

SUSTAINABILITY REPORT 2021



DENIM PRIVÉ

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SUSTAINABILITY HIGHLIGHTS.



First LEED Platinum manufacturing facility in Pakistan



82% of our cotton is sourced from Better Cotton Initiative (BCI) farmers



SAC Higg Index Participant



Zero Discharge of Hazardous Chemicals (ZDHC) compliant



Improved water consumption intensity per piece produced compared to 2019



Committed to carbon neutrality by 2030



Produced 941,209 kWh of solar energy onsite



Increased production and continued to pay all labourers throughout the COVID-19 Pandemic



5,000 trees planted in our ongoing tree planting initiative

MESSAGE FROM THE FOUNDER.

Dear Valued Stakeholder,

Since the inception of Denim Privé in 2018, it has been our goal to be synonymous with sustainability. With this in mind, I share Denim Privé's initial 2021 Sustainability Report.

THROUGHOUT OUR JOURNEY,
WE HAVE CAREFULLY
MANOEUVRED THROUGH THE
DENIM INDUSTRY TO CREATE
PRODUCTS WE CAN STAND
BEHIND AND A CORPORATE
STRATEGY WE ARE PROUD OF:
SUSTAINABILITY AS OUR FOCUS
AND THE FUTURE AS OUR GUIDE.



Our entire supply chain embodies clean elements, such as waste reduction efforts and renewable energy sources at every step – from the procurement of sustainably harvested cotton to our technologically advanced manufacturing facility, caregiving for the earth is deeply ingrained in each of our products and business ventures.

While our aim as an independent company is to excel in environmental, social, and governance practices, we do not exist in a vacuum. Aware of the conversation surrounding the denim industry, we act as an example of what investing in research and design from the beginning and continuously can create: solutions to waste problems and inefficiencies that have long plagued denim creators and manufacturers. By challenging the way things have always been done and imagining a new standard, Denim Privé is a catalyst for climate-friendly change in the fashion industry.

The responsibility to do better with something as essential and timeless as denim has led to ecologically unique fashion products, technologically advanced processes, and a perpetually evolving concept of what is possible in the eyes of fashion and sustainability. Ultimately, this is what we call **“disruptive sustainability.”**

We’ve based our approach to driving sustainable fashion on three key elements: collaboration, technology adoption, and innovation. Our approach sets a tone of engagement with our stakeholders and industry peers, ultimately leading to better results. Our sustainability goals will be most effective through close collaboration with our partners, customers, stakeholders, and industry peers. Only through a collective vision of a sustainable future will new standards be set for best practices. The openness of mission leads to understanding, which leads to accepting the responsibility we all have to do better for the future with the products and processes of today. Co-creation is what changes the game.

Internally, we cultivate a company culture of inclusivity as our highly experienced team develops new ideas and designs new products with freedom of expression and unified motivation. Researching and implementing sustainable solutions is simply part of the process for our team of designers, innovators, and thought leaders. We, as a team, have an insatiable hunger to expand the boundaries of what technology and design can do for fashion.

Denim Privé is committed to continual improvement and eager to share what we have done. This report provides transparency into our overall ESG performance, our accomplishments to date, and our goals and targets for the future.

We cannot achieve tangible progress alone. Our current and future accomplishments will result from collective efforts. Therefore, I would like to take this opportunity to thank our team members, partners, and collaborators for all their hard work, dedication, and inspiration. You are the heart of Denim Privé. Together there is no limit to the inspiring products we can create. We are charged with building a responsible industry, a world that takes care of the planet for future generations as the planet cares for us.

Sincerely,

Arsal Kassim
Founder, Denim Privé








DENIM PRIVÉ

Established in 2018, Denim Privé is a **vertically integrated unit of the Kassim Group**. A denim legacy spanning thirty years is the foundation for our commitment to sustainability and our culture of continual innovation.

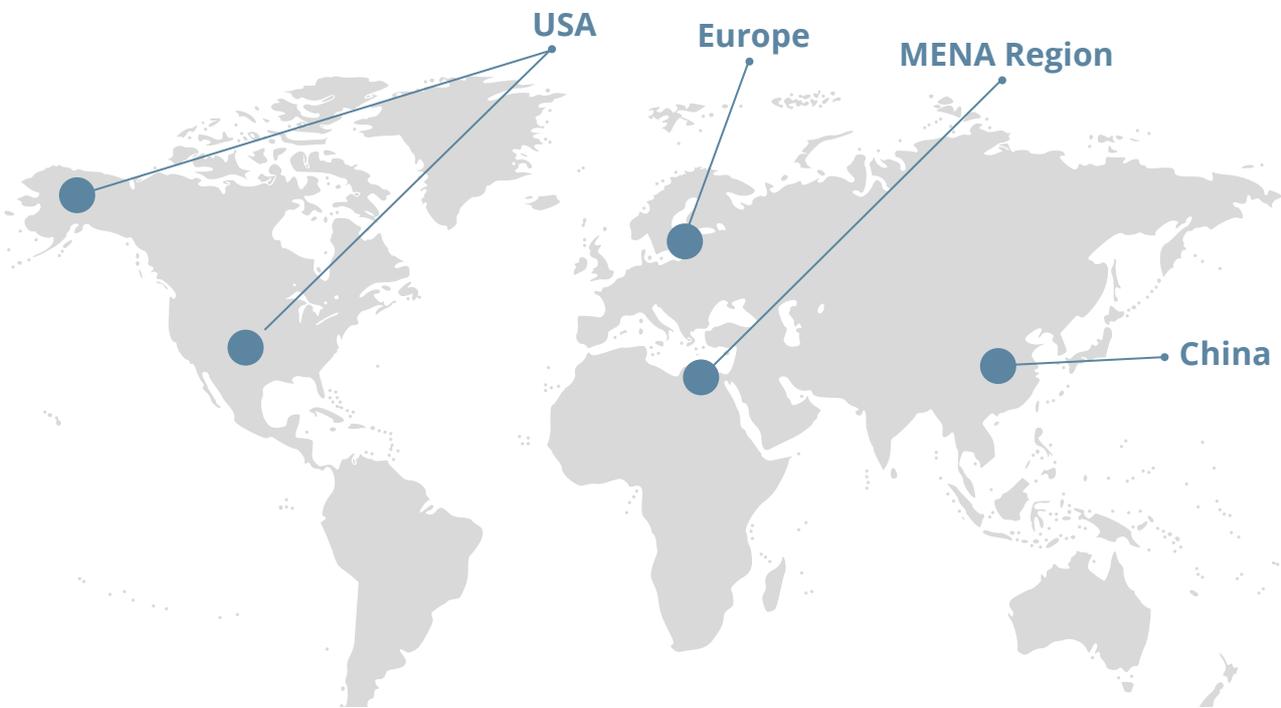
As we expand into apparel, we aim to elevate the concept of conscious couture and drive the industry towards responsible and intelligent production and consumption.

The Kassim Group operates in various industries with deep experience in finance, real estate, telecommunications, and textiles. In each business context, Kassim Group exhibits leadership in “people-intensive businesses.”



AT DENIM PRIVÉ, OUR CORE FOCUS IS THE RESPONSIBLE PRODUCTION OF ECO-ADVANCED DENIM AND APPAREL ALONGSIDE DEVELOPING INNOVATIVE SUSTAINABLE MATERIALS AND PRODUCTS.

We meticulously research and develop ecologically sustainable denim, serving some of the finest “denim-centric” retailers globally. European runways and cosmopolitan boulevards across the globe feature our products, from streetwear to haute couture. Denim Privé serves customers from the USA, Europe, China, and the MENA Region.



DENIM PRIVÉ IS A FAMILY-OWNED BUSINESS WHICH DRIVES CARE FOR OUR PRODUCTS, PEOPLE, COMMUNITIES, INDUSTRY, AND THE ENVIRONMENT IN EVERYTHING WE DO.

As a **purpose-driven** company, we focus on growing our business and advancing our industry with our people and planet in mind. As a **future-minded** company, we aim to transcend our focus beyond the functional aspects of our products to become the preferred option for premium brands and retailers by being one of the world's most **sustainable and inventive apparel producers**.



466,050 ft²

is the size of our **environmentally advanced manufacturing facility**

1st

of its kind to achieve **LEED Platinum** certification in Pakistan

3,867,227

pieces of denim and apparel **produced** by Denim Privé in 2021

Our facility implements cutting-edge technology, innovative processes, and low-impact techniques to produce high-quality denim and apparel for leading brands such as C&A, Tom Tailor, Kontoor, and Next. Further, we collaborate with our partners and stakeholders to develop new innovative sustainable materials and advance the industry towards a sustainable future.





ABOUT THIS REPORT.

This is Denim Privé's inaugural sustainability report, which details our performance against the critical sustainability issues most material to our business and stakeholders. In addition, it presents our company's foundational principles of sustainable strategy, innovation, and industry leadership. Performance data are based on the period **from January 1st to December 31st, 2021**, and will be updated and republished annually.

The data exhibits the ESG performance of the 466,050 ft² Privé Campus. This report was developed per GRI Standards, aligns with SASB standards and metrics, and links to several United Nations Sustainable Development Goals (SDGs).

We developed this report following the GRI's Reporting Principles for defining report content: Materiality, Stakeholder Inclusiveness, Sustainability Context, and Completeness. We then carefully applied these GRI principles to our sustainable management processes.

All comments and questions regarding this report are welcome, as feedback from our stakeholders helps drive continual improvement.

Please write to ecology@denimprive.com.



OUR SUSTAINABILITY PHILOSOPHY & MANAGEMENT APPROACH.

AIM

Sustainability is at the core of Denim Privé. We aim to produce environmentally advanced denim and apparel by developing innovative new products and materials, implementing cutting-edge technology, and collaborating closely with our peers, customers, and partners.

MISSION

We have built considerations of sustainability issues into our business from the ground up, beginning with designing and constructing one of Pakistan's most sustainable apparel manufacturing facilities and extending it to our collaborative partnerships and supply chain. This is the culmination of our mission to be one of the most innovative, efficient, and responsible apparel manufacturers globally while eliminating our environmental impacts and raising the fashion industry's standards.

GOAL

Our goal is to help drive the industry away from traditionally impactful production methods to a cleaner and more sustainable future.

ROLE

At Denim Privé, we use our role and influence as manufacturers to drive the industry towards more responsible production and consumption.

WE BASED OUR BUSINESS STRATEGY ON FORESIGHT, WHERE CONSUMERS BASE PURCHASE DECISIONS ON ENVIRONMENTAL AND SOCIAL CONSCIOUSNESS. AS A RESULT, SUSTAINABLE PRODUCTION WILL BECOME A PREREQUISITE FOR A SOCIAL LICENSE TO OPERATE.

We align ourselves with the global environmental and social outlook issued by the UN SDGs, highlighting water shortages, climate change, and industrial pollution as potential crises and focus areas for a more sustainable planet.

We support the advancement of these goals, continuously working to minimize the effect of our products on the environment and society.

At Denim Privé, we advocate sustainability not only as a matter of responsible fashion but as a matter of survival at this crucial environmental and social juncture.

COMMITTEES

Denim Privé is currently organizing a Sustainability Committee to integrate the consideration of economic, environmental, and social issues into decision-making, operations, and business processes. In addition, we have a dedicated Occupational Health and Safety Committee that helps create a safer work environment for all employees. Our sustainable business strategy is based on five pillars of materiality: resource efficiency, social responsibility, collaboration, innovation, and transparency.



MATERIALITY: FOCUSING OUR EFFORTS ON WHAT MATTERS MOST.

At Denim Privé, our approach to sustainable management and strategy is to focus our efforts on the sustainability issues that are the most material to our business, industry, and key stakeholders.

These issues represent those with the most significant potential to impact our business and stakeholders and the areas where we can catalyze the most impactful positive change. Focusing our strategy on select material issues ensures that our approach is not too diffused. Instead, we concentrate on the areas where we can most effectively leverage our operations, products, and influence to create meaningful, progressive, and lasting impacts.

Focusing on the most material issues will help establish:



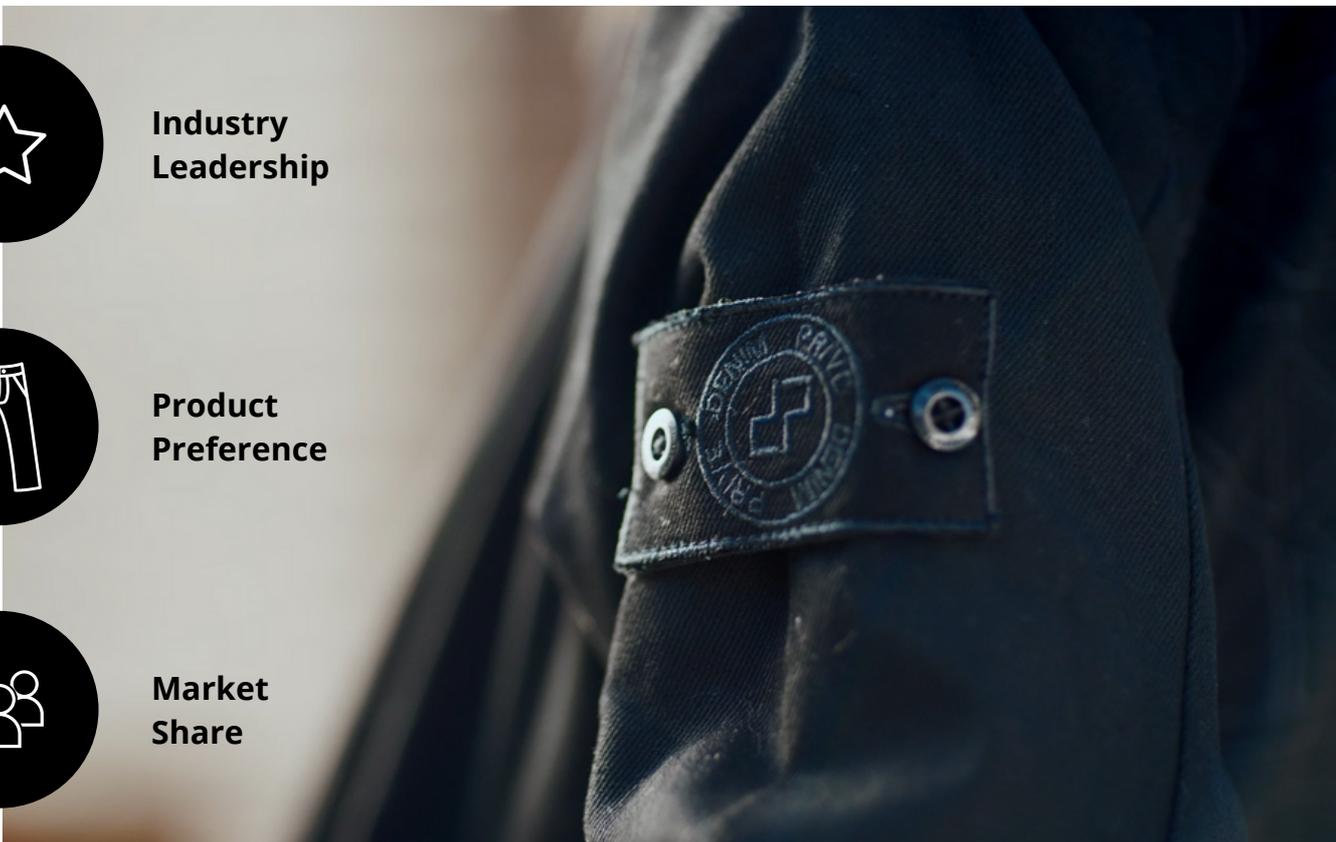
**Industry
Leadership**



**Product
Preference**



**Market
Share**



We identified Material sustainability issues through thorough stakeholder mapping and ranked materiality assessment exercises and specific issues based on their importance to stakeholders and relevance to our business. This process ensures that we address the concerns and priorities of our stakeholders, as well as the issues that help drive resilience, position Denim Privé as an industry leader in sustainability, and gain a competitive advantage in a resource-constrained future.

