

2022

sustainability report

10[↑]
tentree



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About Us

At tentree, our mission is to make saving the planet simple. Over the last decade, we've made a big impact by planting trees for every item of clothing we sell – over 90 million trees so far. As we move forward on our sustainability journey, we remain committed to transparency in all of the steps we take. We're proud to be using the [UN Sustainable Development Goals \[SDGs\]](#) to guide our work as we strive to create a more sustainable future. We've achieved a lot in the last year, and we look forward to sharing our successes and plans for the future.

Note From Our Founder

At tentree, our mission has been clear from the start: plant trees. Understanding their crucial role in combating climate change, we established a consumer brand that sells clothing made from sustainable materials to fund our planting projects. We chose this path inspired by the power of individual action to create change. Every day we vote with our dollars, and the brands we support, in many ways, reflect the world we want to create. tentree offers consumers another way to cast their vote.

And, we're glad to say, consumers voted.

By the end of 2022, we planted over 90 million trees. But our commitment to sustainability doesn't stop at trees. Our Sustainability Report is a chance to pause, reflect on our accomplishments, and plan our next steps toward a broad spectrum of 'impact' areas – transparency, climate, products, nature, and people.

Looking ahead, we believe business isn't just about minimizing harm – it's about generating positive, restorative change. Today, the world doesn't just need sustainable businesses – it needs **restorative businesses**. At tentree, we aspire to be a leader in this transformation. We aim to be a business that avoids harm (sustainability) while also making a significant positive contribution (restoration). This, for us, defines the future of business – a restorative economy.

As you read this report, remember there's more to come. Later this year, we're launching our Restorative Agenda, which serves as a roadmap for businesses looking to pioneer a new, more restorative path. This report not only outlines this plan but also uses our journey as a case study.

While we haven't reached all our goals yet, today we're excited to share with you the path we're on and the reasons why we've chosen it. So sit back, get comfortable, and welcome to our Sustainability Report.



Derrick Emsley
Co-Founder & CEO

“The future of business
is restorative.”





2022 Snapshot

APRIL

We recertified as **Climate Neutral**

JUNE

We piloted **Textile Genesis** to trace our products

JULY

We were recognized as **Best in the World for Community** by B Corporation for the second year running

We completed our first submission to the **Carbon Disclosure Project [CDP]**

AUGUST

We launched **Circularity by tentree**

SEPTEMBER

We submitted our first **Science Based Target** for approval

OCTOBER

We visited our planting partners in Kenya to investigate areas for improvement for our tree planters

NOVEMBER

We supported **The Monarch Joint Venture** For Giving Tuesday

DECEMBER

We attended the **UN Biodiversity Conference [COP15]**

01

transparency



We believe in using business as a force for good and strive to create a positive impact in the communities and ecosystems we rely on.

But creating genuine impact means involving people in the process through collaboration and transparent reporting. That's why we aim to be open and honest about our successes and the stumbles we make as we continually improve.

As part of our commitment to transparency, we utilize third-party certifications and widely used disclosure frameworks to report on our efforts and impacts. We're also members of several leading initiatives to support our sustainability goals and drive progress throughout the broader industry.

CERTIFICATIONS



We became a certified **B Corp** in 2016 and completed our third re-certification in 2022. With a score of 136.2, we rank among the **top five apparel companies worldwide**.



We became **Climate Neutral Certified** in 2020. We consistently set and publicly document our progress towards a range of reduction actions here.

INDUSTRY PARTNERS
& MEMBERSHIPS



As a signatory of **The Fashion Charter**, in 2022, we accomplished our initial Carbon Disclosure Project (CDP) submission, committed to establishing a verified target with the Science Based Targets initiative, and started developing our emissions reduction roadmap.



As a **Textile Exchange** member, we actively engage in their annual Fiber & Materials Benchmark Program, driving ongoing improvements in the sustainability of our products.



We use the **Higg Index** tool to assess the impacts of our products and materials, which helps us gather primary data from our supply chains.

