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SUSTAIN
ABILITY

© Elevate Textiles

2021



Burlington

Cone Denim

Gütermann



SAFETY COMPONENTS



SUSTAINABILITY

 Elevate Textiles™

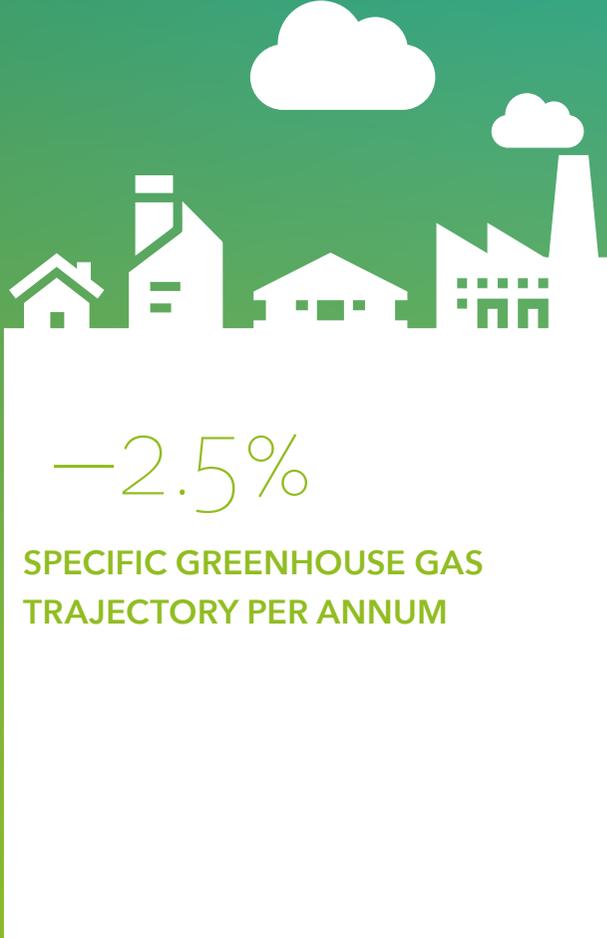
Sustainability is woven into our very DNA. It is part of everything we are, everything we do and everything we strive to be. Our ten threads of sustainability solidify our commitment to sustainability and our ongoing efforts and investments in innovative technologies and products, helping to reduce the environmental footprint of our operations globally.

Our decisions and actions are brought in line with relevant UN Sustainable Development Goals (SDGs). In doing so, we remain focused on those areas in which we can make a valuable contribution, such as water management, energy management, waste reduction, and sustainable product development.

Elevate's 2021 Sustainability Report cover features a dragonfly. As one of nature's environmental indicators, the dragonfly is a colorful, vibrant, and energetic insect requiring fresh and clean aquatic ecosystems for survival. It's a reminder of how important the conservation of water is to Elevate Textiles, our family of brands, the communities in which we operate, and the environment as a whole.

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ELEVATE TEXTILES IS COMMITTED TO ACHIEVING SUSTAINABILITY MILESTONES BY THE YEAR 2025 IN THREE KEY ENVIRONMENTAL AREAS:





MESSAGE FROM OUR
CHIEF EXECUTIVE OFFICER

SIM
SKINNER

As a company, we are excited to update you on Elevate's sustainability initiatives over the past year. In this year's annual report, you will see our teams have been very busy. We have many accomplishments to share and celebrate across our brands.