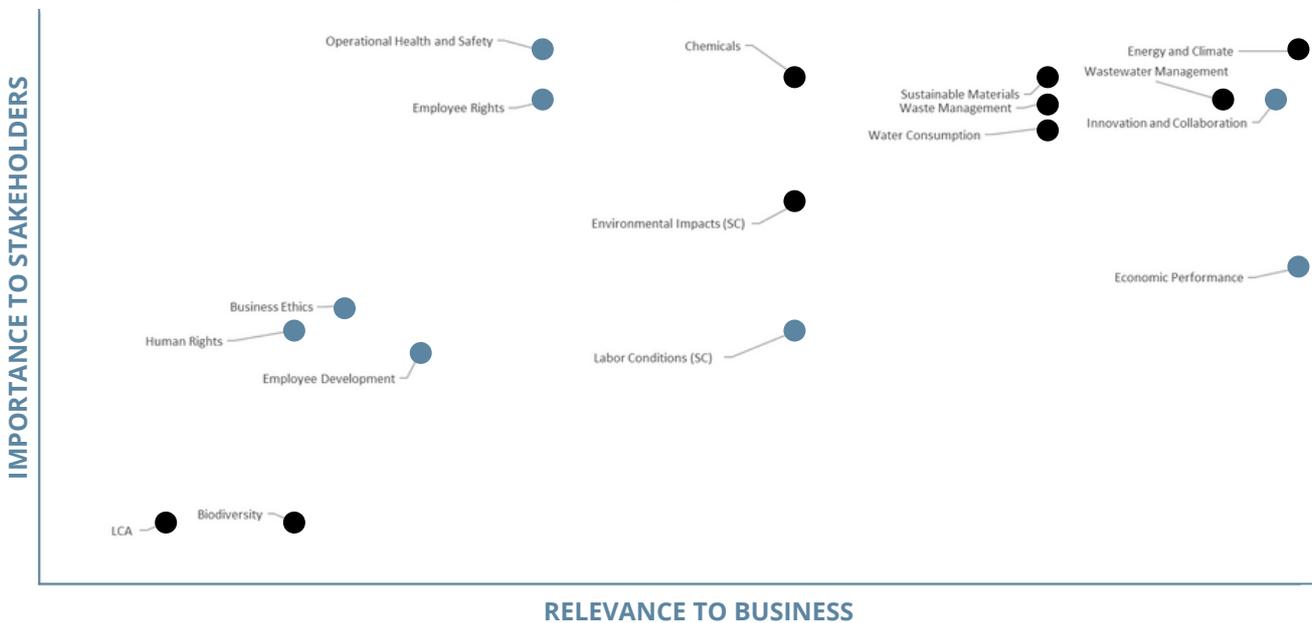
Each issue deemed material has been ranked and categorized as important, critical, or highly critical. All critical and highly critical issues are assigned KPIs against which we measure and disclose our performance.



Our top priorities and key focus areas for our collaboration and innovation efforts are highly critical issues. Performance metrics align with SASB, GRI, and the UN SDGs.

The materiality matrix below exhibits our critical and highly critical issues relative to their importance to our business and stakeholders. As the fashion industry and our business contexts evolve, we will update the materiality matrix as necessary.

Materiality Matrix



Resource Efficiency.

The design of our operations and manufacturing processes optimize production output relative to environmental resource consumption and waste production. We achieve this by implementing the most cutting-edge technology, efficient equipment, and innovative techniques.

Our products are designed with sustainability in mind to maximize efficiency and minimize environmental impacts. We strive to produce more of our products with less energy, materials, waste, water, and hazardous chemicals. We carefully measure and track our environmental performance and set targets to ensure continual improvement. The environmental performance of our products and processes exhibits our commitment to a sustainable future.

Integrating and advancing resource efficiency and true sustainability into apparel manufacturing is an undertaking that requires both creativity and a deep understanding of materials' impacts, lifecycles, and interactions with the world and society. Therefore, we meticulously research sustainable initiatives and engineer these aspects into our manufacturing techniques and fabrications.

As a result, we produce premium quality, ethically glamorous denim that is highly desirable to an industry that increasingly values sustainable products.

Social Responsibility.

Denim Privé operates with the best interests of our social stakeholders in mind, from our employees and local communities to the workers throughout our supply chain and the end consumers of our products.

We are committed to operating in a socially responsible manner in all our business dealings and addressing the social issues that are most relevant to the fashion industry.

Such issues include labour rights, working conditions, employee development and wellbeing, operational health and safety, and business ethics.

More information on how we manage and measure social responsibility is detailed later in this report in the Supply Chain and Our People sections below.

Collaboration & Innovation.

Driving the Industry Forward, Together

While we measure, track, and improve our environmental footprint, our sustainability strategy extends well past our operations. Collaboration and innovation are crucial aspects of our business culture and mission. As visionary thinkers, we embrace challenges together and meet the evolving needs of this versatile industry by remaining open to new opinions and ideas and simultaneously conveying a sense of comfort and inspiration.

Denim Privé intends to act as both an incubator and implementer of innovation. Our business will be a catalyst for positive change that will benefit our stakeholders, the fashion industry, and the world at large. We operate with the understanding that true innovation and ascension to the next level of sustainability cannot be achieved alone or in isolation. As such, from the onset, we built a culture of collaboration that focuses on collectively developing ecologically conscious apparel alongside our partners and stakeholders. As the fashion industry evolves and denim ownership increases, we adapt our operations and showcase timely innovations that push denim's momentum forward towards a more sustainable future for our industry.

The pillars of resource efficiency and innovation go hand in hand. As such, Denim Privé positions itself as the sustainable alternative by leveraging sustainable innovation & technologies to reduce impacts and optimize resource efficiency.

Transparency.

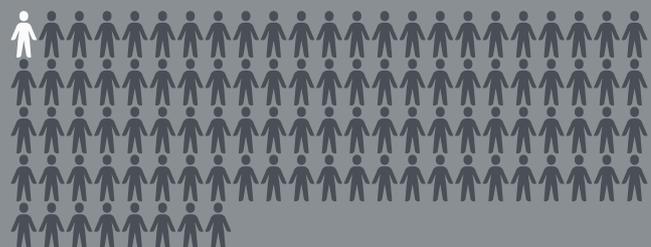
Denim Privé is fully committed to operating with transparency and honesty in everything we do.

As such, we carefully measure, track, and disclose our performance against key ESG metrics and industry standards. This effort expands past GRI reporting as we participate in industry-wide efforts to encourage, expand, and streamline the transparent communication of sustainable performance and responsibility. Further, we encourage our key suppliers to disclose their key performance metrics and contribute to a more transparent fashion industry. As a testament to this commitment, Denim Privé has been a participant in the Sustainable Apparel Coalition's (SAC) Higg Index since 2019. The SAC is a global, multi-stakeholder non-profit alliance for the fashion industry. The SAC comprises over 250 leading apparel, footwear and textile brands, retailers, suppliers, service providers, trade associations, non-profits, NGOs, and academic institutions working to reduce environmental impact and promote social justice throughout the global value chain.

The SAC developed the Higg Index and offers a suite of tools that standardizes and streamlines value chain sustainability measurements for all industry participants. These tools measure environmental and social labour impacts across the value chain, providing much-needed data and transparency to the fashion industry. Moving forward, Denim Privé intends to increase its collaboration with the SAC as a Corporate Member of the coalition.



Denim Privé has been a participant in SAC Higg Index since 2019.



Denim Privé is 1 of over 250 leading brands working to reduce the environmental impact of the supply chain.

Our Core Ideology & Values.

Behind our sustainable business strategy and management approach are our core ideology and values, which align with our business practices and inform everything we do.

Our five key values are outlined below:

one.

CONTINUOUS LEARNING AND SELF-IMPROVEMENT IN
ALL THAT WE DO. **WE ARE NEVER SATISFIED.**

two.

**EMPOWER CREATIVE EXPLORATION
WITH GREATER RESPONSIBILITY.**



three.

GO THE EXTRA MILE TO MAKE OUR CUSTOMERS HAPPY.

four.

MAKE THE WORLD A BETTER PLACE. STRENGTHEN THE SOCIAL FABRIC OF SOCIETY & MAKE OUR PLANET MORE HABITABLE.

five.

INNOVATE RELENTLESSLY. WE DON'T FOLLOW. WE LEAD THE MARCH. COME UP WITH UNCONVENTIONAL IDEAS. LEAD THE MARCH ON INNOVATION. DO WHAT OTHERS CONSIDER IMPOSSIBLE AND FIND SOLUTIONS WHERE THEY DON'T EXIST.





Energy & climate.

Climate Impacts and Energy
Performance Take Center Stage

We understand that climate change is one of humanity's greatest threats, one of the most significant impacts and challenges facing the fashion industry, and a rising concern for consumers. We understand that to operate and thrive in a low-carbon economy, manufacturers must adapt their practices and address their energy consumption and greenhouse gas (GHG) emissions.

Denim Privé aspires to drive the fashion industry toward a low-carbon future by leading by example and collaborating with other industry stakeholders.

OUR COMMITMENT TO CARBON NEUTRALITY.



As part of our aspiration to produce the world's most sustainable denim and apparel, Denim Privé is committed to becoming entirely **carbon neutral by 2030** and reducing our carbon footprint (relative to production) by 50% by 2027 (compared to our 2019 baseline).

WE AIM TO ACHIEVE THIS THROUGH THE USE OF CLEAN, RENEWABLE SOLAR ENERGY PRODUCED ONSITE AND THE IMPLEMENTATION OF INNOVATIVE, CUTTING-EDGE TECHNOLOGY, PROCESSES, AND THE SUSTAINABLE DESIGN OF THE PRIVÉ CAMPUS.

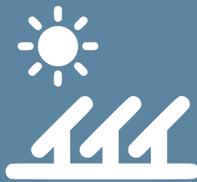
This target exemplifies our climate ambitions by significantly exceeding the targets of the Paris Agreement and the Science-Based Targets initiative (SBTi) to achieve carbon neutrality by 2050 to keep global temperatures within 1.5-2 degrees Celsius of preindustrial levels. Denim Privé intends to have our operations certified carbon-neutral based on the PAS 2060 standard.

Our Efforts To Achieve **Carbon Neutrality**

Are Supported By:



The sustainable design
of the Privé Campus



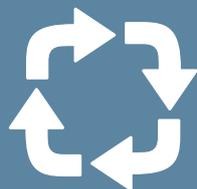
The installation and
expansion of onsite
renewable energy production



The selection of
strategic materials
and suppliers



The implementation of
innovative technologies



Process improvements



Real-time monitoring of
energy consumption
and GHG emissions

LEADERSHIP IN ENERGY EFFICIENT DESIGN.

The Privé Campus design **minimize lifecycle GHG impacts** from the selection of low-carbon building materials to the onsite production of solar energy. Further, we constructed our facility with carefully selected envelope materials that **optimize thermodynamics**, helping to maintain a comfortable working environment for our employees, and minimizing energy consumption from HVAC. For example, it features innovative aerogel-filled bricks for efficient insulation and energy performance compared to conventional buildings. These features make our campus one **the most innovative and advanced of its kind in terms of energy efficiency and GHG emissions**.

As a result, the Privé Campus has been certified by the USGBC as the nation's first LEED Platinum facility.



Our Energy & GHG Strategy.

Denim Privé's strategy for achieving and continually improving advanced energy and GHG performance is threefold:

Monitoring energy consumption performance and identifying opportunities for improvement

Implementing innovative technology and improving manufacturing processes

Producing and consuming onsite solar energy

Using these strategies, we aim to achieve climate neutrality and exhibit industry-leading energy performance. Ultimately this will raise the bar for the fashion industry and show our peers that denim and apparel production does not need to come with a cost to the climate at the expense of future generations.

ADVANCED ENERGY METERING

The Privé Campus features a system of electrical meters that measure and monitor building-level and system-level consumption in real time. This detailed data supports our energy management policy and helps identify cost-optimal energy and cost conservation opportunities.

CUTTING-EDGE TECHNOLOGY & INNOVATIVE MANUFACTURING PROCESSES

Denim Privé continually researches, develops, and implements new technologies and process improvements that reduce energy consumption and improve efficiency. The Technology and Innovation section contains further information.

RENEWABLE ENERGY PRODUCTION

Our 650 kW onsite Solar Farm currently powers 43% of our total electrical consumption with clean, renewable energy during peak daylight hours. In 2021, our Solar Farm produced 941,209 kWh (3,388 gigajoules). We are expanding the installation with an additional 1,840 kW of capacity, which will generate an estimated 165% of our electrical consumption with renewable electricity during peak daylight hours (providing excess generation to the grid) and 80% of our total electrical consumption by the end of 2022.

By the end of 2023, we expect our Solar Farm to generate over 100% of our total electrical consumption.

650 kW

is Denim Privé's current onsite solar farm capacity

BEFORE EXPANSION

43 %

of our total electrical consumption is powered with clean, renewable energy during peak daylight hours

BEFORE EXPANSION

2,490 kW

will be the capacity of our onsite solar farm when expansion is complete

AFTER EXPANSION

165 %

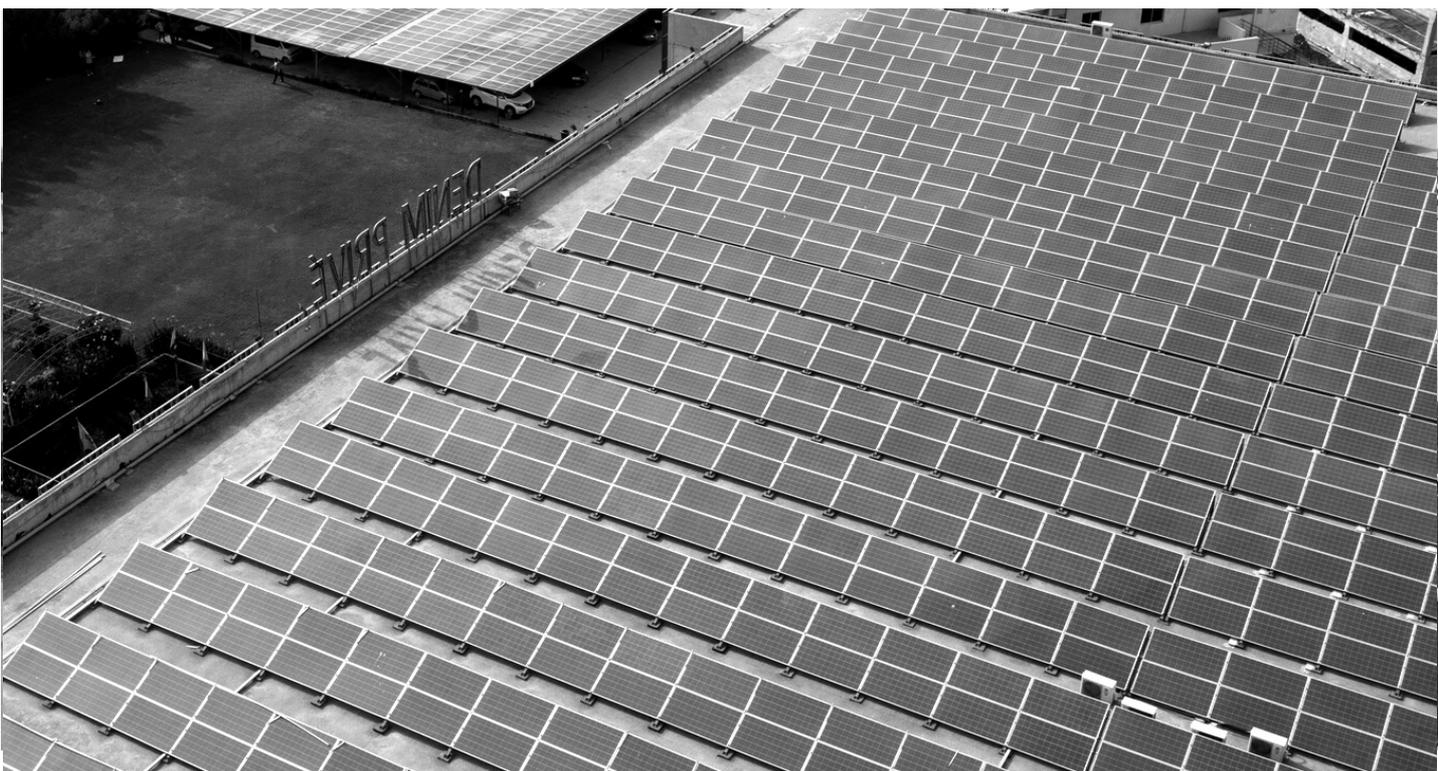
of our total electrical consumption will be powered with clean, renewable energy during peak daylight hours with the excess going back to the grid.

AFTER EXPANSION

MEASURING OUR ENERGY & GHG PERFORMANCE.

