



SUSTAINABLE
360™

FULL-CIRCLE COMMITMENT

INTRODUCING SUSTAINABLE 360™

Sustainable 360™ represents our full-circle commitment to Corporate Social Responsibility. We believe that getting to better products starts by caring about people. We may have the best technology, but we understand that humans are the most important part of our business, so we take great pride in treating our staff, clients, and suppliers ethically. Doing right by humans also means doing right by the world. We are constantly reducing our carbon footprint and reducing waste. We operate by the highest environmental standards in all our territories.



The new logo can be seen as a skein of yarn, representing our heritage in textiles, or an aperture, representing our singular focus on Corporate Social Responsibility.

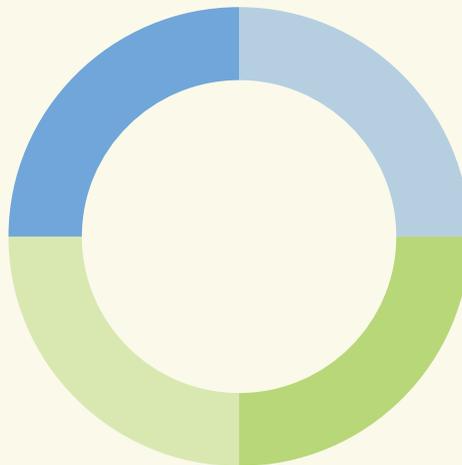
OUR 360-DEGREE APPROACH TO CSR

Responsible
Procurement &
Development

Promoting
Human Rights,
Labor & Safety

Developing
Responsible
Innovation

Protecting the
Environment



UNITED NATIONS GLOBAL COMPACT

The UN Global Compact (UNGC) is the world 's largest corporate sustainability initiative, driving businesses towards supporting the 17 Sustainable Development Goals. As a signatory of the UNGC, we are constantly striving to be a responsible and sustainable business. We have adopted the principles of the UN Global Compact-Human Rights, Labour, Environment and Anti Corruption-into everything we do, from process to product.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



No Poverty



Zero Hunger



**Good Health
and Well-Being**



**Quality
Education**



**Gender
Equality**



**Clean Water
and Sanitation**



**Affordable
Energy**



**Decent Work
and Economic
Growth**



**Industry,
Innovation
and
Infrastructure**



**Reduced
Inequalities**



**Sustainable
Cities and
Communities**



**Responsible
Consumption
and
Production**



**Climate
Action**



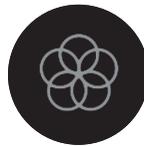
**Life Below
Water**



**Life on
Land**



**Peace, Justice
and Strong
Institutions**



**Partnerships
for the Goals**



SUSTAINABLE 360™ CERTIFICATIONS

Our sustainable 360 line includes products certified with industry leaders in sustainability and corporate social responsibility.





The Global Recycled Standard is a certification that verifies the amount of recycled materials in a product.

GLOBAL RECYCLED STANDARD

The Global Recycled Standard (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.

The goal of the GRS is to increase use of Recycled materials in products and reduce/eliminate the harm caused by its production.

The objectives of the GRS are:

- Alignment of definitions across multiple applications.
 - Track and trace Recycled input materials.
- Provide customers (both brands and consumers) with a tool to make informed decisions.
- Reduce harmful impact of production to people and the environment.
 - Provide assurance that materials in the final product are actually recycled and processed more sustainably.
- Drive innovation in addressing quality issues in the use of Recycled materials.



BCI Better Cotton Initiative

The Better Cotton Initiative (BCI) is a non-profit group that promotes better standards and practices in cotton farming across 21 countries.

BETTER COTTON INITIATIVE

**FROM JANUARY 2021, 100% OF OUR COTTON INTERLINING
WILL BE BCI CERTIFIED**

- BCI Farmers receive training in Better Irrigation
- Practices, care for the health of the soil and natural habitats, minimizing use of pesticides and fertilizers and applying decent work principles. Some examples point to a 40% reduction in water use by farmers in Pakistan and India.
- Better Cotton accounts for around 15% of global cotton production around 3.5million metric tonnes.
- BCI meets the United Nation’s goals to achieve better global water sustainability and sustainable agriculture.
- Chargeurs-PCC has been a member of BCI since 2019.

