

WE CARE.



SUSTAINABILITY REPORT 2020

WE

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FOREWORD

2020 will always be remembered as 'when the world went into lockdown'. The fear of the COVID-19 virus, absence of familiar contacts, with loved ones, friends and co-workers dictated our lives. Certainly, also our work at WE Fashion was affected greatly. Throughout Europe we faced several phases where our stores were closed and many of our staff sitting idle at home or doing work behind closed doors. HQ operations were reduced to a minimum and employees connected via new technology. It was very hard to keep morale high, as the outlook was very uncertain; how quickly and to what extent would customer demand rebound? In previously busy shopping streets social distancing regulations lead to dramatic footfall reductions. Our assortment planning went completely upside down and we needed to manage considerable over-stocks.



But the end seems in sight. While writing this foreword, many Europeans have been vaccinated and the prospect of returning back to normal seems within reach.

We do see some irreversible developments after COVID. Customers have been asking themselves what they really need and have re-prioritized their purchases. We expect them to have a greater appreciation for quality, durability and sustainability. This is certainly something we applaud as serving our customers with 'quality that lasts' is our key priority.

We have seen a tremendous acceleration of online shopping while shops were closed. The convenience of home shopping has attracted and convinced more shoppers than before. Our brand grew fast in the digital space and especially throughout the various international partnerships it was seen by more new customers across Europe. We are excited about the possibilities this has created. We do expect this however, to have a lasting impact on the busyness of high streets around the globe.

This development puts different expectations on the role of (fashion) stores, where an inspiring experience with professional service becomes a crucial differentiator. Our new flagship store in Amsterdam is a true testimony of future relevancy. Check that one out if you have a chance.

The crisis also highlighted the interdependencies in our value chain. The health crisis and reduced customer demand had direct consequences in producing countries. The absence of social and economic safety nets remains a great concern. Together with the parties in the Dutch Agreement on Sustainable Garments and Textile, and by endorsing the ILO Call to Action, we are working to develop concrete and specific measures to protect workers' income, health and employment, and support employers to survive the aftermath of the COVID-19 crisis. It's a very complex matter to which we all hold a certain responsibility.

Our core belief remains 'Better Together'. We will continue to do what we believe is best for us all, especially after this pandemic. With the 2025 Sustainability Goals and Strategy set out in this report, we have planned the next steps towards a fair and healthy value chain.

Warm regards,

Joris Aperghis

IMPROVING THE SUPPLY CHAIN



BUYING PRACTICES

- We launched a Responsible Buying Manual, which merges every day process with sustainable practices
- 80% of questions from the PPSA and PPA tool scored 3.5 points or higher on a scale of 1 to 5

FACTORY COMPLIANCE

- 63% of factories have good working conditions
- 95,000 workers in factories that produce our garments
- We accept several social compliance standards, to relieve factories from audit fatigue

SAFE FACTORIES

- 93% WE Fashion remediation score for Transition Accord
- 45,000 workers in continuous training program

GRIEVANCE MECHANISMS

- 45% of workers have access to the complaints mechanism of the Transition Accord
- In 23% of factories in risk countries workers have access to an effective grievance mechanism

ADDRESSING CHILD LABOUR

- 648 parent workers were reached with the BB4C project from Unicef
- WE Fashion signed a commitment to end child labour by 2025 during the event 'Taking Next Steps'

MITIGATION OF FORCED AND BONDED LABOUR

- WE Fashion signed the Call to Action on human rights in Xinjiang
- 5 spinning mills engaged with the Factory Support Program for Garment and Textile Industry in Tamil Nadu, to continue to improve the implemented workers' committees.

ENGAGEMENT WITH FACTORIES DOWN THE SUPPLY CHAIN

- 70% of mapped suppliers use in-house washing facilities
- 28% of lower tier factories are engaged in social and environmental activities and verified during independent inspections

TOWARDS PAYING A LIVING WAGE

- 100% of factories supplying to WE fashion pay the minimum wage or more
- All factories in Bangladesh have followed the Fair Wear labour minute costing seminar.

MAKING BETTER PRODUCTS



SUSTAINABLE MATERIALS

- 100% of cotton has been sustainably sourced
- 66% of the collection in 2020 was made with more sustainable materials
- 90% of men's and boy's swim shorts were made from recycled materials

IMPROVING OUR WAY OF WORKING



HEALTHY WORK ENVIRONMENT

- 38% of senior management is female
- 75% of employees are female
- 177 stores in 4 countries

EDUCATION

- 20,000 online courses followed by WE employees in 2020
- 90% of employees are working from home

CHARITY SUPPORT

- We donated more than 10000 kg of samples to the Salvation Army.
- 8.600 euro funding collected for the WE Get Together Foundation

SUSTAINABLE PRODUCTS FROM SUSTAINABLE FACTORIES

- 77% of leather from LWG certified tanneries
- 63% of factories producing for WE Fashion in 2020, in all tiers registered, were certified to an environmental system such as Higg FEM, ZDHC, BEPI, Oekotex 100, Oekotex Step and LWG

REDUCE WASTE

- Save 40000 bin bags with the new waste management system
- 25% more organic waste separated
- 63% of the hangers that we returned can be reused again

GIVING BACK TO SOCIETY



PERFORMANCE 2020

- Our polybags are made with 50% recycled plastic
- All price tags and hangtags are made from FSC certified paper

RECYCLING AND CIRCULAR BUSINESS MODELS

- 90% of the men's and boy's beach shorts were made from recycled fibers
- We aim for durability so we offer 365 days guarantee on men's Fundamentals

REDUCTION OF GREENHOUSE GAS EMISSIONS

- 100% green electricity in all our operations
- The total emission tCO₂e of WE Fashion in 2019 has decreased by 17% compared to 2015

SUSTAINABLE OPTIONS IN THE OFFICE

- 50% of sustainable Non-commercial articles are FSC certified
- 19% of non-commercial articles are sustainably produced

ANIMAL WELFARE

- Only non-mulesed merino wool used
- We stopped using down and feathers in 2020



SUSTAINABILITY
AT WE®

INTRODUCTION TO WE®

WE Fashion is an international company with around 180 stores, 2000 employees, and online representation in 12 countries: The Netherlands, Belgium, Germany, Switzerland, Austria, France, Italy, Spain, Finland, Poland, Denmark and Czech Republic. The international distribution center and the organization's head office are located in Utrecht. There are also local offices in Belgium, Germany and Switzerland.

WE Fashion is an online and high street retailer, working with the retail labels WE, Blue Ridge and Fundamentals, selling affordable fashion for men, women and kids.

CUSTOMERS

- WE Fashion has 4.5 million WE IS ME members
- 50 million visits to WE Fashion every year, both online & offline
- 125K visitors (online + stores per day. Every day 125K visitors come to our store, which is equal to the population of the city of Leiden

ITEMS

- In 2019, 6.4 million WE® items were sold via store + online + online partners
- In 2019, 1.338.281 pairs of jeans were sold. Fun fact: that is one pair for every person who travels by public transport every day in The Netherlands Last year, 83.000 blazers for women were sold. So, WE power dressed 8.3% of employed women in the Netherlands

SOCIAL MEDIA



Impressions: 750K per month
Followers: 42K



Impressions: 3,4M per month
Followers: 142K



Impressions: 1 M per month
Followers: 3.7K

WE[®] IN NUMBERS

THE NETHERLANDS

1365 employees
106 stores

BELGIUM

199 employees
27 stores

GERMANY

235 employees
22 stores

SWITZERLAND

215 employees
28 stores

2014
EMPLOYEES

183
STORES

4
COUNTRIES

32
IS OUR
AVERAGE
AGE

73%
EMPLOYEES
IS FEMALE



OUR GOAL IS THAT 100%
OF OUR COTTON USED IS
SUSTAINABLE BY 2021
WE CARE.

WE VALUES

We believe that life has more meaning when lived and experienced with others. We believe it so strongly, we have founded WE® based on this idea.

We believe in random acts of kindness. In group hugs. In shared adventures. In helping others, and not only on Christmas eve. We believe in uniting our differences. And embracing change.

We believe in our heritage. Started as a humble Dutch retailer, we take pride in our entrepreneurial spirit. A small country with big ideas. Ideas we love to share with the world.

We believe in designs that connect. Designs that allow you to stylishly tune-in and vibe with those around you. Modern collections of great quality for a fair price.

We love our audiences and do everything to overachieve their expectations. We're store stars, ready to connect.

Now is our time. Our time to create a better world, a place where people move together as one. Because that's when great things happen.

WE Fashion has established seven key company values that describe the attitude and characteristics of our company. They are summarised under the heading CONNECT.

Customer Focus
Operational Excellence
Newness Loving
Naturally Stylish
Engaging
Care
Togetherness

To emphasize the holistic approach we have on sustainability, we have integrated our responsibilities into our overall WE business strategy: sustainable business. In addition, CARE will be added to our Connect values in 2021, which means that the commitment of employees to WE CARE, our sustainability mission, will be assessed annually.

Our business strategy aims for optimal balance in creating environmental and socially responsible fashion that can be enjoyed by all. In both the short and long term, WE Fashion would like to contribute towards structural improvements to the lives of people and the environment.



SUSTAINABILITY VISION

Finding the right connection between social, environmental and economic interests, so that fashion can become more sustainable. Something that will interest all stakeholders.

SUSTAINABILITY MISSION

Our main goal is, together with all stakeholders, to find the right connection between social, environmental, and economic interests, so that fashion can become more sustainable. We behave responsibly so that everyone can trust WE Fashion to create products that are made with respect for people and the planet. Now and in the future.



SUSTAINABILITY TEAM

The WE sustainability team identifies the social and environmental opportunities and risks, puts them in context and relates them to the activities of WE Fashion. They do this by working with the right stakeholders, such as government, NGOs, trade unions and other industry companies, to gain valuable information on emerging social and environmental issues. These issues may not be relevant today or tomorrow, but in the longer term they will be.



The sustainability team works with the WE Management Team to inform them so that they can make the right decisions for the strategy of the future.

The team collaborates with other departments within WE Fashion in addressing necessary improvements in social and environmental performance, and works with suppliers and factories to improve working conditions and the environment in manufacturing countries.

RISK ANALYSIS

We base the risk analysis on the OECD Guidelines for Multinational Enterprises in order to avoid and address the potential negative impacts of our activities and supply chains. The OECD Guidelines help to implement the due diligence recommendations contained in the UN Guiding Principles on Business and Human Rights.

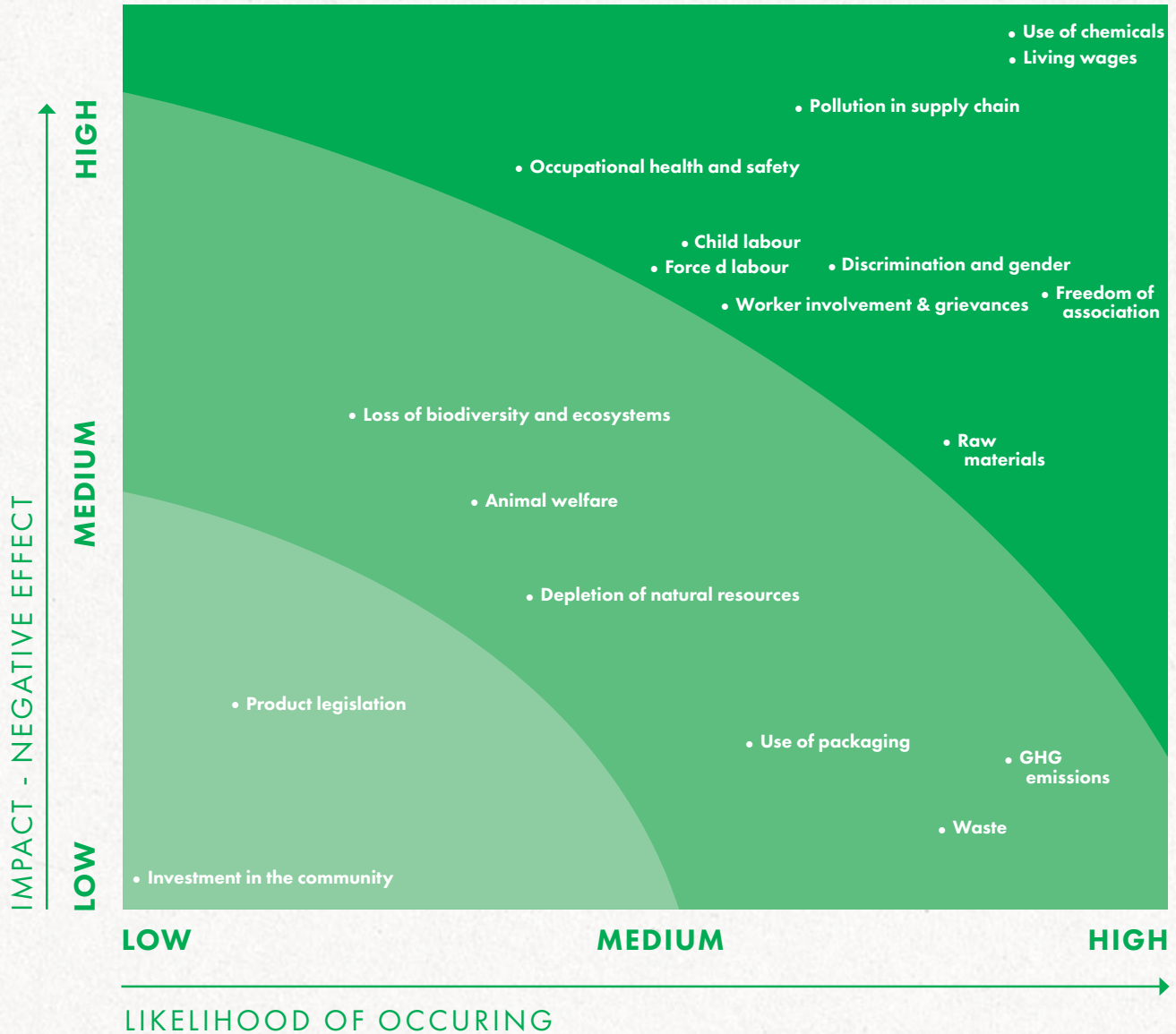
The risk identified for the analysis come from various sources, such as NGO, union and industry research, and historical data. Next to this we expanded the risk analysis to the factory level in order to get a more complete view on the circumstances at factory level. We determined the extent of damage the risks can cause, and the possibility of the risk happening. Many risks interconnect with others. High risks translate events that have happened before and are likely to occur again, or products and materials that have been bought and will be bought again. Also, the connection to other risks is included. On the other hand, low risks entail rarely used products and materials, and events that unlikely take place in the WE supply chain but are still a possible threat in general.

The analysis confirms that the activities we have undertaken in recent years are already prioritizing the most salient risks.

In order to focus on the right set of priorities to drive the WE Sustainability Strategy 2020-2025, the materiality of the prioritized risks have been discussed during a stakeholder dialogue early 2020. We have been able to set smart goals and prioritised the risks that scored highest in the analysis, and include actions to relate and involve the suppliers and factories in our supply chain.

We measure progress towards each goal, by setting up monitoring and evaluation procedures and standards. It is our aim to cooperate more on a local level in production countries, with workers, factory management and local stakeholders, to be able to make real impact on the ground.

Below we explain the risks that arose as a result of the Covid-19 pandemic. Another serious risk that arose or worsened in 2020 was the situation with Uyghurs in XUAR. And in early 2021 the coup in Myanmar took place, putting workers' rights at risk and factories facing logistical problems.