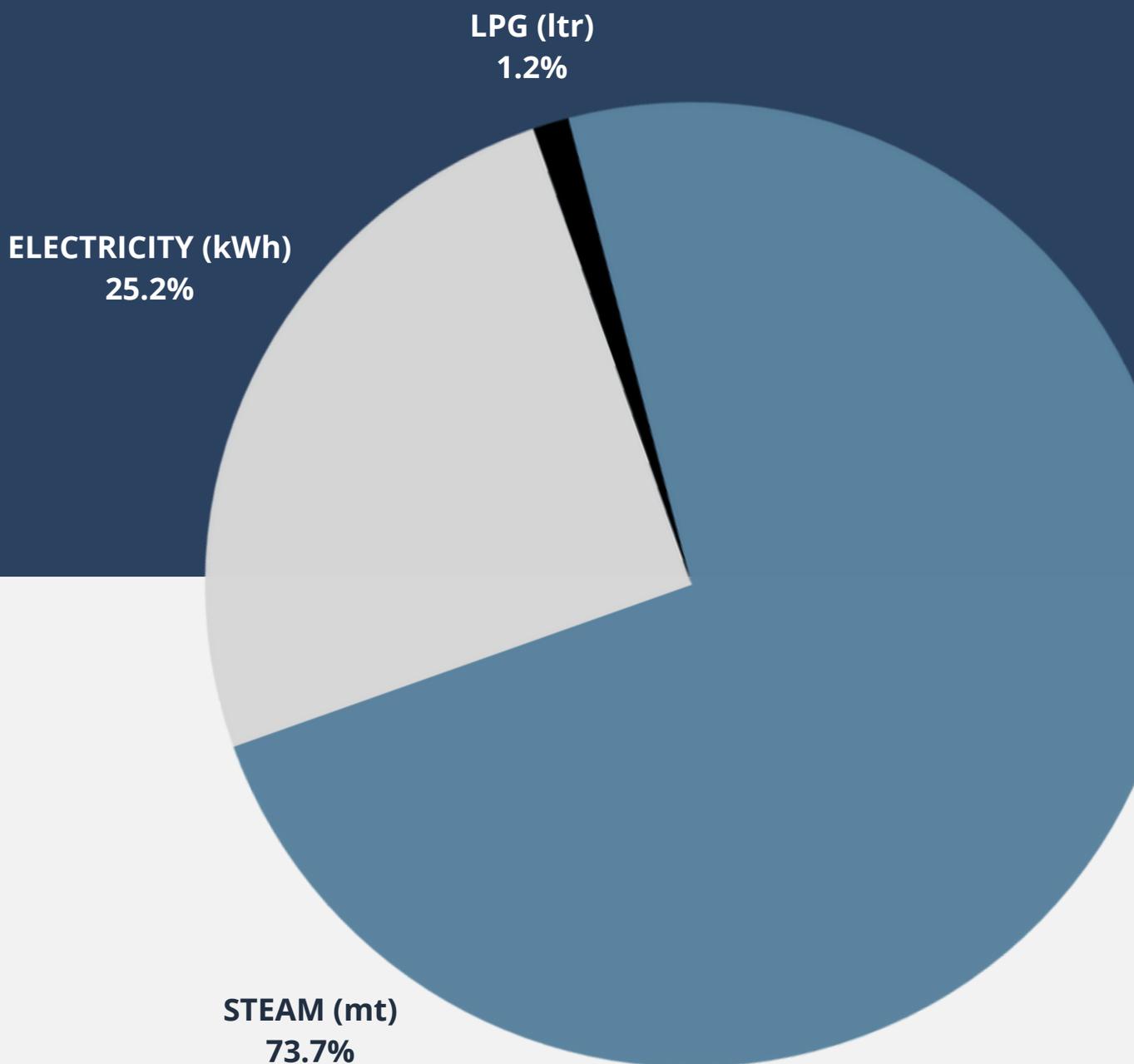
Our operations' energy and carbon performance is measured based on total energy consumption, energy intensity, per cent of energy consumption from renewable sources, and direct and indirect GHG emissions (Scopes 1 and 2). Improvements are measured relative to the 2019 baseline.

RENEWABLE ENERGY AND ENERGY EFFICIENCY SUPPORT OUR SUSTAINABILITY GOALS AND HELP DENIM PRIVÉ REDUCE COSTS AND IMPROVE OUR FINANCIAL BOTTOM LINE. THEREFORE, THEY ARE INVESTMENTS IN OUR BUSINESS AND OUR SUSTAINABLE FUTURE. FOR EXAMPLE, OUR ONSITE SOLAR PV SYSTEM HELPS REDUCE OUR ENERGY CONSUMPTION FROM THE GRID, PROVIDING SIGNIFICANT ANNUAL SAVINGS ON ENERGY COSTS. FURTHER, DURING THE LEED CERTIFICATION PROCESS, IT WAS ESTIMATED THAT AN ENERGY-EFFICIENT FACILITY DESIGN WILL SIGNIFICANTLY LOWER YEARLY ENERGY COSTS COMPARED TO THE ASHRAE BASELINE.



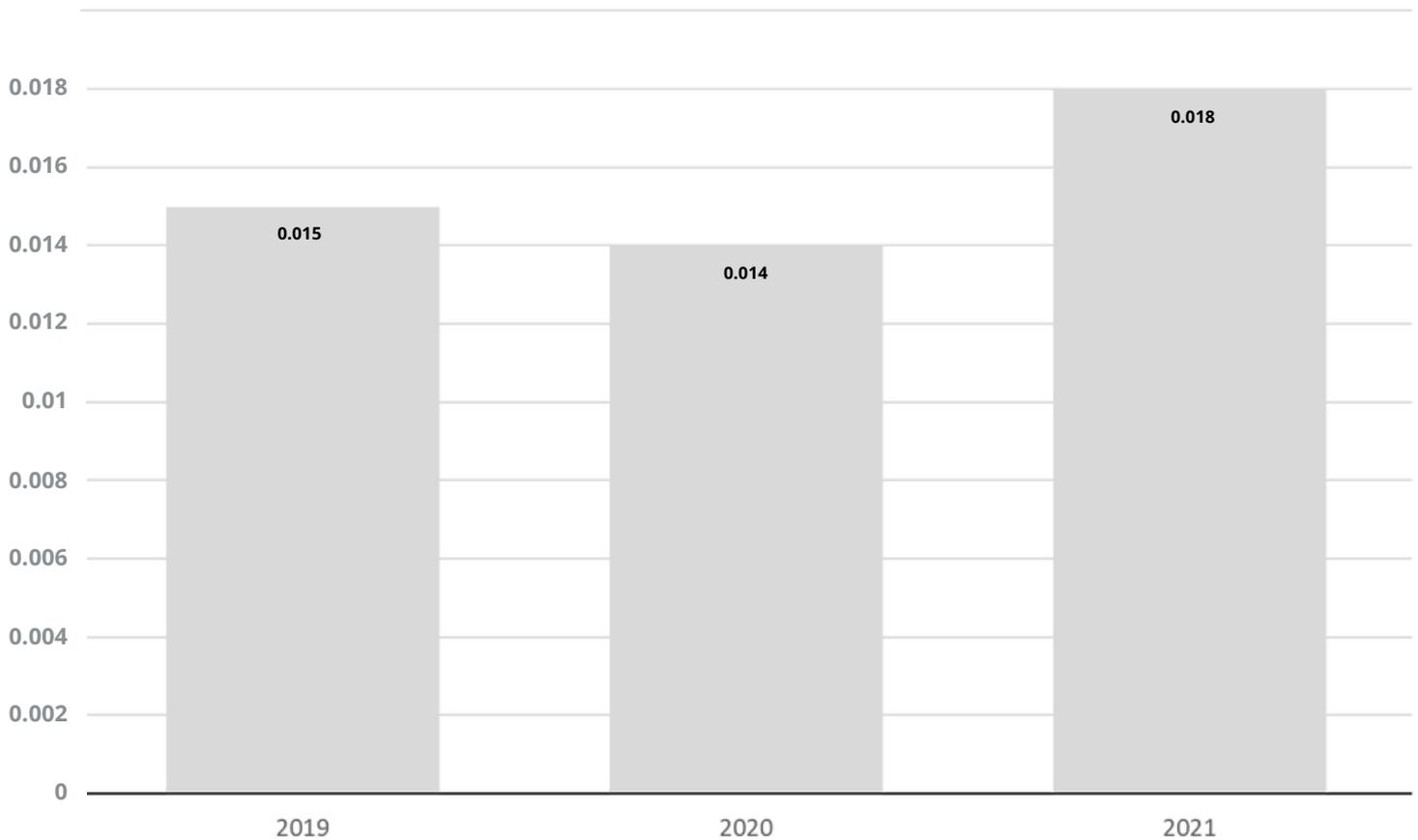
Energy Performance.

Denim Privé consumes energy in the form of electricity from the utility, electricity from onsite solar production, liquified petroleum gas (LPG), and purchased steam. The figure below exhibits energy consumption per piece production from 2019-2021. All energy consumption data have been converted to gigajoules (GJ) using standard conversion factors and methodologies for comparability.



Total energy consumption has increased from 45,616 gigajoules in 2019 to 72,243 gigajoules in 2021, representing a 58% increase. However, this was due to a significant **increase in the complexity of washes produced and in the total number of units produced from 2,877,207 pieces in 2019 to 3,996,804 in 2021.**

Energy Intensity (GJ/Pc) 2019 - 2021



100 %

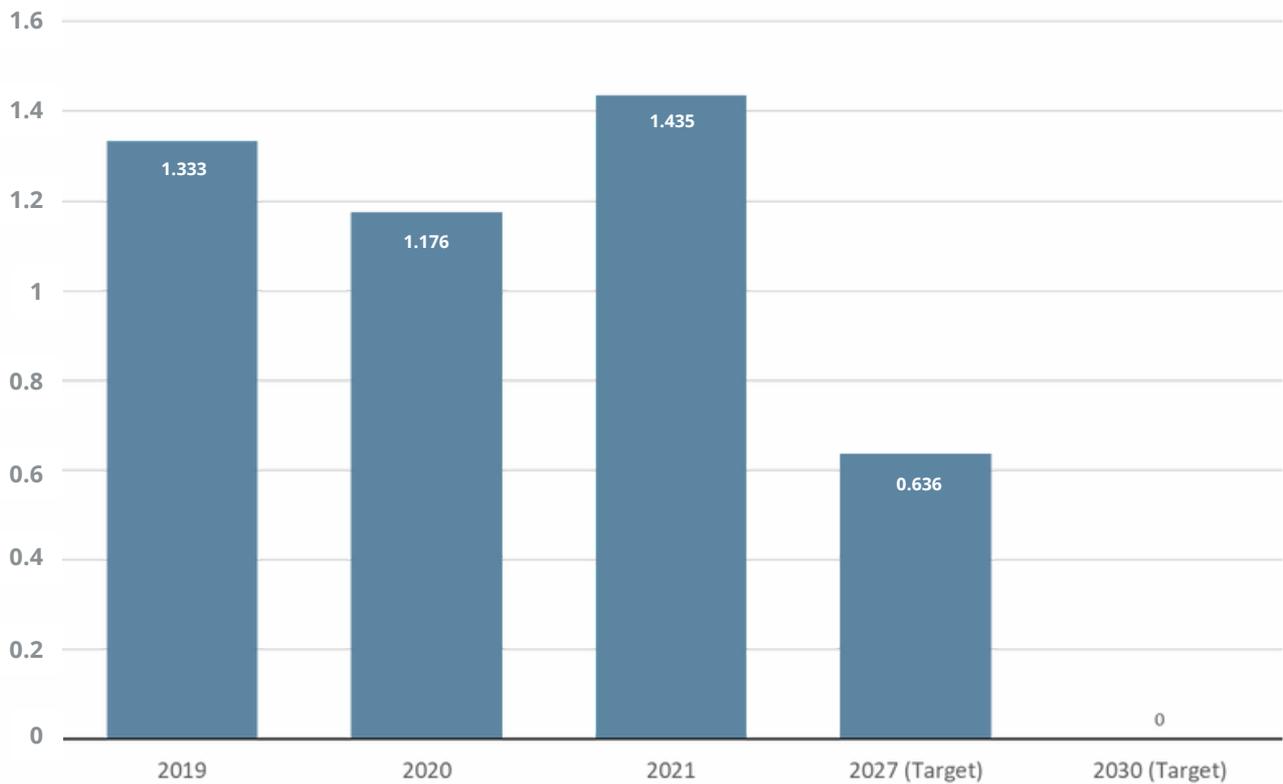
target increase in electrical consumption from clean, renewable sources by 2023

43 %

of total electrical consumption is provided by our solar farm, during peak daylight hours

GHG Emissions.

GHG Intensity (kgCO₂e/pc) 2019 - 2030



(1) Estimates were based on consumption data and emission factors. For grid electricity, an emission factor of 0.547 (MtCO₂e/MWh) was used, a national average for Pakistan estimated by the Institute for Global Environmental Strategies (2021). US EPA emissions factor defaults were used to estimate GHG emissions for fuel consumption and purchased steam. A default conversion rate of 1 000 BTU/pound of purchased steam was assumed. From now on, the GHG Protocol will be implemented, and calculation methodology may be subject to change. Any changes will be discussed in the subsequent report.

As we continue to improve our GHG intensity and push toward carbon neutrality, we anticipate producing 100% carbon-neutral denim and apparel by 2030.

Our ambition is not only to eliminate our carbon footprint but to exhibit to our peers that carbon neutrality is economically feasible and essential to remain competitive as we transition to a low-carbon future.



100%

carbon neutral
denim and
apparel by 2030

BEYOND OUR CARBON FOOTPRINT.

Our efforts and commitments to address the climate impacts of the fashion industry extend well past our own operations. For example, Denim Privé implements a subsidised policy for green vehicles, and we offer preferential parking and reserve EVSE charging spaces to incentivise the transition to electric vehicles.

Moving forward, we intend to conduct detailed life cycle assessments (LCA) of our products to track GHG impacts and intensity at each value chain stage. This will enable us to make more informed and climate-friendly business decisions.





SUSTAINABLE MATERIALS.

Much of the fashion industry's environmental impacts and value chains stem from the unsustainable production and consumption of what are typically resource and pollution-intensive materials. Therefore, transitioning to sustainable materials is one of the most critical necessities in addressing these impacts. In addition, as environmental awareness increases, consumers increasingly desire sustainable fashion products made from low-impact materials that reflect their values.

At Denim Privé, we share those values and leverage creativity and an innate understanding of our materials' rich history and impacts to create ecologically and ethically outstanding products.

From sourcing raw materials to developing new innovative fabrics, Denim Privé is committed to producing and incorporating sustainable materials, promoting their incorporation throughout the fashion industry, and ultimately catalysing the transformation of denim and apparel production to eco-friendly products. We offer environmentally unique products at the forefront of eco-responsibility. Denim Privé understands that fashion is one of the most popular forms of self-expression and is dedicated to developing and producing products that exemplify the next generation of eco-conscious consumers.

FACILITATING RESPONSIBLE COTTON PRODUCTION.

Our commitment to sustainable materials begins at the beginning of the supply chain, with the procurement of sustainably produced raw materials. Sustainable denim and apparel start with better cotton. Supporting the responsible production of cotton represents a significant opportunity for Denim Privé to impact the environment and industry positively. For more information on our cotton fields, see the Supply Chain section.



Incorporating Recycled Materials.

Denim Privé helps minimise the demand for virgin raw materials, along with the associated environmental impacts, by incorporating the use of recycled material in the manufacturing of our products. Further, maximising the use of recycled materials contributes to our greater ambitions to help close the loop of materials consumption in the fashion industry. The Waste Management section below has more information on these efforts.

Denim Privé maximises the use of recycled materials as part of our commitment and contribution to a more circular fashion industry as we transform waste into valuable, sustainable materials.

In concordance with our commitment to recycled material, our PCW recycling plant shreds pre and post-consumer waste and re-spins the soft fibres into yarn. This yarn is fabricated into denim and finally into a new pair of jeans.

The Waste Management section contains further information on recycling, circular fashion, and our PCW recycling plant. As of 2020, 12% of our polyester consisted of COOLMAX® EcoMade materials. COOLMAX® EcoMade is a polyester fibre made from 100% post-consumer recycled resources.

8-10 %

of the materials used in the manufacturing of our cotton-based products in 2021 were recycled materials

50 %

of recycled materials will be used in our products by 2030

40 %

of our packaging materials consisted of recycled materials

12 %

of our polyester consisted of COOLMAX® EcoMade materials

Safeguarding Our Key Inputs Against Future Risks.

Future climate change, water scarcity, and various environmental and social risks can disrupt supply chains, the availability of raw materials, and business continuity. At Denim Privé, we understand these risks and implement robust risk management and mitigation strategies.

Our foundational focus on sustainability is our most significant defence against these risks. **As certain regions may become water-stressed, we increase sourcing from Better Cotton Initiative (BCI) farmers that implement water-efficient production methods.** If raw materials become scarce, we procure and incorporate more recycled materials. As regulations regarding ESG issues become more stringent, we exceed baseline industry environmental performance and engage low-impact suppliers.

Denim Privé identifies and manages environmental and social risks through internal assessments, detailed supplier evaluation questionnaires focused on ESG issues, and consultations with a third-party sustainability advisory.

As a future-minded company, we integrate the consideration of ESG risks into all relevant business decisions.

In addition, we maximise transparency throughout our supply chain to help identify risks and manage a reliable supply of sustainable raw materials. As a result, **no significant ESG risks were identified in 2021.** For more information on supply chain risk management, See the Supply Chain.

Innovative Sustainable Materials.

Denim Privé aims to be a catalyst for sustainable innovation.

Therefore, we not only increase the incorporation of contemporary sustainable materials, but we also research, design, and create new materials that address environmental issues creatively. Such innovations include biodegradable 3D printed denim, regenerated fibre, and photocatalytic denim. Find more on our sustainable materials innovation in the Technology and Innovation section.

Such innovations include:



BIODEGRADABLE
3D PRINTED DENIM



REGENERATED
FIBRE



PHOTOCATALYTIC
DENIM

For more on our sustainable materials innovation, refer to the Technology and Innovation section.