COTTON LEADS

PROUD MEMBER SINCE 2018

The goal of Cotton Leads is to engage and connect businesses across the global supply chain with the leading efforts in sustainable cotton sourcing and production. By supporting the Cotton Leads programme we are helping to expand the global supply of sustainably resourced cotton.



WATER

Growers actively steward this precious resource through new irrigation techniques, no-till practices, in-field measurements and new crop varieties that allow them to use water efficiently and protect water quality.



LAND & SOIL

By preventing erosion and compaction and increasing soil health, cotton growers have substantially increased yields while reducing their inputs.



PEST MANAGEMENT

Australian and U.S. growers are at the forefront of integrated pest management. They've significantly reduced synthetic pesticide applications.



40%
OF OUR RAW COTTON
COMES FROM THE USA



SMETA is Sedex's social auditing methodology, enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain.

SUPPLIER ETHICAL DATA EXCHANGE

SEDEX MEMBERS ETHICAL TRADE AUDIT (SMETA)

We are committed to applying, promoting, and supporting the fundamental corporate social responsibility principles across all our business activities.

To make sure that we are practicing what we preach, we have committed to ensuring all our owned sites and those of our supply chain have annual, independent, semi or unannounced SMETA audits for assessment of the ethical, social, and environmental standards.

Following these assessments, we take each facility through a journey of continuous improvement to make them safer and a better place to work.





HEMP

EASY ON THE ENVIRONMENT

Hemp crops can grow on slopes, wasteland, saline-alkali land. Hemp plants naturally absorb metals from the soil, so the long-term planting of hemp is beneficial to soil improvement.

- Hemp farming uses a fraction of water when compared to cotton farming.
 - Hemp does not require the use of chemical pesticides or fertilizers.
- It's zero waste. Seeds are used to make oil and food supplements, while the stalks are used for fibre.
 - Industrial hemp plants absorb more carbon dioxide than trees and three times that of cotton.



Hemp crops can be fed entirely by rainfall, but if met by a dry season may require irrigation. Hemp vs standard cotton: According to the Stockholm Environmental Institute, 1KG of dry hemp matter will use 300-500 liters, 1KG of cotton will use circa 10,000 liters of water



CUPRO REGENERATED CELLULOSE

Cupro fabric is made of regenerated cellulose fibers from recycled cotton linter, cupro material is breathable and regulates temperature like cotton, drapes elegantly, and feels like silk.

- Cupro raw material is unused cotton linter.
- This is the short downy fibre that enfolds the cotton seed.
- All impurities are removed from this tiny material transforming it into a thread.
- Born from cotton, Cupro is both gentle and functional.



Cotton linters, the relatively short fuzz left on cottonseed after the cotton ginning process, is the purest cellulose in chemistry having hundreds of end uses. The end product available from linters is an extremely valuable renewable resource having more uses than any other part of the cottonseed.



ECOVERO

ECO-RESPONSIBLE VISCOSE

Derived from certified renewable wood sources using an eco-responsible production process by meeting high environmental standards, LENZING™ ECOVERO™ fibers tailor to a sustainable lifestyle, contributing to a cleaner environment.

- The manufacturing of ECOVERO fibers generates up to 50% lower emissions and water impact compared to generic Viscose.
- ECOVERO fibers are produced using wood pulp sourced from responsibly managed forests and certified to come from sustainable sources.
 - A special manufacturing system enables ECOVERO to be identified in the final product, even after long textile processing and conversion steps through the value chain.
- Certified eco-responsible with the internationally recognized EU Ecolabel.



ZERO WATER & WATER SAVING RANGES

ZERO WATER

- Drinkable water is one of the most precious resources on the planet
 - In production, we save 34 Tons of drinkable water for every 9,000 meters of lightweight polyester knit
- No water is used in the process of filament yarn material, spinning, knitting, heat setting, zero steaming, or glue coating (powder form heat melt resin dot coating)

REDUCED WATER

- 1 kilogram of polyester takes 30 kilograms to dye; our Reduced Water Range represents a 70% saving in water usage as compared to traditional piece-dyeing techniques.

We are committed to continuous improvement and innovation to reduce water consumption across all of our facilities



WEFOREST INITIATIVE

8,284 TREES FUNDED

Cupro fabric is made of regenerated cellulose fibers from recycled cotton linter, cupro material is breathable and regulates temperature like cotton, drapes elegantly, and feels like silk.