RISK ANALYSIS

WE Fashion has carried out an extensive risk analysis. The identification of risks as listed by WE Fashion has been based on several resources, and include:

- Reports consulted from Clean Clothes Campaign, WRC, Fairwear Foundation, Somo, Greenpeace, Arisa, ILO Call to Action Covid-19.
- Tools from the Dutch Agreement on Sustainable Garments and Textile, Modint and MVO Nederland.
- Issues covered during audits and inspections of amfori Business Social Compliance Initiative, amfori Business Environmental Performance Initiative, Better Cotton Initiative, Transition Accord and Leather Working Group
- Issues related to the materials we use in our products
- Issues related to the countries where our products are produced

COVID-19 SUPPLY CHAIN RISKS

In 2020, the Covid-19 pandemic has shaken the world and caused unprecedented disruption in the supply chains and logistics of fashion brands across the world. This is also the case for WE Fashion. We have been working all year to make sure our actions would not make the situation worse for suppliers, their factories and their workers.

Due diligence is essential in these difficult times and helps us identify and assess the most serious risks in our supply chain. In particular, the issue of workers not earning a living wage when countries close and factories shut has become more apparent during the pandemic.

This crisis has affected all workers in production countries. We asked our suppliers what the situation in their factories was, we received feedback that covered the situation of 80% of the workers affected. During the first lockdown, 30% of the workers were temporarily laid off, and 2% were made redundant. Of all workers, 57% received full wage during lockdown, other workers received a payout that varied from 40% - 75% of their normal wages. The biggest problem suppliers faced was the fact that brands cancelled orders or did not pay for already produced goods.

Workers were and are still risking to get infected, as almost all factories are labour intensive due to the scale of production. Governments have mandatory closed factories during lockdowns in the past year, but for the majority of time factories tried to continue production.

As an answer to the identified risks, the WE Action plan to mitigate the negative effects of Covid-19 buying decisions was introduced in April 2020.

THE SUSTAINABILITY TEAM EFFORTS:

- We published a Covid-19 company statement online
- We stayed in regular contact with our suppliers and stakeholders to monitor the situation in the factories, with extra attention to excessive overtime, discrimination against workers who are recovering from Covid-19 and the possible hindering of union work.
- For the 25 factories where we identified multiple high risks, we wrote a Mitigation Plan
- We looked for collaboration and alignment with other brands in the factories, and with initiatives such as the ILO Call to Action and Fair Fashion Think Tank
- We temporarily accepted delays and cancellations of social and environmental audits
- We accepted that not all sustainable product certifications could be sent.

THE BUYING TEAM EFFORTS:

- We initially extended the payment terms, but turned them back in November 2020.
- We agreed not to renegotiate agreed prices for existing products, not to apply cost compensation, not to negotiate discounts, and not to cancel orders
- In case of the bankruptcy of a factory, permanent closure or mass lay-off of workers at factories that produce for WE Fashion, we agreed to deploy the WE Exit strategy and join with other brands in the factories to make sure workers would get their due severance pay.

RISK PRIORITISATION

The risk matrix has been discussed with the management and the owner of the company. We have prioritised the below risks. The goals in the WE Sustainability strategy 2020-2025 cover the most severe risks in our supply chain, as well as risks in our operations that could harm people and the environment. We expect the targets that have been set by the management team towards 2025 will help to mitigate the risks in our supply chain.

- **USE OF HAZARDOUS CHEMICALS**

Very high risk for denim and leather products.

High risk for jersey, sweat and accessories.

Medium risk for knitwear and woven outdoor.

Low risk for suits, shirts, blouses and dresses.

- **NO BASIC NEED WAGES - LIVING WAGES**

Highest risk in India (5 factories), Mauritius, Morocco, Vietnam (1 factory)

Severe risk in Bangladesh, Cambodia, Pakistan, Poland, Vietnam (rest of factories) and partially in China and India

Medium risk in Turkey, Romania, Thailand, and partially in China and India

- **POLLUTION IN SUPPLY CHAIN**

Very high risk in Cambodia, China, India, Italy, Myanmar, Portugal and Turkey.

High risk in Laos, Morocco, Poland, Romania and Thailand.

Medium risk in Bangladesh.

Low risk in Madagascar, Mauritius, and Vietnam.

- **PRESENCE OF DISCRIMINATION AND GENDER**

Severe risk in 5 factories in Bangladesh

Medium risk in other Bangladeshi factories, Cambodia, China, India, Myanmar, Turkey and Vietnam

- **LACK OF FREEDOM OF ASSOCIATION AND THE RIGHT OF WORKERS TO BARGAIN COLLECTIVELY**

Severe risk in Myanmar

Medium risk in Bangladesh, Cambodia, China, India, Thailand and Turkey

- **RAW MATERIAL USE (ENVIRONMENTAL ISSUES)**

Very high risk for cotton and leather.

High risk for polyester, polyamide and elastane.

Medium risk for man-made cellulose fibers.

- **NO WORKER INVOLVEMENT AND GRIEVANCE MECHANISMS**

Severe risk in factories in almost all countries, due to the lack of transparency and absence of a valid grievance mechanism.

- **PRESENCE OF CHILD LABOUR / YOUNG WORKERS**

Severe risk in lower tiers

Low risk in production

- **PRESENCE OF BONDED LABOUR/ FORCED LABOUR**

Severe risk in China

Medium risk in Cambodia, India, Myanmar, Pakistan, Romania, Turkey and Vietnam

- **OCCUPATIONAL HEALTH AND SAFETY**

Severe risk in factories in Bangladesh, Cambodia, China, India, Myanmar, Pakistan, Turkey and Vietnam.

Medium risk in non-risk countries where we have limited data.

- **USE OF PACKAGING**

Medium to high risk for consumer packaging.

Low risk for transport packaging.

- **GHG EMISSIONS**

Very high risk in China, India, Pakistan, Thailand and Turkey.

High risk in Bangladesh, Cambodia, Madagascar, Morocco, Poland, Portugal, Romania.

Medium risk in Mauritius and Myanmar.

Low risk in Italy and Vietnam.



WE SUSTAINABILITY STRATEGY 2020-2025

In 2020, WE Fashion sourced from factories in 18 countries, many of which are situated in countries where human rights, worker health and safety, environmental protection and animal rights may be at risk.

International guidelines and agreements such as the United Nations' Guiding Principles on Business and Human Rights, the Sustainable Development Goals SDG, the OECD's Guidelines for Multinational Enterprises, and the ILO's fundamental labour standards helped us to set policies and conduct our due diligence by investigating the human rights, environmental or animal welfare violations in our supply chains.

A comprehensive risk analysis has been carried out to identify the most salient risks. The findings have been used to create the WE Sustainability Strategy 2020-2025. Consisting of four pillars, making the supply chain more sustainable, making better products, improving our way of working and giving back to society, each pillar includes several goals we want to achieve by 2025. This report provides information about the risks we have identified in our supply chain, the goals we have set for the coming years, and the activities we undertake to map, detect and mitigate the risks in our supply chain.

The aim is to create impact for workers and the environment in the supply chain, for consumers by offering them sustainable products, for our colleagues by offering them a healthy and safe working environment, and for the wider community we operate our business in.



IMPROVING THE SUPPLY CHAIN

We believe this strategy will enable us to deliver greater value, innovation and competition in the years to come.



MAKING BETTER PRODUCTS

We want to minimize the burden on the environment by using more environmentally friendly fibers and materials for products, and using cleaner factories for production.



IMPROVING OUR WAY OF WORKING

We find it important that we work with happy employees in a healthy and safe working environment and work hard to make that possible.



GIVING BACK TO SOCIETY

We do not only want to focus on creating profit, but we want all parties involved to benefit from the production of our clothing. It is our responsibility to give back to society.

OUR GOALS FOR 2025

70% of the products will come from factories
that have good working conditions.

**100% MORE SUSTAINABLE
COTTON BY 2021.**

100% animal friendly materials only.

50% OF PRODUCTS ARE DYED AND
FINISHED WITH CLEAN TECHNIQUES.

20% of materials used are made from recycled fibers.

***1 in 3 management positions
are filled by a woman.***

All B2C packaging is made from sustainable materials.

**50% of non-commercial articles will
be a sustainable option.**

**30% REDUCTION
OF WASTE FROM HQ AND STORES.**

30% reduction of CO2 emissions from HQ and stores.

**100% OF PRODUCT WASTE
IS DONATED TO CHARITIES.**

**50% of the products will come from
factories that pay the local living wage.**

*We only accept products from factories that are free from
child labour, discrimination and gender issues.*

ACHIEVEMENTS AND GOALS



IMPROVING THE SUPPLY CHAIN

Our goal is that 70% of the products will come from factories where working conditions qualify as “good” by 2025. We will continue to work with the remaining factories to action the identified improvement areas.

Our goal is that 50% of the products will come from factories that pay the local living wage by 2025.

We only accept products from factories that are free from child labour, discrimination and gender issues.



MAKING BETTER PRODUCTS

Our goal is to use 100% more sustainable cotton by 2021.

Our goal is to use only 100% animal-friendly materials by 2025.

Our goal is that 50% of the products will be dyed and washed with clean techniques by 2025.

Our goal is that 20% of the materials used will be made from recycled fibers by 2025.



IMPROVING OUR WAY OF WORKING

Our goal is to maintain that at least 1 in 3 management positions are filled by a woman by 2025.

Our goal is that 100% of our B2C packaging will be made from sustainable materials by 2025.

Our goal is that 50% of the non-commercial articles will be a sustainable option by 2025.

Our goal is that waste from the head office and stores will be reduced by 30% by 2025.

Our goal is that CO₂ emissions from the head office and stores will be reduced by 30% by 2025.



GIVING BACK TO SOCIETY

Our goal is that 100% of product waste will be donated to charities by 2025.

2019	2020	GOAL 2025
44%	63%	70%
18%	3%	50%
96%	97%	100%
63%	97%	100%
25%	33%	100%
1,4%	0,4%	50%
0.1%	1,4%	20%
41%	38%	33%
15%	38%	100%
6%	19%	50%
-	-10%	-30%
-	Measurements not finished	-30%
96%	96%	100%

RESPONSIBLE STAKEHOLDER ENGAGEMENT

The collaboration with stakeholders is focused on working together to identify and mitigate risks, and understanding concerns they have. We engage directly, invite feedback, provide updates and address concerns throughout the regulatory process and throughout all processes and operations. Our preferred method for addressing concerns is through direct and respectful discussion. Ultimately, we work with stakeholders to create change.

Stakeholders we involve in conducting our due diligence:

EXTERNAL ORGANISATIONS

Our relationships with organisations such as governments, non-governmental organisations (NGO's) and unions provide valuable insight. These organisations are important as a partner in initiatives and projects, and their critical voice helps us to tackle the most relevant and urgent risks.

COOPERATION ON RAW MATERIALS

ORGANISATION	ENGAGEMENT VIA
FOUR PAWS	<ul style="list-style-type: none">• Dutch Agreement on Sustainable Garments and Textile• One-on-one conversations
TEXTILE EXCHANGE	<ul style="list-style-type: none">• All standards and policies• 2025 Sustainable Cotton Challenge
SOLIDARIDAD	<ul style="list-style-type: none">• Dutch Agreement on Sustainable Garments and Textile
BETTER COTTON INITIATIVE	<ul style="list-style-type: none">• Cotton Sourcing
RESPONSIBLE SOURCING NETWORK	<ul style="list-style-type: none">• Cotton Sourcing
LEATHER WORKING GROUP	<ul style="list-style-type: none">• Leather sourcing
MVO NEDERLAND	<ul style="list-style-type: none">• Inkoopwijzer Duurzaam Leer

COOPERATION ON WORKERS' RIGHTS, WORKING CONDITIONS AND FREEDOM OF ASSOCIATION

ORGANISATION	ENGAGEMENT VIA
FNV	<ul style="list-style-type: none"> • Dutch Agreement on Sustainable Garments and Textile • AMPLIFY!, an initiative aims to strengthen garment workers' voices
CNV	<ul style="list-style-type: none"> • Dutch Agreement on Sustainable Garments and Textile • AMPLIFY!, an initiative aims to strengthen garment workers' voices
CCAWDU	<ul style="list-style-type: none"> • Appeals for workers' rights in Cambodia • One-on-one conversations
INDUSTRYALL	<ul style="list-style-type: none"> • Transition Accord in Bangladesh
UNI GLOBAL UNION	<ul style="list-style-type: none"> • Transition Accord in Bangladesh
INTERNATIONAL LABOUR ORGANISATION	<ul style="list-style-type: none"> • Covid-19 Call to Action
ARISA	<ul style="list-style-type: none"> • Dutch Agreement on Sustainable Garments and Textile • Factory Support Program for Garment and Textile Industry in Tamil Nadu • Remedies towards a better workplace project • Covid situation in India
SAVE	<ul style="list-style-type: none"> • Factory Support Program for Garment and Textile Industry in Tamil Nadu
SOMO	<ul style="list-style-type: none"> • Appeals • One-on-one conversations

COOPERATION ON WORKERS SAFETY

ORGANISATION	ENGAGEMENT VIA
INDUSTRYALL	<ul style="list-style-type: none"> • Transition Accord in Bangladesh
UNI GLOBAL UNION	<ul style="list-style-type: none"> • Transition Accord in Bangladesh
CLEAN CLOTHES CAMPAIGN	<ul style="list-style-type: none"> • Transition Accord in Bangladesh
BUSINESS SOCIAL COMPLIANCE INITIATIVE	<ul style="list-style-type: none"> • Factory inspections BSCI

COOPERATION ON LIVING WAGES

ORGANISATION	ENGAGEMENT VIA
SOLIDARIDAD	<ul style="list-style-type: none"> • AGT Living wage task group
FNV	<ul style="list-style-type: none"> • AGT Living wage task group
MINISTRY OF FOREIGN AFFAIRS	<ul style="list-style-type: none"> • AGT Living wage task group
CLEAN CLOTHES CAMPAIGN	<ul style="list-style-type: none"> • Appeals • One-on-one conversations

COOPERATION ON ACCESS TO REMEDY

ORGANISATION	ENGAGEMENT VIA
FAIRWEAR FOUNDATION	<ul style="list-style-type: none"> • Collaboration on shared international complaints mechanism
GERMAN PARTNERSHIP FOR SUSTAINABLE TEXTILES	<ul style="list-style-type: none"> • Collaboration on shared international complaints mechanism

COOPERATION ON FORCED LABOUR

ORGANISATION	ENGAGEMENT VIA
CLEAN CLOTHES CAMPAIGN	<ul style="list-style-type: none"> • Coalition to End Forced Labour in the Uyghur Region
WORKER'S RIGHTS CONSORTIUM	<ul style="list-style-type: none"> • Coalition to End Forced Labour in the Uyghur Region
ARISA	<ul style="list-style-type: none"> • Factory Support Program for Garment and Textile Industry in Tamil Nadu
SAVE	<ul style="list-style-type: none"> • Factory Support Program for Garment and Textile Industry in Tamil Nadu
RESPONSIBLE SOURCING NETWORK	<ul style="list-style-type: none"> • Uzbek Cotton Pledge • Turkmen Cotton Pledge
UNICEF	<ul style="list-style-type: none"> • WE Forced Labour Policy Review
HIVOS – STOP CHILD LABOUR	<ul style="list-style-type: none"> • WE Forced Labour Policy Review

COOPERATION ON CHILDREN'S' RIGHTS

ORGANISATION	ENGAGEMENT VIA
UNICEF	<ul style="list-style-type: none"> • BB4C Project in Bangladesh • WE Child Labour Policy Review
HIVOS – STOP CHILD LABOUR	<ul style="list-style-type: none"> • Remedies towards a better workplace project • WE Child Labour Policy Review
ARISA	<ul style="list-style-type: none"> • Remedies towards a better workplace project
DUTCH MINISTRY OF FOREIGN AFFAIRS	<ul style="list-style-type: none"> • Taking Next Steps – signed commitment to end Child Labour in global supply chains

COOPERATION ON SUPPLY CHAIN DISCLOSURE

ORGANISATION	ENGAGEMENT VIA
INDUSTRYALL	<ul style="list-style-type: none">• Transparency Pledge
UNI GLOBAL UNION	<ul style="list-style-type: none">• Transparency Pledge
CLEAN CLOTHES CAMPAIGN	<ul style="list-style-type: none">• Transparency Pledge
WORKER'S RIGHTS CONSORTIUM	<ul style="list-style-type: none">• Transparency Pledge
OPEN APPAREL REGISTRY (OAR)	<ul style="list-style-type: none">• Publication WE factory list

COOPERATION ON CIRCULARITY

ORGANISATION	ENGAGEMENT VIA
DUTCH CIRCULAR TEXTILE VALLEY	<ul style="list-style-type: none">• Engaged
TEXTILE EXCHANGE	<ul style="list-style-type: none">• Standards and policies regarding recycled materials
RESHARE – SALVATION ARMY	<ul style="list-style-type: none">• Clothing reuse and recycling program

COOPERATION ON THE USE OF WATER, WASTE, ENERGY AND CHEMICALS

ORGANISATION	ENGAGEMENT VIA
SOLIDARIDAD	<ul style="list-style-type: none"> • Dutch Agreement on Sustainable Garments and Textile • One-on-one conversations
SAC HIGG FEM	<ul style="list-style-type: none"> • Factory environmental program
LEATHER WORKING GROUP	<ul style="list-style-type: none"> • Factory environmental program for the leather supply chain
TEXTILE EXCHANGE	<ul style="list-style-type: none"> • All standards and policies
CLEVERCARE	<ul style="list-style-type: none"> • Sustainable clothes care guide

COOPERATION ON ANIMAL WELFARE

ORGANISATION	ENGAGEMENT VIA
FOUR PAWS	<ul style="list-style-type: none"> • Dutch Agreement on Sustainable Garments and Textile • Letter of Intent to end mulesing
TEXTILE EXCHANGE	<ul style="list-style-type: none"> • Standards and policies regarding animal materials
MVO NEDERLAND	<ul style="list-style-type: none"> • Inkoopwijzer Duurzaam Leer

GOVERNMENTS

We are in dialogue with the Dutch government as regulators and legislators, and we co-operate with governments, through bodies such as trade associations and direct in the Dutch Agreement on Sustainable Garments and Textile.

