



DAY ^{ET}

RESPONSIBILITY REPORT 2022

DAY ^{ET}

THIS ESG REPORT COVERS THE YEAR 2022
AND THE LEGAL ENTITY DAY ET A/S. THE REPORT AND
FUTURE GOALS WILL BE REVISITED ANNUALLY.

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A WORD FROM OUR CEO

Reflecting on the changes in our society throughout the last couple of years, it's more evident than ever that we all need to adapt and act towards our commitments – both as a business and as a unit holding many different personalities.

In a larger perspective, it has become increasingly clear that a life in balance is essential to us all. For DAY ET, this is extremely important, as we want to stay relevant and maintain a trustworthy brand, creating a responsible business that we genuinely care about.

Balancing a responsible growth requires effort and focus, but we believe that investing in tomorrow will have the greatest impact for all of us in the years to come.

This is why we have invested in fabric development and transparency in our supply chain – an effort which has led to 44% of our products being made from 100% certified materials. Furthermore, we continuously work with the standards and certifications introduced during 2021 – the year in which we achieved our first GRS certificate.

In 2022, the certificate was renewed. To remain compliant, it requires precise documentation from all parties involved, and we are practising every day to do better.

Continuing in 2023, we have identified focus areas with technical and science-based agencies to identify problems and start shaping solutions by using customised LCA tools to analyse our production.

This responsibility report is the first of its kind, and we are proud to share our ESG framework on this important work. The report will serve as the baseline for our 2023 goals.

We sincerely hope you will enjoy reading, and that the report will highlight a few areas where we, as consumers, can be enlightened and guided to make brave choices in the future.

To us, it's simple – we want to make tomorrow matter.

PURPOSE

Make tomorrow matter



MISSION

To create long-lasting essentials for every destination in life. We want to be a purpose-driven brand with a sustainable ambition to work for a better tomorrow.

AMBITION

To grow a relevant, transparent, and responsible business through an informed and inspired community by being curious, brave, and constantly challenging the status quo.

ABOUT DAY ET

DAY ET started as an accessories line in 2014 at a Danish Fashion Brand. The success of the well-known Gweneth resulted in a company carve out, and DAY ET A/S was established as own entity December 2018.

Being a standalone accessory brand, the need for own identify and profile was key, and this is where the first thoughts of becoming a responsible brand was born.

Since the startup, the company has evolved in many areas, new product categories have been introduced, own webshop has been launched, new partnerships with online and offline players is born, and a GRS certification as a brand is obtained.

Our products are designed in Copenhagen, and we are driven by our Scandinavian heritage. Our collections provide everything you need for a life in constant motion; everyday bags, suitcases, travel essentials, jewellery boxes, and accessories for every occasion.

Our work is based on a responsible mindset of long-lasting essentials, as well as on the philosophy that bags should be worn, used, and lived in. A bag is not just a bag. - It's your private space and your home on the move. It's where you have your secrets, your life, and your utensils.

In all its simplicity, our bag is the perfect partner in crime that follows you through every facet of life – whether it's work, sports, journeys, a love affair, or a need to get away. DAY ET is about creating long-lasting essentials for every destination in life.

HQ BASED IN COPENHAGEN

18 EMPLOYEES AT HQ & 6 IN OUR STORE AT THE AIRPORT

6 MAIN COLLECTIONS & 2 MINI COLLECTIONS

656.424 PIECES PRODUCED*

343 DOORS

14 COUNTRIES

OUR ESG FRAMEWORK

ESG stands for environmental, social, and governance. These are the 3 pillars in the ESG framework and represent the overall areas of our sustainable focus.

Through recent years, it is our experience that partners, consumers, employees, etc. are increasingly demanding that companies are good representatives of both environmental and social topics and that they have the necessary governance framework in place to support it.

The ESG framework is widely acknowledged, and thus it will future-fit us to meet the expectations from our surroundings. Furthermore, it's important to us that our approach to sustainability is understandable and manageable for all.



ENVIRONMENT

Through traceability and transparency, we aim to minimise our negative impact on the climate and be mindful of our responsibility not to overuse our planet's resources.

SOCIAL

It is our responsibility to ensure that those who contribute to DAY ET and our products are treated responsibly and respectfully. We are committed to fostering employee development, labour practices, as well as health and safety for everyone involved in the business.

GOVERNANCE

Governance standards enable our company to be accurate and transparent concerning both environmental and social responsibilities. They support us in making responsible decisions and ensuring that our company values are fulfilled and maintained.

OUR SUSTAINABLE DEVELOPMENT GOALS



10 REDUCED INEQUALITIES

Diversity and inclusion are central to our values. We are committed to advance empowerment for all, regardless of gender, sexuality, ethnicity, race, or religion – in our office, with suppliers and in our advertising.

We leave no room for discrimination. Everyone must be allowed to be who they are.

Goal 10 targets

- _ 10.2 By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, sex, disability, race, ethnicity, origin, religion, economic or other status.
- _ 10.4 Adopt policies - especially fiscal, wage and social protection policies - and progressively achieve greater equality.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We can no longer contribute to harmful business practices. By improving our processes and choosing better materials, we will create long-lasting products with a smaller impact for a more sustainable future. We will encourage our customers to take better care of their products, to keep them in use for longer, and responsibly return them after use to ensure that our products can be recycled.

