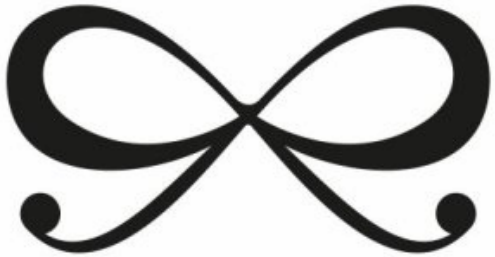

hunkemöller

# GUIDANCE FOR SUSTAINABLE MATERIALS AND PRODUCTION

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# INTRODUCTION

***The Hunkemöller Standards are designed to support our supply chain and to inform our customers. This document is created as guidance for our suppliers to support them and to enable them to meet Hunkemöller's sustainability standards.***

At Hunkemöller, we care about our people, our planet, and our products. Our materials strategy focuses on sourcing all materials — natural, synthetic, and animal based — with environmental and social considerations first. We choose the best and most sustainable materials as much as possible for our products. Whether it is looking at environmental certifications, the compliance to our Ethical Code of Conduct or the traceability of the supply chain, we continuously strive towards improving our production practices and to increase our use of sustainable materials. This Materials Manual thus provides an overview of the main materials used at Hunkemöller and our approach & ambitions to incorporate more and more sustainable materials in our products.

These Hunkemöller standards should be used in conjunction with our:

- Hunkemöller RSL & MRSL

Hunkemöller is committed to responsible chemical management procedures for all products, including accessories attached to garments, prints and packaging materials. We are working to continuously improve and innovate our approach to chemical management. To address harmful chemical use and protect water resources near our production facilities, it is important that we collaborate with suppliers, as well as the broader industry, to innovate wet processing techniques. We are working to fully eliminate hazardous chemicals from wet processing activities by:

- Using safer substances in the materials and processes required to manufacture our products.
- Working with suppliers to uphold best practices in water and chemical management.
- Engaging with industry peers in capacity building activities and a project in chemical management in Bangladesh. We also expect our suppliers to maintain responsible chemical management systems to mitigate chemical risks at the inputs, process, and outputs stages of production. Safer chemical inputs are managed through adherence to our RSL, while Higg FEM Guidelines provide guidance on safer chemical usage in the manufacturing process. Our aim is to set a target to improve each factory's verified FEM score for the chemical module by 2024.

- ## Microplastics

  We recognise the presence of microplastics in our garments made from synthetic materials, as textiles made from synthetic fibres are responsible for microplastic fibre shedding at every stage of their lives: when they are worn, washed, and disposed of. This can be harmful to both humans and the environment, so we are actively working towards eliminating the release of microplastics fibres from our production processes and during laundering. For more information about microplastics and microfiber shedding, please refer to our Hunkemöller Microplastics Policy on our Together Tomorrow webpage.

- ## Animal Welfare

  At Hunkemöller, we have a strict animal welfare policy, meaning that we do not use any material coming from animals. Our leather, feathers and fur are thus synthetic and 100% cruelty free. For more information on this topic, please refer to the Hunkemöller Animal Welfare Policy available on the Together Tomorrow webpage.

  We believe it is not acceptable for animals to suffer in the name of products we make and sell. We support the “Five Freedoms” concept, promoted by the World Organization for Animal Health (OIE). Hunkemöller is committed to ensuring all apparel, accessories, footwear and other products are manufactured in a manner that is not harmful to animals.

  Hunkemöller have adopted a Fur Free Policy and publicly re-affirmed our commitment to being a fur-free retailer as a member of the Fur Free Alliance.

# Hunkemöller Material ranking

| INNOVATION | RESPONSIBLE | REGULAR | TO BE PHASED OUT | WE AVOID |
|---|---|---|---|---|
| •Regenerative Cotton<br>•Recycled Cotton | •Organic Cotton<br>•Traceable Better Cotton | •Better Cotton Mass Balance | •Conventional Cotton | |
| | •Hemp<br>•Kapok | | | |
| | •Organic Linen | •Linen | | |
| •Recycled Viscose | •LENZING™ ECOVERO™ | •FSC Bamboo viscose | •Conventional man-made cellulosic | |
| | •Responsibly mined metal<br>•Recycled metal | •Metal | | |
| •Biobased Polyester | •Recycled Polyester | | •Virgin Polyester<br>•Recycled polyester from PET | |
| •Biobased Polyamide | •Recycled Polyamide | | •Virgin Polyamide | |
| •Biobased Elastane | • Recycled Elastane | •Virgin Elastane | | |

| | | | |
|---|---|---|---|
| •Recycled Foam<br>•ECO/Bio-foam | •BioPrefered foam | •Foam | |
| •Water-based PU coating<br>•rPVB | •Recycled backed PU leather | •PU leather | •Leather |
| •Organic Latex | •Natural Latex<br>•Blended Latex | •Synthetic Latex | |
| •Biobased Fake Fur | •Recycled Synthetic Fake Fur | •Synthetic Fake Fur | •Fur |
| •Natural rubber | •Recycled TPR | •TPR | |
| •Recycled Polycarbonate | | •Polycarbonate | |
| •Biobased EVA<br>•Recycled EVA | | •EVA | |
| | •Recycled Acrylic | •Acrylic | |
| | | | •Down<br>•Wool<br>•Mohair<br>•Angora |
| | | | •Silk<br>•Bone, horn, shell (including mother of pearl) & teeth |

| TARGET | PROGRESS |
| --- | --- |
| 40% of our products will contain more sustainable materials by 2025 | 30% of our products contained more sustainable materials over the year 2022 |
| We aim to source 100% of our cotton as more sustainable by 2025 | |
| 100% of our materials are sourced from suppliers with Standard 100 by OEKO-TEX® or that are Bluesign®-approved by 2023. | All materials used, within Scope of Standard 100 by OEKO-TEX, are certified |
| Have full insight into the chemical management and chemicals used in our supply chain by 2030 | |
| 100% of water leaving our wet processors will be monitored and filtered for hazardous chemicals by 2030 | |

# NATURAL BASED MATERIALS


COTTON

## About Cotton

Cotton currently represents over a third (36,5%) of the global fibre demand and is the most widely used textile fibre. However, its production requires the vast use of fertilisers and pesticides, as well as an unsustainable use of water. Many instances of forced labour and child labour have also been recorded in cotton plantations, which in turn raises important sustainability issues, both on the social and environmental sides.

## What are we doing at Hunkemöller?

Hunkemoller is a proud member of Better Cotton. Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Better Cotton is sourced via a system of mass balance and is not physically traceable to end products. As of 2024, Better Cotton will be our minimum standard for cotton in our products. We aim to source 100% of our cotton as more sustainable by 2025. We will do this by replacing virgin Better Cotton material with traceable Better Cotton, recycled cotton and organic cotton.

## More sustainable alternatives to conventional cotton

### BETTER COTTON MASS BALANCE

Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Through its implementing partners, Better Cotton trains farmers to use water efficiently, care for soil health and natural habitats, reduce use of the most harmful chemicals and respect workers' rights and wellbeing. Better Cotton is sourced via a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to end products. BCI cotton is not considered to be environmentally friendly *per se*, because BCI cotton farmers are allowed to use pesticides and genetically modified seeds; BCI farmers are however encouraged to find more water efficient and productive methods for cotton cultivation.

### ORGANIC COTTON

Organic cotton is grown using methods with low impact on the environment, cultivated without fertilisers and the seeds are not genetically modified. Organic cotton also uses 91% less water than conventional cotton and represents 46% less CO2 emissions.

### RECYCLED COTTON

Recycled cotton is a natural material made of cellulose fibres extracted from renewable resources like cotton waste gathered from second-hand clothing or leftover cotton production. However, recycled cotton is often blended with other fibres to increase its strength and longevity.

### REGENERATIVE PRODUCTION OF COTTON

Regenerative agriculture promotes soil health and aims at restoring organic carbon in soil. These practices include the use of cover crops, the restoration of organic carbon in the soil, reducing the use of water and other inputs like fertilisers and the protection of land against deforestation. Adopting these practices thus ensures that the land used to grow cotton remains healthy enough to grow the crop year after year, rather than degrading over time. By focusing on regenerative agricultural practices in cotton farming today, we can improve the health of the land we will use for decades to come.

Hunkemöller supports the development of regenerative supply chains for cotton and encourages the use of regenerative cotton in our products. There is still however much to learn about the benefits of regenerative agriculture since each material is unique, and practices vary by crop and region. To better understand the science, scale supply and source of regenerative materials, we will be further researching regenerative practices for cotton key materials.