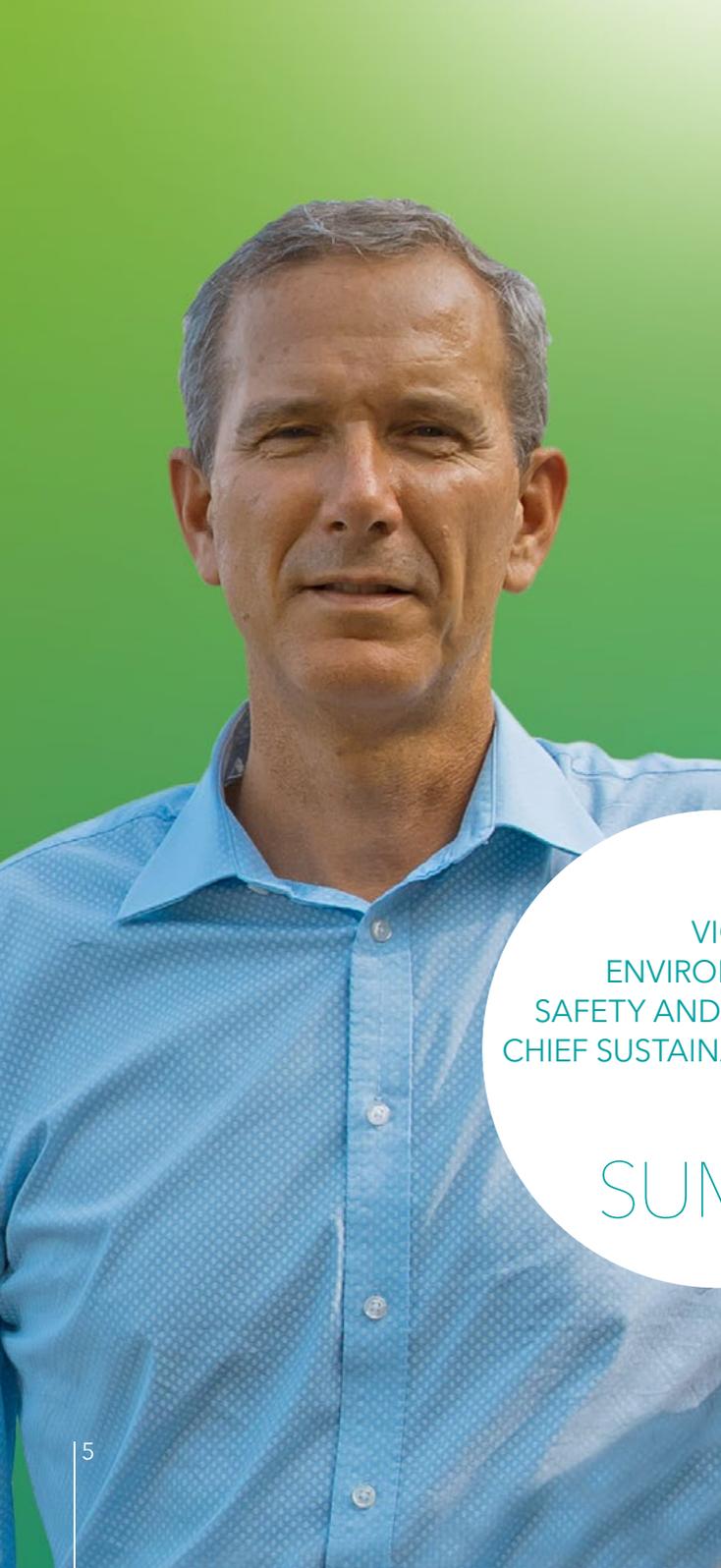
Like you, we faced many challenges in 2020 brought about by the global pandemic and its unprecedented human and economic impact. I am proud of our teams around the world that not only exhibited extraordinary work against the effects of the pandemic, but have also made tremendous strides in our sustainability initiatives. Our commitment never wavered. We remained intently focused on achieving our 2025 Sustainability Goals and providing our customers the highest in innovative thread and fabric solutions.

Within the last year, we have continued to learn more about our true environmental impact and have developed ways to measure and monitor our progress. We believe our world can be better and are taking action through our participation in forward-thinking industry organizations and programs like, the UN Global Compact, the CEO Water Mandate, ZDHC Programme, and most recently, the Sustainable Apparel Coalition, among others. We proudly support the missions and goals of these programs and know that collaboration is key to a sustainable future.

As a valued supply partner, Elevate and our brands are committed to understanding our customers' critical sustainability goals, and aligning our actions to achieve success. Through increased communications and transparency, we are further expanding our collaboration and industry leadership across the world with new initiatives that include Cone Denim's use of Oritain's scientific traceability to verify the origins of cotton, American & Efird's work with Cradle to Cradle®, and the expansion of water conservation efforts including the most recent Zero Liquid Discharge facility in Parras, Mexico. We are also excited about our continued work with Science Based Targets, which will be established by the end of this year.

We are focused on providing solutions we feel you need to be successful. We encourage you to view our team and global resources as a collaborative extension of your team. We value working to support you, our customers and stakeholders, and encourage your feedback and input.

Thank you for your partnership and taking the time to review our current performance in Elevate's 2021 Corporate Sustainability Report.



MESSAGE FROM
 VICE PRESIDENT –
 ENVIRONMENT, HEALTH,
 SAFETY AND SUSTAINABILITY
 CHIEF SUSTAINABILITY OFFICER

JIMMY
 SUMMERS

We are very pleased to present our 2021 Elevate Textiles Sustainability Report. We welcome the opportunity to reaffirm our commitment to do our part to support our customers and stakeholders as we work together towards improved sustainability for the entire textile, apparel, and footwear industry.

Our industry has not always had the best reputation and history related to sustainability. We are actively working to become a leader within our industry, providing our customers and the end consumer with sustainable solutions as they become more educated and passionate about the brands and products they select. The work needed to improve sustainability performance in a transparent way across the industry is not easy. We joined the ZDHC Programme as a contributor in 2017, so that we could contribute our knowledge and time to the building and deployment of the tools and measurement programs. It is both exciting and rewarding to see the results of those efforts through greater alignment and collaboration as the industry embraces more sustainable dye and chemical inputs and improves wastewater treatment and management. We joined the Sustainable Apparel Coalition in 2020 for the same reason – so we could contribute our knowledge, experience, and time towards the continued build-out and enhancement of the Higg suite of sustainability tools. We believe that the Higg tools such as the Higg Facility Environmental Module (FEM) and the Facility Social Labor Module (FSLM) are critically important towards driving transparent improvement in facility sustainability and

social responsibility performance throughout the supply chain. We have been using Higg FEM since 2014, and are committed to doing our part to drive adoption of these tools.