Goal 12 targets

- _ 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
- _ 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



14 LIFE BELOW WATER

Chemicals and plastics are polluting our oceans, and the time for action is now. We must reduce plastic usage by employing recycled synthetics, implementing innovative alternatives, and optimising our packaging. Utilising ocean waste plastic as a resource for our products will further contribute to handling the plastic crisis. By phasing out harmful chemicals, adopting better solutions, and implementing strict waste management, we can minimise our contamination of the oceans.

Goal 14 targets

- _ 14.1 By 2025, our aim is to prevent and significantly reduce marine pollution of all kinds, particularly from land-based activities, including marine debris and nutrient pollution.
- _ 14.7 By 2030, we plan to increase the economic benefits for Small Island Developing States and less developed countries from the sustainable use of marine resources, including through sustainable management of fisheries and aquaculture.



Trine Falkesgaard

ESG & RESPONSIBILITY SPECIALIST

A WORD WITH TRINE FALKESGAARD

I have been a part of DAY ET for two years now, and back in August, I was assigned the distinguished task of developing and expanding the already initiated responsible journey as an ESG & Responsibility Specialist – my true passion in this industry.

I love walking through the front door of the DAY ET headquarters every morning. We genuinely care for each other, and you instinctively feel the immense support between colleagues, which goes hand in hand with a deep love for the brand, its products, and the eagerness to continually develop and optimise.

This is a perfect platform for enhanced responsible development because it is not a journey you can take solo – a holistic approach across all departments is required, and it is essential that everyone understands the processes and requirements.

The responsible values have been a part of DAY ET from the beginning, so there are already numerous learnings and established processes. We achieved the GRS certification in 2021, and I am very proud to be a part of accelerating DAY ET's responsible journey.

ACHIEVEMENTS 2022

1.0 GLOBAL RECYCLE STANDARD

In December 2021, DAY ET achieved GRS certification, which was a huge milestone for us.

The Global Recycled Standard (GRS) is a voluntary global product standard for businesses to apply for. It's a standard used for tracking and verifying the amount of recycled material present in a finished product.

In December 2022, DAY ET was re-certified. We are extremely proud of this and look forward to continuing our important work with GRS.

Being certified by a third-party standard, like the Global Recycled Standard, demonstrates DAY ET's commitment to responsible practices and goals. The GRS certification is essential to DAY ET, ensuring that our products meet high standards and that the full value chain of these products has been verified.

2.0 WE LOVE PEOPLE

In March 2022, we teamed up with the communication agency, We Love People - an agency boasting a team of creative and strategic consultants

dedicated to driving sustainable and positive change. The intention behind this strong partnership was to develop a strategic and action-oriented ambition tapping into the ESG framework for DAY ET.

It is vital for us, both internally and externally, to take a conscious stand on our values and make a promise to ourselves, our partners, and our community.

3.0 SECTOR COOPERATION

The voluntary sector collaboration is a private-public partnership for fashion and textile companies. The signatories are committed to shared goals, and while each signatory will contribute individually, progress will be measured collectively. The collaboration runs until 2030.

Goal 1: Recycled Materials

By 2030, all clothing and textiles from Danish companies will consist of at least 40 percent recycled material, including at least 10 percent recycled directly from textile fibers (measured by weight).

Goal 2: Circular Design

Establish common circular design requirements for clothes and textiles from Danish companies, ensuring they are designed for multiple lives and optimal circular loops.

Goal 3: Circular Business Models

A larger proportion of clothing revenue in Denmark will come from resale, keeping clothes in use for as long as possible.

This collaboration aims to transform the fashion and textile sector's approach to manufacturing, using, and disposing of clothing and textiles, transitioning from a linear to a circular economy (for products sold on the Danish market).

This presents an excellent opportunity for the industry to unite and work towards common goals. We have signed up to the above goals and actively participate in the working group concerning Goal 1 for recycled materials. We will use these objectives as guiding principles for our responsible journey in 2023 and towards 2030.

4.0 COPENHAGEN CARTEL COLLAB

In August 2022, we introduced our limited edition collection SEAS THE DAY in collaboration with Copenhagen Cartel during Copenhagen Fashion Week.

The SEAS THE DAY collection consists of 11 bags crafted from durable and water-resistant 100% recycled fabric: 40% SEAQUAL® YARN & 60% GRS-certified recycled polyester.

The aim is simple: To bring more attention to the challenges of plastic pollution in the sea and show that we can all help make a difference.

The collection will launch online and in stores in March 2023.





ENVIRONMENT

ENVIRONMENT

Climate change is a severe threat to the planet and our way of life. At DAY ET, we take on the responsibility and want to contribute positively wherever possible, implementing appropriate measures where necessary. Our ambition requires us to push further and advance our focus on the environmental impacts within design, production, and transportation.

We aim to minimise our negative impact on the climate and are aware of our responsibility not to overuse the Earth's natural resources. We create bags with purpose, considering every detail and function to decrease their environmental impact and increase longevity.

When developing products, we strive to ensure that durability, functionality, and sustainability are in balance. In this way, our products are made for a long life on the move, leaving a smaller footprint. We define a more sustainable product as one that meets the following principles:

_ The most resource-efficient materials are chosen to ensure a lower environmental impact than their conventional counterpart.

_ Products of high quality that are durable and functional for years of wear and tear.

_ Materials used that meet strict chemical requirements in compliance with REACH regulation and the AFIRM Group's restricted substance list.

_ Produced under high social standards that ensure transparency, safe working conditions, and proper pay through our Code of Conduct and policies, third-party audits, and certification.

_ Designed with disassembly in mind. An ongoing process where we avoid using excess trimming, mixed fibres, and coatings whenever possible.