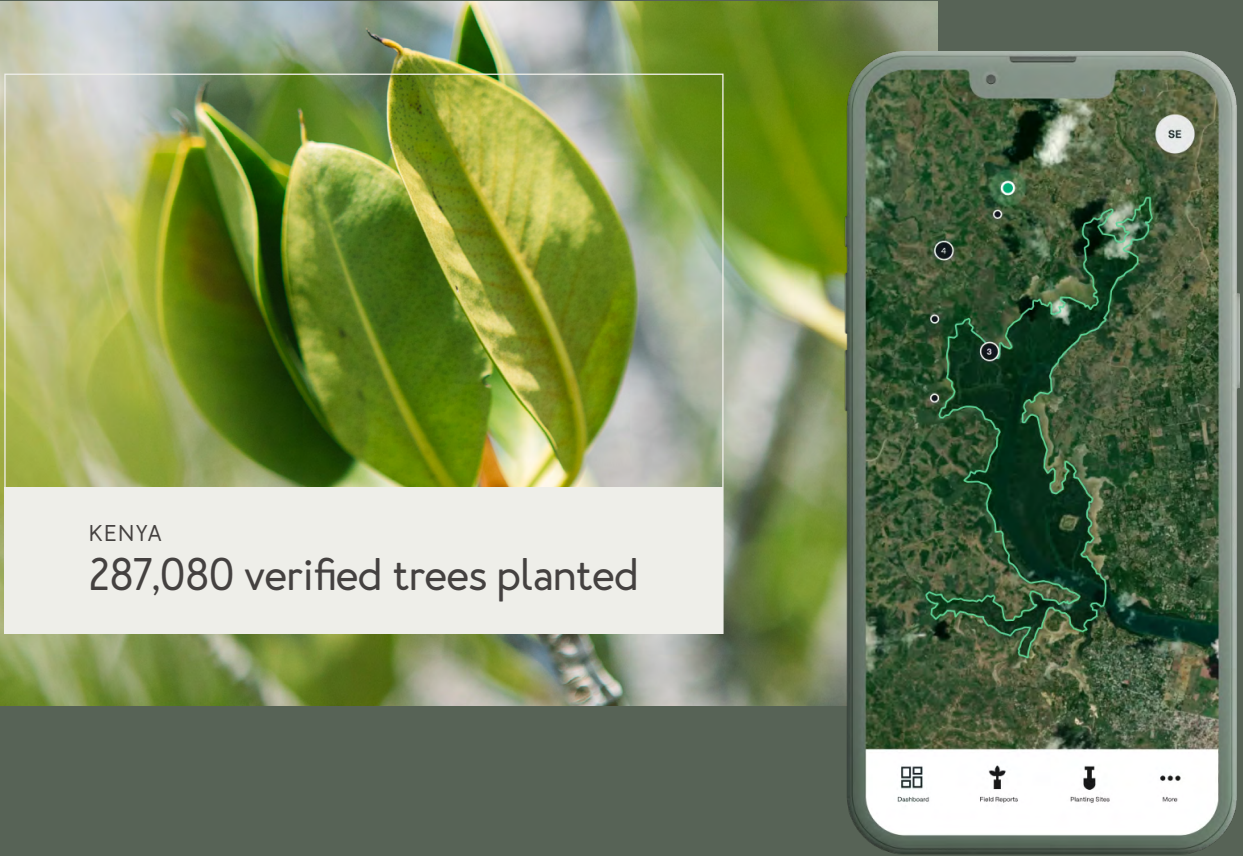


We submitted a **1t.org** Pledge Implementation Progress Report in 2022, marking another step towards our goal of planting 1 billion trees by 2030.

tentree x veritree

In 2021, our sister company, veritree, launched to monitor, verify, and report on the outcome of restoration projects to enhance transparency in tree planting. This user-friendly platform centralizes our tree-planting data and by leveraging blockchain technology, it ensures traceability and clear ownership. It allows us to know our trees are being planted properly and helps us keep a clear record of their positive impact, all easily shared with our partners.

After using it ourselves, we decided to make veritree's tech accessible to other businesses to help scale the restorative movement. Working alongside planting partners and project developers, veritree unlocks funding for restoration and links companies to planting projects that are being monitored and verified throughout their lifecycle. You can learn more about veritree [here](#).



KENYA
287,080 verified trees planted

veritree makes investing in nature simple, and verifiable.



02 climate

To stay on track for net-zero emissions and limit global warming to 1.5°C, the clothing industry must cut emissions by 45%.¹

Recognizing the collective effort required, we signed the [UN Climate Change Fashion Industry Charter for Climate Action](#) in 2021. As part of our commitment to the Charter, in 2022, we submitted a [Science Based Target](#) in line with the latest climate science to limit global warming to 1.5°C, and we publicly disclosed our climate actions via the [Carbon Disclosure Project \(CDP\)](#) for the first time.

2022 Carbon Emissions

Our carbon footprint was calculated by GreenStep, using the Greenhouse Gas Protocol methodology.

Our 2022 carbon emissions were:

Scope 1: 20.7 tCO₂e

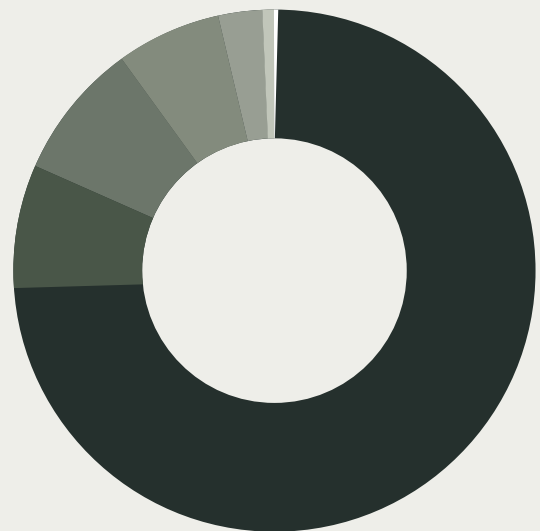
Scope 2: 0.3 tCO₂e

Scope 3: 13,744.3 tCO₂e

Total carbon footprint: 13,765.3 tCO₂e

We believe in full transparency as we work to reduce and monitor our Scope 3 emissions, which often go undisclosed.

