



Pass It On  
Sustainability Report 2025



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**Welcome**



at CRG

2025 was a special year for Claes Retail Group. With the JBC brand, we celebrated a milestone: 50 years of Belgian fashion. Five decades in which, together with our customers, employees, partners, and suppliers, we have built a family business that is firmly rooted in the Belgian retail world.

Such an anniversary is more than a moment to look back. It is above all an opportunity to look ahead. To the next fifty years. To a fashion sector that is undergoing significant change. And to our role within it.

For our sector is under pressure. Economic uncertainty, rapidly changing consumer expectations, and an increasingly clear regulatory framework regarding sustainability mean that fashion today must be organized fundamentally differently than in the past.

As a family business, we believe in progress built step by step. Not through grand promises, but through concrete actions. Initiatives that connect creativity, entrepreneurship, and responsibility.

Over the past year, this came together beautifully in the collaboration between JBC and Belgian designer Walter Van Beirendonck. A collection that not only paid homage to Belgian fashion and creativity, but also showed how design and identity can reinforce each other.

At the same time, for us, sustainability remains more than just a product issue. The social aspect forms an essential part of our strategy. That is why we are particularly proud that JBC once again received a 'Good' score in the Fair Wear brand performance check, even within a framework with stricter assessment criteria. This recognition confirms our commitment to strong partnerships in the supply chain and to better working conditions for the people who make our clothing.

Moreover, as a Belgian family business, we want to remain a stable and committed player in a constantly evolving sector. A company that creates economic value, offers opportunities to people, and takes responsibility within an international chain.

Our sustainability strategy Pass It On – Give It On remains our guiding principle in this. A commitment to passing on values: from generation to generation, from design to consumer, and from today to tomorrow.

We know we aren't doing it perfectly. But we keep taking steps every day to do better – together with everyone who is part of our story.

Bring on the challenge.

**#PassItOn together with CRG,**  
**Ann and Bart**

*Ann*      *Bart*



**In 1975, Jean-Baptiste Claes founded the family business JBC. It has since become a fixture in the Belgian fashion sector. 50 years later, we have grown into the Claes Retail Group, a solid family holding company with three Belgian brands: CKS, JBC, and Mayerline.**

Our mission has always been clear and unchanged: **to create affordable, fashionable, and high-quality clothing for the whole family in the most sustainable way possible. From design to production.** We like to think big, but remain locally involved and connected. Or: 'Think global, connect local'. We are there for families at every stage of life – across generations. And always close by, thanks to our 360° approach. Our core values? **Proximity, sustainability, local involvement, and love for our products and customers.**

Jean-Baptiste Claes laid the foundation for CRG. His children, Ann and Bart Claes, built the group and its brands into a household name in Belgium. Meanwhile, the third generation of the family has joined the company to continue our mission.



**“I hope I can do my bit to make the fashion sector more sustainable. I want to move away from the throwaway culture. A garment should last a long time. If you no longer want or are able to wear it yourself, you should be able to pass it on.”**

ANN CLAES ——— CEO CLAES RETAIL GROUP

**Our sustainability,**  
**Pass It On**

As a **Belgian family business**, we at CRG have been investing in our brands and people for generations. We share not only knowledge, but also values, beliefs, ideas, and good habits, from person to person and from generation to generation. From CKS to JBC to Mayerline: together, we make our promise stronger.

That shared commitment comes to life in our sustainability story **#PassItOn, also known as #GeefHetDoor or #Transmettons**. The sustainability initiatives of our entire group align seamlessly with this. **Together, we commit to what we believe in and pass it on to the next generations.**



**Anaïs:** “What gives me the most energy is that sustainability is truly embraced across the entire organization. From operational teams to the Executive Board, everyone contributes. Thanks to that broad involvement, and the support from Ann and Bart at a strategic level, we can take steps faster and more thoughtfully. For us, sustainability is not a separate process, but a conscious choice anchored in our values that we promote together across all brands.”



**Sanne:** “At Claes Retail Group, we are setting a new standard in sustainability with a fresh perspective and a future-oriented approach. Driven by our core values of family, sustainability, and local, we are committed to making a positive impact every day. Our young, energetic team combines innovative ideas with practical solutions, so that together we create a sustainable future where the shopping experience and quality go hand in hand.”

## Sustainability throughout the organization

**Sustainability is firmly embedded in our family business and runs through all departments of our organization.** Our Sustainability Team consists of Anaïs Claes (Sustainability Manager) and Sanne Schraepen (Sustainability Officer).

But **sustainability is about change, and you never achieve change alone.** That is why, since 2024, we have been bringing together a group of committed colleagues under the name **‘Sustainabuddies’**. These employees meet every two months to build and share knowledge, thereby further embedding sustainability within the organization.

In addition, we are supported by our **local experts in our key production countries: our offices in China, Lithuania, and Bangladesh, and our permanent agents in Turkey and India.** Together, they are committed to further developing and implementing sustainability within CRG. They translate our ambitions into concrete actions, monitor compliance with our standards, and continuously seek ways to further improve our impact.

### Sustainabuddies

The sustainabuddys promote sustainability throughout the entire organization.

**24**  
colleagues

**20**  
departments

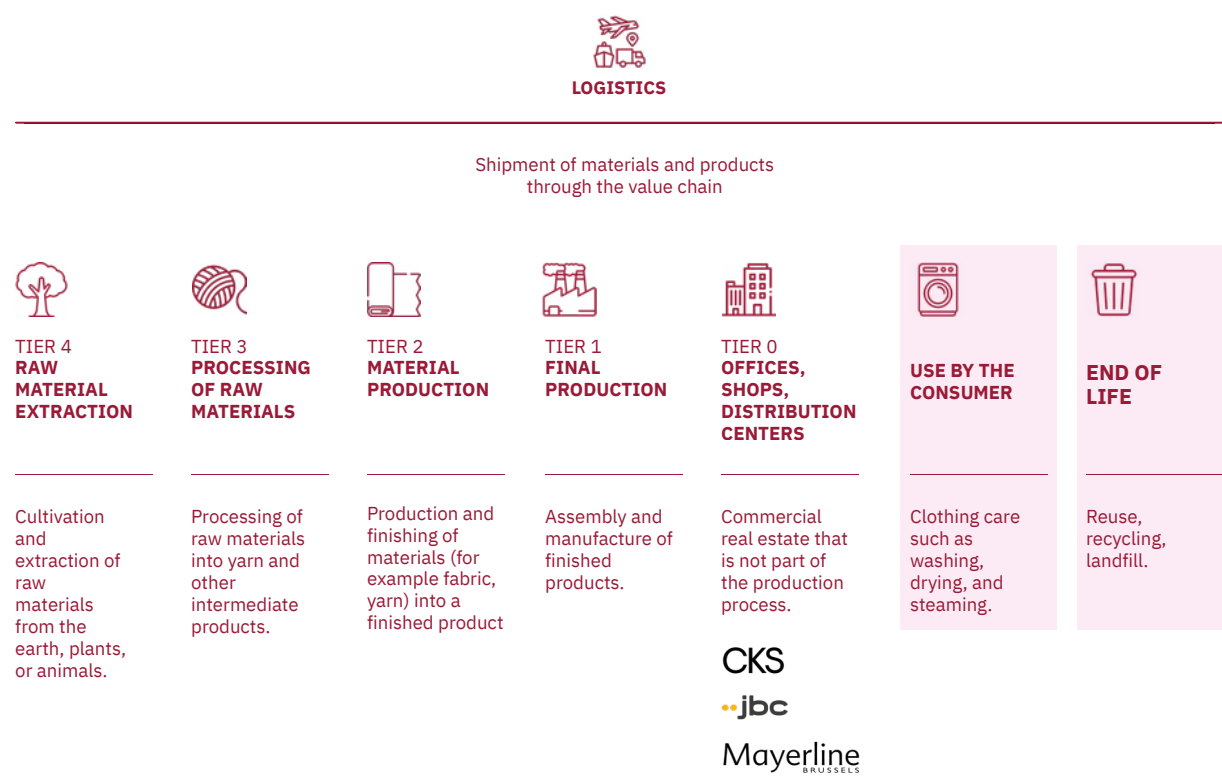
**03**  
brands

## Sustainability: a challenge and an opportunity for the fashion sector

Every garment has an impact. From raw material to the end of its lifespan, each item leaves an ecological footprint. From material use and greenhouse gas emissions to water and land use. The international production chain, in which partners from different countries and continents collaborate, makes the ecological and social challenges in the fashion sector complex.

The solution lies in a transformation of the sector: an evolution that reduces the ecological impact while simultaneously preserving and strengthening economic and social value. For clothing is more than an expression of identity. It also provides comfort, warmth, and protection.

## Value chain of the clothing sector



There is no ready-made solution. The direction, however, is clear: from a linear system to a model based on the principles of the circular economy. We are therefore making a **step-by-step transition from 'take-make-waste' to 'make it last', with a stronger focus on circular fashion.** And with **improved and humane working conditions** throughout the entire value chain.

## CRG's sustainability strategy

In 2024, we further **refined our sustainability strategy** based on our first **CO<sub>2</sub> analysis**. This baseline measurement gave us clear insight into where our greatest impact lies and where we can make a difference. Based on this, we focus on two strategic pillars: Our Footprint and Our Family, which together guide our sustainability approach.

Together with the Sustainability Team, we translate this focus into concrete objectives and annual KPIs. In doing so, **we build upon our DNA as a family business: pragmatic, ambitious, and always evolving. Perfection is not the goal, but progress is.**

Our strategy covers the entire value chain up to and including Tier 1. We know where we stand strong today and where further steps are needed. It is built around eight themes, grouped within the two pillars of our sustainability house.

Within our social pillar, we are also gaining increasingly clear insight into our impact throughout the chain. Today, **we reach more than 50,000 workers through our supply chain.** These are the people whose working conditions we monitor, together with our partners, and strive to improve through audits, visits, and dialogue. Although they do not work exclusively for us, this figure underscores **the scope of our responsibility.** Two foundations underpin this approach: transparency and governance. In this way, we continue to work towards a credible and widely supported vision for the future.

# Sustainability House

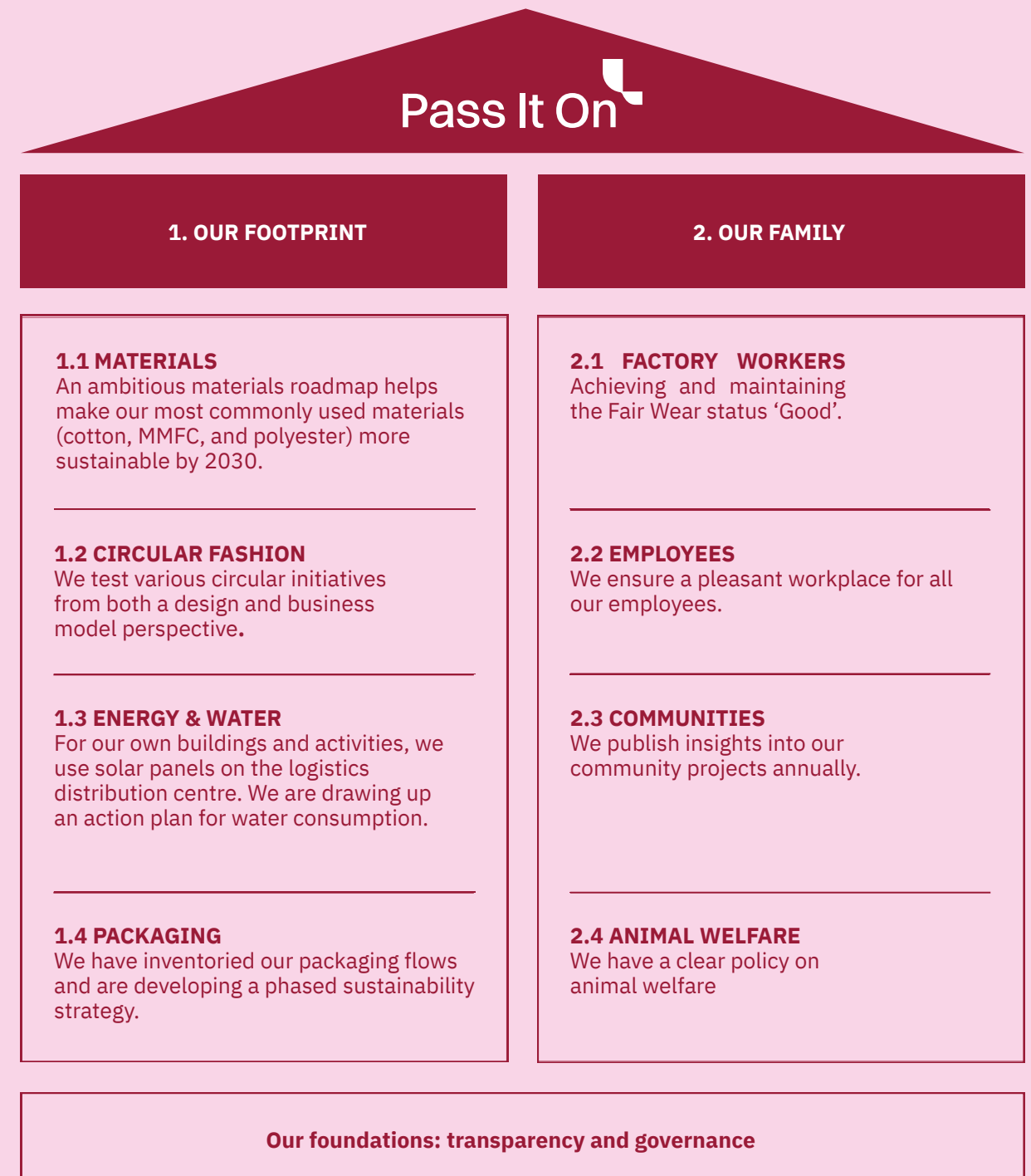
## Pillar 1: Our footprint

This first central pillar encompasses our objectives for **materials, circular initiatives, energy and water consumption and packaging**. This is the beating heart of what we do.

## Pillar 2: Our family

This is everyone who **contributes to our clothing** and more than deserves our support.

**The foundations of our sustainability house: transparency and governance.**



## The price of impact

In 2024, at Claes Retail Group, we conducted a full CO<sub>2</sub> analysis of our value chain for the first time. This analysis provided us with clear insights into where our greatest impact lies and where we, as an organization, can make a difference. In this report, we look back on the steps we have taken over the past year.

As with many fashion companies, the majority of our climate impact falls within Scope 3, primarily in the production of our clothing and the use of materials. Although these emissions are outside our direct control, we take responsibility for them. Our collections are designed and sourced in-house, and production is actively managed from Belgium. This position gives us both the opportunity and the responsibility to make better choices.

Based on these insights, we have further refined our sustainability strategy. We work around two clear pillars: **Our Footprint and Our Family.**

### 1. OUR FOOTPRINT

The largest part of our impact lies in our products. Therefore, we focus on **materials with a lower environmental impact** through a clear **materials roadmap**. At the same time, we are working on structural change by **extending the lifespan of clothing** and testing and scaling up **circular business models**.

### 2. OUR FAMILY

We recognize the **power of our people**, both within and outside our organization. As a family business, that responsibility extends from our **headquarters to our stores and supply chain**. That is why we invest in a strong social policy, including through Human Rights Due Diligence, production site visits, audits, and improvement processes. For JBC, this is reinforced by the partnership with Fair Wear.

With this report, we provide transparency regarding where we stand today, the steps we have recently taken, and where we want to go in the coming years.



**Our**

**foundations**

# Our foundations

Claes Retail Group's sustainability strategy rests on two strong foundations: transparency and governance. Together, they form the basis for how we make decisions, collaborate, and make progress.

For us, transparency means open and honest communication, both within the organization and with all stakeholders in our value chain. Governance ensures that our ambitions are anchored in clear structures, responsibilities, and decision-making at the highest level.