Beyond the products, we carefully consider if our goods are packed and transported in the most environmentally friendly way. That is why we avoid air transportation whenever possible and prioritise ship or rail. We carefully monitor packaging in our entire supply chain and aim to fold and pack our products so that they require the fewest number of bags and boxes possible.

We keep a close eye on the development of plastic options that are less water and energy-intensive.

Plastic and recycling waste fill our world, and plastic pollutes our oceans, whether in the form of industrial waste, water bottles or fishing nets.

Today, we believe that using recycled materials from pre- and post-consumer waste is the best option for our products. By using waste plastic as a raw material for our products, we hope to relieve nature of discarded plastic.

We require all our recycled fabrics to be certified with the Global Recycled Standard to guarantee recycled content from pre- and post-consumer waste, strict social standards, and chemical handling. Using the GRS certification allows for transparency through every tier of our supply chain and trustworthy insight, thanks to the framework of high standards and 3rd party audits.

GLOBAL RECYCLE STANDARD

The Global Recycled Standard (GRS) is a voluntary full product standard which sets the requirements for certification of recycled content. The goal of GRS is to increase the use of recycled materials, as well as reduce the harm caused by production. GRS can be used for any product which contains at least 20% recycled material. Each stage of production is required to be certified.

Products certified to the Global Recycled Standard contain recycled polyester and nylon that has been independently verified at each stage of the supply chain. In addition, certified organizations have met social, environmental, and chemical requirements.

DAY ET uses:

- _ 100% Recycled post-consumer Polyester
- _ 70% Recycled pre-consumer Polyamide (Nylon)
30% Recycled post-consumer Polyester

Within these types of material recycling, at DAY ET we work with two:

PRE-CONSUMER MATERIAL

Material diverted from the waste stream during the manufacturing process. For example, material which is recycled from production waste or scrap generated from production, before it reaches end-consumers.

POST-CONSUMER MATERIAL

Material generated by households or by commercial, institutional facilities in their role as end-users of the product which can no longer be used for its intended purpose. For example, material which has been used by consumers and then recycled.

PRODUCTION PROCESS



COLLECTING PLASTIC WASTE

Collection of pre- and post-consumer plastic waste that can be recycled (typically bottles, fabric cut-offs, etc.) The collected waste is sorted by colour and material, then separated and cleaned for material purity. The sorted waste is ground into flakes and chips, ready for recycling.



RECYCLING

The flakes are recycled by melting them into a new liquid raw material.



YARN SPINNING & TEXTURING

The molten recycled plastic is formed into pellets or directly spun into new fibres. The fibre yarn is then textured to improve softness, flexibility, etc.



WEAVING & KNITTING

The recycled yarns are either woven or knitted into new fabrics.



WET PROCESSING

The fabric is then dyed, coated, and applied with various finishes to achieve highly functional materials. These processes are done under strict standards to guarantee safe products, with no use of harmful chemicals.



MANUFACTURING

The fabrics are sewn together into our finished products, under high social standards and working conditions at BSCI-rated factories.

