A photograph of a man and a woman standing on a beach at sunset. They are both wearing white bucket hats and dark blue vests over light-colored shirts. The man's shirt has black stripes on the sleeves. They are looking down at each other. The background shows the ocean with waves and a golden sunset sky.

SUSTAINABILITY REPORT

2021

 **TOM TAILOR**



01.

WELCOME

page 03

02.

THIS IS US

page 06

03.

BE PART

page 15

04.

THE FRAME

page 54

05.

HOW WE REPORT

page 58

1. WELCOME



LETTER FROM OUR CEO

FOREWORD.

We do casual. It's our way of living, creating clothes, going ahead and initiating. Casual is our foundation, our deeply rooted mindset. Anchored in Hamburg, near the water, we consider the sea our home.

Tom Tailor was founded 1962 – a brand for everyone. For a proudly diverse crowd. For empowering individuality. We stand for quality and honesty. We dress people the way they are. We make forever favourites that last. Just like our founders' vision of a modern-day look that guides us to this day.

Staying true to ourselves has proved effective during the past sixty years. We have grown to be one of the leading casual fashion lifestyle brands. With almost 2,800 permanent employees, 11,500 Wholesale POS and 421 own retail stores. Furthermore, we increased our online presence notably.

We know that with great reach comes great responsibility. It is our ambition to act in the best interests of our customers, employees, partners, society and the environment. We are never done challenging ourselves to ensure we focus our efforts on the most positive impact that we can have.

In 2021 we gave our vision of the future a name. We introduced our sustainability program **BE PART** as an essential basis of our overall strategy.

BE PART is our commitment to contribute to a conscious fashion era. It is a set guideline: the route we are taking towards a more sustainable future. With ambitious goals and more meaningful actions to achieve them. Always pushing us to explore and initiate something new to leave an eco-friendly footprint on that journey.

The biggest thing we've learned: sustainability is like the sea. Once you dive into it you will discover way more under its surface. We are aware that it takes a 360° approach to cover the variety of topics, and we know we still have a long way to go. For us it's not only changing to alternative materials, but involves the end-to-end supply chain as well as our responsibility towards people. That's why we don't just care for the well-being of our employees but also for the human rights and safe working conditions of the workers at our global production partners. Plus: We strive for a maximum of transparency across the value chain and aim to gradually decrease our carbon footprint. Our vision of a sustainable future is about people, progress and the planet.



PEOPLE.

We raise awareness and promote a culture of consciousness that is about sustainability, togetherness and diversity. We see it as our duty to attain social responsibility and maximize fairness, safety and well-being of everyone involved across our entire supply chain.

PROGRESS.

To push sustainability forward, we strive for a mindful product design with better materials, less water, less chemicals and innovative treatments.

PLANET.

To make change a reality we aim for a green value chain and closed-loop processes. It's one of our priorities to reduce our carbon footprint and to set science-based targets in 2022 to contribute to a more sustainable fashion industry and move towards a better future.

2021 was a year of instability and challenges for the whole of humanity and we are more committed than ever to sustainability.


Gernot Lenz
CEO
February 2022



This is our first stand-alone sustainability report.
This is our comprehension of maximum transparency.
This is our invitation.
BE PART.



2. THIS IS US



WHO WE ARE

Tom Tailor is a fashion lifestyle brand. Enabling all people to be themselves. In high-quality casual styles that feel modern, effortless and real; forever favourites that speak to a proudly diverse crowd.

TOM TAILOR BRAND.

Tom Tailor's product lines are a mirror of an inclusive way of thinking. They were grown under the brand Tom Tailor and our customers and crew members value them. Starting with Tom Tailor Kids & Teens; quality casual styles for children. Growing into young adults, modern denim heads celebrating freedom and curiosity; reflected by Tom Tailor Denim. Extending into Tom Tailor; the authentic grown-up look with everyday comfort.

The product portfolio is completed by accessories such as underwear, swimwear, socks, belts, bags, shoes, home and active wear, and home products like carpets, cushions, curtains, bed and bath articles, home scent, furniture and fragrances through cooperations with various license partners.

WHAT WE DO.

We create high quality fashion. For an effortless lifestyle. The casual way.





OUR BUSINESS *



421

Retail & Outlet Stores



166

Franchise Stores



>11,500

Shop in Shop & Multilabel POS



Represented in

>30

Countries



8

Own showrooms

* As of December 2021

WHERE WE ARE.

Our headquarters are located in Hamburg. From here, we design, manage, market and distribute our products. Accessories and home products are added to our portfolio through cooperation with various license partners.

Tom Tailor is distributed through our own mono-label retail stores and through several wholesale partners. Additionally, the collections are available in our online shop and on large e-commerce platforms.

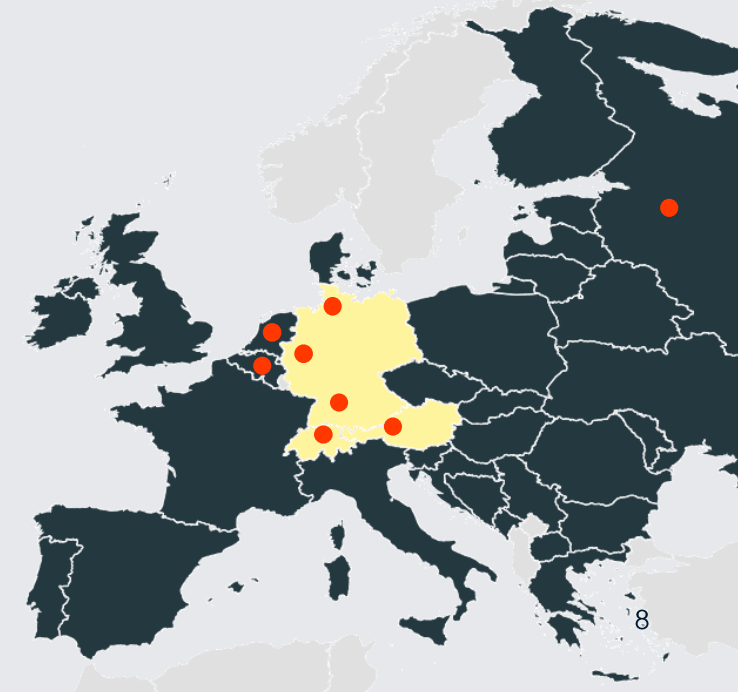
Our core sales markets are Germany and Austria, Belgium and the Netherlands, as well as Switzerland, Southeastern Europe and Russia.

[in kEUR]

Tom Tailor	FY 2021*	FY 2020*	Delta
Direct economic value generated: Revenues	503,2	482,8	20,4
Economic value distributed:	-487,5	-521,5	33,9
Operating Costs	-377,4	-406,9	29,6
Employee wages & benefits	-92,4	-90,9	-1,5
Payments to providers of capital	-15,1	-15,9	0,8
Payments to government	-2,7	-7,7	5,0
Economic value retained	15,7	-38,7	54,3

* figures from the audited consolidated financial statements of Tom Tailor GmbH (FY 2020 adjusted figures)

- DACH Sales Region
- Other Sales Countries
- Showrooms



WHY WE DO WHAT WE DO

When we use the word casual, we're talking about so much more than just a dress code. For us, it's our way of thinking. A way of doing and approaching things.

We believe in honesty and quality. We trust in diversity and inclusivity. We seek innovations and communication at eye-level.

Our core values are rooted in our founder's vision that guides us to this day. Taking them into account when defining our six collaboration principles in early 2020:

Change. Responsibility. Alignment. Trust. Communication. Success.

Our principles should be easy to understand for everyone. They are the guidelines that function as a promise that we all try to give each other every day. They are the basis for our #TTTeam. Bringing the principles to life is a learning process. As we want everyone to be committed to them, we integrated them into our employee reviews.

However, since 2020, the world has changed and so did we. That's why we aim to rethink our principles in 2022 and on this basis, develop an Employee Code of Conduct which everyone in the company needs to commit to.

But there is even more to it. We have a Code of Ethics that has to be signed by all of our direct business partners. We are committed to human rights, equality and safe working conditions throughout our whole value chain.

Our Crew. Our Customers. Our Community.



OUR PEOPLE

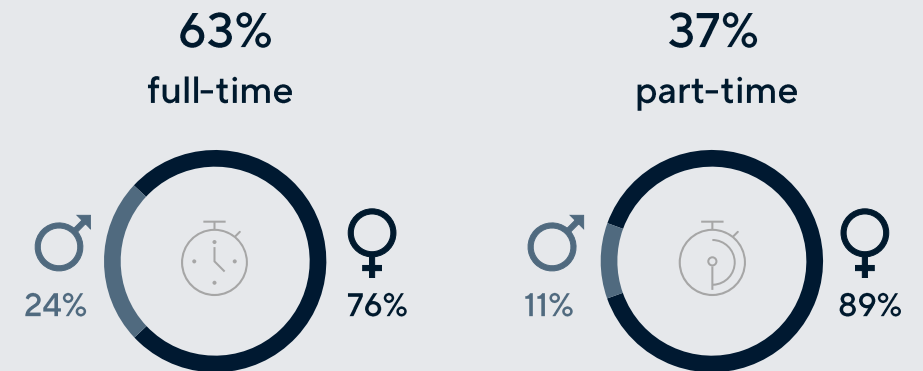
Tom Tailor is its people. Whoever works with us is not only allowed to contribute ideas – we actively encourage each other to do so. We constantly set new goals and achieve them together, as a team. Our co-workers are the foundation of every decision – we believe success only happens when you get there together. We cherish diversity and can't have enough different opinions or tastes. With everybody sharing their personality, Tom Tailor will grow into a better, more human company day by day.

#TTTogether we learn and grow. That's why we prefer permanent contracts.