Materials	74.10%
Manufacturing & Packing	7.35%
Shipping	8.59%
Purchased Services & Office Supplies	6.64%
Waste	2.54%
Commuting & Business Travel	0.60%
Corporate Utilities	0.18%



¹Sadowski, M., L. Perkins, and E. McGarvey. 2021. "Roadmap to Net-Zero: Delivering Science-Based Targets in the Apparel Sector." Working Paper. Washington, DC: World Resources Institute. Available online [here](#).

Reducing Future Emissions

We're developing a climate roadmap to tackle our main sources and aim to cut emissions across all aspects of our operations and supply chain. The below highlights some of the things we're currently working on.



Materials

Continuing to use lower-impact fibers and materials



Manufacturing

Eliminating coal and encouraging supply chains to switch to renewable energy



Shipping

Reducing air freight where possible and switching to lower-impact delivery methods such as Electric Vehicles (EVs)



Offices

Running our operations on renewable energy

CLIMATE SPOTLIGHT

Climate Neutral Certified

We've been [Climate Neutral Certified](#) since 2020. We annually measure and offset all of our direct and indirect emissions. This certification involves buying verified carbon credits to balance our emissions and creating a plan to reduce them in the future.

You can see our public action plan and the carbon offset projects we've supported [here](#).





03
product



Traceability

In 2022, we made significant progress in mapping our supply chains and mitigating our impact across all stages of production. This includes everything from the sourcing of raw materials and its processing into fabrics, to the manufacturing of finished garments and accessories.

Conventional Textile Supply Chain



Source: Textile Exchange

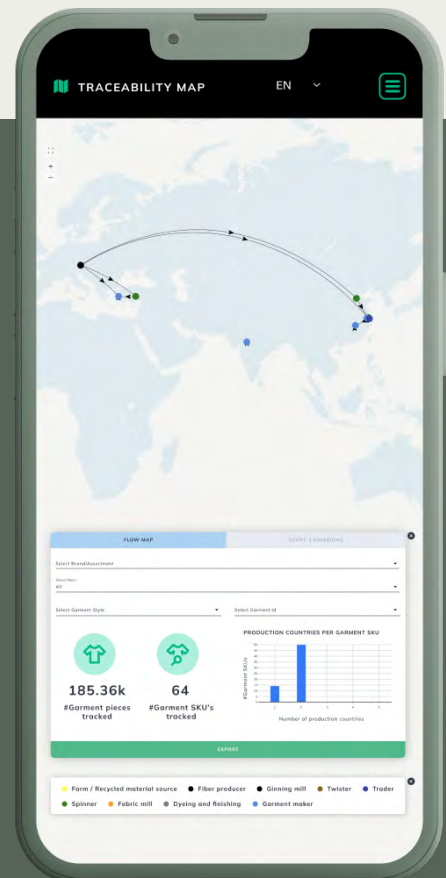
PARTNER SPOTLIGHT

tentree x Textile Genesis

In 2022, we ran two pilots with industry-leading systems aimed at providing complete traceability of finished products across our supply chains.

We trialed **Textile Genesis**, a digital tool for tracing and verifying sustainable fibers. It traced over **185,000** of our garments from raw materials to the factories they were created in.

Combined with our new take-back program, which tracks returned items until they're resold or recycled, we're on our way to monitor products from inception to end-of-life, supporting a circular economy.