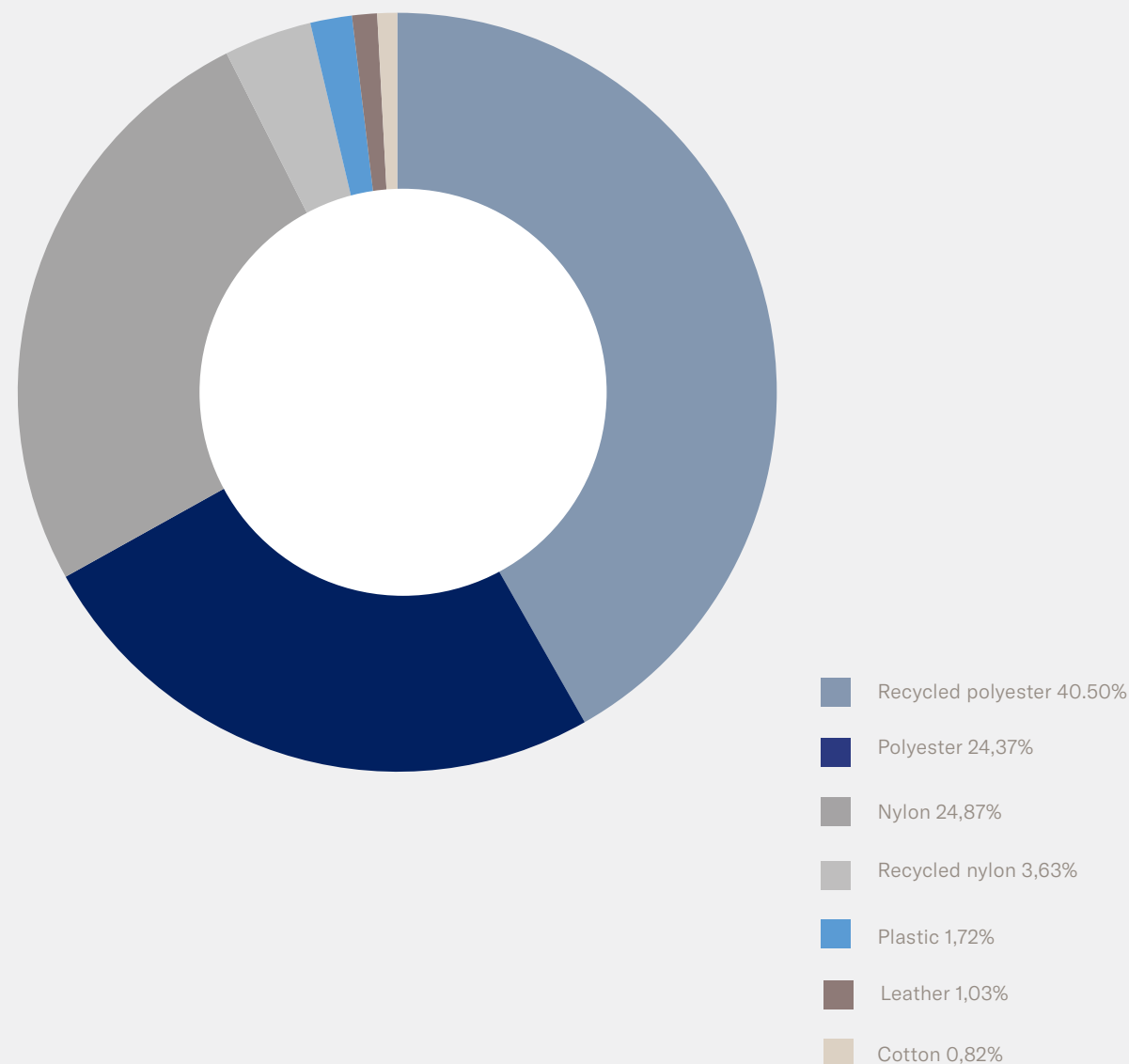
FIBER SPLIT

Our core products are made of polyester and nylon, as shown in the fiber split.

93% of the materials we used in 2022 were polyester and nylon - 44% of which was certified recycled. Throughout 2022, we have generally been planning and working hard to increase the share of certified recycled material and will, in 2023, transition our essential core programme to certified recycled material.

Fortunately, more and more certified recycled options are available, but since it is difficult to navigate, we choose to rely on GRS-certified options.

We are aware that this is not our end-destination, but it is a significant step in the right direction and a responsible choice for DAY ET to switch virgin polyester and nylon to certified recycled material.



Total pcs 2022: 656.424

Below 0,80%: Paper 0,67%, Wool 0,56%, Metal 0,33%, Recycled Wool 0,30%, Polyurethane 0,26%, Silk 0,17%, Acrylic 0,17%, Linen 0,12%, Polypropylene 0,08%, Elasthan 0,07%, Glass 0,06%, Polyethylene 0,06%, PVC 0,06%, Ramie 0,05%, Jute 0,05%, Polyamid 0,04%, Spandex 0,01%



PRODUCTS

DAY ET has come a long way, aiming to create products that focus on functional classics, ensuring that the love and need for the product will last season after season. However, there are still many aspects to explore in the ever-evolving responsible agenda within the fashion industry.

The increasing sustainable offerings in the industry can make it more complicated to navigate in order to make more responsible choices. We need to keep pushing our own boundaries with the clear goal of minimising emissions – an objective we all need to pursue.

RE-STYLE EXPLAINER

A DAY ET RE-style is a style where the main fabric and lining are certified recycled nylon or polyester.

In 2022, we created products with:

_ 100% Recycled post-consumer Polyester

_ 70% Recycled pre-consumer Polyamide (Nylon)
and 30% Recycled post-consumer Polyester

The first RE-style was designed and produced for our Autumn/Winter 2020 collection.

We had 316 RE-models representing a share of 52% of total models in 2022. We will continuously improve the RE-S programme in regards to materials and standards. Our aim is to include more responsible components besides the lining and main fabric.

At the moment, we are mapping where to start, focusing on areas with the biggest opportunities to minimise impact. The certified recycled polyester for main fabric and lining on one RE-S Gweneth bag consists of 11 recycled plastic bottles (1/2 L).



The certified recycled polyester for main fabric and lining on one RE-S Gweneth bag consists of 11 recycled plastic bottles (1/2 L).

HEAD OF DESIGN

A WORD WITH CHRISTINA LINDESKOV

I have a great workspace, and I go home every day with a smile on my lips. At DAY ET, our culture is to respect each other's competencies and celebrate our victories – both the big and the small ones.

A significant celebration in 2022 was indeed our GRS re-certification, which we put a lot of effort into and focused on in many aspects throughout the entire company. In my perspective, our future aim should be to create even more styles using certified recycled materials.

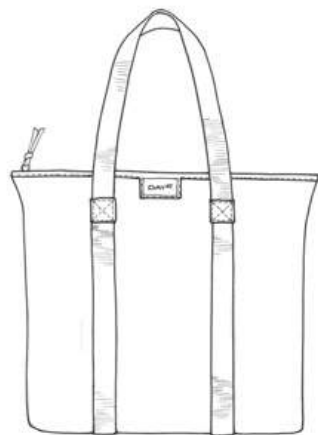
In general, I appreciate that we try to rethink how we do business. This includes the design, product, and fabric, as well as moving towards a more circular approach when making decisions in the design process.

I like to consider how we can help consumers make the most sustainable choices and buy long-lasting items that combine quality with functionality. As a brand, we have a responsibility to produce products that care for the environment and the world we live in.



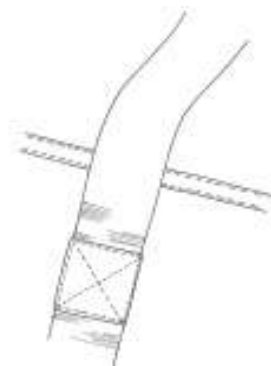
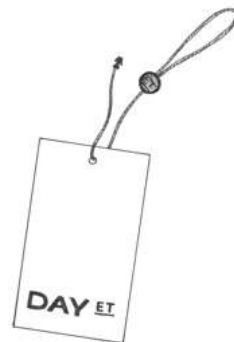
Christina Lindeskov

GWENETH TRANSPARENCY



The shell fabric is made of 100% Post-Consumer certified recycled fabric with a PU coating on the back - it makes up 37% of the bag. The lining - the fabric inside - is made of 100% certified recycled polyester, also with a PU coating on the back, and it constitutes 14% of the bag.

