



Quiet Progress Lasting Impact





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Silent moves create loud results.

On behalf of Elevate and its distinguished brands, we are excited to share our 2026 Sustainability Report. Elevate remains committed to prioritizing our social responsibility and Global Code of Conduct, which also extends to traceability and transparency within our supply chains. In this annual summary, we share information, data, and updates about our company-wide sustainability initiatives, progress against our goals, and highlights about our people who are committed to sustainability and responsible for our successes.

Sustainability is truly at the core of our values and who we are as a company. The theme of this year's report, "Quiet Progress, Lasting Impact", reflects the steady, constant, and sometimes behind-the-scenes work we do to strengthen our practices and drive meaningful, enduring impact within our company, our industry, and the world around us.

The cover image features a weaver bird, known for constructing intricate, purposeful structures that are revealed only when complete. This often mirrors our approach to sustainability: work that may not always be visible in the moment, but whose value becomes clear over time.


Jeffrey P. Pritchett
Chief Executive Officer

We are pleased to share that we met our 2025 targets for GHG (Greenhouse gas) and water reductions from our 2019 baseline and are now focused on meeting our 2030 targets. We are also on track against our 2030 SBTi (Science Based Targets initiative) GHG goals. The road ahead is more difficult and challenging due to many factors, including capital costs and operating costs for decarbonization, shifting supply chains, and increasing energy costs. Regardless, we will quietly work to make progress each month, taking actions to decarbonize as much as possible given the challenges.

A top priority is the safety of our employees. We are proud of our safety performance last year, having achieved the lowest DART rate in our company's history, a testament to our hardworking employees who improve our safety every day.

We thank our customers, suppliers, partners, and stakeholders as always for their collaboration, and we look forward to additional progress throughout the remainder of 2026. Elevate and its brands are excited about building momentum with our long-term commitments and continuing to push the boundaries of innovative sustainability.


Jimmy Summers
Vice President — Environment, Health,
Safety and Sustainability
Chief Sustainability Officer



JEFFREY P. PRITCHETT



JIMMY SUMMERS

Meet our brands



We are five global companies who are united in driving forward new ideas and technologies to positively impact the textile industry and beyond.



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 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 135 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 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.

Our Ten Threads of Sustainability

Our Ten Threads of Sustainability were developed to guide and shape our sustainability journey. We have made significant progress in reducing our impact since the Ten Threads were established.

They continue to embody how we are improving our transparency and driving actions to achieve our goals and commitments.



**THREAD N°1
GLOBAL CARBON
FOOTPRINT**



**THREAD N°2
WATER
STEWARDSHIP**



**THREAD N°3
ENERGY
CONSERVATION**



**THREAD N°4
SUSTAINABLE
PACKAGING**



**THREAD N°5
RECYCLING &
WASTE
REDUCTION**



**THREAD N°6
SUSTAINABLE
PRODUCTS**



**THREAD N°7
SOCIAL
RESPONSIBILITY
& GLOBAL EHS**



**THREAD N°8
SUPPLY CHAIN
SUSTAINABILITY**



**THREAD N°9
PRODUCT
STEWARDSHIP**



**THREAD N°10
EDUCATION &
INVOLVEMENT**



We take our role as part of the global community seriously and align our sustainability goals with the United Nations Sustainable Development Goals (SDGs), striving to make an impact within each goal. Elevate's Ten Threads of Sustainability program and our ongoing efforts and investments are targeted towards innovative technologies and quality products that reduce the environmental footprint of our operations globally.



Sustainability Targets

In 2025, we made a pivotal move toward decarbonization by securing official SBTi validation for our 2050 net zero emissions target while simultaneously revalidating our 2030 emissions targets. This achievement reaffirms our commitment to push towards the next level of climate ambition and accountability.

