

# SOURCING POLICY

Raw Materials & Manufacturing Processes

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Nanushka believes the fashion industry can create a positive impact on the world around us. We have developed practices, policies and commitments - for both people and the environment - to support the vision of businesses as a force for good.

Nanushka strives to apply the highest environmental and social standards across direct operations and supply chain by continuously empowering employees and supply chain partners to make conscious and responsible choices in their everyday professional and personal lives. Collaboration, transparency and accountability are our guiding values to enable long-lasting and transformational change.

This sourcing guide sets out the practices and criteria we encourage our partners and suppliers to employ and aims to guide all our stakeholders through the standards we uphold. With this policy, we are strive to

meet the following objectives:

1. Lower the impact of our entire supply chain by adopting responsible and best available environmental practices.
2. Contribute positively to reversing climate change through responsible material choices, innovative processes, water-saving techniques, switching to renewable energy, following circular economy principles and employing regenerative farming and agricultural practices.
3. Protecting the world's biodiversity and guaranteeing ecosystem balance through responsible sourcing of raw materials.
4. Gain full transparency and traceability of processes across the supply chain, including all tiers.
5. Engage suppliers and co-create innovative, environmentally and socially responsible practices.
6. Measure and track impact at all levels of our supply chain and reduce negative impact.
7. Provide full-traceability to our partners and customers.

On materials sourcing, we have set one important target to achieve: increase the ratio of responsible styles within the collection season-on-season, and achieve 100% preferred fibers and materials by 2025, and this Sourcing Policy has been drafted to support our teams in achieving this goal.



Nanushka expects all suppliers involved in raw material sourcing and processing to meet the following requirements:

1. Compliance with all national and international applicable laws and regulations currently in effect and as they become effective. Suppliers will have systems in place that maintain awareness of and ensure compliance with all applicable laws and regulations, including but not limited to, laws concerning labor, health and safety, human rights, environmental protection and corruption, and bribery. Where there are differences or conflicts with this policy and local law, the higher standard should prevail.
2. Commitment and cooperation in protecting the environment and reversing climate change by employing the best available processing and production methods.
3. Ensure industry best practices by following Best Available Techniques for the textile industry.
4. Uphold the highest animal welfare standards, based on the internationally recognised 'Five Freedoms' of animal welfare;
  - Freedom from hunger and thirst, by ready access to fresh water, and a diet for full health and vigour.
  - Freedom from discomfort, by providing an appropriate environment including shelter and a comfortable resting area.
  - Freedom from pain, injury or disease, by prevention or rapid diagnosis and treatment.
  - Freedom to express normal behaviour, by providing sufficient space, proper facilities and company of the animal's own kind.
  - Freedom from fear and distress, by providing conditions and treatment that avoid mental suffering.

5. Comply to not using the below materials in any process at any stage:
  - Fur
  - Angora and Mohair
  - Skins of animals solely killed for their fur or leather
  - Exotic Skins
  - Down and Feathers
  - PVC (Polyvinyl Chloride)
  - Glues, Solvents and Adhesives containing any animal derivatives
6. Full compliance with Nanushka's PRSL and MRSL (these documents have been published in 2022 and shared with all our suppliers accordingly). Suppliers are expected to show proof of effective chemical management and compliance with our standards.
7. Ensure respect for human rights and fair working conditions across the supply chain and full compliance with Nanushka's Code of Conduct.
8. Waste shall always be disposed of safely and not dumped into the environment.

The above standards and requirements are the baseline for Nanushka. These must be met in order to comply with the brand. We believe many of these standards are already being met by many of our suppliers and that many may be exceeding them.





## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka is committed to sourcing only GOTS-certified organic cotton. When it's not possible to source GOTS-certified cotton throughout the supply chain, a combination of GOTS-certified and Organic Content Standard (OCS) certified organic cotton can be used (i.e. products can have GOTS certification through to yarn or fabric and OCS certification for all other processes such as dyeing, finishing, etc.) through to final product.
4. When sourcing GOTS organic cotton is not possible, please consider other certifications. Please note that Nanushka does not support alternatives such as Better Cotton Initiative (BCI) or Cotton Made in Africa (CMiA), as well as genetically engineered (GE) or genetically modified (GMO) fibers.
5. Nanushka supports sourcing verifiable in conversion organic cotton, a program that supports farmers making the transition from conventional to organic cotton production.
6. Nanushka encourages the use of recycled cotton to minimize resource consumption and extract maximum value from materials already in circulation. Nanushka prefers GRS-certified recycled cotton.
7. Suppliers shall not source cotton from high-risk countries, such as Uzbekistan, Kazakhstan, Turkmenistan, Tajikistan, or any other country that may present risks of child and/or forced labor
8. Suppliers shall be prepared to show evidence of their compliance, as well as compliance of their sub-suppliers and subcontractors. Suppliers shall show documentation on fiber traceability to country or countries of origin.
9. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
10. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
11. Suppliers shall use water and energy responsibly and efficiently at all stages.
12. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.





## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. This standard refers to the production of mulberry silk, which represents the majority of silk production.
  - Nanushka prefers the use of organic silk, eliminating and/or limiting the use of chemicals for both the farming of mulberry trees and sericulture processes.
  - The farming process should follow national laws and regulations governing organic production (i.e., NPOP in India). Suppliers shall be able to confirm country of origin of the raw material and provide these certification standards.
  - Organic silk should be certified through to yarn or fabric to GOTS standard or a combination of OCS and GOTS.
4. Nanushka accepts the use of wild silk where suppliers are able to guarantee the respect of high environmental and social standards, and animal welfare, in accordance with all national laws and Nanushka's Code of Conduct where this represents a higher standard.
5. Nanushka supports the research and replacement of silk with animal-free alternatives due to a lack of welfare certifications available, and the challenges in sourcing a non-lethal supply of silk.
6. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
7. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
8. Suppliers shall use water and energy responsibly and efficiently at all stages.
9. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka requires its suppliers to ensure high standards of animal welfare are maintained.
4. Nanushka preferred sources for wool are from farms that are committed to more sustainable practices, particularly in relation to traceability, animal welfare and land management:
  - Responsible Wool Standard (RWS)
  - Nativa
  - ZQ Merino Wool
  - GOTS
5. Nanushka supports the sourcing of non-mulesed wool.
6. Nanushka supports the use of recycled and regenerated wool that is GRS certified.
7. Nanushka is committed to achieving traceability. Suppliers must be prepared to show evidence of their compliance and compliance of their sub-suppliers and subcontractors. Suppliers shall show documentation on fiber traceability to country or countries of origin.
  - At a minimum, suppliers shall provide country of origin for sheep production.
  - Additionally, suppliers shall provide information on farms, cleaning and scouring.
8. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
9. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
10. Suppliers shall use water and energy responsibly and efficiently at all stages.
11. Suppliers shall use water responsibly and efficiently at all stages, particularly at farm and scouring level.
12. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.

## STANDARDS &amp; REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions, and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka requires its suppliers to ensure high standards of animal welfare are maintained.
4. Nanushka preferred sources for Alpaca is from suppliers that are committed to more sustainable practices, particularly in relation to traceability, animal welfare and land management. Nanushka prefers Alpaca that is certified to the below standard:
  - Responsible Alpaca Standard (RAS)
5. Nanushka is committed to achieving traceability. Suppliers must be prepared to show evidence of their compliance and compliance of their sub-suppliers and subcontractors. Suppliers shall show documentation on fiber traceability to country or countries of origin.
  - At a minimum, suppliers shall provide country of origin production.
  - Additionally, suppliers shall provide information on farms and their standards.
6. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
7. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
8. Suppliers shall use water and energy responsibly and efficiently at all stages.
9. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.

## STANDARDS &amp; REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka requires its suppliers to ensure high standards of animal welfare are maintained, and to reduce both the demand placed on the environment and negative impact on local communities.
4. Nanushka preferred source for Cashmere is regenerated cashmere that is GRS certified, or cashmere from supply chains which have been certified by the Good Cashmere Standard (GCS).
5. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
6. Suppliers shall reduce chemical input and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
7. Suppliers shall use water and energy responsibly and efficiently at all stages.
8. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka does not use animal-derived down.
4. Nanushka prefers sourcing GRS-certified recycled polyester down alternatives.
5. Nanushka supports sourcing of recycled polyester down alternatives made from natural and regenerative materials that can meet technical and aesthetic requirements while benefiting the environment.
6. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
7. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - and at a minimum in line with REACH.
8. Suppliers shall use water and energy responsibly and efficiently at all stages.
9. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.

## STANDARDS & REQUIREMENTS

This standard refers to cellulosic fibers derived from wood (viscose, rayon, acetate, triacetate, bamboo). Non-wood cellulosic fibers such as Cupro (made from cotton linter) is not covered in this section, however please refer to points 9 and 10 for guidance on chemical management practices.

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. In accordance with the commitment to Canopy, Nanushka requires that all its cellulosic fibers are not sourced from ancient and endangered forests or from other controversial sources. Suppliers of viscose, rayon and other cellulose made from wood pulp shall eliminate sourcing fiber from:
  - Companies that are logging forests illegally; tree plantations established after 1994 through the conversion or simplification of natural forests; areas being logged in contravention of First Nations/ Tribal/ Indigenous peoples' and community rights
  - Ancient and/or endangered forests such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests of British Columbia, Alaska and Chile and the Tropical forests and peatlands of Indonesia, the Amazon and West Africa.
4. Nanushka requires all virgin cellulosic fibers to be sourced from:
  - Forests that are certified sustainably managed, in accordance with Forest Stewardship Council (FSC) forest management certification.
  - Suppliers must have FSC Chain of Custody (FSC CoC) certification, which applies to businesses manufacturing or selling FSC- certified products, and confirms FSC-certified material are handled correctly throughout the supply chain.
5. Nanushka prefers virgin cellulosic fibers sourced from producers meeting CanopyStyle Audit expectations. Producers that gained a green shirt and have verified sustainable feedstock can be found on the 2021 [Hot Button Report](#) (i.e., Lenzing, Birla, ENKA, Kelheim Fibers, etc).
6. To reduce the demand placed on forests, Nanushka encourages the use of next generation cellulose. These are fibers that are forest-free and made from recycled content (post-consumer cotton) and/or agricultural residues.
7. Suppliers must disclose and provide fiber traceability information:
  - Name and address of cellulosic producer
  - Name, address and list of countries from where dissolving pulp is sourced
8. Suppliers shall be transparent and provide



all appropriate documentation to support certification claims. Please note that Nanushka prefers third-party certification as opposed to self-declarations.