## Foundation 1:

### Transparency

Transparency is embedded in our way of working. We communicate clearly about what is going well and where we can still improve. In this way, we build trust with our stakeholders, including customers, employees, franchisees, NGOs, government bodies, and the press.

As a signatory to the **Transparency Pledge**, we commit to communicating openly about our production locations. We publish an overview of our suppliers for all our brands, including information on location, type of production, number of employees, and the duration of the partnership. This data is compiled in accordance with the international Open Data Standard for the Apparel Sector.

Today, we have a clear view of our production up to the garment level (Tier 1). At the same time, we continue to deepen our insights towards the earlier links in the chain, with the aim of gradually expanding our transparency.

In addition, we collaborate with external partners to strengthen our approach. For example, **JBC** works with **Fair Wear**, which supports us in improving our policy and due diligence approach and assesses our efforts annually through the Brand Performance Check.

The monitoring of our production sites is carried out through a combination of **independent audits** and internal monitoring processes. This approach is applied at the group level, enabling us to monitor working conditions consistently and in a structured manner across all brands.

## The foundations of our sustainability strategy, #PassItOn



## Foundation 2:

### Shared and excellent governance

Strong governance forms the backbone of our sustainability strategy. Within Claes Retail Group, we work with a clear and transparent organizational structure in which **sustainability is anchored at a strategic level**.

The Board of Management determines the Group's **long-term strategy** and oversees its implementation. Sustainability is a structural part of the agenda and is taken into account in the **balancing of financial, ecological, and social objectives**.

The Sustainability Team reports on a regular basis on the progress of actions, strategic priorities, and relevant developments, such as changing legislation.

The Board of Directors is composed of 2 Executive Directors, family shareholders, and 5 non-executive and independent directors. There are 58% male and 42% female directors. **Bart Claes** (CEO), **Ann Claes** (CEO), **Daniel Krug** (Chairman, expert in consumer goods), **Lieve Pattyn** (expert in marketing), **Ann Claes** (expert in fashion AI and sustainability), **Peter Grypdonck** (expert in online and omnichannel), **Patrick Hermans** (expert in finance and M&A).

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### Sustainability Committee

In 2024, we are establishing a Sustainability Committee as the next step in strengthening our sustainability approach. The committee consists of members of the Executive Board, our Sustainability Manager, and two external experts: **Frederik Matthijs (Trividend) and Jasmien Wynants (Masjien)**.

With this committee, we are ensuring that **our strategy is critically evaluated and adjusted in a targeted manner**. The external members bring an independent perspective, complemented by relevant expertise and practical experience. This is a deliberate choice to sharpen our ambitions and strengthen the credibility of our approach.

### Board of the Year

Our Board of Directors was awarded in 2023 for the remarkable journey it has undertaken. The knowledge platform *De Bestuurder* **named our Board of Directors ‘Board of the Year’**. The expert jury praised the **strong cohesion** between family members and external directors, the **impressive professionalism**, and the **valuable contribution of the directors’ children** as observers.

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### “The third generation”

Several grandchildren of the Claes family are currently **active within the organization**. In addition, all members of the third generation are invited to **attend the Board of Directors as observers**. In this way, we prepare the next generation step by step for a future role within the company and safeguard the continuity of our family group.

### Management and Board of Directors

The teams are self-organizing and ensure the follow-up and execution of daily operations within all entities of the group. Our group has **4 management teams** (one per brand and one for the holding company) and **1 Executive Board**.



**Anaïs Claes, Sustainability Manager at Claes Retail Group:** “Sustainability has been in our DNA for generations, but each generation gives it its own interpretation. Today, sustainability is under pressure due to the many challenges in the world, but it is precisely then that it becomes clear what you truly stand for as an organization. For us, this is not a temporary priority, but a conscious and lasting choice. As the third generation, I have the opportunity to help take on that responsibility and deepen it further, both at a strategic level and in practice. In this way, we continue to build, step by step, a sector resilient to the future.”

# Sustainability governance

To structurally embed sustainability within Claes Retail Group, broad support throughout the organization is essential. Through cross-departmental collaboration and close alignment with the Sustainability Team, we integrate sustainable practices into all aspects of our operations, from supply chain and production to waste management and cost control.

In addition, we invest in employee training and awareness, critically evaluate our performance, and ensure compliance with applicable sustainability standards and regulations.

At CRG, sustainability is a shared responsibility, with clear roles at every level of the organization:

## Claes Family:

The family determines the long-term vision and core values of the company, with sustainability as an essential component. It ensures that these values are consistently translated into strategy and decision-making, and fosters a culture of responsibility within and outside the organization.

As ambassadors, they actively spread the sustainability story and connect generations around this shared commitment.

**#PassItOn**

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## Board of Directors:

The Board of Directors approves the sustainability strategy and oversees its implementation. In doing so, sustainability is incorporated into the group's broader strategic and financial considerations.

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## Executive Board:

The Executive Board helps shape the sustainability strategy and translates the ambitions of the Board of Directors into clear strategic priorities. In close collaboration with the Sustainability Team, it determines the direction and ensures that sustainability is structurally integrated into the broader business strategy.

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## Sustainability Team:

The Sustainability Team develops and implements the sustainability policy and supports the organization with expertise. The team monitors compliance with guidelines, identifies opportunities for improvement, and acts as a central point of contact and connecting link within the organization.

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## Sustainabuddies:

Sustainability is alive throughout the entire organization. Through the Sustainabuddies network, employees from various departments are actively involved. They share knowledge, contribute ideas, and help further promote sustainable initiatives in their daily operations.

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# Our footprint

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## Making our clothing more sustainable

**This first pillar of our sustainability house focuses on reducing our environmental impact. In doing so, we focus on materials, circularity, energy, water, and packaging.**

Every garment we produce has an impact. From the choice of materials to use and maintenance by the consumer. That is why we strive to map and reduce the impact as accurately as possible across the entire life cycle of our products. Because measuring is knowing.

Based on these insights, we make targeted choices to further increase the sustainability of our products and processes. In what follows, we explain which steps we are already taking today and where further progress is possible.

**Our commitment to a smaller ecological footprint. #PassItOn**



# The impact on the climate

## Tackling hotspots

The impact CRG has on climate change is divided into three so-called 'scopes'. **Scope 1 emissions** are the **direct emissions from sources owned by CRG** or over which we have control, such as our company cars and the heating in our buildings. **Scope 2 emissions** are indirect and, in our case, represent the **emissions from purchased electricity**. Scope 3 encompasses all emissions arising from activities in our value chain but over which we have **no direct control**. Examples include the production of the garments we sell, their transport, the impact of use, and the eventual waste processing of this clothing.

## The start: baseline measurement

In the spring of 2024, in collaboration with Vaayu, we mapped our **climate emissions as accurately as possible**. Their methodology for calculating the climate footprint is certified by the independent TÜV Rheinland and is in line with the requirements of the international Greenhouse Gas Protocol (GHG).

The calculations were performed fully automatically based on primary and secondary data. The entire life cycle of our garments was taken into consideration. This calculation served as our baseline measurement.

## Continuation of the measurement

In **2026**, we will resume mapping our emissions. An **update** on this will appear in our next **sustainability report**. Additionally, we are currently identifying energy efficiency hotspots in our supply chain at our production partners.

**Closer to home**, we also try to do our part with **solar panels** on the roofs of our **distribution center**. In addition, we have installed charging stations at our head office in Houthalen for our electric and hybrid vehicle fleet.

## Transport

For the transport of your clothing to our distribution center, we primarily use **sea, rail, and road transport**. We only choose air transport if there are truly no other options available, as this is the most environmentally damaging form of transport. Additionally, we continuously work on **optimizing our loads**. We strive to consolidate various orders into a single package whenever possible.

## CRG Scope 1, Scope 2 en Scope 3 greenhouse gas emissions in 2023 (tons of CO<sub>2</sub>e)

Scope	Category	CO <sub>2</sub> emissions (tonnes CO <sub>2</sub> e)
1	Fixed combustion sources	5
	Mobile combustion sources	427
<b>TOTAL SCOPE 1</b>		<b>432</b>
2	Location-based electricity	1.525
	Market-based electricity	166
<b>TOTAL SCOPE 2</b>		<b>1.691</b>
3	Purchased goods and services	73.060
	<i>For resale</i>	67.097
	<i>Other goods</i>	593
	<i>Other services</i>	4.476
	<i>Office equipment</i>	6
	<i>Cloud and hosting</i>	708
	<i>Secondary packaging</i>	179
	Capital goods	3.713
	Energy-related activities outside scope 1 & 2	709
	Upstream transport & distribution	5.479
	Waste processing (operational)	389
	Business travel	138
	Home-to-work commuting	662
Use of sold end products	9.913	
End-of-life of sold products	4.135	
Assets leased to third parties (downstream)	20	
<b>TOTAL SCOPE 3</b>		<b>98.218</b>
<b>TOTAL LOCATION-BASED</b>		<b>100.175</b>
<b>TOTAL MARKET-BASED</b>		<b>98.816</b>

Location-based calculation: the CO<sub>2</sub> emissions of the electricity generated per year, based on the electricity mix in the country.  
Market-based calculation: takes into account the contractual instruments the company uses for the purchase of electricity, including electricity generated from renewable sources.

The four components we are focusing on to reduce our footprint are:

1 MATERIALS

2 CIRCULAR INITIATIVES

3 ENERGY & WATER

4 PACKAGING

# 1. Materials

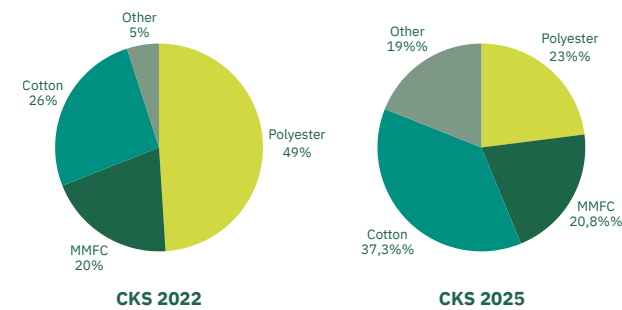
## Alternative materials, that's what we're going for

### Why focus on materials

The choice of materials for our clothing largely determines their impact on the environment and people. The origin of these materials therefore holds potential for sustainability. To make more **sustainable material choices**, the fashion sector is moving towards **materials with a lower environmental impact than conventional alternatives**. To demonstrate that these materials effectively have a lower impact on the environment, we rely on independent certification mechanisms.

### Material usage per type

(% cotton, MMFC, polyester)

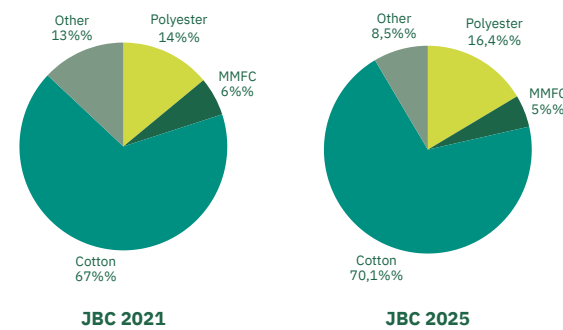


### Materials with a lower impact

Why we choose cotton, polyester, and MMFC. Our focus is on the materials that appear most frequently in our collections. We have therefore chosen the materials that truly make an impact.

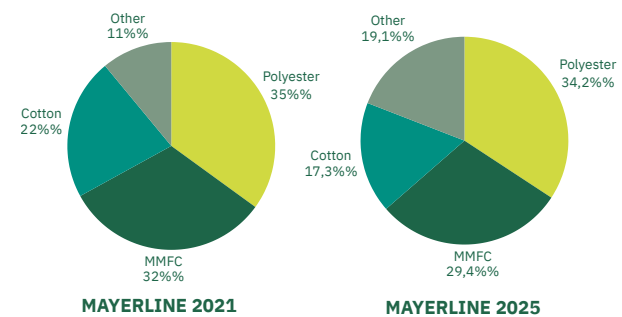
### CKS

The year 2022 served as a reference point for identifying the key materials. In 2025, these three materials still represent a significant share of CKS purchases, together accounting for 81.03%. In addition, a clear shift towards a larger share of cotton is visible.



### JBC

At JBC, these three materials will still represent the vast majority of purchased materials used in production in 2025, with a share of 91.50%. The distribution between polyester, MMFC, cotton, and other materials has remained largely stable.



### MAYERLINE

At Mayerline, too, the material distribution remains largely stable. In 2025, the three core materials still represent 80.89% of purchased materials. This means that this share of purchased materials falls within the roadmap to make our fabrics more sustainable.



## Certificates

Most alternative materials in the roadmap are certified via the **independently verified certificates** listed below. In the context of the Empowering Consumer Directive, we consciously choose certificates that have been verified by third parties. In a maze of possible labels and certificates, we selected the certificates below because they help us remain in line with anti-greenwashing legislation. This is not only the right approach but also essential to continue mentioning, so that you as a consumer can have confidence in our transparency and integrity.



### Better Cotton

Better Cotton – formerly known as the Better Cotton Initiative (BCI) – helps cotton farmers worldwide to cultivate more efficiently with less impact on people and the environment. The organization operates according to seven principles, including water management, soil health, reducing harmful pesticides, and promoting decent work. CRG is a member of Better Cotton and thereby supports more sustainable cotton cultivation. Producers are independently audited to obtain and maintain the label. Better Cotton uses a **mass balance approach**: during the spinning process, conventional cotton is blended with Better Cotton. As a result, the final product does not necessarily contain Better Cotton, but sustainable production is supported through the purchase volume.



### GOTS

The Global Organic Textile Standard (GOTS) guarantees that cotton comes from organic farming, free from chemical fertilizers, synthetic pesticides, or genetically modified seeds. In addition, GOTS sets social and environmental requirements for all processing steps: from fiber production to garment manufacturing. The standard includes full supply chain transparency, strict chemical restrictions, and social criteria based on ILO standards. Independent certification bodies conduct annual audits.



### OCS

The Organic Content Standard (OCS) from Textile Exchange certifies the content of organically grown fibers in a product. The standard verifies the presence and quantity of organic fibers from the farm to the finished product, but without social or environmental requirements for the processing steps. The **OCS 100** label requires at least 95% organic material, while the **OCS Blended label** applies to a proportion between 5% and 94%.



### GRS

The Global Recycled Standard (GRS) is the global standard for recycled materials. The goal is to increase the amount of recycled raw materials in products. The standard applies to the entire chain and includes traceability and principles for people, the environment, and chemicals. GRS requires independent verification.



### RCS

The Recycled Claims Standard (RCS) verifies the presence and quantity of recycled material in a product. RCS 100 requires at least 95% recycled material; RCS Blended is used for products with 5% to 94%. Unlike GRS, RCS does not contain social or environmental requirements.



### Tencel™

**Lyocell and modal** are produced by Lenzing™ from wood pulp sourced from sustainably managed forests. The closed-loop system reuses water and solvents, resulting in a low environmental impact. These fibers are biodegradable and certified by leading standards such as FSC™ and PEFC™.



### Lenzing™ EcoVero™

ECOVERO™ is a sustainable viscose variant of Lenzing™, derived from wood and pulp from certified sustainable forest management (FSC™ or PEFC™). Production takes place in an energy-efficient, low-emission process, and the fibers are fully traceable. ECOVERO™ has been awarded the European Ecolabel and, according to Canopy's Hot Button Report, is among the most sustainable viscose options in the world.















### Chetna Cotton

Chetna Cotton is an initiative from India for organic cotton that supports small farmers with fairer prices and better living conditions. It is not a certificate, but a sourcing initiative with an additional positive social impact and traceability.

## Lyocell and Modal

To be considered a 'lower impact material', a fiber must be certified according to one of the recognized standards. However, for MMCF (man-made cellulosic fibers), we make a deliberate exception: lyocell and modal without certification are also counted as lower impact materials. These fibers naturally have a more sustainable profile thanks to their efficient production process and renewable origin. Certified MMCFs such as TENCEL™ Lyocell or LENZING™ ECOVERO™ are often more expensive, which makes large-scale application not always feasible. In that case, non-certified lyocell and modal offer a realistic and relatively more sustainable alternative compared to conventional viscose.