I am very proud of the stance we have taken as a company regarding the sourcing of cotton and synthetic fibers, including our commitments to transparency and towards ethical production. We believe very deeply that if we say we are going to do something, we will make every effort to do it and show our results in an open, honest, and verifiable way. Our partnership with Oritain is a manifestation of this belief, providing independent third party verification of our cotton sourcing commitments.

Finally, I am excited about the recent completion of our initial Scope 3 Greenhouse Gas (GHG) emissions inventory of our supply chain, and the work we are doing now to validate our Science Based Targets in 2021. As a signatory of the UN Fashion Industry Charter for Climate Action, we are actively participating in the Working Groups that are taking on and solving the difficult challenges facing the industry regarding GHG emissions and climate change. We are learning much about the overall impact of our supply chain regarding GHG emissions, and we look forward to continuing the work with our customers and stakeholders to meet and overcome the challenges ahead.

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.

Our products make life safer or simply better, from distinguished fabric brands to thread solutions for automotive, apparel, interior furnishing, and specialty products. We anticipate and create, so our customers always stay ahead of not only what's next, but what's beyond next.



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.

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.



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, cottons, worsted wool, and blended fabric, serving the military, performance apparel, medical and cleanroom, interior furnishings, uniform, and workwear markets.



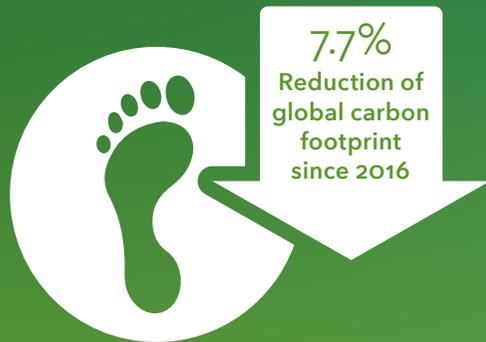
Founded 1891 – A worldwide leader in denim innovation, Cone Denim's unparalleled expertise and advanced capabilities have serviced and inspired the global market for more than 125 years, offering unique collections of sustainable and innovative performance, stretch, selvage, natural indigos, polyester, and bi-component denims.



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



GLOBAL CARBON
FOOTPRINT



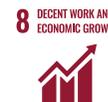
WATER
STEWARDSHIP



SUSTAINABLE
PRODUCTS



PRODUCT
STEWARDSHIP





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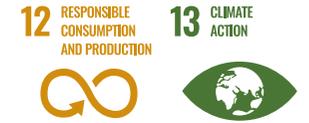
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HOW WE ARE IMPROVING OUR
TRANSPARENCY AND IMPROVING
OUR CUSTOMERS' ABILITY TO
ACT SUSTAINABLY.



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



GLOBAL CARBON FOOTPRINT

COMMITMENT

- 2.5% per Year Reduction of Scope 1 & 2 GHG Emissions by 2025
- UN Global Compact Principle 7: Precautionary Approach to Environmental Challenges

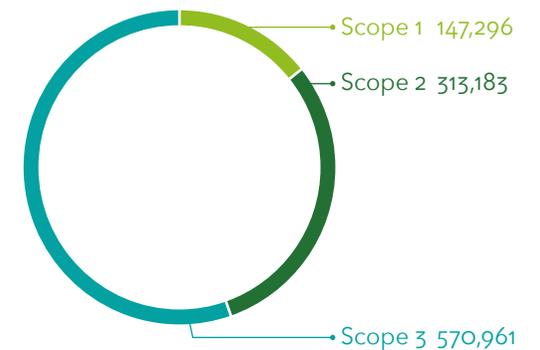
WHAT WE DO

Elevate Textiles is investing in doing our part to prevent global climate change. We are committed to reductions through our own goals, as well as through our membership and participation in the United Nations Fashion Industry Charter for Climate Action. The UN Fashion Industry Charter is an industry-wide commitment to set a decarbonization pathway for the fashion industry in line with keeping global warming below 1.5 degrees, drawing on methodologies from the Science Based Targets Initiative.

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 several years and have made meaningful reductions of at least 7.7% on an absolute basis. Due to the pandemic, our absolute and intensity data was skewed significantly in 2020, but we did not pause our efforts towards our goals.

Throughout 2020, Elevate’s sustainability team took on the task of assessing the materiality and impact of each Scope 3 emissions category. Scope 3 emissions are emissions generated by either the production, use, or disposal of our products, which are outside of Elevate’s operational control. Using the information gathered in the Scope 3 emissions project, we will be submitting our Science Based Targets for review and approval by the fourth quarter of 2021. Gaining approval on our Science Based Targets means that we are reducing GHG emissions in line with climate science and in collaboration with many other private and public sector organizations. Our efforts to reduce Scope 1, 2 and 3 emissions will also reduce our customers’ Scope 3 emissions. This collaborative effort is not only good for Elevate and its customers, but also strengthens our joint commitment to responsible and sustainable production.