The hangtag is made of 70% FSC paper pulp + 30% recycled pulp. In addition to this, there is a hangtag plastic combiner which is made of PS-1 (Polystyrene) and a string which is made of 100% cotton rope with wax. The hangtag, plastic combiner, and string account for 2% of the total product.



The handle you use when you carry the bag is made of 100% Polypropylene and accounts for 23% of the product. The trim, which is a part of the design but also has a strengthening function, is made of polyurethane and sometimes has a polypropylene backing. The trim constitutes 10% of the

The inside and outside woven label is made of polyester. The edge bands, which are inside the bag and are invisible, are made of 100% Nylon. Combined these make up 1% of the product.



The bag has two zippers - a main one which is used to close the bag and a smaller zipper for the inside pocket. Both are made of polyester and the "teeth" are made of nylon. The metal puller is made of zinc alloy metal. Both zippers account for 6% of the product.



Stitches are made of polyester and cotton, and wash and care labels are made of nylon. Stitches, wash, and care labels, along with glue and inside/outside woven labels, combined, make up 1% of the bag.

The polybags, which keep our products protected, are made of PE-LD 04 plastic and account for 4% of the product. The silica bag is included in the packaging of each product to prevent moisture during transportation. It constitutes 2% of the product.





LONG- LASTING GWENETH ETERNITY

We know we can't promise eternity, but we believe we can almost do so. The story began with Gweneth – a functional and elegant nylon bag created to make life on the go easier. Gweneth has a focus on durability and functionality – and a balanced approach to responsibility.

The Gweneth is a classic beyond seasons. Since 2021, the Gweneth bag has transformed from using virgin nylon to certified recycled polyester. It's long-lasting ability remains as strong as ever.

TRANSPORT

95% of our products travel by sea from our trusted suppliers - mainly based in China - to our warehouse located in Denmark. Sea transport is the most efficient method in terms of carbon footprint, which is why each air shipment is considered carefully.

We are closely following the innovative solutions and responsible focus that the transportation industry is undergoing in recent years.

3.7% of our produced products are transported by air. 24% of air shipments are for samples in the design process and sales collections. These air shipments are a necessity in the product development process; however, we are using technology to avoid unnecessary freight.

From our warehouse, shipments are most often transported by truck. We mostly use Bring, PostNord, and DAO in cooperation with Blue Water Shipping, our warehouse and shipping partner.

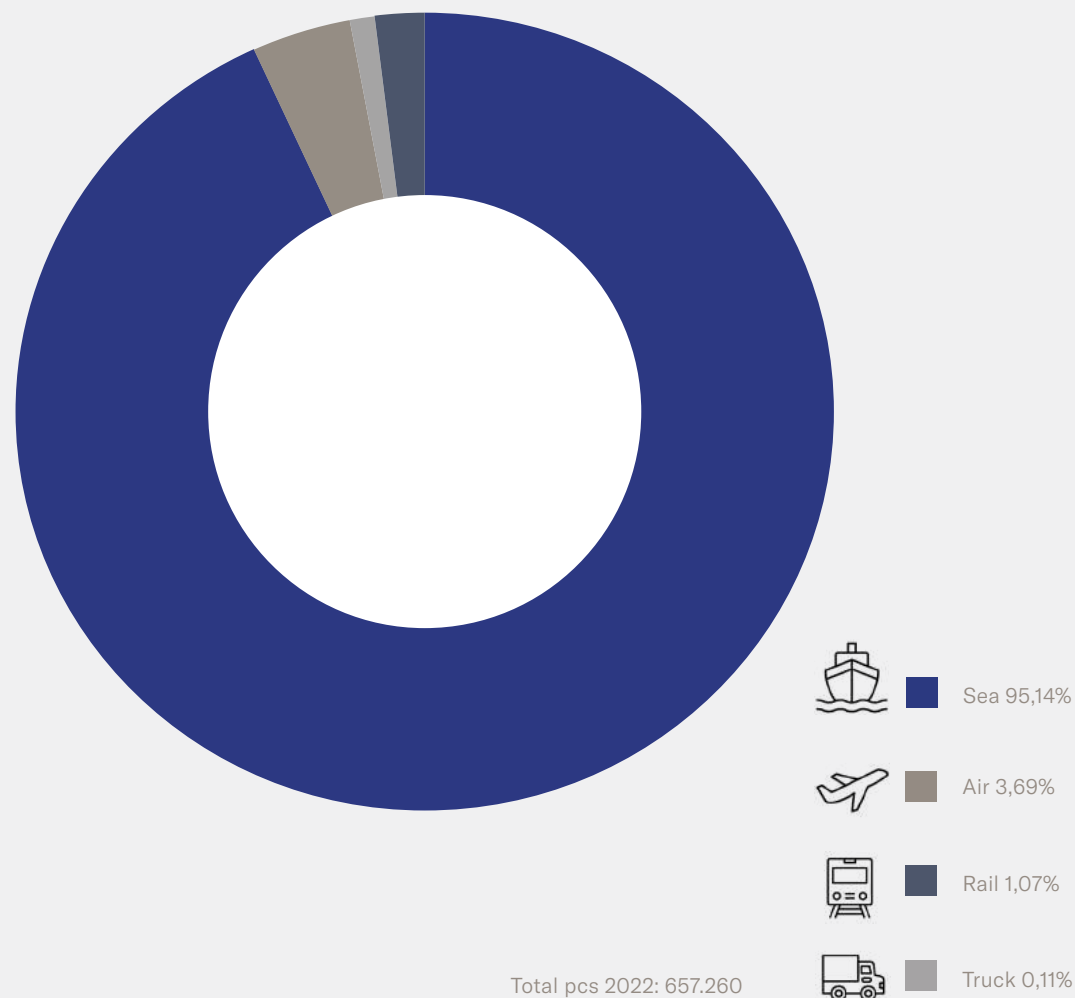
Bring (bring.dk/miljo)