Climate Change

Our Science Based Target: 46.2% reduction in scope 1, 2, and 3 emissions by 2030 from a 2019 baseline year

SBTi-validated net-zero emissions target by 2050

Strive to attain 100% renewable electricity by 2030

Coal phase out by 2030



Products & Materials

Strive to attain 100% preferred and low climate impact fibers in our priority materials (polyester and cotton) by 2030

No landfill waste by 2033



Water Stewardship

40% Reduction in water usage by 2030 against a 2019 baseline year

Increase our water recycling capabilities through continued installation of UF/RO systems as we are able

Maintain 100% compliance with ZDHC MRSL in all relevant facilities

100% of relevant facilities at Level 2/Progressive in ZDHC Supplier to Zero



People

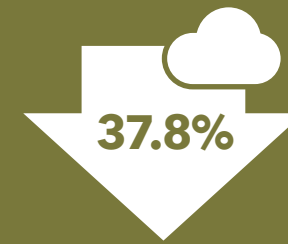
10% reduction in incident rate each year, with a goal of no safety incidents

Increase the share of suppliers conducting environmental and social audits each year



Climate Change

- Validated our net-zero emissions by 2050 target and revalidated our 2030 targets
- Continued to reduce scope 1 and 2 emissions (37.8% reduction since 2019)
- Used 21.23% renewable energy across our operations in 2025
- Implemented new rooftop solar projects at two facilities (Hengmei & Gütermann India)



Reduction of
scope 1 and 2 emissions



Renewable
energy used



A JUST TRANSITION

We recognize that combating the effects of a changing climate is paramount to achieving longevity across our operations. Throughout 2025, Elevate and its brands continued to demonstrate our clear commitment to mitigating climate-related impacts through our risk-based approach to sustainability initiatives. Principal among these is our work to decarbonize our energy mix by installing solar panels on two additional facilities. We are also proud to showcase our work to reduce our impacts by maintaining a 100% completion rate of the Higg Facility Environmental Model (FEM) at our owned facilities and promoting further adoption of the FEM among our suppliers. By transparently sharing data in a consistent format through the FEM, we play a crucial role in fostering a culture of responsibility and accountability in our industry.

GLOBAL SUSTAINABLE DYEING INITIATIVE

Building on years of continuous improvement work undertaken by teams at A&E dyehouses around the world, dyehouse managers have been collaborating through our global sustainable dyeing initiative. The initiative is focused on standardizing efficiencies developed by our dyehouses globally. Spearheaded by A&E Vietnam, A&E Dongmei in China, Vardhman Unit 1A in India, and Plant 15 in the US, these teams share knowledge and formulas to develop the most efficient and effective dyeing techniques by fiber type and dye class.

Through this initiative, we expect to see a 10-20% reduction in dyehouse energy usage due to shorter dye cycle times. The shorter cycles have directly reduced the production of emissions from the dyehouse, which is the most energy-intensive process in thread production.

SOLAR PROJECTS

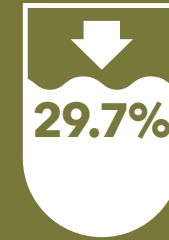
Elevate continued the trend of completing at least one new solar project per year for the last five years by completing two new solar projects at A&E Hengmei and Gütermann India facilities in 2025.

At Hengmei, the 15,000 sq. meter solar project was completed last May and generated nearly 2.4 MWh of power throughout 2025. The installation has the capacity to deliver 4 MW of renewable energy per year, meeting the needs of about 10% of the facility's required energy according to Hengmei's EHS specialist, ZhiXian Wu. The new source of renewable energy has helped A&E Hengmei achieve over 5% emissions reduction year-over-year.

The solar project at Gütermann India, completed in January of 2025, reached its full installed capacity of 630 kW this past year. The renewable energy used in the facility has contributed to a reduced emissions footprint of over 26% YOY at Gütermann India.

Water Stewardship

- Over one billion liters of water recycled in 2025
- 29.7% reduction in water usage since 2019
- 20 facilities engaged in ZDHC Supplier to Zero
- New ZLD facility complete at Vardhman Unit 2



Reduction in water usage



Liters of water recycled



WATER RECYCLING

Dyeing and finishing operations for fabric and thread are resource intensive processes, making effective water stewardship a critical pillar of our sustainability strategy. We are driven to reduce the amount of water withdrawn from the watersheds that supply our facilities and their communities. Most effectively, we have strategically implemented Zero Liquid Discharge (ZLD) wastewater treatment plants at three facilities, with a fourth on the way, in the most water-stressed regions we operate in, according to WRI Aqueduct. The Ultrafiltration/Reverse Osmosis (UF/RO) systems employed at these facilities and water recycling technologies at other global facilities contributed to recycling over one billion liters of water in 2025, making up over 20% of our total water used.