WASTEWATER MANAGEMENT.

Traditional fashion manufacturing processes constitute a significant source of water pollution and thus impact the environment and water resources. Located adjacent to the Indus River Delta Nature Reserve, featuring rich fauna, mangrove forests, and ecological communities, it is especially crucial that our effluents are meticulously treated and managed. Currently, industrial discharge from Karachi threatens the Indus River Delta. However, Denim Privé leads as an example of how the local industrial-ecological dynamic can change.

Denim Privé is committed to protecting the local environment and challenging contemporary environmentally harmful manufacturing methods and the associated industry stigma by implementing advanced wastewater management practices.

Our wastewater management process begins with our operations, as our innovative dyeing and finishing processes minimise the amount of chemicals entering our wastewater and the quantity of wastewater produced.

More information on these processes is in the Chemicals and Technology and Innovation sections.

At the end of Denim Privé's water cycle, we implement advanced technology to improve the quality of our wastewater. Denim Privé has one of the world's most advanced Effluent Treatment Plants (ETP).

Our cutting-edge ETP has a capacity of 75 m³/hour and treats wastewater with a 4-phase process:



The biological treatment process utilises mixed aeration technology soluble organics, and a portion of the resulting sludge is recycled. By design, the ETP's effluent parameters align with Zero Discharge of Hazardous Chemicals (ZDHC) Progressive.

We continuously monitor and report the results of wastewater quality analyses to ensure that it exceeds all relevant environmental and industry standards.

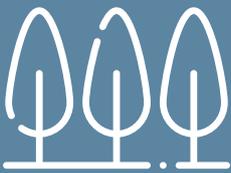




The Sindh Environmental Protection Agency has reviewed and approved the Initial Environmental Evaluation of the installation and operation of our innovative ETP. As part of our engagement with the Sindh EPA, we continuously assess, record, and report our effluent water quality relative to National Environmental Quality Standards (NEQS) and Sindh Environmental Quality Standards (SEQS). The results are reported to the Sindh EPA on a regular basis.



In addition, we have developed and implemented an Environmental Management Plan (EMP) to ensure that the operation of our ETP does not significantly impact local biological resources. An independent monitoring consultant continuously monitors the implementation of the EMP, and the results are reported to the Sindh EPA monthly.



Finally, to further improve local environmental conditions and offset impacts, Denim Privé has engaged in extensive tree plantation.



As a result of these efforts, Denim Privé's wastewater is treated to the maximum extent practicable through advanced technology and above and beyond best practices.

We are dedicated to operating in harmony with our local environment and returning precious water resources to the environment.

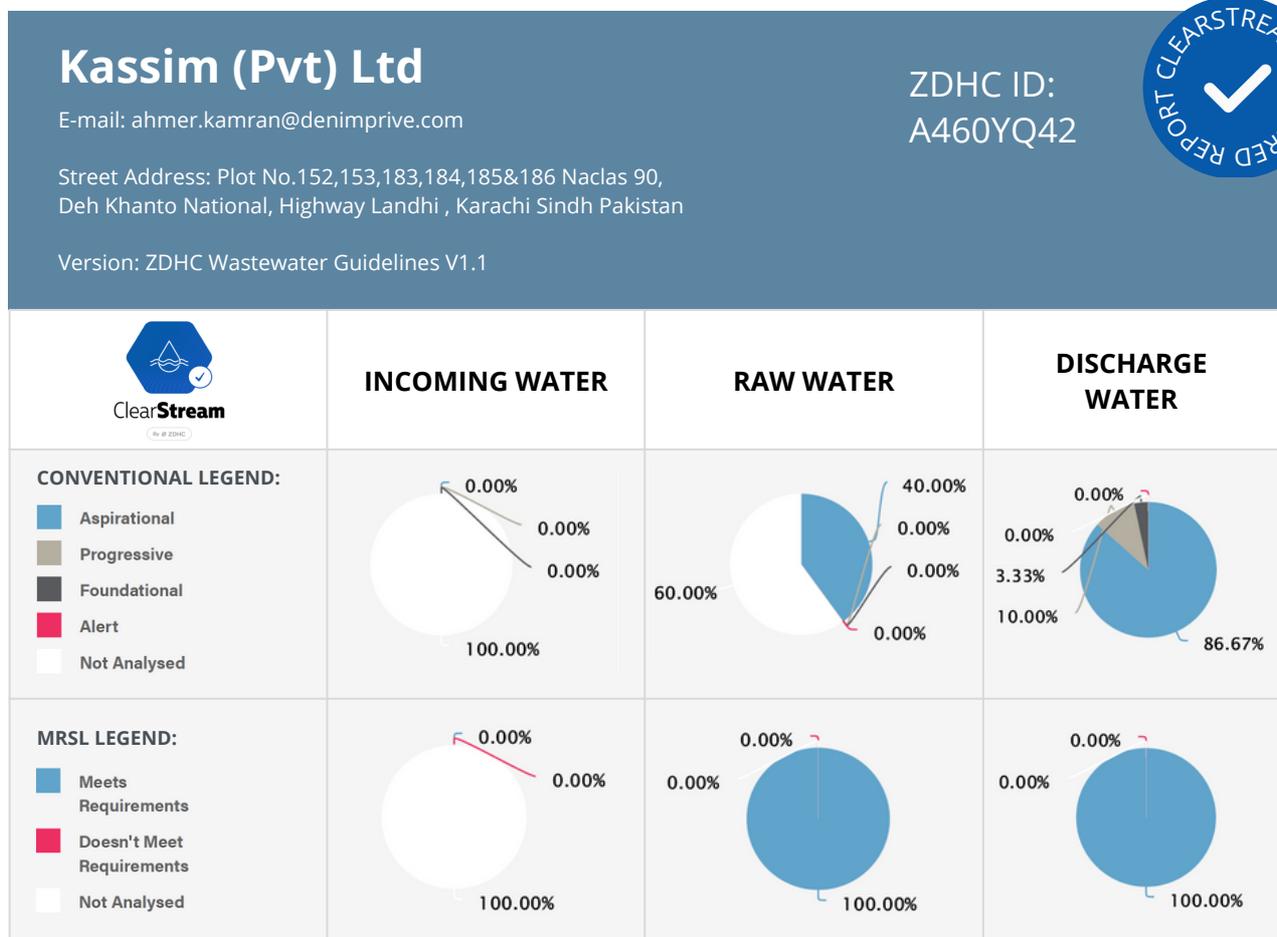
Wastewater Quality and ZDHC Commitment.

As part of our commitment to advanced wastewater treatment and environmental protection, we adopt the better outputs principles of the ZDHC Roadmap to Zero Program and implement the ZDHC Wastewater Guidelines. The ZDHC is a collaborative effort between global brands, chemical suppliers, manufacturers, and other organisations to reduce the chemical footprint of the industry.

To ensure that our performance matches our ambitions, our wastewater parameters were assessed by a third party approved by the ZDHC based on their defined guidelines. The assessment results indicated that our raw and discharged wastewater fulfil aspirational limits.

100% of our wastewater met ZDHC Manufacturing Restricted Substances List (MRSL v1.1) requirements.

Our Wastewater discharge parameters are validated by ZDHC and local regulatory approved labs, and our discharge parameters were significantly lower than limits.



WASTEWATER QUANTITY.

In 2021, Denim Privé discharged 267,635 m³ of treated wastewater. We focus on improving wastewater efficiency per unit of production and as a percentage of water withdrawn. In 2021, our wastewater efficiency was 0.069 m³ per piece, representing a 10% increase compared to 2019. In addition, the percentage of treated discharged water relative to total water consumed was 93% in 2021, a considerable increase compared to the 2019 baseline of 83%.

267,635 m³

of treated wastewater was discharged in 2021

0.069 m³/piece

was our wastewater efficiency in 2021, **representing a 12% increase compared to 2019**







CHEMICALS.

The responsible and effective management of chemical inputs can help protect our consumers through product safety as well as keep our air and water clean and free from hazardous substances. Furthermore, when companies can make individual commitments, such as avoiding designated hazardous chemicals, they can collectively contribute to large-scale impacts that echo throughout industries and supply chains. As such, Denim Privé has screened and maintained compliance with the ZDHC MRSL. Denim Privé implements RSL screening throughout fabric production.

When selecting and procuring chemical inputs, we seek environmentally preferable alternatives and suppliers with responsible and sustainable operations. Furthermore, we participate in the Higg index FEM module to enhance industry-wide chemical transparency efforts.

Our compliance with wastewater restricted substances standards and our related Higg Index disclosures have been verified by an ISO 17025 accredited third party to manage and verify disclosures through the ZDHC gateway to ensure compliance with ZDHC MRSL standards. As a result, our Input chemistry is traceable and transparently disclosed.

As of the writing of this report, Denim Privé's dyes and auxiliaries were fully compliant with REACH (2), BluSign, GOTS, and ZDHC v2.0 standards. As of 2021, there have been zero reported incidents of non-compliance related to our product labels' health and safety impacts.

(2) Denim Privé is currently in the process of renewing our REACH Certificate of Compliance.

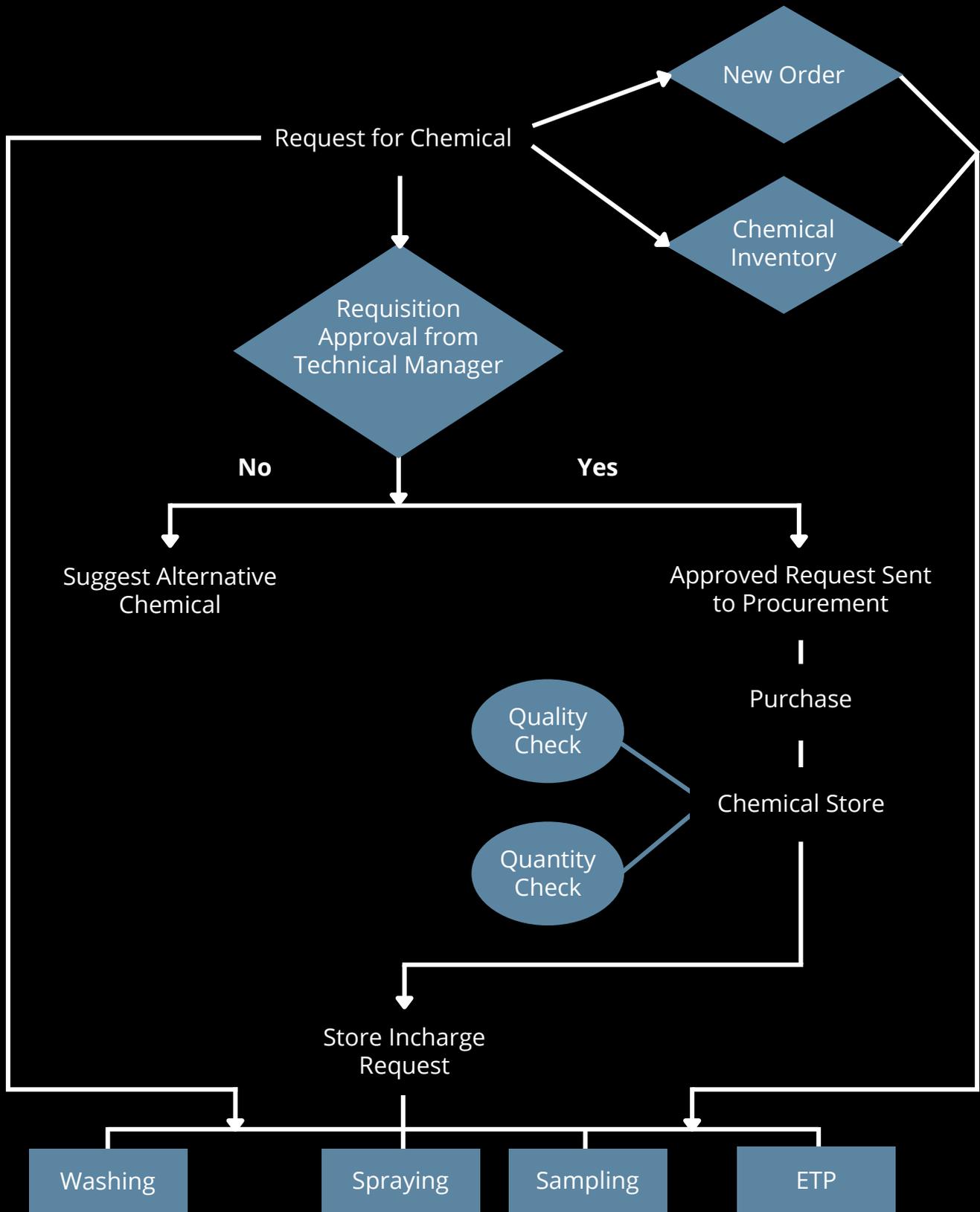
Managing Chemical Risks & Compliance.

To ensure continued compliance with chemical regulations and standards and to identify and mitigate chemical risks, Denim Privé implements the following measures:

Chemical Management System.

Denim Privé has developed and implemented a robust Chemical Management System that covers systematic chemical inventory and documentation, chemical material flow diagrams, regulatory assessments, monitoring, compliance verification, procurement and supplier assessment, and chemical risk assessment. To understand the processes of our Chemical Management System, refer to the illustrated figure below.

Chemical Management System.



Supplier Evaluation & Protocol.

We carefully assess our suppliers' chemicals management policies and give preference to suppliers that participate in programs and certifications such as the ZHDC, GOTS, OEKO, Bluesign, and GreenScreen. As of 2020, Denim Privé requires all its suppliers to be rated level 3 per ZDHC's rating criteria. In addition, all chemical suppliers must provide updated MSDSs.

Third-Party Verification.

To ensure compliance and advanced chemicals management, Denim Privé has third-party verification performed by trusted organisations such as SGS – Bluesign, ZDHC, and OEKO-TEX.

Chemical Inventory.

We take meticulous inventory of the chemicals we purchase and use in our processes to ensure that we maintain compliance with regulations as well as our voluntary commitments. Our chemical inventory system maximises transparency and traceability.

Product Testing.

We test our final products to ensure that they do not contain any harmful chemicals that could impact the health and safety of consumers. An ISO 17025-approved third-party laboratory verifies testing results.

Employee Training.

We train our employees to ensure they can safely manage chemicals from purchasing to handling, maintain zero discharge of hazardous waste, and effectively manage risks at each stage.

Innovating and Collaborating to Reduce Chemical Consumption.

At Denim Privé, we don't just follow industry standards but implement innovative processes that reduce the use of chemicals and incorporate new eco-friendly chemicals, such as chemicals and dyes that feature GOTS certification.

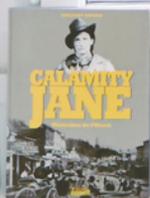
As a result, we create quality products while reducing impacts on the environment from harmful chemicals.

In addition, we collaborate with suppliers and leading industry programs such as Higg and ZDHC to advance chemical management and alternatives throughout the industry.





DENIM PRIVÉ
PARIS



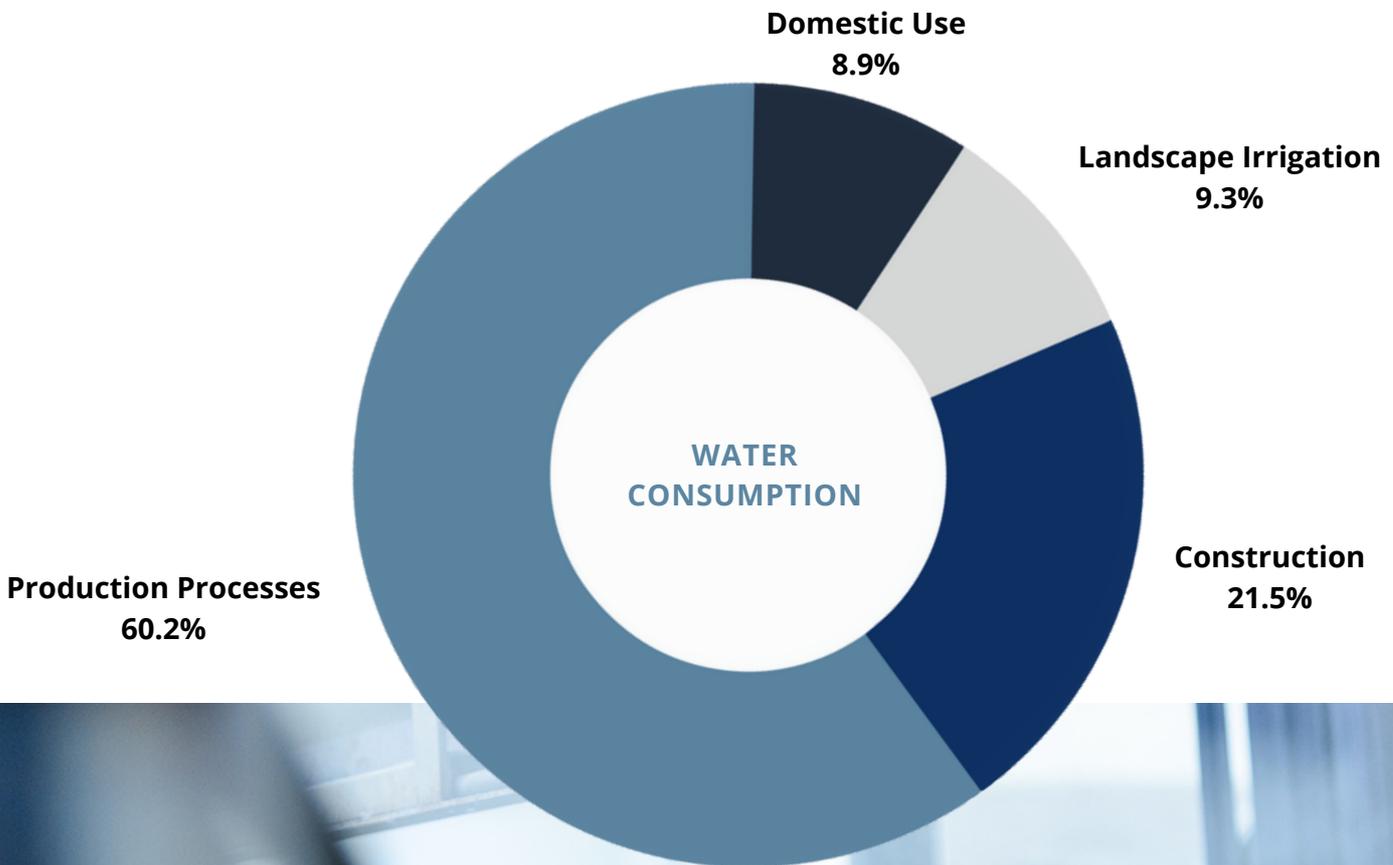


CONSUMPTION OF WATER.