2019 Elevate emissions in m-tons CO₂e





AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



WATER STEWARDSHIP

COMMITMENT

- 25% Reduction in Water Use by 2025 with 2016 Baseline
- UN Global Compact Principle 7: Precautionary Approach to Environmental Challenges
- CEO Water Mandate Element 1: Direct Operations
- CEO Water Mandate Element 6: Transparency

WHAT WE DO

Dyeing and finishing processes are the most water intensive stages of textile production. Every drop counts, so responsible water stewardship is a necessary and important focal point for reductions and improvements at our facilities, particularly against the backdrop of stressed water supplies in many regions around the world.

Responsible water stewardship starts with using less fresh water in our processes. Compared to our baseline year of 2016, we have recycled more than 2.5 million cubic meters across the company and in 2020 had a global water recycling rate of 13.3%. We have four Ultrafiltration/Reverse Osmosis facilities across the company which recycle between 20 – 50% of water used and two Zero Liquid Discharge facilities, which recycle 90% of water used. This year, we have

a new Zero Liquid Discharge facility starting up at Cone Denim Parras in Mexico. The new ZLD system will also recycle 90% of water used and will save more than 140 million gallons of water per year. This new system will put us well below the industry average for water usage in denim production at Parras and complement our existing water saving efforts across the business.

Elevate complies with strict government guidelines and procedures for all of our wastewater management, and we are equipped with fifteen 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 has to be treated properly. Wastewater treatment requires careful attention by highly trained operators to avoid affecting the communities in which we operate. Elevate takes these obligations 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



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS



ENERGY CONSERVATION

COMMITMENT

- UN Global Compact Principle 7: Precautionary Approach to Environmental Challenges

WHAT WE DO

The production of textile products requires a significant amount of energy, and Elevate Textiles is committed to use as many renewable and environmentally friendly energy sources as possible. Across our facilities, we utilized 13% renewable fuels in 2020.

Regarding energy conservation and management, Elevate facilities have been diligently working on lowering our impact for many years. We have implemented various projects with good return to move the needle on energy efficiency. This has prepared us to partner with our customers on energy programs and invest in larger scale energy reduction projects.

Our Corporate Conservation Task Force, a group of engineering experts from across the company, was formed to share knowledge and successes with all Elevate facilities globally. In 2020, our Corporate Conservation Task Force rolled out an energy management self-evaluation process across our facilities. This has improved our insight into where to focus our energy efficiency efforts and the areas where capital investment will have the most impact. We look forward to continuing the evaluation process and using it to target education and resources in 2021.

Energy consumption in MWh





SUSTAINABLE PACKAGING

COMMITMENT

- UN Global Compact Principle 8: Initiatives for Greater Environmental Responsibility

WHAT WE DO

Like most businesses, Elevate uses packaging throughout its supply chain to protect goods in transit. Creating sustainable packaging is an ongoing focus for Elevate 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 (all paper and plastic). Elevate strives to reduce the amount of packaging per unit shipped, use packaging that is reusable or recyclable, and use packaging materials that contain recycled content. Our facilities are constantly improving creativity and efficiency when it comes to packaging solutions, giving our customers less materials to manage and recycle when our products are unpackaged for use. For example, American&Efid 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

COMMITMENT

- UN Global Compact Principle 7:
Precautionary Approach to Environmental
Challenges

WHAT WE DO

Elevate views the promotion of circularity as a primary solution to successfully reducing landfill waste from the textile industry. To achieve this goal, we work to reduce and reuse byproducts created in our operations, and recycle any of the remaining materials. We closely track our monthly waste and recycling metrics at every facility. This has allowed us to achieve and maintain a Zero Waste to Landfill designation at 16 Elevate facilities around the world. By the end of 2021, Elevate is set to have comprehensive collection and recycling programs at every facility across our global manufacturing network. Within Elevate's individual businesses, we are exploring options for circular fibers and are actively participating in industry initiatives to make circular fibers more commercially available.

Burlington Fabrics' Performance Apparel line incorporates 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 the denim industry, our team members at Cone Denim helped develop the Jeans Redesign Guidelines with the Ellen MacArthur Foundation. Jeans and other denim products made in accordance with the guidelines are designed to be used longer, be made again, and made in a way that is better for garment workers and the environment. Cone has since developed commercially available fabrics in line with these guidelines, allowing brands and retailers to offer more sustainable products to consumers.





SUSTAINABLE PRODUCTS

COMMITMENT

- UN Global Compact Principle 9: Development of Environmentally-friendly Technologies

WHAT WE DO

Across our businesses, Elevate has several sustainable product lines. These products are tangible demonstrations of our commitment to doing business the right way. The verification of these products' integrity and traceability are important in maintaining our customers' trust. To that end, Elevate is expanding the number of 3rd party audited and certified facilities related to recycled and organic content standards in our American & Efird, Cone Denim and Gütermann business units, implementing the Responsible Wool Standard at Burlington, and continuing Oeko-Tex Standard 100 Certifications across the company.

