



SUSTAIN  
ABILITY

2022



 Burlington®

*Cone Denim*

Gütermann



SAFETY COMPONENTS

 Elevate Textiles™





The future is in our hands. At Elevate Textiles, we define sustainability as meeting the needs of the present without compromising the ability of future generations to meet their needs. This year's cover photo reflects our belief that we are accountable to one another and that everyone can make a contribution to a sustainable future. Sustainability is firmly rooted across the company and is a key contributor to the viability and market competitiveness of Elevate's portfolio of distinguished textile brands. We are driving action and awareness through industry collaboration, responsible manufacturing, and investment in processes and people – all with an eye to the future.

Sustainability is woven into our very DNA, reinforced by Elevate's Ten Threads of Sustainability and our ongoing efforts and investments in innovative technologies and quality products that reduce the environmental footprint of our operations globally. Our active involvement in supporting the UN Sustainable Development Goals (SDGs) further guide our efforts and focus in water management, energy conservation, waste reduction, and sustainable product development.

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## MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

# Sim Skinner



*Driving Actions. Achieving Goals.* That is our mantra and focus as we work to achieve greater sustainability across Elevate Textiles. Our sustainability journey spans many decades as our brands have been leaders in responsible manufacturing and sustainable practices. Elevate's focus intensified in 2019 when we set our 2025 Sustainability Goals, and we continue to drive meaningful actions across our brands and operations in pursuit of these goals.

As a valued supply partner, Elevate Textiles and our brands are committed to understanding our customers' sustainability objectives, driving our actions to achieve our targets, and doing our part to be good environmental stewards. We are continuously seeking ways to partner with industry leaders, create positive impacts, and increase communications and transparency efforts. It's not enough to keep up with the sustainability practices that are increasingly becoming the industry standard – Elevate Textiles wants to push boundaries and exceed expectations.

I am pleased with our progress and proud of our many teams around the globe who have worked over the last year making these accomplishments happen. We have many "wins" to share and significant work still ahead.

As many of you also experienced, Elevate Textiles continued to face certain challenges brought on by the global pandemic and its ongoing impact throughout 2021. Yet despite these hardships, our employees made tremendous strides to advance our sustainability initiatives all over the world. This year's report highlights the work being done around the globe as we continue to focus on attaining our 2025 Sustainability Goals. Some key milestones in 2021 include:

- Elevate Textiles became the first global textile manufacturer to receive validation of our Science Based Target goals related to reducing greenhouse gas emissions at the highest levels recommended, and we increased our ambition by increasing our reduction targets.
- Cone Denim completed the installation of its Zero Liquid Discharge facility at Cone Denim Parras in Mexico. When fully operational, the facility will be able to recycle process wastewater and save more than 100 million gallons of water annually.
- American & Efird installed its first rooftop solar project at the Dongmei facility in China, with a capacity of just over 1 MW of renewable energy now being utilized by the facility.

- Burlington was awarded the Responsible Wool Standard at both of its wool manufacturing operations in the US and Mexico.

These are just a few of the accomplishments achieved during 2021, with many more highlighted in our report. Additionally, you will see specific actions we are focused on this year to further drive the achievement of our goals and objectives and give greater transparency to the work underway across our operations and product development teams.

We value collaboration among our team and with you, our customers and stakeholders, and we encourage your feedback and input. Thank you for your partnership and taking the time to learn more about our progress in our newest Sustainability Report.

A handwritten signature in black ink, appearing to read 'Sim Skinner'.



# Jimmy Summers



Thank you for reading our 2022 Sustainability Report. It is important for us to present our progress towards our sustainability goals and targets, as we seek to transparently document the measures we are taking.

Elevate Textiles achieved key milestones in 2021, as outlined in our CEO's message. We are proud of these accomplishments and our people who made them possible. In 2022, we are continuing the essential work of translating our sustainability goals and targets into specific metrics and roadmaps that enable our facilities and business units to visualize and advance their contributions to our overall performance across the company. Our key facility contributions include improving their performance related to energy efficiency and water conservation best practices, taking advantage of opportunities to incorporate renewable energy into our portfolio, and investing in energy efficient machinery as well as in wastewater recycling and reuse technology. Every individual's contribution is critical to our overall performance, which we are pleased to continue highlighting this year in the "Our People Make It Happen" section of this report. All of this work is focused on driving actions so that we can achieve our goals.

In addition to this report, an important aspect of transparency for Elevate Textiles is to work closely with our customers and suppliers to share sustainability data and performance of our individual facilities. That is why we are proud members of the Sustainable Apparel Coalition, and why we enthusiastically endorse and use the Higg Suite of sustainability tools, including the Higg Facility Environmental Module (FEM) and the Higg Facility Social Labor Module (FSLM). It is also why we are proud contributors to the Zero Discharge of Hazardous Compounds (ZDHC) Programme, and why we have implemented the ZDHC MRSL and Wastewater programs, through which we share critical sustainability data with our customers. We take part in important industry initiatives and commitments, such as the UN Fashion Charter for Climate Action. We enjoy active roles in these organizations, working with our suppliers, competitors, and customers on efforts that help the overall industry improve its sustainability performance.

Our commitment to you, our customers, suppliers, and stakeholders, is that we will take the steps necessary to meet our sustainability goals and targets, that we will continue to collaborate and support industry sustainability

initiatives, and that we will continue to transparently share our progress with you. We are committed to continuing to be an industry leader in sustainability – it is simply the right thing to do.

A handwritten signature in black ink, appearing to read "Jimmy Summers". The signature is fluid and cursive, with a large loop at the end.



# Anticipate. Create. Elevate.

## WHO WE ARE

Taking textiles to a whole new level

We are a collection of top textile companies and brands providing comprehensive, global product solutions across many diverse industries focused on innovation, sustainability, and heritage craftsmanship.

## WHAT WE DO

Changing industries.  
Changing lives.

We are solution-oriented and innovative, sustainable and ethical, global and diverse, trusted and collaborative. Our textile products lead the industry with high quality and a long heritage, and an impact everywhere you look.

## INNOVATION

Going beyond what's next

We anticipate when we create – offering products and solutions that are relevant to today and ahead of tomorrow.

## SUSTAINABILITY

Solving for the big picture

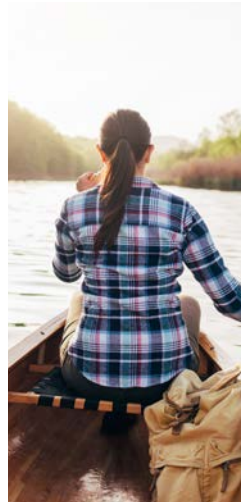
Sustainability is woven into our very DNA at Elevate Textiles. It's part of everything we are, everything we do, and everything we strive to be.



# Meet the Elevate Textiles Brand Portfolio



Founded 1891 – As one of the world's foremost manufacturers of sewing thread, embroidery thread, and technical textiles, A&E provides global solutions to the apparel, automotive, home furnishings, medical, footwear, and other industrial markets with capabilities that extend from Asia to Europe to the Americas.



Founded 1923 – With close to a century of industry leadership, Burlington is driven to develop sustainable, next generation textile technology and fabrics including performance synthetics, worsted wool, and blended fabric, serving the military, performance apparel, medical and cleanroom, interior furnishings, uniform, and workwear markets.

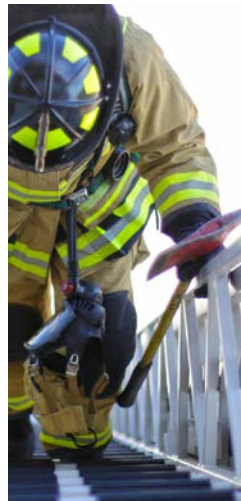


Founded 1891 – A worldwide leader in denim innovation, Cone Denim's unparalleled expertise and advanced capabilities have serviced and inspired the global market for more than 130 years, offering unique collections of sustainable and innovative performance, stretch, selvage, natural indigos, hemp, and Tencel denim.