Work-life-balance can be challenging sometimes.

We support our employees who prefer working in part-time. 36% of our employees make use of this flexibility.

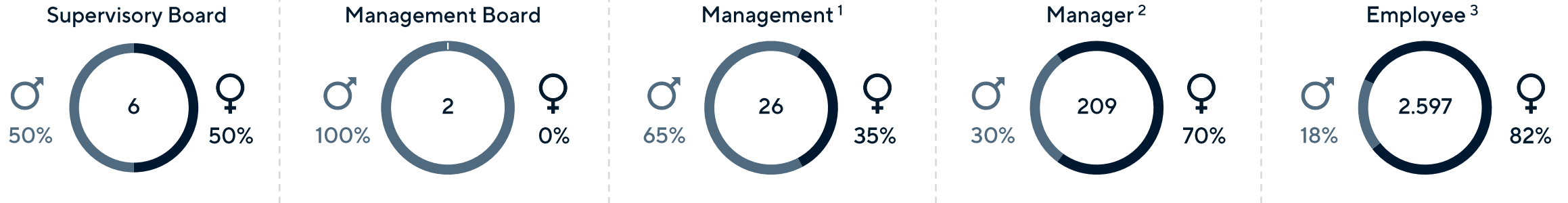




GENDER SPLIT.*

We appreciate any kind of diversity. So we do with respect to genders. However, as you can notice, there is still room for improvement until we reach a balanced gender split. We aim to support women in their leadership role and want to develop new potential female leaders from our high-performing managers.

In 2022, we plan to roll-out our new leadership training program that supports our entire leadership team – regardless of gender.



* excluding temporary staff, dormant employees (e.g. parental leave)

1) Manager with direct reporting line to TT Management Board at head level and above, Country Manager

2) Manager with direct reporting to Management, below head level

3) Employees excluding Management and Manager (Rest)



OUR CREW OVERVIEW

FULL TIME EQUIVALENT (FTE) HEADCOUNT BY COUNTRY

as per December 31st 2021

Country / Region	FTE ¹	Heads ²	Male	Female	Permanent Contracts ³			Temporary Contracts			Full-time ¹			Part-time ¹		
					Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Germany	901	1.385	21%	74%	75%	22%	78%	25%	18%	82%	61%	32%	68%	39%	5%	95%
Austria	266	389	5%	95%	100%	5%	95%	0%	0%	0%	28%	12%	88%	72%	3%	97%
Switzerland	38	50	0%	100%	100%	0%	100%	0%	0%	0%	36%	0%	100%	64%	0%	100%
Hungary	36	36	11%	89%	100%	11%	89%	0%	0%	0%	97%	11%	89%	3%	0%	100%
Italy	6	8	25%	75%	100%	25%	75%	0%	0%	0%	38%	67%	33%	63%	0%	100%
Belgium	29	36	14%	86%	100%	14%	92%	0%	0%	0%	33%	42%	58%	67%	0%	100%
Netherlands	31	33	36%	64%	100%	39%	61%	0%	0%	0%	52%	59%	41%	48%	19%	81%
France	10	10	10%	90%	100%	10%	90%	0%	0%	0%	100%	10%	90%	0%	0%	0%
Czech republic	23	32	13%	88%	75%	17%	83%	25%	0%	100%	96%	17%	83%	4%	0%	100%
Poland	25	25	32%	68%	100%	32%	68%	0%	0%	0%	92%	30%	70%	8%	50%	50%
Slovenia	95	175	5%	95%	56%	6%	94%	44%	3%	97%	94%	7%	93%	6%	0%	100%
Croatia	139	175	3%	97%	79%	2%	98%	21%	6%	94%	100%	2%	98%	0%	0%	0%
Serbia	105	105	5%	95%	100%	5%	95%	0%	0%	0%	100%	5%	95%	0%	0%	0%
Bosnia-Herzegovina	35	36	0%	100%	100%	0%	100%	0%	0%	0%	97%	0%	100%	3%	0%	100%
Macedonia	27	27	0%	100%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%
Romania	186	186	16%	84%	100%	16%	84%	0%	0%	0%	100%	16%	84%	0%	0%	0%
Bulgaria	66	75	8%	92%	100%	8%	92%	0%	0%	0%	75%	9%	91%	25%	5%	95%
Russia	337	421	29%	71%	100%	29%	71%	0%	0%	0%	35%	32%	68%	65%	28%	72%
Asia (sourcing offices)	110	110	72%	28%	100%	72%	28%	0%	0%	0%	99%	72%	28%	1%	0%	100%
Total	2.464	3.314	18%	82%	86%	19%	81%	14%	15%	85%	63%	24%	76%	37%	11%	89%

1) only permanent contracts

2) including temporary staff; excl. dormant employees (e.g. parental leave)

3) full-time and part-time employees



HOW WE DEVELOP OUR #TTEAM

RECRUITMENT * & TALENT ACQUISITION.

Personality, team spirit, knowledge and skills: This is what we aim for during our recruitment process.

A normal recruitment process starts with a formal application. We do expect to receive standard documentation like the CV, reference letters, certificates and if relevant for the profile also portfolios (for more creative profiles). The first step in our recruitment process is a check of knowledge vs. job requirements based on the CV and experiences. If there is a match, we like to get to know the applicant in person (or digitally) via a casual interview with the respective department. During this process, both sides get the chance to evaluate whether there is a match or not.

In 2022, we aim for improving our way of recruiting and developing people, as we know that there is room for improvement. We want to bring our guiding principle 'Tom Tailor is its people' to life, what we did not yet fully achieved. But we are convinced: if someone really wants to contribute, the horizon is endless. And we like to give chances to motivated individuals. Talent Acquisition means for us to support new talents in their personal development process.

ONBOARDING & BENEFITS.

- Onboarding of new employees, re-onboarding e.g., after parental leave including a welcome day package, regular coffee dates with new employees to support the networking
- Offboarding: exit interviews with resigning employees
- Events: BLUE HOUR in our HQ (after-work snacks & drinks), company parties (e.g. Christmas party, summer party)
- Benefits: crew card/employee discounts for Tom Tailor products, fitness membership discount, disability insurance / capital-forming benefits / company pension, emergency moms, coaching, canteen, apples/water/coffee for free, local discounts for restaurants, public transportation discount, daycare allowance
- Regular pulse checks

LEARNING & DEVELOPMENT.

We offer different development opportunities. From internships, basic trainings and trainee programs to management development. Our variety of options includes internal and external development programs. And for personal development we also offer coaching programs.

Although, we already offer a basic set of trainings – let's face the truth: our employee development program shows room for improvement. In 2022, we aim to enhance our training program and support our crew regarding their personal development.

COMPANY AGREEMENTS.

In Germany, 53% of all our permanent employees are covered by company agreements. In our Headquarters 100% of our employees fall under the company agreements.

* Based on the general equal treatment law, job descriptions are neutral.



HOW WE ENSURE A SAFE WORKING ENVIRONMENT

OCCUPATIONAL SAFETY.

Once a year, every employee must complete our e-learning about occupational safety. The e-learning is carried out by the external provider LawPilots, in the areas of fire protection, first aid, safety at work and on the way to work.

The training takes about 30 minutes, and every employee's participation is documented via a system-integrated management cockpit. In case an employee misses the training, a reminder ensures the completion.

We make sure that every employee fulfills this training as we want our employees to stay safe. In addition, there is a legal obligation for the employer to ensure the annual participation.

ACCIDENTS AT WORK 2021.

Unfortunately, two accidents happened in our stores. One employee missed a step and fell. Another one bumped into a shelf. Both employees recovered well. The accidents were recorded by our HR and reported to our trade association.

HEALTH.

- **Hearing and eye tests:** Usually, we offer hearing and eye tests at least once a year free for every employee. Due to the COVID-19 related home-office rules, the tests were completely canceled in 2021. We hope to continue as usual in 2022.
- **Workplace glasses:** We subsidise screen workplace glasses up to max. €150, if a doctor's certificate confirms the necessity. In 2021 this subsidy was used by a total of 5 employees.
- **Flu vaccination:** Every year in November we offer a flu vaccination in our HQ. In 2021, 50 employees took up this offer.
- **Height-adjustable desk:** If there is a medical certificate with a recommendation for a height-adjustable desk, e.g. due to back problems, we provide the employee with an appropriate desk. This was used by 7 employees in 2021.

COVID-19 .

- **Reactions to COVID-19:** As a precautionary occupational safety measure, we introduced temporarily home office in March 2020. As a result, the transition went fairly smoothly and most areas have come to terms with it well. In addition, masks and disinfectants were provided on the basis of a hygiene concept.
- **Corona test center:** Since April 2021, employees have been given the opportunity to use a public test center for rapid antigen tests at the Tom Tailor HQ.
- **COVID-19 vaccination:** A total of 6 vaccination dates were offered for the corona vaccination. This offer was well received by our employees. In total 500 vaccinations were made. All employees were able to fulfill their wish for a vaccination.

3. BE PART



BE PART

Even though the past two years have been characterised by instability and challenges that had not existed in this dimension before, we used this time as an opportunity.

A chance to rethink our strategic approach and the foundation we want to build our future on.