CONVENTIONAL	LOWER IMPACT
<b>Cotton</b>	<p><b>Organic</b></p>     
	<p><b>Recycled</b></p>  
<b>Polyester</b>	<p><b>Recycled</b></p>  
<b>MMCF (Man Made Cellulosic Fibres)</b>	<p>Lenzing™ fibers (Tencel™ EcoVero™ Lenzing™ modal)</p>   
<b>Non-certified fibers</b>	lyocell and modal

# A realistic path to better materials

In 2023, we set ourselves an ambitious goal: to use exclusively lower-impact materials in our collections by 2030. That ambition remains as a guiding point on the horizon. At the same time, we are consciously choosing to adjust our external objectives towards a more realistic and feasible trajectory.

“We believe it is important to communicate objectives that we can actually achieve, with respect for our customers, employees, suppliers, and the product. Therefore, we choose to formulate a target that remains ambitious but is achievable within the economic and practical reality of our sector.”

— Anaïs Claes, Sustainability Manager

Internally, we continue to strive for 100% lower-impact materials. Externally, we communicate objectives that provide an honest and achievable picture of what is possible within our supply chain today.

## CRG targets by 2030

- **Cotton:** 95% of the cotton has a lower impact
- **Polyester:** 30% recycled polyester
- **MMCF (man-made cellulosic fibres): 70%** sourced from **more sustainable forestry** and with more closed chemical processes

These objectives take into account the specific challenges per material type.

## Material-specific challenges

### Cotton

We are making the fastest progress on cotton. At the same time, we consciously retain room for a portion of conventional cotton. In exceptional cases – such as with small runs or very short delivery times – it is not always possible to switch fully to alternatives with a lower impact.

### Polyester

The availability of recycled polyester is under pressure due to rising global demand. In addition, quality challenges persist, particularly with more complex material combinations. Therefore, we are opting for a phased approach, initially focusing further on knowledge building and product quality.

### MMCF (man-made cellulosic fibres)

For MMCF, we strive for a shift towards fibers from more sustainable forestry and production processes with a lower chemical impact. At the same time, we take affordability and scalability into account. Therefore, we also include non-certified alternatives such as lyocell and modal in our transition, alongside certified options such as TENCEL™ and LENZING™ ECOVERO™.

## From weight to impact per garment

In our first materials roadmap, we expressed our progress in weight. Although this is a measurable indicator, this approach proved insufficiently representative of the diversity of our product range.

That is why we switched to garment-by-garment reporting. By counting every item – from baby to adult collections – we get a more complete and honest picture of our progress, taking into account the respective contribution of the fiber. We also consider the material composition of each garment, so that we can report more accurately on the effective impact of our collections.

This approach aligns with our belief that every step counts. By measuring and communicating our progress in this way, we make our materials strategy more transparent, inclusive, and relevant to our entire customer base.



# Materials, that's how we make the difference!

## The impact of our material choices

Materials represent a key lever for reducing the environmental impact of our products. Therefore, within Claes Retail Group, we focus specifically on lower-impact alternatives, such as organic cotton and recycled polyester. **To provide insight into these choices, we translate insights from life cycle analyses into indicative figures at the collection level.** In doing so, we consciously focus on these **two material flows** as key levers within our materials roadmap, thereby **highlighting part of the potential impact.**

**Organic cotton** can contribute to lower water usage and lower greenhouse gas emissions. Recycled polyester helps reduce CO<sub>2</sub> emissions by avoiding new fossil raw materials. Applied to large volumes, this results in a significant potential impact on our total footprint.

### Important nuance

The figures shown are based on average values from life cycle analyses and are interpreted conservatively. They serve as an indicative estimate and may vary depending on product composition, production process, and geographical context.

### Indicative impact of our material choices

Based on this approach and applied to the volumes within our collections, we estimate that our commitment to organic cotton and recycled polyester can contribute to the following potential impact:



#### Organic cotton

- to -2.07 billion liters of water usage
- to -4.1 million kg CO<sub>2</sub> emissions



#### Recycled polyester

- up to -13.5 million liters of water usage
- to -0.27 million kg CO<sub>2</sub> emissions

**That is the equivalent of 832 Olympic swimming pools of water and the annual energy consumption of approximately 1,100 households.**

These figures illustrate the potential impact of our material choices at scale and help to make progress within our materials roadmap tangible.



## Towards an integrated vision of ecodesign

In 2024, we developed a first version of our ecodesign framework through workshops and co-creation with our design, procurement, and sustainability teams. The framework is inspired by the future direction of the ESPR and the EU Textile Strategy and builds on our materials roadmap.

Over the past year, we invested heavily in **internal knowledge** building through workshops and knowledge-sharing sessions. In doing so, we strengthened the expertise within our design and purchasing teams regarding factors that make clothing recyclable, disassembleable, high-quality, and safe. **This awareness forms an important foundation in the run-up to the future ESPR framework.**

### Our ecodesign pillars

#### 1 Designing for a lower impact - MATERIALS

We strive to use lower-impact materials as much as possible, as defined in our materials roadmap.

#### 2 Designing for the end of life - RECYCLABILITY

We have established a framework for recyclability and internal knowledge building. Depending on further developments in ESPR legislation, this theme will be further concretized.

#### 3 Designed for longevity - QUALITY

We have developed a system over the past year to properly monitor quality. We look at pilling, color fastness, and tensile strength, among other things.

#### 4 Designing for safety - HARMFUL SUBSTANCES

We continue to further strengthen our policy regarding chemical substances. Within certain product categories, there are potential inherent risks associated with the use of harmful substances, for example with water-repellent finishes, coatings, prints, metal parts, and leather. To manage these risks, we have further tightened our chemical management. We systematically collect test reports and strengthen our due diligence. Where necessary, we conduct additional product tests.



**These four pillars form the foundation for further ecodesign guidelines. Given that there is still insufficient clarity regarding ESPR legislation, we will monitor in the coming period how to further concretize these principles and make them measurable in the future.**

## 2. Circular fashion

### The future of fashion begins here

#### Towards a circular economy

According to the Ellen MacArthur Foundation, an international authority on the circular economy, circular fashion is based on garments that meet three key criteria:

1. Be used more: use materials and products for as long as possible in their highest quality form. Reuse is the message, so #PassItOn.
2. Specifically designed to be made again: products are manufactured in a way that enables reuse, remanufacturing, or recycling.
3. Made from **safe and recycled or renewable materials** ('made from safe and recycled or renewable inputs'): products that are harmful to humans and the environment are being phased out. The use of new raw materials is reduced to a maximum and, where necessary, comes from renewable sources.

At CRG, we want to move away from a purely linear fashion sector and its impact, step by step. **Our ambition? To further grow existing circular initiatives and to test and bring new circular initiatives to market.**

#### Circularity: step by step

The **R-ladder** is a model that ranks circularity strategies based on their effectiveness in saving raw materials and reducing environmental impact. The higher a strategy ranks on the ladder, the more circular it is. The model is often used as a **guideline for circular business and product design.**

**Each brand within the group is launching its own initiatives to evolve step by step towards greater circularity.**

## Circularity: step by step

### REFUSE

**Refuse:** avoid the use of products or materials that are not necessary.

#### CRG

Maintenance Program- and Advice

### REUSE

**REUSE:** reuse products in their original form.

JBC Op-Nieuw and JBC name labels

CKS x Dressr rental service

JBC x Walter Van Beirendonck production on demand sweaters

### REPAIR

**REPAIR:** repair defective products to extend their lifespan.

#### Mayerline

Alterations service at events

### REPURPOSE

**REVISING:** use parts from discarded products to make new products.

Mayerline REnew collections

JBC x Walter Van Beirendonck limited edition with leftover yarns

### RECYCLE

**RECYCLE:** process materials into new raw materials.

#### HNST

Jeans with recycled cotton\*

### RECOVER

**RECOVERY:** recover energy from materials, for example through combustion.

## Our circular initiatives

A selection of existing circular initiatives within CRG. Each brand determines its own focus and actions. You can find the specific actions per brand on the websites of CKS, JBC, and Mayerline.

## The group

### Extensive maintenance range and advice

We understand the importance of proper clothing care. That is why we offer a range of care products. Think: lint removers, wool combs, sewing kits, coat brushes, and the natural products from the Belgian brand Nanex. In this way, we help our customers maintain their wardrobes for a long time and in good condition. All our employees are also trained to provide the correct washing advice.

## CKS

### CKS x Dressr: clothing rental

In 2022, CKS started a collaboration with the Belgian clothing rental platform Dressr. Through this platform, customers can rent selections from the **CKS LIMITED** capsule collection, including festive statement items such as satin dresses, blouses, jacquard jackets, and sequin skirts, each made from high-quality fabrics. In 2024, this collaboration was expanded to include the rental of daywear from the current collection, and in 2025, **the range was further expanded** from the regular collections.

## Mayerline

### Re-new

Clothing and fabrics are valuable. Even if they no longer fit into our collection or your wardrobe. At Mayerline, we therefore want to limit our excess stock as much as possible. That is why we create **new designs every season using unprocessed garments and fabrics**. Think: using up leftover meters of fabric or taking an old garment apart and cutting it up into a completely new piece. This is creatively challenging and very labor-intensive, but it brings significant added value.

### Quality for years

Mayerline creates high-quality collections that remain beautiful and wearable year after year, with the perfect fit for every body and pieces that can be combined across generations, seasons, and collections. Our designers use color charts that transcend seasons, making it easy to combine new and previous creations. To help customers extend the lifespan of their clothing, they receive spare threads and buttons with every garment. Additionally, we organize vintage catwalks and combine new clothing with previous collections in our photoshoots. In this way, we inspire customers to wear their clothes for a long time.

### Alteration services and -events

To refresh clothing or make it fit even better, there is a permanent, paid alteration service in all Mayerline stores. During alteration events in the Mayerline flagship stores at the start of each season, our customers can rediscover, repair, or refresh their Mayerline pieces. And during the R.E.S.P.E.C.T. weekend, they can return clothing they no longer wear or have it altered. This is a wonderful opportunity to re-evaluate clothing and combine it across different seasons and collections.

### From collection box to local reuse

The *kringwinkels* sort the collected clothing and ensure that it is put back up for sale. In this way, clothing gets a **second life locally**, and we contribute to **supporting the social economy**.



## JBC NEW

### #PassItOn with JBC

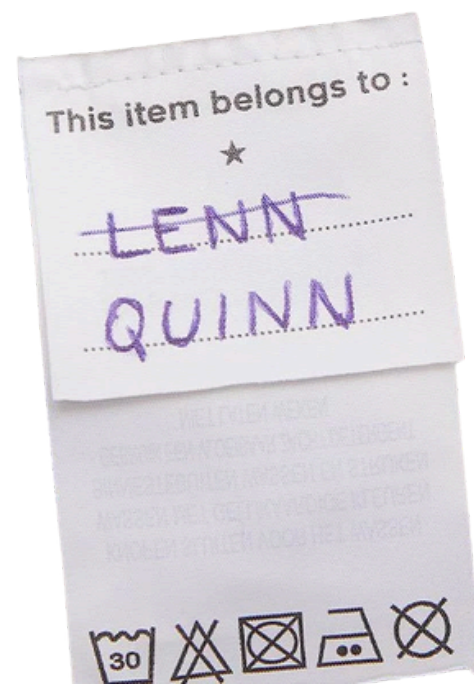
### Second-hand pop-ups

Our JBC clothing is made to be passed on – and thanks to the quality, you do so with your hand on your heart. As a family business, we consider that only logical.

In 2023, we launched **JBC Op-Nieuw**. Within this collection program, customers can return their pre-loved baby or children's clothing from our own brands during special **Bring Back moments** that we announce in advance.

During these times, our store staff performs a thorough quality check. If the clothing does not meet the requirements, they can leave it in our collection bins. The approved clothing gets a second life in one of our **Secondhand** pop-ups spread throughout Flanders.

Since 2025, we have also been organizing sales weekends on location.



#### Name tags

Did you know that all JBC kids' clothing comes with a name label that has room for two names?

In this way, we want to encourage our customers to pass clothing down from child to child. This doesn't have to be limited to their own family; it can also be to other children through a Bring Back session.

## A second (or third) life for 273,506 garments

Since March 2023, no fewer than 273,506 garments have been given a second life through JBC Op-Nieuw.

When such a part replaces a new purchase, we avoid raw materials and CO<sub>2</sub>.

In total, 831,458,240 liters of water and 6,017 tons of CO<sub>2</sub> have already been avoided in this way. That is enough to fill 5.5 million bathtubs and fly around the world 835 times!



# JBC

## Walter van Beirendonck x JBC: Limited Edition

In 2025, we celebrated 50 years of JBC with a unique collaboration that offers a glimpse into the future. Belgian fashion designer Walter Van Beirendonck designed a limited edition 'Future Friendly' collection. Unisex sweaters for the whole family, made from leftover yarns in the heart of Belgium, at the family business Cousy in Zottegem.

Seven models were created from 102 yarn colors. 500 items were produced. The great success meant that the items sold out in no time. Therefore, we launched a new initiative: production on demand. We went looking for more leftover yarns and allowed interested parties to pre-order. We produced only what was ordered in advance, based on a zero-waste principle.



## FUTURE FRIENDLY



### 102 REMNANT YARNS IN LIMITED COLORS

Instead of using new yarns, these sweaters are made from leftover yarns from other Cousy productions. These yarns are surplus from other productions and are normally unused. They are only available in limited quantities and in a limited range of colors.

### 7 UNIQUE COLOR COMBINATIONS CURATED BY WALTER

From 102 different base colors, Walter Van Beirendonck created 7 unique combinations that form the foundation of this design. The designer did not start with a blank canvas, but worked within the boundaries of the available remnants.

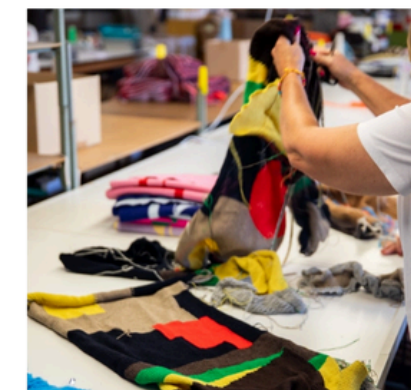


### HANDCRAFTED IN BELGIUM BY 32 PAIRS OF HANDS

Each sweater is fully finished by hand, piece by piece, to avoid color differences. In total, they are made by 32 artisans from the family-owned Cousy workshop in Zottegem. Whenever a yarn color is prepared, three specialists are immediately involved in the dyeing process. This is a process rarely seen in the fashion world.

### EACH PIECE IS UNIQUE WITH ITS OWN STORY.

The result: a limited edition collection of 500 sweaters for the entire family, where each piece is unique, right down to the yarns. Each sweater tells its own story.



# Management of unsold goods

As part of our circular strategy and in line with the R-ladder, we strive to maximize the lifespan of products and limit destruction to a minimum.

In accordance with the Ecodesign for Sustainable Products Regulation (ESPR), starting in 2026, we will report annually on the quantity of unsold consumer goods effectively removed from stock, as well as on the processing routes used. This reporting covers the **period from 01/02/2025 to 31/01/2026** and includes exclusively finished products owned by the company and intended for sale.

The table on the right provides an **overview** of unsold goods **by brand entity and product category**, including the number of units, total weight, and the processing route used.

The **majority of unsold goods** are used for **preparation for reuse**, which aligns with our ambition to keep products in circulation for as long as possible. These goods are resold to **external partners**, who subsequently resell them in other **markets outside Belgium**.