GLOBAL SUSTAINABLE DYEING INITIATIVE

Not only has the global sustainable dyeing initiative resulted in energy and emissions reductions, but notable savings have also come from reduced dye cycle times, baths per dye cycle, and water reuse opportunities. These efficiencies are expected to reduce water usage during dyeing by up to 20% when fully implemented.

A&E LANKA WATER ENGAGEMENT

A&E Lanka has been a constant champion of water stewardship through their commitment to reducing the impact on the local Kelani Ganga watershed in which they operate. In March, the facility was recognized

as an Industry Water Leader of the Year, winning the Bronze Award from the Institute of Environmental Professionals Sri Lanka (IEPSL). One key water savings initiative included their process water recycling and reuse project. Utilizing Reverse Osmosis (RO), the facility doubled the amount of water recycled from 2024 to 2025. A&E Lanka also examined their existing machinery by implementing a leak detection and prevention program, while installing important water efficiency equipment upgrades where possible. These measures combined have reduced their water intensity by over 9% since 2023.

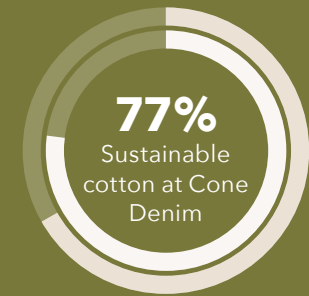
ZDHC PARTICIPATION

We are an active ZDHC contributor through our dyehouse's completion of monthly InCheck MRSL conformity reports, ClearStream wastewater reports, and Supplier to Zero Program. Over the past year, we are proud that ten dyehouses have reached Progressive/Level 2 status, an increase of three from last year, bringing our total to 20 dyehouses engaging in the program. Additionally, our A&E Dongmei and A&E Vardhman Unit 1A participated in ZDHC's Supplier to Zero V2 pilot, helping to shape the future of chemical management best practices. Our engagement with ZDHC extends beyond contributions at the facility level, our VP of EH&S Jimmy Summers sits on the Board of Directors and members of our corporate sustainability team have played a key role on teams to build the Commodity Chemicals Guide and Input Materials Guide.

<p>6 CLEAN WATER AND SANITATION</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
<p>UNGC PRINCIPLE 7 PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</p>	<p>CEO WATER MANDATE ELEMENT 1 DIRECT OPERATIONS</p>
	<p>CEO WATER MANDATE ELEMENT 6 TRANSPARENCY</p>

Products & Materials

- T2T Thread launch
- 25% of suppliers by procurement spend assessed on ESG practices
- Microfibre Consortium 2030 Commitment



67%
at Elevate
Textiles total



MATERIAL MIX

Responsibility for people and the planet extends beyond our own operations and into the global supply chains that support our products. The materials we source and the products we deliver generate environmental and social impacts across their full lifecycle, from raw fiber cultivation and chemical inputs to manufacturing, packaging, and transportation, making collaboration essential across all tiers.

Over the past year, a dynamic and evolving trade environment required close coordination with both suppliers and customers as we worked toward our 2030 materials targets. While progress toward our sustainable cotton goal was challenged by sourcing constraints, certified sustainable cotton still accounted for nearly 67% of global cotton uptake, reinforcing our continued commitment. At the same time, preferred polyester reached an all-time high, representing 38% of Burlington and Safety Components total polyester uptake and 11% of global polyester uptake across our brands. Continued advancement will depend on shared accountability, increased transparency, and deeper engagement across the value chain to scale the production and adoption of innovative materials, including circular fibers, while reducing emissions and conserving critical resources.

MICROFIBRE CONSORTIUM 2030 COMMITMENT

In February of 2026, Elevate Textiles joined the Microfibre 2030 Commitment. Alongside other leading brands and manufacturers, Elevate is contributing

to a collective effort to understand and address fiber fragmentation and its environmental impacts. This commitment strengthens shared approaches to measurement, data transparency, and mitigation across the value chain.

SUPPLIER ENGAGEMENT AND ASSESSMENT

Following the successful pilot of our Supplier Sustainability Desktop Audit in 2024, we continued engagement with an increased number of key suppliers in 2025, making up nearly 25% of total procurement spend. Through the audit, suppliers self-assessed their impact in five key areas: environmental management, energy and emissions, water, waste, and social conduct. The results have enabled us to identify areas of improvement in our upstream value chain and provide an opportunity to reduce impact at the source. We have formed a deeper understanding of a supplier's circumstances and provide effective support to overcome challenges as an outcome.