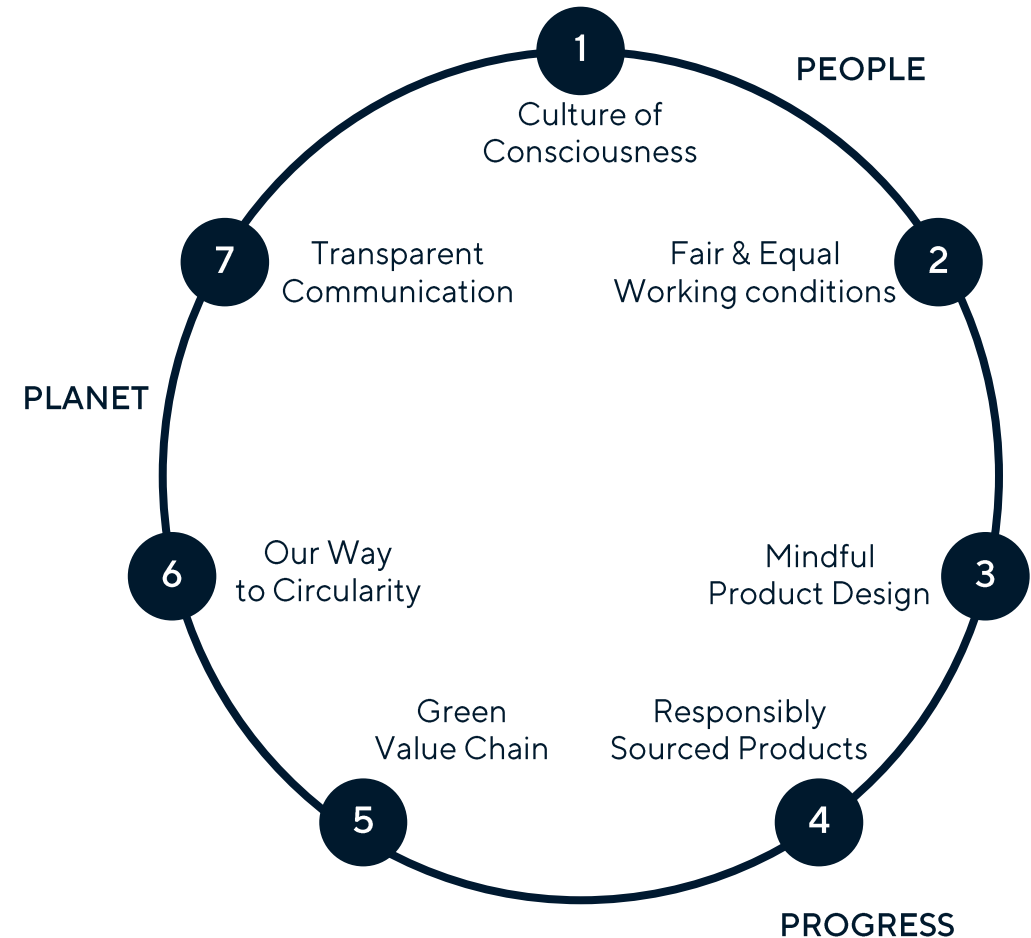
This was the beginning of **BE PART**.

BE PART is our commitment to contribute to a conscious fashion era. With our 360° strategy approach we set ambitious goals and meaningful actions to achieve them.

Every part of our company and every step in our value chain are under review to ensure a more sustainable way of working. We are aware of our social and environmental responsibility and with **BE PART** we do not only strive for a maximum of transparency but also try to improve ourselves with every step we take. For the people, the progress and the planet.

With this report, we invite you to **BE PART** of our vivid journey.

Note: all facts and figures, initiatives etc. are excluding licensees and licensed products





PEOPLE

**CAUSE THAT'S WHAT TOM TAILOR IS. ITS PEOPLE.
ALL AROUND THE WORLD. THROUGH THE ENTIRE SUPPLY CHAIN.**

When we say „Tom Tailor is its people“, we mean all of them. In our global offices. In our stores. In the factories where we produce. We see it as our norm to attain social responsibility to everyone.

It is one of our main goals to maximise fairness, safety and well-being throughout our entire supply chain. Therefore, we strive to cooperate with suppliers who share our vision of sustainability, accountability and transparency.

Our basics for a **CULTURE OF CONSCIOUSNESS** and **FAIR & EQUAL WORKING CONDITIONS**.



CULTURE OF CONSCIOUSNESS

CHANGE STARTS WITH AWARENESS.

- Regular sustainability talks help our crew to understand the challenges
- Recognise, that we are part of the problem
- Together we engage change
- Realise, that we can make a difference
- Collaborate, that we can work faster and better getting together
- Persist, that we continue our efforts to **BE PART** of solutions

That's why we foster a **CULTURE OF CONSCIOUSNESS**. With the maximum of transparency and small initiatives we invite the whole team to **BE PART** of our change.

We aim to use our brand platform to raise awareness for the problems we are facing, and motivate our community to do better together. We believe that the basis of change is a collective mindset, and that everyone can **BE PART** of what we call our culture of consciousness.

Even though the COVID-19 regulations sometimes put a spoke in our wheel, we started our Culture of Consciousness initiatives in 2021:

- Integration of **BE PART** into our TomTailor strategy program and regular company updates to involve all employees
- Community events to create awareness (e.g. cleanups)
- Participation as one #TTeam in people and sustainability community projects (e.g. Viva con Agua #RUN4WATER)
- Collaborations with non-profit partners, e.g. [MBRC @ the ocean](#)
- **BE PART** strategy presentations for B2B customers

In 2022 and the years ahead we will continue in this direction by:

- Launching regular workshops on sustainability and community events for all employees
- Expanding collaborations to long-lasting partnerships
- Supporting and enabling our crew for a more sustainable way of living; working via education programs
- Engaging our crew to live our sustainability strategy and to support reaching our common goals
- Creating a culture of well-being; from food & drinks via sport and mental health programs



LET'S COLLABORATE

'CAUSE WE CARE, YOU CARE – AND WE ARE STRONGER TOGETHER.

For us – Culture of Consciousness – goes beyond our company borders. We quickly realised that we are stronger together. Collaboration is key – with our suppliers, our customers, our consumer, our partners and everyone who strives for a responsibly-minded community.

At the end of 2020, we launched a close collaboration with our friends from MBRC® the ocean. Together with this non-profit-organization we aim for more awareness and respect for our oceans. To spread the awareness, we developed a capsule collection made with recycled polyester and organic cotton to easily explain the problem about “plastic in our oceans” to our customers. In 2022, we want this collaboration to get even deeper. Therefore, we will start supporting the daily work of MBRC® the ocean in Indonesia – one of our production countries. In Indonesia MBRC® the ocean established cleanup communities including an education program for locals.

MBRC® the ocean

Under the action title “Let’s make impact together!”, this non-profit-organization works with local communities all around the world, to clean our oceans of plastic waste.

Their approach is split into 5 steps:

1. We clean up our beaches
2. We recycle what we pick up
3. We turn old into new, in a sustainable manner
4. Our wears make waves
5. We lay a stronger foundation (e.g. educational programs)



HOME NEAR THE SEA.

Water is part of our DNA. It always has been.

That’s why we focus on collaborations which share our values.

In 2021, we started to support Viva con Agua. Why? Because we simply value and appreciate their great work. What do they do? They promote access to clean drinking water, sanitation and hygiene under their slogan “Water for all – All for water” – because water is life.

In December 2021, we joined forces with Viva con Agua ARTS and Micha Fritz – initiator of the Millerntor Gallery – and came up with a cool idea: What if we bring together our visions and initiate an auction that involves even more people? What if we create something around our shared mission to save and provide clean water and made even bigger waves?

We asked street artist Bobbie Serrano to paint ten of our iconic Tom Tailor shirts with unique designs, but one common mission: create water, create a movement, create waves.



FAIR & EQUAL WORKING CONDITIONS

CODE OF CONDUCT.

Improving the working conditions and the well-being of the people who make our clothes is essential. As this can't be achieved alone, we committed ourselves to the principles of amfori Business Social Compliance Initiative (BSCI).

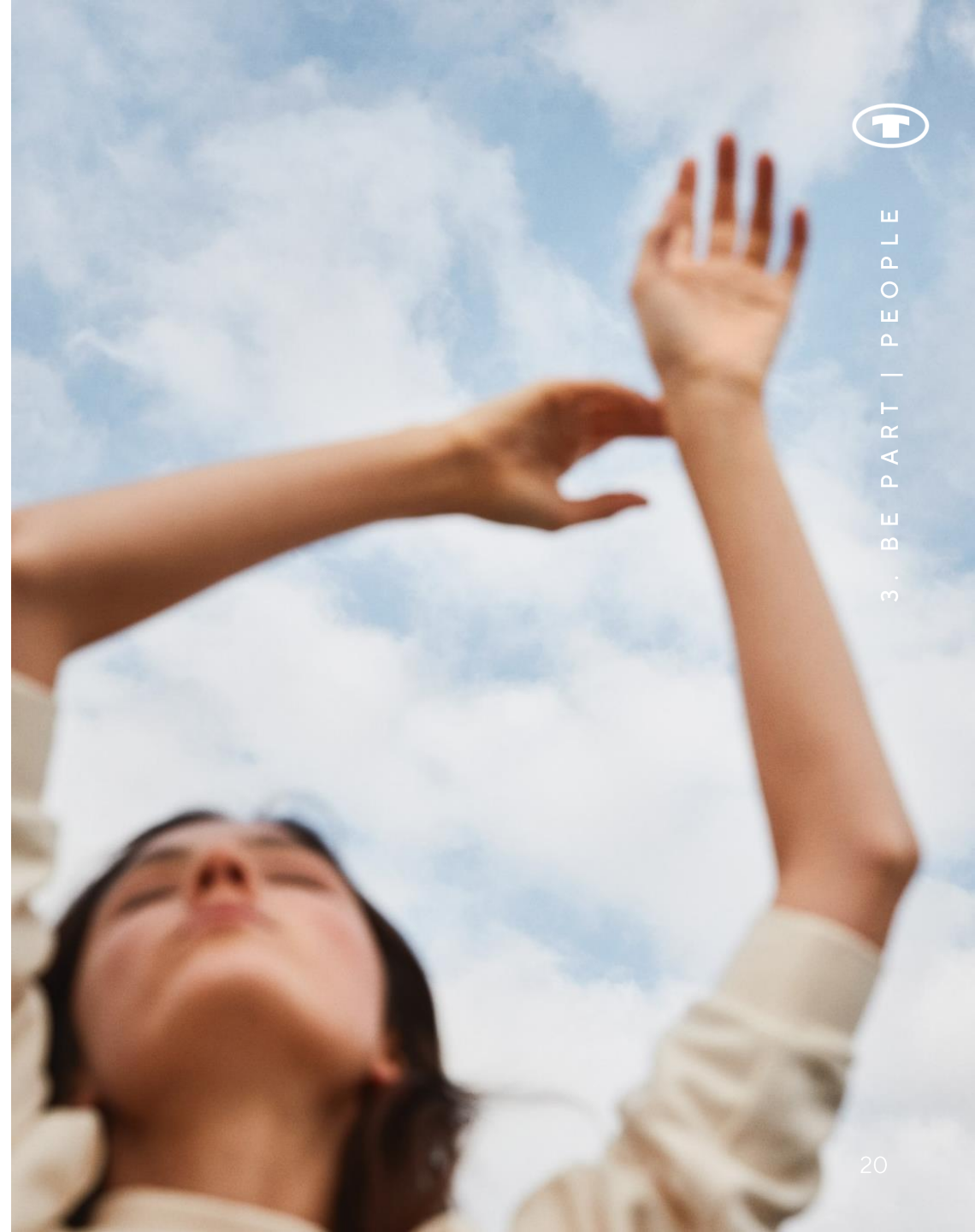
The BSCI Code of Conduct is based on the core conventions and standards set out, for example, in the UN Declaration of Human Rights, the ILO, and the UN Guiding Principles on Business and Human Rights.