**Destruction remains limited** and occurs only in specific cases where products can no longer be safely or legally placed on the market. **For CKS, no goods were disposed of during this reporting period.**

Brand	Category	# of units	Total weight (kg)	Including packaging?	Reason for discarding	WASTE TREATMENT OPERATIONS			
						Preparing for REUSE (%)	DESTRUCTION - Recycling (%)	DESTRUCTION - Disposal (%)	DESTRUCTION - Total (%)
Mayerline	Woven tops	2.333	889	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Knitwear	3.404	1.297	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Accessories	634	121	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	T-shirts	161	38	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Skirts	1.926	766	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Trousers	1.484	590	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Outerwear	878	676	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Dresses	2.665	2.084	No	Commercial unsuitability	100%	0%	0%	0%
Mayerline	Footwear	39	36	No	Commercial unsuitability	100%	0%	0%	0%
JBC	Knitwear	485	185	No	Irreparable Damage (not economically viable)	0%	0%	100%	100%
JBC	Accessories	412	37	No	Irreparable Damage (not economically viable)	0%	0%	100%	100%
JBC	Accessories	455	36	No	Commercial unsuitability	100%	0%	0%	0%
JBC	Nightwear	2.097	354	No	Non-compliance with product legislation	0%	0%	100%	100%
JBC	Trousers	1.681	286	No	Commercial unsuitability	100%	0%	0%	0%
JBC	Underwear	80	14	No	Commercial unsuitability	100%	0%	0%	0%
JBC	Outerwear	46	15	No	Commercial unsuitability	100%	0%	0%	0%
JBC	Woven tops	2.744	460	No	Commercial unsuitability	100%	0%	0%	0%

# 3. Energy and water

## Energy consumption

### Reduction targets and actions

In 2026, we will conduct a new assessment of our climate footprint. Based on this, we will **establish reduction targets and a reduction path, including concrete actions**. In doing so, we will align with international targets for the fashion industry insofar as this is practically, technically, and financially feasible.

To reduce our emissions, we monitor energy consumption in our head offices and stores. We are taking step-by-step measures to lower this consumption. For example, since 2025, we have started the switch to LED lighting in our stores. In addition, we limit energy loss by using automatic store doors, among other measures.

Reducing our energy consumption in Belgium is our first priority today. We consider focusing on renewable energy as the next step in our sustainability process, during which we are further investigating which solutions are feasible and relevant to our activities.

With solar panels on the roofs of our distribution center, we generate a portion of our electricity ourselves. In addition, we have installed charging stations at our headquarters in Houthalen for our electric and hybrid vehicle fleet.

## Transport

For the transport of our clothing to the distribution center, we **primarily use sea**, rail, and road transport. We only use air transport when there is no feasible alternative, as this is the most environmentally damaging form of transport.

At the same time, we continuously optimize our logistics by bundling loads and consolidating orders as much as possible.

In exceptional cases, however, air transport can be part of a more responsible choice within the overall picture. After all, excessive pressure on delivery times can have a negative impact on the production phase, such as increased workload, less safe working conditions, loss of quality, and waste due to an increased error margin in production lines. Suppliers may also be placed under disproportionate pressure as a result.

- Therefore, we always make a conscious trade-off between ecological impact and social responsibility. In some cases, we prefer air transport to avoid increased pressure on our supply chain.

CRG Production	mode of delivery
<b>% of ordered quantity</b>	
5%	AIR
2%	RAIL
63%	SEA
8%	SEA/AIR
22%	TRUCK

## Water footprint

We are currently mapping the water impact in collaboration with our supply chain. Based on these insights, we aim to develop an action plan for the coming years.

## 4. Packaging

### Towards less, better, and future-proof

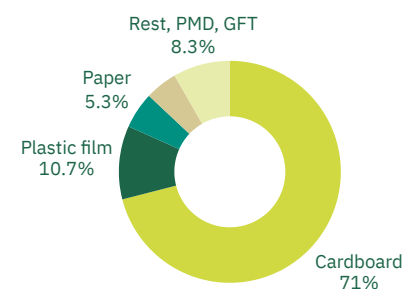
**Packaging** is essential for our logistics and **product protection**, but it also has a clear environmental impact. That is why, at Claes Retail Group, we work according to a clear **ambition: as little packaging as possible, designed as smartly as possible, and constructed as much as possible from monomaterials.**

We start from the principles of the R-strategy and are actively preparing for the European Packaging & Packaging Waste Regulation (PPWR).

#### From insight to action

In 2025, we took an important first step: we fully **mapped our packaging flows** within our headquarters, distribution center, and on the shop floor. This provides us with data-driven insight for the first time and forms the basis for more targeted adjustments and actions.

On the one hand, we observe the following **material breakdown** in our **commercial waste stream**:



An important insight from this analysis is that the **majority (81%)** of our **packaging materials consist of monomaterials.** This means that the individual components (such as boxes) typically consist of a single material type and are therefore, **in principle, easily recyclable.** Consequently, complex multilayer or laminate structures are rarely encountered today.

At the same time, we observe that **functional packaging as a whole is not yet always mono-material** today. In practice, materials are often combined—for example, cardboard boxes with plastic tape or labels **which can disrupt pure material flows in the recycling chain.**

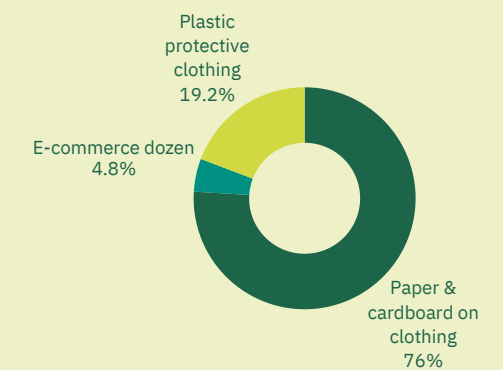
We want to evolve from “primarily mono-material components” to packaging that is optimally recyclable in its entirety.

In doing so, we focus on:

- **avoiding unnecessary material combinations**
- improving separability
- and focusing on alternatives to achieve pure recycling streams



On the other hand, we also have insight into the **household packaging flow**, namely **the packaging that reaches the consumer.** Based on available data, supplemented with realistic estimates for the weight of e-commerce boxes and carrier bags, we see that **80.8% consists of paper and cardboard and 19.2% of plastic.**



The paper carrier bags represent a negligible share (approximately 0.03%) of the total.

For this household waste stream, we have **less direct control over effective processing**, as it **depends on local collection and recycling systems** and consumer behavior. This underscores the importance of clear material choices and design at the source.

- A more concrete **action plan** regarding this will be published in our **2026** sustainability report.

**Our**

**family**

## We pass on warmth and values

This second pillar of our sustainability house encompasses our objectives regarding production site workers, employees, communities, and animal welfare.

Producing and selling clothing is CRG's craft. This is only possible thanks to the dedication of people who give their best every day with pleasure and passion. **Locally, these are our own employees, and globally, the employees of our suppliers.** Every year, we dedicate a portion of our proceeds to initiatives that benefit our society and the planet. We do this by focusing on connection, both with our local Belgian communities and in two of the countries where CRG has clothing produced.

A warm heart and transparent approach for  
and by our people, #PassItOn



# 1. Factory workers

## They count on us, we on them

### Respect and care come first

As a value-driven family business, respect and care for people are central to our operations. Good working conditions for workers in our supply chain therefore form an essential pillar of our sustainability policy. Within Claes Retail Group (CRG) – with the brands JBC, CKS, and Mayerline – we are working on a systematic approach to respect and strengthen human rights in our chain.

Our approach combines clear policy frameworks, long-term partnerships with suppliers, systematic monitoring of production sites, follow-up of actions to be improved, and transparent reporting on our progress.

### Some key figures

Tier 1 suppliers with a signed Code of Conduct	98,77%
<b>Audited</b> Tier 1 locations (based on purchase value)	94,86%
Production sites visited by our teams	70.01% of purchase value
Purchasing value from suppliers <b>&gt;5 years of collaboration</b>	61,77% <b>CRG</b>
Purchasing value from suppliers <b>&gt;5 years of collaboration</b>	89% <b>JBC</b>

These figures also demonstrate how Claes Retail Group focuses on stable partnerships and the structural monitoring of working conditions in the supply chain.

### International standards and sectoral cooperation

Our expectations regarding working conditions are set out in the CRG Code of Conduct (COC), based on the fundamental labor standards of the International Labour Organization (ILO). This **code of conduct is signed by our Tier 1 suppliers**, the production sites where our clothing is assembled.

The COC addresses, among other things:

- the ban on child labor and forced labor
- non-discrimination and equal treatment
- freedom of association and collective bargaining
- safe and healthy working conditions
- compliance with statutory working hours and wages

To further embed these principles, we collaborate with international initiatives that support companies in improving working conditions in the garment sector.

For example, **Claes Retail Group** is affiliated with amfori, an international business association that supports companies in improving social and environmental performance in their supply chains. Through the amfori platform, **we monitor supplier audit results** and gain insight into social and environmental performance.

Following the collapse of Rana Plaza in 2013, in which more than 1,100 workers lost their lives, the **Bangladesh Accord on Fire and Building Safety** was established to structurally improve safety at production sites. **JBC was the first Belgian retailer to sign this accord**, thereby committing to actively contribute to safer working conditions in Bangladesh.

Today, JBC continues that commitment by signing the **International Accord for Health & Safety in the Textile and Garment Industry**. This internationally binding agreement between brands and trade unions **aims to improve the health and safety of workers in the garment sector** through independent inspections, transparent reporting, and structural improvement processes at production sites.

In Bangladesh, this program is implemented locally by the RMG Sustainability Council (RSC). This organization is a joint initiative of international brands, manufacturers, and trade unions and continues the work of the original Bangladesh Accord. **The RSC conducts independent inspections at production sites and checks, among other things, fire safety, electrical installations, structural building safety, and boiler installations.** In addition, the organization supports production sites in implementing measures to be improved, organizes safety training for employees, and **manages an independent complaints mechanism** regarding occupational safety.

Together with our Bangladeshi suppliers, we want to contribute to safer working conditions in the production sites where our clothing is produced.

**We're doing GOOD together**

Finally, **JBC partners with Fair Wear**, an independent organization that guides brands in improving labor practices in their supply chain. Fair Wear annually assesses the policies and efforts of brands through a **Brand Performance Check**, which evaluates purchasing practices, monitoring of production sites, complaint mechanisms, and transparency, among other things.

JBC once again achieved the **'GOOD' category**, confirming that the brand is structurally working to improve working conditions at suppliers.

Although **JBC** has been **collaborating with Fair Wear as a brand since 2016**, the policy **regarding human rights and working conditions within the supply chain is monitored at group level within Claes Retail Group (CRG)**.

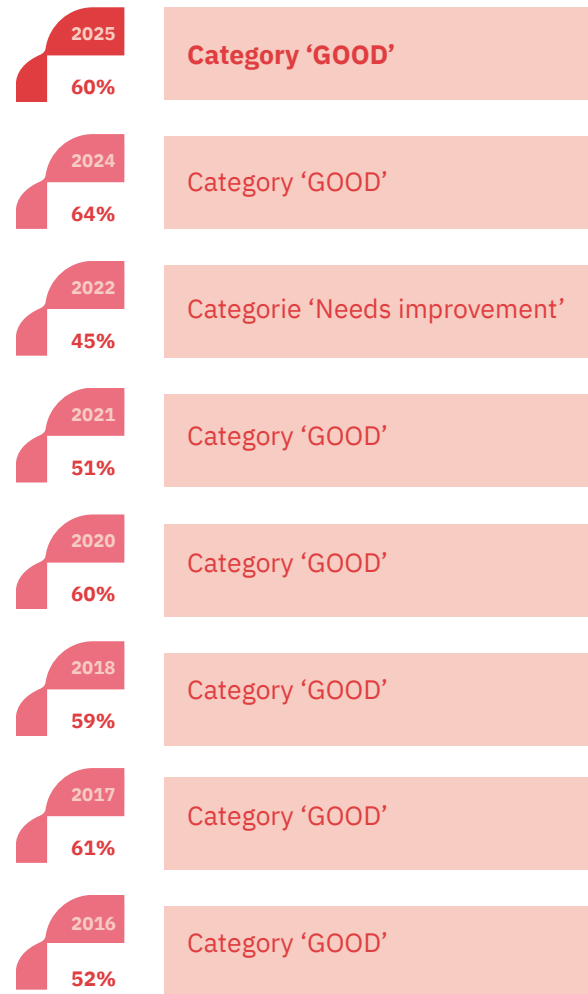
The collaboration with Fair Wear has played an important role in strengthening and structuring our approach to responsible supply chain management. The insights from the Fair Wear Brand Performance Check help us to further refine our processes and continuously improve them.

The principles and methodology applied within Fair Wear are therefore more broadly integrated into the monitoring of Claes Retail Group's supply chain.

**Responsible purchasing practices: Long-term partnerships with suppliers**

Within our purchasing strategy, we strive for stable and **long-term partnerships** with suppliers. In a sector often characterized by rapid changes and price pressure, we believe that stability forms an important basis for fair working conditions.

**BPC PUBLICATION YEAR**



Long-term relationships foster mutual trust and enable the implementation of structural improvements at production sites. Within **Claes Retail Group**, **61.77%** of the total **purchasing value** is placed with **suppliers with whom we have been working for more than five years**. For **JBC**, this share is even higher at **89%**, highlighting the strong focus on long-term, equal partnerships.

New suppliers are only approved after an evaluation of both commercial and social criteria. In this process, we collect information regarding, among other things, production capabilities, working conditions, audit reports, and the supplier's sustainability initiatives.

Through this approach, we are building a supplier portfolio that is not only high-quality and reliable, but also willing to work with us on improvements in working conditions.

**Human Rights Due Diligence**

Risk analysis in our supply chain  
The monitoring of our supply chain is based on a Human Rights Due Diligence (HRDD) approach. This approach combines systematic risk analysis with monitoring and improvement actions, creating a continuous process in which insights reinforce each other.

Our analysis starts from inherent risks: risks that exist before any intervention or control takes place. These risks are mapped based on country and context factors as well as production site-specific characteristics.



### Contextual risk analysis

Initially, we analyze the regional and national context in which a production site operates. In doing so, we assess the situation against eight core principles regarding labor rights:

- free choice of employment and risk of forced labor
- equal treatment and non-discrimination protection against child labor
- freedom of association and collective bargaining
- access to a living wage
- compliance with working hours and correct compensation for overtime
- safe and healthy working conditions
- formal employment relationships and access to social protection

This analysis helps us understand which human rights risks typically occur within a specific region or sector.

	Forced labor	Freedom of association and collective negotiations	Discrimination	Child labor	Correct remuneration	Reasonable working hours	Safe and healthy work-circumstances	Work contracts
Bangladesh	High	High	High	High	High	High	High	High
China	High	High	High	High	High	High	High	High
India	High	High	High	High	High	High	High	High
Italy	Low	Low	Low	Low	Low	Low	Low	Low
Latvia	Low	Low	Low	Low	Low	Low	Low	Low
Lithuania	Low	Low	Low	Low	Low	Low	Low	Low
Madagascar	Low	Low	Low	Low	High	Low	High	High
Moldavia	Low	Low	Low	Low	Low	Low	Low	Low
Pakistan	High	High	High	High	High	High	High	High
Poland	Low	Low	Low	Low	Low	Low	Low	Low
Portugal	Low	Low	Low	Low	Low	Low	Low	Low
Romania	Low	Low	Low	Low	Low	Low	Low	Low
Spain	Low	Low	Low	Low	Low	Low	Low	Low
Tunisia	Low	Low	Low	Low	High	Low	Low	Low
Turkey	High	High	High	High	High	High	High	High

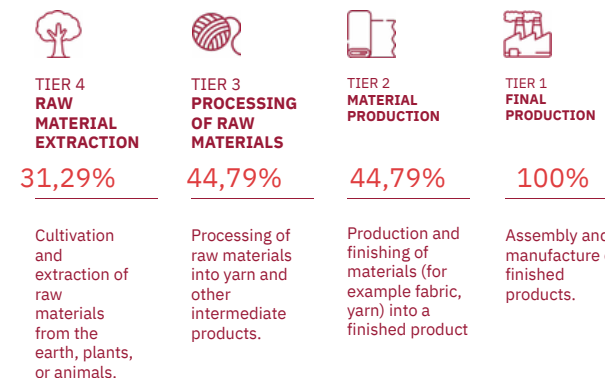
### Specific risks per production location

In addition to contextual factors, we also take into account characteristics of the production site itself.