9. Chemical processing presents a concern in processing wood feedstock into fiber, therefore Nanushka requires its suppliers to reduce chemical inputs. The use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
10. Nanushka encourages suppliers and producers to follow [bluesign® criteria for fiber manufacturing](#).
11. Nanushka encourages suppliers to operate in a closed-loop process and set goals for emissions to water and air.
12. Suppliers shall use water and energy responsibly and efficiently at all stages.
13. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.

# SYNTHETICS (POLYESTER, NYLON)



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka prefers and prioritizes sourcing of synthetic fibers made from recycled content. Recycled synthetics must be GRS certified.
  - Nanushka prefers recycled polyester made from textile-to-textile recycling, however, until this is available at scale, recycled polyester made from post-consumer recycled PET bottles is accepted.
4. Nanushka supports sourcing of bio-based materials instead of virgin synthetics. Bio-based alternatives are currently made from a mix of fossil fuel-derived content and bio-content (i.e., organic waste, crops, etc). Suppliers must:
  - Prioritise the use of bio-based materials that are made from a higher percentage of bio-content.
  - Ensure feedstock is not from genetically modified organisms (GMO).
  - Prioritise the use of feedstock that is a by-product of another process, not a food source (i.e., non-edible part of plants).
  - Test bio-based materials for biodegradability and compostability. Suppliers shall be able to provide third-party reports on such claims.
  - Provide life cycle analysis (LCA) to show its impact compared to the conventional equivalent.
5. Suppliers must be prepared to show evidence of their compliance and compliance of their sub-suppliers and subcontractors. Suppliers shall show documentation on fiber traceability to country or countries of origin.
6. Suppliers shall be transparent and provide all appropriate documentation to support certification claims, such as scope certificates and transaction certificates.
7. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
8. Suppliers shall use water and energy responsibly and efficiently at all stages.
9. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.





## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka requires its suppliers to replace solvent-based polyurethane with water-based polyurethane that is free from DMF solvents and presents lower toxicity for people and the planet.
4. Suppliers shall reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
5. Suppliers shall use water and energy responsibly and efficiently at all stages.
6. Consult the Manufacturing Practices & Processes section to review Textile processing standards and requirements.

## STANDARDS &amp; REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka requires its suppliers to ensure high standards of animal welfare are maintained.
4. Nanushka prefers bovine and ovine hides and skins sourced from animals born and grown in the following countries:
  - Europe
  - United Kingdom
  - New Zealand

When not possible to source leathers from the above countries, suppliers must proactively support Nanushka in tracing origin and standards. Tanneries in high-risk regions such as Asia, South America and Africa need to be either LWG assessed or show evidence of their environmental and social performance. For more

details on accepted standards, please refer to the Tanning section in Manufacturing Processes.

5. Nanushka does not accept hides and skins sourced from livestock raised in the Amazon Biome in order to protect the world's forests, ecosystems and prevent biodiversity and habitat loss for species and local communities. Nanushka only allows leather sourced from deforestation and conversion-free farming.
6. Nanushka requires its suppliers to support and collaborate in tracing hides/leather by providing the following information:
  - Country of origin (Farming)
  - Country of slaughterhouse
  - Location and name of upstream tanneries (pickling, wet-blue/wet-white), if different from finishing tannery
  - Location and name of finishing tannery
7. Suppliers shall collaborate in providing information on traceability, sourcing and standards of animal welfare, farming, and



slaughtering practices, to enable Nanushka to verify alignment with animal welfare, social and environmental standards.

8. Leather suppliers are encouraged to collaborate with existing traceability systems such as ICEC, LWG Traceability or CSCB. Third party-verified traceability procedures are preferred to self-declaration.
9. Nanushka is committed to a circular economy and aims to prevent leather from becoming

waste. Nanushka encourages all suppliers to reuse production off-cuts, recycle them and divert them from landfills. Nanushka welcomes the use of recycled leather that is GRS certified.

10. Suppliers shall be transparent and provide all appropriate documentation to support certification claims.
11. Nanushka supports the research and replacement of leather with animal-free alternatives due to a lack of welfare certifications available and reduced environmental impact.
12. Consult the Manufacturing Practices & Processes section to review Tannery standards and requirements.