T2T THREAD AND FABRIC

Circularity is at the forefront of our sustainability strategy, and we see textile-to-textile (T2T) recycled products as the future of our industry. To meet the needs of the future now, A&E, Burlington, and Cone have fully developed products incorporating T2T fiber which is ready for commercial adoption. Throughout the past year, we have engaged with supply chain partners around the world and completed comprehensive testing to ensure that our new T2T products meet the expectations of our customers.

<p>6 CLEAN WATER AND SANITATION</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>
<p>UNGC PRINCIPLE 7 PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</p>	<p>UNGC PRINCIPLE 8 INITIATIVES FOR GREATER ENVIRONMENTAL RESPONSIBILITY</p>	<p>UNGC PRINCIPLE 9 DEVELOPMENT OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES</p>	<p>UNGC PRINCIPLE 10 ANTI-CORRUPTION</p>
<p>CEO WATER MANDATE ELEMENT 2 SUPPLY CHAIN AND WATERSHED MANAGEMENT</p>			

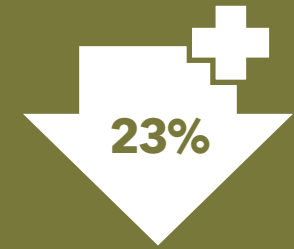
People

- Behavior-based Safety program successfully piloted in 2025
- SLCP Signatory
- Decreased incident rates — From 0.26 in 2024 to 0.20 in 2025 (23% YOY reduction)

Social & Labor
Convergence
Program



Official signatory



Reduction of
incident rates



<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>
<p>UNGC PRINCIPLE 1 INTERNATIONAL HUMAN RIGHTS</p>	<p>UNGC PRINCIPLE 2 NOT COMPLICIT IN HUMAN RIGHTS ABUSES</p>	<p>UNGC PRINCIPLE 3 FREEDOM OF ASSOCIATION/ COLLECTIVE BARGAINING</p>
<p>UNGC PRINCIPLE 5 CHILD LABOR</p>	<p>UNGC PRINCIPLE 6 ELIMINATION OF DISCRIMINATION</p>	<p>UNGC PRINCIPLE 10 ANTI-CORRUPTION</p>
<p>CEO WATER MANDATE ELEMENT 3 COLLECTIVE ACTION</p>	<p>CEO WATER MANDATE ELEMENT 4 PUBLIC POLICY</p>	<p>CEO WATER MANDATE ELEMENT 5 COMMUNITY ENGAGEMENT</p>

BEHAVIOR-BASED SAFETY PROGRAM ROLLOUT

At the Burlington Richmond plant and A&E Plant 05, a new Behavior-based Safety (BBS) pilot program was successfully completed in 2025. BBS is the intersection between Behavioral Science and Workplace Safety to better understand employee decision making and can encourage safer behaviors. The goal is to reduce injuries and hazards by strengthening our safety culture, empowering employees, and examining the environmental factors that drive behavior. The program is employee-driven, with voluntary participation to build employee ownership and trust within our facilities. Through this program, employees observe each other's work behaviors and have guided conversations about potential hazards, solutions, at-risk behaviors, and great safety moments. These conversations identify opportunities for improvement and celebration of safe practices.

SOCIAL & LABOR CONVERGENCE PROGRAM SIGNATORY

After participating in the Social & Labor Convergence Program (SLCP) for over five years through regular Higg FSLM facility audits, Elevate officially became a signatory in 2025. Becoming a signatory reaffirms our commitment to responsible labor practices and transparent data sharing with our supply chain partners. SLCP data is accepted by over 100 companies and aims to reduce the burden of completing multiple audits.

CYCLONE DITWAH DISASTER RELIEF AT A&E LANKA

In November 2025, Cyclone Ditwah caused massive flooding and rainfall in and around the A&E Lanka facility. The cyclone greatly affected the homes, communities, and lives of our employees at the facility. Our on-site team quickly responded by providing food, clothing, hygiene, and other essential products to local communities during recovery. In the aftermath, our global network of employees supported by donating over \$7,000 to affected employees and their families.

CONE DENIM UNIVERSITY ENGAGEMENT

Cone Denim has a long history of supporting the next generation of textile professionals. Over the past year, their offices and facilities have continued to open their doors to universities around the world including FIT, NC State University, Tecnológico de Monterrey, and Donghua University to offer guided tours of the manufacturing facilities and an inside view into the denim production process through their "Denim 101" class. Beyond visiting, many students have left a lasting impact at Cone thanks to The Cone Collective. Established in 2025, the creative initiative offers sponsorship to fashion students whose designs and style are aligned with Cone Denim's core values of heritage, innovation, and sustainability.