ASSOCIATIONS AND INDUSTRY

WE Fashion is a member of industry organisation INretail, which represents the interests of retailers in the field of fashion, shoes, sports and home furnishings. INretail represents the industry in the steering committee of the Dutch Agreement on Sustainable Garments and Textile.

EMPLOYEES

We engage with our colleagues by offering a wide range of trainings, a works council, policies and procedures such as the WE Whistleblower Regulation, regular performance reviews, and an open and informal workspace where there is also time for fun.



SUPPLIERS

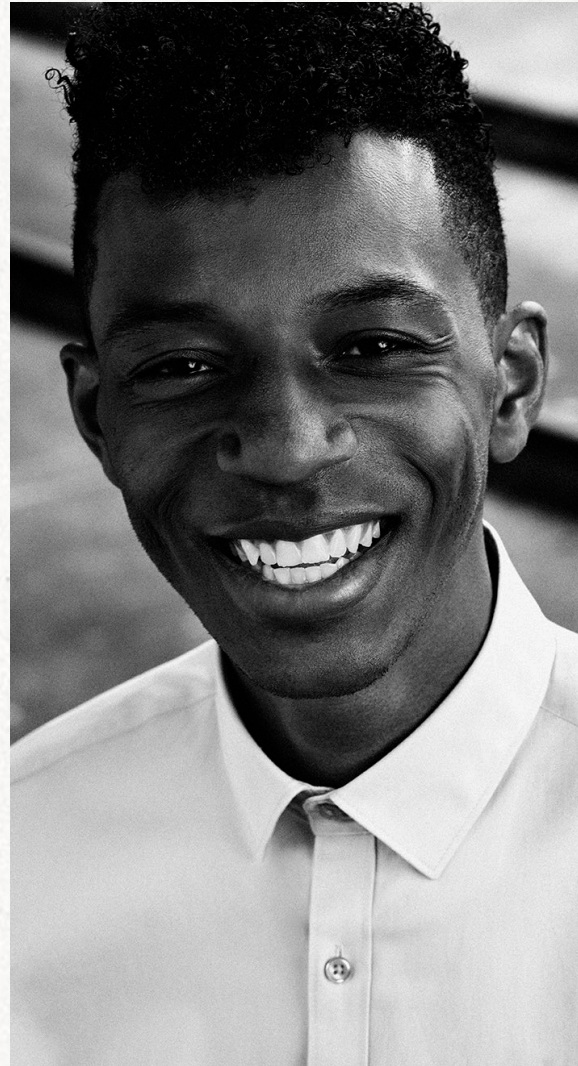
We aim for long partnerships with our suppliers. On a daily basis we are in one-on-one contact. We meet in supplier meetings, we share information about the WE Fashion factory compliance program, the demand for sustainable materials and opportunities for participating in projects and trainings. Suppliers are invited to provide anonymous feedback on purchasing practices.

CUSTOMERS

Customers reach out to WE Fashion via social media and email to ask questions and share ideas. Questions regarding social compliance, sustainable products and product safety are very welcome and help to shape the direction of the topics in our Sustainability strategy. We take product complaints seriously and use the feedback to improve our products.

COMMUNITY

The community around our offices and stores, and around the factories where we produce are stakeholders in our businesses, as these communities are impacted by job creation and economic development. We have a role as a good neighbour to the communities where we are active.



MEMBERSHIPS

We engaged in several memberships of multi stakeholder initiatives for the purpose of doing due diligence, to make steps and work towards more sustainable products and a more sustainable supply chain together with other brands and retailers.

DUTCH AGREEMENT ON SUSTAINABLE GARMENTS AND TEXTILE

Together with 80 other companies, the government, trade unions, NGOs and trade associations, WE Fashion takes part in the Dutch Agreement on Sustainable Garments and Textile, to promote a sustainable clothing and textiles industry. The initiative addresses 9 social and environmental themes, but also focusses on a due diligence, buying practices, transparency and stakeholder involvement. WE Fashion has a seat in the Steering Committee of the agreement, to represent the interests of the larger brands. As a signatory brand, WE Fashion works closely with all other parties on improvements in the clothing and textile industry. Brands are committed to submitting information on their Due Diligence process, annual overviews of factories and materials used to create their products. Each year we also submit an action plan, where the actual steps towards mitigation and remediation are outlined.



Workers in the supply chains of signatory brands can file a complaint if their rights are violated, either direct, via worker representatives or via other organisations that represent the interests of people, the environment or animals. If a complaint comes in from the supply chain of WE Fashion, we are notified so we can immediately take the appropriate action. The independent complaints committee has the authority to make binding judgments. How to submit a complaint can be found here: [the website of the Agreement.](#)

TRANSITION ACCORD IN BANGLADESH

We are committed to ensuring the safety of workers in our supply chain. In 2013, WE Fashion signed the Bangladesh Accord which has made significant improvements in building safety and fundamentally changed the mindset of factory owners and employer's associations in Bangladesh. It has also been successful in providing a leading example of a strong and effective grievance mechanism. In 2018 we signed the Transition Accord, to continue to work together in a multi-stakeholder partnership to improve the safety of the garment sector in Bangladesh.

BETTER COTTON INITIATIVE

Through BCI and its Partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles. Since the start of our membership in 2015, BCI has become the most important standard for more sustainable cotton sourcing. For more information please have a read on our [website](#).

BUSINESS SOCIAL COMPLIANCE INITIATIVE

WE Fashion has been a member of the amfori Business Social Compliance Initiative (BSCI) since 2004. The WE Code of Conduct follows the BSCI principles and requires that they are implemented by suppliers and the factories they

work with in risk countries. The code consists of 13 principles, which are checked at the factory level by independent auditors, so that we know where the most important improvements can be made. For more information please have a read on our [website](#).

BUSINESS ENVIRONMENTAL PERFORMANCE INITIATIVE

WE Fashion has been a member of the amfori Environmental Performance Initiative (BEPI) since 2017. BEPI provides a practical framework that supports factories to reduce their environmental impact, business risks and costs through improved environmental practices.

LEATHER WORKING GROUP

The Leather Working Group (LWG) developed environmental standards for leather tanning and processing. The assessments look at water consumption, waste management and the transparency of effluent treatment. Factories can achieve different levels of certification for different levels of performance.

SUSTAINABLE APPAREL COALITION

In January 2020 WE Fashion joined the Sustainable Apparel Coalition (SAC), an industry-wide group of more than 200 leading apparel and footwear brands, retailers, suppliers, academics and NGOs working to reduce the environmental impacts of apparel and footwear products.



IMPROVING THE SUPPLY CHAIN



IMPROVING THE SUPPLY CHAIN

We strive for good working conditions for everyone in our supply chain. Workers' rights to decent wages, reasonable working hours, good working conditions and non-discrimination must be respected. Furthermore, they should be protected from harassment and violence at work. A good long-term relationship with our suppliers is the basis for tackling social problems in production, lifting the factories to a higher level by engaging the management and workers, offer training and workshops, which all will lead to improvement of the quality of work.

We do not have own factories, but we work together with specialized suppliers who also produce for many other brands. We have been working together with our suppliers on improving the social conditions for employees involved in production for many years, and have been able to build a solid and strong social management system. With that system working conditions are checked, and improvement is being made. This leads to progress in the lives of the employees.

The textile chain is extensive and includes many steps, all of which contribute to the creation of our clothing. A simple overview runs from farmer to trader, spinner, weaver, sewing factory, laundry and distribution center. Fibers, fabrics and clothing are also traded, transported and stored between all these steps. We want to contribute to good working conditions and compliance with human rights in the supply chain, as well as to improving environmental conditions that take place in the various steps.

Our goals to improve the supply chain contribute to the Sustainable Development Goals 1, 4, 5, 6, 8 and 10



BUYING PRACTICES

It is through buying practices that WE Fashion has the most impact on human rights. Where responsible buying is an investment in the relationship with suppliers, aggressive price negotiation, inaccurate forecasting, late orders and last-minute changes can put strain on this relationship. When a supplier is put under pressure this may lead to poor working conditions and low pay for workers.

We have created a two-way code of conduct which includes the responsibilities of our buyers. In 2020 we have launched a manual on ethical buying practices, that include processes for design, planning and purchasing, and identifies the relevant actions that could have a negative impact in the supply chain. And we introduced a responsible exit strategy to mitigate the impact on factory workers when we no longer place orders in a factory.

In the coming year we will train all buying teams to raise awareness on the impact their actions can have in the supply chain, and to support them to work in an ethical and responsible way.



1

We launched a Responsible Buying Manual, which merges every day process with sustainable practices.



RESULTS OF INTRODUCING BUYING PRACTICES

- We used the PPSA and PPA tool from ACT in cooperation with the Dutch and German textile covenant to get an insight in our own buying behavior. This tool has been developed by ACT, an agreement between global brands, retailers and trade unions to transform the fashion industry and achieve living wages for workers through collective bargaining at industry level.
 - The Purchasing Practices Self-Assessment (PPSA) gives the participating brands insight in their purchasing practices.
 - The Purchasing Practices Assessment (PPA) is filled out by suppliers, they get the chance to comment on the buying behavior of specific brands.
- In 2021, buying practices will be at the forefront of our internal due diligence work, hence we decided to include them in our performance program. The Sustainability team will focus on training and capacity building with the buying teams, and will also measure the supplier's response via the PPA tool at the end of the year again. Buyers will have a goal to improve on their buying practices and include the lessons learned from previous supplier assessments.

2

80% of questions from the PPSA and PPA tool scored 3.5 points or higher on a scale of 1 to 5.

FACTORY COMPLIANCE

WE Fashion has been working on improving the social conditions of employees involved in production since 1998. It is important that working conditions are checked and factories are asked to implement change for the better. From a workplace without environmental and safety hazards, to a place where women's rights are respected and workers voices are heard. This leads to progress in the lives of the workers in all steps of the supply chain.

Factory compliance has been very early identified as a risk, it was the start of CSR at our company more than 20 years ago. With the factory compliance program, we understand what is happening in the factories, and are measuring the different aspects of working conditions in the factories. From 2015 we only work with factories who give us insight in their working conditions, so we can work together towards improvements.

Factories that have only small issues and improvements to do are more likely to have an effective Social Management System in place to control social and human rights issues of their workers.

PERFORMANCE 2020

OUR GOAL IS THAT 70% OF THE PRODUCTS WILL COME FROM FACTORIES THAT HAVE GOOD WORKING CONDITIONS BY 2025

2020 → 63%

2025 → 70%



RESULTS OF FACTORY COMPLIANCE WITH THE WE CODE OF CONDUCT

- 63% of products (measured in purchase value) come from factories scoring good during their last BSCI, SMETA, SLCP or SA8000 audit. The increase compared to last year is the result of more or bigger orders being placed at factories which provide good working conditions. Audit results from 2020 show that the highest amount of issues was in Social management systems, Worker involvement, Fair Remuneration and Decent working hours.

3

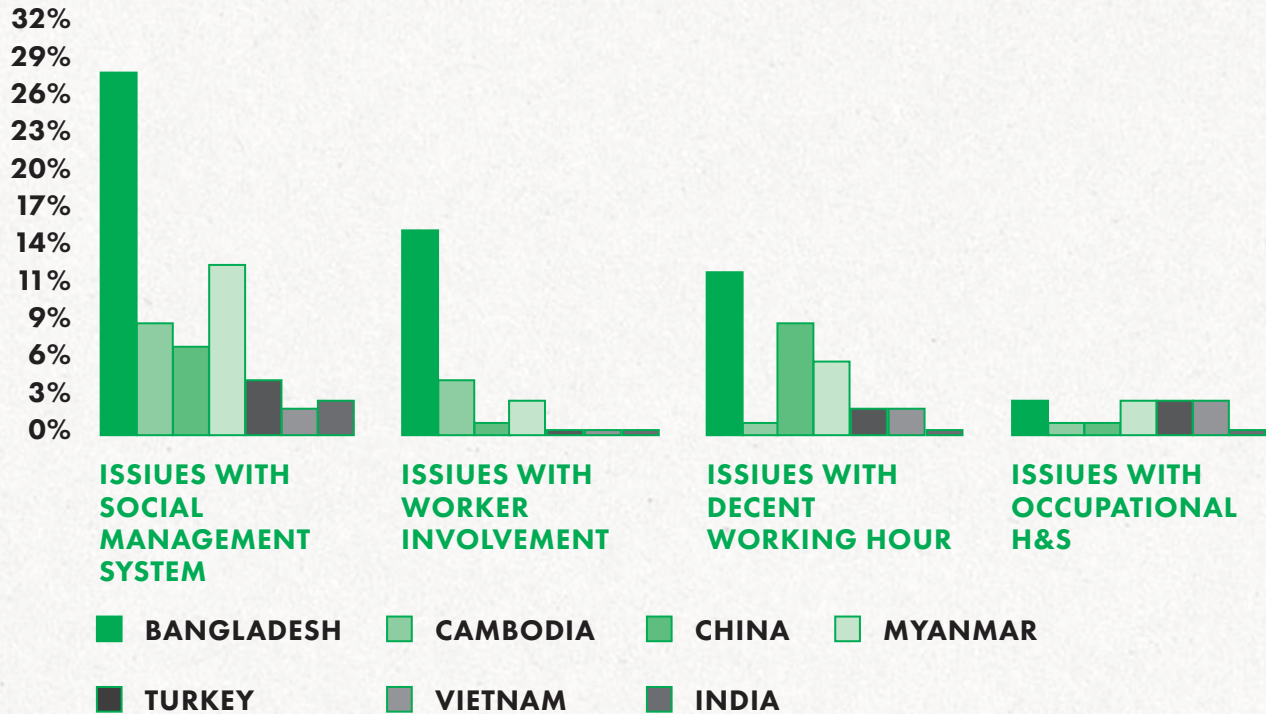
63% of factories have good working conditions.

