandex Virgin polyamide Virgin Polyester Virgin Wool Viscose	Angora Exotic Skins Fur Mulesed Wool Non-RDS down	Acetate Alpaca Wool Cashmere Wool Leather Mohair Wool Natural Bamboo Organic Wool Silk