Sustainable Dyeing

The global sustainable dyeing initiative is accelerating innovation by uniting the expertise of leading dyehouses and technical specialists across regions. As Regional Technical Manager of A&E East Asia, James Sprenkeler explains, “A sustainable approach to dyeing focuses on improving process efficiency while minimizing environmental impact.” The teams involved have embraced this philosophy by tightening control of color quality and enhancing Right First Time performance. Their shared work is driven by data to refine recipes and create reproducible processes to build a platform where best practices are not siloed, but instead savings are multiplied across facilities. According to James, “By increasing dyeing accuracy and reproducibility, dyehouses can reduce the use of water, energy, dyestuffs, and chemicals,” and the initiative is applying these principles at scale to meaningfully reduce resource consumption.

“By increasing dyeing accuracy and reproducibility, dyehouses can reduce the use of water, energy, dyestuffs, and chemicals.”

James Sprenkeler

implementing new chemical products that bring better and safer chemistry and contribute to optimize production processes for improved resource efficiency,” he said. His focus on lowering chemical intensity, reducing the burden on effluent treatment plants, and shortening throughput times aligns directly with the initiative’s push toward cleaner, faster, and more consistent dyeing operations. By applying the precautionary principle and systems thinking—“developing alternative processes as well as chemical substitutions,” as Davinder describes—the initiative is not only boosting efficiency but also embedding long-term environmental stewardship into the core of dyehouse operations worldwide.

Both individuals have played a key role in “cultivating a culture of continuous improvement across EHS and operational excellence,” as Davinder characterizes the sustainable mindset of A&E. The implementation of better practices is driven by a need for long-term business stability just as much as responsible business use.

Chemical management expertise has further strengthened the program’s impact. Davinder Singh, a 25-year expert in wet textile processing, emphasizes the importance of integrating safer, optimized chemistry into production. “My work is focused on exploring, evaluating, and



“I take the most pride in making wet-processes resource-efficient and cost competitive.”

Davinder Singh



Water Savings

Water savings remain a core focus across Elevate's operations, driven by both process level improvements and large scale engineering solutions. At A&E Lanka, Isuru Nisal leads a data driven effort to identify high consumption areas, install submeters, separate domestic from process water, and fine tune dyeing performance. Building on the work of the global sustainable dyeing initiative, his team has optimized dyeing processes, reduced rinse cycles, implemented wastewater recovery and rainwater harvesting, and improved Right First Time results. He explains, "This shift significantly cuts unnecessary water, chemical, and energy consumption," contributing to more than 30% reductions in water intensity since 2024. Reflecting his practical approach, Isuru frames his mission clearly: "Sustainability is about running a high performing operation today, without compromising the resources, compliance, and trust needed for tomorrow."

"Sustainability is about running a high performing operation today and creating trust for tomorrow."
Isuru Nisal

"Environmental responsibility and operational excellence can go hand in hand."
Victor Rodriguez

At Parras Cone in Mexico, Plant Engineering Manager Victor Rodriguez advances water stewardship through the facility's Zero Liquid Discharge (ZLD) system, which has "eliminated wastewater discharge and significantly reduced freshwater consumption." By maximizing recovery through reverse osmosis and continuously monitoring usage, the team now treats water as "a critical resource for both operational efficiency and environmental responsibility." While implementing the ZLD technology brought technical challenges, Victor notes, "It strengthened our team's expertise and reinforced our commitment to sustainable operations." To offset the system's intensive energy needs, the plant relies on an on site cogeneration system that provides up to 90% of its energy, demonstrating his belief that "environmental responsibility and operational excellence can go hand in hand." Together, Isuru's process improvements and Victor's engineered solutions highlight Elevate's comprehensive approach to water savings—achieving meaningful reductions today while building resilient systems for the future.