## Alternative fibre options

To mitigate land use issues and promote soil health and efficient water consumption, we are exploring alternative natural fibres that may have a lower environmental impact than cotton. For example, integrating hemp, flax or linen in blends presents an opportunity to use a less water-intensive crop that also requires fewer chemicals and less land use for cultivation. We will continue to research the potential uptake of alternative fibres with potential to go beyond limiting loss of biodiversity and move toward restoration and transformation.

### LINEN

Linen has an inherently very low environmental footprint – suppliers are encouraged to offer linen materials as cotton alternatives, to improve the sustainability of our products. For more information on Linen, see ‘Linen’ section.

### HEMP

Hemp is a natural plant fibre and is usually considered a preferred material with less harmful environmental impact than cotton for instance. It is a strong and durable fibre, and hemp production uses significantly less chemicals than cotton, as it is a fast-growing plant that does not need pesticides or fertilisers.

## COTTON

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| •Regenerative Cotton | **e.g. RADDIS** | •Organic Cotton | **GOTS** | •Better Cotton Mass Balance | **BETTER COTTON** |
| •Recycled Cotton | **GRS, RCS** | •Traceable Better Cotton | **BETTER COTTON** | | |
| | | •Cotton in conversion | | | |

## ALTERNATIVE MATERIALS

•Hemp

•Kapok

| AIM | PROGRESS |
|---|---|
| We aim to source 100% of our cotton as more sustainable by 2025 | As of 2024 – all cotton will be sourced through the Better Cotton Mass balance system |
| We aim to source 20% of our cotton as recycled or organic by 2026 | |

# HUNKEMÖLLER REQUIREMENTS

We strive toward using more sustainable cotton materials in our collections, such as organic cotton, BCI cotton, regenerative cotton, or cotton with recycled content. Our organic cotton is either sourced as certified organic cotton (Organic Content Standard, OCS, or Global Organic Textile Standard, GOTS); more sustainable cotton is Better Cotton, recycled cotton, regenerative cotton, or transitional cotton – also called cotton in conversion (transitional cotton is produced by farmers during the time of conversion to organic certification, usually 3 years). Better Cotton is our baseline standard for cotton. In case any difficulties occur in sourcing cotton through the Better Cotton system, please elaborate and inform Hunkemöller about alternatives, as every step towards more sustainable materials are supported.

Environmental requirements

The cotton used in Hunkemöller products must not cause or contribute to the loss of natural ecosystems. To ensure that no sourcing activities are linked with deforestation, land conversion or the degradation of natural ecosystems, we only source from producers who comply with internationally recognised environmental governance standards, as well as the requirements set out in the Hunkemöller Ethical Code of Conduct and Environmental Strategy. Suppliers must adhere to all requirements and adopt & implement sustainable sourcing practices. Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemoller Ethical Code of Conduct. Suppliers indeed need to ensure that internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

We do not source cotton from high-risk countries. Indeed, no cotton should be sourced from Uzbekistan, Syria, Turkmenistan, and the Chinese province of Xinjiang – or any other countries considered as high-risk countries for child/forced labour in the cotton production. Suppliers should be prepared to show evidence of their compliance and the compliance of their sub-suppliers.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its cotton supply chains. In this context, suppliers are required to provide Hunkemöller with information to enable an assessment of potential sourcing risks - from the origin of the raw materials all the way to the finished products This must include:

- Name and location of textile weaving/knitting manufacturer
- Name and location of textile dyeing manufacturer
- Location (country, area) or origin of the cotton (i.e., U.S.A. / California)

LINEN

## About Linen

Linen has an inherently very low environmental footprint – suppliers are encouraged to offer linen materials as cotton alternatives, to improve the sustainability of our products. Despite this there are negative environmental impacts in terms of chemical usage in the retting process along with the bleaching of fibre to achieve pure white linen. With environmental impacts largely stemming from chemical usage, these impacts can be mitigated with certifications from BlueSign™, OEKO TEX STeP™ and OKEO TEX 100.

## What are we doing at Hunkemöller?

As of 2024, we are going to work with linen as it is a more sustainable material to others such as cotton, we will aim to increase our use of linen in our products in alignment with our goal to increase our use of more sustainable materials.

## More sustainable alternatives for Linen

### GOTS LINEN

Availability of organic certified linen is currently very low – flax is a short-cycled rotation crop and that to obtain organic certification farmers need to be aligned with the standard for all the crops in the rotation. Wherever possible, sourcing GOTS and OCS certified linen is preferred – but difficulties in sourcing certified linen should not be a reason not to source it – even conventional linen is a preferred material.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| •Organic Linen | **OCS, GOTS** | •Linen | | | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

Hunkemöller is committed to sourcing the most sustainable materials. Wherever possible, sourcing GOTS and OCS certified linen is preferred. Suppliers must provide OEKO-TEX Eco passport or OEKO-TEX STeP from fibre mill and OEKO-TEX 100 standard for fabric assuring that the fibre input and textile end product are checked for harmful chemicals and hazardous substances within the supply chain.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its supply chains. In this context, suppliers are required to provide Hunkemöller with information to enable an assessment of potential sourcing risks - from the origin of the raw materials all the way to the finished products. This information must include:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile weaving/knitting manufacturer
- Location (country, area) or origin of the flax

# NATURAL MAN-MADE POLYMERS


VISCOSE

## About Viscose

Viscose is a commonly used cellulosic fibre made from dissolved wood pulp, sometimes sourced from endangered forests like the Canadian and Russian Boreal Forests and many others. Forests are home to 80% of the world's terrestrial biodiversity and help stabilise the climate by absorbing carbon dioxide. Therefore, it is important to protect our ecosystems and assure viscose production is not contributing to deforestation. Within the production of viscose, lots of chemicals are used to dissolve the pulp and to obtain a finished filament, and these chemical substances and gases produced during the process can potentially harm the environment and the workers. Alongside this, dissolving-pulp wastes approximately 70% of the tree and is a chemically intensive manufacturing process.

## What are we doing at Hunkemöller?

At Hunkemöller, viscose is used for fabrications in our nightwear. As of 2024, of our all viscose is either from suppliers with FSC certifications, used in our bamboo tops, or LENZING™ ECOVERO™ used in all other viscose applications. We want to move forward incorporating more sustainable viscose in our products and therefore aim to source 100% of our viscose as more sustainable by 2025.

## More sustainable alternatives to conventional viscose

### BAMBOO BASED VISCOSE

Besides viscose from wood pulp, there is also viscose that originates from bamboo timber. Bamboo is an abundant and natural resource. It is the world's fastest growing woody plant, growing at a rate of 90cm per day, depending on variety, and does usually not require fertilisers or irrigation to grow. Compared to an equivalent tree mass, bamboo produces 35% more oxygen and research has shown that bamboo can absorb as much as 12 tons of carbon dioxide per hectare per year. Compared to cotton cultivation, bamboo needs much less water; rainwater is sufficient for it to grow.

Bamboo also shares comparable sustainability issues, with pulp sometimes sourced from endangered forests, and high levels of chemicals used in the production processes. Similarly to conventional viscose, and although bamboo is a plant and not a tree, it can follow alike recommendations as that of viscose. Mitigating these issues with bamboo is possible and at Hunkemöller we use bamboo fibres from FSC certified suppliers, and which are also OEKO-TEX certified.

## LENZING™ ECOVERO™

Derived from certified and controlled wood sources and produced with significantly lower fossil energy use and water than generic viscose, LENZING™ ECOVERO™ branded viscose fibres are certified with the internationally recognised EU Ecolabel for textile products (license no. AT/016/001). This label of environmental excellence is only awarded to products and services, which have a significantly lower environmental impact throughout their lifecycle: from raw material extraction, to production, distribution and disposal.