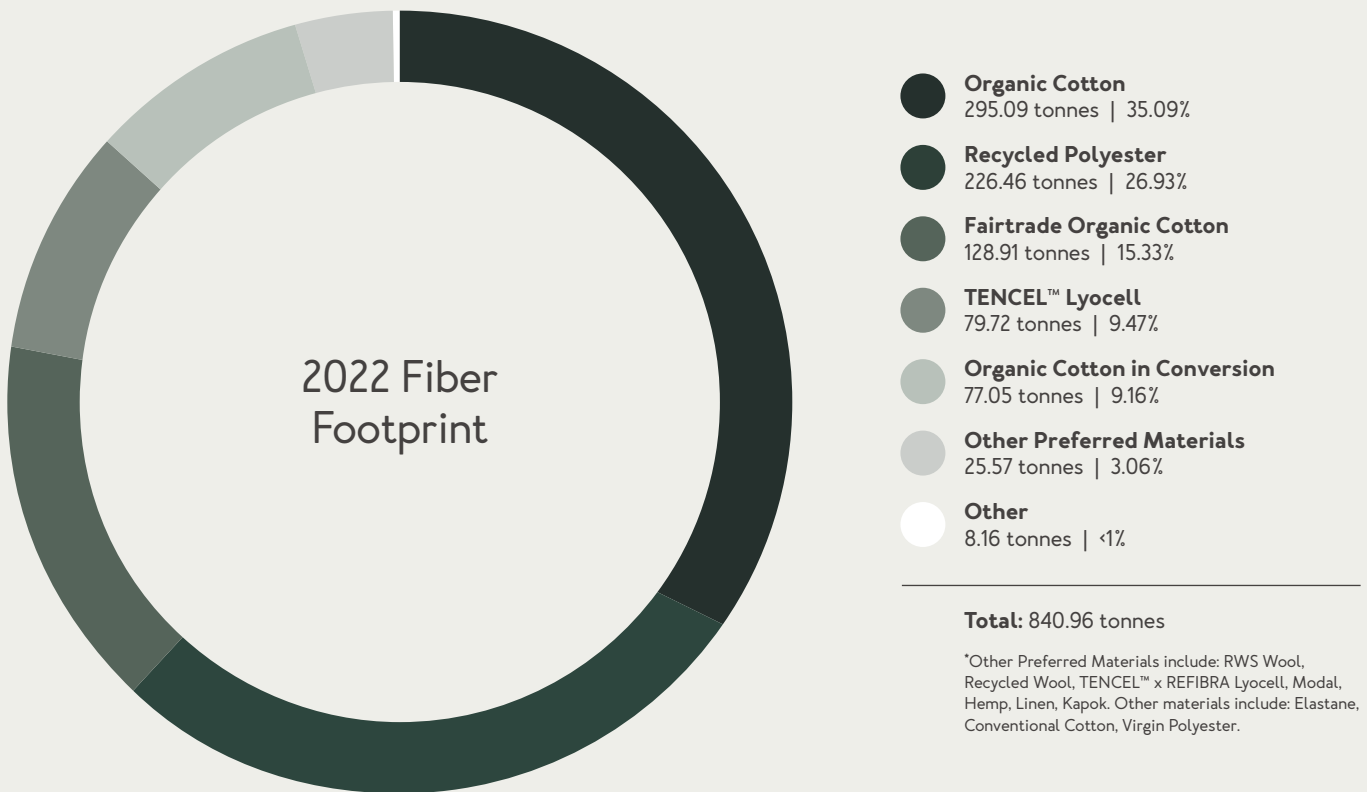


Raw Materials

In 2022, we strengthened our commitment to using responsibly-sourced materials for all our products by joining the Textile Exchange 2025 Sustainable Cotton Challenge and the 2025 Recycled Polyester Challenge.

Below is an overview of the fibers we used in our 2022 styles.

Sustainable fibers made up 99% of our used materials



We're actively working to phase out the final less than 1% of conventional fibers in our products, primarily elastane. It's been a challenge, given the limited number of recycled alternatives. Next year, we'll introduce the market's first-ever recycled spandex into our collections, taking a big step towards our goal of using only 100% sustainable fibers.

Earth-first by design

Here's a closer look at the fibers most commonly used in our clothing.



Cotton

The large majority of our cotton is certified organic, fairtrade organic or recycled. A very small portion is conventionally grown. It comes from a supplier supporting rural artisans, making certification challenging. Despite this, we choose to support them for the fair wages and employment opportunities they provide to underprivileged women.



Man-Made Cellulosic Fibers

Conventional fibers like viscose and lyocell can harm forests and cause pollution. To combat this, we use Lenzing's TENCEL™ lyocell fibers, made responsibly from FSC and PEFC-certified wood pulp. This closed-loop process ensures zero waste and no environmental contaminants.²



Polyester

Polyester ranks second in our fiber volume. Our polyester is made from recycled waste, verified by the Global Recycle Standard (GRS). We also collaborate with companies like UNIFI to repurpose ocean-bound plastics collected along coasts and rivers in developing countries and regions.



Wool

All the virgin wool we use is certified to the Responsible Wool Standard (RWS), except for one hat (which will be transitioned to RWS in 2023). The RWS is a voluntary standard that addresses the welfare of sheep and the land they graze on.

² <https://www.tencel.com/sustainability>



FABRIC SPOTLIGHT

Introducing Kapok

Kapok is a tropical tree that can be found in various regions, ranging from southern Mexico to the southern Amazon, as well as areas of West Africa and Asia. These trees bear fruit that contain seed pods filled with fluffy material, which can be harvested without causing harm to the tree. Kapok fiber is silky soft, excellent for insulation, and can be mixed with cotton to create a cozy fabric.