OUR PEOPLE MAKE IT HAPPEN

Sustainable Production and Development

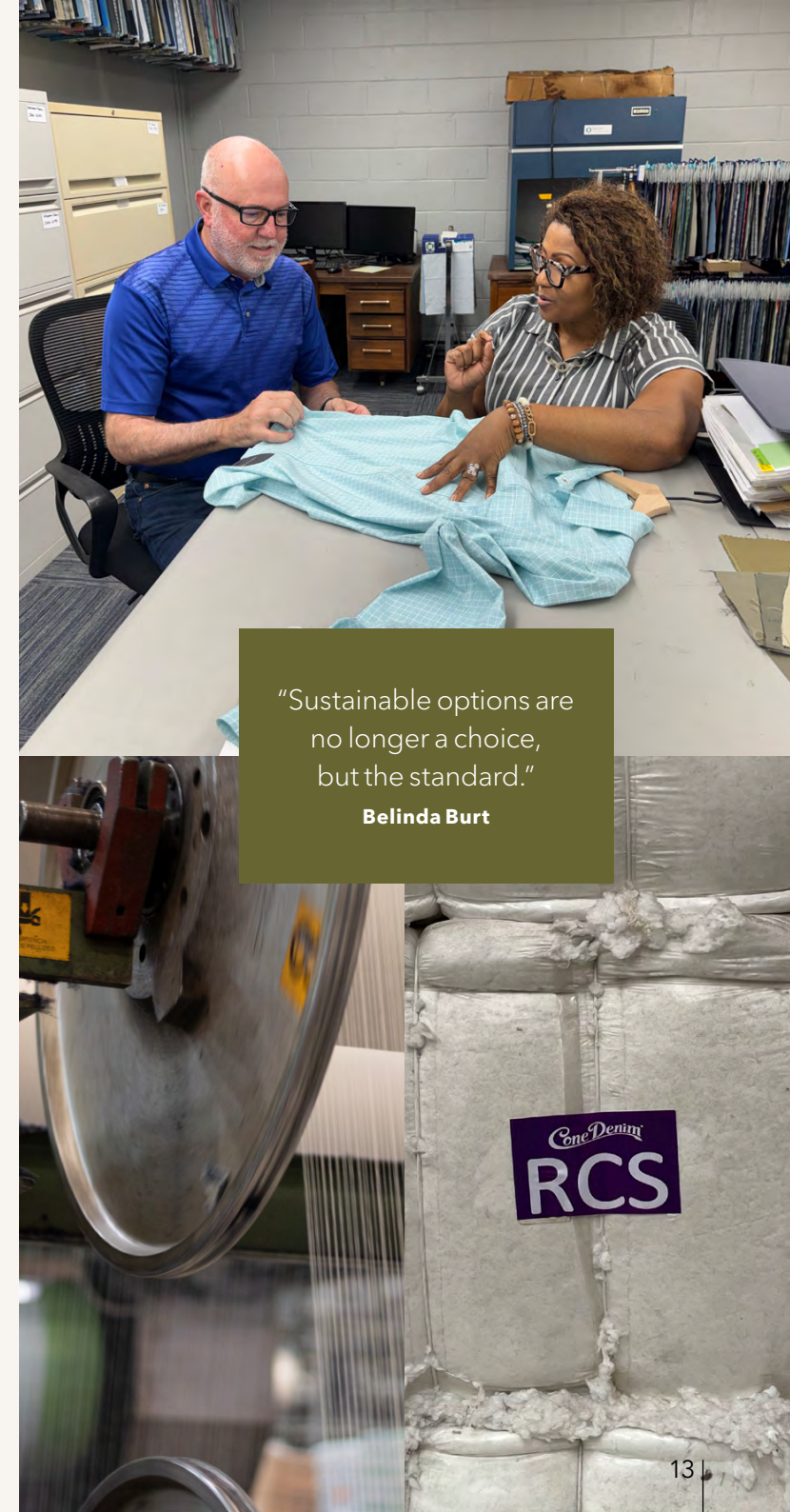
Sustainable textile production across Elevate is powered by teams who weave technical expertise with a deep sense of responsibility for the planet. As Senior Product Development & Merchandising Manager for Performance Apparel, Belinda Burt describes her role as owning “the end to end development, launch, and lifecycle management” of the company’s performance fabrics. Her recent work on the SureLoop™ collection reflects how sustainability is built directly into product innovation. “The line uses T2T recycled polyester as well as biodegradable polyester from CICLO®, finished with our Fluorocarbon-Free PFZERO® finish,” she says. This demonstrates how high performance materials and lower impact design can move forward together. For Belinda, sustainability is about intentionality at every step, meaning “making conscious, responsible decisions at every stage—so sustainable options are no longer a choice, but the standard.”