## Gütermann

Founded 1864 – As one of the world's premier thread manufacturers, Gütermann has been making quality thread products for more than 150 years servicing both industrial and commercial sectors globally. Whether for high quality or trendy fashion collections, technical textiles, automotive and outdoor applications or for the creativity of each individual.



Founded 1912 – A global leader in technology-driven fabric solutions and other high performance textiles, for first responders, military, outdoor, marine, and automotive use, Safety Components has provided innovative solutions to customers for more than 100 years.



# The Focus of Our Engagement



As part of the global community, we align our sustainability goals with the United Nations Sustainable Development Goals (SDGs). We focus on those SDGs where we have the greatest impact.



GLOBAL CARBON  
FOOTPRINT

## REDUCTION OF GLOBAL CARBON FOOTPRINT SINCE 2019

8.2%

### Our 2030 Goal:

Reduce absolute scope 1 and scope 2 greenhouse gas emissions 46.2% by 2030, using a 2019 baseline



WATER  
STEWARDSHIP

## REDUCTION OF GLOBAL WATER USAGE SINCE 2016

22.1%

### Our 2025 Goal:

Reduce water consumption of our manufacturing operations by 25% per unit of production

## OUR APPLICABLE INVENTORY IS ZDHC MRSL V2.0 CONFORMANT

>80%



SUSTAINABLE  
PRODUCTS

## SUSTAINABLY SOURCED COTTON

55%

### Our 2025 Goal:

+50% recycled polyester content  
+80% sustainably sourced cotton

# The Ten Threads of Sustainability

How we are improving our transparency and driving actions to achieve our goals and commitments and support those of our customers.



GLOBAL CARBON FOOTPRINT



WATER STEWARDSHIP



ENERGY CONSERVATION



SUSTAINABLE PACKAGING



RECYCLING AND WASTE REDUCTION



SUSTAINABLE PRODUCTS



GLOBAL EHS AND SOCIAL RESPONSIBILITY COMPLIANCE



SUPPLY CHAIN SUSTAINABILITY



PRODUCT STEWARDSHIP



EDUCATION AND INVOLVEMENT







# Global Carbon Footprint



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Set annual plant-level emissions targets and reduction strategies at each owned and operated facility related to reduction strategies to meet emission targets
- Report monthly to Leadership Team for accountability and support
- Evaluate renewable energy projects

## OUR COMMITMENT

- 4.2% per year reduction of Scope 1 & 2 GHG emissions by 2030
- UNGC Principle 7 (Precautionary Approach to Environmental Challenges)
- SDGs: 12 (Responsible Consumption and Production), 13 (Climate Action)

## WHAT WE ARE DOING

Elevate Textiles is investing in doing our part to prevent global climate change. In 2021, we became the first global textile manufacturer to receive validation of our Science Based

Target (SBTi) goals related to reducing greenhouse gas emissions at the highest levels recommended. This year we increased our ambition by adjusting our reduction target from 2.5% per year by 2025 to 4.2% per year by 2030.

Elevate Textiles first joined the SBTi in September 2019 and began work on evaluating and setting aggressive Scope 1, 2, and 3 greenhouse gas emission goals as part of its overall 2025 Sustainability Goals. Since then, we have furthered our commitment by joining the Business Ambition 1.5°C Campaign and assessing emissions reduction targets across the entire value chain. Elevate's approved targets include a 46.2% reduction in absolute scope 1 and scope 2 emissions by 2030 from a 2019 baseline, as well as a 46.2% reduction in several scope 3 categories-purchased goods and services, processing of sold products, and fuel and energy related emissions – within the same timeline. As a signatory to the United Nations Framework Convention on Climate Change (UNFCCC) Fashion Industry Charter, Elevate Textiles has also set long-term targets to reach net-zero emissions by 2050 and utilize 100% renewable energy by 2030, among other climate-related commitments.

We use the definitions and calculation methodologies found in the Greenhouse Gas Protocol to determine our Greenhouse Gas (GHG) emissions globally. We have been tracking Scope 1 and 2 emissions data for many years and have made meaningful reductions of 8.2% on an absolute basis. In 2020 we saw a downturn due to lower production levels during the Covid peak-19 peak which rebounded in 2021. For 2022, we are taking more aggressive action to achieve reductions against our baseline year by working with each owned and operated facility to set annual plant-level emissions targets and reduction strategies. The plant-level targets and actual progress are reported monthly to Business Unit leadership and to Elevate's Leadership Team.

## Global Carbon Footprint – Scope 1 & 2 Emissions

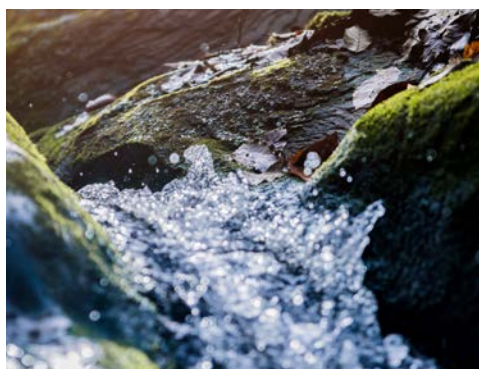
2016	496,102
2019	470,491
2021	430,952



# Water Stewardship



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Newest Zero Liquid Discharge facility at Cone Denim Parras becoming fully operational, saving 100 million gallons of water annually. Elevate Textiles operates a total of 3 ZLD facilities.
- Elevate Textiles operates 4 Ultrafiltration/Reverse Osmosis Liquid Discharge facilities.
- Elevate Textiles operates 15 onsite wastewater treatment facilities utilizing state of the art processes and trained operators.

## OUR COMMITMENT

- Commitment: 25% Reduction in water use by 2025 with 2016 baseline
- UNGC Principle 7 (Precautionary Approach to Environmental Challenges)
- CEO Water Mandate Element 1 (Direct Operations)
- CEO Water Mandate Element 6 (Transparency)
- SDGs: 6 (Clean Water and Sanitation), 12 (Responsible Consumption and Production)

## WHAT WE ARE DOING

Dyeing and finishing processes are the most water-intensive stages of textile production. Every drop counts, so responsible water stewardship is a major focal point for reductions and improvements at our facilities, particularly considering stressed water supplies in many regions around the world. Even before Elevate Textiles committed to a 25% reduction in water use by 2025, the company had invested tens of millions of US dollars in innovative dyeing processes, sustainable chemicals with reduced water consumption, and state-of-the-

art wastewater treatment systems for recycling and reusing wastewater back into the process as clean water.

Responsible water stewardship starts with using less fresh water in our processes. Since 2016, we have recycled more than three million cubic meters (over 900 million gallons) across the company and in 2021 maintained our global water recycling rate of over 13%. We have four Ultrafiltration/Reverse Osmosis facilities which recycle between 20-50% of water used and three Zero Liquid Discharge facilities which recycle 90%. Last year, we installed a new Zero Liquid Discharge facility at Cone Denim Parras in Mexico. Over the course of 2021, the system recovered 2.3 million gallons (over 8,700 cubic meters), and when it becomes fully operational this year, it will allow the facility to recycle process waste water and save more than 140 million gallons (about 378,000 cubic meters) of water annually. Cone Denim also utilizes Jeanologia G2 Dynamic finishing for our Ozone Flash Finish line. This eco-efficient ozone technology uses less energy, fewer chemicals, and less water. For one of our styles using G2 Dynamic finishing, the 2021

sales saved over 950 cubic meters of water as compared to standard processing.

Elevate Textiles complies with strict government guidelines and procedures for all of our wastewater management, and we are equipped with 15 onsite wastewater treatment facilities for the water we use in our manufacturing processes. Once our goods are dyed and finished, water containing the residual dyes and compounds must be treated properly. Wastewater treatment requires careful attention by highly trained operators to avoid negatively affecting the communities in which we operate. Elevate Textiles takes our responsibility seriously and has invested significant capital in water treatment systems, operator training, and resources to improve wastewater quality. More details can be found in the Product Stewardship section of this report.