- Issues found during audits at factories not complying to the WE Code of Conduct:
 - 64% of workers are working in a factory where the Social management system has to improve.
 - 26% of factories do not involve workers enough, they fail to train workers on their rights, have no long-term goals to protect workers and often the grievance mechanisms are failing.
 - 31% of workers do structurally or occasionally work too many hours.
 - 14% of workers are not working in a healthy or safe environment, due to insufficient worker safety training, missing safety guards on machinery and because they fail to use personal protection equipment.

4

We accept several social compliance standards, to relieve factories from audit fatigue.

ISSUES WITH FACTORIES COMPLYING TO THE WE CODE OF CONDUCT



- We encourage factory management to improve their knowledge of social management systems and worker rights by following (online) training and workshops. Due to the situation with Covid-19, suppliers and factories were not able to follow face-to-face workshops as they were cancelled.
- WE Fashion has 216 active factories in their database from 109 suppliers. Products have been supplied by 88 suppliers and produced in 147 factories, of which 14 factories were located in non-risk countries and 133 factories were located in risk countries.

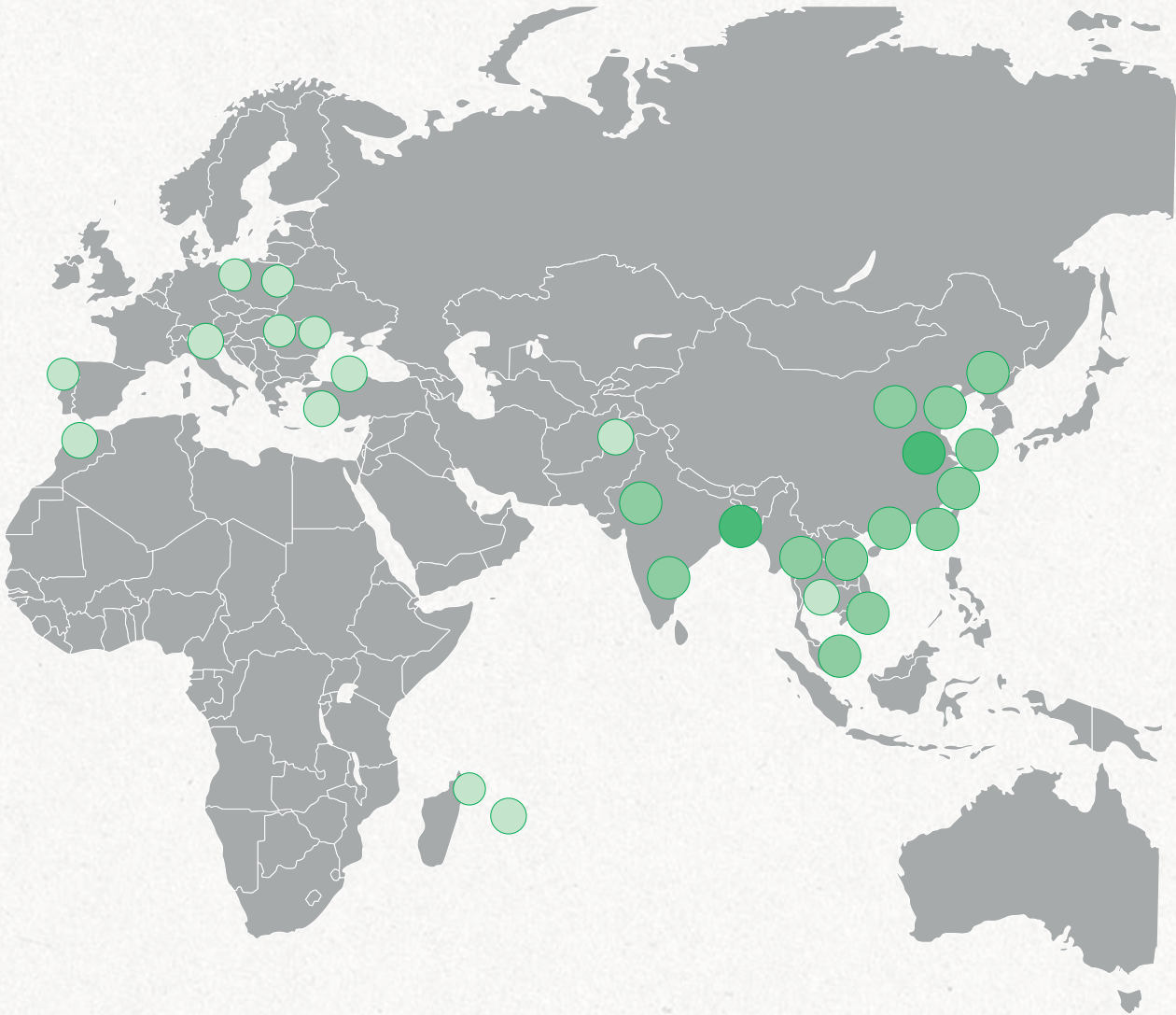
- In 2020 WE Fashion produced in 18 countries: Bangladesh, Bulgaria, Cambodia, China, India, Italy, Lao People's Democratic Republic, Madagascar, Mauritius, Morocco, Myanmar, Netherlands, Pakistan, Poland, Romania, Thailand, Turkey, Vietnam.
- The main production countries were Bangladesh, China and Cambodia. 3 countries were classified as non-risk, based on the Worldwide Governance Indicators by the World Bank.
- The factories in our supply chain in risk countries employ an estimated total of 95,000 workers. 45% of those work in Bangladesh, and 33% work in China, Cambodia and Myanmar. In other countries where we produce, the number of workers is much lower, so we have a relatively lower impact.
- Not all workers in a factory work on our products, but all workers in a factory are impacted by the facility complying to the Code of Conduct, or offering training and improved wage payment conditions.

5

95,000 workers in factories
that produce our garments



PRODUCTION COUNTRIES



FEWER FACILITIES ○ ● ●● **MORE FACILITIES**

SAFE FACTORIES

Because building safety is not sufficiently and thoroughly inspected during social audits, we need to find a model that covers more factories in our supply chain to be strictly monitored on building safety. In Bangladesh the Accord monitors the building and fire safety. We also accept safety checks from other initiatives such as LABS initiative that started in Vietnam and India. For the future we hope to be able to include all factories in checks on building safety in all countries.

We have identified that worker safety is a risk in all risk countries where production for WE Fashion takes place. It is not only about the structural safety of buildings and fire safety, but also about a safe workspace without practices such as unsafe chemical use, noise, high temperatures without proper ventilation, and repetitive motion.

6

93% WE Fashion remediation score for Transition Accord.



RESULTS OF WORKING TOWARDS FACTORIES THAT HAVE NO SEVERE HEALTH & SAFETY ISSUES:

- In 2020, 45% of workers in our supply chain were working in factories that are monitored either by the RSC or by LABS, an initiative from IDH.
- Since 2013 WE Fashion participates in the Bangladesh Accord. This is an agreement between fashion brands and international unions on Fire & Building Safety in Bangladesh. By signing the Transition Accord in 2018, WE Fashion continued its pledge to work to improve the building safety and working conditions of workers in the clothing factories of Bangladesh.
- In May 2020, the operational work and all procedures and protocols from the Transition Accord in Bangladesh have been handed over to the RSC, a tri-partite cooperation under Bangladesh law that includes the industry, brands and unions.
- By the end of 2020, 8 of the 24 active factories have finished the inspection program of RSC on initial issues, and a total of 2335 issues have been identified. In the past 7.5 years the factories have corrected 88% of issues, and another 7% issues have been corrected but by the end of 2020 still needed to be confirmed by means of a RSC inspection.
- Factories that remediate the initial issues are recognised for that as they have proven to take safety of their factories serious. But they are required to keep the safety on a high level, by implementing policies and procedures, and by keeping the employees updated via trainings.
- In 2020, the improvement of the inspection program and the remediation progress came to a halt when all our stores had to close down due to Covid-19. As a result of the operational changes to RSC and Covid-19, the WE remediation score stayed flat on 96%.
- The RSC training program for workers stopped temporarily too due to Covid-19. The training program is based around the presence of unions, worker safety committees and training of all workers, and handles hazard identification, communication skills and problem solving.
- All factories in Bangladesh have started with the Accord worker training program and since 2013 a total of 338 trainings have been given to more than 50.000 workers in our supply chain.

- By the end of May 2021 the Transition Accord will expire. WE Fashion is committed to continue the work on safety of factories in Bangladesh in the future.
- During the social audits performed in 2020, we found that 9% of factories had problems in the area of Occupational Health and Safety. Main findings are lack of using personal protection equipment (e.g. dust masks or gloves), aisle marks faded, insufficient worker safety training, missing safety guards on machinery. We see that the social audits have a big impact on this performance area from audit to audit as these topics are often easy to remediate. Lack of use of PPE is a recurring problem, which we paid extra attention to this year because of Covid-19, to ensure factories had taken adequate measures to prevent the spread of the disease.

	REMEDICATION COMPLETED	REMEDIED BUT NOT VERIFIED YET	REMAINS TO BE REMEDIATED
STRUCTURAL ISSUES	95%	1%	4%
FIRE ISSUES	83%	11%	6%
ELECTRICAL ISSUES	89%	6%	5%

7

45,000 workers
in continuous
training program.





ENGAGEMENT WITH FACTORIES DOWN THE SUPPLY CHAIN

To obtain a clear overview of the social and environmental performance of factories in lower tiers of our supply chain, we started to register wet-processing units and material suppliers used to produce our products. In the long-term we would like all tier 2 factories to be included in a monitoring or audit system.

We are working to get a complete view on the supply chain. Traceability down the supply chain is a difficult task, we do often not have a direct relationship with the factories down the supply chain, but it is imperative to identify and mitigate environmental, social and human rights risks in our supply chain.

We have started by registering wet-processing units and materials suppliers for each product, in some cases they use in-house facilities, in many cases these are suppliers to our suppliers. We are accepting a wider range of audit standards for these lower tier factories. And we look at a nomination model for the wet processing and materials suppliers, to possibly enter into a direct collaboration with these factories and thus be able to exert more influence on their social and environmental compliance.

9

70% of mapped suppliers use in-house washing facilities.

RESULTS OF MAPPING LOWER TIER FACTORIES

- We launched a new mapping tool, and asked all suppliers to give us a complete overview of actors in the supply chain, producing for WE Fashion, including contact details, sustainable certifications and audit schemes.
- We identified for 30% of products where they were washed, dyed and finished and where the fabrics came from.
- In 2020, 28% of lower tier factories in our supply chain were engaged in one or more inspection system for environmental and social compliance, such as BSCI, SLCP, SA8000, SMETA, WRAP, Higg FEM, BEPI, ZDHC, OekoTex and LWG.

- Of suppliers that are currently registering the lower tier suppliers used for our products, 70% uses in-house washing facilities and 40% has its own yarn or fabric unit.
- Our aim is to further look at the possibility of nominating fabric suppliers and wet-processing units, to get more control over lower tiers in our supply chain.

10

28% of lower tier factories are engaged in social and environmental activities and verified during independent inspections.



MITIGATION OF FORCED AND BONDED LABOUR

Modern slavery is a big issue in most of our sourcing countries. Through social audits we assess if factories follow the policy on forced labour set out in our Code of Conduct. Because we are aware that audits are not providing the full picture we work together with a local NGO to make sure forced labour is not part of our supply chain, and to raise awareness on management and worker level.

Global supply chains for raw materials, including some agricultural products of relevance to our business, can be lengthy and quite complex, reducing our potential influence and adding further hurdles to the challenge of understanding and effectively addressing issues that may exist. WE Fashion only accepts products from factories that are free from forced and bonded labour, and is committed to playing a positive role in helping society to eliminate all forms of forced labour.

In our supply chain, there are several materials, regions or countries that have a link with forced and bonded labour. We have identified the following risk areas: Modern slavery in China, Cambodia, Myanmar and Bangladesh, Sumangali in Tamil Nadu India, Syrian refugees in Turkey and state imposed forced labour in Xinjiang.

RESULTS OF ACTIVITIES AGAINST FORCED LABOUR

- WE Fashion has published the WE Forced Labour Policy. This policy can be found [here](#).
- Mid 2020 WE Fashion asked its suppliers to stop sourcing cotton from China's Xinjiang province over concerns about mass human rights abuses there - including state imposed forced labour by prisoners. The ban on the use of cotton from Xinjiang is now part of the WE Code of Conduct.
- WE Fashion does not work with any supplier in or source from Xinjiang. In June 2020 WE Fashion explicitly included the ban on the use of cotton from the Xinjiang region in the WE Code of Conduct, which has been signed off by all suppliers. To date, all cotton for WE Fashion is sustainably sourced in other regions in the world.
- Sustained allegations of forced labour and other human rights abuses in the Xinjiang Uyghur Autonomous Region (XUAR) of China as well as increasing risks of forced labour at the farm level have contributed to an untenable operating environment. In March 2020, BCI suspended licensing and assurance activities in the XUAR, and has taken the decision to cease all field-level activities in the region including capacity building and data monitoring and reporting.

- In September WE Fashion checked their supply chain on links to entities names in the report from the Australian Strategic Policy Institute 'Uyghurs for sale'. No factories are directly linked or active in the XUAR, and no links could be made.
- In December WE Fashion send out a letter to all suppliers with a link to China asking if the company has sourced from companies or factories situated in XUAR or linked of Uyghur people being forced to work under a government schedule, if they have sourced from the companies listed by the US government as connected to forced labour practices and what precautions they have taken to exclude any use of forced labour. All suppliers responded and confirmed they do not knowingly work with factories in XUAR.

11

WE Fashion signed the Call to Action on human rights in Xinjiang.

- WE Fashion has signed the Call to Action on human rights in Xinjiang, where the Chinese government is accused of human rights violations against the ethnic minority group of Uyghurs. The allegations concern the recruitment of Uyghur workers in textile factories that could potentially be linked to forced labour. We are concerned that forced labour remains a significant problem in many parts of the world, which is why WE asks all of our suppliers to sign the WE Forced Labour Policy.
- The sustainability team will train the buying teams in 2021 on the new requirements with regard to the commitments of the Call to Action.

- In Tamil Nadu, India, the practice of sumangali is forbidden, but still in use, particularly in the textile industry. Girls are hired on contracts for three to five years, during which they live on the premises of the factory and earn a wage. At the end of the contract they are paid a lump sum to pay for a dowry. In practice, many of the girls do not live in freedom.

WE Fashion is engaged in the project 'Factory Support Program for Garment and Textile Industry in Tamil Nadu'. The goal is to help and set up Worker Committees in the factories and spinning mills in Tamil Nadu in our supply chain, and map the upstream supply chain to include all subcontractors and material suppliers. This project is a follow up of the 'Remedies towards a better workplace' project in Tamil Nadu where 5 spinning mills engaged with the program. These spinning mills are in a continuous training program by a local NGO.

The goal is to establish concrete policies and procedures to enable them to identify and remediate labour issues in a timely manner, including in their supply chain.

12

5 spinning mills engaged with the Factory Support Program for Garment and Textile Industry in Tamil Nadu, to continue to improve the implemented workers' committees.



ADDRESSING CHILD LABOUR

WE Fashion does not have its own factories but works together with suppliers who also produce for many other brands. For many years, WE Fashion has been working on improving the social conditions of employees involved in production. We support workers to collectively aim for improvement.