Dao (dao.as/om-dao/miljo)

Postnord ISO 9001, miljø ISO 14001, arbejdsmiljø ISO 45001

(postnord.dk/om-os/corporate-governance)

Blue Water Shipping <https://www.bws.net/media/3axferpp/sustainability-report-2021.pdf>



Total pcs 2022: 657.260



PACKAGING & POLYBAGS

In 2022, we produced 656,424 articles. Each single one is packed in a polybag made of LDPE-4 plastic, along with cardboard packaging. Our webshop packages are also most often in plastic bags.

Packaging is a significant focus area for 2023, as we need to be persistent in our aim to find a more responsible and durable solution that benefits both our planet and the product.

We need to ensure that the products are protected on their journey and during their temporary stay in our warehouse. We are cooperating with Citeo in France and will team up with a similar setup in Germany in 2023.

RESOURCES AT HQ

ELECTRICITY KWH **13.550**

COMPANY VEHICLES **2**

HEAT MWH **1.081**

LITERS OF FUEL **3.637**

KM FROM
6 ROUND TRIPS **4.824**

OUR LUNCH PROVIDER IS
FROKOSTKONSULENTEN APS*

*<https://frokostkonsulenten.dk/baeredygtighed/>



SOCIAL

SOCIAL

So many people are involved in every single product we create - from raw material and manufacturing, packing and shipping, to our valued partners and customers from our warehouse in Denmark - not forgetting the dedicated team members at the office and our store in Copenhagen Airport.

The product connects us all in a long value chain, and the scope for responsibility in the social area spans from diversity and inclusion to human rights, health and safety, security, and ethics. The social matter is complex and multi-dimensional, but nevertheless just as important as the E and the G in our ESG approach towards a more responsible future.



SOCIAL FACTS

EMPLOYEES

HQ	18
AIRPORT	6

HOURS

FULL TIME	16
PART TIME	8

AGE

20-29	9
30-39	6
40-49	6
50-59	2
AVERAGE	34

GENDER

FEMALE	22
MALE	2

CULTURE

MERCHANTS– DREAMERS – DO'ERS

Our core company values are reflected in 3 sentences:

We are Merchants

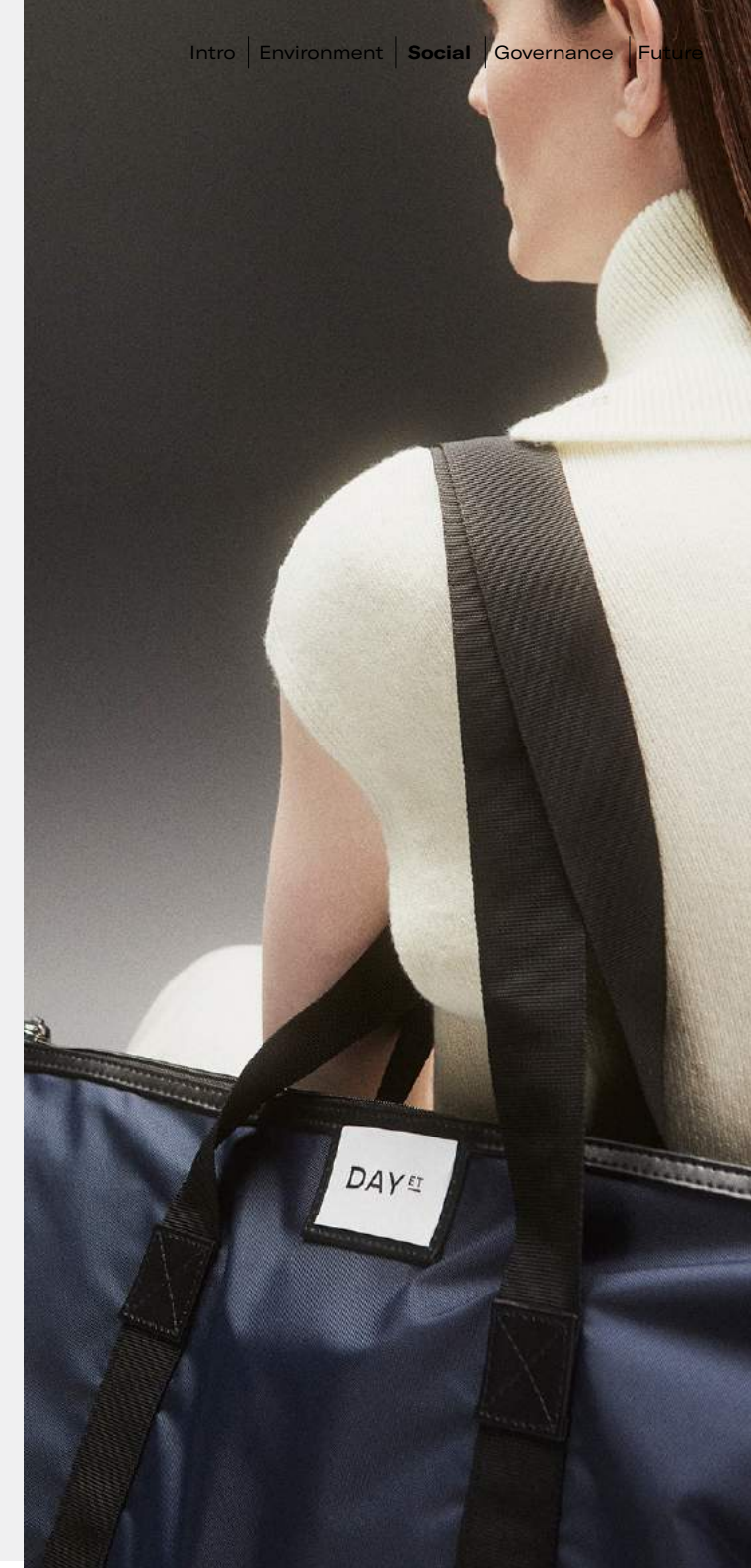
We are Dreamers

We are Dedicated DO'ers

As Merchants, we believe in good business and treasure the brave deal. Let's always make the right and hard decision if required and spend the money as if it were our own. In all aspects, never use too much of anything, and be clever and enlightened in the choices you make.

As Dreamers, we believe that you can aspire to new and exciting happenings - if you allow yourself. The more you challenge the status quo and visualise your thoughts, the more it becomes real in your mindset, and you might end up living the dream. All big changes may start as dreams.

Dreaming is not all, which is why we believe that being a dedicated DO'er will help you achieve your aspirations. If everybody is dedicated and precise in making an effort to bring dreams and tasks to life, there are no boundaries you cannot cross.



EMPLOYEE HEALTH



At DAY ET, full time employees are covered by PFA Health insurance along with PFA Early Care.



Autumn 2022: DAY ET initiated yoga events in Magasin.



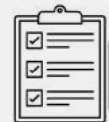
May 2022: DAY ET initiated a 6-month online training course for all employees, providing free access to Sara Rantzau's online training universe Boon.tv.



Autumn 2022: DAY ET initiated Tuesday Walks. After lunch, we take a 20-minute walk in the beautiful Copenhagen, getting fresh air and clearing our heads.



Employee handbook covering both policies, instructions, and safety guidelines along with our human right values.



We conduct an annual working environment assessment to measure employees' well-being. (APV)

HUMAN RIGHT POLICY

It is our responsibility to ensure that the people who put in a great effort to make our wonderful products are treated responsibly and respectfully. This is manifested in our Code of Conduct that follows the UN Guiding Principles and the Bill of Human Rights and is based on the framework provided by Danish Fashion & Textiles (DM&T).

These principles are outlined in our Human Rights policy, to ensure that there is a clear understanding of our ethical values and the principles we wish to uphold throughout our supply chain, regarding human rights and environmental responsibility. Our Human Rights policy is revisited annually. Besides our Human Right Policy we rely mainly on the BSCI initiative, 75% of our direct suppliers are BSCI certified.

Business Social Compliance Initiative (BSCI Certification)





GOVERNANCE

GOVERNANCE

Governance and risk management are key to accomplishing and addressing both Social and Environmental challenges and reaching goals within both areas - along with providing our business partners and key accounts with the documentation they need.

We want to take responsibility for our impact every day. To do this, we need to break down and bite-size our effort into smaller, manageable pieces to achieve all our goals for a tomorrow that matters.



SUPPLY CHAIN

We work hard to foster strong and honest relationships with our production partners and their factories. We have cooperated with our largest supplier since 2014. We collect all audit and certification documents, which are key to keeping our governance values in place in the supply chain.

Traceability and transparency keep us connected to the materials used for our products and the people that are involved in making them. We use this information to improve our purchasing and sourcing processes and to always stay updated with where there is room for improvement.



ORGANISATION CHART





WHISTLE- BLOWER POLICY

Compliance with our standards and ethics is a crucial focus at DAY ET. We are dependent on each person in our business to ensure this, no matter their position or occupation.

We want to encourage any violation or breach of our standards on human rights, working conditions, or Code of Conduct to be reported even at the slightest suspicion. Only through whistleblowing can we act, and we believe it is better to speak up too soon than too late.

We will handle every report and concern of non-compliance with the utmost urgency and ensure that it is safe to raise any concern. All reports are anonymous and handled discreetly, with no risk of any sanctions, regardless of circumstance or legitimacy.

If any breach or concerns are spotted, we encourage reporting this anonymously through email or by post.