## STANDARDS & REQUIREMENTS

1. Most threads and trims are composed of synthetic materials and make up a large proportion of the production market with a significant environmental impact. Nanushka is committed to reducing its reliance on virgin synthetic fibers and eliminate their use wherever possible.
2. Suppliers must comply with all applicable laws, conventions and regulations.
3. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
4. Suppliers shall manage energy, water, chemicals and waste efficiently at all stages of production.
5. Suppliers shall be transparent and provide all appropriate documentation to support certification claims. Please note that Nanushka prefers third-party certification over self-declarations.
6. Consult the Manufacturing Practices & Processes

section to review Textile processing standards and requirements.

#### THREADS

1. Nanushka prefers threads for sewing and embroidery made in organic cotton that is GOTS certified. Where the use of organic cotton thread is not possible, Nanushka requires the use of recycled polyester thread that is GRS certified.

#### INTERLINING

1. Nanushka prefers interlining made in organic cotton that is GOTS certified. Where the use of organic cotton interlining is not possible, Nanushka requires the use of recycled polyester thread that is GRS certified.

#### BUTTONS

1. Nanushka prefers buttons made from natural and cellulose materials.
  - Buttons made from wood should comply with Nanushka’s standards on responsible forestry. Suppliers must be able to provide FSC certification (preferably, FSC 100 or FSC Recycled).
  - Buttons made from corozo should comply with Nanushka’s standards on responsible harvesting. Suppliers must be able to provide information on how the raw materials are harvested and processed.
  - For any other buttons made from natural materials, please refer to the relevant fiber/material standard or get in touch with Nanushka’s sustainability team.
2. Nanushka prefers synthetic buttons that are not made from plastic. If no alternative is available, recycled and recyclable plastic must be used instead..

3. Nanushka does not allow the use of horn and/or ivory buttons.

#### LABELS

1. Nanushka prefers brand and product labels made from organic cotton. Where the use of organic cotton is not possible, labels must be made from 100% recycled polyester instead.

#### ZIPPS

1. Nanushka prefers zip tape to be made from either organic cotton, recycled polyester or recycled nylon.
2. Whenever possible, zipper teeth should be in recycled plastic or recycled metal.

#### METAL TRIMS

1. Wherever possible, metal trims must be made from recycled materials and conventional electroplating shall be avoided.
2. Please refer to the Metals section for more details.



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Suppliers shall manage energy, water, chemicals and waste efficiently at all stages of production.
4. Suppliers shall be transparent and provide all appropriate documentation to support certification claims. Please note that Nanushka prefers third-party certification over self-declarations.
5. Nanushka prefers hardware made from recycled metals to reduce environmental impacts, hence suppliers shall promote recycling of metal waste and residues.
6. Nanushka prefers hardware that does not involve conventional electroplating.
7. Nanushka prefers PVD coatings and polishing instead of galvanization.
8. Consult the Manufacturing Practices & Processes section to review processing standards and requirements.