Unfortunately, today all around the world child labour is still happening. In our supply chain, there are several materials, regions or countries that have a risk of being linked to child labour. We have identified the following risk area's: cotton farming, children of Syrian refugees in Turkey, young female workers in spinning mills in Tamil Nadu India, and children working in lower tier factories in Bangladesh, Cambodia and Vietnam.

PERFORMANCE 2020

WE ONLY ACCEPT PRODUCTS FROM FACTORIES THAT ARE FREE FROM CHILD LABOUR, DISCRIMINATION AND GENDER ISSUES.

2020 → 97%

2025 → 100%



RESULTS OF ACTIVITIES TO MITIGATE CHILD LABOUR, DISCRIMINATION AND GENDER ISSUES:

- WE signed a commitment to end child labour by 2025 during the event 'Taking next steps'. Our aim is to use the learnings from the project in Tamil Nadu with Save and Arisa to reach manufacturers in India and other risk countries, and connect them with local NGO's to address child labour, discrimination and gender. <https://takingnextsteps.nl/commitments/>

13

WE Fashion signed a commitment to end child labour by 2025 during the event 'Taking Next Steps'.

- WE Fashion has published the WE Child Labour Policy. This policy can be found [here](#).
- In 5 factories in Bangladesh, minor issues with discrimination were found during inspections in 2020. The most common issue was that factories did not identify and conduct any internal assessment on the most frequent areas where discrimination could take place. All factories had remediated this issue by the end of the year.
- Because child labour is more likely to be found in lower tiers, WE Fashion puts effort in mapping lower tiers and other suppliers of the factories we work with. In the 'Factory Support Program for Garment and Textile Industry in Tamil Nadu' lower tier factories such as spinning mills are participating too. In this program, amongst other topics, the root causes of child labour is also addressed in the worker committees.

- In 2019 WE Fashion aligned with Unicef and one of our strategic suppliers on a Better Work for Children (BB4C) project in Bangladesh. A Child Footprint Assessment was conducted with the purpose to identify strengths and child rights challenges in the factory's current policies, practices and worker engagement programs, focusing on 11 child impact areas. Based on the assessment advise and training was provided by a local NGO.

Our supplier has planned to provide the following to its workers in 2021

- Upgrade the existing day care with qualified caregivers to support early childhood development and pre-primary education
 - Provide the Photovoice Program, this enables workers to video call with their children, who often live in their home villages.
 - Add career development opportunities for young workers, e.g. traineeship for local youth.
 - Increase break times and improve facilities for nursing mothers
 - Provide health and nutrition training to female workers
 - WASH training to the workers' communities, a training to parent workers and local communities to improve access to basic water, sanitation and handwashing facilities, and to establish protocols for preventing and controlling infections.
- Factory data on workers and their children:
 - Of all parent workers surveyed, 57% has 1 child, 36.5% have 2 children and 6.5% has 3 children
 - 47.3% of parent workers have children under the age of 6, 55.9% have children that are school-aged (6-14 yr)
 - The average age of workers' children is 8 yr.
 - Childcare responsibilities mainly fall on the shoulders of grandparents (51,6%).
 - 80% of the fathers support the mother in taking care of the children
 - Factories with issues on child labour will always be supported by WE Fashion. According to the WE Child Labour Policy we will assign the support of an NGO-consultant to remediate the issue and prepare for the next audit to prove change.

14

648 parent workers were reached with the BB4C project from Unicef.



GRIEVANCE MECHANISMS

Addressing issues like child labour, discrimination and gender is often difficult for workers, as factory management can come back with repercussions towards the complainant. In an unsafe working environment, the complaints are not always handled fairly, which makes workers face verbal and physical abuse, and sometimes the risk of losing their job.

Brands can help by starting an open dialogue, and offering support. Involvement of local parties like worker representatives, unions and NGO's supports the process, so both factory management, workers and their representatives feel safe and confident to engage.

We believe that every person who is involved in the WE Fashion supply chain must have the possibility to submit a complaint if their rights are under threat. This is set forth in the United Nation's Guiding Principles on Business and Human Rights, also known as the Ruggie Framework.

RESULTS OF PROMOTING THE ADOPTION OF AN EFFECTIVE GRIEVANCE MECHANISM:

- To address complaints from individuals, workers, communities, consumers and civil society organisations adversely impacted by our business activities or operations, WE Fashion utilizes several grievance mechanisms: The Transition Accord in Bangladesh, amfori BSCI grievance mechanism, and the complaints mechanism of the Agreement on Sustainable Garment and Textile (AGT). Furthermore, the email address csr@wefashion.com is specifically dedicated to receive grievances and complaints, and is listed in the WE Code of Conduct and in the Sustainability Report.
- 45% of workers in the supply chain of WE Fashion have access to the complaints mechanism of the Transition Accord in their local language. In Bangladesh, 28 factories fall under the Bangladesh Transition Accord and have access to its grievance mechanism. The Accord, and its successor in Bangladesh RSC only deal with complaints related to Health & Safety. In 2020 the Transition Accord/RSC issued 2 health & safety complaints, both concerning workers who initially did not receive their due maternity benefits and other entitlements. Both complaints were solved by the factories within the given timeframe.
The Accord notes all complaints that come in, and if the complaint does not concern Health & Safety, it will be forwarded to the brands that produce in the factories. We did not receive such a complaint in 2020. Next to that, all workers could raise complaints by sending in their grievances to the AGT, either direct or via their representatives.

- WE Fashion is a member of amfori BSCI. During audits, BSCI auditors check factories on the availability of an effective grievance mechanism. For the mechanism to be effective grievances need to come in, be documented and remediated. 23% of the factories in risk countries that produced our orders in 2020 have received, documented and remediated complaints.
- BSCI does not cover the entire network of factories. To give everyone the same chance, WE Fashion is looking at other grievance mechanisms that cover all involved.
- Part of the Agreement on Sustainable Garment and Textile (AGT) is a grievance mechanism that offers two different routes for providing access to remedy.
First, workers who experience violations of the AGT agreement can reach out to local unions and NGO's and Civil Society Organizations, who can file a complaint on their behalf to the AGT Secretariat. The complaints are then shared by the AGT Secretariat with the respective brands who produce in the specific factory. The AGT expects a brand to mitigate and remediate the complaint.
- The Steering Committee of the AGT also has the opportunity to raise concerns about the lack of progress, or the submission of low-quality action plans by associated brands. When there is a dispute, the AGT Steering Committee can submit the case to an independent Complaints & Disputes Committee to deal with.
- In 2020, WE Fashion joined a collaboration of brands in the field of complaint mechanisms. We do this together with the Fair Wear Foundation, the German Partnership for Sustainable Textiles and the Dutch Agreement on Sustainable Clothing and Textiles. The collaboration aims to facilitate brands with a supply chain grievance mechanism that gives workers in the supply chain access to remedy. The collaboration also aims to re-evaluate and optimize existing structures, and to provide employees with reliable and results-oriented access to grievance mechanisms and remedies. WE Fashion planned to implement the Fair Wear Foundation's established grievance mechanism system in the factories producing for WE Fashion in Myanmar. Due to the recent military coup in Myanmar, this project has been suspended.

15

45% of workers have access to the complaints mechanism of the Transition Accord.

IN 2020, 3 COMPLAINTS WERE RAISED VIA THE AGT.

- One complaint raised by the Clean Clothes Campaign (CCC) concerning workers who protested during the unrest among workers in the garment industry in Bangladesh in December 2018 and January 2019. Large numbers of workers were made redundant and charges were filed against workers. We researched the allegations and concluded that one complaint was not related to the factory in our supply chain. Later CCC confirmed that the charges were dismissed.
- The other case concerned a factory in our supply chain in Bangladesh where the Industrial Police submitting charges to “unknown workers”. We have asked the factory in writing to do their utmost best to get the charges against their workers dismissed, as a complaint against “unknown workers” puts all workers of these factories at risk of arrest and punishment.
- The third complaint was submitted by SAVE and Arisa during Covid-19 lockdown, when a factory in Tamil Nadu, India, forced its workers to continue working when the situation was obviously not safe. We investigated the complaint, and had to conclude that this concerned a factory with a similar name to one factory in our supply chain, but had nothing to do with production for WE Fashion. We shared the outcome of this investigation with Arisa and SAVE.

16

In 23% of factories in risk countries workers have access to an effective grievance mechanism.





TOWARDS PAYING A LIVING WAGE

A living wage is a wage that is sufficient to meet the basic needs of a family of average size in the country where that family lives. In many production countries the minimum wage is not enough to maintain a family. This increases the risk of overtime, child labour and forced labour.

Over the past 7 years WE Fashion conducted research into the wages paid to employees in factories producing our goods. We look at the lowest paid wages in all factories, both from direct suppliers and subcontractors. In the research we check whether the paid wages meet the statutory minimum wages. In addition, we also compare wages with various Living Wage Benchmarks.

We have identified that the payment of living wages to workers is a risk in all risk countries where production for WE Fashion takes place. The risk has been identified as one of the two highest risks in our risk assessment.

WE fashion has made a wage gap analysis since 2015. The data research evaluates the lowest wage against local minimum wage and living wage benchmarks. We expect all factories to pay every worker at least the statutory minimum wage or the leading sector wage as agreed in the country or region. A factory that does not meet this requirement will have to rectify the situation immediately in order to continue to supply WE Fashion.

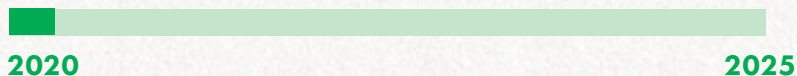
In 2020, we used the newly advised Living Wage Benchmarks from the Dutch Agreement on Sustainable Garments and Textile for the wage gap analysis. We have shared the sensitive data with the secretariat of the Dutch Agreement on Sustainable Garments and Textile, they will include it in an aggregated overview of all brands participating in the agreement.

PERFORMANCE 2020

OUR GOAL IS THAT 50% OF THE PRODUCTS WILL COME FROM FACTORIES THAT PAY THE LOCAL LIVING WAGE BY 2025.

2020 → 3%

2025 → 50%



In previous years we used the local living wage calculated during the social audit, but unfortunately this data is not always reliable. In 2020 we used for almost all countries and regions the Wage Indicator Living Wage benchmark, as it provides more up-to-date data. For factories in Tamil Nadu (India) and Shenzhen (China) we have used the Global Living Wage Coalition benchmark from August 2019.

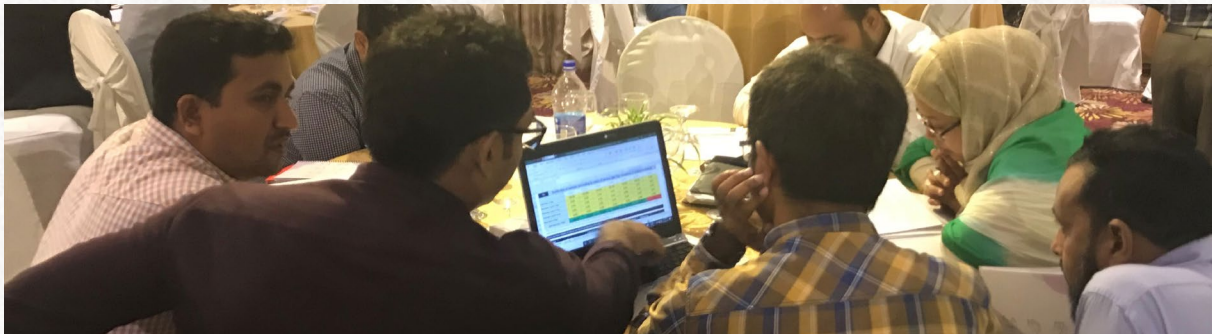
16

100% of factories supplying to WE fashion pay the minimum wage or more.



RESULTS OF WORKING TOWARDS PAYING A LIVING WAGE:

- WE Fashion joined a multi stakeholder living wage task group consisting of the Dutch Agreement on Sustainable Garment and Textile, Ministry of Foreign Affairs, Solidaridad, FNV and 2 other fashion brands. The goal of this task group was to formulate the actions needed from brands that joined the agreement on working towards paying a living wage to all workers in a factory. This action plan included benchmarks, a practical guide and workshops for brands, and has been implemented for the 2021 assessment.
- We changed our annual wage benchmark to match the newly set requirements of the Dutch Agreement on Sustainable Garments and Textile. The factories in WE Fashion's supply chain that pay a living wage to all workers are all SA8000 certified.
- All factories in Bangladesh and several in India have followed the Fair Wear labour minute costing seminar, and 6 more factories in India will join the seminar February 2021.
- WE Fashion made a zero measurement of all suppliers with a Collective Bargaining Agreement (CBA), supported by a local union. From the available data we found two factories in our supply chain with such an agreement. One in Turkey and one in Vietnam, which represent 2% of our purchase value. We will continue to retrieve data on Collective Bargaining Agreements.



- In 2020 WE Fashion joined AMPLIFY!, an initiative organized by the Agreement of Sustainable Garments and Textile, CNV international and FNV. This multi stakeholder initiative aims to strengthen garment workers' voices by promoting Freedom of Association (FoA) in the supply chain of brands. WE Fashion has set 2 goals for this project.
 - Improve knowledge and management buy-in on Freedom of Association as a gateway to solving other social issues
 - Improve our relationship with our Cambodian factories and advocate for more union representation in the factoriesCNV international and FNV support us in reaching these goals by organizing information sessions on country level, hosting peer review meetings with other brands, and providing informative seminars and training for suppliers in their own language.
- We have improved our internal processes to easier verify and correct data on minimum wages, legal working hours and overtime by country.

17

All factories in Bangladesh have followed the Fair Wear labour minute costing seminar.



**MAKING
BETTER
PRODUCTS**



MAKING BETTER PRODUCTS

WE Fashion wants to minimize the burden on the environment by using more environmentally friendly fibers and materials for products, and using cleaner factories for production. The reduction of water, chemicals and energy in production is important, as is the reduction of waste produced. This way the footprint of our products will go down, which is good for both the environment and the people who live in it.

70% of the raw materials in the collections of WE Fashion is cotton. By using sustainable materials in our collections we do not only reduce the use of water, chemicals and pesticides, we also improve the livelihood of farmers and their families in cotton producing countries.

Next to material use, the use of chemicals, water and energy in production has a hefty footprint, especially during dyeing and finishing. WE Fashion aims for a clean environment in and around the factories in which our goods are produced and where materials are made. With increasing insight in the supply chain, we have better knowledge of the highest risks and have the possibility to start working on improvements.

Our goals to make better products contributes to the Sustainable Development Goals 6, 7, 12, 13 & 15.



SUSTAINABLE MATERIALS

WE Fashion has committed to source 100% more sustainable cotton in its collections by the end of 2021, and 70% sustainable materials in the entire collection by 2025. Sustainable sourced cotton includes certified organic cotton, recycled cotton and cotton sourced as Better Cotton. By sourcing more sustainable cotton, we are supporting better practices across the cotton industry.

We have identified that there are many environmental risks related to the materials we use. When the materials grow, farmers need water, pesticides and fertilizers. When yarns and fabrics are produced the use of water, energy and chemicals is abundant. Water scarcity, chemical pollution, land depletion and greenhouse gas emissions are a treat to the environment. The use of chemicals has been identified as one of the two highest risks in our risk assessment.