Denim Privé recognises that water is the most critical resource in the world and that the textile industry is notoriously water-intensive.

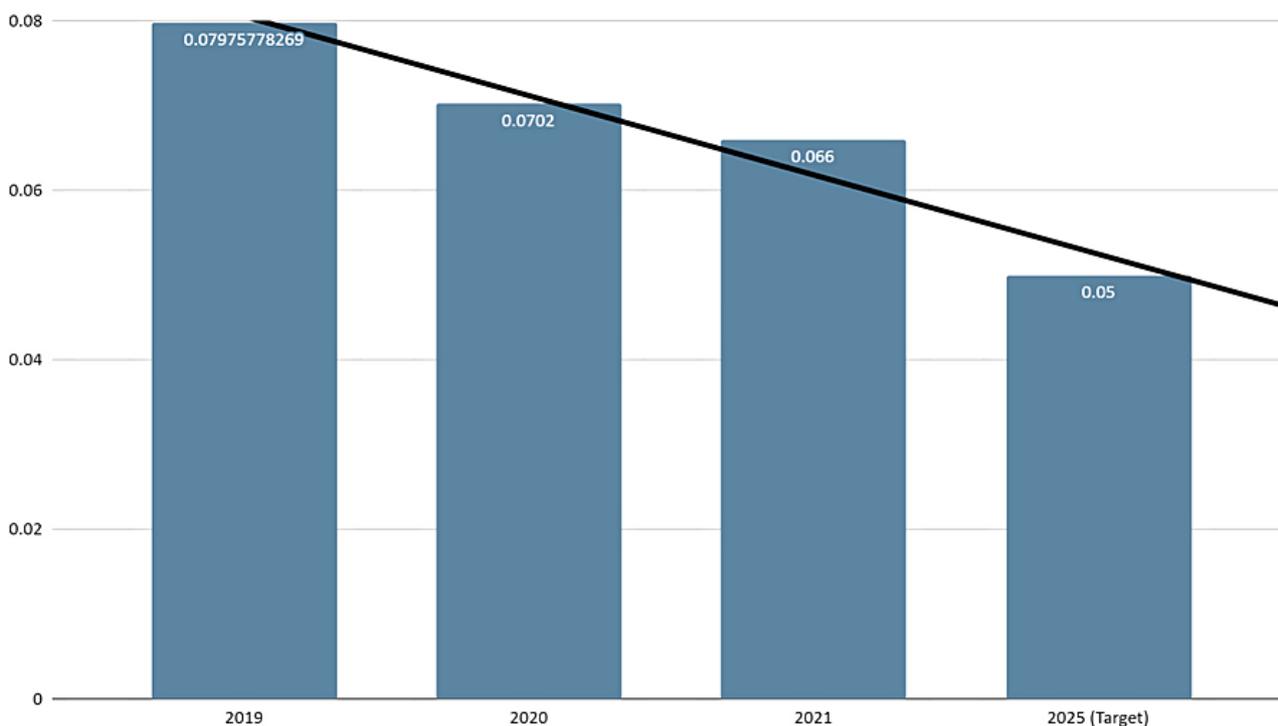
As water becomes increasingly scarce in the face of increasing consumption, pollution, and climate change, maximising water efficiency and minimising water pollution becomes increasingly crucial. Responding to water scarcity is important for Denim Privé's adaptability and the textile industry's efforts to preserve resources for future generations. We are committed to continually improving our water efficiency through innovative processes and technologies and returning as much clean, safe water to the environment as possible.

In 2021, Denim Privé consumed a total of 415,909 m³ of water from municipal sources. Of that, 250,726 m³ were from production processes, 37,235 m³ were from domestic uses, 38,717 m³ were from landscape irrigation, and 89,231 m³ were from construction. **The majority of production-based water consumption is from washing, as our advanced dyeing processes are highly water efficient.**



The increase in total water consumption by 5.6% compared to the 2019 baseline is due to the construction of an additional building at our facility. In 2021, process water consumption intensity was 0.066 m3 per piece, representing a 17% improvement compared to the 2019 baseline. This accomplishment resulted from our efforts to develop products and processes requiring less water. **We aim to improve process water consumption to 0.05 m3 per piece by 2025.**

Process Intensity (m3/Pc) 2019 - 2025



In addition to optimising water efficiency, Denim Privé aims to maximise the percentage of treated and returned water to the environment from the water consumed.

More information can be found in the Wastewater Quantity section.

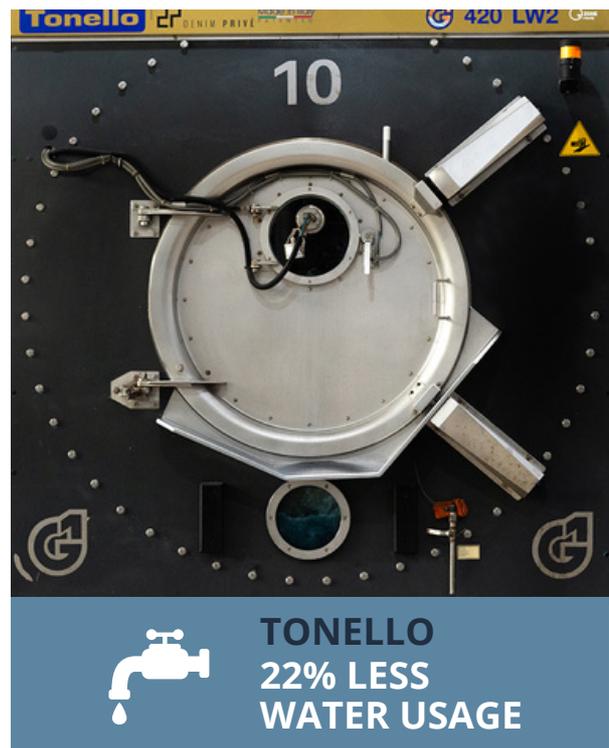


Conserving Water Through Advanced Manufacturing Techniques.

Denim Privé conserves water by implementing cutting-edge innovative eco-technologies and manufacturing processes. Our Blu Volt dyeing process drastically reduces water consumption while producing vibrant, lasting blue hues. This process substantially reduced the use of salt, further protecting natural freshwater resources. This system replaces traditional dyeing systems that can be water-intensive with an innovative spray system that can produce a range of indigo shades.

The majority of process water consumption at our facility is from the washing process. State-of-the-art technology from Jeanologia, Yilmak, Tonello, and Garmon helps us maximise the water efficiency of our washing processes as we perfect the 'modern vintage' aesthetics of our jeans. YILMAK Rainforest saves 25% more water compared to Silver Liner, and Tonello UP utilises cutting-edge water-conserving technology that uses 22% less water than conventional models.

In addition to our water-efficient manufacturing processes, we save additional water through our landscape design that features drip irrigation and drought-tolerant plant species. Further, our LEED Platinum-certified facility conserves water through water-efficient fixtures and technologies that reduce indoor water consumption by 55% compared to baseline.



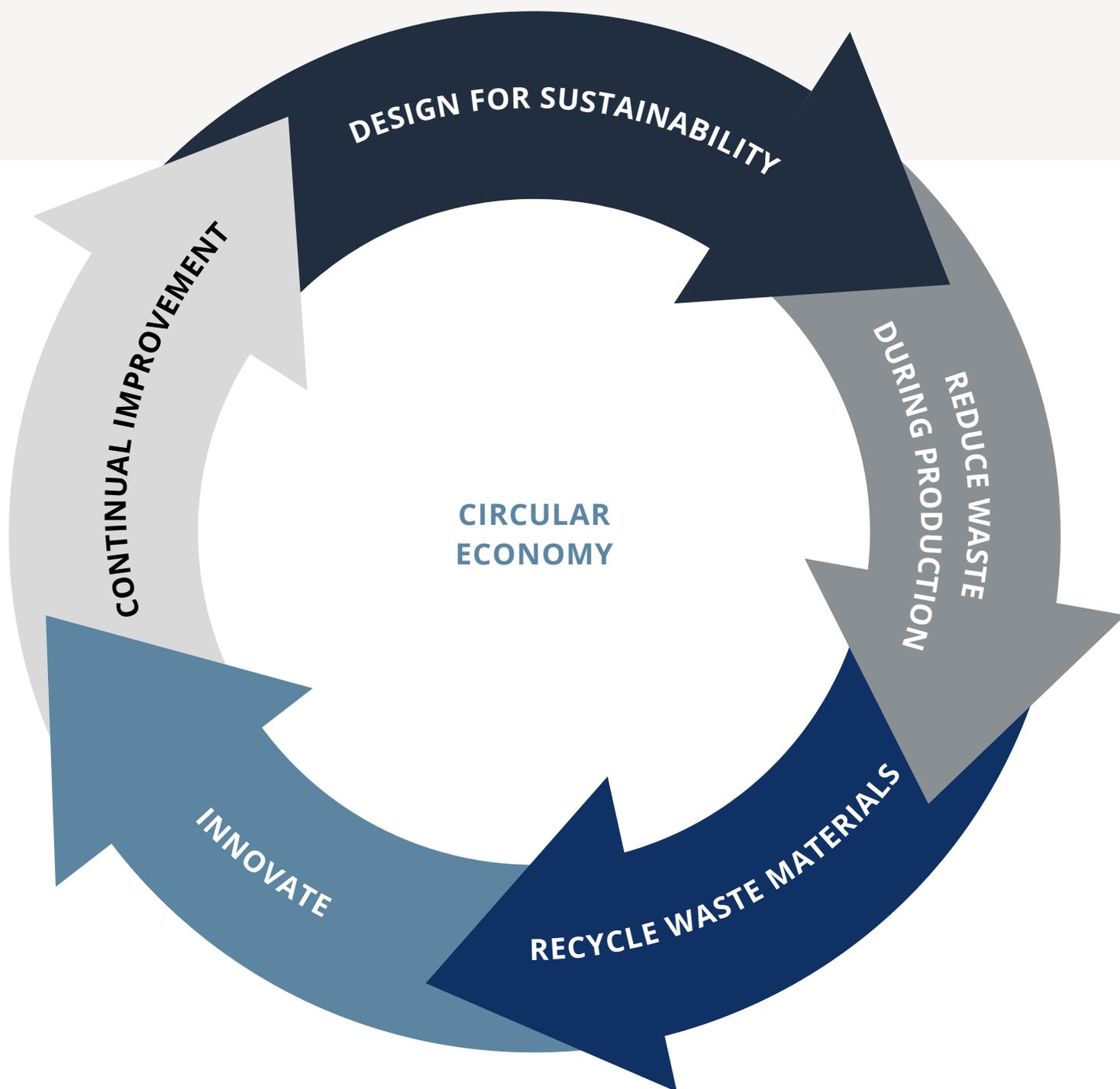




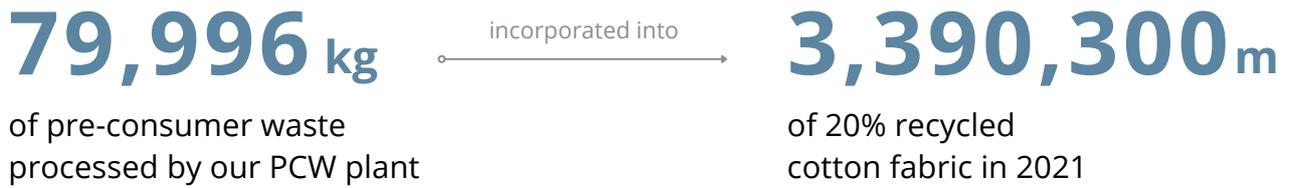
WASTE MANAGEMENT.



Denim Privé is fully committed to helping drive an industry-wide transition from wasteful fast fashion to sustainable circular fashion. We not only believe in eliminating the environmental impacts of material consumption and waste, but we are mindful of our materials' environmental impact and do our best to keep them out of the landfill and in circulation.



Denim Privé exemplifies responsible fashion by designing our production processes with sustainability at the core. Our denim and apparel are high quality and built to last, increasing the lifecycle of our products and reducing consumption and waste. In addition, our products and precise manufacturing techniques and fabrication minimise waste material and maximise valuable resources. Unincorporated fabric waste is either processed by our PCW recycling plant or sent to be recycled by an EPA-approved third-party contractor.



From the beginning of the design stage, our talented designers and technical consultants collaborate to identify opportunities to reduce waste and environmental impacts.

From the onset, our creatives design our products with recyclability and biodegradability in mind. From CAD to cuts, we use cutting-edge technology, such as revolutionary Gerber Garment Technology, automatic spreaders, optimisation software, and precision cutting technology that reduces waste through precision. Extending a product's life can dramatically improve consumption and waste patterns. To facilitate this aspect of sustainable fashion, not only do we focus on lasting quality and colours, but we have joined forces with a famously talented Amsterdam-based craftsman to develop a denim repair kit & workshop. The workshop is now available online, and denimprive.com is taking requests for the repair kit.

In 2021, we produced 738 metric tons of non-hazardous waste, which translates to 0.195 per piece. Although this was a 66% increase compared to the 2019 baseline, we will work to identify solutions to this issue and reduce waste intensity shortly.

This non-hazardous waste consisted of:



FABRIC



PLASTIC



PAPER



WOOD



CARTON



FOOD

All non-hazardous waste was recycled besides food waste, resulting in a non-hazardous landfill diversion rate of 99.7%. In addition to non-hazardous waste, **we produced 21,297 Kg of hazardous waste, which translates to 0.0056 kg per piece.**

99.7 %

non-hazardous
landfill diversion rate

All **hazardous** waste was disposed of by an **EPA-approved** third party who incinerates/disposes of the waste in an **environmentally responsible manner.**

DENIM PRIVÉ





BIODIVERSITY.

Denim Privé values the local environment and is committed to ensuring that our operations have no significant impact on biodiversity or ecological resources. Before the construction of our facility, an environmental impact report determined that there were no endangered plant or animal species within the proximity of the project site and that no vegetation loss would be due to construction.

Therefore, no major impacts on the local flora and fauna would result. Sindh EPA assessed and approved the installation and operation of our ETP. We submit progress reports regularly to ensure the continued protection of the local environment. Further, we have appointed an independent monitoring consultant and strictly implemented an EMP to minimise impacts on biological resources and submit reports to Sindh EPA monthly.



TO IMPROVE LOCAL ENVIRONMENTAL CONDITIONS AND SEQUESTER ATMOSPHERIC CO₂, WE HAVE PLANTED APPROXIMATELY 5,000 TREES OF NATIVE SPECIES ON 11 ACRES, AND ARE COMMITTED TO INCREASING THESE EFFORTS.

30%

of our LEED Platinum facility was designed with open green spaces to preserve and promote the biological environment



SUPPLY CHAIN.

Denim Privé aspires to be more than a sustainable denim and apparel company but a catalyst for positive change and inspiration for the entire fashion industry.

Further, our robust, responsible, and sustainable supply chain helps us build resilience and adaptability in an uncertain future. That's why we are committed to facilitating a sustainable supply chain, from supporting sustainable cotton production to sourcing for responsible suppliers who share our values.