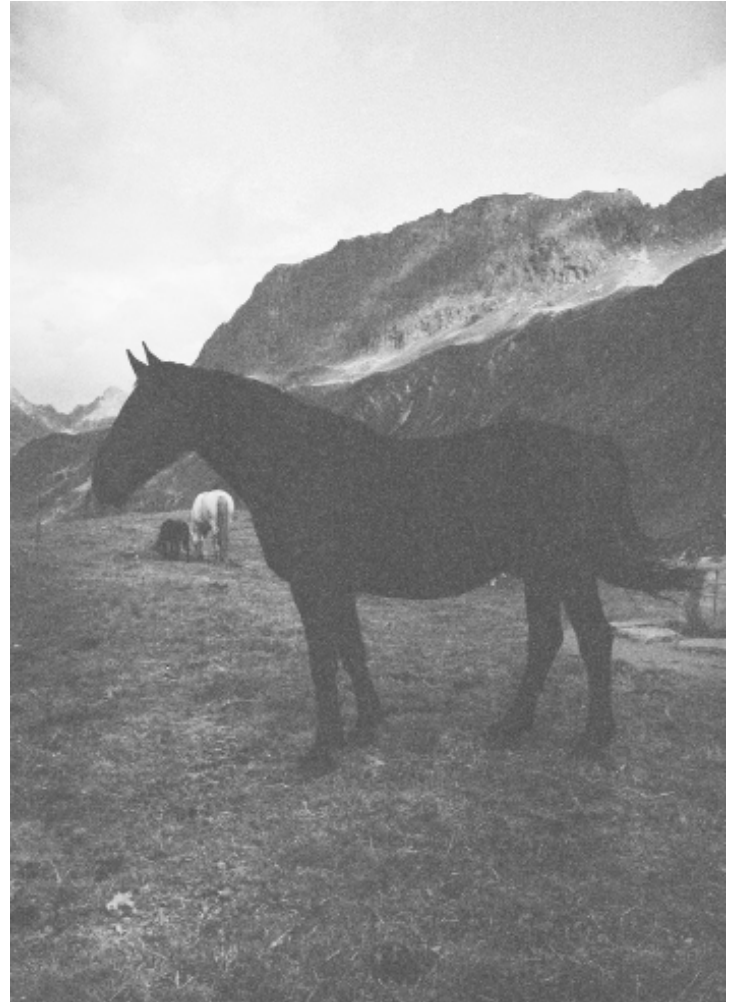


## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations such as:
  - OECD Due Diligence, Supplement on Gold
  - US Dodd-Frank Act
  - EU Conflict Minerals regulation
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Suppliers shall ensure human rights are respected in the entire gold supply chain.
  - Gold suppliers shall not supply Nanushka with gold, or products in or containing gold, that are associated with human rights abuses during the mining, trading, refining and manufacturing phases.
  - Gold suppliers shall confirm all the gold supplied is free from human rights abuses at all stages of the supply chain and provide relevant evidence to support their claims.
4. Nanushka preference is for recycled gold. Nanushka requires sourcing Gold from Responsible Jewellery Council (RJC) certified mines, and/or Fairmined and Fairtrade gold.
  - Suppliers and/or Refineries shall guarantee recycled gold by providing RJC chain of custody certification (RJC CoC).
  - Suppliers and/or Refineries shall guarantee and trace gold origins all the way back to RJC certified mines or the mining company. Refineries should demonstrate full adherence to RJC Code of Practice and provide the RJC Chain of Custody certification upon request.
  - Both Fairmined and Fairtrade gold standards were developed to support sustainable development of artisanal and small-scale miners. Fairmined mines may also offer ecological gold, which avoids the use of mercury/cyanide in their extraction phase. Suppliers and/or Refineries shall provide documentation of sourcing from mines

- certified to Fairmined or Fairtrade standards (i.e., provide license code, location, etc.).
5. Where possible, Nanushka strongly recommends sourcing ecological gold from Fairmined/ Fairtrade certified mines in order to reduce the environmental impact related to mining by replacing the use of mercury and cyanide with other extraction techniques.
  6. Suppliers and refineries shall manage water, energy and chemicals responsibly and efficiently.
  7. Refineries have an energy-intensive manufacturing process and they are encouraged to use resources efficiently in the production process and use renewable energy, with the goal of reducing GHG emissions. Please consult the Climate Section for more details on Nanushka's standards and requirements on carbon footprint.
  8. Nanushka is committed to achieving high traceability levels and gold suppliers shall make all effort to provide appropriate documentation to support claims. Such documentation may include:
    - Location and name of the mine
    - Who traded the gold
    - Location and name of the refinery
    - Standards and certifications for the different
  9. Suppliers of gold and products containing gold, as well as their sub-suppliers and subcontractors, must allow Nanushka, its representatives and authorised third parties to evaluate and ensure adherence to the above stated requirements through auditing and inspection of premises and documentation.
  10. Consult the Manufacturing Practices & Processes section to review processing standards and requirements.
- steps of the supply chain (e.g., RJC, Fairtrade or Fairmined certifications, OECD applications).





## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations such as:
  - OECD Due Diligence
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Suppliers shall ensure human rights are respected in the entire silver supply chain.
  - Silver suppliers shall not supply Nanushka with silver, products in or containing silver that are associated with human rights abuses during mining, trading, refining and manufacturing phases.
  - Silver suppliers shall confirm all the silver supplied is free from human rights abuses at all stages of the supply chain and provide relevant evidence to support their claims.
4. Nanushka shall source silver from suppliers that are certified by Responsible Jewellery Council (RJC). Nanushka's preference is for recycled silver and we require silver to be sourced from RJC certified mines.
  - Suppliers and/or Refineries shall guarantee recycled silver by providing RJC Chain of Custody (RJC CoC).
  - Suppliers and/or Refineries shall guarantee and trace silver origins all the way back to RJC certified mines or the mining company. Refineries should demonstrate full adherence to RJC Code of Practice (RJC CoP) and provide the RJC Chain of Custody (RJC CoC)

certification upon request.

5. Water and soil pollution, as well as damaging health effects, are linked to lead and zinc mining where silver is extracted. Mining technologies that reduce environmental and social impacts are preferred.
6. Suppliers and refineries shall manage water, energy and chemicals responsibly and efficiently.
7. Refineries have an energy-intensive manufacturing process, and they are encouraged to use resources efficiently in the production process and use renewable energy, with the goal of reducing GHG emissions. Consult the Climate Section for more details on Nanushka's standards and requirements on carbon footprint.
8. Nanushka is committed to achieving high traceability levels and silver suppliers shall make all effort to provide appropriate documentation to support claims. Such documentation may include:
  - Type of silver used: recycled, mined, etc.
  - Primary silver and/or by-product, with identification of the mineral
  - Location and name of the mine
  - Who traded the silver
  - Location and name of the refinery
  - Standards and certifications for the different
9. Suppliers of silver and products containing silver, as well as their sub-suppliers and subcontractors, must allow Nanushka, its representatives and authorised third parties to evaluate and ensure adherence to the above stated requirements through auditing and inspection of premises and documentation.
10. Consult the Manufacturing Practices & Processes section to review processing standards and requirements.

steps of the supply chain (e.g., RJC, certification, OECD applications, IRMA audit).



Nanushka uses packaging materials to protect, transport, store, handle, identify and display products. The largest quantity of packaging materials is represented by polybags, cardboard boxes and hangers, which are prioritized in the implementation of sustainable practices. Consumables mean all the products that accompany our products and services.