In doing so, we look at, among other things:

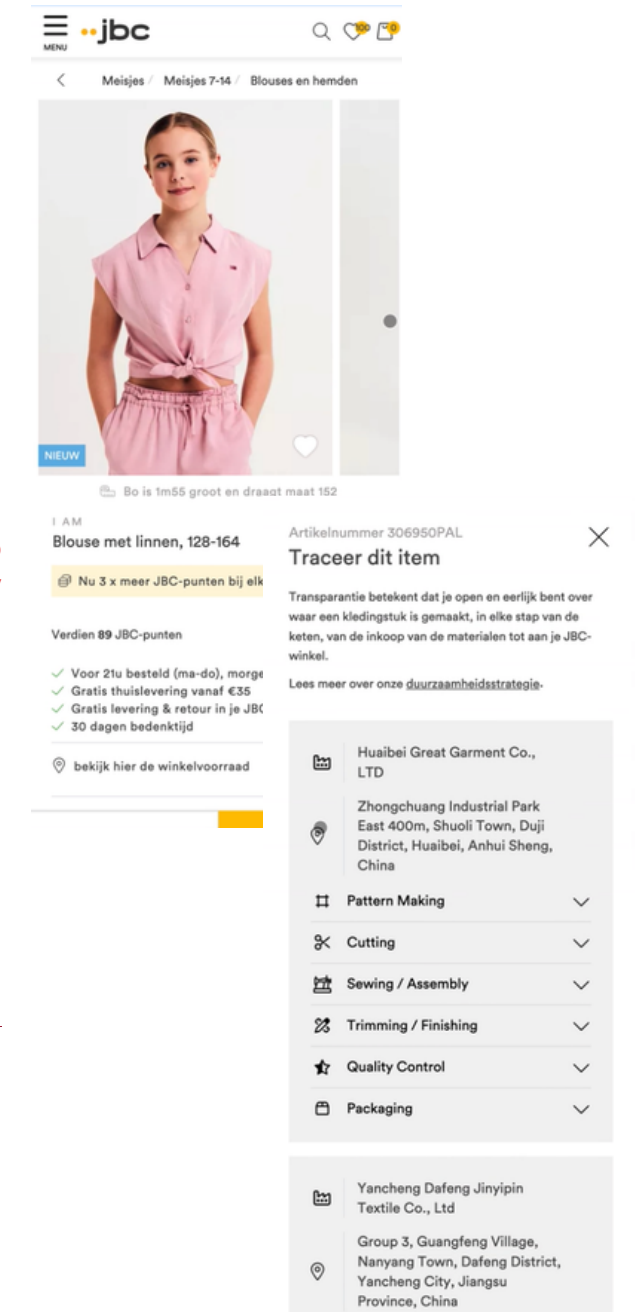
- product categories – certain products, such as denim, entail specific risks due to intensive labor or chemical processes
- size of the production sites – large production sites can have complex organizational structures, while small sites can be more vulnerable to informal labor
- production volume – high volumes can lead to pressure on working hours and outsourcing of production
- position in the chain (tier level) – production locations situated further upstream, such as spinning mills or dyeing plants, are traditionally less visible to brands

Within Claes Retail Group, we are therefore also mapping tier 2, tier 3, and tier 4 suppliers step by step, so that we can better understand and monitor risks throughout the entire supply chain.



### I am Trace this item-tool (JBC)

The Trace This Item tool, developed within the I AM collection, makes the production chain of selected garments fully transparent – from raw material to finished product. Through this tool, customers on JBC.be can gain insight into the various production steps and involved countries per item, up to Tier 4 level. With this initiative, we are taking a concrete step towards greater openness in the sector.



**Monitoring and risk assessment**

The inherent risk analysis forms the starting point for our monitoring. Information from production site visits, audit results, and improvement processes is used to continuously refine the risk profile.

**Audits** play an important role in this regard. Audits are an **independent assessment** of a production site to verify whether working conditions comply with international standards. They provide insight into the actual situation at production sites regarding:

- wage payment and overtime
- employment contracts
- trade union rights
- safety and health
- social services and gender equality

Within Claes Retail Group, we systematically analyze audit results from various standards, including SMETA, BSCI, Wethica, and SA8000.

However, our monitoring goes beyond audit reports alone. We combine audit results with **local insights from our teams in China, Bangladesh, and Lithuania, and our agents in Turkey and India** to gain a better picture of the reality on the shop floor.

The results of audits are translated into Corrective Action Plans (CAPs) containing concrete measures for improvement. Deadlines for addressing shortcomings are set out in this action plan. Our local experts follow up on these actions through site visits and dialogue with suppliers.

The focus here is on themes such as:

- correct payment of wages
- voluntary working hours and possible overtime
- freedom of association
- gender equality
- equal treatment of employees

The goal of this approach is that audits are not only a control instrument, but also a starting point for structural improvement.

This approach leads to concrete results: **66.96% of all improvement points and non-compliances identified in audits were fully resolved within the past year.**

Number of identified areas for improvement*	808
Areas for improvement still to be improved	263
Areas for improvement already resolved	541
<b>Progress (%)</b>	<b>66,96%</b>

**These figures relate to the production sites that were active in 2025.**

<b>Insights into our supply chain:</b>	
Approved Tier 1 production sites*	163
T1 production sites with an audit by a third party	88,96%
These audited production sites represented	
94,86% of the value of our purchased goods	
T1 production locations with a CAP	66,26%
T1 production locations for which we have collected the T2 & T3 data	44,79%

This figure reflects the status as of 31/01/2026

**HRDD: a continuous improvement process**

By connecting risk analysis, monitoring, and actions to be improved, a dynamic and continuous process is created. This approach helps us to:

- to prioritize production sites with the highest risk
- to develop targeted actions for improvement
- to continuously refine risk analyses based on new insights

In this way, step by step, we are building a more realistic and complete picture of potential human rights risks in our supply chain.

**Complaint mechanisms for workers**

In addition to audits and visits, it is essential that workers themselves have access to a reliable complaints mechanism. Therefore, we support various ‘grievance mechanisms’ that allow employees to submit complaints in their own language.

- Fair Wear's complaints mechanism
- Amfori Speak for Change (TR, BD & India)
- the complaints mechanism of the International Accord in Bangladesh

In **2025**, eight complaints were registered via the complaint mechanisms of the RMG Sustainability Council (RSC). One complaint was found to be unfounded, while the remaining **seven were investigated and resolved in dialogue with the production sites and workers involved.** Of these complaints, two related to non-OSH issues, while the remaining five related to occupational safety and health (OSH).

**Transparency about our supply chain**

Transparency forms an essential part of our approach. Claes Retail Group is a signatory to the Transparency Pledge, an international initiative that encourages companies to communicate openly about their supply chain. This means that we publish structured information about our production sites, including the name and location of production sites, the type of production activities, and the number of employees.

In addition, we report annually on our progress through our sustainability report and the Fair Wear evaluation. In line with these commitments, we are making increasingly detailed information available about our supply chain and the monitoring of working conditions.

More detailed insights into our supply chain can be found at the back of this report.

**Outlook**

In the coming period, we will continue to further strengthen and deepen our approach. In doing so, we will build upon the recommendations from our collaboration with Fair Wear and translate them into concrete actions within our organization.

We focus on, among other things:

- deepening our risk analysis, with more attention to product-related risks, gender, and worker input
- strengthening collaboration and dialogue with suppliers, including through targeted onboarding and training
- developing a concrete strategy on living wages, with pilot projects in our production countries starting in 2026

**Together with our partners in the sector, we continue to build a fairer supply chain.**

## 2. Employees All one (of us)

### We breathe love

The Claes Retail Group is a family holding company that has grown organically since 1975 and is today the parent company of the three Belgian brands CKS, JBC, and Mayerline. Our secret? We breathe love: **love for our customers**, for what they want, and for what makes them feel good. **Love for our brands and products. Love for our 1,400 direct and indirect employees.** They are the beating heart of our company, and they effortlessly give their absolute best every day. They are genuinely proud and frequently showcase our clothing on social media. They breathe our brands and embody what we stand for. They work with pride and passion and are therefore the best CRG ambassadors. We support and cherish them, because after all, we are one big family.

**This is also evident from the figures: a JBC employee stays with us for an average of 9 years, a Mayerline employee for 8 years. The CRG employees with the highest seniority are two, Ann and Bart Claes, who are celebrating 41 years of service this year.**

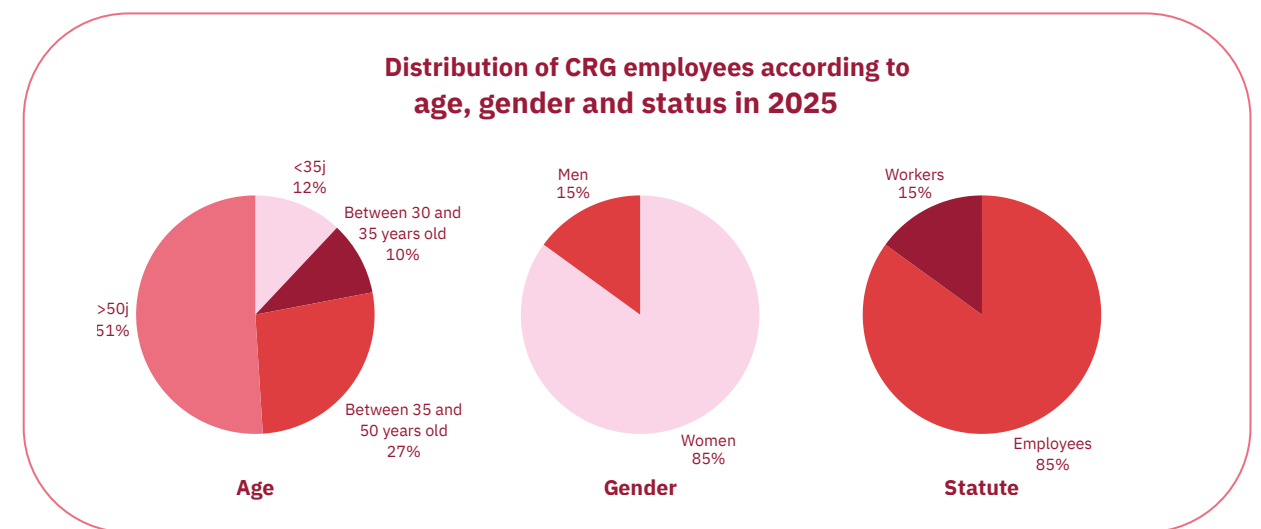
### Our company culture: no-nonsense, warm, and family-like

Our company culture? A beautiful blend of our three brands in all their diversity. Combine the unique characteristics of each brand with the shared values of our family business, and you get a place where everyone can express their opinion freely, with sound reasoning, and in a spirit of connection. Where transparency is important, and where honest and sincere communication is the norm. Even when things aren't going so well. A flat structure fosters this **transparency and feedback culture**: the distance between employees, supervisors, management, and the CEO is short—in both directions. **Our employees are closely involved** and take a great deal of initiative, something we applaud and encourage.

**Collaboration and togetherness** are essential to us; a good relationship between **colleagues with mutual support and warm connection.** As a Belgian family business in a fashion sector characterized by performance pressure, we do everything we can to further develop our supportive and warm corporate culture. This allows our employees to flourish and ensures we remain true to our family values. **Today, but also for future generations** within our company: #PassItOn.

### Diversity, Equality and Inclusion (DEI)

Appreciation and respect for every employee for who they are are ingrained in our family values. Every employee contributes to our group objectives in a unique way, through both their strengths and areas for improvement.



For us, it is about the **right person with the right talents for a specific role.** We treat all our applicants and employees equally, and everyone receives equal opportunities. We do not use quotas, but focus on concrete actions to allow the diversity within our group to grow organically. This enables us to become an even better reflection of society. Recently, we have started recruiting through partners and channels that explicitly focus on inclusion and diversity.

Since 2024, we have been participating in a Voka HR program to further build an inclusive workplace together with external partners. In addition, we place a strong emphasis on collaboration with organizations that help people facing barriers to employment find a job, and we recruit through partners and channels that explicitly focus on inclusion and diversity. Recently, we even received a certificate of reference demonstrating that we sustainably integrate people into the labor market through job and language coaching.

Proof that our approach pays off: in 2021, **JBC won the X2 Award from XKwadraat for the most progressive company in the field of gender-equal business.** The jury also praised our commitment to a good work-life balance, making the combination of family and work as easy as possible.

**CRG's whistleblower policy** states that employees and anyone who receives compensation from us for work, including interns, can report internal misconduct in accordance with Belgian Whistleblower Law.





**For us, diversity, equality, and inclusion are not empty words. 35% of our employees are over 50, more than 70% are women, and nearly half work part-time. Winning the X2 award in 2021, for the most progressive company in terms of gender equality, work-life balance, and other key points, was therefore a welcome recognition. The collaboration between my sister and I is beautifully balanced, and we try to extend that balance throughout the entire company. We have had over 35 years to grow into this together, and we are still moving forward.**

BART CLAES — CEO CLAES RETAIL GROUP

#### **Talent management: employees in full bloom**

As a family business, we strive for long-term stability and continuity. To achieve this, it is essential that our employees not only feel connected to the organization but are also able to develop professionally and realize their full potential. **Within our learning organization, we encourage self-leadership, growth, and innovation.** As a result, our employees not only enjoy working with us but can also pass on their knowledge and skills should they decide to leave.

**Our talent management program offers a diverse package of actions**, from a comprehensive and structured pre- and onboarding program to coaching and succession planning. A selection of our initiatives:

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#### **Me@My Best:**

During this **evaluation**, we map out each employee's strengths and weaknesses and engage in an open dialogue. We focus not only on hard skills but also attach great importance to so-called soft skills and connecting qualities. We consciously aim to enhance strengths and determine together which training courses our employee can pursue.

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#### **Lunch&learn:**

During these **training courses**, we delve into themes such as 'What is AI and how can we get started with it?' or 'How to start the holidays stress-free?' Every employee can attend these courses freely and can then get to work with concrete tools.

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#### **Development Center:**

Managers are given the opportunity to receive **personal coaching**. They first complete a development center and subsequently receive support to further develop themselves and coach their own team even better. Everyone is approached based on their unique personality, with **both areas for development and strengths**. This initiative was launched in 2020 as part of our retention policy.

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#### **Succession planning #PassItOn:**

In consultation, we identify **employees whom we consider key figures for the future**, with a view to our long-term operations as a family business. These employees are thoroughly prepared to assume **various leadership roles** at a higher level within the organization in the future.

**Safety, well-being and health**

The warm, family-like culture within our company is unique. We want our employees to feel completely at ease in this environment: valued, involved, and motivated to realize the group's ambitions together. Connecting with colleagues at the office is of paramount importance to us as a family business.

In addition, employees can work from home one day a week. Thanks to Foodmaker and Dripl tap water dispensers, they receive healthy meals and drinks. To further promote a healthy work environment, they are also offered a bicycle lease scheme, after-workout events are organized, and various initiatives are taken to increase mental resilience. Our internal prevention advisor monitors the safety and health of all employees and takes appropriate actions to ensure everyone can work safely.



## 3. Communities

### Making a difference for others

#### Support near and far

Within Claes Retail Group, we take on our social responsibility by making a positive contribution both locally and internationally. In doing so, we consciously distinguish between strengthening local ties and supporting communities in our production countries.