## Water recycling in cubic meters

2016		323,402
2019		538,468
2020		777,836
2021		816,362



# Energy Conservation

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Installation of Rooftop Solar System in Guangdong Province in 2021 – expect to realize 10% reduction in emissions in 2022. Elevate Textiles operates four Ultrafiltration/Reverse Osmosis Liquid Discharge facilities.
- Continue to increase renewable energy sourcing: in 2021 we sourced 57% renewable at our facility in Perundurai, India, and 100% in Germany and Spain.

## OUR COMMITMENT

- UNGC Principle 7 (Precautionary Approach to Environmental Challenges)
- SDGs: 7 (Affordable and Clean Energy), 13 (Climate Action)

## WHAT WE ARE DOING

Elevate Textiles is committed to using as many renewable and environmentally friendly energy sources as possible to help minimize

energy use. Across our facilities, we utilized 19% renewable fuels in 2021 – a 46% increase from the prior year. These renewable fuels are primarily agricultural byproducts. As a part of the UN Fashion Charter for Climate Action, we are committed to phasing out coal entirely by 2030 (announced at UN Climate Change Conference last year).

Both renewable fuels and energy are important for our strategy to conserve resources. In 2021, Elevate Textiles installed its first rooftop solar project at our facility in Guangdong Province, China. The project is expected to reduce the facility's emissions by 10% each year. One of our facilities in India is purchasing solar power from a nearby manufacturer, allowing them to utilize 57% renewable energy in 2021. While these reductions are significant, there is still much work to be done to meet our 2030 goals. We are also a member of several organizations working on collective action to support research and access to wider scale renewable energy projects.

Textiles facilities. The collaboration and shared resources of this group, along with the management self-evaluation process they developed has improved our insight into where to focus our energy efficiency efforts and the areas where capital investment will have the most impact. Combined with our facility-level reduction targets, we are driving collaboration across groups such as Continuous Improvement, Production, and Engineering to make meaningful shifts towards energy savings.

## Energy consumption in MWh

2016	561,001
2019	557,724
2020	432,648
2021	456,097





# Sustainable Packaging



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Expanded use of starch-based compostable bags and biodegradable plastic bags in Pakistan operations
- Establish a global task team with a focus on identifying packaging sustainability opportunities

## OUR COMMITMENT

- UNGC Principle 8 (Initiatives for Greater Environmental Responsibility)
- SDGs: 12 (Responsible Consumption and Production)

## WHAT WE ARE DOING

Like most businesses, Elevate Textiles uses packaging throughout its supply chain to protect goods in transit. Finding opportunities for more sustainable packaging is one of our ongoing focuses as we strive to reduce environmental impact and overall ecological footprint. Our thread and fabric packaging includes thread cones, cardboard boxes, plastic bags, pallets, labels, and inserts (which are all paper and plastic). Elevate Textiles works to reduce the amount of packaging per unit shipped on our materials. At A&E Vietnam, the facility carried out a project to reduce packaging thickness in our cardboard boxes, providing the required amount of protection for our product without additional materials.

Our other packaging strategies include use of packaging that is reusable, recyclable, and/or contain recycled content. We have identified opportunities to use collapsible hard cartons for shipments of items like dye tubes, which eliminates disposable packaging for those items entirely. Elevate Textiles facilities are continuously improving creativity and efficiency when it comes to packaging solutions, giving our customers less materials

to manage and recycle when products are unpacked. Our licensee in Pakistan uses both starch-based compostable bags and biodegradable plastic bags to package our sustainable thread products, decreasing the end-of-life impact of these products. American & Efird also has a thread cone take-back program in some regions that keeps thousands of pounds of plastic out of landfills and instead enhances circularity for this material.



# Recycling and Waste Reduction



## ACTION HIGHLIGHTS

- Increase Zero Waste to Landfill operations – currently 18 facilities have this distinction across Elevate Textiles.
- Expansion of Burlington's Restora sustainable fabric line with minimum 50% recycled content.
- Cone Denim participation in Accelerating Circularity with goal of increasing production of circular denims.

## OUR COMMITMENT

- UNGC Principle 7 (Precautionary Approach to Environmental Challenges)
- SDGs: 9 (Industry/Innovation/Infrastructure), 12 (Responsible Consumption & Production)

## WHAT WE ARE DOING

Elevate's drive to minimize waste and recycle resources is central to our core values and the way we do business across all five brands. From the materials we purchase to the manufacturing byproducts we recycle, the goal is always zero waste. Elevate Textiles continuously works to promote the idea of circularity as a solution to reducing landfill waste. In 2021, we added two facilities to our existing 16 with a Zero Waste to Landfill distinction, bringing the total number of facilities in Elevate Textiles to reach this level to 18. By partnering locally, we were able to achieve this through measures such as sending boiler ash to be used in the fertilizer industry and taking advantage of take-back programs from packaging suppliers. Cone Denim also partners with Blue Jeans Go Green to recycle cutting table scraps into insulation. Efforts towards zero waste directly result in a cleaner environment, and our employees are essential to making this happen.

Within Elevate's individual businesses, we are exploring options for improving circularity and use of circular fibers as they are the primary solution pathway to successfully reducing landfill waste from the textile industry. In

Burlington's sustainable Restora line, we are designing every new fabric with a minimum of 50% recycled content. This recycled content includes Green Circle™ by Jiaren, a sustainable fiber created from polyester-based garments. The closed loop recycling system gives new life to materials that would otherwise be sent to landfills. The Green Circle™ process restores the recycled polyester fiber to its original quality and function using special processes that separate and eliminate additives and colorants from the original products.

Within Cone Denim's 2021 production, we recycled over 2.6 million pounds of post-industrial cotton waste and more than 187,000 pounds of post-consumer cotton waste back into our manufacturing processes. This year, Cone became one of the US trial partners for Accelerating Circularity. The trial goals are to determine whether current recycling processes can support the production of circular products, and then to outline the gaps that need support and development for textile-to-textile circularity to be scaled.



# Sustainable Products



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Drive increased sustainable product development across Burlington Performance fabrics – 275% increase in volume for Restora fabrics in 2021.
- Drive increased use of sustainable cotton in Cone Denim fabrics – nearly 30% increase in 2021.
- Expanded use of Higg Materials Sustainability Index platform announced in 2021 across Cone Denim and Burlington fabrics.

## OUR COMMITMENT

- UNGC Principle 9 (Development of environmentally friendly technologies)
- SDGs: 12 (Responsible Consumption and Production)

## WHAT WE ARE DOING

Elevate Textiles has several sustainable product lines across our businesses. Our development teams are always working to utilize responsibly sourced raw materials when possible, while still maintaining performance and value. Product safety is one of our utmost priorities, and we consistently demonstrate to our customers through testing and our chemical management program that our sustainable content products are also sustainably produced. To this end, we maintain Oeko-Tex Standard 100 Certifications across the company, and our Burlington facility in China has long been bluesign® certified. This facility produces our Restora products for Burlington and has been recognized by the city government as a First Star Enterprise for environmental responsibility and hygiene performance. All of our Moisture Control

System (MCS®) proprietary technologies applied here are bluesign® approved.

One way in which we are practicing industry collaboration is by joining the 2025 Recycled Polyester Challenge, a joint initiative held by the Textile Exchange and the United Nations Fashion Industry Charter for Climate Action. The challenge is designed to further spur a shift in the market towards the uptake of rPET (recycled polyester) and the associated reduction in GHGs. The goal for the industry is 45% recycled volume by 2025 and 90% by 2030. To meet our own goal of 50% recycled polyester by 2025, we are designing products with more recycled content, and we are working with our customers to transition their products from virgin to recycled fibers. Specifically within the Burlington Performance Apparel business, we have seen more than a 275% increase in volume for fabric sales containing recycled content. Collaboration and support from our customers will be critical to meeting these goals.

In comparison to our sustainable cotton commitment – 80% sustainable cotton by 2025 – we dropped from 68% to 55% in 2021. The volume of our sustainable cotton sourcing truly increased by nearly 30%, but our overall

cotton sourcing volume increased by 60%. Sourcing sustainable cotton has become a greater challenge as other manufacturers and brands have developed their own target numbers. In 2022, we are seeking and evaluating other sustainable cotton programs that will give us confidence in sourcing, ultimately helping us drive towards our 80% target.