We drive demand for sustainable raw materials such as BCI-certified cotton and recycled polyester and work with suppliers to help raise the status quo and normalise sustainable standards and business practices. Transparency is one of our core values, and through our participation in the Higg Index and other industry programs, we enhance the transparency of our operations and encourage our supply chain partners to join this industry-wide effort.

We carefully evaluate each prospective supplier against ESG criteria and give preference to suppliers with favourable ESG performance and certifications. We have recently enhanced our focus on supplier sustainability and ESG risk with additional items related to third-party certifications, Higg Index participation, and environmental and social audits of our supplier evaluation process.

Our supply chain consists predominantly of cotton farmers, fabric suppliers, chemical suppliers, suppliers of garment accessories, and suppliers of manufacturing equipment.

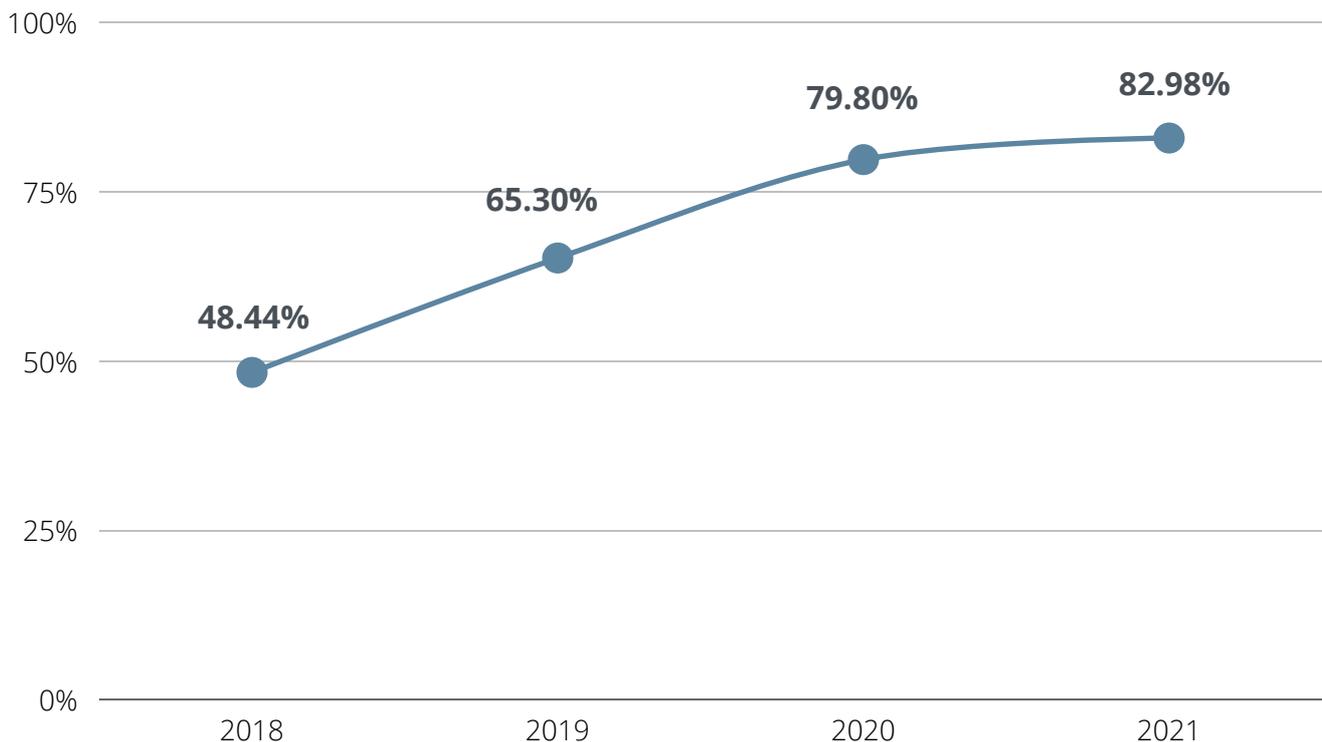
Our Cotton Fields.

Our unique denim and apparel begin with the procurement of raw materials. We procure from farmers that cultivate high-quality, long-staple cotton through techniques that preserve natural resources and support those involved.

As it is the core of our denim and philosophy, sustainable cotton production and ecological agriculture are top priorities.

In 2021, 82.98% of the cotton we procured came from BCI farmers. **Our target is to increase that share to 100% by 2023.**

Our Percentage of Cotton From BCI 2018 - 2021



The BCI is a global non-profit and the largest cotton sustainability program in the world, making cotton farming more beneficial to farmers and the environment. The Better Cotton Standard System covers all three pillars of sustainability (environmental, social, and economic), as supported by BCI Principles and Criteria and monitoring mechanisms that validate results and impact.

Managing Risk with a Sustainable, Transparent, & Responsible Supply Chain.

Our sustainable supply chain policies help build resilience and safeguard business continuity in an unpredictable and ever-evolving fashion industry.

Supply chain risks can come in many forms in today's dynamic and unpredictable fashion business landscape. For example, climate change and water scarcity can impact cotton production and supply; increasing transparency and public scrutiny can uncover social controversies such as poor labour conditions, and supplier-related compliance issues can impact downstream production. At Denim Privé, we protect ourselves from these risks by sourcing from farms that conserve water and natural resources and suppliers that share our vision of responsibility and sustainable business. Further, we promote supply chain transparency and rigorously assess our suppliers to identify and mitigate risks before they manifest.

To help streamline industry-wide transparency, we participate and encourage our suppliers to participate in the SAC Higg Index. Further, we give preference to suppliers that have achieved ESG-related certifications such as Sedex, ZDHC, GOTS, OEKO TEX, Blusign, BCI, BSCI, ECO Passport, WRAP, CTPAT, ISO, CTPAT, Organic, SLCP and GreenScreen. Thus ensuring their operations and practices are environmentally and socially advanced. Suppliers are evaluated on factors including but not limited to compliance with wastewater discharge permits and environmental regulations, business ethics and policy, participation in industry ESG programs such as the Higg Index; ESG-related certifications; and third-party audits for labour practices and ESG performance.

For our chemical suppliers, we implement additional criteria to mitigate further supply chain risks. Denim Privé requires all our suppliers and distributors to have the in-house capacity to understand and uphold ZDHC requirements. All suppliers must provide Safety Data Sheets (SDSs). Our technical department ensures that all dye and chemical suppliers and their formulations supplied to the facility comply with the RSL/MRSL. Denim Privé documents and implements detailed processes for monitoring suppliers' compliance with our chemical purchasing policy, RSL, and MRSL. Suppliers who fail to meet these standards are removed from the approved supplier list. In addition, our customised chemical management system identifies and prioritises greener and safer chemicals.

Denim Privé goes beyond regulatory compliance and seeks to collaborate with suppliers who do the same. We continuously research and incorporate new, greener alternatives, safer chemicals, and industry-changing innovations and processes. Further, we facilitate conversations with suppliers and other industry stakeholders about how we can collectively raise standards and drive the industry and its supply chains towards a more sustainable future.

As of 2021:

20 %

of our suppliers have been audited and achieved SEDEX certification for working standards and conditions, business ethics, and operational health and safety (OHS)

30 %

have completed the SAC Higg Facility Environmental Module (Higg FEM) or FSLM self-assessment

68 %

have been tested for harmful substances per the OEKO-TEX Standard

100 %

of our suppliers are self certified or have been audited to a labour code of conduct and certified by a third party.

The latest supplier evaluation had a 100% response rate, and there were zero instances of non-compliance with their respective wastewater discharge permits. In addition, there were no instances of non-conformance during any labour code of conduct audits, and 34% of our suppliers have been audited to a labour code of conduct and certified by a third party. Based on the results of our supplier evaluation, no significant risks or non-compliances regarding labour codes of conduct, child labour, compulsory labour, or OHS violations were identified in our supply chain.

Our Suppliers.

Below is a list of all our major suppliers, as well as the certifications they currently hold.

MAJOR SUPPLIERS



CERTIFICATIONS







OUR PEOPLE.

The quality of our products and the success of our organisation depend on the quality of our people. Therefore, we value our people as our greatest asset. We are committed to developing an exceptional workforce that exhibits talent, productivity, and diversity.

In return for the contributed value of our employees, we are committed to providing an inclusive, supportive, and safe work environment and an organisational culture of high morale, employee development, collaboration, and innovation.

We aim to engage and inspire our employees and ensure that team members feel included and passionate about their contributions to our collective accomplishments. We believe this philosophy fosters both productivity and innovation at Denim Privé.

Therefore, we continually invest in our employees' well-being and skills and the recruitment and retention of top talent in the industry. Our exceptional team consists of creative artisans whose attention to detail meticulously considers each step of the process and identifies small changes that make big differences, as well as game-changing technologies and innovations.

Further, we seek to hire and promote individuals that reflect our organisational principles, integrating our core values into the fabric of our organisation.

4,106

employees employed
by Denim Privé as of
December 2021

637

new team members
were hired over the
course of 2021

100%

of our employees are
located in Pakistan, with
the exception of a few
sales agents and designers



Employee Training and Development.

Our employees are leaders, innovators, change-makers, and above all, driven by conscience. **We aim to cultivate these qualities through a culture of open communication**, where each team member feels comfortable and confident sharing their ideas and opinions. In addition, we are committed to investing in training our staff so that they are equipped with the knowledge and skills to take on future challenges.

1,463

employees participated in our **in-house skills training** in 2021

In-house skills training covered quality control, supervisory skills, and team building.

Our Lifelong Learning Initiative is a program **specifically designed for our female garment workers who have not had the opportunity to pursue education**. The program teaches fundamental skills that will help them advance in their careers and personal lives, specifically focusing on literacy, mathematics, and language (English and Urdu). Lifelong Learning kicked off in October and engaged 20 participants through 90-minute classes, 5 days per week.

20

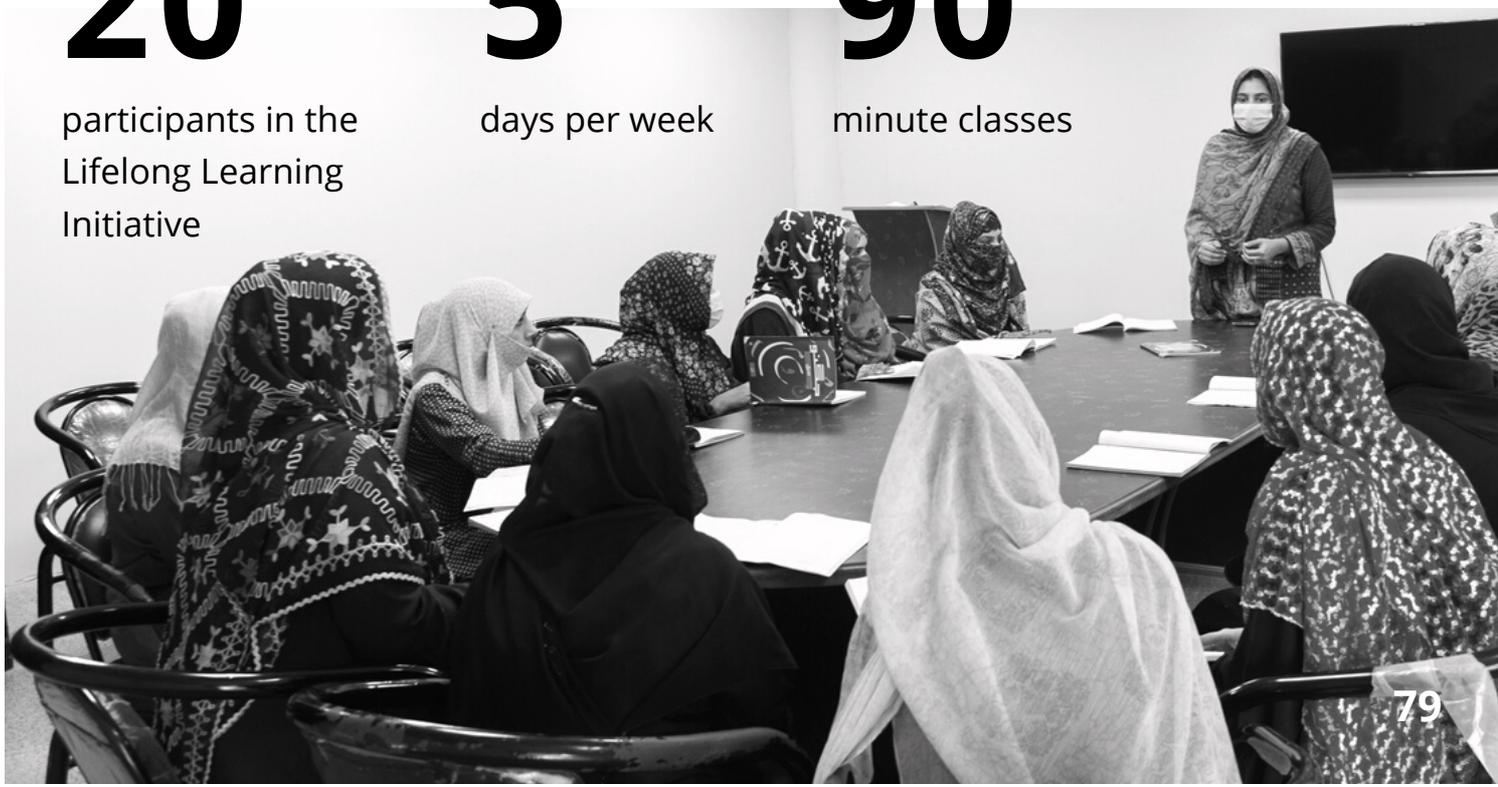
participants in the Lifelong Learning Initiative

5

days per week

90

minute classes



In the future, Denim Employees responsible for supporting sustainability targets and commitments are incentivized to incorporate such achievements into their performance reviews. Under certain circumstances, improving sustainable performances leads to financial bonuses and other benefits.

In addition, several external trainings were conducted on topics such as:



SAFETY
MANAGEMENT



LEAN
SIX SIGMA



SUPPLY
CHAIN LOGISTICS

16,646 hrs

that our employees received in skills training, OHS training, business ethics, and human rights training in 2021 (3)

4.6 hrs

per employee average for 2021



(3) Data were annualized based on 5 months of data.

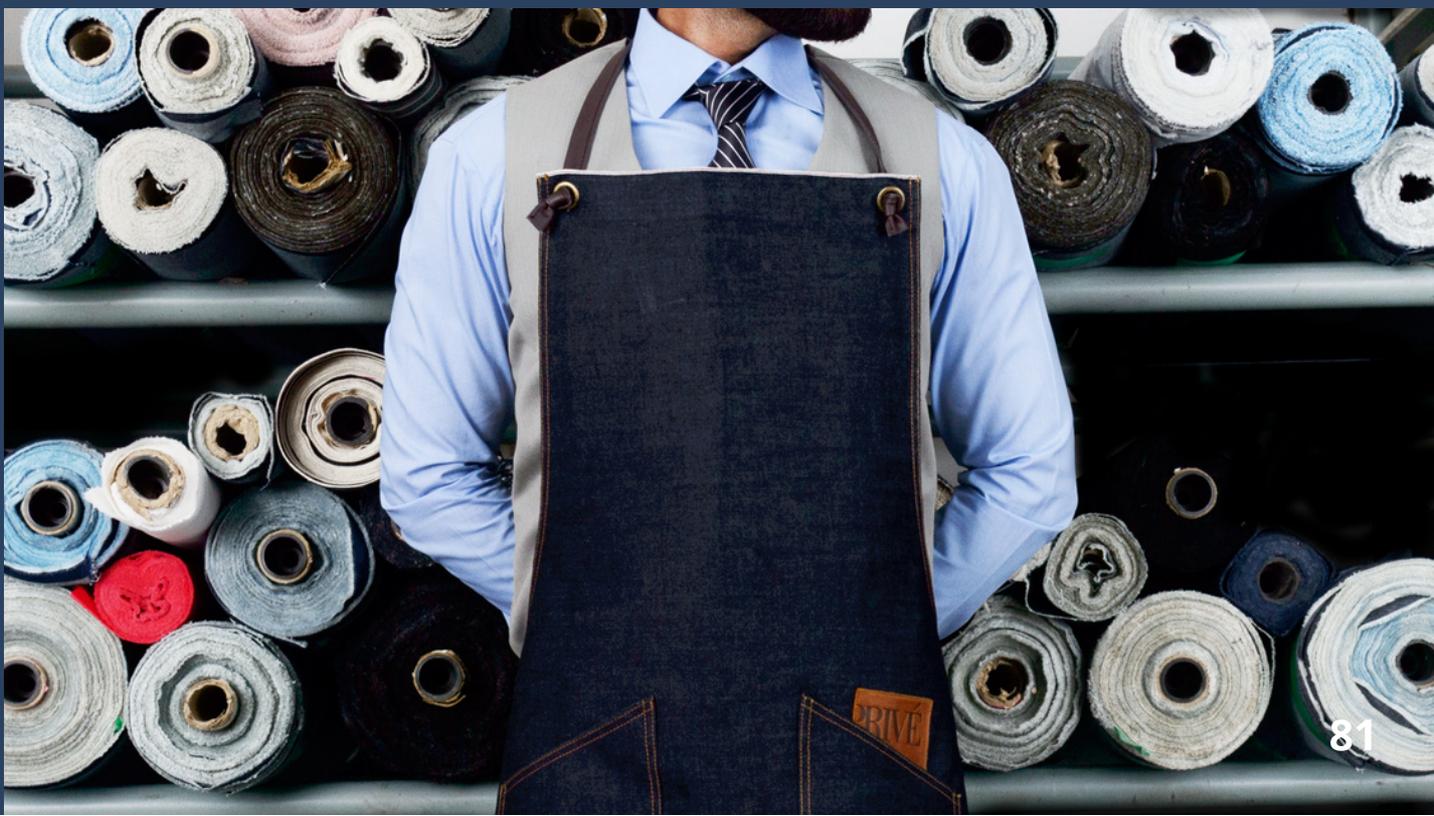
Employee Wellbeing.