Against our 2025 Sustainable Fibers commitment – 80% sustainable cotton and 50% recycled polyester – we made significant improvements in sustainable cotton and are now at 68% for our global sourcing. We have active projects to improve upon our recycled polyester goal and are proud of our accomplishments. For instance, by using recycled polyester (rPET) fiber in many products, we have recycled nearly 380 million plastic bottles to date. Recently, Elevate has

joined the 2025 Recycled Polyester Challenge, which is a joint initiative of the Textile Exchange and the United Nations Fashion Industry Charter for Climate Action designed to further spur a shift in the market towards the uptake of rPET and the associated reduction in GHGs.

Our inclusion of sustainable fibers allows our customers to enhance their own sustainable offerings. Utilizing more sustainable raw materials also reduces the whole value chain's Scope 3 emissions. In 2020, we invested in improving our understanding and measurement of product impact through our Scope 3 emissions inventory study.





GLOBAL EHS AND SOCIAL RESPONSIBILITY COMPLIANCE



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS

COMMITMENT

- UN Global Compact Principle :1 International Human Rights
- UN Global Compact Principle 2: Not Complicit in Human Rights Abuses
- UN Global Compact Principle 3: Freedom of Association/Collective Bargaining
- UN Global Compact Principle 4: Forced Labor
- UN Global Compact Principle 5: Child Labor
- UN Global Compact Principle 6: Elimination of Discrimination
- UN Global Compact 10: Anti-Corruption

WHAT WE DO

Global safety and social responsibility are foremost commitments to our employees, customers, and communities. We audit our performance through 3rd party social compliance audits and customer audits. As a new member of the Sustainable Apparel Coalition, Elevate has committed to evaluating its self against the Higg Facility Social & Labor Module (FSLM) each year. By connecting with our facilities in the Higg portal, our customers can connect with each of our global facilities and view our performance against social responsibility metrics.

We saw a significant decrease in our Global Safety Incident Rate, and we have programs in place to support a continuation of this trend in 2021. Towards the end of 2020, we began implementing a digital safety reporting system to allow more immediate communication on incidents and quicker response for updated training or process solutions. Currently, this rapid response system is rolled out in the US with plans to expand to all of our global facilities.



Injuries per 100 FTE



SUPPLY CHAIN SUSTAIN- ABILITY



AFFECTED UN SUSTAINABLE DEVELOPMENT GOALS

COMMITMENT

- UN Global Compact 10: Anti-Corruption
- CEO Water Mandate Element 2: Supply Chain and Watershed Management

WHAT WE DO

Trust in the supply chain from fiber to finish is important. Elevate 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 our first quarterly verification of cotton origin with our partner, Oritain, in support of our transparency and social responsibility strategy. Using forensic science to verify product origin, Oritain found all samples analyzed across Cone Denim operations as compliant and not of restricted risk origin.

It is actions from our brands like this that support Elevate's overall goals to reduce supply chain environmental impacts and waste. Primarily focused on dye and chemical inputs in years past, Elevate has expanded our 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

COMMITMENT

- UN Global Compact 8: Initiatives for Greater Environmental Responsibility

WHAT WE DO

Elevate Textiles is dedicated to making our products more sustainable and providing innovative solutions that meet 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 Zero Discharge of Hazardous Chemicals (ZDHC) Programme which is focused on harmonization of industry practices around chemical, process, and wastewater management. Across the company, we are implementing new guidelines from the ZDHC, the Chemical Management System Technical Industry Guide, the Wastewater Treatment Operator Minimum Qualification Guidelines, and the Manufacturer's Restricted Substance List (MRSL) v2.0. MRSL v2.0 compliance is a dynamic situation, and we are pleased to report that we have currently converted more than 70% of our applicable inventory to MRSL v2.0 conformance. Adoption of the MRSL v2.0 is a key step towards reducing the use of hazardous

chemicals within the industry. We plan to achieve 100% MRSL v2.0 conformance for dyes and chemicals by the end of 2021.

As mentioned in Thread 7, Elevate evaluates its facilities' social responsibility against the Higg FSLM. Utilizing the Higg Facility Environmental Module (FEM), our customers are able to view the sustainability efforts of Elevate's individual 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 is devoted to making our sustainability-related data available and transparent to our customers.



EDUCATION AND INVOLVEMENT

COMMITMENT

- CEO Water Mandate Element 3: Collective Action
- CEO Water Mandate Element 4: Public Policy
- CEO Water Mandate Element 5: Community Engagement

WHAT WE DO

For a program to have success, education is a key component. Elevate Textiles is committed to providing educational support and sharing knowledge with our employees and customers on sustainable industry initiatives. We have recently held several internal training events on our sustainability and certification programs and invested in external training for our employees. Read more about our investment in our people in the following section, “Our People Make It Happen”.