## FSC BAMBOO

Bamboo is often touted as an eco-friendly alternative to wood. When it's harvested sustainably such as FSC Certified, it is a more sustainable alternative viscose being the fastest-growing woody plant on Earth. Bamboo viscose made from FSC certified bamboo timber ensures that the raw material used for creating the bamboo viscose fibre come from responsibly managed forests that provide environmental, social, and economic benefits.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard | TO BE PHASED OUT | standard |
|---|---|---|---|---|---|---|---|
| •Recycled Viscose | **GRS, RCS** | • LENZING™ ECOVERO™ | **LENZING** | •FSC Bamboo viscose | **FSC** | •Conventional man-made cellulosic | |

| AIM | PROGRESS |
|---|---|
| We aim to source 100% of our viscose as more sustainable by 2025 | As of 2024, all viscose is from certified FSC Bamboo viscose suppliers and LENZING™ ECOVERO™ |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

Hunkemöller is committed to sourcing from suppliers that are committed to protecting ancient and endangered forests and source from verified sustainable wood pulp sources. FSC certification forest management certification is in line with Hunkemöller's commitment to sustainable management and avoiding destructive forest practices such as illegal logging and natural forest conversion to other uses. Second preference for certified viscose is PEFC certifications, also ensuring environmental, social and governance requirements. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

For viscose, suppliers must provide OEKO-TEX Eco passport or OEKO-TEX STeP from fibre mill and OEKO-TEX 100 standard for fabric assuring that the fibre input and textile end product are checked for harmful chemicals and hazardous substances within the supply chain.
All our suppliers must be able to provide a valid water & sludge test report from the fibre mill to assure safe chemical waste management in production facilities.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its cellulosic fibre supply chains. In this context, suppliers are required to provide Hunkemöller with information to enable an assessment of potential sourcing risks - from the origin of the raw materials all the way to the finished products. This information must include:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile weaving/knitting manufacturer
- Name and location of fibre producer
- Country of pulp producer(s)

# OTHER MAN-MADE MATERIAL


METAL | ZINC

## About Metal

Mining for metal ores is a driver of deforestation and forest degradation. Biodiversity is often impacted by mining through changing landscapes, soil quality and habitat loss. With changes in soil quality, hazards are more prevalent. Mining poses environmental, social, and public health risks and therefore has significant sustainability impacts in its conventional production. Metal (aluminium, steel, zinc and more included) is a fully recyclable material, giving it circularity in its end of use. All types of zinc-containing products are recyclable, and zinc is recycled at all stages of production and use. Approximately 70% of the zinc produced worldwide originates from mined ores while the remaining 30% comes from recycled or secondary zinc.

## What are we doing at Hunkemöller?

We use metal components in many of our products from clasps and underwire to accessories. In our Josefina bra we introduced the use of recycled metal components using 38% pre-consumer recycled zinc. We want to move forward incorporating more certified recycled components into our products.

## More sustainable alternatives to conventional metal

### RECYCLED METAL

Recycled aluminium and steel only require 5% of the energy of the original primary production process. This gives environmental benefits such as contributing to mitigating climate change and saving precious natural resources.

### IRMA METAL

Responsibly mined metal certified by IRMA minimises harm to the environment and ensures socially responsible practices for workers and communities. The standard addresses traceability within the supply chain, environmental principles, social requirements and managing positive legacies.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| | | •Responsibly mined metal<br>•Recycled metal | **IRMA**<br>**GRS, RCS** | •Metal | |

| AIM | PROGRESS |
|---|---|
| We aim to source our metal trims made from Responsibly mined metal, industry recycled metal or certified recycled metal | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled metal when possible. Suppliers should propose recycled metal as preferred sources over conventional metals. Hunkemöller's commitment to sustainable management and avoiding destructive forest practices includes natural forest conversion to other uses such as mining for metal. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed, need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. Suppliers should propose responsibly mined metal as preferred sources over conventional metals, certifications such as IRMA guarantee socially responsible practices for workers and communities.

Governance requirements

Manufacturers must disclose all relevant information on the origins of the metal used in Hunkemöller products and ensure complete transparency and traceability of all process steps along the supply chain. This will enable us to do an assessment of the potential sourcing risks involved. This information must include:

- Name and location of finished product manufacturer
- Name and location of metal producer
- Country of origin of metal ore

# SYNTHETIC MAN-MADE POLYMERS


POLYESTER

## About Polyester

Polyester is a highly demanded man-made fibre made from fossil fuels derived from petroleum. The extraction of petroleum destroys natural habitats and is a non-renewable source. Because polyester is an oil-based plastic, it does not biodegrade like natural fibres and if the factories producing polyester do not have adequate wastewater treatment systems, some potentially dangerous gases and chemicals can be released, which is in turn harmful for the environment and the workers.

## What are we doing at Hunkemöller?

At Hunkemöller, polyester is used for fabrications in our bras, panties, and nightwear. Polyester makes up the bulk of Hunkemöller material use and carbon impact, which is why using more sustainable polyester is important to us. We use REPREVE recycled polyester in our products, made from fibres coming from recycled plastic bottles. Compared to making virgin fibres, the making of REPREVE recovers waste to make our land, oceans, air and natural resources sustainable for the next generation.

## More sustainable alternatives to virgin Polyester

### RECYCLED POLYESTER

Recycled polyester is almost the same as virgin polyester in terms of quality, but its production requires 59% less energy compared to virgin polyester. Moreover, recycled polyester utilises waste and helps reduce dependence on petroleum by melting down existing polyester and re-spinning it into new polyester fibre. Recycled polyester is often made from old PET bottles and food packaging. This way, recycling old PET bottles prevents its waste from ending up in landfills. Nonetheless, although recycled polyester is a more sustainable alternative to regular polyester, it is important to keep in mind once these PET bottles are taken as feedstock for clothing, they exit a relatively closed loop (bottle recycling into new bottles is a well-established system worldwide) and have limited end recyclability as garments.

### BIOBASED POLYESTER

Hunkemöller supports the use of recycled synthetic fibres but also bio-derived feedstock, such as sugar based raw materials, to avoid our reliance on virgin petroleum. Even though we currently do not use biobased polyester in our products, we are exploring biobased sources since they align with our broader goal to use more sustainable materials, including recycled polyester and recycled nylon. We are however aware that farming crops like sugarcane to produce biobased polyester has its own environmental footprint.

| INNOVATION | standard | RESPONSIBLE | standard | TO BE PHASED OUT | standard |
|---|---|---|---|---|---|
| •Biobased Polyester | **BioPreferred®** | • Recycled Polyester | **GRS, RCS, REPREVE** | •Virgin Polyester<br>•Recycled polyester from PET | **GRS, RCS** |

| AIM | PROGRESS |
|---|---|
| We aim to source 80% of our Polyester as more sustainable by 2026 | |
| We aim to replace 10% of our Polyester with biobased or natural materials by 2026 | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled polyester from fibre origin rather than PET when possible. Suppliers should propose recycled polyester as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled polyester is Global Recycling Standard (GRS) certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. We are exploring biobased sources of polyester since they align with our broader goal to use more sustainable materials and move away from petrol-based synthetics. Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance Requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile weaving/knitting manufacturer
- Country of origin of synthetic polymer producer (chips)

# POLYAMIDE

## About Polyamide

Polyamide, most known as nylon, is a petroleum-based synthetic made from non-renewable resources in an energy-intensive process of condensation polymerisation. Polyamide is often used in activewear and swimwear, as it is water resistant and quick drying. The polyamide production process releases nitrous oxide, a greenhouse gas that is 300 times more potent than carbon dioxide, contributing towards climate change, impacting the health of workers, and the community populations nearby industrial sites.

## What are we doing at Hunkemöller?

At Hunkemöller, polyamide (nylon) is one of our main materials used for fabrications in our lingerie, swimwear, and sportswear. We make it a priority to use as much recycled polyamide as possible. We thus will continue to explore ways in which we can incorporate more recycled polyamide in our garments.

## More Sustainable Polyamide

### RECYCLED POLYAMIDE

Recycled polyamide is a more sustainable alternative to virgin polyamide. It is made from pre- and post-consumer waste, like old fishing nets, tights, carpets etc. In comparison to virgin polyamide, the production process uses much fewer resources like water and energy. ECONYL® is made of polyamide waste from landfills and oceans in a closed-loop process and is infinitely recyclable. According to its manufacturer, Aquafil, ECONYL® avoids approximately 50% of carbon dioxide emissions and uses approximately 50% less energy compared to virgin polyamide yarns. Aside from ECONYL there are standards that track recycled polyamide through the supply chain, including the Recycled Claim Standard (RCS), Global Recycled Standard (GRS).

### BIOBASED POLYAMIDE

Bio-based polyamide uses renewable feedstocks, like Fulgar's EVO® made from 100% castor oil instead of petroleum. Even though we currently do not use biobased polyamide in our products, we are exploring biobased sources since they align with our broader goal to use more sustainable materials and move away from petrol-based synthetics. United States Department of Agriculture's (USDA's) BioPreferred® program ensures verification of the biobased content in Polyamide.

| INNOVATION | standard | RESPONSIBLE | standard | TO BE PHASED OUT | standard |
|---|---|---|---|---|---|
| •Biobased Polyamide | **BioPreferred®** | • Recycled Polyamide | **GRS, RCS** | •Virgin Polyamide | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled polyamide when possible. Suppliers should propose recycled polyamide as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled polyamide is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. We are exploring biobased sources of polyamide since they align with our broader goal to use more sustainable materials and move away from petrol-based synthetics. Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile weaving/knitting manufacturer
- Country of origin of synthetic polymer producer (chips).