We treat all employees like family - our designers in Paris to our facility workers in Karachi. Denim Privé provides funding for free medical clinics and schools throughout the city of Karachi for our employees, their families, and residents. We sponsor education through high school, and the most gifted students complete university through our education program. To view a full list of the programs we support, refer to the Collaboration section below.

To promote the overall well-being of our people, we provide benefits such as free transport, social security, and pension payments, subsidised food at our cafeteria to full-time permanent Denim Privé employees. In addition, employees are supported with health benefits such as free Covid vaccinations.

All Denim Privé employees have access to our in-house Health Centre, where experienced doctors and paramedical staff are available to treat our employees.

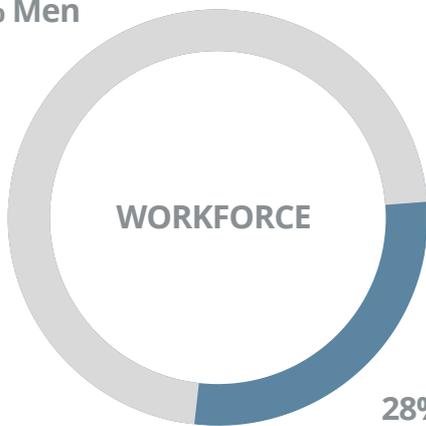
To help support our employees after retirement, Denim Privé enrolls our employees at the Employee Old Age Benefit Institution (EOBI) and contributes every month. In addition, we enroll our employees at the Sindh Employees' Social Security Institution (SESSI) and contribute monthly to support the labour class with benefits such as medical care facilities and cash benefits for workers and their dependents.



Promoting Employee Rights & Business Ethics.

Denim Privé is committed to providing an inclusive work environment where we embrace diversity and ensure equity in our business practices. We provide compensation and opportunities based on merit and skillsets and implement a zero-tolerance policy on discrimination of all kinds. To promote awareness and responsibility, we trained 709 employees this year on anti-harassment, anti-abuse, and anti-discrimination. As a result, in 2021, there were zero incidents of discrimination, human rights violations, corruption, bribery, or business ethics.

72% Men



28% Women

132

female employees were added to the team in 2021

29%

of total new hires were female in 2021

34%

of total turnovers were female in 2021

Denim Privé is committed to equal pay between women and men in similar roles. As of 2021, female managers/supervisors' compensation was 90% of what their male counterparts earned, and female labourers earned 100% compared to their male counterparts. Denim Privé fully supports our employees' right to collective bargaining. There are currently three labour unions representing a total of 120 Kassim employees.



Operational Health and Safety.

Denim Privé is committed to providing employees with a healthy and safe work environment. 100% of our employees are covered by our OHS Committee, which meets monthly to help mitigate health and safety issues, train employees on best practices, prepare for potential emergencies, and prevent OHS incidents before they occur.

To further promote a healthy work environment, the Denim Privé Campus implements an Enhanced IAQ policy based on entryway systems, naturally and mechanically ventilated spaces, filtration, and carbon dioxide monitoring.

In 2021, there were six major OHS incidents, mostly foot, hand, and R/H injuries, and 146 absentee days resulted from the major incidents. No absentee days resulted from minor incidents. The overall injury rate in 2021 was 3.23 (4). There were zero fatalities in 2021. There were no known non-compliances or violations of any applicable OHS regulations in 2021. More information on chemical safety management can be found in the Chemicals section.

In 2021, we provided 158 hours of training specific to OHS issues, such as best practices in chemical handling, fire drills, and incident prevention.

100 %

of our employees are covered
by our OHS Committee

158 hrs

of training specific to OHS
issues were provided in 2021

(4) Calculated as (major injuries / hours worked) x 200,000





COLLABORATION.

Denim Privé understands that great progress is not achieved alone. As we aim to foster cutting-edge innovation, elevate the status quo, and move the entire fashion industry towards a sustainable future, we also engage with our four key stakeholders, industry peers, academic institutions, and progressive organisations to optimise our collective efforts. Internally, we foster a culture of collaboration and inclusivity where a free flow exchange of interdisciplinary ideas spur innovation. We leverage collaboration to develop and drive towards a unified vision of a sustainable fashion industry together.

Strategic Partnerships.

Denim Privé has several strategic partnerships focusing on raising ESG standards in the fashion industry. Below is a list of our strategic partners and a brief description of our collaborative efforts. More information on the innovations mentioned below can be found in the Technology and Innovation.



The University of Bologna is our research partner, and together we develop innovative fashion products such as Photocatalytic Denim, jeans that help clean the air.

LUZPAC

We have collaborated with the Berlin-based fashion house **LUZPAC** to develop DarkLyte, jeans that charge your mobile phone with solar power.



Committed to utilizing the most eco-advanced denim dyeing techniques, we partnered with **Sedo** to introduce the world's most sustainable indigo.

Garmon
Kemin Group

We implemented Blue Snow technology from **Garmon**, which is discussed in greater detail in the Technology section below.



Jointly developed **Kassim x Meryl**, which marks the creation of innovative jeans from yarn that reduces water usage, chemical additives, and energy is also 30% lighter, more breathable, and provides moisture management.



Together with **Bainisha**, we developed the World's First Connected Denim.

École Duperré Paris
Paris Fashion School

Conducted engagements such as the Blue Hands Workshop, wherein Denim Privé's chemist revealed ancient techniques for dyeing fabrics with natural indigo.

Giving Back to the Community.

Denim Privé is committed to building a solid bridge between Academia and Industry. As such, we provide industrial visits to students to provide a clear idea about the practical challenges organizations face in the business world and practical insights that lectures cannot offer.

Denim Privé promotes a learning culture and encourages our employees to enhance their professional skills through certifications and degrees through our educational sponsors, the Aptech Institute and Pakistan Institute of Management.

In 2020, Denim Privé **collaborated with The Indus Hospital and conducted a blood donation drive** to help support our community medical centres.

Associations & External Initiatives.

Denim Privé encourages our suppliers and partners to participate in external ESG initiatives such as collaborative industry initiatives/coalitions, third-party sustainability certifications, and charitable foundations and trusts.

In addition, Denim Privé supports 44 ZMT Clinics for providing medical care to local communities.

A list of all external initiatives can be found below.

Industry Initiatives & Certifications.



Membership Associations.



Foundations and Trusts.



Commitment to Enhancing Collaboration.

Denim Privé is committed to increasing our involvement in collaborative industry initiatives. By 2025, Denim Privé intends to join the SAC as a Corporate Member, joining other leaders in sustainable fashion to advance the Higg Index collaboratively. This full-circle collaboration focuses on tool adoption, transparency, and knowledge sharing to improve ESG performance and benefit all industry stakeholders. In addition, by 2025, we intend to become a Contributor to the ZDHC. ZDHC Contributors are brands, associates, and value chain associates that are collectively the driving force behind the ZDHC Programme and Roadmap to Zero initiative.

In addition to these efforts, we consider our suppliers and customers strategic partners as we work together to better meet our stakeholders' requirements and co-create innovative new products and solutions that benefit the environment and society.

We work directly with our customers to better understand their expectations and co-create unique fashion products. Therefore, our customers are our key collaborators as we develop win-win solutions that align our objectives, long-term success, and impacts.







TECHNOLOGY & INNOVATION.

Denim Privé represents more than just sustainable fashion. We continuously create innovative fashion products that push the limits of possibility to create real, positive impacts. We aim to not only be at the forefront of technology and innovation but to act as the catalyst that moves the cutting-edge forward. In addition to our own innovations, we continuously research and implement emerging technologies that enhance efficiency and reduce impacts. Therefore, technology and innovation are at the heart of not only our approach to sustainability but who we are as a brand.

BLACK BOX.

A culture of collaboration and innovation is engrained in our company DNA, as Denim Privé was designed as a business to advance the relationship between fashion, technology, the environment, and society. Black Box is our dedicated research and development team of creative thinkers, technology experts, and meticulous researchers. Our Black Box team has a dual focus on preserving traditional aspects of quality and function with creative solutions that the fashion industry has never seen before. Together, this balance results in the most advanced and flawless fashion products that are both technologically and environmentally advanced while preserving lasting quality fabric and colour. We refer to these dual qualities as “Modern Vintage.”

Our Black Box team identifies opportunities to eliminate waste and environmental impact at the design stage while focusing on recyclability and biodegradability at the onset of the design process. Our products are geared for the future, and issues such as water and resource scarcity are front of mind.

In addition, our technology team is a source of collaboration and engagement with internal team members and client relationships, as we share ideas, adopt emerging technologies, and create new synergies together that reduce costs and impacts.

Innovation by Denim Privé.



Blue Volt

Our Blu Volt process creates shades of indigo with an innovative spray system that substantially reduces salt and water consumption.

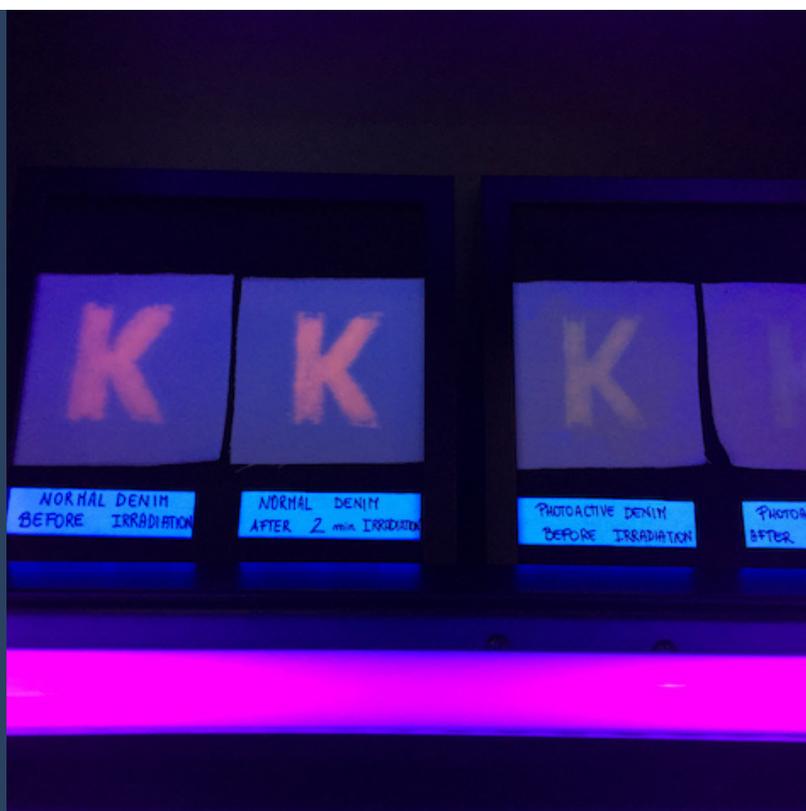
The process also incorporates our patented eco-friendly indigo dye, Endigo, which was developed in partnership with Sedo.

Photocatalytic Denim

Developed with our research partner, the University of Bologna, photocatalytic denim uses nanocomposite technology and sunlight to help eliminate pollutants from the air.

The Unthinkable Jacket

Designed with photocatalytic denim, we made the Unthinkable Jacket, which contains a chip and a corresponding app that calculates and tracks your impacts. We gifted the prototype to 200 industry leaders upon its launch in 2021.



DarkLyte

Developed in collaboration with Luzpac, DarkLyte is denim equipped with solar technology that charges your phone or devices on the go.



3D Denim

Denim Privé utilised 3D printing technology to create 3D-printed denim with flexible and biodegradable materials.



Connected Denim

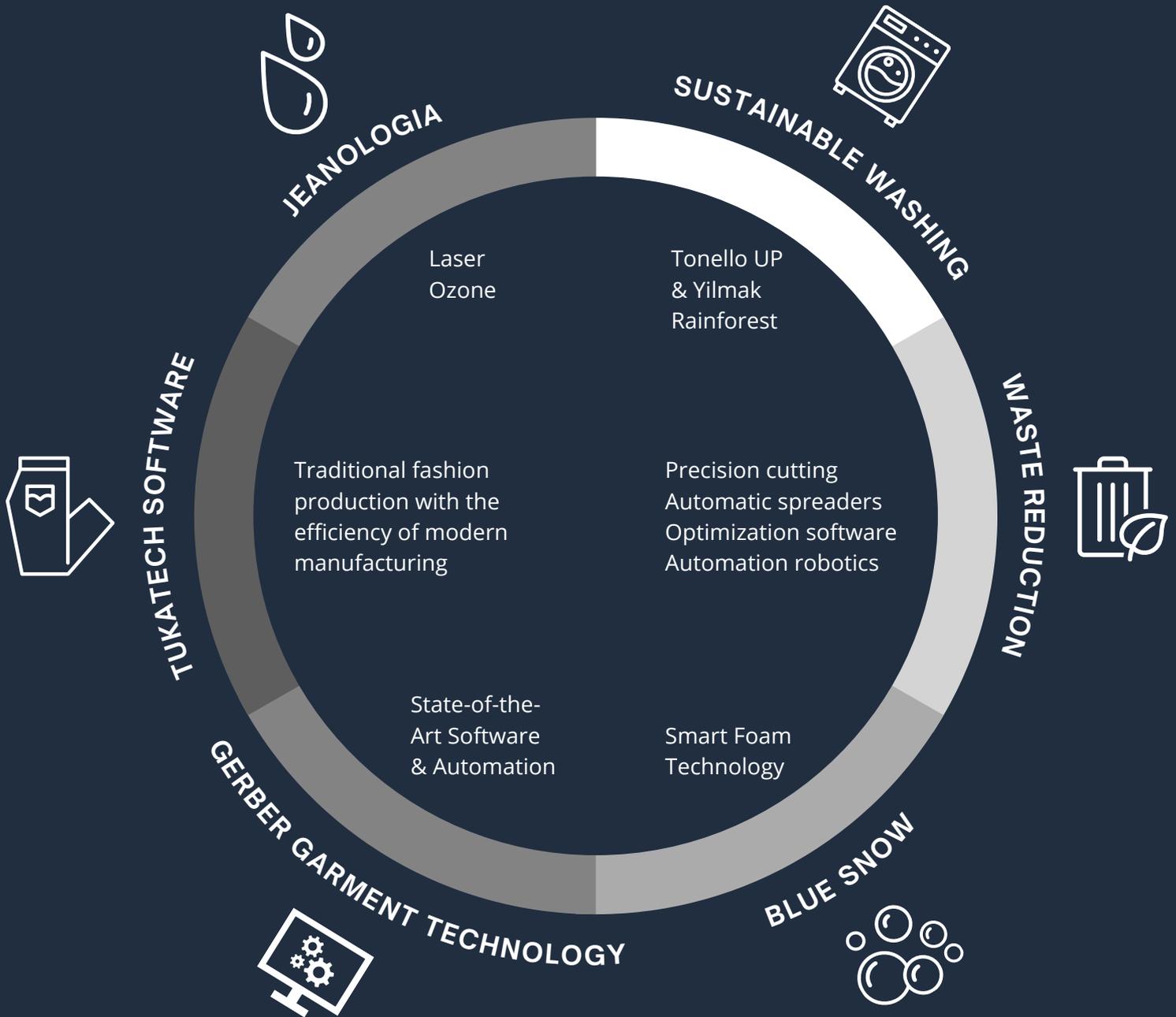
Developed in partnership with Bainisha, The world's first connected denim is equipped with sensors that track movement, position, body temperature, and humidity.

Regenerated Fibre

Denim Privé utilises innovative new fibres in our products such as Refibra, Modal, ECOVERO that are regenerative and ecologically sustainable. Regenerated fibre is created by dissolving the cellulose of plant fibre and regenerating it into fibre through the viscose method.



Technology at Denim Privé.



Technologies are further explained below.

Blue Snow

This sustainable alternative to the traditional washing process reduces water consumption by 80%. The process involves the application of chemicals in Snow Denim through smart foam technology at room temperature. The method also reduces energy consumption and increases productivity.