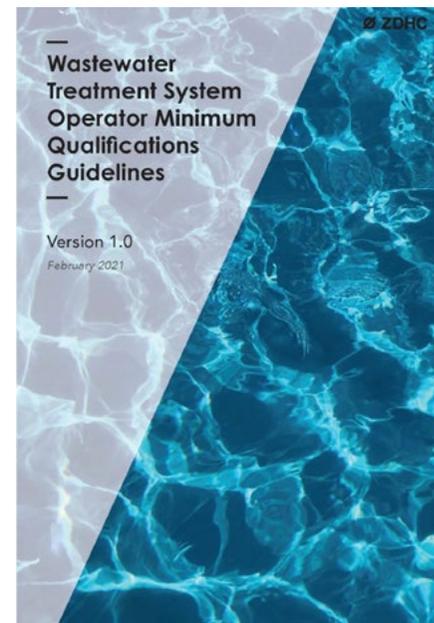
Elevate believes in encouraging progress in the industry and the importance of collaborating with industry members to achieve this goal. With this in mind, Elevate Textiles has joined more than 250 brands and retailers, manufacturers, government bodies, non-profits, and academic institutes in the Sustainable Apparel Coalition (SAC). By joining the SAC, we are further undertaking the implementation of the Higg suite of tools within our supply chain. We

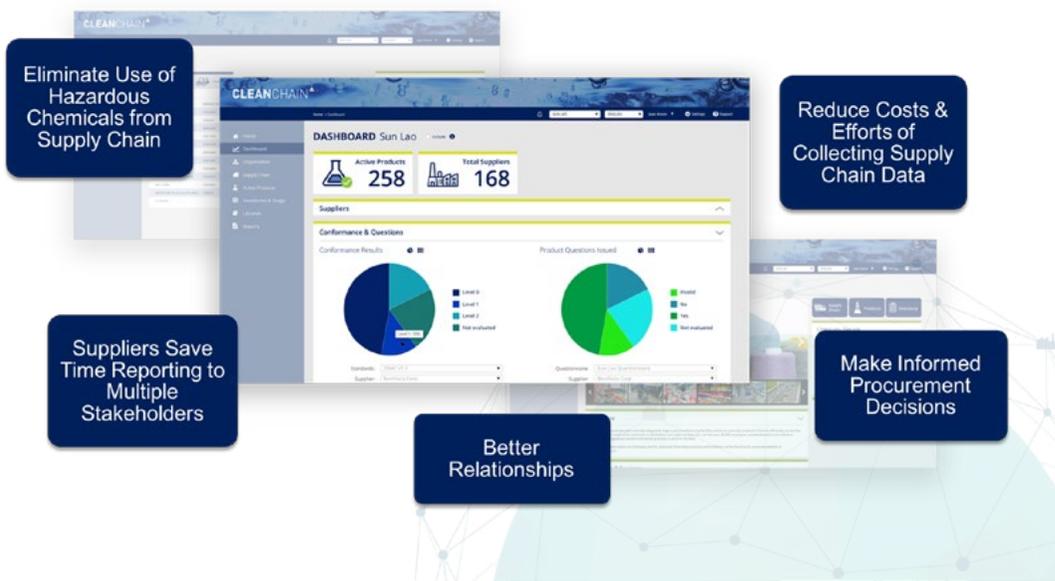
are also committed to being a part of further developments and expansion of the use of these tools within the industry. In addition to the SAC, we have continued participation in other industry organizations that address climate and environmental action such as the UN Fashion Charter for Climate Action, UN Global Compact, UN CEO Water Mandate, and the AAFA Environmental Committee.

OUR PEOPLE MAKE IT HAPPEN WASTEWATER OPERATOR TRAINING

For our wet processing facilities, a well-run treatment plant is critical to ensuring good water quality. Elevate Textiles has conducted eight comprehensive training courses for 60 employees in the last five years and will continue these educational activities. Going forward, we will implement one of ZDHC Programme's most recently published documents, the Wastewater Treatment Operator Minimum Qualification Guidelines. The framework for water treatment operator qualifications will help us standardize our training within the company.

Jimmy Summers, Chief Sustainability Officer, said "The Wastewater Treatment Operator Minimum Qualification Guidelines are a landmark document for the textiles industry, setting the minimum qualifications required for ETP [Effluent Treatment Plant] operators based on the complexity of their plants. This will encourage operators around the world to increase their knowledge level and improve the quality of the effluent from the ETPs. I am excited to see the positive impact that the guidelines will have on people and the environment."





Clean Chain, an ADEC Innovations software system, is used by our facilities with dye houses to track our conformance with ZDHC MRSL v2.0 and generate ZDHC InCheck reports for our customers. ADEC held training sessions at our facilities that enhanced global users' understanding of InCheck reports and provided a pathway for successful implementation of the MRSL v2.0.

Clean Chain will continue to have an impact on our efforts in 2021 as we expand our usage of ZDHC guidance and incorporate the ZDHC Chemical Management System (CMS) Framework and Technical Industry Guide (TIG). A consistent approach to chemical management is paramount to worker safety and reducing environmental impact in the community and the broader environment. We are currently updating our internal Chemical Management System to reflect the structure of the ZDHC CMS Framework and the TIG. Our employees who handle chemicals on a day to day basis are the most important part of implementing our CMS.