ELASTANE

## About Elastane

Elastane is an entirely synthetic material made from by-products of petroleum and/or natural gas. The manufacturing process of synthetic yarns includes chemical polymerisation, drying into chips, and the liquification of the chips prior to a melt spinning process. It is a very stretchy and lightweight material, mainly used blended with other materials to increase stretchability. Spandex breakage/damage is a severe problem and common phenomenon during stretch fabric processing. Sometimes spandex issues are not detected during fabric manufacturing or fabric processing, but it comes out more prominently after garments wash, leading to production issues.
There are several sustainability issues associated with conventional synthetic fibres, including the use of fossil fuels as their raw material feedstock (a non-renewable resource), the amount of carbon emissions released during production, as well as chemical, energy, and water use. Furthermore, synthetic fibres shed microplastics and there are end-of-life issues, as they do not biodegrade.

## What are we doing at Hunkemöller?

Across our different product categories, elastane is a commonly used material necessary to add stretch to products. In our Josefina bra we introduced the use of recycled elastane within different components like our lace and elastic straps. In acknowledgment of the sustainability issues, Hunkemöller supports the use of recycled elastane fibres or bio-derived feedstock to avoid the dependency on virgin fossil resources.

## More sustainable alternatives to Elastane

### RECYCLED ELASTANE

Recycled elastane is produced from production waste, The waste is collected from production lines and then reincorporated into the raw-material production stage. By using recycled elastane, waste is diverted from landfills and reused in products.

### BIOBASED ELASTANE

Bio-derived elastane is made by replacing between 30-70% of petroleum-based resources with bio-based raw materials, often derived from industrial field corn. With this the carbon footprint is reduced by 20-50% as compared to the production of virgin elastane. Even though we currently do not use biobased elastane in our products, we are exploring biobased sources since they align with our broader goal to use more sustainable materials. We are however aware that farming crops like field corn to produce biobased polyester has its own environmental footprint.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| •Biobased Elastane | **BioPreferred®** | • Recycled Elastane | **GRS, RCS** | •Elastane | |

| AIM | PROGRESS |
|---|---|
| We aim to exclude the use of elastane within our fabrications and products where possible, when this is not deemed required for quality, fit and product performance | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled elastane when possible. Suppliers should propose recycled elastane as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled elastane is Global Recycling Standard (GRS) or RCS certified, guaranteeing recycled content, responsible social, environmental, and chemical practices in the production processes. Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of textile weaving/knitting manufacturer
- Country of origin of synthetic polymer producer (chips)

# POLYURETHANE

## About Polyurethane

Polyurethane (PU) is an oil-based synthetic material made of thermoplastic polymers consisting of a chain of organic units joined by urethane links. It is widely used in flexible and rigid foams, durable elastomers, coatings, and sealants. Over three quarters of the global consumption of polyurethane products is in the form of foams, which is used in bra cups.

Polyurethane is also laminated onto a base to give a leather or latex look-alike finish. Once laminated, the fabric is either left plainly coated to imitate latex, or a textured finish, often via stamping, is added.

Because they are both oil-based plastics, they do not biodegrade like natural fibres. The production process can also release volatile organic compounds and contribute to indoor air pollution impacting the health of workers.

## What are we doing at Hunkemöller?

We recently introduced bio preferred foam into our Josefina, our most sustainable bra to date, containing 31% biobased content. We are looking to expand this further into other styles with the number of foam bra cups used in Hunkemöller products.

We mainly use PU imitation leathers and latex in our Private line and accessories. We strive towards using more sustainable Polyurethane alternatives in the future using recycled backings wherever possible.

## About Polyurethane coated fabrics

Polyurethane coated fabrics include artificial leather and imitation latex. Artificial leather can be considered as an ethically friendly alternative to genuine leather, but Polyurethane still represents sustainability issues, because of all the chemicals used to glue the different layers together. With the lamination of different materials, Polyurethane's recyclability is largely limited causing further environmental issues. Also, traditional fossil-based Polyurethane is not biodegradable; the coating material can take up to 200 years to degrade completely.

## More Sustainable PU coated fabrics

### WATER-BASED PU COATING

A more sustainable alternative to a solvent-based PU coating used in regular Polyurethane is a water-based PU coating. PU coating are typically solvent-based rather than water-based. This causes a lot of harm because solvent-based coatings release VOCs (Volatile Organic Compounds) when applied. Water-based PU coatings certified by Bluesign® further mitigate the released VOCs, ensuring production processes that meet the strictest environmental and worker safety standards.

### RECYCLED BACKING

With PU fabrics always needing a knitted or woven backing, using a more sustainable backing fabric mitigates negative environmental impacts. Recycled polyester fabric with PU coating is a more sustainable option to virgin polyester backing. As recycled polyester is almost the same as virgin polyester in terms of quality, but its production requires 59% less energy compared to virgin polyester. Moreover, recycled polyester utilises waste and helps reduce dependence on petroleum by melting down existing polyester and re-spinning it into new polyester fibre.

### RECYCLED POLYVINYL BUTYRAL

A more sustainable alternative to PU is rPVB coatings. PVB refers to Polyvinyl Butyral (PVB), which can be found in safety glass from the automobile and architectural industry. Recycled Polyvinyl Butyral (rPVB) reduces waste, carbon emissions and landfill. For every tonne of rPVB produced, up to 17 tonnes of CO2 and 53 tonnes of water consumption is saved. Scrap safety glass is collected, broken down and purified, this creates rPVB resin pellets. The pellets are then processed into material that is similar in texture to leather and PU coatings. rPVB Leather can also be GRS (Global Recycled Standard) certified, reflecting a commitment to environmentally friendly and socially responsible production processes, and ensuring the content of the material to be recycled.

## About PU Foam

Polyurethane is the base material to create foam which is commonly used in bra cups. The Polyurethane foam is moulded into a cup using heat and laminated with synthetic fabrics. The production process can release volatile organic compounds and contribute to indoor air pollution impacting workers health.

## More Sustainable Foam

### BIO PREFERRED FOAM

Bio preferred foam is foam made partially using bioplastics. With a reduction in the amount of oil-based raw materials, Bio preferred Foam is produced with no less than 30% organic ingredients, such as vegetable oil. However, this foam is still made with oil-based raw materials and is therefore not biodegradable. Foam certified the United States Department of Agriculture's (USDA's) BioPreferred® program ensures verification of the biobased content.

### ECO/BIO-FOAM

BioFoam® and ECO foam are more sustainable foams made from polylactic acid and can often be industrially composted. The foam is made from bio-derived feedstock - such as sugar based raw materials - and avoids reliance on virgin petroleum. With composability, bio foam does not contribute to the number of textiles ending up in landfill especially when the required properties of the foam minimise possibilities for recycling. Foam certified the United States Department of Agriculture's (USDA's) BioPreferred® program ensures verification of the biobased content ensuring the foam is fully biobased and compostable.

### RECYCLED FOAM

Recycled content foam is a more sustainable alternative to conventional foam. Despite being more sustainable than conventional foam, recycled foam still has environmental impacts based on the content of recycled feedstock within the foam. Currently 100% recycled foam is only possible when recycled PET is used. This process downcycles and removes PET from closed loop systems. With lower content recycled foam, recycled polyester can be used in combination with new polyester and Polyurethane. Recycled foam can be certified by The Global Recycled Standard (GRS) assuring that foam has tracked production and has verified content of recycled materials in the foam or final product. The standard addresses traceability within the supply chain, environmental principles, social requirements, chemical content, and labelling.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| •Recycled Foam<br>•ECO/Bio-foam | **GRS, RCS**<br>**BioPreferred®** | •BioPrefered foam | **BioPreferred®** | •Foam | |
| •Water-based PU coating | **Bluesign®** | •Recycled backed PU leather | **GRS, RCS** | •PU leather | |
| •rPVB | **GRS, RCS** | | | | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to select the use of sustainable alternatives to PU when possible. Suppliers should propose sustainable options as preferred sources over conventional fossil-based synthetic materials. We ensure to prioritise the use of BioPreferred® foam when possible. Suppliers should propose BioPreferred® as preferred sources over conventional fossil-based synthetic materials.