To demonstrate the value of these initiatives to our customers and continuously promote transparency, Cone Denim and Burlington are using the Higg Materials Sustainability Index (MSI) platform to give consumers access to Life Cycle Assessment and comparison data. The system discloses the precise materials utilized in the design of a brand's fabrics, as well as the environmental impact of those materials. This system assists customers with achieving their own impact reduction goals through the development of new products. To improve critical data incorporated into the Higg MSI, Cone Denim is working in collaboration with Kontoor and fellow manufacturer, Arvind, to share data from the denim dyeing process that is currently not factored into the Higg MSI.





# Global Environment, Health and Safety (EHS) and Social Responsibility Compliance



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Conduct Higg FSLM Social Labor Audits at 100% of Elevate Textiles manufacturing operations
- Expand use of Elevate's Digital Safety Reporting System to increase communication and preventive actions

## OUR COMMITMENT

- UNGC Principle 1 (International Human Rights)
- UNGC Principle 2 (Not Complicit in Human Rights Abuses)
- UNGC Principle 3 (Freedom of Association/ Collective Bargaining)
- UNGC Principle 4 (Forced Labor)
- UNGC Principle 5 (Child Labor)
- UNGC Principle 6 (Elimination of Discrimination)
- UNGC Principle 10 (Anti-Corruption)
- SDGs: 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth)

## WHAT WE ARE DOING

Global safety and social responsibility are foremost commitments to our employees, customers, and communities. We audit our performance annually through third-party social compliance audits under the Social Labor Convergence Project (SLCP) framework, which is through the Higg Facility Social Labor Module or Higg FSLM, as well as through customer audits.

As a member of the Sustainable Apparel Coalition, we have committed to evaluating a minimum of 80% of our facilities by production volume against the Higg FSLM each year. In 2021, we surpassed this requirement with 83% of our production evaluated. In 2022, our goal is to reach 100%. By connecting with our facilities in the Higg portal, our customers can see our performance against social responsibility metrics. We utilize the feedback and benchmarking functions within the tool to improve our practices.

We saw continued excellent trends in our Global Safety Incident Rate, achieving DART (Days Away/Restricted or Transfer) rates that were 80% below our comparable

industry averages. In 2021, we completed implementation of our digital safety reporting system to allow more immediate communication on incidents and quicker response times for updated training or process solutions. The system is now rolled out globally, giving us the ability to perform data analytics on the types of incidents, causes, and trends related to preventive actions. We use this system alongside our Leading Indicator Index, which is a leading-edge measurement tool developed and enhanced by a local university. The Leading Indicator Index measures preventive actions our facilities take to avoid incidents, rather than a reactive approach. Scores are reviewed by top leadership in the company each month. These strategies help us to focus on preventing accidents and demonstrating clearly that safety is a top priority.

## Injuries per 100 FTE





# Supply Chain Sustainability



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Cone Denim to expand collaboration with Oritain and continue quarterly audits to verify cotton origin
- Expand use of Content Standard certifications to improve traceability of sustainable fibers
- Expand use of ZDHC InCheck reporting tool related to use of ZDHC MRSL conformant dyes and chemicals

## OUR COMMITMENT

- UNGC Principle 10 (Anti-Corruption)
- CEO Water Mandate Element 2 (Supply Chain and Watershed Management)
- SDGs: 12 (Responsible Consumption and Production), 17 (Partnerships for the Goals)

## WHAT WE ARE DOING

Elevate Textiles is committed to doing business with suppliers and customers who share our values and vision on sustainability and social responsibility. We believe in the fair treatment of people and require our suppliers to sign Elevate's Vendor Code of Conduct, helping to ensure responsible business practices are followed throughout the supply chain. These values led Cone Denim to complete quarterly verification of cotton origin with our partner, Oritain, in support of our transparency and social responsibility strategies. Using a unique method that incorporates forensic science in order to verify product origin, Oritain analyzes samples across Cone Denim operations to confirm that Cone's cotton sourcing is not of restricted growth origin. Cone has reaffirmed their partnership with Oritain for 2022 and is excited to expand upon its collaboration.

The verification of our sustainable products' integrity and traceability is important to maintaining confidence in the products we are providing. In 2021, we expanded the number of certified facilities related to content claim standards while maintaining our existing certifications. We gained Organic Content

Standard certification at three American & Efird facilities and Responsible Wool Standard at two Burlington facilities. We are also very pleased to offer four thread products that have been assessed against the criteria of the Material Health category in the Cradle to Cradle Certified™ Product Standard.

In 2021, we also updated our Chemical Management Program in line with the Zero Discharge of Hazardous Chemicals (ZDHC) Technical Industry Guide and ZDHC Chemical Management Framework, and we provided training on the updated program for all global operations. Each dyeing operation in Elevate Textiles now generates monthly InCheck reports, which is the ZDHC tool developed to score each facility on the use of ZDHC MRSL conformant dyes and chemicals. Elevate Textiles expanded its supplier chemical management program in 2021 to collect detailed chemical safety data on synthetic fibers we use in production. Our ability to thoroughly verify the chemical safety and social responsibility of our supply chain allows us to confidently meet the expectations of our customers and the end users of our products.



# Product Stewardship



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Achieve 100% MRSL v2.0 conformance using ZDHC guidelines across all Elevate Textiles operations
- Increase Cone Denim fabric offerings in support of Jeans Redesign Guidelines to support greater circularity of denim garments
- Increase transparency and access of Elevate's Higg FSLM and Higg FEM reporting

## OUR COMMITMENT

- UNGC Principle 8 (Initiatives for Greater Environmental Responsibility)
- SDGs: 6 (Clean Water & Sanitation), 12 (Responsible Consumption and Production)

## WHAT WE ARE DOING

Elevate Textiles is dedicated to making our products increasingly more sustainable and

providing innovative solutions that meet and exceed the needs of our customers. Compliance is a topic that is constantly evolving, and we are continuously improving our responses to updated restrictions and customer requests.

We have a longstanding partnership with the ZDHC Programme, which is focused on harmonization of industry practices around chemical, process, and wastewater management. We are implementing new guidelines from the ZDHC across the company, including the Manufacturer's Restricted Substance List (MRSL) v2.0. We have currently converted more than 80% of our applicable inventory to MRSL v2.0 conformance. This is short of our expected 2021 100% conformance due to the volume of product transitions and supplier conversations needed to meet the target. The uptake has been slower than we anticipated, but we are actively working toward our goal of 100% conformance by engaging suppliers and our global chemical procurement team.

Furthering our industry collaboration for more responsible product design, Cone Denim helped develop the Jeans Redesign Guidelines

alongside the Ellen MacArthur Foundation. The guidelines are designed to encourage brands, mills, and manufacturers to transform the way jeans are made. They are based on the principles of a circular economy and aimed at collective action to scale circular practices. Jeans and other denim products that are made in accordance with the guidelines are designed to be used longer, made again (repurposed), and created in a way that is better for garment workers and the environment. Cone has select styles of commercially available fabrics in line with these guidelines, allowing brands and retailers to offer more sustainable products to consumers.

As mentioned in Thread 7, Elevate Textiles evaluates its facilities' social responsibility practices against the Higg FSLM. Utilizing the Higg Facility Environmental Module (FEM), our customers are able to view third-party verified sustainability efforts of our facilities through the Higg platform. This program makes our sustainability efforts at each facility widely visible to our customers in a usable format. Combined with our efforts to implement ZDHC InCheck reports, Elevate Textiles is devoted to making our sustainability-related data available and transparent to our customers.