The amfori BSCI Code of Conduct stands for:

- The rights of Freedom of Association
- No Child Labor
- Fair Remuneration
- No Discrimination
- Decent Working Hours
- Occupational Health and Safety

Before becoming a supplier for Tom Tailor, the prospective partner needs to sign this [amfori BSCI Code of Conduct](#). This is the minimum we ask of our partners, to ensure compliance with our rules and norms. Additionally, regular audits take place for a maximum of transparency.

In 2022, we aim to incorporate the newly released amfori BSCI Code of Conduct update into our requirements, which will become effective by January 2023.





SUPPLIER AUDITS: OUR APPROACH

OUR APPROACH.

Like most fashion brands, we don't own the factories where our clothes are produced. But we want everyone involved in making our products to have a safe, fair and equal working environment. Our goal is to make sure our values are respected in every country where we source, and by every supplier we partner with.

To ensure that suppliers and manufacturers meet our working conditions requirements, environmental policy, and our health and safety standards, before confirmation and commencement of the business relationship. Apart from signing the commitment documents, social compliance auditors from our local CSR team conduct in-depth checks (Initial Factory Assessment, IFA) which are based on the amfori BSCI Code of Conduct and local regulations, as well as requirements defined by Tom Tailor. This helps us to verify the working conditions and the respective onsite management.

It forms an important basis for us to determine whether such potential suppliers and manufacturers are operating aligned with our core values. Our CSR team visits and communicates with our partners on a regular basis to better support their ongoing development as well as ensuring any such issues are effectively rectified.

As a member of amfori, we have integrated amfori BSCI audits into our supply chain monitoring process, with which our manufacturers are audited by amfori accredited third-party auditors on a regular basis using a semi-announced format. The semi-announced format is the amfori recommended approach, as well as our approach. This provides us with good assurance that factories are not "prepared" for audit, while showing trust and respect to the factories – factories are informed about the audit window, but not the exact date.

In 2021, we had 76 amfori BSCI audits (full audits = 53, follow-up audits = 23), and there were no critical/zero tolerance issues identified.

Of the amfori BSCI audits mentioned, the majority were semi-announced audits – it is not yet up to 100% as Tom Tailor is not the "RSP" (responsible) for all our partnering manufacturers when selecting the audit type. But we are happy that we are close to 100%. The reduced number of audits seen in 2021 is caused by: COVID-19 impacts and our manufacturers have been improving their performance, which leads into less audits.

In 2021, we had 8 new suppliers (including 8 linked factories) and 10 new factories (added under 9 existing suppliers) who went through our social screening.

MONITORING DURING COVID.

As a control to contain the virus, onsite activities have been reduced to protect our staff and our partners. Hence, we arranged video calls with our partners on a regular basis, "virtual" audits with the support by partners' CSR team and requested that our partners work on self-assessment via the amfori Sustainability Platform.

We are continuing our efforts to enhance our measures to ensure our clothes are produced in a safe, fair and equal working environment.



SUPPLIER AUDITS: RESULTS

ACTION PLAN.

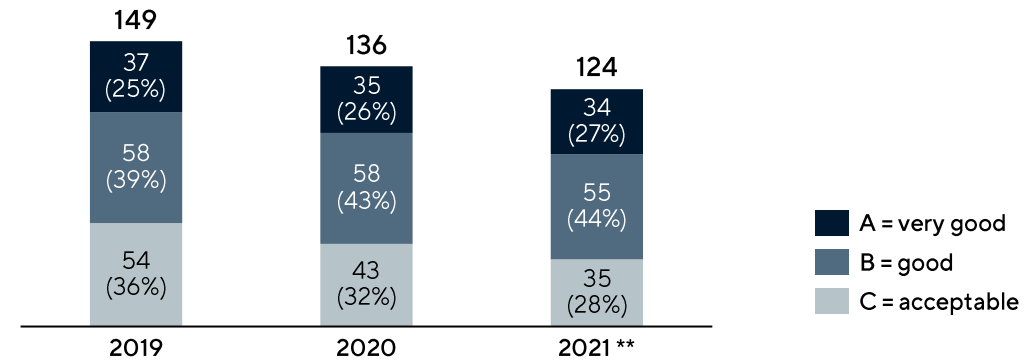
Our goal is to constantly improve the working conditions our suppliers offer, and to accompany them in that process throughout the entire business relationship, which we strive to make a long-lasting one. If we find deviations as per the amfori BSCI audit report or during one of our visits, we work out appropriate action and development plans with the respective supplier.

For an amfori BSCI audit, there are different follow-up procedures by rating results:

- A & B-rated:** no written action plan for continuous improvement; audit results are valid for two years
- C- rated:** written action plan for continuous improvement is mandatory; at least one follow-up audit within one year
- D-rated:** written action plan for continuous improvement is mandatory; follow-up audit within three to six months; in case issues persist, sanction procedures will be initiated with an exit plan being followed

We have published our Social Compliance Manual to detail the step-by-step approach and requirements, and shared it with all suppliers.

BSCI Factory Rating Overview *



*The charts only show factories having valid amfori BSCI audit results; shares = rounded figures

**The number of factories is showing a decreasing trend as we have been working continuously to consolidate our supply chain and focusing on working closer and deeper with our strategic and core suppliers



OUR SUPPLIER ON-BOARDING PROCESS

Human rights, equality and safe working conditions are much more than a guideline – we do not compromise on people’s lives and health. The well-being of our employees and the employees in our entire value chain is our top priority, and an integral part of our social responsibility. As we want all of our suppliers to be in the same boat, we are committed to ensuring ethical and safe working conditions at their sites, too. To really steer in one direction from day one, we have set up an on-boarding process that every potential supplier has to run through.

	Tier 1: garment/accessories suppliers & factories:	Tier 2: fabric/yarn mills (traders included)	Tier 2: trim mills
Onboarding process	<ol style="list-style-type: none"> 1. Check business relevance: e.g. new product development, additional capacity, flexibility, etc. 2. Finance/credit check: review P&L's 3. Onsite assessments: incl. technical and social compliance check 4. Social compliance: incl. BSCI audit result review 5. Due diligence check 	<ol style="list-style-type: none"> 1. Social compliance: including BSCI audit result review, online issue check 2. Due diligence check 3. Self-assessment: management system review, chemical management basic set-up, environmental management, social compliance and quality management 	<ol style="list-style-type: none"> 1. Self-assessment: management system review, chemical management basic set-up, environmental management, social compliance and quality management 2. Due diligence check
amfori BSCI Code of Conduct	Yes	Yes	Yes
Tom Tailor General Instructions	Yes	-	-
Vendor Code of Conduct (Anti-Bribery)	Yes	-	-
Consent for Supplier Disclosure	Yes	Yes	Yes
Chemical Management Commitment	Yes	Yes	Yes
Social Compliance Commitment	Yes	Yes	Yes

Commit to and sign following docs

COOPERATION WITH OUR SUPPLIERS

SUPPLIER SCORECARD.

We developed a supplier scorecard for our strategic and core suppliers, which covers 74% of all Tier 1 factories. With this tracking tool we cover different performance areas of each supplier. This also allows us to benchmark them with comparable suppliers.