In 2022, we introduced kapok into our collections and planted 56,000 kapok trees in partnership with Kapok Regenerative Agroforestry Foundation (KRAF) – helping to secure the future of this budding industry and supporting social and environmental benefits. To find out more, [visit our blog](#).

Manufacturing

We work hard to ensure we partner with suppliers that share our commitment to protecting people and the environment. To understand the impacts of production, we use the [Higg Index Facility Environmental Module \(FEM\)](#) to collect data on critical impacts like energy use, water use, chemicals management, and wastewater treatment, and track our factories' performance over time.

2022 Higg Assessment

In 2022, we collected Higg FEM responses from the Tier 1 factories that produced 65% of our product volume. Going forward, we aim to increase this and encourage all Tier 1 and our largest Tier 2 suppliers to start sharing their environmental data using the Higg FEM.

Here's how we're acting on some key focus areas:



Energy

Switching from coal to renewable electricity could cut down nearly 40% of emissions from the clothing industry.³ We're using the Higg Index to understand coal usage in our production. This information helps our suppliers set goals and track their shift to renewable energy.



Water

In 2022, we began using recycled cotton in our products. Texloop RCOT™ recycled cotton uses 99% less water compared to regular cotton since no farmland is needed for its growth.⁴ We aim to shift towards more recycled cotton to reduce the water and land footprint of our products.



Chemicals

We're making strides in using materials certified by Bluesign® and GOTS. These certifications ensure we use safer chemicals and follow the best practices for managing these chemicals. In 2022, 15% of our fabric volume had a responsible chemistry certification.⁵

³ Ley, K., van Mazik, R., Hugill, R., Perkins, L., Gaines, R. 2021. Unlocking the Trillion Dollar Fashion Decarbonization Opportunity: Existing and Innovative Solutions. Apparel Impact Institute, Fashion For Good. Available online [here](#).

⁴ <https://circularsystems.com/texloop> - Data based on raw white greige fabric LCIA Midpoints from Higg. Not dyed.

⁵ Bluesign Certified Materials (5% by volume) and GOTS certified materials (10% by volume) based on 2022 season styles



The future of fashion is circular

Product Circularity

In a world where **85% of clothes end up in landfills** and less than 1% are recycled, producing our products using responsible factories and materials is not enough. There's an urgent need to design out waste and pollution, extend the lifespan of products, and restore our natural ecosystems.⁶

Circularity by tentree

In 2022, we launched Circularity by tentree – a groundbreaking initiative merging clothing resale and recycling into one easy-to-use program. The first of its kind, we partnered with recycling experts SuperCircle and resale specialists Treet to develop an end-of-life solution for all our products. Used tentree items can either find a new home through our consignment website (reducing a garment's emissions by approximately 44%) or be responsibly recycled, ensuring nothing ends up in landfills.⁷

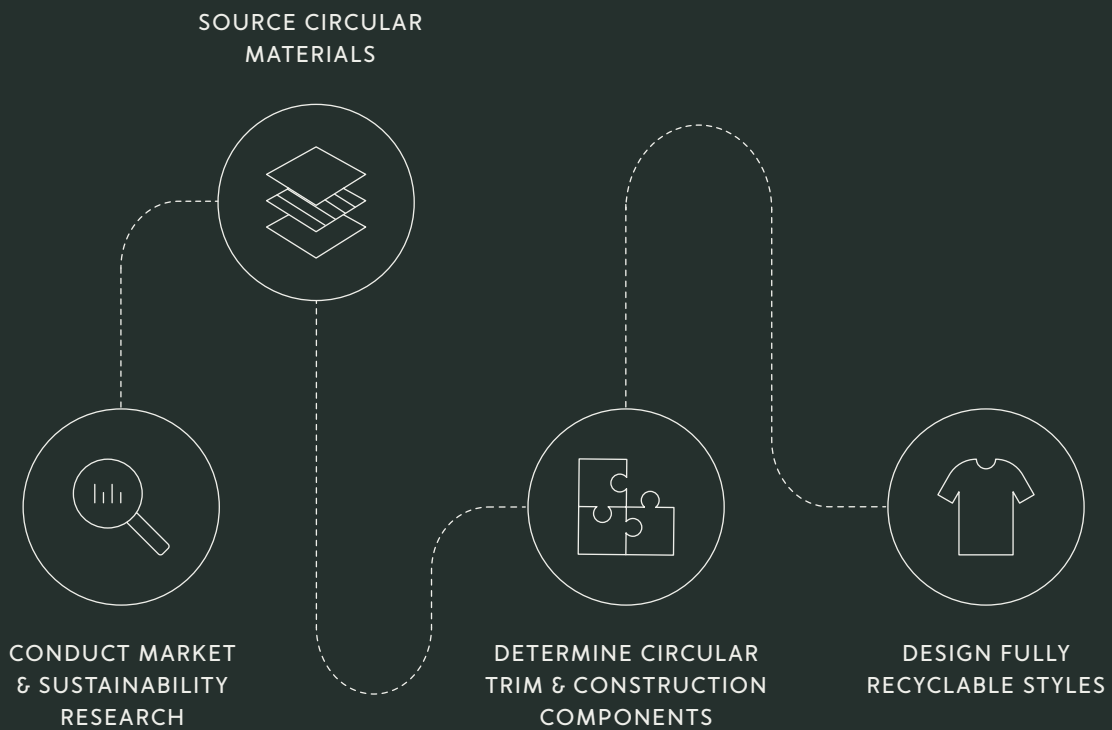
^{6,7} Ellen MacArthur Foundation & Circular Fibres Initiative. 2017. A New Textiles Economy: Redesigning Fashion's Future. Available online [here](#).