#### International projects

Education plays a key role in creating opportunities. That is why we have invested in school projects in our production countries in the past.

#### India – Pooluvapatti School (2011–2017)

This project supported the development of a school for children aged 5 to 10. During the project period, the number of pupils grew to more than 450.

Thanks to the collaboration with our local partner, the following facilities, among others, were realized:

- drinking water installation
- sanitary facilities
- sports and play infrastructure
- computer lab and digital classrooms

The project was successfully completed in 2017. Today, the school has more than 700 students.

#### Bangladesh – Bashgari College & Charmeghna Primary School

Following a visit to a local supplier, a long-term partnership was formed to make education more accessible to local communities.

Together with our partner, we support:

- infrastructure projects, such as the expansion of school buildings
- initiatives that keep education affordable for families

### Local communities we supported over the past year:

**€67.442,19**

#### CRG

De Warmste Week

A solidarity campaign that supports projects around social themes. In 2025, the focus was on people with invisible illnesses – conditions that are not visible, but have a major impact on daily life.

Contribution: €3,256.50

#### Mayerline

#### CKS

Pink Ribbon

Through our brands, we are committed to the fight against breast cancer. To support Pink Ribbon, CRG sponsors the organization annually with an amount of €35,000.00.

#### JBC

Make-A-Wish

An organization that fulfills the wishes of children with a serious illness, thereby providing strength, hope, and positive memories for the entire family.

Contribution: €5,429.00

Trooper

A platform that allows consumers to support local associations and charities through their online purchases, at no extra cost.

Contribution: €6,427.60

Berrefonds

An organization that supports parents and families coping with the loss of a child and makes the topic open for discussion in society.

Contribution: €14,829.09

The OR Foundation

An international organization committed to tackling the impact of textile waste and overproduction, with a strong focus on the garment industry in Ghana.

Contribution: €2,500.00

Pet op tegen Kanker

Through the sale of 11,344 caps, JBC supports Kom op tegen Kanker and contributes to research and care for people with cancer.

# JBC CAMP

## Knowledge sharing and awareness-raising

Children and young people are the future. That is why we consciously invest in education and awareness regarding fashion and sustainability.

## Lesson package “Do trousers grow on trees?”

In 2025, we launched a **free teaching package for Belgian schools, based on the children's book Do Trousers Grow on Trees? by Jasmien Wynants and Judith Thomas.**

Thanks to the support of JBC, the authors were able to develop an educational lesson package for children aged 9 to 12, in which they are introduced to the impact of clothing in an accessible and interactive way. Themes such as materials, water consumption, production, and reuse are made concrete and understandable.

In addition, we donated 1,000 copies of the children's book to schools to provide teachers with extra tools in the classroom.

## The JBC camp

In August, we organized two JBC camps where we took a total of approximately **100 children** into the world of fashion and sustainability. During these days, children learned, among other things:

- how a garment is made
- which materials are used
- what the impact of production and transport is
- why passing on and reuse are important

In October and December, we reached an additional **more than 190** children through workshops and experience days, where they gained insight into the clothing supply chain and their own role as consumers in an interactive way. Through these initiatives, we make sustainability tangible and encourage a new generation to be more conscious about clothing.

## Grandpa Jean's forest

As the icing on the cake, we concluded the year with a symbolic and concrete initiative. After the camp in December, **together with Treedom, we planted 60 trees** as part of our 50th anniversary and the involvement of all these enthusiastic children.

The forest was named ‘Grandpa Jean’s Forest’, **in tribute to our founder Jean-Baptiste Claes.**

Just like our family business, a forest grows generation after generation. With this initiative, we bring our values to life: caring for what grows, thinking ahead, and passing something on that reaches beyond ourselves. In doing so, we not only build the future of our organization but also contribute to a livable planet: tree after tree, generation after generation.



## 4. Animal welfare

### Clear policy on animal welfare

#### Critical look at materials

Animal welfare is about the quality of life as animals experience it themselves. At CRG, we take a very critical look at all materials of animal origin. **We do not use materials such as angora wool, down, and feathers from live-plucked animals under any circumstances.** Furthermore, we are also committed to the following two points:

#### The Five Freedoms for Animal Welfare

All suppliers from whom we purchase our clothing receive our 'Animal Welfare Policy'. This means that they meet strict welfare standards and act in accordance with the internationally recognized 'Five Freedoms' for animal welfare of the British Farm Animal Welfare Council. For example, animals must be free from hunger and thirst, free from discomfort, free from pain, injury and disease, free from fear and chronic stress, and free to exhibit species-specific behavior.



# Our policy documents at a glance

[CRG Code of Conduct](#)  
[Animal Welfare Policy](#)  
[Whistleblower Policy](#)



**Will you pass it on?**

A close-up photograph of a man with dark hair and a beard kissing a young child with curly blonde hair on the cheek. The man is wearing a white t-shirt, and the child is wearing a purple and white striped sweater. They are positioned in front of a window with a view of greenery outside. The lighting is soft and natural, coming from the window.

## Pass It On<sup>®</sup>

At CRG, we believe in the power of connection. For us, that means more than just working together. It is about genuine commitment and mutual understanding. About strong relationships, respect, and trust. About supporting each other and passing on knowledge, values, and habits.

That is why we listen to our employees near and far, to our suppliers, to our customers, and to everyone who works with us. But also to you, dear reader. Let us fulfill the promise of #PassItOn together, for the generations of today and the future. Together we are stronger. Will you pass it on?

**With warm regards,  
The entire team at Claes Retail Group**

Partner Since	COC status	Name vendor	Name production location	Address	Region	Tr	Country	Workers men	Workers women	Total workers	CAP progress %	Tr	Complaints
2025	Yes	FINTEKS TEKSTİL VE HALI SAN LTD ŞTİ.	FINTEKS TEKSTİL VE HALI SAN LTD ŞTİ.	KURSUNLU MAH. 150885 SOKAK NO.30-32-32C SARAYONU, 42430	Konya		Turkey	12	71	83	No cap		None
2025	Yes	FINTEKS TEKSTİL VE HALI SAN LTD ŞTİ.	Finteks Tekstil Ve Hali San Ltd Şti	Sisli Oto San Sitesi Huzur Mah, Ahmet Bayman Cd. No.13-18-20, 34485 Sariyer, 80660	Istanbul		Turkey	96	81	137	No cap		None
2019	Yes	AR JEANS PRODUCER LTD	AR Jeans Producer Ltd	Kathgora, Zirabo, Ashulia, Savar	Dhaka		Bangladesh	753	1756	2509	92,31%		None
2011	Yes	BKC SWEATER LTD	BKC SWEATER LTD	PLOT # 212-214, DAGERCHALA MAIN ROAD - DAGERCHAL A, NATIONAL UNIVERSITY Gazipur	Dhaka		Bangladesh	442	750	1192	100%		None
2017	Yes	BLUE PLANET KNITWEAR LTD	Blue Planet Knitwear Ltd	Mulaid P.O. Tengra, Sreepur, Gazipur District	Dhaka		Bangladesh	870	580	1450	69,23%		None
2022	Yes	CIRCULAR APPAREL TEXTILE LIMITED	APPAREL EXPORT LTD	2/C DARSUSALAM ROAD MIRPUR	Dhaka		Bangladesh	360	920	1280	33,33%		None
2025	Yes	CIRCULAR APPAREL TEXTILE LIMITED	Circular Fashion Industries Limited	Panchlalki ,Bakterpur ,Kaliakoyer, Gazipur,	Dhaka		Bangladesh	97	227	324	11,11%		None
2017	Yes	OCEAN SWEATER IND. (PVT.) LTD.	Ocean Sweater Ind. Pvt. Ltd.	Islampur, Joydebpur, Gazipur, 1700, Gazipur-1700	Dhaka		Bangladesh	657	321	978	44,44%		1, resolved
2022	Yes	PAKIZA KNIT COMPOSITE LTD.	Pakiza Knit Composite Ltd.	Holdin-A-1/5, Mojidpur (Baro Balimeher), Savar	Dhaka		Bangladesh	4358	2636	6994	22,22%		None
2018	Yes	AB Mart Fashion Wear Ltd.	AB Mart Fashion Wear Ltd.	786 Kakil Sataish Boradawra, 13/3, Purbopara, Mudafa, Tongi, Gazipur	Dhaka		Bangladesh	520	428	948	20,00%		1, resolved 1, false
2006	Yes	HANGZHOU HALI ACCESSORIES CO., LTD	Hangzhou Huanyi Knitting co Ltd	Wucun village, Jiangnan town, Tonglu	Zhejiang		China	19	30	49	100%		None
2006	Yes	HANGZHOU HALI ACCESSORIES CO., LTD	Taizhou Shengjun Handicraft Co Ltd	199 Shiqiaotou, WENLING	Zhejiang		China	9	39	48	100%		None
2007	Yes	JIANGYIN HUATAI KNITTING GARMENT CO., LTD	Jiangyin Huatai Knitting Garment Co.,Ltd	No. 36 Huachang road, Zhutang Town, Jiangyin, Jiangsu Sheng	Jiangsu		China	20	32	52	0,00%		None
2021	Yes	SINCE 1997 (HUIZHOU HUIHE) CO.,LTD	SINCE 1997 HUIZHOU HUIHE CO. LTD.	No.8 Xinglong East Third Street, HUICHENG, XIAO JIN KOU	Guangdong		China	3	15	18	100%		None
2018	Yes	QING DAO KING LAND INTERNATIONAL TRADING CO.,LTD	Henan longgang down products co ltd	50 meters east cross of Jindi road and yulin road, Fanxian, industry cluster district	Henan		China	88	56	144	100%		None
2018	Yes	QING DAO KING LAND INTERNATIONAL TRADING CO.,LTD	Pingyi Xiuzhonghui garment company (Nanhuan Road Branch)	South side of middle of Nanhuan Road, Pingyi county	Shandong		China	10	72	82	80,00%		None
2006	Yes	WUHAN FIVA GARMENTS CO., LTD	Hubei Jiawei garment co ltd	room 302 suites A Jiang Feng building Fa Zhan Road 166	Wuhan		China	4	117	121	66,67		None
2006	Yes	YANGZHOU SHENGFENG APPAREL CO.,LTD	Jiangdu jingwen garment factory	Northeast side of Shaobo Bridge	Sheng		China	1	33	34	100%		None
2006	Yes	YANGZHOU SHENGFENG APPAREL CO.,LTD	Nanjing JiuYang Garment Co., Ltd	No. 16 East Xinji Road, Liuhe District	Jiangsu		China	1	49	50	100%		None
2006	Yes	YANGZHOU SHENGFENG APPAREL CO.,LTD	Yangzhou Shengfeng Apparel Co., Ltd	18 MUYANG ROAD, Hanjiang	Jiangsu		China	22	191	213	100%		None
2004	Yes	YANGZHOU LIANMAO GARMENTS CO.,LTD.	Yangzhou Lianmao Garments Co., Ltd	225127 No.2 building, Erqiao Industrial Park, No.18 Hongyang Road, Yangzhou	Jiangsu		China	6	34	40	0%		None
2004	Yes	ORIENT INTERNATIONAL ENTERPRISE LTD.	Shanghai Besta Knitting garment co. Ltd.	1st Floor, Building 6, No. 63 Jiangong Road, Fengjing Town, JinShan	Shanghai		China	2	9	11	88,89%		None
2023	Yes	HANGZHOU KIMHAEI TRADING CO.,LTD.	Henan Talkesi Garment Co., Ltd	NO.776 Zhengshang Road, Zhongyuan District, Henan Province 450113 Zhengzhou	Henan		China	56	74	130	50,00%		None
1999	Yes	HAIAN BOUTIQUE GARMENT CO., LTD	HAIAN BOUTIQUE GARMENT CO., LTD.	233 Ning Hai Road (South), Haian, Chengdong Town, Jiangsu Sheng 226600 Nantong	Jiangsu		China	38	6	44	100%		None
1999	Yes	HAIAN BOUTIQUE GARMENT CO., LTD	Nantong Xinlai Silk Garment Co. Ltd.	No. 69 Xinlai Road, Haian County, Chengdong Town, Jiangsu Sheng 226600 Nantong	Jiangsu		China	83	14	97	66,67%		None
2004	Yes	JIANGSU SAINTY TECHWEAR CO., LTD	Jiangsu Sainity Jintan Garments Co. Ltd	No. 218 Huacheng Road, Jintan	Jiangsu		China	41	127	168	100%		None
2004	Yes	JIANGSU SAINTY TECHWEAR CO., LTD	Changzhou Jintan Tianyang Clothing Co., Ltd.	106 Nanhuan second road, Jintan	Jiangsu		China	5	75	80	100%		None
2004	Yes	JIANGSU SAINTY TECHWEAR CO., LTD	Jiangsu Sainity Apparels	No. 2099, Chengxin Avenue, Jiang Ning District	Jiangsu		China	20	108	128	75%		None
2015	Yes	GRACE FASHION (HK) CO., LIMITED	Nanyang Kuan Fan Garment Co. Ltd.	FLATRIM P LLADRO CENTRE 72 HOI YUEN ROAD KWUN TONG HK-999077 WANCHAI Kowloon city	Kowloon		China	7	90	97	75%		None
2018	Yes	ORIENTAL IMPORT/EKSPORT TRADE APS	Huaibei Great Garment Co. Ltd	Shuoli Town, Duji District, Anhui State	Anhui		China	10	86	96	83,33%		None
2020	Yes	ORIENTAL IMPORT/EKSPORT TRADE APS	THE RAJLAKSHMI COTTON MILLS PRIVATE LIMITED	PLOT NO- S2/1, EPIP, KASNA, SURAJPUR, SITE-V, G.B . NAGAR, Uttar Pradesh	Greater Noida		India	1055	538	1593	100%		None
2019	Yes	TEAMBEST MANUFACTURING CO. LIMITED	Kang Ning Clothing Limited of Dongguan	No. 18, Dapu Industrial Street, Changping Town, 523560	Guangdong		China	32	66	98	100%		None
2002	Yes	JIANGSU WE-LEAD GROUP CO., LTD	Zhenjiang Wefu Garment Co., Ltd.	No. 8 Runjiang Road, High-Tech Zone, Runzhou, Jiangsu Sheng	Jiangsu		China	4	46	50	100%		None
2025	Yes	JIANGSU WE-LEAD GROUP CO., LTD	NANTONG DONGCHEN GARMENTS CO.,LTD	No.188 Renmin Road, Caobu Town, Rudong County, Jiangsu Sheng	Jiangsu		China	23	112	135	75%		None
2018	Yes	DALIAN WANLI INTERNATIONAL CO., LTD	HAXIN GARMENT DALIAN CO.,LTD	FLOOR 1-5,NO 293-6 JINWAN ROAD,ZHANQIAN STREET JINZHOU DISTRICT, 116000 Dalian, Liaoning Sheng	Liaoning		China	28	66	94	78,57%		None
2022	Yes	BETTERONE GARMENTS PTE. LTD.	Changshu City Qingchuan Knitting Co., Ltd	128 Xuwu Road, Zhoujiaqia village, Bixi New District, Jiangsu Sheng	Jiangsu		China	24	71	95	100%		None
2022	Yes	BETTERONE GARMENTS PTE. LTD.	Liyang City Mingda Garment Co., Ltd	No. 98 Lizhu Road, Qianma Industrial Zone, Liyang, Jiangsu Sheng	Jiangsu		China	8	27	35	100%		None
2023	Yes	BETTERONE GARMENTS PTE. LTD.	Shengzhou Jinshun Knitted Co., Ltd	No.160, Jingfa Road, Economic Development Zone, Shengzhou, Shaoxing, Zhejiang Sheng	Zhejiang		China	11	34	45	63,64%		None
2026	Yes	BETTERONE GARMENTS PTE. LTD.	Suzhou Lichen Garment Co Ltd	215000 No.288,Tengfei Road,Linhu Town,Wuzhong District,Suzhou City,Jiangsu Province Suzhou	Jiangsu		China	20	61	81	100%		None
2023	Yes	SHANGHAI JIANGLONG IMP & EXP CORP.	CHANGSHU CITY ZIYUNLAI GARMENT CO., LTD.	No. 31, Nandajie Street, Dongzhang, Bixi New Zone, Changshu, Jiangsu Sheng	Jiangsu		China	11	27	38	50%		None
2016	Yes	SHANGHAI JIANGLONG IMP & EXP CORP.	Changshu Huayezhou Knitting Garment Co., LTD	No. 31 Bixi Road East, Changshu County	Jiangsu		China	9	29	38	80%		None
2014	Yes	THE KNITTING ROOM LTD (XML)	Tongxiang City Yingjia Clothing Co., LTD	No. 388 Hengle Road, Tongxiang City, Jiaxing, Zhejiang Sheng	Zhejiang		China	11	21	32	100%		None
2006	Yes	THE KNITTING ROOM LTD (XML)	Ningbo Zhong Tian Garment Co LTD	No. 369 of Xianqiao neighborhood, Beilun District, Zhejiang Sheng	Zhejiang		China	5	32	37	100%		None
2020	Yes	THE KNITTING ROOM LTD (XML)	Qidong Longheng Knitting	No.58, South Heping Road, Huilong Town, Jiangsu Province	Jiangsu		China	10	39	49	100%		None
2020	Yes	THE KNITTING ROOM LTD (XML)	Shengzhou Sheledun knit fashion co.,Ltd.	No. 162, Jing San Road, Economic Development Zone, Zhejiang Sheng	Zhejiang		China	4	16	20	100%		None
2020	Yes	THE KNITTING ROOM LTD (XML)	Suzhou Jintailai Clothing Co.,Ltd	NO.99 Puxing Road, Wuzhong District, Jiangsu Sheng	Jiangsu		China	18	25	43	100%		None
2021	Yes	Xiamen Jialin Foreign Trade Co.,Ltd.	Jinjiang Panye Clothing Co., Ltd.	No. 75, Zhongxing North District, Shantou Village, Jinjing Town, Fujian Province	Fujian		China	34	83	117	100%		None
2025	Yes	ZHEJIANG NEWWAY IMPORT AND EXPORT CO.,LTD	JiaXing WanMei	NO.555 HAIYANTANG ROAD NANHUA ZONE	Zhejiang		China	17	46	63	100%		None
2023	Yes	XIAMEN BANNA IMPORT & EXPORT CO.,LTD	Haiyan XingYuan Fashion Garment Co., Ltd.	Huanggiao Industrial Park, Yucheng Town, Haiyan County, Jiaxing City, Zhejiang Province	Zhejiang		China	81	168	249	80%		None
2020	Yes	Concordia Pacific Ltd	Shengzhou City Shunyuan Garment Co., LTD.	No.108 Shuangta Road, Economic Development Zone, Shengzhou City , Shaoxing, Zhejiang Sheng	Zhejiang		China	6	13	19	72,73%		None