We aim to commonly improve the performance of our suppliers by:

- Evaluating the performance in 5 different areas based on respective KPIs (quality, compliance & sustainability, availability, efficiency and cost)
- Showing development vs. previous assessment
- Benchmarking performance vs. comparable group (e.g. by country)
- Identifying actions fields
- Setting-up action plan
- Half-yearly meetings with strategic and core suppliers to review their improvement progress and work on improvement plans (if needed or as required)

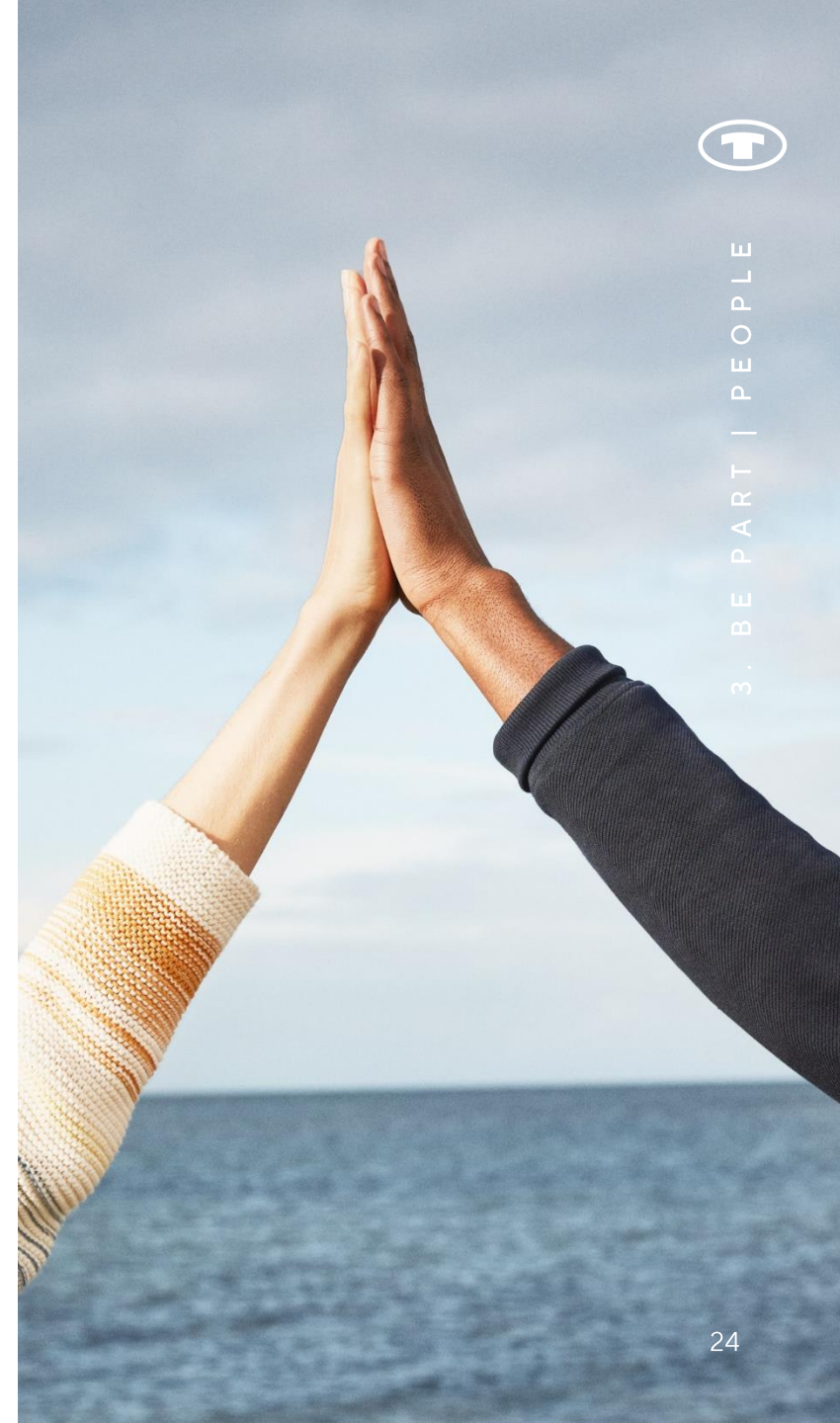
ANNUAL SUPPLIER SUMMIT.

We appreciate and value the relationship with our suppliers. Once a year we have our ANNUAL SUPPLIER SUMMIT. An event, where we invite every supplier to share innovation and best-practices, discuss challenges and where we share our sustainability vision and overall business strategy.

But the most important part of the event is the “supplier award ceremony”. For each scorecard performance area and additional KPIs, we announce the three best-performing suppliers to recognise their contributions and achievements in the past year.

Each winner gets an award and is celebrated for their great performance.

Due to the COVID-19 pandemic, the last two Supplier Summits only took place virtually.



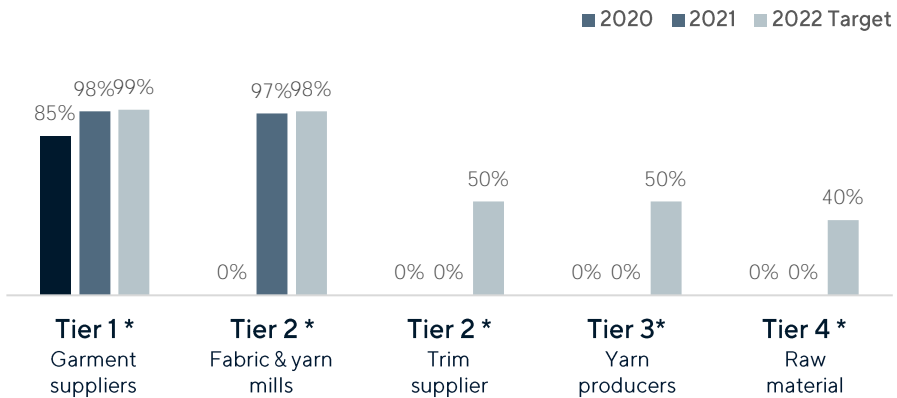
BETTER TRACEABILITY

WE WANT TO BE ABLE TO TELL YOU, WHO MADE YOUR CLOTHES.

To answer that question, we've developed a supply chain mapping process which helps us to gain transparency by whom our clothes are made. In 2021, we published our [Tier 1 & 2 suppliers](#) for the very first time. Our goal was to improve the traceability of Tier 1 & 2 suppliers, in comparison to the previous years – which we met.

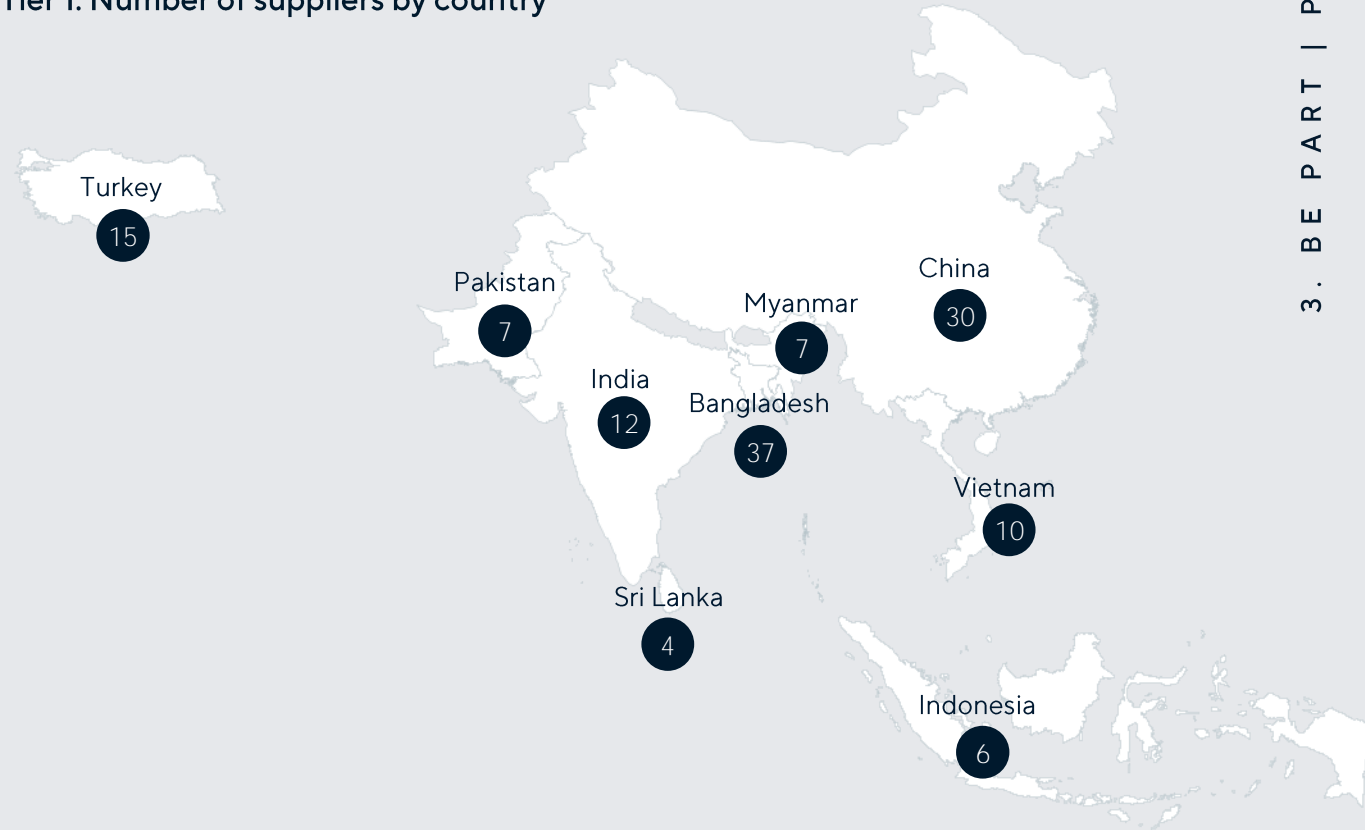
As better traceability and more transparency go hand in hand, our aim for 2022 is to gain more transparency in Tier 3 & 4.

Supply Chain Traceability: 2020, 2021 & 2022 Target



* Please note: there might be different Tier definitions from case to case – this is just to give you a rough idea.

Tier 1: Number of suppliers by country



LIVING WAGES

OUR STEPS OF P(L)AYING FAIR.