Suppliers should propose recycled backings to PU coated materials as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled materials are Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food, considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Manufacturers must disclose all relevant information on the origins of the foam used in Hunkemöller products and ensure complete transparency and traceability of all process steps along the supply chain. This will enable us to do an assessment of the potential sourcing risks involved. This information must include:

- Name and location of finished product manufacturer
- Name and location of Polyurethane producer
- Country of origin of synthetic polymer producer (chips)


LATEX

## About Latex

There are three main types of Latex: natural, synthetic, and blended. Latex was originally manufactured from rubber tree sap. Over time, the production switched to a synthetic version due to lower production costs and ability to add additional properties with the use of synthetic materials. All three latex types have similar levels of recyclability where coatings, dyes and material degradation impact the ability of to recycle; however natural latex has the additional benefit of being biodegradable.

## What are we doing at Hunkemöller?

We currently do not use latex in our products, currently PU imitation latex is used in our private collection. As latex is a prominent material in the lingerie industry, should latex be introduced in the future, we will aim to include natural latex in our products and to reduce use of petroleum-based materials.

## Types of Latex

### NATURAL LATEX

Liquid latex is harvested from rubber trees and manufactured into natural latex fabric. Liquid latex tapping is more sustainable in that the process does not harm the trees and each tree produces about 4L of liquid latex sap per day. Natural latex has negative environmental impacts due to the chemicals used in the processing and conversion of liquid latex to the final products along with the farming of forests impacting natural biodiversity. Despite this, natural latex is a more sustainable option than synthetic latex.

### SYNTHETIC LATEX

Synthetic latex is a man-made version of natural latex, made from petroleum compounds. Synthetic latex is more resistant to tear than natural latex but is also more stiff and less elastic. Like every synthetic material, latex raises sustainability challenges such as the intensive use of fossil fuel and an important consumption of water, energy, and chemicals in the productions processes.

## More Sustainable alternatives to Latex

### BLENDED

Blended latex is a combination of synthetic latex and natural latex. Usually, blends contain up to 25% natural latex with the remainder being synthetic latex. With a reduction in the amount of synthetic content, there is a reduction in the amount of virgin fossil fuels needed to produce latex.

### ORGANIC NATURAL LATEX

The Global Organic Latex Standard (GOLS) is a materials and processing standard for organic latex and finished latex. Besides farming practices, GOLS monitors materials sourcing, Fair Trade practices, and wastewater treatment, thereby fully supervising the social and environmental impact of latex production. With sustainable practices used in the production and natural origin of raw materials, organic natural latex is the most sustainable latex.

| INNOVATION | standard | RESPONSIBLE | Standard | REGULAR | standard |
|---|---|---|---|---|---|
| •Organic Latex | **GOLS, GOTS** | •Natural Latex | | •Synthetic Latex | |
| | | •Blended Latex | | | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

When possible, natural latex is preferred over synthetic latex. We are committed to source as much as possible from sustainable natural sustainable sources. For instance, the GOLS certification is in line with Hunkemöller's commitment to sustainable management and avoiding destructive forest practices. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

We strive towards the use of sustainable alternatives to synthetic when possible. Suppliers should propose sustainable options as preferred sources over conventional fossil-based synthetic materials.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its latex supply chains. In this context, suppliers are required to provide Hunkemöller with information to enable an assessment of potential sourcing risks - from the origin of the raw materials all the way to the finished products. This information must include:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile material manufacturer
- Name and location of latex producer
- Country of raw latex producer (SBR/ Rubber tapping)


FAKE FUR

## Animal Welfare Policy

At Hunkemöller, we have a strict animal welfare policy, meaning that we do not use any material coming from animals. For more information on this topic, please refer to the Hunkemöller Animal Welfare Policy available on the Together Tomorrow webpage.

## What are we doing at Hunkemöller?

We currently use polyester fake fur in our accessories, sleep masks and slippers. We strive towards using more sustainable polyester fake fur alternatives in the future using recycled materials wherever possible.

## About Fake fur

Fake fur is a type of textile fabric fashioned to simulate genuine animal fur. Fake fur options are manufactured using yarn circular knitting or sliver circular knitting machines. The backing of the fabrics is coated to reduce fibre leakage during product manufacturing and use.

Different fur effects can be achieved combining natural, cellulosic, and synthetic fibres to create “fur like” type of options such as:

- Long straight fur effect like fox generally uses synthetic fibres (polyester, modacrylic, acrylic)
- Short type of fur effect like shearling generally uses natural (wool, mohair, alpaca) and cellulosic (viscose, lyocell) fibres

Such fur alternatives also have sustainability considerations since most fur alternatives are composed of synthetic fibres such as acrylic, modacrylic, and polyester, which are petroleum-based. Acrylic, the most common alternative, has significant negative environmental impacts in its production. Acrylic fur is 30% more energy intensive than polyester to produce. The process also produces high amounts of Volatile Organic Compounds and contribute to indoor air pollution impacting worker health and the environment.

## More Sustainable alternatives to Fake fur

### BIO-BASED FAKE FUR

Fur-Free Fur, made by Ecopel with Sorona® plant-based fibres and recycled polyester, is a more sustainable alternative to fake fur. The fur is 37% plant-based, which means a 30% energy reduction whilst still being animal-friendly. Even though we currently do not use biobased fur in our products, we are exploring biobased sources since they align with our broader goal to use more sustainable materials. We are however aware that farming crops like field corn to produce biobased polyester has its own environmental footprint. Bio-based fake fur certified the United States Department of Agriculture's (USDA's) BioPreferred® program ensures verification of the biobased content.

### RECYCLED FAKE FUR

Recycled fake fur made from recycled polyester is almost the same as virgin polyester in terms of quality, but its production requires 59% less energy compared to virgin polyester. Moreover, recycled polyester utilises waste and helps reduce dependence on petroleum by melting down existing polyester and re-spinning it into new polyester fibre. Recycled polyester is often made from old PET bottles and food packaging. This way, recycling old PET bottles prevents its waste from ending up in landfills. Nonetheless, although recycled polyester is a more sustainable alternative to regular polyester, it is important to keep in mind that the recycling process of PET bottles into fabric removes PET from a relatively closed loop. Bottle recycling into new bottles is a well-established system worldwide, removing PET from this system into garments limits the end recyclability of the PET.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| Biobased fake fur | **BioPreferred®** | Recycled Polyester Fake Fur | **GRS, RCS** | Conventional Fake Fur | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

Hunkemöller has a strict animal welfare policy, meaning that we do not use any material coming from animals, for more information on this topic please refer to the Hunkemöller Animal Welfare Policy available on the Together Tomorrow webpage. As an alternative to conventional polyester in artificial fur, we ensure to prioritise the use of recycled polyester when possible. Suppliers should propose recycled polyester fur as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled polyester is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. We are exploring biobased sources of polyester fur since they align with our broader goal to use more sustainable materials and move away from petrol-based synthetics.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance Requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of textile dyeing manufacturer
- Name and location of textile weaving/knitting manufacturer
- Country of origin of synthetic polymer producer (chips)

# ARTIFICIAL SILK

## Animal Welfare Policy

At Hunkemöller, we have a strict animal welfare policy, meaning that we prohibit the use of silk For more information on this topic, please refer to the Hunkemöller Animal Welfare Policy available on the Together Tomorrow webpage.

## What are we doing at Hunkemöller?

At Hunkemöller, we have phased out the use of natural silk due to animal welfare concerns. For this reason we currently use polyester silk alternatives alongside viscose ECOVERO in our nightwear, Kimonos and accessories. We strive towards using more sustainable fake silk alternatives in the future using recycled materials and more sustainable viscose wherever possible.

## About silk and monofilaments

Silk is a natural fibre produced by insects as a material for their nests and cocoons. The process of making silk involves harvesting silkworms for the material. It takes approximately 5500 silkworms to spin a kilogram of raw silk. Each cocoon contains about a kilometre and a half of silk filament, and one thread of silk is made of 48 silk filaments. With such long fibres silk is referred to as a monofilament. Silk alternatives therefore also have monofilament structures and are commonly man made to achieve similar structural properties. Such silk alternatives also have negative environmental impacts since most silk alternatives are composed of synthetic fibres such as acrylic, modacrylic, and polyester, which are petroleum-based. For more information on these, see synthetic materials.