Partner Since	COC status	Name vendor	Name production location	Address	Region	Tr	Country	Workers men	Workers women	Total workers	CAP progress %	Tr	Complaints
2013	Yes	QUANZHOU SUNWEAR ENTERPRISE CO.,LIMITED	Shanghang Huanyu Garments Co., Ltd	No. 19 Chengxia South Road, Zhongyang Village, Baisha Town, Shanghang Country, Fujian Sheng	Fujian		China	13	83	96	38,46%		None
2006	Yes	HANGZHOU JOY BEST TRADE CO., LTD.	ZHEJIANG JOY BEST FASHION	Sian town industry function zone, FUQIAN STREET, Changxing, Sian, Zhejiang	Zhejiang		China	9	38	47	80%		None
2010	Yes	TRADEMARK TEXTILES A.S.	ZHUJI SNAIL TEXTILE CO.,LTD	Yanshan Liming Village, Datang Town, Zhujia City, 311801, Shaoxing, Zhejiang Sheng	Zhejiang		China	9	8	17	86,96%		None
2025	Yes	TRADEMARK TEXTILES A.S.	YIWU HUINONGSI APPAREL CO., LTD.	4/F, Building 7 Clockwise Industrial Park No. 333 Chouzhou West Road Choujiang Street Yiwu City Jinhua, Zhejiang 322000	Zhejiang		China	42	53	95	57,14%		None
2024	Yes	TRADEMARK TEXTILES A.S.	HANGZHOU FUYANG LONGTENG FOOTWEAR CO.	No.18 Xiaochuangshangling,Yuancun Village, Xindeng Town,Fuyang District 18, 311404 HANGZHOU, Zhejiang Sheng	Zhejiang		China	19	76	95	No cap		None
2024	Yes	TRADEMARK TEXTILES A.S.	Quanzhou Guoteng Clothing Co., Ltd	No. 462 Changtai Street, QUANZHOU county, Licheng District, Fujian Sheng	Fujian		China	18	79	97	88,89%		None
2023	Yes	TRADEMARK TEXTILES A.S.	Fimore (Zhangzhou) Garments	Chonglong Field, Meixi Industrial Zone, Zhangpu County, Zhangzhou, Fujian Sheng	Fujian		China	20	72	92	83,33%		None
2021	Yes	AKARTEKS TEKSTIL URUNLERI SAN PAZ VE DIS TIC LTD	AKARTEKS TEKSTIL SAN. VE TIC. A.S. TOKAT	Kelkit Osb. Mah. Beylik Buku Cad. No:9/11/13/16 Erbaa Tokat	Tokat		Turkey	565	563	1128	0%		None
2015	Yes	EMAAN GARMENT	Emaan Garment	Plot # F-39 Scheme 33 S.I.T.E 2 Super Highway Sindh	Sindh		Pakistan	90	10	100	0%		None
2008	Yes	FLAXEN FASHIONWEARS	Flaxen Dress Maker Ltd	1710 786, Kakkil Sataish Boradawra, 13/3, Purbopara, Mudafa, Tongi, Gazipur	Dhaka		Bangladesh	931	1210	2141	100%		None
2018	Yes	SWAN APPAREL GROUP	VAIKUNTH KNITS	Door No Plot No 61, Abirami nagar, Lakshmi Theatre Road, Gandhi Nagar PO, Tamil Nadu	Tamil Nadu		India	26	16	42	50%		None
2018	Yes	SWAN APPAREL GROUP	VIVIN TEX	1/999 B3 Lakshmi Ammal Nagar, Anna Nagar East, Pooluvapatti post, Tamilnadu	Tamil Nadu		India	20	12	32	0%		None
2025	Yes	SWAN APPAREL GROUP	S.G. GARMENTS	S.F.NO.707 B/2-84, DHARAPURAM ROAD, OPPSITE MP PETROL BUNK	Tamil Nadu		India	15	8	23	0%		None
2018	Yes	SWAN APPAREL GROUP	KAUTAM KNITS Unit-1	No: 60/4 Near Ramakrishna School, Radhakrishnan Street, Ammapalayam, Tamilnadu	Tamil Nadu		India	40	28	68	0%		None
2026	Yes	SWAN APPAREL GROUP	ELSHADAAI	B1, 5th Cross Street, Brindavan Nagar, Valasaravakkam , Chennai, Tiravullar Distract	Tamil Nadu		India	65	188	253	0%		None
2024	Yes	SAHINLER FRANCE SAS	WEWIN KNIT FASHIONS	9/A K.N.P. Subramania Nagar East, Padmini Garden, Pudhur Road,	Tamil Nadu		India	19	10	29	0%		None
2024	Yes	SAHINLER FRANCE SAS	Zhangjiagang Yilan Fashion Co., Ltd.	Qingshu Village, Gangkou, Fenghuang Town, Zhangjiagang City, 215612 Suzhou, Jiangsu Sheng	Jiangsu		China	97	11	108	0%		None
2024	Yes	SAHINLER FRANCE SAS	Sahinler Bulgaria OOD	South Industrial Zone, 6600, Kurdzhali, Blagoevgrad	Kardzhali		Bulgaria	12	152	164	0%		None
2024	Yes	SAHINLER FRANCE SAS	Setka Orme Tekstil San. Ve Tic. Ltd. Şti.	Orta Mah. Ibrahimaga Cad. Kismet Han A Blok No: 18/1 1. Kat Daire: 7 Bayrampaşa/Ist	Istanbul		Turkey	21	10	31	0%		None
2019	Yes	SABORN TRADING BV	Sosimo International	S.F.No.217, Allwin Garden, Near Deaf & Dumb School, Murugampalayam	Tamil Nadu		India	61	49	110	0%		None
2024	Yes	SABORN TRADING BV	MR IMPEX	Door No. 6, Bhavani Nagar Extension Pappanackennpalayam, Mannaral Tiruppur District, Tamil Nadu 641607	Tamil Nadu		India	27	20	47	No cap		None
2025	Yes	ESPRIT APPARELS LTD. (PARKZONE)	ESPRIT APPARELS LTD.	8/3,Raj Nagar Road, Sataish,Tongi, Gazipur, 1712	Dhaka		Bangladesh	267	623	890	No cap		None
2012	Yes	ESPRIT APPARELS LTD. (PARKZONE)	Esprit Apparels Ltd	Luna Complex, Joybanga Road, Khalikur, National University, Gazipur Dhaka 1704	Dhaka		Bangladesh	252	714	966	50%		3, resolved
2012	Yes	PARKSTAR APPAREL LTD. - WOVEN	Parkscene Bangladesh Ltd.	Kunia K. B. Bazar, Gazipur Sadar, 1704 Gazipur	Dhaka		Bangladesh	161	186	347	66,67%		2, resolved
2012	Yes	PARKSTAR APPAREL LTD. - WOVEN	Parkview Dresses Ltd.	30/2 (old), 111,New, Tarail, Sataish Road, Tongi, Gazipur	Dhaka		Bangladesh	403	427	830	80,65%		None
2020	Yes	BMR TEKSTIL SAN. VE TIC. LTD. ŞTI.	BMR TEKSTIL SAN. VE TIC. LTD. ŞTI.	OSMANGAZI MAH.ÇEVRE SOK.NO:6 KIRAC, 34522 ESENYURT ADANA	Istanbul		Turkey	31	32	63	100%		None
2019	Yes	WISER GLOBE DIS TICARET ANONIM SIRKETI	FG TEKSTİL KONFEKSİYON SANAYİ VE TİC. A.Ş.	FATİH MAH. 1194/1 SOK NO:4 SARNIC-GAZİEMİR	Izmir		Turkey	200	108	308	100%		None
2019	Yes	KLASH (PRIVATE) LIMITED	KLASH Pvt. Ltd. Unit 4 & 5	Plot No 25, 117 J.B Near Paharang Drainage,Millat Road,Dhanola	Punjab		Pakistan	4630	356	4986	0%		None
2026	Yes	UNITED ESSENTIALS BV	Ruby International	P. 41-42, MILLAT GARMENTS CITY, DRY PORT ROAD, Faisalabad, Punjab	Punjab		Pakistan	86	10	96	No cap		None
2020	Yes	MD TEXTILES	MD TEXTILES	Zona Industrial S. Verissimo SET PAV 17 BARCELOS, 4750-734	Braga		Portugal	3	11	14	No cap		None
2021	Yes	WINSTON SOURCING DIRECT	AHILL KNIT EXPORTS	SHED NO. 30, NETA,JI APPAREL PARK, TAMILNADU.	Tamil Nadu		India	99	48	147	100%		None
2021	Yes	WINSTON SOURCING DIRECT	BLUEWIN CLOTHING COMPANY	No 298/3, Nehru Street extension, Near 15-Velampa Layam Ring Road, 15-Velampalayam Post, Tamil Nadu	Tamil Nadu		India	18	15	33	100%		None
2022	Yes	WINSTON SOURCING DIRECT	SOUMYA CREATION	D.No:9/374 A , Near Park College, Chinnakara, Veerapandi Post, Palladam Road, Tamilnadu	Tamil Nadu		India	10	15	25	100%		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	Dongyang Shengya Leather Co.,Ltd	Floor 6-7, Building B, The North of Tingyi Gas Station, The East of Wangjiangbei Road Dongyang	Zhejiang		China	16	17	33	No cap		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	WENZHOU RUNJIE LEATHER CO.,LTD	7/F, R&D Building, No. 3, Wenchuang Second Road, Tengjiao Town Wenzhou	Zhejiang		China	8	10	18	No cap		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	Wenzhou Sunrise Industrial and Trading Co., Ltd	Building 1, No. 1 Tonghui Road Panqiao Street, Ouhai District Wenzhou, Zhejiang 325041	Zhejiang		China	204	159	363	No cap		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	Zhangjiagang Fashionwell Accessory CO.,LTD.	Zhongxing Road No.119, Zhangjiagang economic and technological development zone Zhangjiagang Jiangsu	Jiangsu		China	8	36	44	90%		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	Zhucheng Ailing Handbags & Accessories Mfg. Co., Ltd.	No.5, Mingdong Road, Dantu new city, Dantu District, Zhenjiang, Jiangsu Sheng, China	Jiangsu		China	51	94	145	No cap		None
2020	Yes	HVEG ACCESSORIES GROUP B.V.	Tonglu Boyousi Knitting & Accessories	Sunjia Village, Hengcun Town Hangzhou Zhejiang	Zhejiang		China	10	17	27	37,50%		None
2025	Yes	HVEG ACCESSORIES GROUP B.V.	CIXI JUXIN SHOES CO., LTD.	Shuiyupu Village, North Industrial District, Xiaolin Town, Cixi City, 315000 Ningbo, Zhejiang Sheng	Zhejiang		China	12	21	33	91,67%		None
2026	Yes	HVEG ACCESSORIES GROUP B.V.	Gucheng Jiaayu Leather Products Co.,Ltd	South of Chuangnye Road, Xiyuan Industrial Zone, Gucheng County, 253800 Hengshui, Hebei Sheng	Hebei		China	4	28	32	No cap		None
2020	Yes	OZMAN DERI TEKSTİL VE İNSAAT İMALAT GIDA İTHALAT PAZARLAMA TİCARET LİMİTED SIRKETİ	OZMAN DERI TEKSTİL VE İNSAAT İMALAT GIDA İTHALAT İHRACAT PAZARLAMA TİCARET LİMİTED SIRKETİ	AKSEMSEDDİN MAH. KAZİM KARABEKİR CAD. NO:63	Istanbul		Turkey	163	107	270	0%		None
2010	Yes	HIMANSHU APPARELS PVT. LTD.	Himanshu Apparels Pvt. Ltd.	258, Udyog Vihar, Phase IV, Haryana.	Haryana		India	157	140	297	100%		None
2024	Yes	ESSTEE EXPORTS INDIA PRIVATE LIMITED	ESSTEE EXPORTS INDIA PRIVATE LIMITED	8/131, PGV GARDEN, POOLUVAPATTI PO,PN ROAD	Tamil Nadu		India	366	274	640	No cap		None
2019	Yes	TEXYM	Texym	Plot NO 256 Sector 24 korangi Industrial Area, Sindh	Sindh		Pakistan	127	24	151	100%		None
2024	Yes	SKYBRANDS A/S	GOKILAA GAARMENTS-HEAD OFFICE	Door No.3/ 306D,Kuppandampalayam, Veerapandi Post, Tamil Nadu	Tamil Nadu		India	22	23	45	No cap		None
2025	Yes	SKYBRANDS A/S	Jiangsu Eaemede Textile Co., Ltd	No. 33 Zhuhai Road, Economic Development zone, Siyang, 223700 Suqian, Jiangsu Sheng	Jiangsu		China	22	103	125	No cap		None
2006	Yes	VERTEX UNIVERSAL LTD.	Dress World Limited.	Varari, Rajfulbaria, Tetuljhora, Savar, Dhaka 1340	Dhaka		Bangladesh	722	745	1467	100%		None
2022	Yes	VERTEX UNIVERSAL LTD.	Shinest Apparels Ltd.	217/1, Beribadh, Mohammapur., 1207 Dhaka- 1207	Dhaka		Bangladesh	1650	2477	4127	No cap		None
2023	Yes	MUSTAFA CITIR SM TEKSTİL CORAP SAN. DIS TIC	MUTEKS TEKSTİL İNSAAT GIDA MAK. SANAYİ VE TİCARET LTD. ŞTİ.	Havaalanı Mah. Gulum Sok. No:6b Esenier, Istanbul	Istanbul		Turkey	11	4	15	100%		None