Playing fair equals paying fair. At least in our view. And we are aware that we still have a lot to change. However, CHANGE STARTS WITH AWARENESS. We want to make sure all people working for us can meet their basic needs and maintain self-sufficiency. Pursuing a living wage for them is one of our utmost goals. Here is a rough overview on how we are trying to achieve this overarching goal:

OUR BASIS ✓	OUR CHECK-UP ✓	OUR GOALS
The minimum wage. By signing the Code of Conduct our suppliers assure us that they will pay the country's minimum wage.	Regular audit checks. We examine whether the suppliers abide by our agreement to pay at least the minimum wage.	Third parties. Interest groups and industrial experts will be consulted to support our living wage program.
Plans to close the gap. These are expected from the suppliers if the paid wages are below the calculated living wage level.	Collecting data of the actual paid wages. From selected suppliers; every year. Including the applicable legal minimum wage and actual paid wage; by employee type.	Transparency. We collect data of actual paid wages for every supplier, show the differences compared to living wages and define measures on how to achieve them. Step 1: strategic and core suppliers in 2022 Step 2: every Tier 1 suppliers: 2023
	Product costing model. The idea of labor costs - already incorporated in our costing model.	Surveys for workers. Our goal is to get first hand information, not just focusing on the audit which is a snapshot. True product price split. Is the maximum for us of transparency and fair play. Responsible Purchasing Practices. Develop and roll-out new guidelines. First step: Better Buying Survey.



OUR DRIVE FOR MORE EQUALITY

FEMALE EMPOWERMENT.

We are a proudly diverse crowd. A community that values and respects each other. Knowing that every being and opinion counts.

We want to make sure that all of our employees are able to realise their full potential. That's why Women Empowerment and Gender Equality (though not completely equivalent) are on our priority list – not only for our own employees but also for the workers in our supply chain.

To empower female workers in our supply chain, we participated in the 'Shobola Project': a pilot initiated by amfori BSCI, which had the aim of developing and rolling out training to top- and mid-level management in gender equality, and to support women through leadership exercises and training. This was a small step in the right direction.

In 2022, we will follow this direction by participating in another Women Empowerment Program by UN Women which we will join via amfori BSCI.





PROGRESS

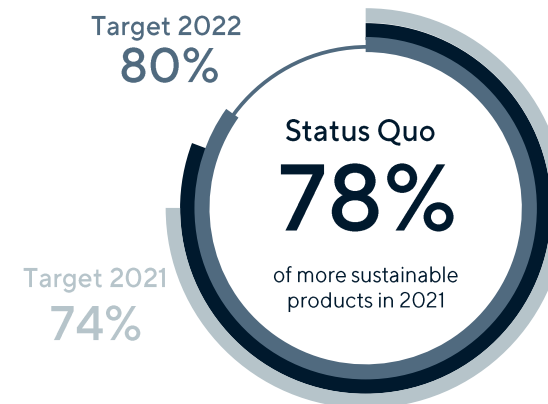
'CAUSE THAT'S WHAT WE ARE COMMITTED TO.
IN THE MOST CASUAL WAY.

We put 100% effort into replacing our current materials with more sustainable ones. For a lower impact and a higher product ecology and quality.

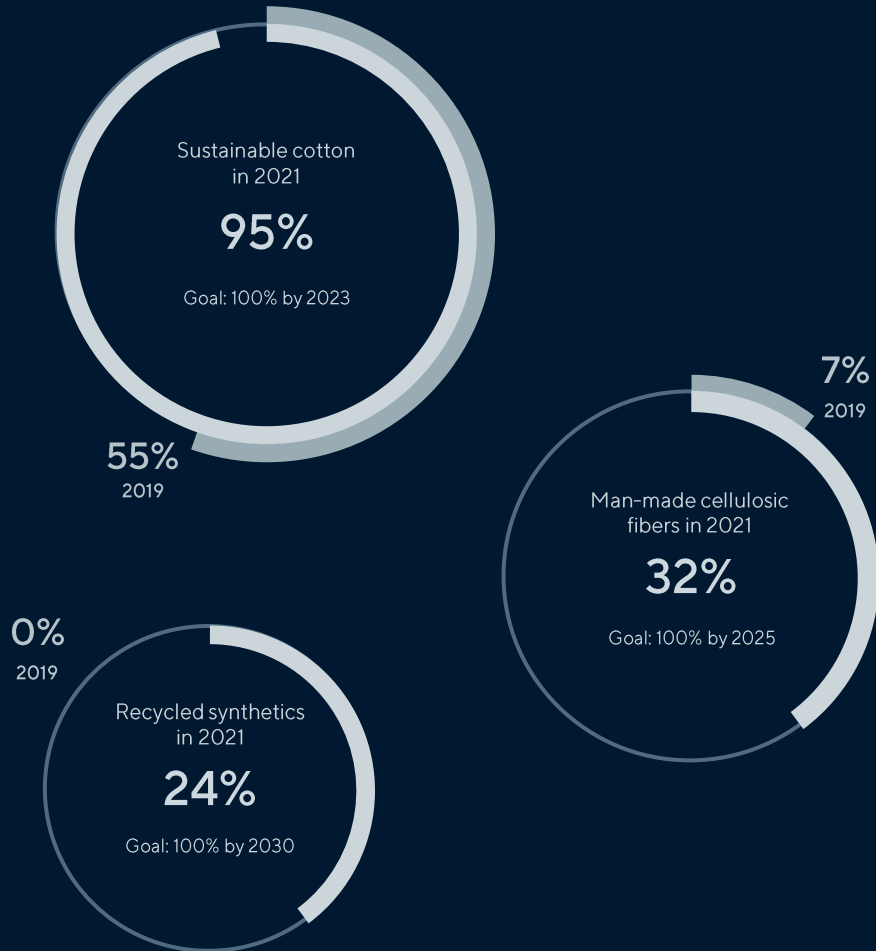
In 2021, already 78% of all produced garments were made with more sustainable materials. This year our products teams were given material targets for the first time.

With a quarterly update on status quo vs. targets, we enabled our product teams to have a full overview of all products and their achievements on our common sustainability goals.

We know that we produce a high volume of clothes every year. That's why we also questioned ourselves with respect to our collection architecture and the order rhythm. Midway through 2020 we changed from a monthly sell-in to a quarterly sell-in, and reduced our collections sizes by 20-25%.



BETTER MATERIALS BETTER PRODUCTS *



3

MINDFUL PRODUCT DESIGN

Our vision: Design products with low environmental impact materials and treatments, and include more and more innovative new fibres until we only design 100% more sustainable styles.

Our first garment was designed and produced in 1962. What followed were decades of development, innovations and growth. During which time we never lost focus. Our vision was, and still is, freedom-minded apparel that meets the highest quality standards.

With **BE PART** we have added another approach to these standards. To push sustainability forward we are aiming for a mindful product design.

Mindful product design also means investing into quality which leads into longevity of our products. All of our products also have general care instructions, and additionally we share helpful care advices with our consumers with our "[Keep Forever Guide](#)".



* Status quo December 2021; shares show products of each material category (excl. license products), which were produced with more sustainable materials

HOW WE CLASSIFY MATERIALS

The variety of materials is huge. We want to give a guidance to our product divisions to get a better understanding on how each material impacts our environment.

Therefore, we have developed a material guideline which is like a college for fibres. With grades from 1 to 5. Or if you wish from A to E.

The guideline is based on research using the HIGG Materials Sustainability Index (MSI) and the Made-By Environmental Benchmark for Fibers. If our materials want to pass their „more sustainable degree“ they need to be somewhere between A and C.

A+ like 'a plus is always a plus'	A like 'always try to choose these ones'	B like 'better than the average'	C like 'could be better. could be worse'	D like 'dump them whenever you can'	E like 'eeew, always avoid these'
SeaCell™, Apple Skin, Piñatex®, FRUTFIBER™	TENCEL™ LYOCELL™, LENZING ECONOVO™	Organic Cotton, Organic Linen, Recycled Polyester	Better Cotton (BCI), Certified Wool (RWS)	Silk, Conventional Cotton, Virgin Polyester	Uncertified Cashmere, Mohair, Alpaca, Real Down, Angora



WHY WE LOVE COTTON.

The cozy cotton fibre is picked, spun and woven into fabric that's natural, soft, absorbent and breathable. More than 60% of our garments are made from cotton.

What's the issue? Growing conventional cotton has a harmful effect on nature. It's one of the most chemical and water intensive crops, with tremendous impacts on the environment and on people's health in the growing areas. High global demand requires a focus on more sustainable options and even other alternatives with comparable features.

Most of our cotton is sourced more sustainably: in 2021, 69% came from the Better Cotton Initiative (BCI), 28% was organic cotton and we started to incorporate recycled cotton as well, which is still less than 1%.

In 2021, we processed around 6,679* tonnes of cotton. The graphic shows the split between the different types of cotton.

FACTS.

Organic Cotton

- Organic cotton products we sell are certified to either the Organic Content Standard (OCS) or the Global Organic Textile Standard (GOTS)
- Grown without synthetic fertilizers and pesticides
- Organic farming practices maintain soil fertility and expand biologically diverse agriculture

Better Cotton (BCI)

- Grown according to the Better Cotton Farming Standard: optimized use of synthetic fertilizers, pesticides and water
- Farmers are trained on how to best manage the environmental, social and economic aspects of cotton production
- The BCI system uses a mass balance approach which emphasises improving the cotton available on the market
- Tom Tailor is BCI Member since 2016

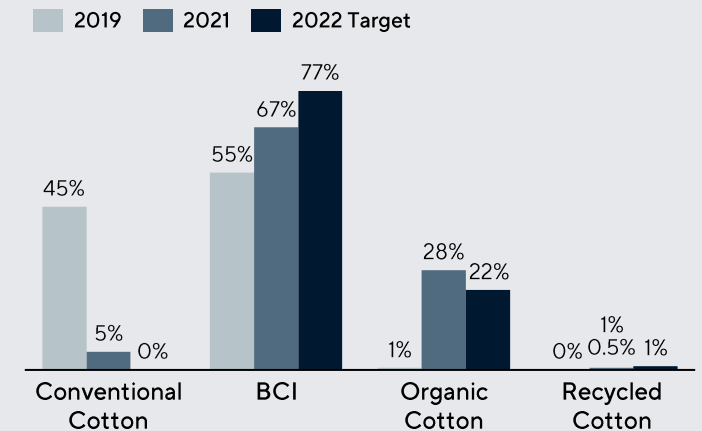
Recycled Cotton

- Collected from pre-consumer waste, such as cutting scraps, or post-consumer waste (e.g. garment donations)
- Production of recycled cotton yarn saves water within the production process and for growing cotton
- Using recycled cotton supports a circular economy and keeps waste out of landfills
- Recycled cotton products we sell are certified to either the Global Recycle Standard (GRS) or the Recycle Content Standard (RCS)

OUTLOOK.