PERFORMANCE 2020

OUR GOAL IS TO USE 100% MORE SUSTAINABLE COTTON BY 2021

2020 → 97%

2021 → 100%

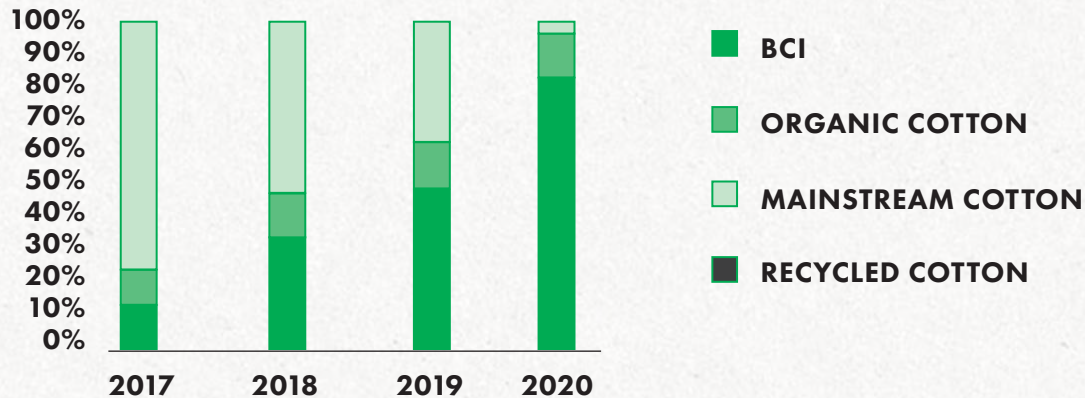


2020 FACTS

- Better Cotton is sourced via a system of Mass Balance and is not physically traceable to end products. See bettercotton.org/massbalance for details. In 2020 we sourced 83% of our cotton as Better Cotton, a 60% increase compared to 2019. Our investment in 2020 enabled Better Cotton to be produced on over 6250 HA of land and enabled BCI to reach and train over 3250 farmers on more sustainable practices.

Thanks to our sourcing of Better Cotton, an estimated 700 kg of pesticides were avoided and an estimated 1 million m³ of water were saved thanks to our sourcing of Better Cotton. On average, BCI farmers benefited from an estimated 505.000 EUR additional profit thanks to our sourcing of Better Cotton.

BCI Farmers experience profit increases for a variety of reasons, most commonly due to increased yields and optimised use of inputs, such as irrigation water, pesticides or synthetic fertilizer..



- Organic cotton crops aren't treated with pesticides, insecticides, herbicides and Genetically Modified Organisms. These toxins are harmful for farmers and workers, consumers, and the entire wildlife ecosystems. According to studies, organic cotton emits 45% less CO₂e and uses 85% less water to grow. The system allows farmers to grow more than one crop, which supplements their food and income.

We sourced 14% of our cotton as organic cotton in 2020. Most of the organic cotton is certified according to Organic Cotton standard (OCS). The OCS certification is focused on traceability of the organic content, traced by transaction certificates. Every time the organic content goes to a new company in the chain, a transaction certificate is given that confirms the organic content. This way we can trace the organic raw materials from the final product back to where they were produced.

18

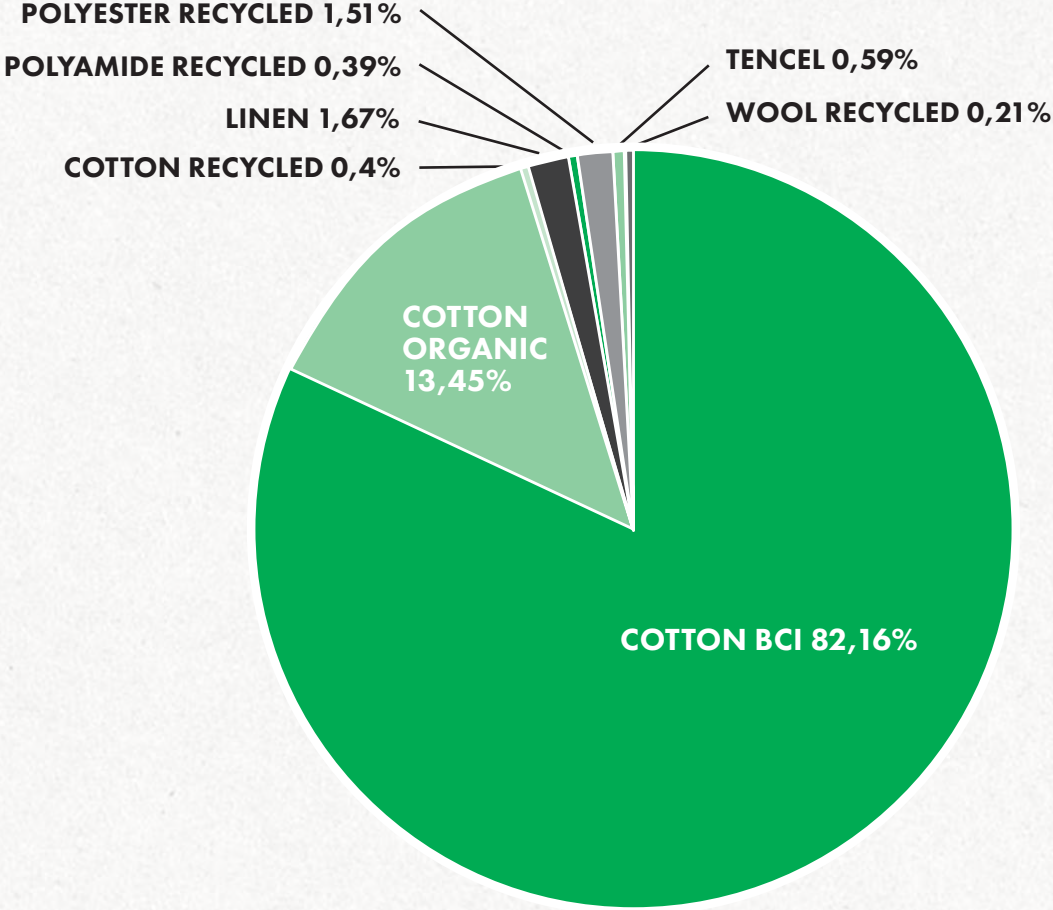
97% of cotton has been sustainably sourced.

19

66% of the collection in 2020 was made with more sustainable materials.



SUSTAINABLE MATERIALS USED IN 2020



20

90% of men's and boy's swim shorts were made from recycled materials.



ANIMAL WELFARE

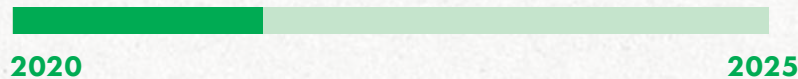
Animal welfare is an important part of ethical trading. All products or parts of products manufactured for WE Fashion should be produced without harm or cruelty caused to animals at any stage of production in the supply chain.

Several materials that are used by WE Fashion in its collections, pose a risk to animal welfare. In previous years we banned all use of fur, exotic skins and angora wool. Recently we added down to the ban. Leather and merino wool are still used, but are materials where animal welfare may be at stake. We want to work towards products made with animal friendly materials only.

PERFORMANCE 2020

OUR GOAL IS TO USE ONLY 100% ANIMAL-FRIENDLY MATERIALS BY 2025.

2020 → 33%
2025 → 100%



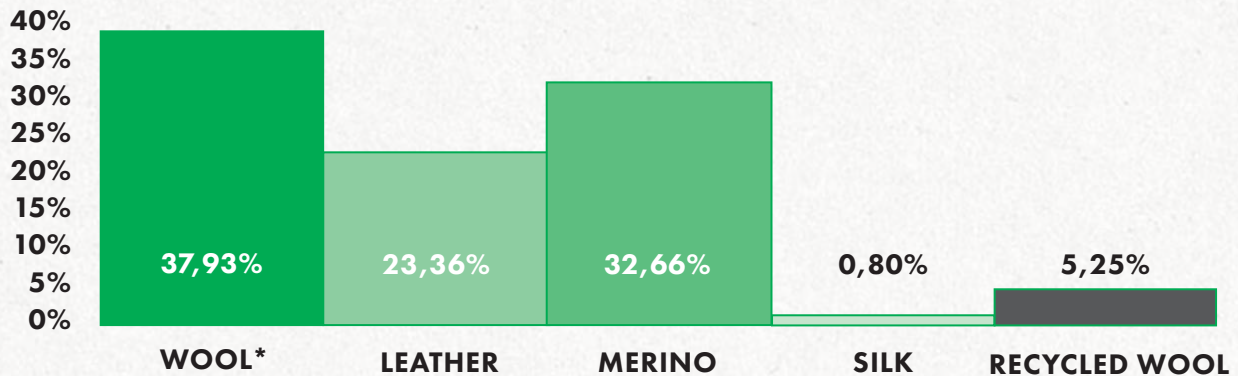
RESULTS OF WORKING TOWARDS THE UPTAKE OF ONLY ANIMAL FRIENDLY MATERIALS IN THE COLLECTIONS OF WE FASHION

- Farmers might use mulesing to prevent the parasitic infection flystrike. This practice involves removing strips of wool-bearing skin from around the breech of the highly wrinkled merino sheep, which can be painful. Mulesing is a common practice in Australia for this purpose. The merino wool WE Fashion uses is traceable, it comes from South Africa, a country where farmers use other ways to avoid flystrike in merino sheep like working with good genetics. To assure this, our suppliers have to supply documents in which they declare and show that the merino wool used in our products comes from merino sheep which are not mulesed.

- In 2020 we decided to stop using real down and will only use other insulation in jackets in the future, like recycled polyester padding, that we used for 66% of our padded coats and jackets.
- The amount of leather we use in our collections went down from 1,4% in 2019 to 0,6% in 2020. To achieve our goal to use 100% animal friendly materials in 2025, we are working on a policy and buying procedures which will ensure the usage of leather from animals that had a good life.

21

Only non-mulesed merino wool used.



*Incl alpaca & mohair

22

We stopped using down and feathers in 2020.

RECYCLING AND CIRCULAR BUSINESS MODELS

WE Fashion works in a predominantly linear business model, but the use of recycled materials in its collections has increased in the past years. Material footprint calculations show that the majority of materials that are recycled, have a significant lower footprint than virgin materials, where the risk to depletion of natural resources and chemical pollution is high.

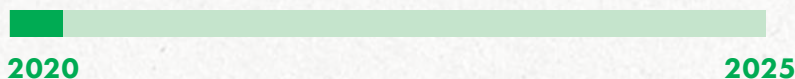
Waste has a huge negative impact on the natural environment, which makes recycling of materials important. Recycling helps to reduce the pollution caused by waste, it also reduces the need for raw materials so natural resources are not depleted. In addition to recycling, circular business models also include reduce, reuse and repair as feasible options to reduce the use of natural resources, and stop the generation of industrial and consumer waste. These business models are key to transition to a more resource efficient and circular economy.

PERFORMANCE 2020

OUR GOAL IS THAT 20% OF THE MATERIALS USED WILL BE MADE FROM RECYCLED FIBERS BY 2025.

2020 → 1,4%

2025 → 20%



23

90% of the men's and boy's beach shorts were made from recycled fibers.

RESULTS OF WORKING TOWARDS THE UPTAKE OF RECYCLED FIBERS IN THE COLLECTIONS OF WE FASHION:

- In 2020 the use of recycled polyester in our collections grew from 0,1% to 1,4%. The recycled materials concerned polyester, polyamide and wool. All products produced with recycled fibers for WE Fashion in 2020 were certified according the Global Recycle Standard (GRS) or the Recycled Claim Standard (RCS).
- In 2020 we started to use more recycled fibers. 90% of the men's and boy's beach shorts were made from recycled polyester or recycled polyamide.
- WE Fashion aims for durability by designing items that last. Our Mens Fundamentals collection is sustainably sourced, of great quality and customers get 365 days guarantee. WRAP UK research has shown that increasing the active life of clothing by nine months would reduce the annual carbon, water and waste footprints by 20-30% each.
- By using recycled fibers, per kg of material we saved 70% energy and 85% of water. Using recycled fibers also reduced the amount of textile waste.

24

We aim for durability so we offer 365 days guarantee on men's Fundamentals.

- We do not want to waste any garments that could still be of value to someone. All items we commercially purchase will be sold in our stores, in outlet sales, in sample sales or will be donated to charity. We never destroy garments.
- In 2021, we will grow the share of recycled fibers in our collections by using recycled cotton in 40% of Men's denims.

SUSTAINABLE PRODUCTS FROM SUSTAINABLE FACTORIES

Sustainable manufacturing is important to create sustainable products. It's not only about the materials we use, but also about the processes we use to make the final products. Factories that are sustainable are minimizing the negative environmental impacts while conserving energy and natural resources. It is also about the safety of employees and products, and the safety of the community around the factories.

24

77% of leather comes from
LWG certified tanneries.

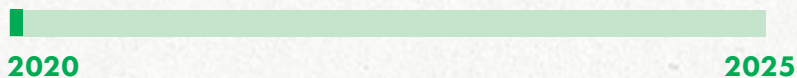
WE Fashion sells a wide range of products in its stores. Because of the variety of products, many different production processes are needed. Where some processes do not have a large footprint, other processes are very polluting. We have identified the following risk area's: cotton farming, wet processing, and leather tanning.

PERFORMANCE 2020

OUR GOAL IS THAT 50% OF THE PRODUCTS WILL BE DYED AND WASHED WITH CLEAN TECHNIQUES BY 2025.

2020 → 0,4%

2025 → 50%





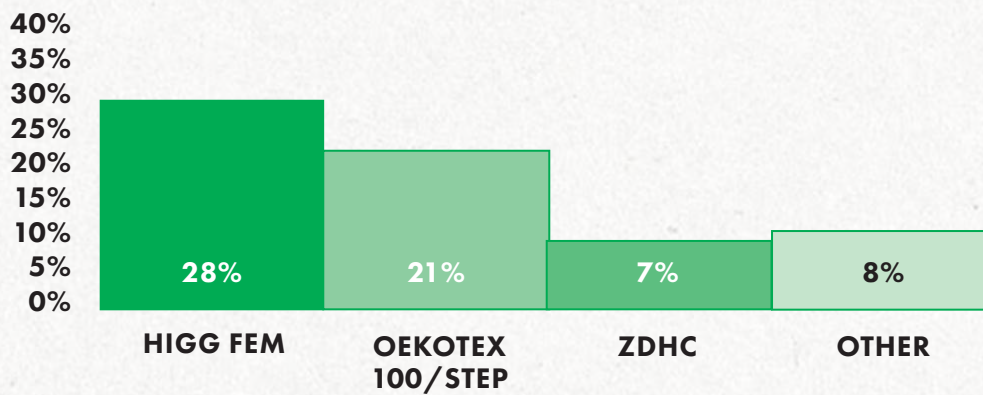
RESULTS OF WORKING TOWARDS THE UPTAKE OF PRODUCTS PRODUCED IN A SUSTAINABLE WAY:

- Due to Covid-19, we have not been able to set up a system to register the washing and dyeing techniques of each product. Only for leather we have evidence registered and could include this in the reporting.

25

63% of factories producing for WE Fashion in 2020, in all tiers registered, were certified to an environmental system such as Higg FEM, ZDHC, BEPI, Oekotex 100, Oekotex Step and LWG.

- 77% of leather used in 2020 came from tanneries that were certified or audited by the Leather Working Group (LWG), compared to 48% in 2019. The LWG helps leather manufacturers and tanneries in managing and adhering to the processes they use, and assesses these companies against the LWG standard.
- Tanneries that are LWG certified do reduce the use of water, energy and chemicals. We aim to source all leather for our collections from LWG certified tanneries in 2025.
- Over 2020 we registered the engagement and certification of first and lower tier factories with environmental tools and systems. It is important to register the environmental performance of facilities, so they can make improvements that reduce negative impacts.
- 63% of factories producing for WE Fashion in 2020, in all tiers registered, were certified to an environmental system such as Higg FEM, ZDHC, BEPI, Oekotex 100, Oekotex Step and LWG. When a factory is certified to one of these systems, we have more certainty that the people who work at the factory, the environment around the factory and the products made in this factory are less polluted by harmful chemicals, and the factory management is working on improving their environmental standards.