## More Sustainable alternatives to artificial silk

### RECYCLED POLYESTER

Synthetic fibres can be manufactured to have monofilament structure, the most common example of this being polyester. Recycled polyester is a more sustainable alternative requiring 59% less energy compared to virgin polyester.  For more information see Polyester section.

### VISCOSE ECOVERO

Viscose is a semi-synthetic type of rayon fabric made from wood pulp that is used as a silk substitute, as it has a similar drape and smooth feel to the luxury material. LENZING™ ECOVERO™ is a more sustainable viscose material, made from sustainable wood pulp. For more information see Viscose section.

# THERMOPLASTIC RUBBER

## About Thermoplastic Rubber

Thermoplastic rubber (TPR) is a synthetic, petroleum based, moulded material used with a wide variety of applications. TPR combines the look, feel, and elasticity of thermoset natural rubber with the processability of plastic. The extraction of petroleum destroys natural habitats and is a non-renewable source. Because TPR is an oil-based plastic, it does not biodegrade like natural alternatives and based on its use can be limited in recyclability.

## What are we doing at Hunkemöller?

We currently use thermoplastic rubber in the soles of our slippers and flip flops. In acknowledgment of the negative environmental concerns, Hunkemöller supports the use of more sustainable alternatives.

## More sustainable alternatives to thermoplastic rubber

### NATURAL RUBBER

Liquid latex is harvested from rubber trees and manufactured into natural latex fabric. Liquid latex tapping is sustainable in that the process does not harm the trees and each tree produces about 4L of liquid latex sap per day. Natural latex has negative environmental impacts due to the chemicals used in the processing and conversion of liquid latex to the final products along with the farming of forests impacting natural biodiversity. Despite this, natural rubber is a more sustainable option than TPR.

### RECYCLED TPR

Recycled TPR reduces the amount of raw petroleum usage in the production of TPR with options of up to 80% recycled content having similar quality to that of generic TPR. Recycled TPR can be Global Recycling Standard (GRS) certified, guaranteeing responsible social, environmental, and chemical practices in the production processes.

| INNOVATION standard | RESPONSIBLE standard | | REGULAR standard |
|---|---|---|---|
| Natural rubber | Recycled TPR | **GRS, RCS** | TPR |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled TPR when possible. Suppliers should propose recycled TPR as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled TPR is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. Hunkemöller supports the use of sustainable alternatives such as natural rubber. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of manufacturer
- Country of origin of synthetic polymer producer (chips)


POLYCARBONATE

## About Polycarbonate

The production of plastics such as polycarbonate is an energy intensive process using non-renewable materials. The extraction of petroleum destroys natural habitats and is a non-renewable source. Because polycarbonate is an oil-based plastic, it does not biodegrade like natural alternatives.

## What are we doing at Hunkemöller?

We use polycarbonate in the frames of our sunglasses. In acknowledgment of the environmental concerns, Hunkemöller supports the use of sustainable alternatives to polycarbonate frames. In some of our frames we have also used recycled polyester and we hope to increase our use of more sustainable materials in our sunglasses further.

## More sustainable Polycarbonate

### RECYCLED POLYCARBONATE

Recycled carbonate is not as commonly found as other thermoplastics despite its high recyclability and high quality once recycled. Recycled polycarbonate utilises waste and helps reduce dependence on petroleum by melting down existing polycarbonate and reforming it into new polycarbonate. The production of recycled polycarbonate requires less energy in comparison to virgin polycarbonate.

## More sustainable alternative materials

### RECYCLED POLYESTER

Recycled polyester, used in some of our more sustainable frames, is almost the same as virgin polyester in terms of quality, but its production requires 59% less energy compared to virgin polyester.  Despite differences in form, moulded polyester follows the same material process as polyester fibres, for more information see polyester section.

### ACETATE

Acetate is a material derived from cellulose made from dissolved wood pulp. Acetate has gained popularity as a tortoiseshell alternative in eyewear, however like other cellulose derived substances, acetate is chemically intensive to make. These chemical substances and gases produced during the production process can potentially harm the environment and the worker. Despite this, acetate can be a more sustainable alternative when responsible logging and chemical procedures are followed.

| POLYCARBONATE | | | | | |
|---|---|---|---|---|---|
| **INNOVATION** | **standard** | **RESPONSIBLE** | **standard** | **REGULAR** | **standard** |
| Recycled Polycarbonate | **GRS, RCS** | | | Polycarbonate | |
| **ALTERNATIVE MATERIALS** | | | | | |
| | | Recycled Polyester | **GRS, RCS** | Acetate | **FSC, PEFC** |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled polyester or polycarbonate when possible. Suppliers should propose recycled polyester or polycarbonate as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled materials are Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. Hunkemöller supports the use of more sustainable alternatives such as Acetate. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of manufacturer
- Country of origin of synthetic polymer producer (chips)

# ETHYLENE VINYL ACETATE

## About Ethylene vinyl acetate

EVA is the abbreviation for ethylene vinyl acetate, a plastic made from the combination of ethylene and vinyl acetate. EVA is a modified and more complex version of plastic, so it is a number 7 plastic. This means that EVA is more difficult to recycle or requires a specialised recycling process. Like other plastics, EVA is derived from crude oil, so its production is not sustainable. Manufacturing EVA can also cause pollution, and since it still isn't widely recycled, there aren't many sustainable ways to dispose of it in its end of life.

## What are we doing at Hunkemöller?

We currently use EVA in our flipflops. In acknowledgment of the sustainability issues, Hunkemöller supports the use of sustainable alternatives to EVA.

## More sustainable alternatives to EVA

### RECYCLED EVA

Due to having a modified and more complex structure, recycled EVA is not as commonly found as other plastics. Recycled EVA utilises waste EVA combined with new EVA and helps reduce dependence on petroleum by shredding existing EVA and reforming it into new EVA.

### BIO-BASED EVA

Bio-based EVA is produced from the renewable raw material sugar cane. Sugarcane-based EVA is recyclable and compostable (industrial compost). Sugarcane is a natural raw material that absorbs carbon as it grows, reducing carbon emissions. The parts from the plant which are not food grade are converted into EVA which also limits the impact on the food chain where bioplastics are the focus of ethical debates about the use of agricultural land for materials instead of food.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| Biobased EVA | **BioPreferred®** | | | EVA | |
| Recycled EVA | **GRS, RCS** | | | | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled EVA or Bio based EVA when possible. Suppliers should propose recycled EVA as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled EVA is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population.

Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of manufacturer
- Country of origin of synthetic polymer producer (chips)

# ACRYLIC

## About Acrylic

The production of plastics such as acrylic is an energy intensive process using non-renewable materials. The extraction of petroleum destroys natural habitats and is a non-renewable source. Because polycarbonate is an oil-based plastic, it does not biodegrade. Acrylic is however a highly recyclable material.

## What are we doing at Hunkemöller?

We currently use acrylic in the lenses of our sunglasses, we have used recycled acrylic in the lenses as some of our more sustainable sunglasses and we hope to increase our use of more sustainable materials in our sunglasses further.

## More sustainable alternatives to acrylic

### RECYCLED ACRYLIC

Due to being labelled as “Other” in recycling, recycled acrylic is not as commonly found as other thermoplastics despite its high recyclability and high quality once recycled. Recycled acrylic utilises waste and helps reduce dependence on petroleum by melting down existing acrylic and reforming it into new acrylic. Using recycled acrylic in place of virgin acrylic or other materials can help reduce CO2 emissions by 90%.

| INNOVATION | standard | RESPONSIBLE | standard | REGULAR | standard |
|---|---|---|---|---|---|
| | | Recycled Acrylic | **GRS, RCS** | Acrylic | |

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled acrylic when possible. Suppliers should propose recycled acrylic as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled acrylic is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes.

Hunkemöller is committed to mitigating the impacts of production processes, certifications from BlueSign™ and OEKO TEX STeP™ should be prioritised. Alongside these OEKO TEX 100 is the minimum standard for all our suppliers.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Hunkemöller is committed to achieving the highest levels of transparency within its synthetic supply chains. In this context, suppliers will provide Hunkemöller a set of information from raw materials up to related products. This information includes:

- Name and location of finished product manufacturer
- Name and location of acrylic manufacturer
- Country of origin of synthetic polymer producer (chips)

# TEXTILE DYES & PROCESSING

## Aim for the best certification schemes

Suppliers are encouraged to have certification(s) of their processes. Assessment by a third-party of the supplier and/or the product is preferred to self-assessments or self-declarations. Suppliers are encouraged to get certification at their products and/or processes levels, meaning recognised certification at global, regional, or national level regarding sustainability and social responsibility.