It's not a secret, that the global organic cotton request is much higher than the availability which still is only 1% of total cotton farming. In 2021 the organic cotton availability got worse.

That's why we decided to support the in-conversion cotton from 2022 onwards. "Buying in-conversion cotton and investing in in-conversion programs support farmers and farm groups through the conversion phase, while building future supply of organic cotton." (source: Organic Cotton Market Report 2021; Textile Exchange).



* Calculated volume

MAN-MADE CELLULOSICS

SOFT, BREATHABLE & SILKY LOOK.

Man-made cellulosic fibres (MMCF) are commonly derived from wood. These fibres are better known as Viscose, Lyocell and Modal.

These soft, breathable materials with a silky look are one of the most important fibres for us. Around 15-20% of our products are made with man-made cellulosic fibres.

As a regenerated natural fibre, man-made cellulose are not naturally harmful to the environment. Nevertheless, the conventional process - to turn wood into these fibres - has a high consumption of energy, water and chemicals.

That's why we are steadily increasing our share of more sustainable MMCFs to secure our forests and to decrease the environmental impact which is caused by processing these fibres.

Across all types of man-made cellulosic fibres, we processed around 1,265* tonnes in 2021.

FACTS.

Lyocell

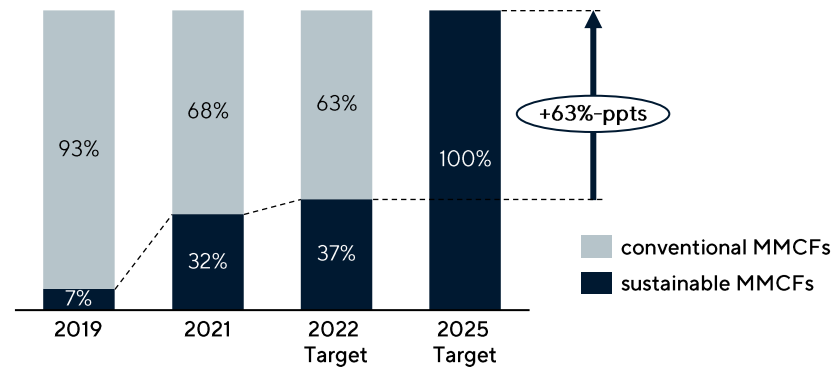
- Mainly made from eucalyptus trees which grow quickly without pesticides or insecticides

TENCEL™ Lyocell

- TENCEL™ is a trademark by Austrian company Lenzing AG and comprises lyocell and modal
- Cellulose is only sourced from sustainably managed forests
- 80% less water is needed to process TENCEL™ Lyocell fibers compared to conventional cotton

LENZING™ ECOVERO™

- 50% fewer emissions and 50% less water consumption compared to conventional viscose
- Certified with the EU EcoLabel
- Cellulose is only sourced from sustainably managed forests



* Calculated volume

OUTLOOK.

To achieve our target of 100% more sustainable MMCFs by 2025, we are integrating even more sustainable MMCFs into our product development process from 2022 onwards for example:

LivaEco by Birla Cellulose

- Sourced from FSC-certified sustainable forests
- Saves water, increases forest cover & reduces CO2 emissions
- Traceability of source and bio-degradable characteristics

SeaCell™

- Derived from cellulose and seaweed within a gentle and sustainable selection process which secures the re-expulsion of the seaweed
- 100% untreated and bio-degradable



BEING AWARE OF MICROFIBERS.

Synthetic fibres are such as polyester, polyamide and acrylic. They do have advantages like, quick drying, good elasticity, wrinkle free and they do not lose their colour.

However, synthetic fibres are formed through chemical processes and are usually derived from petroleum. The processing requires a lot of chemicals & energy. This means the fibres are not compostable.

One of the biggest issues of synthetic fibres are the microfibres. When synthetic fibres are washed, microfibers are released into the wastewater and end up in our natural ecosystems. This is harmful for the environment, the animals and the humans who in turn eat seafood.

We love natural fibres – that’s why we try to limit the use of synthetic fibres and whenever we use them, we try to increase the share of recycled synthetics.

In 2021, we processed around 2,143* tonnes of synthetic materials. Of which 15% were already recycled synthetics.

FACTS.

Recycled Synthetics

- Recycled materials minimise waste, decrease soil pollution, and reduce air and water pollution
- Recycled polyester: made from used PET bottles and pre- and post-consumer waste
- Recycled polyamide / polyacrylic: from the waste of other polyamide productions
- 30-35% less energy compared to conventional synthetics
- All recycled synthetics are certified either by the Global Recycling Standard (GRS) or Recycled Claim Standard (RCS)

REPREVE

- Fibre made from recycled materials including plastic bottles
- Certified recycled polyester fibre by the company Unifi

REPREVE our Ocean

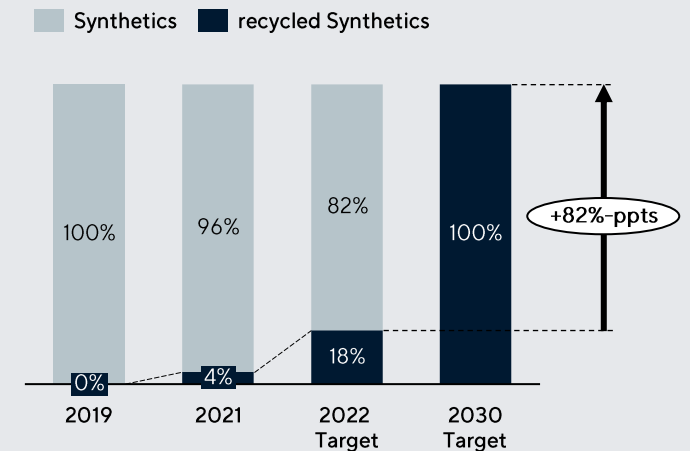
- Fibre made from plastic bottles which are at high risk of entering the ocean
- Certified recycled polyester fiber by the company Unifi

OUTLOOK.

MBRC® the ocean

- In the end of 2020 we started our collaboration with the non-profit organization MBRC® the ocean
- Their target – and our target as well – is to free our oceans from plastic waste. We are supporting the work of MBRC® the ocean
- “One day” goal: convert the collected waste into a recycled synthetic fibre, which we can use for our garments

The graph shows the share of total produced items which are made with a minimum of 20% recycled materials.



* Calculated volume

LINEN & HEMP

SUMMER MUST HAVE.

We adore linen – especially for our summer collections. We love to design products which are made with this natural fibre.

Hemp is one of the strongest and most durable natural fibres. Due to the tensile strength, the hemp fibre is an excellent choice for outerwear or strong denim fabric blends.

Both fibres have been added to our preferred more sustainable material guideline. In 2021, we processed around 62* tonnes of linen and hemp fibres.

FACTS.

Linen

- Natural fiber, made from the flax plant
- Flax advantages: fast-growing, rainfed, no pesticides or other chemicals, low carbon footprint and it nourishes the soil

Hemp

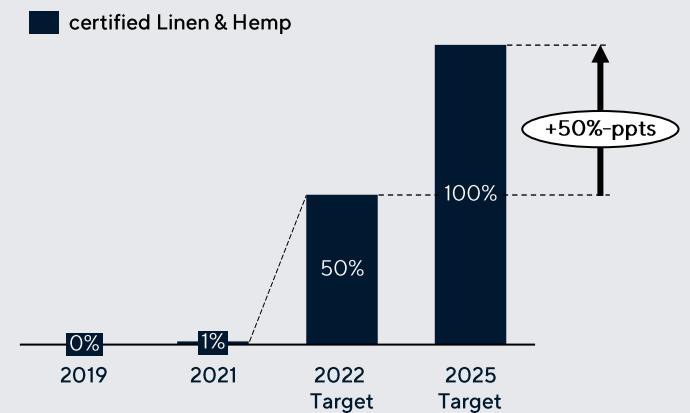
- Cultivation of hemp has a low environmental impact
- Hemp is fast-growing, rainfed and the processing to the fiber requires few chemicals

* Calculated volume



OUTLOOK.

- In 2022 we will introduce European Flax-certified linen products
- Launch of our hemp denim in mid 2022; a more sustainable denim fabric which is a blend of BCI Cotton and certified hemp treated with eco-washes



OUR ANIMAL WELFARE POLICY

BECAUSE WE HAVE A HEART FOR ALPACAS & CO.

Animals are close to our heart. That's why we've already banned many animal fibres & animal-derived materials and committed ourselves to only use them, if we can guarantee that the animals have been treated well. Our Animal Welfare Policy is an integral part of our "Social Compliance Manual and Restrictions on Material" handbook. Our products do not contain:

- Down or feathers made from live plucking or forced fattening
- Real fur
- Uncertified Alpaca, angora, mohair or cashmere
- Leather from Indian cows or hides from endangered species
- Shells of animals from endangered species

In addition, we expressly prohibit the mulesing of sheep. Our obligatory guidelines do contain a "non-mulesing" instruction, which we track for every wool product.

