

Sustainability in Our Brands



January 2023

UNITED IN DESIGNING FOR A MORE SUSTAINABLE WORLD

ULAC Sustainable Priorities



Sustainable Packaging 5 R's

Remove and Reduce

Recycled Content

Recyclability and Labelling

Reusable



Environmental and Social Responsibility

Sustainable Apparel Coalition (SAC)

Higg MSI,PM

Higg FEM, Higg vFEM, Higg FSLM

GHG Protocols



Sustainable Fibres

Cotton-Organic, BCI

Polyester-Recycled

Nylon-Recycled

MMCF

1. Sustainable Packaging

Remove and Reduce:

Phase 1 and 2:

- Scale back on packaging and reduce waste throughout Supply Chain
- Use less packaging, reduce size, thickness
- Recycled Polybags and transition to reduce Polybags
- Remove plastic inserts and plastic hangers

Recycled Content:

Phase 2:

- Increase to contain at least **30% minimum recycled content** vs. new material
- **Source** from **FSC certified suppliers**

Recyclable:

- Design packaging to be recycled
- Use materials that are easy to recycle (e.g., PP)
- Paper alternatives
- **Transition to 100% recyclable packaging for Phase 2 and 3**

Recycle Labelling:

Phase 2 and 3:

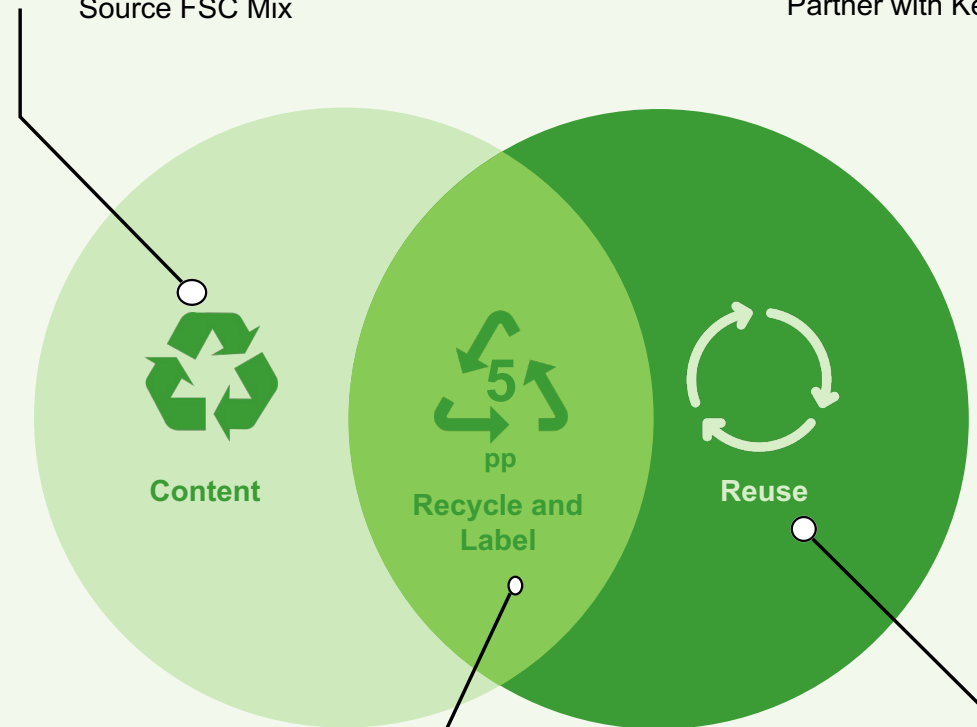
- **Clear labelling on 100% of packaging** on how to recycle and dispose

Reusable: Be Innovative and Explore Options

5 R's Goals

Recycled Content: Minimum 30%
Source FSC Mix

Remove and Reduce: Be Creative + Streamline.
Partner with Key Suppliers.



Recyclability and Recycle Labelling

- Use PET, HDPE, and PP
- Paper Alternatives
- Transition to 100% Recyclable packaging by Phase 2 and 3
- Communicate to Consumer

Reusable

- Be innovative
- Explore Sustainable Designs

2. Environmental Impact and Social Responsibility



Enable **ULAC** to:
Track, measure and communicate our sustainable material achievements throughout our supply chain and help reduce our environmental impact.



Tools for **Design and Product Team**:
Assess our **material** (cradle-to-gate) and **product's** environmental LCA impact (cradle-to-grave).

Tier 1 and Tier 2



Manufacturers and Mills:
Work with registered manufacturers and mills that self- assess their facilities and environmental impact. 3rd party verification audit to ensure alignment of environmental and social impact.

The Higg Product Tools assess 5 Environmental Impacts

- Global Warming Potential
- Nutrient Pollution in Water (Eutrophication)
- Water Scarcity
- Fossil Fuel Depletion
- Chemistry

The Higg FEM assesses:

- Environmental Management Systems
- Energy Use and Greenhouse Gas Emissions
- Water Use
- Wastewater
- Emissions to Air (If Applicable)
- Waste Management
- Chemical Management

3. Sustainable Fibres

A. Cotton:

Source more sustainable cotton by using:

- BCI
- Organic Cotton

B. Polyester and Nylon:

Source more sustainable polyester / nylon by using:

- Branded recycled Polyester or recycled Nylon
- Generic recycled Polyester or recycled Nylon

C. Manmade Cellulosic Fibres - “MMCF”:

Start to source from Suppliers that are designated “Green Shirt” by Canopy (organization that protects the forests) and/or certified:

- Birla Cellulose
- Lenzing
- Certification programs:
 - FSC (Forest Stewardship Council)
 - SFI (Sustainable Forestry Initiative)
 - PEFC (Program for the Endorsement of Forest Certification)



Less Water

Low Energy

Made with Waste
Material

Renewable
Resources

Our Sustainability Plan

Phase 1



Responsible Packaging:
FSC Mix and FSC Recycled
Core Hangers, hooks, boxes, bands
Sustainable Design:
30% minimum recycled material and reusability, Poly bags
Material survey: Establish Baseline

1. 5 R's Packaging
2. **Sustainable Packaging:**
Paper Alternatives, FSC
3. **Sustainable Fibres:** Recycled Polyester/Nylon, Organic Cotton



Phase 2 Explore + Innovate Packaging Design

Phase 2 Environmental



Sustainable Fibres:

- Polyester/Nylon: Recycled
- Cotton: BCI
- MMCF
- Certificates: GRS, BCI, OEKO-TEX
- Integrate Circularity into Design
- Zero Waste approach

- Measure Environmental Impact:**
1. Higg MSI, Higg vFEM, Higg FSLM
 2. GHG Protocols: Scope 1,2
 3. Alignment with SDGs



Phase 2 Sustainable Fibres

Phase 3



1. GHG Protocols, Scope 3
2. Report Environmental Impact
 - CDP
 - SBTi
3. Regenerative approach



Phase 4

Tell a story across all our brands
Metrics based and meaningful impacts improvements

Phase 5



Industry Leaders
Reduce Supply chain carbon footprint and aim for 1.5°C Climate Priority