Closing the Loop

Through our new take-back program, every product we sell now has a 'digital twin' to help us track it and understand its journey. This hands-on approach lets us use real-time data to guide our decisions and allows our team to design with circularity and end-of-life in mind.

In 2022:

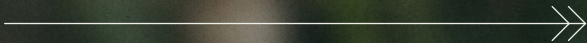
- Our customers returned over 1,150 items
- 20% of these were high quality and sent for resale
- 80% items were recycled



Looking ahead, we're planning to shed more light on the recycling journey of our products, including the ins and outs of fiber-to-fiber recycling, downcycling, and even converting waste into energy.

04

nature



Nature is



at the



heart of

everything



we do

We must act now to mitigate the impacts of climate change, safeguard nature, and ensure the health of our planet.⁸ That's why we've committed to **planting 1 billion trees by 2030**. We believe in maximizing the positive impact by carefully selecting the right trees for the right locations, ensuring the greatest environmental and social benefits for all.










⁸ The Science Based Targets Network (SBTN). Available online [here](#).

Planting Projects

In 2022, our customers helped us plant **25,441,770 trees** across ten countries.



-  Tropical Dry
-  Mangrove
-  Subtropical Moist
-  Agroforest
-  Sea Forest
-  Temperate Dry
-  Boreal

				
Canada 8,554,324 trees planted	USA 25,000 trees planted	Peru 16,000 trees planted	Kenya 287,080 trees planted	Tanzania 50,000 trees planted
				
Mozambique 1,000,000 trees planted	Madagascar 15,202,366 trees planted	Nepal 251,000 trees planted	Indonesia 56,000 trees planted	

Planting Partners:

American Forests, Ocean Wise, Plant With Purpose, Eden Reforestation Projects, Global Forest Generation, and Flocus | Kapok Regenerative Agroforestry Foundation.

2022 Planting Impact



25,441,770

total trees planted
3,613 total hectares of land restored



5,398,000

terrestrial trees planted
2,185 hectares of land restored



11,489,446

mangrove trees planted
1,149 hectares of land restored



8,554,324

kelp propagules planted
279 hectares of marine land restored



9,591,196

tonnes of CO₂e sequestered across all sites
This is equivalent to taking over 2.1 million gasoline-powered passenger vehicles off the road for one year⁹



540,804

hours of work created across all sites

You can learn more about our planting projects on our [website](#) and [our blog](#).

⁹ <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>

Regenerative Agriculture

Embracing regenerative agriculture is fundamental to the long-term health of the fashion and textile industry.¹⁰ It entails shifting away from harmful and intensive farming methods towards approaches that promote soil health, biodiversity, animal welfare, and social justice. By adopting regenerative practices, we not only support the economic prosperity of farmers and communities but also honor the wisdom of traditional farmers and Indigenous communities who have been using these sustainable methods for centuries.¹¹

Improving soil health and promoting social equity.



NATURE SPOTLIGHT

Investing in Regenerative Practices

We've partnered with Pratibha Syntex, one of our trusted suppliers of Fairtrade organic cotton garments, and their sister company Vasudha Swaraj, to embark on an exciting project in India. Together, we're planting agroforestry trees in cotton fields, aiming to restore and safeguard the natural ecosystems we all depend on. This initiative not only improves livelihoods but also helps farmers develop resilient cotton production systems.¹²

To kickstart this endeavor, we've provided funding for 50,000 seedlings, currently being nurtured in two local nurseries, including one managed by a women's group. The first trees will

be planted in 2023. Once these trees are established, they'll play a vital role in promoting sustainable cotton production for years to come. They'll enhance soil health, prevent erosion, offer shelter to cotton plants, and improve water management during the rainy season. The selected trees will also bear fruits such as lemons, guava, and jackfruit, enabling farmers to generate additional income while providing nutritional benefits.

Our ultimate goal is to incorporate this regeneratively farmed cotton into our products.

¹⁰⁻¹² Textile Exchange. 2022. Regenerative Agriculture Landscape Analysis. Available online [here](#).