# Education and Involvement



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



## ACTION HIGHLIGHTS

- Actively participate in working groups with Sustainable Apparel Coalition, UN Fashion Charter for Climate Action, UN Global Compact, UN CEO Water Mandate, and AAFA Environmental Committee; Be an active part of driving change
- Identify opportunities to involve employees in local community activities in support of educating and supporting sustainable manufacturing initiatives

## OUR COMMITMENT

- CEO Water Mandate Element 3 (Collective Action)
- CEO Water Mandate Element 4 (Public Policy)
- CEO Water Mandate Element 5 (Community Engagement)
- SDGs: 17 (Partnerships for the Goals)

## WHAT WE ARE DOING

Education and collaboration are key components to sustained actions. Elevate Textiles is committed to providing knowledge and support to our employees and customers about sustainable industry initiatives. Elevate Textiles has joined several industry organizations that address climate and environmental action such as the Sustainable Apparel Coalition, UN Fashion Charter for Climate Action, UN Global Compact, UN CEO Water Mandate, and the AAFA Environmental Committee. Our sustainability team actively participates in working groups through these organizations with the goal of providing a manufacturer's perspective and understanding best practices from other members.

In addition to our global industry community, we also have a focus on our local communities in which we operate. World Environment Day 2021, which took place on June 5th, was the kickoff of the UN Decade on Ecosystem Restoration, which aims to revive billions of hectares of the world's ecosystems including forests, farmlands, mountains, and oceans. Vardhman Threads senior officers and associates took part in planting trees as a contribution to the

UN Decade on Restoration. Vardhman Unit 2 also hosted a drawing competition for local children. Our facility in Sri Lanka is contributing to restoration as well.

Sri Lanka is one of the 34 biodiversity hotspots identified in the world and is home to many unique plant and animal species, most of which are restricted to the wet zone of the country. Conservation of the remaining wet zone forests is critical. In May 2021, A&E Sri Lanka partnered with Biodiversity Sri Lanka, a private sector platform created to promote corporate sector engagement in environmental issues, to support their restoration work on a two-hectare plot of degraded fern land in the Kanneliya Conservation Forest. To date, over one third of the site is currently under restoration with 17 varieties of native forest plants.

Elevate Textiles believes in encouraging progress in the industry, not just for our own business, and the importance of collaborating with our communities to achieve shared goals.



## OUR PEOPLE MAKE IT HAPPEN

# Cone Denim Mexico

### SUSTAINABILITY STANDARDS

Abisai Jimenez works in Cone Denim Mexico's product development department and has been with Cone for 19 years. He is responsible for new developments at the Cone Denim Parras and Cone Denim Yecapixtla facilities and leads the Organic Content Standard (OCS) and Recycled Claimed Standard (RCS) certifications as one of Cone's overall OCS/RCS experts. He learned denim expertise from various departments and in-depth trainings, and he enjoys collaborating with the manufacturing team to ensure all samples are processed in a timely manner and are consistent with design plans.

Abisai said, "Sustainability is a way to take care of our environment, ourselves, and most importantly, our kids. It is the future for the industry and Elevate Textiles has taken

the lead. I have had the opportunity to work in the process of the implementation and preservation of the OCS and RCS certifications in Mexico, and I feel proud and thankful to be part of this program."

The OCS and RCS are international, voluntary standards that set requirements for third-party certification of certified organic input, recycled input, and chain of custody, important for Cone Denim as our authentic denim move towards even more sustainable components. Cone produced nearly three million pounds of organic cotton in the production of its 2021 denim collection, and all its mills are OCS certified, providing yarns and fabrics made using organically grown cotton without pesticides, herbicides, or synthetic fertilizers.





## OUR PEOPLE MAKE IT HAPPEN

# A&E Lanka

### PARTNERSHIPS AND PROJECTS

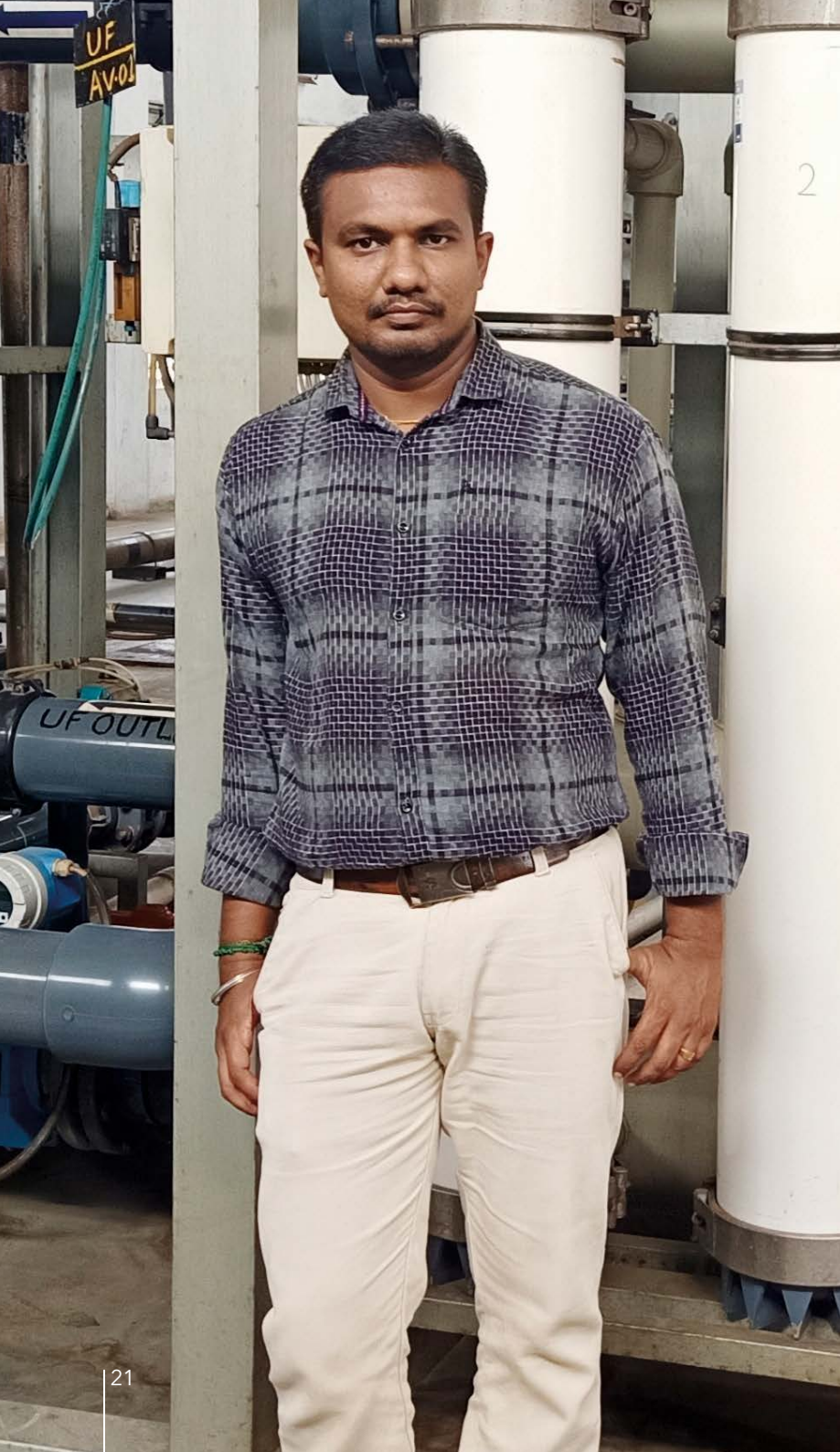
Ashanthie Silva has been with A&E Lanka for nearly three years as Personal Assistant to the Managing Director, also extending her contribution to the team by assuming the role of HR Business Partner. She and her colleague, Harin Gabriel, A&E Lanka's Operations Director for almost two years, have both played a very large part in the success of the team's recent partnership with Biodiversity Sri Lanka. A&E Lanka is specifically helping support their restoration work on a plot of degraded land in the Kanneliya Conservation Forest at Halgahawela, Opatha.

With help from the A&E team, the original project site has been expanded by two hectares and will connect the original fragmented project site to the rest of the forest, truly furthering our commitment to operating in a socially responsible manner. "The company's culture of continuous improvement keeps me on my toes, and though challenging, is very inspiring," Ashanthie shared. "It is a great privilege to be involved with the 'LIFE' reforestation sustainability program. Being involved with the experts and hands-on workers in such a life-giving project is an excellent learning and rejuvenating experience."