Nanushka is committed to reducing and eliminating single-use plastic packaging wherever possible. In 2022, Nanushka will look to phase out unnecessary packaging and replace all virgin plastic packaging used in its direct operations with alternatives. Nanushka will also engage its supply chain partners and clients to promote the reduction of plastic packaging and switch to environmentally friendlier alternatives.

#### STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Suppliers shall use only recycled, recyclable or compostable (EN 13432) packaging materials.
4. Nanushka prefers not to use any virgin plastic packaging in its direct operations and so all virgin plastic packaging must be replaced with recycled and recyclable, bio-based or circular alternatives. Where clients require the use of plastic hangers, or other packaging materials, Nanushka requires for this packaging to be recycled and recyclable.
5. Nanushka supports sourcing of bio-based and compostable packaging, however recycled and recyclable packaging is preferred. Suppliers shall:
  - Prioritise the use of bio-based materials that are made from a higher percentage of bio-content (non-fossil fuel content)
  - Ensure feedstock is not from genetically modified organisms (GMO).
  - Ensure the use of feedstock that is a by-product of another process, not a food source (i.e., non-edible part of plants).
  - Test bio-based materials for biodegradability and compostability. Suppliers must be able to provide third-party reports on such claims.
  - Provide life cycle analysis (LCA) to show its impact compared to the conventional equivalent.
6. The use of PVC in packaging, consumables and other products is banned.

7. Nanushka prefers the use of paper packaging made with the highest grade post-consumer recycled content that satisfies the functional and quality requirements.
  - For recycled paper, packaging and consumables Nanushka prefers FSC Recycled and Blue Angel certificates.
8. All virgin wood fiber-based packaging products should be: FSC 100%, FSC Recycled or PEFC certified. FSC 100% is preferred to FSC mix or PEFC.
9. If there is no appropriate option available from recycled paper, Nanushka should seek to reduce virgin wood pulp use by choosing paper alternatives made from agricultural fibers or recycled plant waste, or by replacing paper packaging with circular packaging solutions.
10. Chemical processing presents a concern in wood processing. Nanushka requires its suppliers to reduce chemical inputs and the use of hazardous chemicals shall be limited at all stages - at a minimum in line with REACH.
  - Nanushka encourages suppliers to operate in a closed-loop process and, at a minimum, treat wastewater in accordance with all applicable national and international laws.
11. Nanushka prefers paper and packaging that has been processed using technologies such as chlorine-free bleaching.
  - Unbleached, Process Chlorine Free (PCF) and Totally Chlorine Free (TCF) is preferred with Elemental Chlorine Free (EFC) as a minimum.
12. All receipts for in-store use should be non-phenol and BPA/BPS free.
13. Suppliers shall use water and energy responsibly and efficiently at all stages.
14. Please consult the Manufacturing Practices & Processes section to review processing standards and requirements.
15. Suppliers must be transparent and provide all appropriate documentation to support certification claims. Please note that Nanushka prefers third-party certification over self-declarations.

NANUSHKA PREFERRED FIBERS AND MATERIALS				
CATEGORY/ MATERIAL	1 - Preferred	2 - Better	3 - Avoid	4 - Banned
PLANT-BASED FIBER	RECYCLED COTTON GRS or RCS	REGENERATIVE COTTON Certification required	CONVENTIONAL COTTON Not certified	COTTON FROM XINJIANG PROVINCE or without evidence of CoO Uzbekistan, Kazakhstan, Turkmenistan, Tajikistan
	ORGANICALLY GROWN COTTON GOTS or OCS	COTTON IN CONVERSION GOTS		
	RECYCLED LINEN GRS or RCS	ORGANIC LINEN GOTS  LINEN European Flax	CONVENTIONAL LINEN Not certified	
	RECYCLED HEMP GRS or RCS	ORGANIC HEMP GOTS	CONVENTIONAL HEMP	
MAN MADE CELLULOSIC FIBER	LENZING ECOVERO™ VISCOSE FSC	CanopyStyle VISCOSE According to annual Hot Button report	CONVENTIONAL VISCOSE Not Certified	CONVENTIONAL VISCOSE Coming from Endangered and Ancient Forest Feedstock
	RESPONSIBLY-SOURCED ACETATE FSC	CanopyStyle ACETATE According to annual Hot Button report  BIO-BASED ACETATE	CONVENTIONAL ACETATE Not Certified	CONVENTIONAL ACETATE Coming from Endangered and Ancient Forest Feedstock
	RESPONSIBLY-SOURCED RAYON FSC		CONVENTIONAL RAYON Not Certified	CONVENTIONAL RAYON Coming from Endangered and Ancient Forest Feedstock
	New Generation MMCF  Circulose® by Renewcell Infinna™ by Infinited fiber Orange Fiber®  TENCEL™ EASTMAN NAIA™			