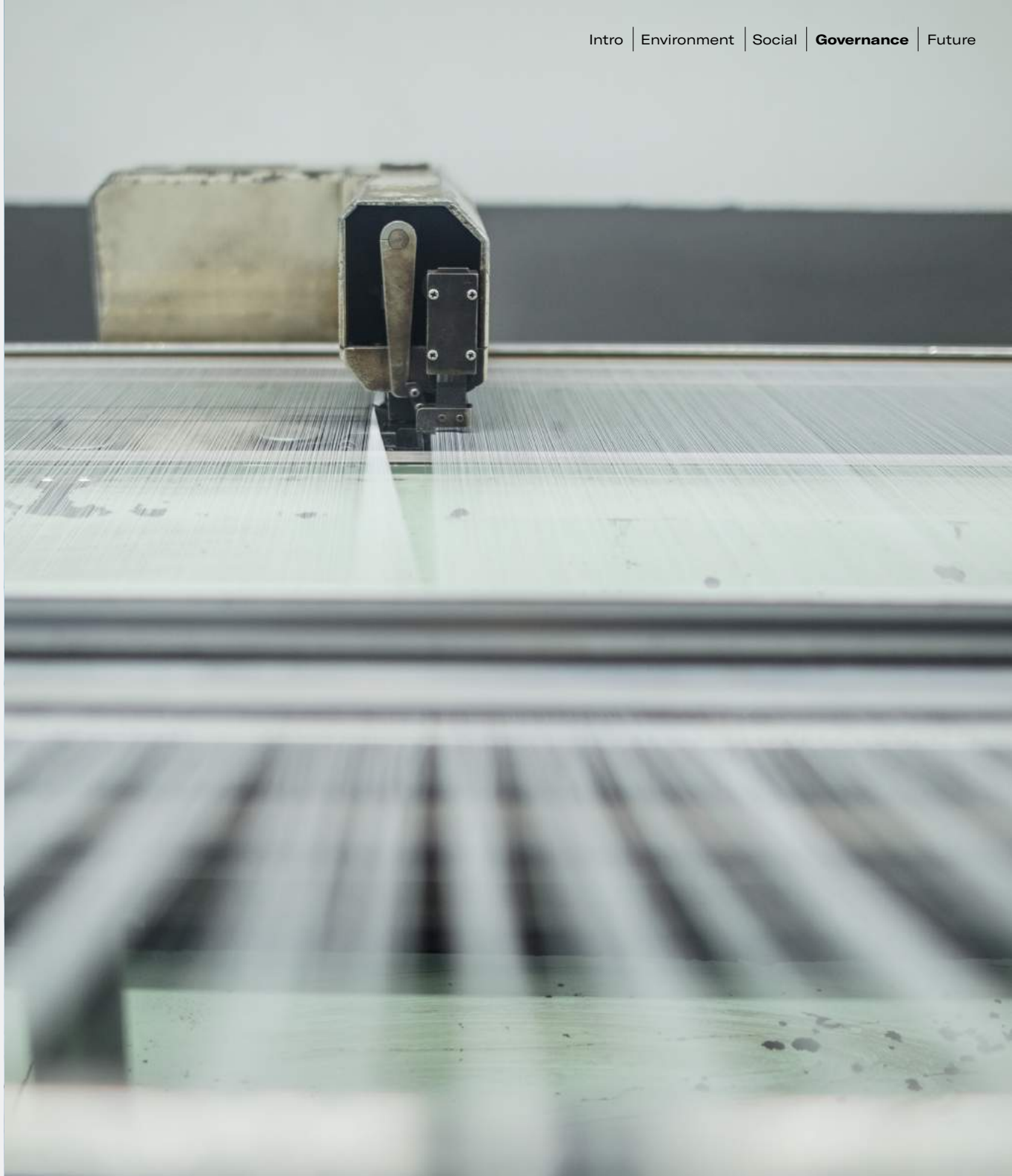
POLICIES

As a fashion company, we are aware that we create a long value chain. That's why it is important for all business partners in the DAY ET supply chain - that provide either processes or components to our products - understand and comply with DAY ET's values and standards. To organise this, we have developed below policies.

All tier 1 suppliers have signed the policies and are requested to communicate them to sub-suppliers, to make sure they also meet DAY ET's policies.

Policy overview:

- _ Code of Conduct
- _ Supplier Manual
- _ Climate and Environment policy
- _ Afirm Groups Restricted Substance List
- _ Human Rights Policy
- _ Animal Welfare Policy





THE FUTURE

Being a responsible business with the urge to grow and evolve in the field of sustainability, it can be overwhelming to navigate the choices faced.

There are so many new business approaches, initiatives, memberships and platforms - not to mention the legislation already established and rising in the coming years. - All affecting everyone in this industry.

Having so many choices and possibilities, we want to make our decisions simple, durable, and concrete, just as our products - and to have a determined focus on how we can make tomorrow matter.

We want to make tomorrow matter, so we can help build the future we want to be a part of.



HOW WE MAKE 2023 MATTER

ENVIRONMENT

Initiate a circular project in order to clarify how we can become more circular in our business, e.g.:

- _ Design for recyclability
- _ Innovative materials
- _ Establish a take-back system
- _ Re-sell platform partner

Initiate a reducing project focused on:

- _ Reducing collections
- _ Reducing number of styles
- _ Reducing samples

Analyse how the essential product range - NOOS and beyond season - may transition into recycled fabric. This will have a significant impact on our goal of increasing our recycled products.

Develop a packaging strategy across B2B and B2C, with the goal to increase a more sustainable packaging while keeping our products safe.

Preferred fiber overview.

SOCIAL

Inspire and educate our community to make more responsible choices and be transparent in our responsible journey.

Improve BSCI rating (C) with top 3 suppliers.

GOVERNANCE

Evolve further with GRS and maintain all processes.

Create Responsible Purchasing guidelines.

To create a purchasing dashboard.

Investigate the possibility of a traceability partnership to create transparency throughout the supply chain and to map deeper into the supply chain.

THANK YOU FOR READING THE DAY ET RESPONSIBILITY REPORT.

WE WELCOME ANY FEEDBACK.

TO LEARN MORE ABOUT OUR PRODUCTS, VISIT DAY-ET.COM.

DAY ^{ET}