“Sustainability is about caring for and acting towards a better world for future generations.”

Genaro Jaurez

At Cone Denim Yecapixtla, Genaro Jaurez supports sustainability from another essential angle, production and facility level environmental controls. His work ensures operations meet global expectations, because as he explains, “Sustainability certifications are very important... proof that a company is being responsible in managing its environmental impact.” Achieving these certifications requires coordination across teams, especially for programs such as OCS and RCS, where he works “closely with the production areas to track the material, from receiving the yarn to shipping the fabric,” as well as with Product Development to align on new styles. For Genaro, sustainability is ultimately about responsibility: “It’s a different way of looking at what we do...caring for and acting towards a better world for future generations.”

Together, Belinda and Genaro illustrate how sustainable product development and textile production connect, from fiber choices to product management. Their perspectives reinforce our strengths in discovering new sustainable technologies and maintaining rigorous environmental stewardship, all while ensuring that the materials they create meet the needs of our customers and end consumers.



“Sustainable options are no longer a choice, but the standard.”

Belinda Burt

OUR PEOPLE MAKE IT HAPPEN

Waste Reduction

Building a strong culture of sustainability means recognizing that waste reduction is a shared responsibility across all roles and brands. This year's progress in recycling and waste reduction was driven in large part by the hands-on leadership of Miguel Smith, Warehouse Procurement Manager at A&E's Mount Holly facility, and Steve Dale, Process Improvement Manager at Safety Components. At A&E, Miguel oversees recycling logistics and consistently looks upstream to prevent waste before it's created, noting that his process begins with understanding "where the waste is coming from" and addressing inefficiencies early. He also emphasizes practical engagement to build buy-in across departments, reminding teams that "everything that goes into the trash compactor, we have to pay for... [while] a good chunk of the recyclables that go out the door, we get paid for." This clear, costbased framing has helped shift daily behaviors and reinforce the value of doing things the right way.

At Safety Components, Steve approaches waste and environmental management through the lens of compliance, safety, and risk reduction. He stresses that "the requirements all have a reason" and sees strong waste and chemical management practices as essential to protecting "our people, our community, and our customers from hazards."

While his role spans far beyond traditional sustainability responsibilities, Steve takes pride in incremental progress, explaining that small, everyday wins are often what keep long term improvements moving forward. Together, Miguel and Steve demonstrate how clear communication, practical systems, and persistence on the plant floor can lead to meaningful waste reduction.

"We get paid for a good chunk of the recyclables that go out the door."

Miguel Smith

Their efforts also highlight the critical impact of behind the scenes roles in advancing sustainability outcomes. Miguel's long term pursuit of a solution to separate thread from plastic tubes reflects his belief that sustainability can unlock new value, not just reduce harm. Finding a safe, scalable way to process this material would transform a costly waste stream into a recyclable resource, reinforcing his view of sustainability as both an environmental responsibility and a cost saving opportunity. Similarly, Steve's focus on spill prevention, and environmental accountability reflects a commitment to doing sustainability thoroughly and responsibly, not just "checking the boxes." By prioritizing safe systems, compliance, and continuous improvement, both leaders show how thoughtful stewardship at the facility level strengthens environmental performance across the entire organization.




"Strong waste management practices protect our people, our community, and our customers from hazards."


Steve Dale



Performance Data Summary

 WATER		2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total water used	Million cubic meters	5.17	5.3	5.31	6.04	6.91	5.80	7.35	7.84	7.84	7.92
Water intensity	Liters per kg of product produced	43.49	43.65	42.83	40.95	42.72	50.03	53.83	48.80	52.43	52.45
Water recycled	Million cubic meters	1.084	0.986	0.744	0.998	0.817	0.719	0.684	0.539	0.436	0.323

 ENERGY		2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total energy used	Million kWh	352	381	384	418	456	433	558	586	576	561
Energy intensity	kWh per kg product produced	3.17	3.3	3.5	3.15	3.16	3.98	3.84	3.65	3.85	3.72
Total greenhouse gas emissions	Million kg CO ₂ e	293	314	305	364	431	387	471	493	482	496
Greenhouse gas emissions intensity	kg CO ₂ e per kg	2.64	2.60	2.81	2.71	2.99	3.48	3.17	3.07	3.22	3.29

 SAFETY		2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Incident rate	Injuries per 100 FTE	0.2	0.26	0.36	0.4	0.37	0.36	0.53	0.37	0.48	0.28
3rd party social responsibility audits	Number conducted	24	25	23	21	11	9	14	11	1	2

Sustainability Partners



Glossary

AMERICAN APPAREL & FOOTWEAR ASSOCIATION (AAFA)

AAFA stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation. AAFA's comprehensive work ensures the continued success and growth of the apparel and footwear industry, its suppliers, and its customers.

aafaglobal.org

BETTER COTTON

Better Cotton 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.