Harin has enjoyed the team's focus on aligning operational capabilities with business initiatives, growing manufacturing success, and prioritizing sustainability. "We have appreciated and embraced the dire importance of being responsible to our environment and eco systems. Without this balance, we cannot operate as an accountable manufacturer," he said. "Increasing reusable water in the dye process, harnessing solar energy, and reducing energy consumption on the factory floor are some of the initiatives being taken and measured."







OUR PEOPLE MAKE IT HAPPEN

## A&E India

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### **ZERO LIQUID DISCHARGE ACHIEVEMENTS**

Yuvaraj Balasubramaniam has been working with Vardhman Yarns and Threads (a division of A&E) for nine years, operating and managing the Zero Liquid Discharge (ZLD) system as well as hazardous waste and government compliance. After much training in wastewater treatment, operational excellence, and chemical management, he is a valuable expert to the brand. "Sustainability means that we have to give our world to future generations pollution-free," he commented. "Working with the ZLD system is my pride, and I'm very proud to be part of the environmental sustainability team." He appreciates the company's working culture, as well as A&E's prioritization of sustainability.

ZLD systems are a key part in recycling water and being responsible water stewards, especially since dyeing and finishing processes are the most water-intensive stages of textile production. Across Elevate Textiles we have three Zero Liquid Discharge facilities which each recycle 90% of the water used. Elevate Textiles complies with strict government guidelines and procedures for our wastewater management, and we are equipped with 15 onsite wastewater treatment facilities for the water used in our manufacturing processes. Yuvaraj is glad to be a part of a team that takes its responsibility seriously and has invested significantly in water treatment systems, operator training, and resources to improve wastewater quality.



OUR PEOPLE MAKE IT HAPPEN

## Cone Denim Parras

### ZERO LIQUID DISCHARGE ACHIEVEMENTS

Victor Rodriguez is the Plant Engineering Manager at the Cone Denim Parras (CDP) facility and has been with the company for 13 years. Starting work in the Service Department, he was able to take part in the very first of the ultrafiltration and reverse osmosis trials that is now a daily achievement at CDP. As an industrial engineer, he has had training in wastewater management, boilers, compressor operations, Higg FEM and ZDHC – all of which have led to his expertise on the ZLD system.

“Elevate Textiles has always been socially responsible, and our new projects allow us to demonstrate that,” Victor said. “Being a part of the project that will reuse hundreds

of cubic meters of water each day and a part of the plant that uses the new ZLD system fills me with pride. These projects not only benefit our mills, but also the families that live in our community.” He feels that his team does a great job prioritizing sustainability and always improving employee safety.

The new ZLD facility at CDP, installed in 2021, recovered 2.3 million gallons (over 8,700 cubic meters) of water over the course of the year. When it becomes fully operational in 2022, it will allow the facility to recycle process wastewater and save more than 100 million gallons (about 378,000 cubic meters) of water annually.





OUR PEOPLE MAKE IT HAPPEN

## A&E Dongmei

### **SOLAR INSTALLATION DEVELOPMENT**

Yeung CheWai is the Assistant Manager for the Engineering Department at A&E Dongmei and has been working with the team for 23 years. He is an expert in the maintenance and improvement of mechanical equipment and has been an excellent leader on the solar installation for the Dongmei facility. He has undoubtedly been utilizing his specialty to help the facility turn challenges into opportunities for growth. "I enjoy Elevate's continuous improvement practices, especially related to social responsibility, environmental responsibility, and employee health," he shared when asked what he values most about working at Elevate Textiles. "Only through continuous improvement and development

can the Earth become greener and healthier; sustainability is our responsibility to society."

Both renewable fuels and energy are important for Elevate's strategy to conserve resources. In 2021, we installed our first rooftop solar project at our A&E Dongmei facility in Guangdong Province, China, expected to reduce the facility's emissions by 10% each year. The total installation capacity is almost 1065 KW with an estimated yearly power generation rate of around 1,200,000 KWHs, depending on the weather. Combined with the 10% electricity price discount, after using this solar photovoltaic system, we can reduce 964,800 kg of CO<sub>2</sub> emissions every year and save about 90,000 RMB of electricity charge every year.





## OUR SUSTAINABLE ENGAGEMENT

# Driving Sustainable Thread Innovation



A&E has been in the textile business for more than 130 years, surviving depressions, technological upheavals, pandemics, and numerous other challenges to remain one of the world's largest manufacturers and distributors of industrial sewing thread, embroidery thread, and technical textiles.

We remain committed to serving our customers and the areas in which we operate – as a good steward, global partner, and leader within the industry in a number of important areas, like environmental sustainability and corporate social responsibility. It's a philosophy that permeates A&E. We strive to provide proper support for our employees with a core focus on good manufacturing practices, to make thread the right way, wherever you do business.

### SUPPORTING OUR CUSTOMERS THROUGH SUSTAINABLE INNOVATION

A&E supports many of the world's top industrial and consumer brands with thread products that require strict quality and performance

– and of course, innovation. As the industry continues to evolve towards a more sustainable future, A&E has put substantial resources into sustainable innovation, leading manufacturing and product advancements.

A&E's popular, 100% recycled thread line, ECO100, is one such advancement. Introduced in 2019, ECO100 is globally available in a wide variety of product types to assist our customers with their unique, sustainability needs. ECO100 is a powerful force for positive change, offering our customers quality, recycled thread options for the creation of eco-friendly apparel and non-apparel products.

### THREAD CIRCULARITY

As textile manufacturers work to reduce waste and pollution through the adoption of new materials, processes, and technologies, A&E is also examining our own operations and how we can help move the industry towards positive change.

In 2021, A&E became the first thread company to gain validation on its Science Based Targets, currently tracking an ambitious 46.2% absolute reduction in global greenhouse gas (GHG)

emissions by 2030. Under parent company Elevate Textiles, A&E is working towards net zero GHG emissions by 2050.

A&E is also expanding its sustainable thread offerings, with the development of environmentally-friendly sewing threads in compliance with the Cradle to Cradle Certified™ Product Standard. These new sewing threads are made with compliant dyes and chemicals, and join A&E's 100% recycled threads, ECO100, to provide even more sustainable thread options for our customers.

C2C Certified™ and Cradle to Cradle Certified™ are registered trademarks of the Cradle to Cradle Products Innovation Institute.



## OUR SUSTAINABLE ENGAGEMENT

# Developing the Fabrics of Tomorrow



For nearly 100 years, Burlington has created innovative, top-quality fabrics for a variety of products and markets globally. Never compromising function and performance, our Burlington Labs team approaches each new development with an eye to sustainable content and responsible manufacturing from the raw materials and components that create new performance to the processes and chemicals used to manufacture the fabrics.

Burlington is leading the way with its Restora™ Collection of Sustainable fabrics and its MCS (Moisture Control System) family of proprietary technologies. True to its heritage of innovation and industry leadership, Burlington is committed to developing the fabrics of tomorrow driven by innovation, social responsibility and continuous improvement.

## SUSTAINABLE PRODUCTS

- Burlington's Restora™ Collection of sustainable fabrics are developed with at least 50% or more recycled fibers from Repreve®, used garments, and marine ocean waste. Burlington Performance Apparel increased sales of recycled fabrics by nearly 300% in 2021.

- Burlington's MCS® family of proprietary technologies are bluesign® approved and can be applied to a variety of fabrics to offer advanced hydrophilic properties for faster dissipation of moisture and a drier, more comfortable feeling.
- Burlington offers Green Circle, a certified recycled component, in a number of its fabric offerings. Green Circle provides a closed loop recycling option that separates and eliminates both additives and colorants from used polyester products to purify the material, restoring the polyester to its original quality and function.

## OPERATIONAL EXCELLENCE

- Burlington Performance fabrics are produced at Burlington's plant in Jiaxing, China, a longtime bluesign certified facility. The bluesign® SYSTEM is a comprehensive approach focused on people, the environment and resources that confirm sustainable processes that minimize the impact of our operations.
- The Jiaxing facility utilizes an advanced ultrafiltration reverse osmosis water treatment system which allows for 35% of

water to be recycled. Our facility was also recognized as a First Star Enterprise for environmental responsibility and hygiene performance and as a Model Facility in the Jiaxing Industrial zone.