OUR PEOPLE MAKE IT HAPPEN
 CLEAN
 CHAIN





OUR PEOPLE MAKE IT HAPPEN HIGG FEM

Elevate facilities have been utilizing the Higg Facility Environmental Module (FEM) for many years and take advantage of both the Sustainable Apparel Coalition and numerous customer-held training events. These learning opportunities have benefited us globally by helping us to improve our Higg scores and our understanding of the FEM scope. The sessions are typically attended by the local Environment, Health & Safety coordinator and other facility personnel, who are then responsible for communicating and implementing the learned information at their facilities.

To add to our investment in the Higg FEM, in early 2021 we partnered with an outside trainer, Leadership & Sustainability, to improve confidence in the verification process and continue improving our facility sustainability performance, as reflected in our scores. Karin Ekberg (pictured above) and her team at Leadership & Sustainability provided hands-on education conducted in local languages. It was attended by dozens of employees in the Americas and was targeted to the areas in which the participating facilities had the most opportunities for improvement.





With nearly 100 years of industry leadership in innovation and performance, Burlington enters the new decade energized with an elevated focus on the next evolution of fabrics and an enduring commitment to exploring new fibers, recycled content, and advanced manufacturing processes. Sustainability is at the core of Burlington's performance fabrics collections. As a brand, we embrace it and are excited by the opportunities ahead to raise industry expectations and collaborate with likeminded partners to bring together sustainable fabric solutions and responsible manufacturing.

SUSTAINABLE FABRIC INNOVATION

Burlington Labs R&D incubator is leading the way in sustainable fabric developments through the exploration of innovative fibers, recycled content, and chemical technologies. Burlington's Restora™ collection features eco-conscious fabrics created in collaboration with newer innovators of recycled and sustainable content, including Seaqual™, Green Circle, CiCLO™, and longstanding partner REPREVE®. What goes around comes around and what was once new does not have to become waste.



RESPONSIBLE MANUFACTURING

The way in which we produce our fabrics is just as important as their content. Burlington's commitment to sustainability expands across our global manufacturing platform with a focus on reducing our environmental footprint. Burlington's operation in Jiaxing, China leads the way as a bluesign® system partner, asserting the brand's commitment to improving fabrics every step of the way.

Burlington is excited to launch PF Zero™ sustainable repellency technology for high-performing apparel fabrics. PF Zero is a non-fluorocarbon, water-based repellency finish with exceptional durability and maximum protection, presenting advanced environmentally-conscious innovative fabric solutions. PF Zero adds the next level of sustainable performance to Burlington's advanced fabric technologies with a PFAS-free finish, offering superior repellency that can be combined with other Burlington Labs technologies – whether it be a moisture activated cooling sensation, a smart technology that adapts to your environment hot or cold, basic wicking, or UV protection. The combination of PF Zero finish within Burlington's Micromove™ collection provides a new level to sustainable comfort, stretch, and durability.

With a commitment to safety and responsible practices, Safety Components is passionate about developing innovative fabrics designed to protect and save lives. In partnership with our customers and supply partners, the Safety Components R&D team designs products that are high-functioning, meet critical safety specifications, and can be manufactured and disposed of in a more sustainable manner.

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 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 is the first non-fluorinated, durable water repellent finish developed specifically for PPE fabrics.

WHY PF ZERO™ FINISH MATTERS:

- Safety – eliminates PFC chemistry for PPE to protect those that protect us
- Energy conservation – 15% less energy to produce
- Performance – excellent water absorption resistance that meets NFPA 1971 and 1951 standards
- Environment – safer disposal of fabric upon end-of-life; eliminates potential environmental contamination





Cone Denim®



We are focused on a sustainable future. The steps we take and the investments we make are focused on lowering our impact on the environment and conserving Earth’s natural resources. It all starts with fiber – from eco-friendly fibers like Hemp and TENCEL to responsibly sourced cotton including Better Cotton Initiative (BCI) and Organic Content Standard (OCS) certified organic cotton. Sustainblue™ is our environmentally friendly collection comprised of constructions using recycled fiber and sustainable components. Our ever-growing partnerships helps this collection to continually evolve and reflect our values.

WATER CONSERVATION

An important part of Cone’s commitment to reducing water usage and improving our manufacturing process is installing a new, state-of-the-art, Zero-Liquid Discharge wastewater treatment system at our mill in Parras, Northern Mexico. This customized ultrafiltration and reverse osmosis system will recycle 90% of the water used during denim manufacturing. Once the system is up and running at Cone Denim Parras this summer 2021, all the recovered water will be recycled and put back into our manufacturing process – saving over 140 million gallons of water per year. We are not changing the manufacturing process, just the water treatment process. The fabric appearance and specs remain the same, but with 90% water savings.

Another step we are taking towards water conservation is the introduction of our Ozone Flash Finish. Thanks to our friends at Jeanologia and their G2 Dynamic system, we are now able to use 85% less water compared to conventional finishing methods. In addition to significant water savings, this eco-efficient ozone technology uses less energy, fewer chemicals, and allows us to engineer fabrics with an affinity for laser and eco garment washing techniques.