NANUSHKA PREFERRED FIBERS AND MATERIALS CONT'D

CATEGORY/ MATERIAL	1 - Preferred	2 - Better	3 - Avoid	4 - Banned
ANIMAL-FIBER AND ALTERNATIVE MATERIALS	OKOBOR™ GRS	RECYCLED LEATHER GRS or RCS  LWG LEATHER Tannery ranked Gold, Silver  LEATHER CoO from Europe, UK and New Zeland	CONVENTIONAL LEATHER No LWG member	CONVENTIONAL LEATHER from livestock raised in the Amazon Biome  EXOTIC SKINS and Skins of animals solely killed for their fur or leather
	RECYCLED SILK GRS or RCS  New generation of Silk Animal-free alternative	ORGANIC SILK GOTS or OCS  CONVENTIONAL SILK With evidence of high environmental and social standards, and animal welfare	CONVENTIONAL SILK With no evidence	
	RECYCLED WOOL GRS or RCS	WOOL RWS ZQ Merino Wool GOTS Nativa  WOOL With evidence of Mulesing Free	CONVENTIONAL WOOL	
	RECYCLED CASHMERE GRS or RCS	CASHMERE GCS		
	DOWN ALTERNATIVE (i.e. recycled polyester) GRS or RCS	RECYCLED DOWN GRS  Down Alternative, i.e.: New generation of Down Biopuff from Salty Co FLWRDWN™ from Pangaia		
	ALPACA RAS		CONVENTIONAL ALPACA	
				FUR
				ANGORA
SYNTHETIC MATERIAL	RECYCLED POLYESTER GRS or RCS			
	RECYCLED POLYAMIDE GRS or RCS			
	RECYCLED ELASTANE Spanflex™ LYCRA® EcoMade	BIO-BASED ELASTANE		
	BIO-BASED PU			
	RECYCLED PU GRS			PVC



## STANDARDS &amp; REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Suppliers are encouraged to obtain certification of their processes. Please note that Nanushka prefers third-party certification over self-declarations.
  - For sourcing and raw materials, Nanushka suggests certification such as GOTS, GRS, etc., For more details on preferred certification per fiber, please refer to the fiber in the raw materials section.
  - For environmental and social compliance, Nanushka suggests mills to obtain the following certifications such as ISO 140001, ISO 50001, ISO 45001, and SA 8000.
  - For processing Nanushka suggests bluesign®, OEKO-TEX Standard100®, OEKO-TEX STeP®, EU Ecolabel.
  - For wastewater management, Nanushka suggests complying with ZDHC wastewater guidelines.
4. Suppliers shall strive to implement best practices of textile processing and auxiliary systems. At the European level, suppliers shall use the Best Available Techniques (BAT) reference document for the textile industry's environmental performance. In order to optimize their environmental performance, textile mills shall:
  - Improve energy and water efficiency at all production stages and measure to track impacts and improvements.
  - Track and measure the use of chemicals and reduce where possible.
  - Reference the BAT framework and take action if performance levels are lower than the BAT standard.
  - Ensure that all new equipment complies with BAT standards.
5. Suppliers who have full product responsibility shall comply with Nanushka's PRSL and provide test reports for product compliance.
6. Suppliers manufacturing parts of the product shall comply with Nanushka's MRSL and ensure no hazardous chemicals are intentionally used in





the production process.

7. Suppliers must perform proper treatment of wastewater to prevent pollution. In all cases, wastewater shall align with local regulations.
  - Additionally, it should align with the standard set by Zero Discharge of Hazardous Chemicals (ZDHC) in their ZDHC Wastewater guidelines.
  - Suppliers are encouraged to invest in closed-loop solutions for industrial water, as well as additives.
8. Suppliers shall perform proper management of all waste categories and promote recycling, reuse and upcycling wherever possible. Please consult the waste section for more details.
9. Suppliers shall work towards reducing their emissions. Please consult the Climate Section for more details.

## STANDARDS &amp; REQUIREMENTS

1. Tanneries must comply with all applicable laws, conventions and regulations in relation to environmental as well as workers' safety.
2. Tanneries shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Nanushka encourages tanneries to certify their processes. Please note that Nanushka prefers third-party certification over self-declarations. We suggest any or a combination of the below:
  - Leather Working Group (LWG)
  - UNIC Social Accountability
  - ICEC Leather Traceability
  - ICEC Environmental Management System
  - ICEC Quality Management
  - OEKO-TEX Leather Standard
  - ISO 14001 Environmental Management System
  - ISO 45001 H&S Management System
  - ISO 50001 Energy Management System
  - SA8000 Social Responsibility