**IMPROVING
OUR WAY
OF WORKING**



IMPROVING OUR WAY OF WORKING

As a company, we are responsible for the wellbeing and health of WE Fashion employees, but also for the environment in and around our shops and offices. Everyone needs to be able to grow and to develop further within the organization. WE Fashion believes that life together is more beautiful and that is reflected in the workplace. For example, in the way we work together and in our service; we inspire customers to feel confident, so that they can connect even more easily with people around them.

WE Fashion wants to reduce the use of water, energy and chemicals in its activities, and reduce greenhouse gas emissions. In the past years we took several steps to reduce the footprint of WE Fashion. We reduced the use of energy by installing LED lighting in the offices and the stores, and by installing solar panels on the roof of our warehouse. And all electricity in our operations is green. We look critically at the waste that we produce. Less is always better, and a lot of waste can be reused or recycled.

Our goals to improve our way of working contribute to the Sustainable Development Goals 4, 5, 7, 12, 13 and 15.



HEALTHY WORK ENVIRONMENT

We believe in the power of togetherness. We are therefore happy to invest in our colleagues. WE Fashion believes that life together is more beautiful and that is reflected in the workplace. For example, in the way we work together and in our service; it's all about connecting with people around us.

At WE Fashion, 75% of the employees is female. It is important that this is reflecting in the management positions. To safeguard this, we have set ourselves the goal to have at least 33% women in the senior management team.

PERFORMANCE 2020

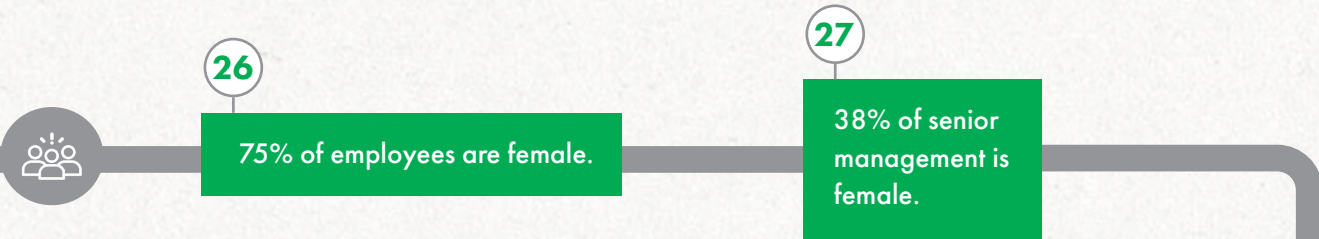
OUR GOAL IS TO MAINTAIN THAT AT LEAST 1 IN 3 MANAGEMENT POSITIONS ARE FILLED BY A WOMAN BY 2025

2020 → 38%
2025 → 33%



2020

2025



RESULTS OF WORKING TOWARDS EQUAL RIGHTS AND A HEALTHY WORKPLACE FOR EMPLOYEES OF WE FASHION:

- 38% of senior management in our company is female and 78% of store management is female. We are proud to have so many women in leadership positions in our company, exceeding our 2025 target of one in three managers being female.
- All employees at WE Fashion have the opportunity to develop and become part of the senior leadership team when they grow. In 2020, 3 out of 4 new members of the senior leadership team were females.
- WE Fashion supported its employees to keep a healthy work-life balance, especially during 2020. All office staff were enabled to work from home, employees were encouraged to meet in during a walk in the park, newsletters were launched to inform colleagues what was going on and how we could spend our free time despite of the restrictions due to Covid-19.
- WE Fashion offers the WE Cycle Scheme to its staff. The purpose of this scheme is to encourage bicycle use for commuting and to keep employees employable in a sustainable way. In addition, it is better for the environment and fits within our sustainability objectives with regard to offering responsible commuting options.
- In the context of the WE sustainability objectives, traveling by public transport is preferable to traveling by car. Employees can choose from several options, depending on what best suits their commuting needs, and the costs of traveling by public transport will be fully reimbursed by WE Fashion.
- In 2020, a Diversity and inclusivity committee has been set up to work on a manifesto, that expresses the opportunities for all within our company. Differences in gender, background, sexual orientation, physical ability and religious believes enable us to solve problems in different ways. Everyone will be accepted and encouraged for who they want to be or whoever they are. Supported and safe, without judgement. Everyone can give their professional opinion, without fear for position. We respect each other and respect the different point of views and with regard for each other's feelings.
- We will publish the diversity and inclusivity manifesto, and the goals we set ourselves, in 2021.

2020	NUMBER OF STORES	NUMBER OF EMPLOYEES	FEMALE	MALE	AVERAGE AGE	ILLNESS %
NETHERLANDS	105	1108	807	301	30	4,5%
BELGIUM	24	158	140	18	39	8,5%
GERMANY	19	184	123	61	25	3,3%
SWITZERLAND	29	216	175	41	33	5.3%
	177	1666	1245	421	32	4,8%



EDUCATION

Everyone who works at WE Fashion should be a WE Ambassador. A WE Ambassador is someone who works with conviction and pride at WE Fashion, who knows how to properly advise our customer and who can inspire the customer with our products. We created the WE Academy to create passionate WE Ambassadors who are confident and proud to work for WE Fashion and who serve and inspire customers about our products.

Training is fruitful to both staff and employers of an organization, it is needed to create organizational development and success. Employees who are trained well, will become more efficient, productive, and will have bigger job satisfaction. Inadequately trained employees are likely to experience poor job performance and increased levels of work-related stress.

RESULTS OF WORKING TOWARDS TRAINING WE STAFF ON OUR SUSTAINABILITY MISSION:

- During Covid lockdown, the WE Sustainability team held 2 inspirational sessions for store staff who could not work due to the lockdown. The session covered the new WE sustainability strategy WE CARE, as well as various topics in relation to production of goods, such as working conditions, human rights and the environment, and the employee's own working context. In total, 200 store staff attended the WE Care inspirational sessions.
- All trainings and workshops are part of the WE Academy, which has been established in 2015 to help employees of WE Fashion to grow and to develop further within the organization. The WE Academy offers a variety of trainings and workshops, with information about the new collections, trainings to improve one's performance, and engagement programs. The WE Care module is part of a larger learning program for store staff. Ultimately, we want every WE employee to be able to tell our sustainability story.

28

20,000 online courses followed by WE employees in 2020.

- In 2020, working from home became the new way of working, and meeting each other online is now part of our daily businesses. The WE Academy has been expanded with tips and tricks to make working from home nicer, new online courses and inspirational talks. In 6 weeks, 1189 participants jointly viewed over 20,000 online courses, videos & documents! That's an average of nearly 500 a day, which is ten times the normal activity at the WE Academy.
- More than 160 virtual workshops were given to further train and motivate our store staff during the closure of the stores.
- To promote the new sustainability strategy, we have developed a variety of materials, such as in-store promotion materials to show customers what sustainable materials have been used in our products. We also launched a booklet which gives customers insights in the steps we are taking. All the material has been supported with a video and pictures specifically shoot for WE Care.

29

90% of employees are working from home.







**WE TRULY
CARE
ABOUT
ALL PEOPLE
AND OUR
PLANET
WE CARE.**

Check our sustainability mission on
wefashion.com/sustainability



REDUCE WASTE

We develop, transport and sell goods, and during these activities we produce waste. This is mainly cardboard, plastic and paper, but also polyester window screens and textile waste. We aim to reduce the output of waste by looking for options to reuse or recycle the materials, but also by reducing the amount of materials that can become waste, such as packaging and samples.

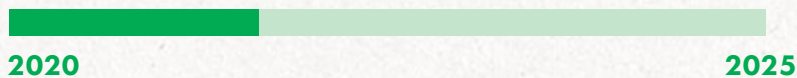
The creation of waste is a burden on the environment. Reduction of waste is the main focus, but when we create waste, instead of it being thrown away, many waste streams can be used to provide new resources, such as textile, paper, cardboard and plastic. The creation of waste has been identified as a medium risk in our operations. Our special attention goes to prevention of producing product waste streams that have the biggest impact due to their size: paper and cardboard, plastic, textile and in-store promotion screens.

PERFORMANCE 2020

OUR GOAL IS THAT WASTE FROM THE HEAD OFFICE AND STORES WILL BE REDUCED BY 30% BY 2025.

2020 → -10%

2025 → -30%



30

Save 40000 bin bags with the new waste management system.

RESULTS OF PRODUCING LESS WASTE IN OUR OWN OPERATIONS:

- In 2020 we reduced the amount of waste from our operations with 10%, from 745000 kg to 671700 kg
- For many years, we are separating cardboard and plastic at our distribution center, warehouse and store operations. Boxes and transparent plastic are separated in the distribution center and warehouse, and plastic polybags are collected from the stores of all countries except Switzerland, and returned to our warehouse.
- Due to Covid-19 we were unable to organize samples sales in 2020. Under very strict regulations staff from the HQ, the distribution center and the warehouse have been able to shop from the sample stock. Because the number of colleagues who could buy clothing during a sample sale was limited, a batch was sold to a buyer of second-hand clothing.

31

25% more organic waste separated.

- We have no bins in the offices, waste at our HQ is collected in the kitchen area's only, and separated in several different streams. We chose this option to be able to separate all waste properly. The canteen also offers now the opportunity to separate green and residual waste. With this modification, we save the use of more than 40.000 plastic bin bags every year.
- We separate green, plastic, paper, cardboard, and residual waste. On the buying departments we also collect clear plastic polybags and textile waste separately.
- Since we started separating organic waste, we have increased its collection by 25%. As a result, more organic waste can be composted and less ends up in residual waste.
- We use several sorts of hangers, but all these come from the same supplier. This supplier sorts and reuses the hangers where possible. 63% of the hangers that we returned can be reused again.

32

63% of the hangers that we returned can be reused again.



REDUCTION OF GREENHOUSE GAS EMISSIONS

We will measure our greenhouse gas emissions in CO₂ equivalents on an annual basis. Although we have reduced our CO₂ footprint significantly since we started measuring in 2009, we still believe we can reduce our CO₂ emissions further. In the past years we took several steps to reduce the footprint of WE Fashion. We reduced the use of energy by installing LED lighting in the offices and the stores, and by installing solar panels on the roof of our warehouse.

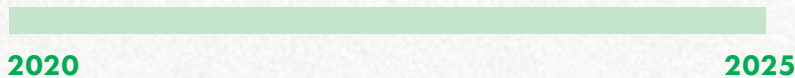
The risk of global warming is evident and it is likely that the greenhouse gas emissions of our complete supply chain is large. This is why we take several actions to reduce the footprint of our own operations in the Netherlands and in all countries where we are represented with stores. Product footprints are accounted for under Better Products.

PERFORMANCE 2020

OUR GOAL IS THAT CO₂ EMISSIONS FROM THE HEAD OFFICE AND STORES WILL BE REDUCED BY 30% BY 2025.

2020 → Calculations not finished

2025 → 7658 tCO₂



For 2020 we have not been able to finish the measurement of the Co₂ emissions, hence there is no data to benchmark against our goal for 2025.

32

The total emission tCO₂ of WE Fashion in 2019 has decreased by 17% compared to 2015.



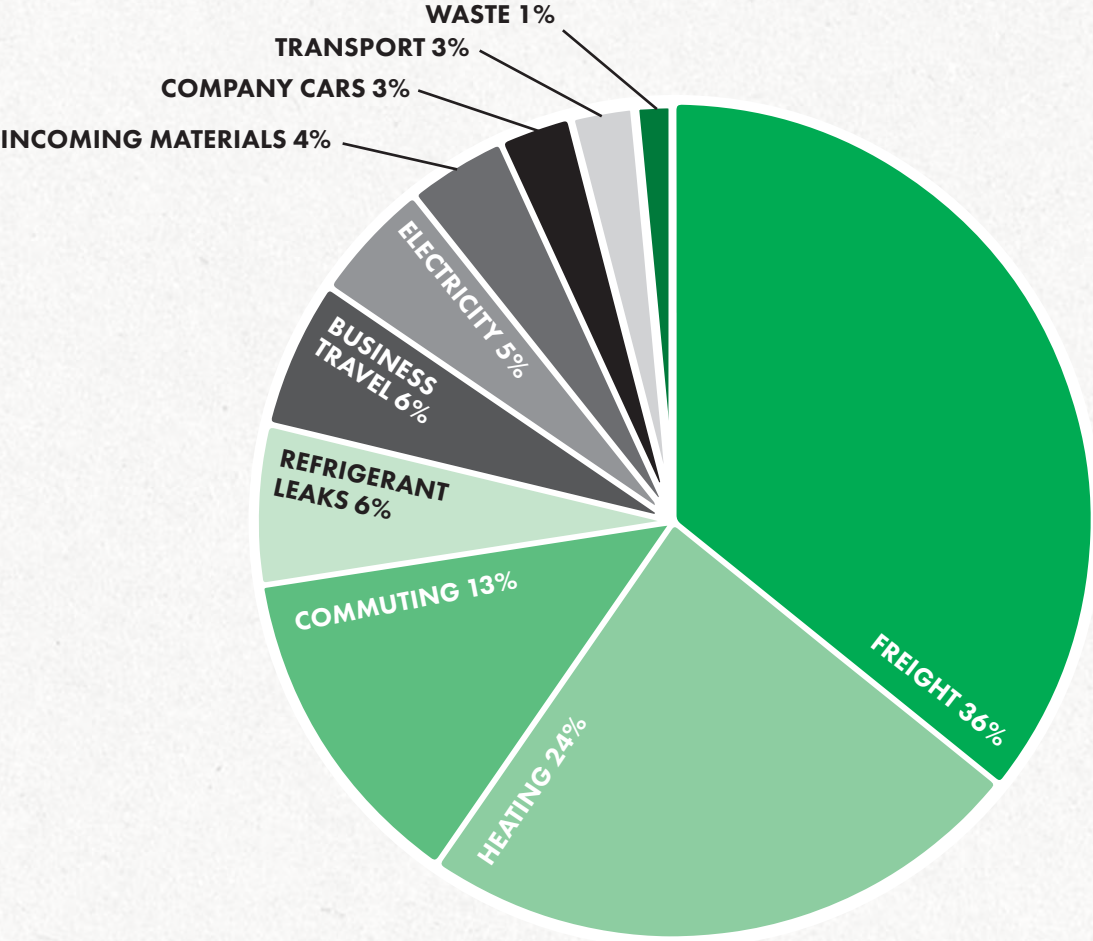
RESULTS OF REDUCING THE GREENHOUSE GAS EMISSIONS IN OUR OPERATIONS:

- When we consider the same scope (like-for-like), the total emission of WE Fashion in 2019 has decreased by 17% compared to 2015. Even if we include the new emission sources in 2019 compared to 2015 in the total emissions we still see a 5% decrease in total emissions.
- Our aim for reduction of our footprint is based on reducing the carbon emissions of our operations, by changing to different sources for energy, transport and materials. We do not offset carbon emissions.
- In 2019, the transport of clothing was responsible for 36% of emissions, followed by 24% for heating of the buildings and 13% for commuting. The other emission groups are jointly responsible for 27% of the total emissions.
- In 2020, WE Fashion staff commuted 567830 kilometers by train to work, this is a reduction of 22% compared to 2019, most likely due to Covid-19 lockdowns and the requirement from our board to work as much from home as possible. With the use of public transport, we reduced 64 tCO₂, which is what 3150 trees absorb in a year.
- At the HQ in Utrecht we offer staff the opportunity to charge electric vehicles at work. Staff with a company car can also choose an electric or hybrid version of the preferred model, if available from the manufacturer.
- Over the past years we took several steps to reduce the use of energy in our operations, which includes a LED-lighting plan for all stores, the placement of 800 solar panels on the roof of our warehouse, and the change to 100% green electricity in all our operations.
- The remainder of the renewable energy came from hydro plants in 5 different countries in Europe. All energy used in our operations in 2020 was green and had a footprint of zero Kg of CO₂ per MWh.