Reducing Waste through Precision Technology

At Denim Privé, we further conserve resources, reduce waste, and increase efficiency through precision cutting technology, automatic spreaders, optimisation software, and automation robotics.

Sustainable Washing Technology

Our washing processes use Tonello UP and Yilmak's Rainforest technology to dramatically reduce water, steam, and chemical usage while increasing daily production by up to 50-70%. YILMAK Rainforest's Silver Liner can conserve up to 25%, and Tonello Normal can conserve up 22% of water consumption during the washing process.



Gerber Garment Technology

We equipped our operations with the revolutionary Gerber Garment Technology that allows us to maximise efficiency and reduce waste through state-of-the-art software & automation.

Tukatech Software

Tukatech applications combine traditional fashion production's artistry with modern manufacturing's efficiency, culminating in an end-to-end fashion technology powerhouse.

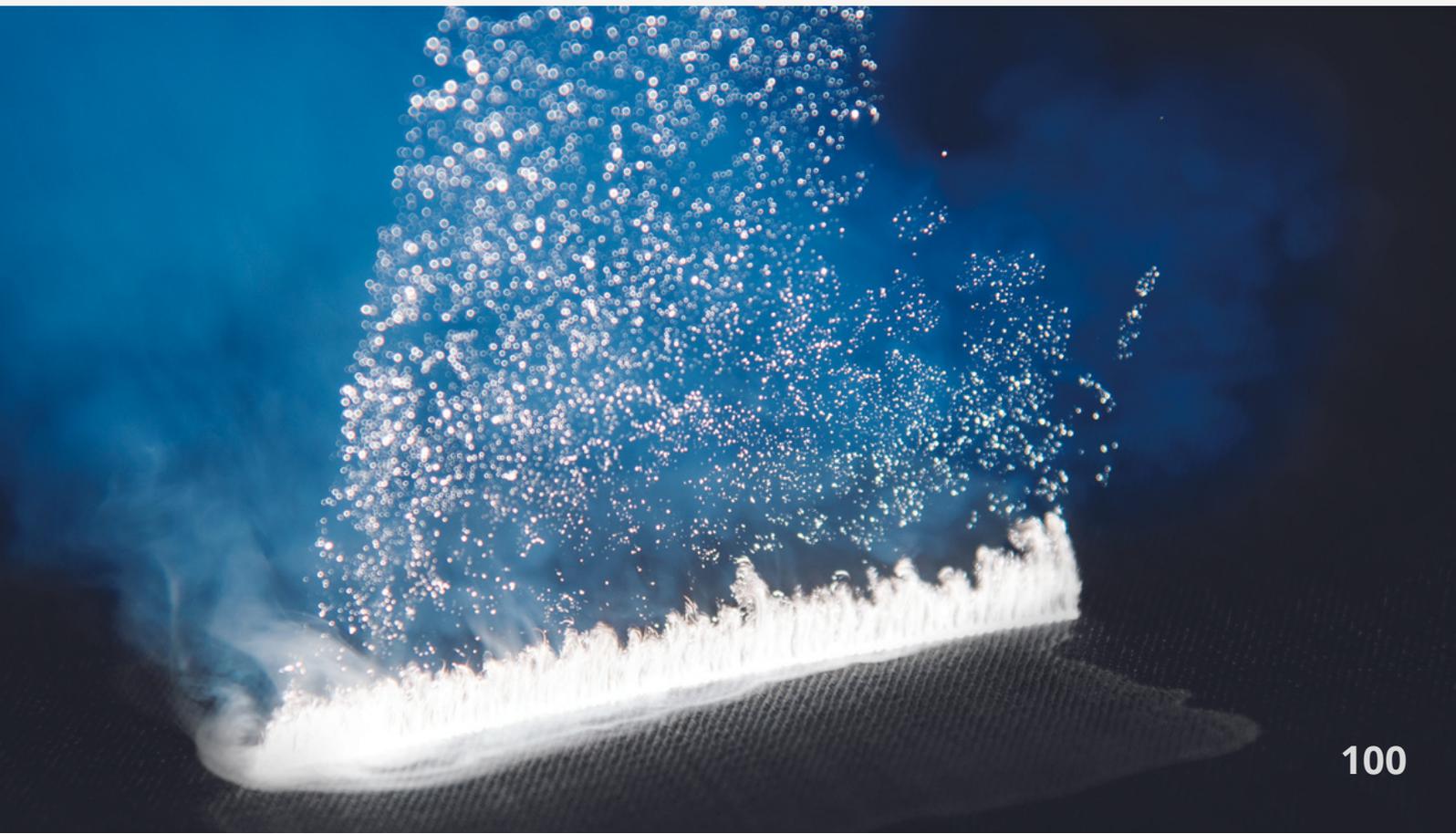
Jeanologia

Ozone

We use Ozone to treat garments through a zero discharge process that significantly reduces water consumption.

Laser

Achieve vintage looks using laser technology, reducing the need for chemical dyes.







OUR RESPONSE TO THE CORONAVIRUS PANDEMIC.

Throughout the coronavirus pandemic, Denim Privé remained committed to the health and well-being of its employees and stakeholders. Despite a 33-working day shutdown, we managed to increase production by 7.3% between 2019 and 2020. Although we faced delays of 860,632 garments, there were zero orders cancelled.

At the Privé Campus, we took precautions such as continually sanitising high-touch and potentially contaminated surfaces, placing 6-foot squares for reference on the ground to promote distancing, and installing handwashing and employee sanitation stations.

100% of our employees have received coronavirus vaccinations. One thousand five hundred eight employees were vaccinated through our in-house campaign.



INDICES.



GRI Content Index

Statement of use: Denim Privé has reported the information cited in this GRI content index with reference to the GRI Standards for the period January 1st to December 31st, 2021.

GRI 1 USED: GRI 1: Foundation 2021

GRI STANDARD: DISCLOSURE; LOCATION (SECTION & PAGE NUMBER)

General Disclosures

GRI 2: General Disclosures

- 2-1 Organizational details; About Denim Privé, p. 9-11
- 2-2 Entities included in the organization's sustainability reporting ; About Denim Privé, p. 9.
- 2-3 Reporting period, frequency and contact point; About This Report, p. 13
- 2-6 Activities, value chain and other business relationships; About Denim Privé, p. 10.
- 2-7 Employees; Our People, p. 78.
- 2-9 Governance structure and composition; About Denim Privé, p. 11.
- 2-14 Role of the highest governance body in sustainability reporting; The report has been reviewed by all the relevant members of the executive management team and the Founder.
- 2-19 Remuneration policies; Employee Wellbeing, p.82.
- 2-20 Process to determine remuneration; Employee Wellbeing, p.82.
- 2-21 Annual total compensation ratio; Employee Wellbeing, p.82.
- 2-22 Statement on sustainable development strategy; Denim Privé, p. 11-12.
- 2-23 Policy commitments; Our Sustainability Philosophy Management & Approach, p.16.
- 2-24 Embedding policy commitments; Our Sustainability Philosophy Management & Approach, p.15-16.
- 2-25 Processes to remediate negative impacts; Our People, p.83.
- 2-28 Membership associations; Commitment to Enhancing Collaboration, p. 90-91.
- 2-29 Approach to stakeholder engagement; Message from the Founder, p. 7.
- 2-30 Collective bargaining agreements; Our People, p. 82.

Material Topics

GRI 3: Material Topics 2021

- 3-1 Process to determine material topics; Materiality: Focusing Our Efforts on What Matters Most, p.18
- 3-2 List of material topics; Materiality: Focusing Our Efforts on What Matters Most, p.19

Economic Performance

GRI 201: Economic Performance 2016

- 201-3 Defined benefit plan obligations and other retirement plans; Our People, p. 81.

Anti-Corruption

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p. 82.

Materials

GRI 3: Material Topics 2021

3-3 Management of material topics ; Waste management, p. 65 - 66.

301-2 Recycled input materials used; Waste management, p. 66.

Energy

GRI 3: Material Topics 2021

3-3 Management of material topics; Our Energy & GHG Strategy, p. 31-32.

GRI 302: Energy 2016

302-1 Energy consumption within the organization; Our Energy & GHG Strategy, p. 31-32, 34-35.

302-2 Energy consumption outside of the organization; Our Energy & GHG Strategy, p. 34-35.

302-3 Energy intensity; Our Energy & GHG Strategy, p. 35.

302-4 Reduction of energy consumption; Our Energy & GHG Strategy, p. 36.

Water & Effluents

GRI 3: Material Topics 2021

3-3 Management of material topics; Our Energy & GHG Strategy, p. 31-32.

GRI 302: Energy 2016

302-1 Energy consumption within the organization; Our Energy & GHG Strategy, p. 31-32, 34-35.

302-2 Energy consumption outside of the organization; Our Energy & GHG Strategy, p. 34-35.

302-3 Energy intensity; Our Energy & GHG Strategy, p. 35.

302-4 Reduction of energy consumption; Our Energy & GHG Strategy, p. 36.

Biodiversity

GRI 3: Material Topics 2021

3-3 Management of material topics ; Biodiversity, p.69.

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; Biodiversity, p.70.

304-2 Significant impacts of activities, products and services on biodiversity; Biodiversity, p.69.

Emissions

GRI 3: Material Topics 2021

3-3 Management of material topics; Our Energy & GHG Strategy, p. 36

GRI 305: Emissions 2016

302-1 Energy consumption within the organization; Our Energy & GHG Strategy, p. 31-32, 34-35.

302-2 Energy consumption outside of the organization; Our Energy & GHG Strategy, p. 34-35.

302-3 Energy intensity; Our Energy & GHG Strategy, p. 35.

302-4 Reduction of energy consumption; Our Energy & GHG Strategy, p. 36.

Waste

GRI 3: Material Topics 2021

3-3 Management of material topics ; Waste, p.65.

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts; Waste, p.67.

306-2 Management of significant waste-related impacts; Waste, p.66-67.

306-3 Waste generated; Waste, p.67.

306-4 Waste diverted from disposal; Waste, p.66.

306-5 Waste directed to disposal; Waste, p.67.

Supplier Environmental Assessment

GRI 3: Material Topics 2021

3-3 Management of material topics; Supply Chain, p. 71.

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria; Supply Chain, p 74.

308-2 Negative environmental impacts in the supply chain and actions taken; Supply Chain, p. 74.

Employment

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p.77.

GRI 401: Employment 2016

401-1 New employee hires and employee turnover; Our People, p.78.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees; Our People, p.80-81.

Occupational health and safety

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p. 83.

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system; Our People, p. 83.

403-2 Hazard identification, risk assessment, and incident investigation; Our People, p. 83.

403-3 Occupational health services; Our People, p. 83.

403-4 Worker participation, consultation, and communication on occupational health and safety; Our People, p. 83.

403-5 Worker training on occupational health and safety; Our People, p. 83.

403-6 Promotion of worker health; Our People, p. 83.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships; Our People, p. 83.

403-8 Workers covered by an occupational health and safety management system; Our People, p. 83.

403-9 Work-related injuries; Our People, p. 83.

Training & Education

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p. 77.

GRI 405: Training & Education 2016

404-1 Average hours of training per year per employee; Our People, p. 79

404-2 Programs for upgrading employee skills and transition assistance programs; Our People, p. 79-80.

Diversity & Equal Opportunity

GRI 3: Material Topics 2021

3-3 Management of material topics ; Our People, p. 82.

GRI 405: Diversity & Equal Opportunity 2016

405-1 Diversity of governance bodies and employees; Our People, p. 82.

405-2 Ratio of basic salary and remuneration of women to men; Our People, p. 82.

Non-Discrimination

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p. 82.

GRI 406: Non-Discrimination 2016

406-1 Incidents of discrimination and corrective actions taken; Our People, p. 82.

Freedom of Association and Collective Bargaining

GRI 3: Material Topics 2021

3-3 Management of material topics; Our People, p. 82.

GRI 407: Freedom of Association & Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk; Supply Chain, p. 74.

Child Labour

GRI 3: Material Topics 2021

3-3 Management of material topics; Supply Chain, p. 74.

GRI 408: Child Labour 2016

408-1 Operations and suppliers at significant risk for incidents of child labor; Supply Chain, p. 74.

Forced or Compulsory Labour

GRI 3: Material Topics 2021

3-3 Management of material topics; Supply Chain, p. 71.

GRI 409: Forced or Compulsory Labour 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor; Supply Chain, p. 74.

Local Communities

GRI 3: Material Topics 2021

3-3 Management of material topics; Social Responsibility, p. 21; Our People, p. 81.

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs; Our People, p. 87-88.

Supplier Social Assessment

GRI 3: Material Topics 2021

3-3 Management of material topics; Supply Chain, p. 71.

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria; Supply Chain, p. 74.

414-2 Negative social impacts in the supply chain and actions taken; Supply Chain, p. 74.

Customer Health & Safety

GRI 3: Material Topics 2021

3-3 Management of material topics; Chemicals, p.52-54.

GRI 416: Customer Health & Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories; Chemicals, p.52.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services; Chemicals, p.52.

Marketing & Labelling

GRI 3: Material Topics 2021

3-3 Management of material topics; Chemicals, p.52.

GRI 417: Marketing & Labelling 2016

417-1 Requirements for product and service information and labeling; Chemicals, p.52.

417-2 Incidents of non-compliance concerning product and service information and labeling; Chemicals, p.52.

SDG Index

SDG GOAL NUMBER: 3

SDG GOAL: Good Health and Well-Being - Ensure healthy lives and promote well-being for all at all ages.

INFORMATION ON HOW WE ARE CONTRIBUTING: Social Responsibility, p. 21; Chemicals, p. 52; Supply Chain, p.74; Our People, p. 81, 83; Our Response to the Coronavirus Pandemic, p. 101

SDG GOAL NUMBER: 4

SDG GOAL: Quality Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

INFORMATION ON HOW WE ARE CONTRIBUTING: Our People, p. 79, 81; Collaboration, p. 87

SDG GOAL NUMBER: 6

SDG GOAL: Clean Water and Sanitation - Ensure availability and sustainable management of water and sanitation for all.

INFORMATION ON HOW WE ARE CONTRIBUTING: Resource Efficiency, p. 20; Sustainable Materials, p. 43; Wastewater Management, p. 46-49; Chemicals, p. 52; Consumption of Water, p. 59-62

SDG GOAL NUMBER: 7

SDG GOAL: Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable and modern energy for all.

INFORMATION ON HOW WE ARE CONTRIBUTING: Energy & Climate, p. 27-35.

SDG GOAL NUMBER: 8

SDG GOAL: Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

INFORMATION ON HOW WE ARE CONTRIBUTING: Our People, p. 82; Supply Chain, p. 74

SDG Index

SDG GOAL NUMBER: 12

SDG GOAL: Responsible Consumption and Production - Ensure sustainable consumption and production patterns.

INFORMATION ON HOW WE ARE CONTRIBUTING: Sustainable Materials, p. 42; Waste Management, p. 65-67.

SDG GOAL NUMBER: 13

SDG GOAL: Climate Action - Take urgent action to combat climate change and its impacts.

INFORMATION ON HOW WE ARE CONTRIBUTING: Climate Change, p. 27; Sustainable Materials, p. 43; Supply Chain, p. 73

SASB Index

TOPIC: Management of Chemicals in Products

SASB CODE: CG-AA-250a.1

ACCOUNTING METRIC: Discussion of processes to maintain compliance with restricted substances regulations.

RESPONSE: Wastewater Management, p. 49

TOPIC: Management of Chemicals in Products

SASB CODE: CG-AA-250a.2

ACCOUNTING METRIC: Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.

RESPONSE: Chemicals, p. 52

TOPIC: Management of Chemicals in Products

SASB CODE: CG-AA-430a.1

ACCOUNTING METRIC: Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.

RESPONSE: 1) 100%, 2) Not disclosed

TOPIC: Environmental Impacts in the Supply Chain

SASB CODE: CG-AA-430a.2

ACCOUNTING METRIC: Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment in products regulations.

RESPONSE: 1) 30%, 2) Not disclosed

TOPIC: Environmental Impacts in the Supply Chain

SASB CODE: CG-AA-430b.1

ACCOUNTING METRIC: Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor.

RESPONSE: 1) 34%, 2) Not disclosed, 3) 34%

SASB Index

TOPIC: Labor Conditions in the Supply Chain

SASB CODE: CG-AA-430b.2

ACCOUNTING METRIC: Priority non-conformance rate and associated corrective action rate for suppliers' labor code.

RESPONSE: 0%

TOPIC: Labour Conditions in the Supply Chain

SASB CODE: CG-AA-430b.3

ACCOUNTING METRIC: Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain in products regulations.

RESPONSE: Supply Chain, p. 73-74

TOPIC: Labor Conditions in the Supply Chain

SASB CODE: CG-AA-440a.1

ACCOUNTING METRIC: "Description of environmental and social risks associated with sourcing priority raw materials in products regulations.

RESPONSE: Sustainable Materials, p. 43

TOPIC: Raw Materials Sourcing

SASB CODE: CG-AA-440a.2

ACCOUNTING METRIC: Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard.

RESPONSE: 87%





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