SOCIAL RESPONSIBILITY & CONE COMMUNITY COLLECTION

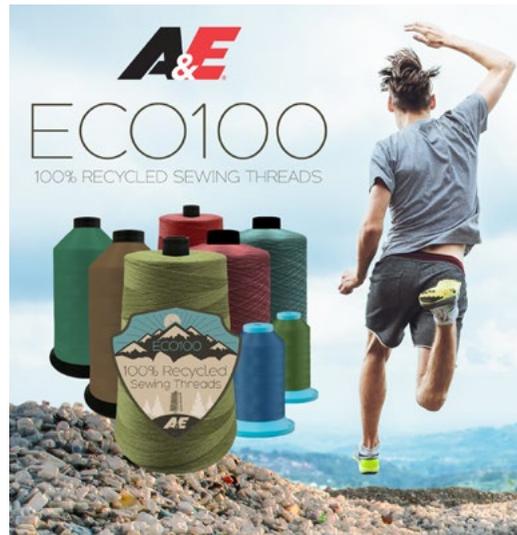
Our Cone® Community Collection is designed to support and raise awareness for worthy causes that align with the values and soul of Cone Denim®. This season, as part of our water conservation initiative and focus is on SDG number 6: Clean Water and Sanitation, we are pleased to support Water.org. Access to clean, potable water should be a basic human right. Cone is excited to introduce its newest Cone Community denim designed to help bring more awareness to this global crisis. Our Clean Water selvage denim features a teal selvage I.D. symbolic of global water awareness and is made with OCS-certified organic cotton. A portion of the proceeds from the sale of this collection will be donated to Water.org to support their efforts to end the global water crisis and increase access to clean water worldwide.



A&E's long-standing commitment to Environmental, Health and Safety (EHS), sustainability, and social responsibility continues to be a top priority at all A&E operations worldwide. Enhancing environmental sustainability in operations and in the supply chain is simply the right thing to do. Over the past year, A&E has continued refining our good manufacturing practices globally and expanded our sustainable thread offerings.

and retailers have more options to produce their sustainable apparel and non-apparel applications, anywhere in the world, than ever before. Expanding our ECO100 thread line is a further example of our sustainability commitment to our customers and A&E's environmental leadership within the industry.

MOVING THREAD TOWARDS CIRCULARITY



As the textiles industry moves towards circularity, A&E supports Elevate's goal to produce safe and sustainable threads and fabrics. It's with this goal in mind, that A&E has been developing additional sustainable thread offerings for our customers, marking our commitment in the move towards circularity. Later this year and into 2022, A&E will be launching new environmentally-friendly sewing threads in compliance with the Cradle to Cradle Certified™ Product Standard. We are excited have these threads, made with compliant dyes and chemicals, join our ECO100, 100% recycled threads to provide for our customers.

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

THREAD MADE SUSTAINABLY

ECO100, A&E's 100% recycled thread line, has expanded into a very robust stable of product types since its inception in late 2019. Brands



RESPONSIBLE DECISIONS FOR THE FUTURE – NO COMPROMISES

To meet this demand and help you make your products more sustainable, we have extensively developed and expanded our range of sewing threads made from recycled polyester.

Our goal is to offer our traditional high-performance threads also as a recycled alternative to you. With this goal in mind, we have further developed our 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.

The demand for the highest quality and safety in every aspect of our products assured through regular certifications. Our 100% recycled thread assortment is REACH compliant as well as certified according to OEKO-TEX® STANDARD 100 and the Global Recycled Standard (GRS).

WHAT IS IT THAT MATTERS MOST TODAY WHEN YOU MAKE A PRODUCT?

Performance, quality, and sustainability – modern products are not only high-performance and high-quality, they are also responsibly designed, conserve natural resources, and actively contribute to protecting the environment.

Our claim is to offer you outstanding performance with maximum protection of the natural ecosystems with our products.



AE Gütermann

OUR SUSTAINABILITY PARTNERS



SUMMARY

	Metric	Unit	2016	2017	2018	2019	2020
 Water	Total Water Used	Million cubic meters	7,92	7,84	7,84	7,32	5,83
	Water Intensity	Liters per kg of product produced	52,45	52,43	48,80	50,43	53,64
	Water Recycled	Million cubic meters	0,323	0,436	0,539	0,538	0,778
 Energy	Total Energy Used	Million kWh	561	576	586	558	433
	Energy Intensity	kWh per kg product produced	3,72	3,85	3,65	3,84	3,98
	Total Greenhouse Gas Emissions	Million kg CO ₂ e	496	482	493	460	378
 Safety	Greenhouse Gas Emissions Intensity	kg CO ₂ e per kg	3,29	3,22	3,07	3,17	3,48
	Incident Rate	Injuries per 100 FTE	0,28	0,48	0,37	0,53	0,36
	3rd Party Social Responsibility Audits	Number conducted	2	1	11	14	9

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

GLOSSARY

American Apparel & Footwear Association (AAFA)

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

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

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-globalrecycled-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/>

GLOSSARY

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 widerangeofharmfulsubstances, andthatthecontent of those substances remains below the limit values established by the Oeko-Tex Association. 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/matrix/organic-ocs/>

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 (UNGC)

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

GLOSSARY

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

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

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>