Our support of WeForest in Luanshya, Zambia is also contributing to:

- Restoring and protecting almost 4,500 football fields (over 2,400 hectares) with hundreds of smallholder farms regenerating almost 3 million trees.
- Empowering women to run their own nurseries where they can sell fruit trees to other farmers for a steady income.
 - Training bee-mentors that support farmers to develop alternative forest-friendly incomes.
 - Planting nutritious fruit trees—4,600 trees to date.

More information at www.forest.org/partner/chargeurs-pcc



NATIVA

COMMITMENT TO SUSTAINABILITY, RESPONSIBILITY, AND TRACEABILITY.

NATIVA™ was launched by Chargeurs Luxury Materials, the world leader in luxury combed wool, and offers unprecedented methods in terms of social, animal, and environmental responsibility.

With NATIVA™, the world's leading brands get to prove their strong commitment to transparency, sustainability, and responsibility.

NATIVA™ was born out of the passion of Chargeurs Luxury Materials' team and Merino wool producers around the world for this natural fiber of incomparable quality. Growers actively steward this precious resource through new irrigation techniques, no-till practices, in-field measurements, and new crop varieties that allow them to use water efficiently and protect water quality.

And all is made traceable through blockchain technology. Blockchain Technology records transactions in a digital tamper-proof and decentralized database. Information is distributed across a network of computers or nodes, is accessible to anyone in the network, and cannot be altered or deleted.



CORPORATE SOCIAL RESPONSIBILITY TEAM

We have a team dedicated to the pursuit of sustainability and corporate social responsibility throughout Chargeurs PCC and the Chargeurs Group at large.



ERIC DUCOIN
Chief CSR Officer
Chargeurs PCC



CHRIS HILL
Global CSR
& Quality Director
Chargeurs PCC



LUCY BAILE
CSR Officer
Chargeurs PCC



THIBAUT VRIGNAUD
CSR Project
Manager
Chargeurs Group

CONTACT CSR@CHARGEURS-PCC.COM WITH ANY QUESTIONS

COMMENTS FROM OUR CUSTOMERS ON SUSTAINABLE 360™

“ We source high-quality sustainable inner components from the Chargeurs* PCC Sustainable 360 line for our customers. The Chargeurs*PCC Corporate Social Responsibility team makes sure that in addition to using sustainable materials, they are also dedicated to promoting human rights & labor, protecting the environment, and developing products responsibly. We appreciate their holistic view of what sustainability means today. We value their long term relationships and cooperation in our supply chain. ”

MANIWANEN MARIMUTU, CHAIRMAN OF BUSANA APPAREL GROUP

“ I created Minimalist with a commitment to circularity and purity of design using the best-quality materials. Each garment is designed with the intention of being fully recyclable at the end of its lifecycle. My commitment isn't just to what you see on the outside of a garment; inner components or as I call them “ingredients” are just as important. The Sustainable 360 line from Chargeurs*PCC allows me to source high-quality sustainable inner components that align with my vision of creating a circular fashion brand. ”

TAMARA DAVYDOVA, FOUNDER/CREATIVE DIRECTOR, MINIMALIST



“ Itochu's new State of Matter brand is based on our commitment to produce our clothing with as close to 100% sustainable materials as is possible. This means inner components as well—not just what the customer sees on the outside. The Sustainable 360 line from Chargeurs-PCC allows us to source high-quality sustainable inner components backed by a Corporate Social Responsibility program that goes beyond just using sustainable materials. Chargeurs-PCC has signed the UN Global Compact and is committed to responsible procurement and development, protecting the environment, developing responsible innovation, and promoting human rights, labor, and safety. Their full-circle commitment to sustainability is right in line with our mission to lead the industry into new best practices in sustainability. ”

TIM REID, HEAD OF BRAND, ITOCHU PROMINENT U.S. / STATE OF MATTER

**"HUMAN RIGHTS ARE ONE OF THE
FUNDAMENTAL VALUES OF THE CHARGEURS
GROUP AND PROMOTING THE HIGHEST
STANDARDS OF PROTECTION IS A
FUNDAMENTAL GOAL. IT IS FOR THIS REASON
THAT WE ENCOURAGE OUR BUSINESS
PARTNERS, SUBCONTRACTORS AND SUPPLIERS
TO COMMIT TO THE HUMAN RIGHTS VALUES
PROMOTED BY THE GROUP."**

—CHARGEURS CODE OF CONDUCT

CHARGEURS PCC
FASHION TECHNOLOGIES