05
people



We're passionate about making a positive difference for the people and communities that make our business possible.

From fair wages and respectful treatment for our workers to creating jobs via our planting projects and supporting causes close to our hearts – we're all in. We believe when we uplift the planet and its people, we all rise together.

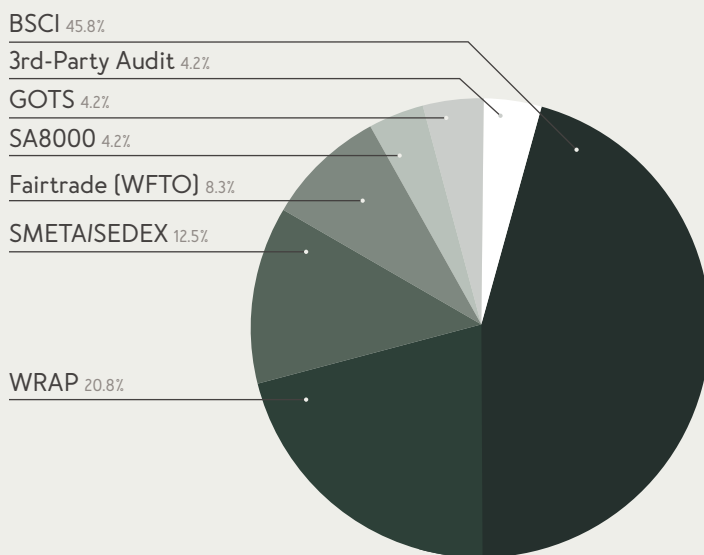
Ethical Manufacturing

We're dedicated to uplifting the lives of workers within our supply chain. We carefully select our partners to create a safe, ethical, and transparent supply chain that's sustainable at every level.

Every company we collaborate with signs tentree's **Code of Conduct** and discloses all factories and subcontractors involved

in making our products. You can find our Tier 1 manufacturers on our [website](#). To ensure compliance with local and global labor standards, we accept various widely respected social compliance accreditations and certifications. We're also exploring how the Higg Index Facility Social and Labor Module (FSLM) can guide us in advancing as a brand and an industry.

2022 Tier 1 Manufacturers Certifications



Here's how we pick our partners and constantly better our factories' ethical practices.

1. Self Assessment

Facility and sub-contractor assessments are completed

2. tentree Visit

tentree meets or visits suppliers to discuss self-assessment results

3. Certification

Suppliers share copies of valid social accreditations

4. Code of Conduct

Suppliers review, post, and train staff on tentree's CoC

5. Audit

If an audit is needed, tentree coordinates with a 3rd party

6. Review & Corrective Actions

Any non-compliances are addressed

Community Impact

B Corp named us Best For The World in Community for the second year in 2022— an honor celebrating our ongoing pledge to invest in our global family. This award goes to the top 5% of B Corps with the highest community engagement and impact scores.

In 2022, we launched new planting programs to create job opportunities and support various community organizations. We believe that making a positive impact on the planet requires us to care for its communities, both near and far.



PEOPLE SPOTLIGHT

Creating Opportunities Through Planting

Understanding and prioritizing local communities' needs is essential for our planting mission's long-term success. In 2022, a team from tentree and our sister company, veritree, embarked on a trip to Kenya. We visited our existing planting sites and met potential new partners. Our journey allowed us to build

meaningful relationships and gain insights into the socio-economic and environmental landscapes we work within. We also got to test our monitoring technology firsthand, giving us a real sense of the challenges and opportunities that exist on the ground.

Diversity, Equity, and Inclusion (DEI) Initiatives

We're passionate about empowering our workforce and increasing our impact. Our Diversity, Equity, and Inclusion (DEI) Committee actively seeks ways to foster fairness, equity, and opportunity within our community and align our actions with our social goals.

Pillars of Growth

In 2022, the DEI Committee and Senior Leadership Team identified three key areas of growth for our business to focus on.



Working to realize a more equitable, inclusive, and sustainable world

We're committed to achieving authenticity in our marketing, ensuring diverse ethnicities, genders, environments, and bodies are represented. We're dedicated to providing equal opportunities for all tentree employees and partners and will continuously evaluate our practices to maintain an inclusive, sustainable workplace.



Creating safe spaces for constant learning and understanding

We're committed to creating safe, inclusive spaces where ideas flow, the status quo is challenged, and diversity is celebrated. By fostering an environment rich in diversity and fresh perspectives, we aim to help all people reach their full potential with the right support, tools, and resources.



Soliciting feedback for constructive growth

We're committed to nurturing a culture where employees feel free to share their feedback. This openness encourages innovative thinking, promotes healthy discussions, and values honest opinions. By recognizing our strengths and areas for improvement, our leadership and DEI Committee can continually enhance our workplace practices.