32

100% green electricity in all our operations.

CO₂E EMISSIONS 2019
10941 TONNE



SUSTAINABLE OPTIONS IN THE OFFICE

Next to garments we purchase to sell in our stores, we also purchase non-commercial items that we need in our operations, such as hangers, office stationary, paper, toners, coffee cups and much more. In order to choose for at least half of these items the sustainable choice, we need to first inventory which non-commercial items we buy, and in what quantities, so that we can prioritize the articles which correspond to the greatest environmental gains.

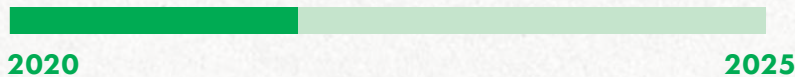
The purchase of non-commercial items is a low risk, looking at environmental impact and likelihood unsustainable practices occur. It supports however the allover sustainability program we launched, and shows that we also believe that a sustainable and healthy working environment is possible. Our special attention goes to packaging that we send to consumers, such as e-commerce packaging and polybag, where we aim for all packaging to be sustainable by 2025. In total we use approximately 200 types of non-commercial articles.

PERFORMANCE 2020

OUR GOAL IS THAT 50% OF THE NON-COMMERCIAL ARTICLES WILL BE A SUSTAINABLE OPTION BY 2025.

2020 → 19%

2025 → 50%



33

50% of sustainable Non-commercial articles are FSC certified.

RESULTS OF PROCURING MORE SUSTAINABLE OPTIONS FOR NON-COMMERCIAL ARTICLES:

- In 2020 we started mapping the non-commercial items we use in our operations, and managed to get a clear picture of the materials used to make these items and if they were produced with certain sustainability certifications.
We mapped the majority of the items in 2020, and 19% classified as sustainable. They are either FSC certified, carry the EU Ecolabel or are produced from recycled plastics.
- We use coffee cups that are made from FSC certified paper and have a zero-carbon footprint. FSC is committed to conservation and responsible forest management that protects the habitats of plants and animals and respects the rights of the local population and forest workers. This also prevents a lot of CO2 emissions caused by deforestation. The remaining CO2 emissions caused by the production and transport of the coffee cups are offset by our supplier. This results in a compensation of approximately 8,500 kg CO2eq annually.
- The tea we offer our staff in the office is Max Havelaar certified. The Max Havelaar label guarantees that organizations of small farmers or plantations in developing countries receive a fair price for their products. This way it supports the living and working conditions of small farmers and agricultural workers in disadvantaged regions.

FSC CERTIFIED	50%
RECYCLED PLASTICS	36%
EU ECOLABEL	14%

34

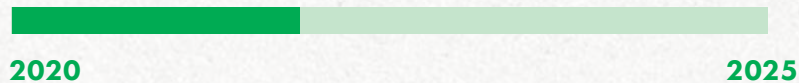
19% of non-commercial articles are sustainably produced.

PERFORMANCE 2020

OUR GOAL IS THAT 100% OF OUR CONSUMER PACKAGING WILL BE MADE FROM SUSTAINABLE MATERIALS BY 2025.

2019 → 38%

2025 → 100%



- We only use FSC certified paper and cardboard for our hangtags, price tickets and promotional materials, as is the same for the branded stationery. With this we contribute to a better environment, as the paper and cardboard comes from FSC certified forests. These forests are managed with consideration for people, wildlife and the environment.
- We developed a Sustainable materials Policy for all articles purchased by WE, including criteria for Non-Commercial articles (NCA). With this policy, departments have guidelines for developing plans for more sustainable purchasing, such as for purchasing non-commercial goods, but also for marketing and store design, for example.
- The carrier bags we use in the stores are now made with 50% recycled Polyethylene. Studies have shown that these bags have the lowest footprint of all bags. The only real big issue is the waste stage. Plastics can be reused and recycled many times, but we all need to keep plastics from going to landfill and the ocean. On our carrier bags we ask our customer to reuse the bag again as many times as possible, and when it is time to discard it, then they should throw it in the plastic recycling bin.

35

Our carrierbags are made with 50% recycled plastic. All price tags and hangtags are made from FSC certified paper.

All price tags and hangtags are made from FSC certified paper.

- The new polybag is designed to raise awareness with customers about the use of plastic, the fact they can use the bag multiple times and we ask them to throw it in the recycling bin when it is worn out. This bag is in use in all WE Fashion stores.





**GIVING
BACK TO
SOCIETY**



GIVING BACK TO SOCIETY

WE Fashion supports various charities every year. Among other things, we've made funds available to support cancer research, help schools in developing countries, build classrooms and buy furniture, support the homeless and disadvantaged in our own communities, and by helping to fund a local helpline for children.

With the WE Get Together Foundation we focus on projects that create an active involvement between employees, customers and suppliers of WE Fashion. The emphasis is on social projects in the countries where WE Fashion produces, but also in the countries where WE Fashion is operationally active. Themes that are supported by the Foundation include prosperity, health, education, environment and emergency aid.

The money for donations comes from the sample sales and incidental fundraising by our employees. We also donate samples and worn clothing to charitable organizations.

Our goals to give back to society contribute to Sustainable Development Goal 17.



CHARITY SUPPORT

The WE Get Together Foundation supports charities that work towards a better life for everyone by improving the standard of living, the environment in which people live, their health and the education of their children, and offering disaster relief.

The emphasis is on social projects in the countries where WE Fashion produces, but also in the countries where WE Fashion is operationally active. Themes that are supported by the Foundation include prosperity, health, education, environment and emergency aid.

Community and charity support have been an important part of our sustainability work over the past years, it is part of our value to share and connect.

PERFORMANCE 2020

OUR GOAL IS THAT 100% OF PRODUCT WASTE WILL BE DONATED TO CHARITIES BY 2025.

2020 → 96%
2025 → 100%



2020

2025



37

We donated more than 10000 kg of samples to the Salvation Army.

RESULTS OF DONATING ALL PRODUCT WASTE TO CHARITY:

- WE Fashion and the Salvation Army collaborate in a long-term and international Recycle Program, that part is of the sustainability mission WE Care. Customers can give their worn garments from WE Fashion a second life by handing it in at a WE store. All collected clothing will be donated to the Salvation Army ReShare and where possible will be reused or recycled. All wearable clothing will go to those in need or will be sold in the ReShare Stores at an affordable price. The income from the sales will support the Salvation Army's charitable work. By returning their clothes our customers are supporting a good cause, making other people happy and contributing to a better environment!
- We ended our long-term collaboration with Sams Kledingactie to focus on the recycle program with Reshare.
- 2020 was also the first year that WE Fashion launched outlet sales. All old stock will from now on be sold in outlet sales/stores, and will thus not be donated to charity anymore.
- The WE Get Together foundation is managing the funds for donating to charity. The funding of the foundation in 2020 came from organizing sample sales, donations from Sam's Kledingactie and selling batches to a second-hand clothing buyer. In 2020 the foundation received 28.600 euro funding, and spend 10.000 euro on 3 different charities.



COLLECTION AND RECYCLING OF PRODUCT WASTE IN 2019

PRODUCT WASTE RESOURCES:	
OLD STOCK	0%
SAMPLES	71%
RETURNS / CUSTOMER COMPLAINTS	29%

PRODUCT WASTE DESTINATIONS:	
REUSE AFTER DONATION	68%
RECYCLED AS FIBRES	13%
SAMPLE SALE	9%
SALE IN RETAIL	6%
DISPOSED AS WASTE	4%

CHARITY DONATIONS IN 2020

- We supported Childline India, a toll-free telephone helpline for street children in distress, with 5000 euro.
- We donated 2646 euro to The Pollinators, an initiative to protect bees and supports beekeeping around the world. Most of the world's food production is depending on pollination. However, biodiversity is decreasing due to large scale agriculture.

- The Stichting Nazorg Oriolus in the east of the Netherlands started a Drop In Center for people with and after cancer, regardless of the phase they are in, and their loved ones. A place where they can easily go to find what they need in the field of complementary care. We donated 2500 euro for this start-up initiative.
- In Switzerland we donated 2300 kg of garments to Caritas, who are committed to helping people in Switzerland who are affected by poverty and are socially disadvantaged. The garments are sold in the regional Caritas second-hand shops across Switzerland
- We donated 2 pallets with children's shoes to the Stichting Kinderen van de Voedselbank, a foundation that gives out new clothing, new shoes, and a number of nice new gifts to disadvantaged children.
- 100 winter coats for men, women and children were donated to Movement on the Ground (MOTG), a Dutch foundation responding to humanitarian crisis affecting innocent men, women and children forced from their homes by climate change, poverty and war.

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8.600 euro funding
collected for the
WE Get Together
Foundation



TRANSPARENCY

Information on where our products are produced is making it easier to help workers and their representatives to come forward with complaints about working conditions and environmental issues in our supply chain. When concerns are raised by international or local stakeholders, we will investigate the issue. If we can, we will help to solve the problem together with factories, suppliers, other brands and stakeholders.

In the past years, we took some important steps towards more transparency, this will help the engagement with stakeholders, and will improve and validate our sustainability goals and action plan.

- Since 2016, WE Fashion has shared its factory list with the Dutch Agreement on Sustainable Garments and Textile (AGT). The aggregated list of production locations of all the companies participating in AGT are disclosed on the Open Apparel Registry (OAR) website.
- WE Fashion publishes a list of factories online. In 2020 we added the percentage of women in each factory to the list. You can find the list [here](#).
- WE Fashion signed the Transparency Pledge. The objective of the Transparency Pledge is to help the garment industry reach a common minimum standard for factory disclosures.
- WE Fashion factory list has also been published on Open Apparel Registry (OAR) <https://openapparel.org/?contributors=1508>





CONTRIBUTING WITH THE WE SUSTAINABILITY STRATEGY TO THE SDG'S






The sustainable development goals (SDGs) are a universal set of goals, targets and indicators to be achieved by the year 2030. They provide a focus for how businesses, governments and civil society can tackle global challenges in order to promote a more sustainable future for all. With the WE Fashion sustainability strategy and with the many partnerships WE Fashion is engaged in, we support the targets of several SDG's.

The goals and actions as described by WE Fashion in the sustainability strategy directly and indirectly impact the targets of the SDG's as listed below. With our plan we are joining the global sustainability agenda. The aim is to make more progress together.

SUSTAINABLE DEVELOPMENT GOALS



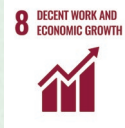
With the goals set in the WE Sustainability Strategy for 2025 we contribute to the following SDG's:

GOAL	CONTRIBUTING GOALS 2025	CONTRIBUTING MEMBERSHIPS
 <p>1 NO POVERTY</p>	<ul style="list-style-type: none"> • 50% of the products will come from factories that pay the local living wage • 100% of factories continue to pay all its workers the statutory minimum wage, or higher 	<ul style="list-style-type: none"> - Agreement on Sustainable Garment and Textile - Amfori Business Social Compliance Initiative - Better Cotton Initiative
 <p>4 QUALITY EDUCATION</p>	<ul style="list-style-type: none"> • Only accept products from factories that are free from child labour, discrimination and gender issues 	<ul style="list-style-type: none"> - Amfori Business Social Compliance Initiative - Agreement on Sustainable Garment and Textile
 <p>5 GENDER EQUALITY</p>	<ul style="list-style-type: none"> • Only accept products from factories that are free from child labour, discrimination and gender issues • Maintain that at least 1 in 3 management positions are filled by a woman 	<ul style="list-style-type: none"> - Agreement on Sustainable Garment and Textile - Amfori Business Social Compliance Initiative
 <p>6 CLEAN WATER AND SANITATION</p>	<ul style="list-style-type: none"> • At least half of the workers in our supply chain work in safe and healthy conditions • 50% of the products will be dyed and washed with clean techniques 	<ul style="list-style-type: none"> - Agreement on Sustainable Garment and Textile - Dutch Circular Textile Value - Better Cotton Initiative - Leather Working Group - Sustainable Apparel Coalition
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> • 50% of the products will be dyed and washed with clean techniques • CO₂ emissions from the head office and stores will be reduced by 30% 	<ul style="list-style-type: none"> - Sustainable Apparel Coalition - Agreement on Sustainable Garment and Textile - Dutch Circular Textile Value

GOAL

CONTRIBUTING GOALS 2025

CONTRIBUTING MEMBERSHIPS



8 DECENT WORK AND ECONOMIC GROWTH

- 70% of the products will come from factories that have good working conditions

- Agreement on Sustainable Garment and Textile
- Amfori Business Social Compliance Initiative
- Accord on fire and building safety in Bangladesh



10 REDUCED INEQUALITIES

- 70% of the products will come from factories that have good working conditions
- 50% of the products will come from factories that pay the local living wage

- Agreement on Sustainable Garment and Textile
- Amfori Business Social Compliance Initiative
- Better Cotton Initiative



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Use 100% more sustainable cotton
- Only use 100% animal-friendly materials by 2025.
- 20% of the materials used will be made from recycled fibers
- 50% of the products will be dyed and washed with clean techniques
- Waste from the head office and stores will be reduced by 30%
- 50% of the non-commercial articles will be a sustainable option
- 100% of our consumer packaging will be made from sustainable materials
- 100% of product waste will be donated to charities

- Agreement on Sustainable Garment and Textile
- Dutch Circular Textile Value
- Better Cotton Initiative
- Leather Working Group
- Sustainable Apparel Coalition



13 CLIMATE ACTION

- Use 100% more sustainable cotton
- 50% of the products will be dyed and washed with clean techniques
- CO2 emissions from the head office and stores will be reduced by 30%

- Sustainable Apparel Coalition
- Better Cotton Initiative
- Leather Working Group
- Dutch Circular Textile Value

GOAL

CONTRIBUTING GOALS 2025

CONTRIBUTING MEMBERSHIPS



- Use 100% more sustainable cotton
- 50% of the products will be dyed and washed with clean techniques
- 50% of the products come from processing factories that have taken measures to reduce the use of water, chemicals and energy
- 20% of the materials used will be made from recycled fibers
- Waste from the head office and stores will be reduced by 30%
- 100% of product waste will be donated to charities

- Sustainable Apparel Coalition
- Better Cotton Initiative
- Leather Working Group
- Dutch Circular Textile Value



- Agreement on Sustainable Garment and Textile
- Amfori Business Social Compliance Initiative
- Better Cotton Initiative
- Leather Working Group
- Dutch Circular Textile Value
- Sustainable Apparel Coalition
- Reshare donation program

ACKNOWLEDGEMENT

This CSR report is issued by WE Fashion and is intended for all WE Fashion stakeholders, especially for employees and consumers. Do you have any questions or suggestions regarding this report? Please send an email to csr@wefashion.com.

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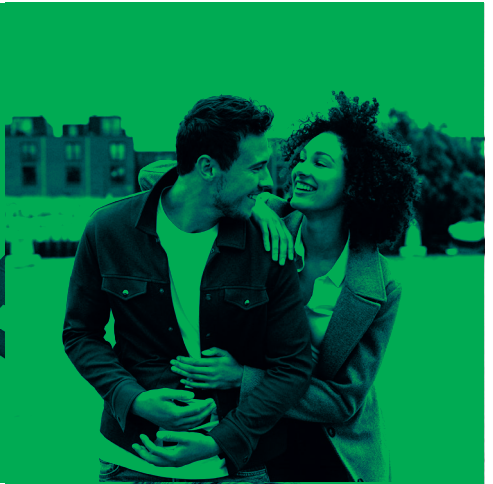
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THANK YOU
We are proud that the WE Sustainability Strategy forms an essential element of our company. We believe this strategy will enable us to deliver greater value and innovation.

wefashion.nl/nl_NL/we-care-about/