## OUR SUSTAINABLE ENGAGEMENT

# Achieving Sustainable Leadership



With over 130 years of denim innovation and industry leadership, Cone Denim remains committed to driving sustainable leadership and collaborating with like-minded partners and customers to enact true progress. Cone Denim is excited by the passion and commitment we see within the denim industry for sustainability, transparency and traceability throughout the global denim supply chain. Cone continues as a leader across many initiatives focused on lowering its impact on the environment from the sourcing of raw materials to way in which Cone manufactures denim.

### CONE DENIM'S COMMITMENT IN ACTION

- Cone Denim has invested more than \$13 million over the last 5 years related to new equipment installation and advanced processes that lessen the environmental impact of Cone's operations.
- Cone Denim has extended its partnership with Oritain, the scientific traceability experts, to ensure cotton traceability and further support our customers globally. Oritain's unique method combines forensic science and statistics to detect naturally

occurring elements in the cotton itself, eliminating the need for additional foreign tracers such as spray or particles.

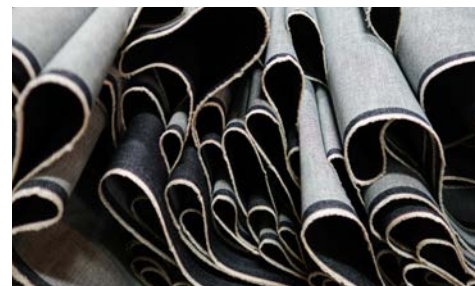
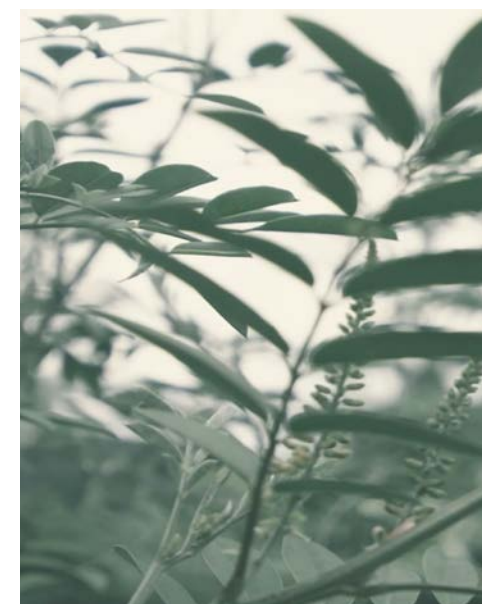
- Cone Denim is actively participating with the global denim community in the Accelerating Circularity Project and Ellen MacArthur Foundation Jeans Redesign.

### SUSTAINABLE PRODUCTS

- Cone Denim is the first denim mill to partner with expert hemp processing innovator BastCore and recently launched Cone's newest collection of denim made from US grown hemp. The collection celebrates US agriculture using hemp from Alabama, US cotton, and natural indigo from Tennessee, all in close proximity to Cone's mills in Mexico, creating a reduced environmental footprint.
- Cone is exploring the lost art of Zero Waste design with its newest design initiative Nothing Goes to Waste. Cone's designers are combining Cone's greener manufacturing capabilities with certified 100% recycled components to create forward thinking denim fabrics and open new opportunities to inspire the denim design community.

### RESPONSIBLE OPERATIONS

- Water reduction is a high priority for Cone as it looks for ways to preserve this precious natural resource. Recent investments include installation of new Zero Liquid Discharge facility at Cone Denim Parras utilizing an advanced ultrafiltration reverse osmosis system (UF/RO) and Investment in Jeanologia G2 Finishing Ranges.
- Cone Denim recently installed a new blend line at its Cone Denim Parras mill in Northern Mexico to support increased sustainable yarn production using a wide range of fibers including post-industrial and post-consumer recycled cotton, organic cotton, hemp, Tencel, Refibra, Creora Spandex, Roica Spandex, Repreve, and Ciclo.





# Creating Sustainable Products



## PIONEER FOR RECYCLED SEWING THREADS

Raw materials and energy are important resources for any production process and careful handling of these is essential. As one of the first manufacturers of sewing threads made from 100% recycled PET, A&E Gütermann takes its responsibility seriously and continuously works to balance economics with environmental stewardship.

Our goal is to offer our trusted high performance threads engineered using recycled content, providing our customers a responsible alternative that combines function, quality and sustainability. A&E Gütermann has expanded its Mara and Tera products into Mara rPET and Tera rPET. Mara rPET is based on the well-proven high-end Micro Core Technology®. Using 100% recycled polyester material, the Mara rPET product range is ideal for use in luxury accessories e.g., handbags and leather goods, as well as for a wide range of apparel applications. Tera rPET is the continuous filament made from 100% recycled polyester. This thread is a perfect solution for use in footwear and luxury accessories.

A&E Gütermann 100% recycled thread products are REACH compliant as well as certified according to OEKO-TEX® STANDARD 100 and the Global Recycles Standard (GRS).

## SUSTAINABLE OPERATIONS PRESERVE NATURAL RESOURCES

Our commitment to sustainability goes far beyond the use of recycled materials. A&E Gütermann manufacturing operations are committed to responsible manufacturing and continuous improvement, focused on producing innovative threads without compromising our natural resources.

Traditional manufacturing processes use large amounts of water and energy. The Gütermann operations in Spain and Germany utilize 100% renewable electricity. Last year, A&E Gütermann implemented a number of process improvements which reduced the amount of water and electricity required, and improved wastewater quality. Gütermann Germany currently participates in the KEFF-Check program, which allows a third party to evaluate company energy practices and provide suggestions for improvements. Gütermann



Germany received the 650th award for participation since the program's start in 2016.



## OUR SUSTAINABLE ENGAGEMENT

# Driving Technology Solutions



With more than 100 years of expertise, Safety Components leads the global market in technology driven fabric solutions for first responders, military, outdoor, and other high performance textiles. Located in Greenville, SC, Safety Components takes great pride in producing responsible, US-based fabrics with an eye to sustainability and preserving our natural resources.

Safety Components FR fabrics are critical to protecting first responder and military personnel and WeatherMAX outdoor fabrics provide superior durability and performance to withstand demanding environments.

### PF ZERO TECHNOLOGY

As an industry leader, Safety Components is also committed to finding new solutions that provide superior protection, while improving performance. The development of a water repellent finish that is produced with chemicals free of per- and polyfluoroalkyl substances (PFAS) reflects our passion and the drive to lead with industry firsts and responsible, sustainable manufacturing. Safety Components PF Zero™ patent pending technology was the first non-fluorinated,

durable water repellent finish developed specifically for PPE fabrics.

Today, every flame-resistant fabric made by Safety Components for the North American Fire Service utilizes the groundbreaking PF Zero DWR chemistry.

### WEATHERMAX OUTDOOR PROTECTION

Not only do WeatherMAX fabrics offer superior performance and durability but they are manufactured to have less impact on the environment. With no PVC or urethane coatings and content that is 100% recyclable, WeatherMAX offers a responsible, high performance fabric to protect against outdoor elements. These fabrics are solution-dyed allowing for significant water savings of up to 15 gallons of water for every yard of fabric that is produced.

The WeatherMAX supply chain also offers sustainable advantages with polymer to finished fabric all geographically located within a 100-mile radius, resulting in less movement of raw materials and lower greenhouse



emissions. WeatherMAX durability also adds to the sustainability of the fabrics, with longer product life and less waste entering landfills. Because WeatherMAX fabrics do not use any coatings, the fabric is completely recyclable at the end of the product's life.