Certifications regarding the sourcing of the materials such as GOTS, OCS, GRS and RCS are encouraged to authenticate our sustainability claims from raw material to final product.

Regarding the production process, all Hunkemoller products should be ensured to not contain harmful substances and use environmentally friendly production processes. To ensure this, suppliers should gain certification, the preferred schemes are BlueSign™ and OEKO TEX STeP™, followed by OEKO TEX Standard100™, and EU Ecolabel.

At Hunkemöller, we firmly believe that ethical and socially responsible practices are essential components of a successful and sustainable business. Social compliance entails adhering to labour laws, human rights, and ethical practices, ensuring that workers are treated fairly, and their rights are protected. This commitment extends to all our CMT facilities, where we require strict adherence to social compliance standards through certifications from Higg FSLM, SMETA, and amfori BSCI.

## Sustainable production processes

Hunkemöller promotes the development of advanced, disruptive techniques allowing large reductions in the use of energy, water and chemicals including:

- Use of biodegradable or bio eliminable lubricants and additives, and of enzyme catalysed finishing processes.
- Use of natural dyes where sources do not include animal or insect based sources such as lac, murex, etc.
- In bleaching processes use the preferential ozone process and, if not feasible, hydrogen peroxide with limited use of stabilisers (or of sodium chlorite for flax and bast fibres) towards the phase out of sodium hypochlorite.
- Advanced water and energy efficient water-based techniques such as cold-pad batch dyeing and spun dyeing for cellulosic fibres, low liquor ratio dyeing, etc.
- Use ultrasonic treatments to improve the dispersion of dyestuffs and auxiliaries.
- Use of plasma technologies.
- Develop waterless dyeing, using supercritical CO2 as a solvent, and experiment its use for other

processes currently involving the use of perchloroethylene or other solvents Implement best available techniques in auxiliary systems A large part of the energy and, to a lesser extent, of the water used in the textile industry depends more on auxiliary systems rather than on the core processes.

Hunkemöller also encourages suppliers in installing innovative, disruptive technologies also in auxiliary systems, such as:

- Installing reverse osmosis systems for process and steam water.
- Using innovative, energy efficient heat pumps instead of boilers.
- Installing innovative heat recovery systems on waste gas and water flows.

**Hunkemöller expects its suppliers to be part of the transition of the textile industry towards a circular resource model.**

## Closed loop practices

According to the Ellen MacArthur Foundation, a circular economy is a new way to design, make, and use things within the planetary boundaries, avoiding the use of non-renewable resources, and preserves or enhances renewable ones. A closed-loop system also contributes to waste reduction in textile production and wet processing.

In a closed-loop system, the amount of waste generated, and the environmental impact are decreased by recycling water and chemicals. The trash generated is handled and disposed of responsibly, lowering the danger of pollution and environmental impact. We encourage suppliers to aim for closed loop in their production processes by minimising waste in the production, use recycled materials and avoid blended fabrics where possible. Hunkemöller encourages all efforts to make the continual recycling of textiles a sustainable reality. This includes:

- Decreasing the amount of textile materials wasted during the different processes of textile production and divert the waste from landfill.
- Segregating and reusing the pre-consumer waste as raw materials for textile products or other product categories such as fluff, insulating materials, etc.
- Using recycled raw materials such as recycled cotton and recycled metal
- Discouraging the use of blended fabrics if they are difficult to recycle. We prefer to use mono filament materials because they are easier to recycle and be turned into new fabrics again.
- Developing innovative techniques to enable “recapturing” post-consumer textiles, to then turn

them into yarn again to be spun into new fabric creating a “circular resource model” for textiles.

## Science Based Target initiative

We encourage all suppliers to join the movement and commit to setting a science-based target. With the textile industry having a huge negative environmental impact, at Hunkemoller we aim to mitigate this on every level of our business. From practices within our company to the suppliers we choose for our products, we are setting targets to improve our sustainability. Suppliers are invited to adhere to the Science Based Targets initiative (SBTi) initiative, a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the Worldwide Fund for Nature (WWF). Through this initiative, companies are showing their commitment to reduce their scope 1 and 2 greenhouse gas emissions, by setting clear intermediate and final targets. The SBTi recently developed a streamlined pathway for Small and Medium Enterprises that fits well with the size of suppliers and provides external recognition to the efforts done by suppliers.

| AIM | PROGRESS |
| --- | --- |
| By 2025 latest, all tier 1 suppliers, nominated tier 2 suppliers, and tier 2 wet suppliers need to be both socially and environmentally audited | As of January 2023, all tier 1 suppliers are both socially and environmentally audited.<br><br>By the end of 2023, all nominated tier 2 suppliers should be socially and environmentally audited. |

# PRODUCT PACKAGING, LABELS & HANGERS

## What are we doing at Hunkemöller?

We want to ensure our packaging matches the sustainability and quality reflected in our products, the standard for packaging encompasses all materials used for packaging and labelling along a product's lifecycle. It includes shipping packaging, storage packaging, hangtags, hangers, and more.

With so many accompanying materials, many of which single use, packaging seriously contributes to global waste. Additionally, packaging is often not recycled even if it is technically recyclable. This can cause negative impacts, not only in its disposal but also in its production and resources used to make packaging.

Hunkemöller is committed to responsible chemical management procedures for all products, including packaging materials. We are working to continuously improve and innovate our approach to chemical management. To address harmful chemical use and protect water resources, it is important that we collaborate with suppliers, as well as the broader industry, to innovate in all areas of our production. Using safer substances in the materials and processes required to manufacture our products. We expect our suppliers to maintain responsible chemical management systems to mitigate chemical risks at the inputs, process, and outputs stages of production. Safer chemical inputs are managed through adherence to our Packaging RSL.

## For our packaging's sustainability journey, we are focussing on the following pillars:

### RESPONSIBLE USE:

Product packaging should optimise package-to-product ratio and should be as small and light as possible without compromising product safety, therefore maximising space to its fullest.

### RECYCLABILITY:

Hunkemöller expects its suppliers to use and provide packaging using materials that are recyclable, except where approved otherwise. Packaging components should be labelled or marked to encourage correct sorting and recycling.

### RESPONSIBLE DESIGN:

Hunkemöller encourages the adoption and use of packaging systems with sustainability at a fore front of the design. With this we are interested in exploring innovative solutions with suppliers such as reusable/refillable packaging systems.

For hangers, avoid "seasonality, designing them to be neutral and keep using them for several seasons. Hunkemöller encourages monomaterial solutions. Prefer suppliers with a widespread collection system of used hangers for reuse or recycling.

For paper, we try to reduce the amount of coloured paper packaging as this significantly reduces the chance of recycling. Prefer light colours that allow higher quality secondary raw material when recycled. Suppliers are encouraged to propose monomaterial solutions and try to avoid mixing paper with other materials.

For plastic packaging suppliers and designers should think about the end-of-life when designing, prefer recyclable plastics and be sure that proper local collection schemes are widely spread and available. Limit inks and stickers at minimum to allow a high quality secondary raw material when recycling.

| INNOVATION | RESPONSIBLE | REGULAR | TO BE PHASED OUT | WE AVOID |
|---|---|---|---|---|
| •Internal closed loop packaging | •Recycled plastic | | •Virgin plastic | • Oxo-degradable plastics |
| •Bio based plastics | •FSC recycled paper<br>•FSC Mix paper<br>•PEFC paper | •FSC 100% Certified paper | •Conventional paper | • PVC |
| •Standard EN13432 Biodegradable plastics | •Recycled glass | •Clear glass | •Coloured glass | |

| TARGET | PROGRESS |
|---|---|
| Collecting hangers back from stores to be reused again and make the full lifecycle circular | We collect our hangers back from our stores in 3 countries for recycling |
| Expand the usage of our recycled bags, for example also use this for our prepack polybags and e-commerce packaging. | All our single-pack polybags used for our products are made of 100% recycled plastic. |
| Use recycled plastic hooks, Kimble tags, and recycled transparent tape | Our hangers in the store are made of 100% recycled plastic |


PLASTIC

## About Plastic

The production of plastic is an energy intensive process using non-renewable materials. Conventional hangers include a combination of up to seven different plastics and metal. Many hangers end up in landfill where they can take up to 1000 years to break down. Aside from hangers, the fashion industry throws away single-use plastic packaging ending up in nature such as oceans, rivers, lakes, and streets, causing pollution that kills wildlife.