The above list is not exhaustive. Suppliers are encouraged to share any additional certifications they may have or are in process of obtaining.
4. Suppliers shall avoid using hazardous chemicals and at a minimum comply with REACH.
5. Nanushka prefers metal-free and chrome-free tanned hides and skins according to EN 15987:2015.
6. Nanushka prefers for vegetable tanned hides and skins.
7. Nanushka prefers hides and skins that are "biodegradable" according EN ISO 20136:2020.
8. Suppliers and tanneries must be able to demonstrate a lower environmental footprint by supplying life-cycle assessment (LCA) of the alternative tanning technique.
9. Suppliers who have full product responsibility shall comply with Nanushka's PRSL and provide test reports for product compliance.
10. Tanneries manufacturing hides and skins must comply with Nanushka's MRSL and ensure no hazardous chemicals are intentionally used in the production process.
11. Suppliers are encouraged to implement Best Available Techniques for tanning in regards to environmental performance, following the BAT Reference document for Tanning of Hides and Skins at the European level.
12. Tanneries are encouraged to monitor their energy, chemicals and water consumption, and abide by all national and international legislation. Tanneries shall also treat wastewater appropriately and are urged to invest in closed-loop processes and reuse wastewater in order to reduce hydric stress, in line with ZDHC Wastewater guidelines. Nanushka would like suppliers to set goals for water consumption and emissions.
13. Nanushka is committed to a circular economy and aims to prevent leather from becoming waste. Nanushka encourages all suppliers to reuse production off-cuts, recycle them and divert them from landfills. Please consult the waste section for more details.



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Dyeing is water, chemical and energy-intensive process: indigo dyeing may require several baths to achieve the desired color; temperature, pH levels and chemical concentration need constant monitoring. Nanushka encourages suppliers to opt for indigo dyeing techniques that reduce the use of water, energy and chemicals, such as:
  - Pre-reduced liquid indigo
  - Naturally fermented indigo
  - Aniline-free dyes
  - Sodium Hydrosulphite-free indigo
  - Kitotex and Indigo juice
  - Foam dyeing
4. Nanushka prefers alternatives to traditional stone washing. Replacing stone washing reduces water, energy and chemical consumption, and eliminates the need for sludge disposal. It also brings down the cost of wastewater treatment. The use of pumice stones also jeopardises fabric quality. Alternatives to traditional stone washing are:
  - Enzyme-based bleaching formulas
  - Abrasive drum
5. Nanushka prefers suppliers not to use potassium permanganate (PP) and chlorine-derived bleaches, like sodium hypochlorite, as they pose health hazards for workers and the environment. Replacing them avoids the need for neutralizing chemical agents, a considerable reduction in water, energy and chemical consumption, as well as preventing water pollution. Alternatives to the above-mentioned chemicals are:
  - Laser
  - Ozone
  - Enzyme-based bleaching formulas
6. Nanushka does not allow sandblasting as it poses severe health risks to workers and reduces fabric durability (also if done with alternatives to traditional sandblasting).
7. Suppliers shall use water, chemicals and energy responsibly and efficiently. Furthermore, suppliers are encouraged to employ technologies and BAT that reduce water, energy and chemicals consumption.
8. Suppliers must comply with national requirements for the treatment of wastewater and are encouraged to operate in a closed-loop process while following ZDHC wastewater guidelines. In addition, suppliers are encouraged to set goals for water emissions



## STANDARDS & REQUIREMENTS

1. Suppliers must comply with all applicable laws, conventions and regulations.
2. Suppliers shall guarantee high standards of labor conditions and compliance with Nanushka's Code of Conduct.
3. Waste and/or hazardous waste that is not easily and/or currently recyclable shall be disposed of safely.
4. General waste (paper, plastic, cardboard, glass) shall be recycled appropriately. Waste shall be properly differentiated and sorted.
5. Suppliers must be able to track, quantify and manage their waste streams.
6. Suppliers must be aware if textile waste is being recycled, landfilled or incinerated, and should be able to provide such details to Nanushka upon request.
7. Suppliers shall work on minimizing waste in the production process and prevent it from ending up in landfills or being incinerated.
8. We encourage suppliers to reuse and recycle as much as possible; such as reusing post-industrial scraps as a resource to be reintroduced in the value chain as new textiles.

Nanushka is committed to supporting the goals of the Paris Agreement on climate change to carbon



emissions in order to limit the global average temperature to 1.5 degrees Celsius above pre-industrial levels. Nanushka quantifies and tracks its impacts across Scope 1, 2 and 3.

The UN Fashion Industry Charter for Climate Action, in partnership with other organizations, developed a [Climate Action Training](#) course for suppliers on the learning [platform](#) atingi. The course is available in English, Mandarin, Vietnamese and other languages. The course can be completed free of charge and at one's own set pace.. We strongly encourage suppliers to register to learn more about what you can do to reduce emissions and meet customers' demand.

## STANDARDS & REQUIREMENTS

1. As part of our commitment, we are phasing out coal from our supply chain by January 2023. Nanushka asks suppliers to not install new coal-fired boilers and other sources of coal-fired heat and power generation. If any supplier wishes to install a new coal power plant, they are asked to flag it to the Nanushka sustainability team as soon as possible.
2. We encourage suppliers to monitor and track emissions, and set reduction targets (preferably science-based aligned targets).
3. Suppliers are encouraged to follow Best Available Techniques, use all resources efficiently and seek measures to reduce impacts wherever possible.
4. Suppliers are encouraged to switch to renewable energy sources, such as solar and wind power.
5. Suppliers are asked to provide all necessary information to Nanushka when asked in order to enable the brand to quantify its Scope 3 footprint appropriately.

# Nanushka

Any questions regarding the standard should be sent to [sustainability@nanushka.com](mailto:sustainability@nanushka.com)