PEOPLE SPOTLIGHT

LGBTQ2SAI+ Community

We're dedicated to supporting and celebrating our LGBTQ2SAI+¹³ community. In 2022, we collaborated with QMUNITY, a Vancouver-based non-profit, to offer Queer Competency Training (QCT) workshops throughout the year. These workshops helped our team better understand and support the LGBTQ2SAI+ community. Our Creative team also launched a Pride collection called "With You" to express our solidarity.

¹³ Lesbian, Gay, Bisexual, Trans, Queer, 2S (Two-Spirit), Asexual/Aromantic and Intersex

Internal DEI Results

In 2022, we conducted anonymous surveys through InspiredHR and Camber Outdoors to gauge our organizational health and employee satisfaction. The following section highlights how our team members perceived our DEI efforts in three key areas:

1. We expect all employees, regardless of title or seniority, to treat each other with respect.

97.6% of team members agreed that our organization supports a culture of respect, and 98.9% agreed that the people they work with treat each other respectfully.

2. We foster a culture of belonging and inclusion while empowering our employees to use their voice.

100% of team members agreed that our organization cares about giving back to our community, and 97.6% felt we encourage an inclusive work environment where everyone feels welcome.

3. We're committed to building trust and connection among all employees, regardless of title or seniority.

83.3% of team members believed that Senior Management and staff trust each other, and 95% stated that if they were bullied, harassed, or mistreated, they knew they could safely report it.

In 2019

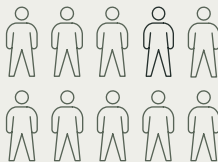
61% of all employees identified as female and 39% male



42% of all managers identified as female and 57% as male

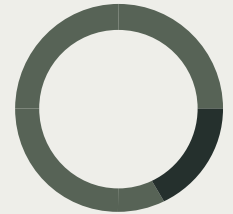
11% of all senior leaders

identified as female and 89% as male →



In 2022

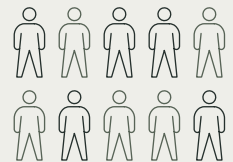
78% of all employees identified as female and 22% male



68% of all managers identify as female and 32% as male

50% of all senior leaders

identify as female and 50% as male →



06

next steps



2022 in Review

2022 was a busy and exciting year for us. We focused on getting our data in order, so we can start to make better decisions and understand the impact of our initiatives. We continue to work hard with various initiatives to ensure we're using the latest science to inform our strategy and will showcase our targets later this year in the Restorative Agenda.

Priorities in 2023



Publishing our near and long-term sustainability targets



Expanding our take-back program to include non-branded textile items.



Having our Science Based Target approved



Mapping our water and biodiversity risk



Reviewing our social compliance program and human rights risks



Increasing transparency on our restoration projects through veritree



Reaching the milestone of 100 million trees planted

07

appendix



Sustainable Development Goals (SDGs) Alignment

To further understand our role and responsibility in contributing to wider positive change, we've mapped out what we're doing against the [Sustainable Development Goals \(SDGs\)](#). These global goals are designed to be a blueprint for achieving a better and more sustainable future for all.

The below table summarizes our contribution to 9 of the 17 SDGs, focusing on those goals that are most relevant to our business operations and products and where we can make the biggest impact on the environment and society.



1. No Poverty

We utilize third-party certifications like [WRAP](#) and FairTrade to ensure that workers in our global supply chains are paid fairly by their employers and have safe working conditions. See more details [here](#).



2. Zero Hunger

We invest in agroforestry projects that promote more sustainable food production. See more details [here](#).



6. Clean Water and Sanitation

We're committed to increasing our usage of Bluesign® and GOTS-certified materials to ensure the safe use of chemicals and proper treatment of wastewater in our supply chain. See more details [here](#).



8. Decent Work and Economic Growth

We utilize third-party certifications like WRAP and Fairtrade to ensure no human rights or modern slavery issues within our supply chain. Our planting projects create new job opportunities in rural communities. See more details [here](#) and [here](#).



12. Responsible Consumption and Production

Our products are made of preferred raw materials, and we've launched partnerships to help provide end-of-life solutions to our customers and promote the shift to a circular economy. See more details [here](#) and [here](#).



13. Climate Action

We track our Greenhouse Gas (GHG) emissions, are Climate Neutral Certified, and are committed to setting a Science Based Target. See more details [here](#).



14. Life Below Water

We support mangrove planting projects that help restore coastal ecosystems. See more details [here](#).



15. Life on Land

We're committed to the protection of natural resources. Our tree planting projects aim to restore landscapes, and our land-based raw materials are from responsibly managed sources, such as organic cotton and man-made cellulosic fibers from FSC-certified timber sources. See more details [here](#) and [here](#).



17. Partnerships for the Goals

We're committed to a number of partnerships that will help move the industry forward. Read about our certifications, memberships, and partnerships [here](#).



10
tentree

WWW.TENTREE.COM