## What are we doing at Hunkemöller?

We ensure to prioritise the use of recycled plastic when possible. We ensure that all our recycled plastic is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. Currently, our hangers in store are made of 100% recycled plastic and all our single-pack polybags used for our products are made of 100% recycled plastic.

Our Kimble tags are currently made of conventional plastic however we are interested in exploring more sustainable solutions such as recycled plastics and non-plastic solutions.

## More sustainable alternatives to virgin Plastic

### RECYCLED PLASTIC

Recycled plastic is a sustainable alternative to conventional plastic. Made from pre- and post-consumer waste, the production process uses much fewer resources like water and energy along with a reduction of raw materials. Plastic certified by The Global Recycled Standard (GRS) tracks and verifies the content of recycled materials in a material or final product. The standard addresses traceability within the supply chain, environmental principles, social requirements, chemical content, and labelling. Plastic certified by GRS contains a minimum 50% recycled material ensuring a great reduction in the environmental impact of plastic produced.

### BIO-BASED PLASTICS

Bio-based plastics are a more sustainable option to conventional plastic. They are made from biobased materials, materials that contain in whole or part biogenic carbon which replaces the petroleum carbon with bio/renewable carbon. The impact of this material is therefore less harmful to the environment as renewable raw materials are used. Biobased feedstocks should also prioritise non-food grade products by using second-generation feedstocks from non-edible parts of plants, resources from forestry, proteins from discarded sources, or third-generation feedstocks from non-land-based crops such as biomass derived from algae, fungi, and bacteria.

## BIODEGRADABLE & COMPOSTABLE PLASTIC

Compostable plastic is a single-use-plastic more sustainable alternative, enabling a reduction in the amount of away plastic packaging ending up in nature such as oceans, rivers, lakes, and streets, causing pollution that kills wildlife. According to European Standard EN 13432, compostable plastic is characterised by a breakdown of a plastic where it has disintegrated after 12 weeks and completely biodegraded after six months. This standard also ensures that the leftover compost will be free of toxins, so the compost will not cause harm to the natural environment. Compostable plastic should not be confused with Oxo-degradable plastics which are included in Hunkemöller's Restricted Substances List, these plastics quickly fragment into smaller and smaller pieces, but don't break down on a polymer level like biodegradable and compostable plastics.

## PLASTIC ALTERNATIVES

In some cases, material alternatives such as paper and glass may be more sustainable than using plastic. Single use plastic bags can be replaced with alternatives such as paper bags, reducing pollution (see paper). In cases where plastic bottles are used alternatives such as glass may be more sustainable (see glass).

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of recycled plastic when possible. Suppliers should propose recycled plastic as preferred sources over conventional fossil-based synthetic materials. We ensure that all our recycled plastic is Global Recycling Standard (GRS) or RCS certified, guaranteeing responsible social, environmental, and chemical practices in the production processes. We prefer plastics with minimal number of Plasticisers and Chlorine. Minimising the leakage of microplastics is also a priority, Hunkemöller is committed to avoid Oxo-fragmentable plastics and reduce microfiber leakage.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices. There is an ethical debate about the use of agricultural land for fibres instead of food considering the fast increase in the world's population. Therefore, second-generation, and third-generation feedstock are preferred to minimise food-grade feedstock usage.

Governance requirements

Manufacturers must disclose all relevant information on the origins of the plastic used in Hunkemöller products and ensure complete transparency and traceability of all process steps along the supply chain. This will enable us to do an assessment of the potential sourcing risks involved. This information must include:

- Name and location of finished product manufacturer
- Name and location of plastic producer
- Country of origin of synthetic polymer producer (chips)

# PAPER

## About Paper

Per year, approximately 18 million acres of forest are lost as 17 million cubic feet of timber are harvested each year, from which over 60% is used for paper and pulp. According to the International Union for Conservation of Nature (IUCN), forests are home to 80% of the world's terrestrial biodiversity and help stabilise the climate by absorbing carbon dioxide. Therefore, it is important to protect our ecosystems and assure paper production is not contributing to deforestation.

## What are we doing at Hunkemöller?

Our Together Tomorrow hangtags are made of recycled paper ensuring that the wood used does not come from endangered forests and promotes the use of circular processes, we would love to expand our usage of this material to our other hangtags. We aim to expand the use of paper sourced from FSC certified suppliers to our carton boxes, headers, perfume boxes, banderols, and paper hooks in the future.

We currently use stickers on our paper tags, to reduce this Hunkemöller encourages direct printing onto tags, reducing the number of components used in our hangers and overall packaging.

## More sustainable alternatives to Paper

### FSC® CERTIFIED PAPER

FSC® certified paper is paper that has been harvested in a responsible manner. With this certification, trees are harvested responsibly so there is no net loss of forest over time, aside from this the certification covers conservation, fair wage, and work environment along with community rights in forested areas.

FSC covers three labels:

- FSC 100%, where all materials used come from responsibly managed, FSC-certified forests
- FSC Recycled, where the product is made from 100 per cent recycled materials
- FSC Mix, where the product is made with a mixture of materials from FSC-certified forests, recycled materials, and/or FSC-controlled wood

When possible, recycled FSC and FSC Mix paper is preferred over FSC certified. The highest possible use of postconsumer waste feedstock should be prioritised in this. Second preference for certified paper is PEFC certifications, also ensuring environmental, social and governance requirements.

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We are committed to source as much as possible from verified sustainable wood pulp sources. For instance, the FSC certification forest management certification is in line with Hunkemöller's commitment to sustainable management and avoiding destructive forest practices such as illegal logging and natural forest conversion to other uses. Second preference for certified paper is PEFC certifications, also ensuring environmental, social and governance requirements. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

We strive towards sourcing from producers that are committed to protecting ancient and endangered forests as much as possible. Suppliers indeed must put in place sourcing policies committing to not source paper from ancient and endangered forests. The suppliers will also work with their supply chain to eliminate paper coming from controversial supply chains. Suppliers must adopt and implement sourcing practices which include high expectations regarding the social and labour conditions of the workers in the supply chain.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

Governance requirements

Manufacturers must disclose all relevant information on the origins of paper and ensure complete transparency and traceability of all process steps along the supply chain. This will enable us to do an assessment of the potential sourcing risks involved. This information must include:

- Name and location of finished product manufacturer
- Name and location of paper producer
- Country of pulp producer(s)

# GLASS

## About Glass

Glass production has negative environmental impacts including the energy used to produce. Aside from energy usage, the mining of silica sand can also cause significant environmental damage, including deforestation, soil deterioration and silica dust pollution. Despite this, glass is a fully recyclable material which provides environmental benefits in the end of life of products made from glass.

## What are we doing at Hunkemöller?

We aim to pack all our perfume in clear glass. By using clear glass, our perfume bottles are recyclable meaning there are less glass objects lying around in the landfill or bin, in the near future we want to work with recycled glass to be a part of the transition to more sustainable materials.

## More sustainable alternatives to virgin Glass

Recycled glass can be crushed into glass cullet, which can be melted down and used to produce more glass. By using glass cullet, energy consumption is reduced. This is because it requires a lower melting point to melt glass cullet compared to the virgin materials used to produce glass.

# HUNKEMÖLLER REQUIREMENTS

Environmental requirements

We ensure to prioritise the use of clear glass when possible. Suppliers should propose GRS or RCS recycled options as preferred sources. Hunkemöller's commitment to sustainable management and avoiding destructive forest practices includes natural forest conversion to other uses such as silica mining for glass. We aim to ensure that no sourcing activities are linked with deforestation, conversion, or degradation of natural ecosystems. Production, sourcing, and financial investments of companies in the Hunkemöller supply chain must indeed not cause or contribute to the loss of natural ecosystems and/or their degradation.

Social requirements

Hunkemöller is committed to respect and ensure internationally recognised human rights, both in its activities and through its business relationships. We only source from producers respecting human rights and social requirements as set out in the Hunkemöller Ethical Code of Conduct. Suppliers indeed need to ensure that these internationally recognised human rights are respected and must adopt and implement adequate sourcing practices.

The mining for silica sand impacts the health of mine operators and communities. Suppliers should propose responsibly mined silica as preferred sources reducing the risk of respirable crystalline silica (RCS) with dust control measures.

Governance requirements

Manufacturers must disclose all relevant information on the origins of the glass used in Hunkemöller products and ensure complete transparency and traceability of all process steps along the supply chain. This will enable us to do an assessment of the potential sourcing risks involved. This information must include:

- Name and location of finished product manufacturer
- Name and location of glass producer
- Country of origin of silica sand