Partner Since	COC status	Name vendor	Name production location	Address	Region	Tr	Country	Workers men	Workers women	Total workers	CAP progress %	Tr	Complaints
2024	Yes	TAMARA TEKSTIL SAN VE DIŞ TIC. LTD. ŞTİ.	TAMARA TEKSTİL SAN VE DIŞ TIC. LTD. ŞTİ.	MAHMUTBEY MAH. KUÇUK HALKALI CAD. NO: 17 KAT: 4, BIRLIK PLAZA ISTANBUL - BAĞCILAR, 34218	Istanbul		Turkey	39	60	99	50%		None
2020	Yes	WESCO NV	Wyacon Tunisie Sarl/Kharat	Industrial Zone Road KHNISS, 5000 Monastir	Monastir		Tunisia	47	191	238	50%		None
2020	Yes	ARWY NV	LIAGO COMERCIO E INDUSTRIA CALCADO LDA	Rua Sta Maria, 3211 Sernande - Felgueiras	Porto		Portugal				No cap		None
2010	Yes	ANGRO RETAIL BV	JiangYin Wa Tong Knitting Co.,LTD	No.17, Jiannan Road, Zhutang Town, 214415 Jiangyin, Jiangsu Sheng	Jiangsu		China	9	10	19	100%		None
2013	Yes	J.H. VAN HILST BV HANDELSMAATSCHAPPIJ	TEJ SHOE TECH	10th-11th mile stone, Agra Mathura road, Artori Agra	Uttar Pradesh		India	532	0	532	No cap		None
2023	Yes	OZGUR TEKSTİL ÜRÜNLERİ PAZARLAMA SAN. VE TİC. LTD. ŞTİ	OZGUR TEKSTİL ÜRÜNLERİ PAZARLAMA SAN. VE TİC. LTD. ŞTİ	Yenibosna Merkez Mahallesi Kavak Sokak Yalçınlar İş Merkezi No 5/2 kat 3 İstanbul Bahçelievler 34197	Istanbul		Turkey	34	21	55	No cap		None
2026	Yes	OZGUR TEKSTİL ÜRÜNLERİ PAZARLAMA SAN. VE TİC. LTD	URGAN TEKSTİL GİYİM SAN. VE TİC. LTD ŞTİ	MERKEZ MAH. CİNAR CAD. KAVAK SOK. NO:5 34197 İSTANBUL	Istanbul		Turkey	12	20	32	No cap		None
2018	Yes	MBO Men ApS	HuaBei Great Garment Co. Ltd	Shuoli Town, Duji District, Anhui State	Anhui		China	10	86	96	100%		None
2020	Yes	MBO Men ApS	THE RAJLAKSHMI COTTON MILLS PRIVATE LIMITED	PLOT NO- S2/1, EPIP, KASNA, SURAJPUR, SITE-V, G.B . NAGAR, Uttar Pradesh	Greater Noida		India	1297	284	1581	100%		None
2024	Yes	PNG TEXTILES PVT LTD	PNG TEXTILES PVT LTD	Plot # 615, Phase 5, Udyog Vihar, Gurgaon, Haryana 122005, Gurgaon Andaman and Nicobar Islands	Haryana		India	61	20	81	0%		None
2024	Yes	FISSER INTERNOVELTY B.V.	Zhejiang Youngday Craft Co.,Ltd	NO.118 Yongjun Road,Beyuan Street,Yiwu City, Jinhua City,Zhejiang 322000,	Zhejiang		China	18	31	49	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	DOTENG JEWELRY (SUN JEWELRY)	XUTIAN CHENG DONG STREET 1641 322100 ZHEJIANG	Zhejiang		China	3	3	6	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	Hangzhou Luje Accessories Co., Ltd.	10H FENGHEYUAN ZHONGSHAN 209 310013 HANGZHOU	Zhejiang		China	3	6	9	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	EC LIPE ARTS & CRAFTS CO,LTD	ROOM 101, BUILDING 3,SUNGWON MANUF. BASE, NO. 57 SHUYUN ROAD, XIAZHUANG DISTRICT, CHENGYANG, 266107, QINGDAO,CHINA	Shandong		China	1	18	19	No cap		None
2024	Yes	FISSER INTERNOVELTY B.V.	Le Vinit Accessories	KUCHA AKIL KHAN BAZAR SITRAM 2183	Punjab		India	13	7	20	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	FISSER INTERNOVELTY CO. LTD	50M SOUTHWEST ZHENG YANG 204 266109 QINGDAO	Shandong		China	3	12	15	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	QINGDAO TUCHENG JEWELRY CO.LTD	QIANHAI XI INDUSTRIAL ZONE 2 66111 QIANGDAO	Shandong		China	5	18	23	No cap		None
2020	Yes	FISSER INTERNOVELTY B.V.	MAIRUI JEWELRY CO LTD	QUJI GUANG ROAD 455 322000 ZHEJIANG	Zhejiang		China	4	12	16	No cap		None
2025	Yes	FISSER INTERNOVELTY B.V.	AMBER ACCESSORIES	Room 4021,Building Qingchuang Liankefu, Block No.5,Zhaoshang Net Vally,NO.117, Road Huizhijiao, Chengyang High-Tech District, 266114, QINGDAO,CHINA	Shandong		China	3	23	26	No cap		None
2021	Yes	DE VROEY JEWELS BVBA	Mina Jewelry Factory	3RD FLOOR no.6 of The Second Wu mei Stre, Nian san Li Industrial Zone, Yiwu City, 322013 Zhijiang	Zhejiang		China	25	53	78	No cap		None
2021	Yes	DE VROEY JEWELS BVBA	SPIRIT DESIGN	SUITE A1, 12/F, RITZ PLAZA, 122 AUSTIN ROAD TST., BaiYun District,Guangzhou, CHINA (510407)	Guangdong		China	3	12	15	0%		None
2021	Yes	DE VROEY JEWELS BVBA	GUANGZHOU PUYING	718 7/F, BLOCK A, XUJIAO BUILDING, ZHANQIAN ROAD, Guangzhou	Guangdong		China	4	9	13	No cap		None
2021	Yes	DE VROEY JEWELS BVBA	UNITED JEWELS	A. SENO ST., BANILAD, MANDAUE CITY, 6014 CEBU	Central Visayas		Philippines	2	5	7	No cap		None
2021	Yes	DE VROEY JEWELS BVBA	Yiwushi Fansheng Shipin Youxiangongsi / Blossom	Floor 4, Yongle Road No.9, Nian Sanli Industrial Zone, Yiwu Zhejiang China	Zhejiang		China	6	9	15	No cap		None
2025	Yes	DE VROEY JEWELS BVBA	Oversea Lida Fashion Accessories Co., LTD	8F, Building 2,118 Yongjun Road, Beyuan, Yiwu City, Zhejiang,	Zhejiang		China	60	90	150	No cap		None
2019	Yes	EBLC BVBA	Aspell SRL	Via Bondraccolo 21, 24060, Bolgare, Lombardy, Italy	Lombardy		Italy	4	4	8	100%		None
2015	Yes	LIOLA TEKSTIL SAN VE TIC AS	LIOLA TEKSTİL SAN VE TIC AS	MERKEZ MAH.ORUC REIS SOK8	Istanbul		Turkey	34	32	66	100%		None
2022	Yes	NEVEZIS UAB	NEVEZIS UAB	Beržų 52, Panevezys, Lithuania	Panevėžys		Lithuania	1	49	50	0%		None
2018	Yes	ODELIJA UAB	ANT Vilniaus Aušra UAB	Betono aklg. 9, Vilnius, Lithuania	Vilnius		Lithuania	3	31	34	33,33%		None
2018	Yes	ODELIJA UAB	Zeltika UAB	Panerių g.39, Vilnius, Lithuania	Vilnius		Lithuania	2	18	20	100%		None
2021	Yes	SK OVERSEAS IND PRIVATE LIMITED	SK OVERSEAS IND PRIVATE LIMITED	Plot no. 70, Pace City-I, Sector-37, Gurgaon - , Haryana	Haryana		India	12	9	21	100%		None
2021	Yes	Trend Origins S.L.	Trend Origins S.L.	Crta. Santa Pola, KM1,200, 03290, Elche, Alicante, Spain	Valencia		Spain	12	8	20	No cap		None
2021	Yes	Vilkaviskio sluvimo AB Žemkalnija	UAB ŽEMKALNIJA	Vytauto str. 4, 70137 VilkaviskisS, Lithuania	Marijampolė		Lithuania	15	196	211	100%		None
2024	Yes	SHREEJI EXIM WORKS LLP	SHREEJI EXIM WORKS LLP	W-103D, TTC Industrial Area, MIDC, Koparkhaima, Thane, Maharashtra	Maharashtra		India	143	108	251	40%		None
2023	Yes	KIRPTE UAB	KIRPTE UAB	Pramonės str.14, Alytus	Alytus		Lithuania	14	190	204	100%		None
2000	Yes	EDMUNDAS IR PARTNERIAI	Aireteksas UAB	Draugystės 15B, Kaunas 51228	Kaunas		Lithuania	3	31	34	100%		None
2021	Yes	EDMUNDAS IR PARTNERIAI	BVH UAB	Kauno g. 51, Ukmergė, Lithuania	Vilnius		Lithuania	1	20	21	75%		None
2021	Yes	EDMUNDAS IR PARTNERIAI	Presto Moda (subcontractor Digsna)	Savanorių 187, Vilnius, Lithuania	Vilnius		Lithuania	0	5	5	100%		None
2023	Yes	EDMUNDAS IR PARTNERIAI	Regleta UAB	Kalvarijų 147A, LT-06293 Vilnius	Vilnius		Lithuania	1	23	24	83,33%		None
2020	Yes	EDMUNDAS IR PARTNERIAI	Rismus	Vilniaus g. 100, Ukmergė	Vilnius		Lithuania	1	29	30	75%		None
2022	Yes	EDMUNDAS IR PARTNERIAI	Lirasa	Žalgirio 106, Vilnius	Vilnius		Lithuania	2	20	22	50%		None
2024	Yes	FIORIMA, S.A.	FIORIMA, S.A.	Rua Quinta da Goja 75, 4700-155 Braga	Braga		Portugal	34	70	104	No cap		None
2025	Yes	SLENNA SARL	SLENNA SARL	ZI 92 Route Bouhothman 5010, Ouardanine Monastir, Tunisia	Monastir		Tunisia	34	218	252	26,67%		None
/	Yes	TEN ACCESSORIES BVBA	Yuyao Zhanhong Hats Factory	No.308-7, Huijiqiao Road, Langxia Street, Yuyao City, Zhejiang Province, Ningbo	Zhejiang		China	4	16	20	No cap		None
2023	Yes	N.V. EXPORTS	N.V. EXPORTS	Plot No 6, Navneet Educational Bldg, Chinchpada, Vasai East, Dist Palghar Maharashtra, Dist Palghar	Maharashtra		India	53	11	64	No cap		None
/	Yes	FASHION CITY	Foshan City Shunde District Weisjia Habillment Co.,Ltd.	No.9 Junyi Road,Changxing Ind.Zone,Junan Town,Shunde,Foshan	Guangdong		China	182	203	385	No cap		None
2018	Yes	FLA EUROPE NV	Cortina Dongguan Mfg. Co.,Ltd.	No.11, WangNiuDun Shiheng Road, Wang Niu Dun Town, 523216 Dongguan, Guangdong Sheng, China	Guangdong		China	114	85	199	No cap		None
2024	Yes	Yiltem Konfeksiyon San Tic Aş.	Yiltem Konfeksiyon San Tic Aş.	15 TEMMUZ MAH 1506. SOK NO:7  ŞYERİ NO: 11 BAĞCILAR/İSTANBUL,	Istanbul		Turkey	55	62	117	No cap		None
2014	Yes	DAPHNEA	STAR POINTER LIMITED	4224 A Foreign trade enterprise cluster area 4th floor hardware market CHANGSHU 215500 Jiangsu	Jiangsu		China			300	No cap		None
2008	Yes	FASHIONFLAIR MTR B.V.	Xiamen Everrise Trading Co., Ltd (Beltop)	Suite 204, Hongye Palace, 201 Hubin North Rd.	Fujian		China	14	28	42	90,48%		None

Partner Since	COC status	Name vendor	Name production location	Address	Region	Tr	Country	Workers men	Workers women	Total workers	CAP progress %	Tr	Complaints
2025	Yes	BENAGEBER TEXTIL S.L. (ARGO JEANS Business)	Benageber textil s.l.	Crtra Albacete km 1 Madriguera Albacete	Castilla-La Mancha		Spain	2	6	8	No cap		None
2025	Yes	A.T. EXPORTS	A.T. EXPORTS	BODLA, BICHPURI ROAD, KALWARI, POST-OFFICE-SHAHGANJ, UTTAR PRADESH	Uttar Pradesh		India	180	0	180	No cap		None
2025	Yes	GAMZE TRIKO TEKSTIL SAN VE TIC LTD STI	GAMZE TRIKO TEKSTIL SAN VE TIC LTD STI	sanayi mah öznr sk kale iş merkezi 4 no :1/2 kale iş merkezi 4 no :1/2	Istanbul		Turkey	4	2	6	No cap		None
2025	Yes	ALFATEX TEXTIL BARCELONA SL	confecciones flores.	zone industrielle Gzenaya - Lot 89 Tanger 39000	Tanger-Tétouan-Al Hoceïma		Morocco	293	151	444	No cap		None
2025	Yes	S. MAIA UNIPESSOAL LDA	S. MAIA UNIPESSOAL LDA	Rua Industrial da Salgada Nº 127, Fr.B 4610-483 Felgueiras	Porto		Portugal	25	25	50	No cap		None
2025	Yes	LNKnits	Société Benamor de Confection	Avenue 14 Janvier 2011, 8060 Beni Khlar, Nabeul, Tunisia	Nabeul		Tunisia	69	85	154	No cap		None
2025	Yes	ZEDD NV	Ashish Bags & Fashions Pvt Ltd	E5-107/1/New Gangarampur Road, Phase 3, PO & P.S. Maheshtalla	West Bengal		India	25	19	44	No cap		None
2026	Yes	ZEDD NV	Zhejiang Hansun Arts & Crafts Co., Ltd.	No. 8370--8438, Century Road, Longgang City, 325802 Wenzhou ,	Zhejiang Sheng		China	25	64	98	No cap		None
2025	Yes	G-LOG DOOL SKOPJE	MARTEKS DOOEL Prilep	Aleksandar Makedonski 116 7500 Prilep North Macedonia	Pelagonia		North Macedonia	13	109	122	No cap		None
2026	Yes	G-LOG DOOL SKOPJE	Amika mika DOOEL	ul.Sv.Joakim Osogovski 1330 Kriva Palanka North Macedonia	Northeastern		North Macedonia			165	No cap		None
2025	Yes	COLOUR & CO. LTD	Colour & Co. Ltd.	Tapirbari, Tengra, Sreepur, Gazipur -1740	Dhaka		Bangladesh	1653	2057	3710	100%		None
2026	Yes	SLC MALHAS E CONFECÇOES LDA	SLC MALHAS E CONFECÇOES LDA	RUA DA DEMANDA 178 GANDRA - ESPOSENDE, 4740-473 Portugal	Braga		Portugal	1	30	31	No cap		None
2025	Yes	COUSY BV	COUSY BV	VANDENDRIESSCHESTRAAT 10 9620	Zottegem		Belgium	29	7	36	No cap		None