# Our Sustainability Partners





# Performance Data Summary



	Metric	Unit	2016	2017	2018	2019	2020	2021
 <b>WATER</b>	Total Water Used	Million cubic meters	7.92	7.84	7.84	7.32	5.83	6.17
	Water Intensity	Liters per kg of product produced	52.45	52.43	48.80	50.43	53.64	42.81
	Water Recycled	Million cubic meters	0.323	0.436	0.539	0.538	0.778	0.816
 <b>ENERGY</b>	Total Energy Used	Million kWh	561	576	586	558	433	456
	Energy Intensity	kWh per kg product produced	3.72	3.85	3.65	3.84	3.98	3.16
	Total Greenhouse Gas Emissions	Million kg CO <sub>2</sub> e	496	482	493	471	387	432
	Greenhouse Gas Emissions Intensity	kg CO <sub>2</sub> e per kg	3.29	3.22	3.07	3.17	3.48	2.99
 <b>SAFETY</b>	Incident Rate	Injuries per 100 FTE	0.28	0.48	0.37	0.53	0.36	0.37
	3rd Party Social Responsibility Audits	Number conducted	2	1	11	14	9	11

Our 2020 emissions and water usage were significantly affected by COVID-19 plant shutdowns.

# Glossary



## **American Apparel & Footwear Association (AAFA)**

[www.aafaglobal.org](http://www.aafaglobal.org)

## **Better Cotton Initiative (BCI)**

The Better Cotton Initiative (BCI) is a non-profit, multistakeholder governance group that promotes better standards in cotton farming and practices. The aim is to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity. <https://bettercotton.org>

## **CEO Water Mandate**

The CEO Water Mandate is a UN Global Compact initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress against six core elements of stewardship and in so doing understand and manage their own water risks. <https://ceowatermandate.org>

## **Clean Chain: An ADEC Innovation**

CleanChain helps you gather data from diverse and disparate sources, streamlines the chemical information management and reporting process, and empowers you to demonstrate transparency to stakeholders, all in one secure

location. CleanChain also works with the ZDHC Gateway to enable collaboration between brands and manufacturing facilities. [www.cleanchain.com](http://www.cleanchain.com)

## **Global Organic Textile Standard (GOTS)**

The Global Organic Textile Standard (GOTS) is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, backed up by independent certification of the entire textile supply chain. The aim of the standard is to define world-wide recognized requirements that ensure organic status of textiles, from harvesting of the raw materials, through environmentally and socially responsible manufacturing up to labelling in order to provide a credible assurance to the end consumer. [www.global-standard.org](http://www.global-standard.org)

## **Global Recycled Standard (GRS)**

The Global Recycled Standard (GRS) is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions. <https://textileexchange.org/standards/recycled-claim-standard-global-recycled-standard/>

## **Higg Facility**

### **Environmental Index**

Developed by the Sustainable Apparel Coalition, the Higg Index is a suite of tools that enables brands, retailers, and facilities of all sizes – at every stage in their sustainability journey – to accurately measure and score a company or product's sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment. <https://apparelcoalition.org/the-higg-index/>

## **Higg Facility**

### **Social and Labor Module**

Manufacturers use the Higg Facility Tools to measure the social and environmental performance of their facilities. These modules measure impacts at individual factories, not the parent company as a whole. Users conduct the assessments at least once a year, and these assessments are then verified by SAC-approved, on-site assessors. Benchmarking by facility type allows facility managers to compare their performance against that of their peers. <https://apparelcoalition.org/higg-facility-tools/>

## **Oeko-Tex**

The Standard 100 by Oeko-Tex aims at making it obvious to consumers that the labeled textile products have undergone laboratory testing for a wide range of harmful substances, and that the content of those substances remains below the limit values established by the Oeko-Tex Association. [www.oeko-tex.com](http://www.oeko-tex.com)

## **Organic Content Standard (OCS)**

The Organic Content Standard (OCS) is a voluntary standard from Textile Exchange for tracking and verifying the content of organically grown materials in a final product. The standard provides a consumer facing logo and labelling language for products to be identified as certified. <https://textileexchange.org/standards/organic-content-standard/>

## **Oritain Global**

Oritain provides excellence in product traceability to protect your reputation and build trust in your brand. The Oritain method traces actual products back to their true origin using advanced science. <https://oritain.com>

## **Recycled Claim Standard (RCS)**

The Recycled Claim Standard (RCS) is an international, voluntary standard that sets requirements for third-party certification of recycled input and chain of custody. The goal of the RCS is to increase the use of recycled materials. Provides assurance that materials are actually recycled and in a final product.  
<https://textileexchange.org/standards/recycled-claim-standard-global-recycled-standard/>

## **Science Based Target (SBTi)**

Science-based targets are a set of goals developed by a business to provide it with a clear route to reduce greenhouse gas emissions. An emissions reduction target is defined as 'science-based' if it is developed in line with the scale of reductions required to keep global warming below 2C from pre-industrial levels.  
<https://sciencebasedtargets.org/>

## **Ultrafiltration / Reverse Osmosis (UF/RO)**

Reverse osmosis filters have a pore size around 0.0001 micron. After water passes through a reverse osmosis filter, it is essentially pure water. In addition to removing all organic molecules and viruses, reverse osmosis also removes most minerals that are present in the water.

## **Fashion Industry Charter for Climate Action (UNFCCC)**

Under the auspices of UN Climate Change, fashion stakeholders worked during 2018 to identify ways in which the broader textile, clothing and fashion industry can move towards an holistic commitment to climate action. They created the Fashion Industry Charter for Climate Action which contains the vision to achieve net-zero emissions by 2050.  
<https://unfccc.int/climate-action/sectoral-engagement/global-climate-action-in-fashion/about-the-fashion-industry-charter-for-climate-action>

## **United Nations Sustainable Development Goals (SDGs)**

The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.  
<https://sdgs.un.org/goals>

## **United Nations Compact Principle (UNGCP)**

The UN Global Compact is a principle-based framework for businesses, stating ten

principles in the areas of human rights, labor, the environment and anti-corruption. Under the Global Compact, companies are brought together with UN agencies, labor groups and civil society.  
[www.unglobalcompact.org](http://www.unglobalcompact.org)

## **ZDHC Gateway**

The ZDHC Gateway – Chemical Module is a web-based solution that supports the entire value chain. This advanced search engine enables registering and finding chemical formulations that comply with the ZDHC MRSL. It simplifies the search for more sustainable chemicals and best practices.  
[www.roadmaptozero.com/input#Gateway-Chemical-Module](http://www.roadmaptozero.com/input#Gateway-Chemical-Module)

## **ZDHC Manufacturing Restricted Substance List (ZDHC MRSL)**

The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances. These substances are banned from intentional use in facilities processing textile materials, leather, rubber, foam, adhesives and trim parts in textiles, apparel, and footwear.  
<https://mrsl.roadmaptozero.com>

## **Zero Discharge of Hazardous Chemicals (ZDHC)**

ZDHC is a group of apparel and footwear brands and retailers working together to lead the industry towards zero discharge of hazardous chemicals by 2020. ZDHC was started in 2011, mostly as a response to the Greenpeace Detox campaign. Part of the initial work established a Joint Roadmap that demonstrated the collaborative efforts and steps needed to lead the apparel and footwear industry towards zero discharge of hazardous chemicals for all products across all pathways by 2020.  
[www.roadmaptozero.com](http://www.roadmaptozero.com)

## **Zero Liquid Discharge Wastewater System (ZLD)**

Zero Liquid Discharge (ZLD) is a treatment process designed to remove all the liquid waste from a system. The focus of ZLD is to reduce wastewater economically and produce clean water that is suitable for reuse.

## **Zero Waste to Landfill**

Zero Waste is a set of principles focused on waste prevention that encourages the redesign of resource life cycles so that all products are reused. The goal is for no trash to be sent to landfills, incinerators or the ocean.  
<http://zwia.org>





# Imprint

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**Publisher:**

Elevate Textiles  
121 West Trade Street, Suite 1700  
Charlotte, NC 28202  
Phone: +1 (336) 379-6220  
[info@elevatetextiles.com](mailto:info@elevatetextiles.com)

**Editing and Design:**

Gütermann GmbH  
Landstr. 1  
79261 Gutach-Breisgau  
Germany  
Fon: +49 (7681) 21-0  
[contact@guetermann.com](mailto:contact@guetermann.com)  
[www.guetermann.com](http://www.guetermann.com)