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.

ceowatermandate.org

CLEANCHAIN: 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.

cleanchain.com

GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

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.

global-standard.org

PLANT	LICENSE NUMBER
Vardhman Yarns and Threads Limited	204325

GLOBAL RECYCLED STANDARD (GRS)

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.

textileexchange.org/recycled-claim-global-recycled-standard/

PLANT	LICENSE NUMBER
A&E Bangladesh	TE-00001681
A&E Sri Lanka	TE-00048835
A&E Americas	TE-99950360
A&E Vietnam	TE-99950360
Vardhman Yarns and Threads Limited	TE-00025490
Gütermann GmbH	TE-00029442
A&E Hong Kong	TE-00020183
A&E Dongmei	TE-00036776
A&E Huamei	TE-00024505
A&E Hengmei	TE-00018976
Cone Denim Jiaxing	TE-99970341
Jiaxing Burlington Textile Company	TE-00050865

HIGG FACILITY ENVIRONMENTAL MODULE

Developed by Cascale, 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.

cascale.org/tools-programs/higg-index-tools/facility-tools/

HIGG FACILITY SOCIAL & 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 Cascale-approved, on-site assessors. Benchmarking by facility type allows facility managers to compare their performance against that of their peers.

cascale.org/tools-programs/higg-index-tools/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.

oeko-tex.com

ORGANIC CONTENT STANDARD (OCS)

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.

textileexchange.org/standards/organic-content-standard/

PLANT	LICENSE NUMBER
Vardhman Yarns and Threads Limited	TE-00025490
Cone Denim Jiaxing	TE-00193682
Parras Cone de Mexico	TE-00042357
Cone Denim LLC + Yecapixtla	TE-00037495

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.

oritain.com

RECYCLED CLAIM STANDARD (RCS)

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.

textileexchange.org/recycled-claim-global-recycled-standard/

PLANT	LICENSE NUMBER
Jiaxing Burlington Textile Company	TE-00050865
Cone Denim Jiaxing	TE-00193682
Parras Cone de Mexico	TE-00042357
Cone Denim LLC + Yecapixtla	TE-00037495

SCIENCE-BASED TARGETS (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.

sciencebasedtargets.org

TEXTILE EXCHANGE

Textile Exchange is a global non-profit driving positive impact on climate change across the fashion and textile industry. It guides a growing community of brands, manufacturers, and farmers towards more purposeful production from the very start of the supply chain. By 2030, its goal is to guide the industry to achieve a 45% reduction in greenhouse gas emissions within fiber and raw material production. Its focus is holistic and interconnected, accelerating the adoption of practices that improve the state of our water, soil health, and biodiversity too.

textileexchange.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.

UNITED NATIONS 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.

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 SDGs 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.

sdgs.un.org/goals

UNITED NATIONS GLOBAL COMPACT

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.

unglobalcompact.org

WRI AQUEDUCT

A global water risk mapping platform developed by the World Resources Institute that helps organizations assess current and future water related risks. It uses hydrological data, climate models, and socioeconomic indicators to visualize risks such as water stress, drought, floods, and regulatory challenges.

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.

roadmaptozero.com

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.

roadmaptozero.com/input#Gateway-Chemical-Module

ZDHC MANUFACTURING RESTRICTED SUBSTANCES LIST (ZDHC MRSL)

The 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.

mrsl.roadmaptozero.com

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.

zwia.org



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Elevate Textiles
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Charlotte, NC 28202
United States of America

Phone: +1 336 379-6220
info@elevatetextiles.com

Edited and
designed by:

Gütermann GmbH
Landstr. 1
79261 Gutach-Breisgau
Germany

Phone: +49 7681 21-0
contact@guetermann.com
www.guetermann.com

elevatetextiles.com/sustainability