We are a committed [Fur Free Retailer](#) and we also committed our banned fibres towards PETA.

The farms where we source our animal fibres from must commit to comply with the FIVE FREEDOMS OF ANIMAL WELFARE:

1. Freedom from Hunger and Thirst
2. Freedom from Discomfort
3. Freedom from Pain, Injury or Disease
4. Freedom to Express Normal Behaviour
5. Freedom from Fear and Distress

OUTLOOK.

- In 2022 we will launch our first PETA approved vegan products and we will further increase our PETA approved vegan product offer.
- Our goal: By 2025 we will only source wool and other animal fibres which follow strict certified standards like the Responsible Wool Standard (RWS).

GOOD TO KNOW.

In the latest Report "[Animal Welfare in Fashion- 2021 \(Tierschutz in der Mode\)](#), Four Paws and Good On You evaluated 111 brands with respect to their improvements regarding Animal Welfare. We were able to be evaluated as a "better brand 2021", based on a significant improvement.



OUR GREEN DENIM

STILL BLUE. BUT SOMEHOW GREEN.

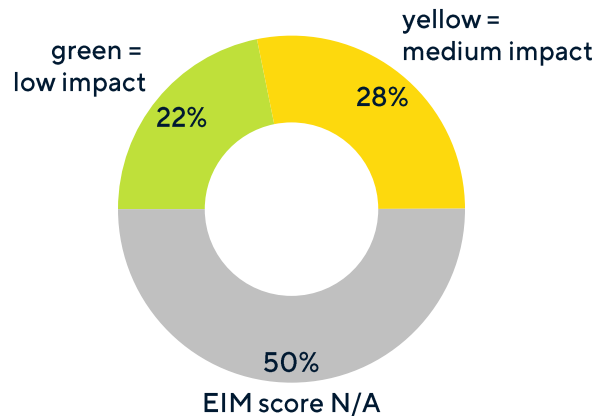
We love denim. It's our favourite fabric. But there is one thing we love even more: low impact denims. These are denims that come in typical colours whilst also being awarded green on their EIM score.

EIM stands for Environmental Impact Measurement (by Jeanologia). That's what this score basically is: a way of making sustainability measurable within the manufacturing process. Evaluating the four categories of water consumption, energy consumption, chemicals used and employee's health and safety conditions.

The results are presented using a traffic light system. From red, over yellow, to green. And we all know what's best: getting the green light.

In 2021 we started to ask our suppliers to evaluate each denim with the EIM score.

Here is the result:



Our targets:

- 2022: get all our denims evaluated with the EIM score
- 2023: increase our share of "green denims" up to min. 40%
- 2025: 100% green denims

EIM = Environmental Impact Measurement

1

Four individual categories:

- Water Consumption l/garment
- Energy Consumption kWh/garment
- Chemical Impact
- Workers' Health

2

Benchmark against an Environmental Threshold

0-35	35-80	+80
0-2	2-4	+4
0-25	26-50	+50
0-10	11-30	+30

3

Classify depending on the EIM score

- 0-33 LOW IMPACT
- 34-66 MEDIUM IMPACT
- +66 HIGH IMPACT



RESPONSIBLY SOURCED PRODUCTS

HOW WE ENSURE SAFE PRODUCTS.

We not only want our products to look nice, we also want to ensure that we meet the best industry standards for our more sustainable styles. That's why we require third-party certifications for our more sustainable product range. These most common standards are accepted to certify our materials and products:



There is a defined process in place for tracking these certificates. Our suppliers provide us with the necessary certificates, and our sustainability team is responsible for verification. To ensure a maximum of transparency and credibility, we also provide this information to our customers.

For each material and different standard we have a so-called "SOP" ("Standard Operating Procedure"). The SOP contains background information on each material required certifications through the supply chain; and roles, responsibilities and labeling guidance. In addition, each SOP has a clearly defined process on how and who must upload and check the certificates at what time.

Our buyers and our CSR professionals in each of our sourcing countries are closely working together – also with our suppliers – to ensure safe products.



MORE INNOVATION

MAKE INNOVATIONS THE NEW STANDARD.

The “material world” of more sustainable fibers is moving incredibly fast. A few years back organic cotton has been an innovation for retailers like us. Today organic cotton is already a new standard and materials, for example SeaCell Ɔ fiber, Apple Skin, Piñatex®, FRUTFIBERƆ, CFIBERƆ, PANettleƆ are real innovations out there. We are fascinated by new innovations which help to improve our environmental footprint.

We innovate. Curiosity is what keeps us moving forward. We aim to discover more innovations and turn them into a new standard for us and our products. This is not only relevant for materials and fibers but also for dyeings, washes and other treatments.

First things first: We made a status quo of all sustainability capabilities of our suppliers & mills - for materials and treatments. This helped us to get a better understanding of what our suppliers can already offer. This also included the different standards and certificates. We incorporated the status quo into our product lifecycle management tool (PLM) and this is now being updated on a regular basis.

To ensure a continuous movement we initiated some new processes and structures. We introduced regular innovation meetings:

- Bi-weekly product innovation meeting with defined designers, buyers and our CSR team
- Monthly sourcing innovation meeting with our sustainability leads from all sourcing head offices

With these meetings we created a platform where we can share ideas and progresses, discuss on which innovations we want to focus on and define our next steps to successfully integrate them into our product development.

A defined process describes the steps needed to integrate new innovative fibers and treatments into our product development process. Why is a process needed? Because we care about the quality outcome of products and some innovations still need a bit more development time to achieve our quality standards.

In addition, we closely collaborate with our suppliers to develop new fabrics. An example is our hemp denim, which will be launched in autumn/winter 2022. We wanted to turn our well-known denim into a new, more sustainable version.

For each new material an SOP (“Standard Operating Procedure”) will be defined to ensure the traceability. In addition, the material will be added to each guideline (e.g. material guideline, hangtag guideline etc.)

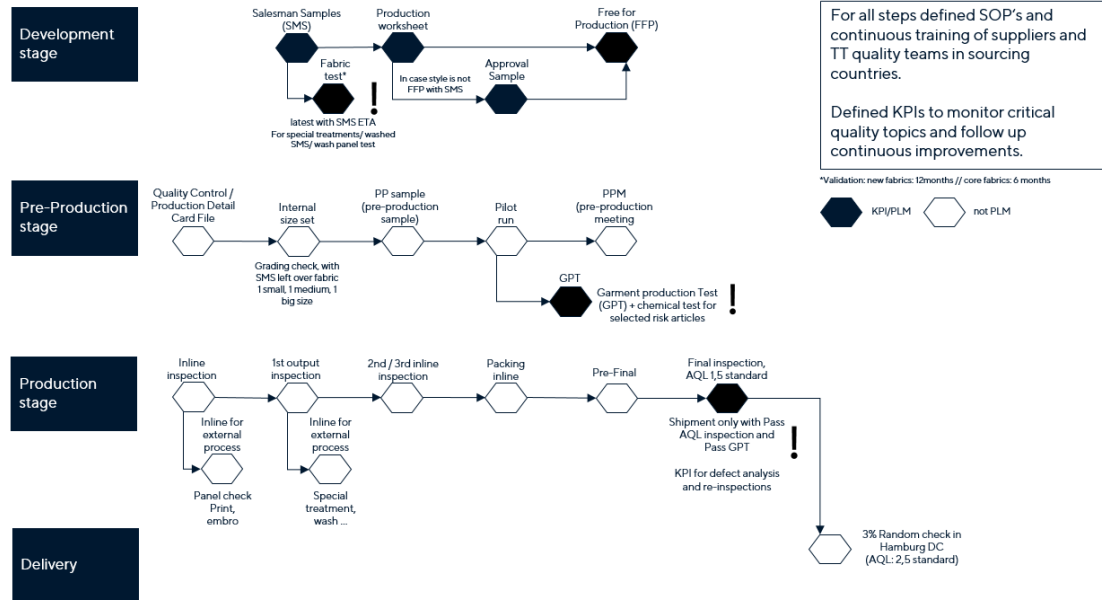


OUR QUALITY CONTROL PROCESS.

We care about the longevity of our products. That's why we aim for high-quality products with a good price / value ratio. To ensure that our products fulfill our quality requirements, we set up a Quality Management Process.

We do regular quality and material checks. The general processing, fit, and quality aspects (such as the color fastness) are tested. Our products are checked according to the AQL standard (processing: 1.5 and fit: 2.5).

Our garment label contains instructions that help you treat your item with special care, for optimum longevity.



LESS CHEMICALS.

Chemicals are required in conventional dyeing and washing processes. We have defined strict guidelines for the use of chemicals and excluded environmentally-harmful chemicals from our production:

- Restricted Substances List (RSL)
- Chemical Management Handbook

Our suppliers (Tier 1 + 2) are obliged to comply by signing a Chemical Compliance Letter. Our guidelines for the use of chemicals are based on the DETOX initiative and the REACH regulation.

We aim to limit the use of chemicals in our production process and to change conventional dyeing and treatment processes into more sustainable ones. Honestly speaking: there is still room for improvement. That's why we plan to set-up a "Positive List" for the use of chemicals in addition to our restricted chemical list.

In order to provide a better guidance to our product teams, we aim to develop a "Treatment and Dyeing Guideline" for more sustainable processing alternatives.

In 2021 we made a great step forward by implementing OZONE WASH, Laser Distressing and Eco Wash to our denims. These are ways to achieve an authentic denim look whilst minimising the use of chemicals.

Another step towards more sustainability: For our spring/summer 2022 capsule collection 'The Good Dye', we used dyes which come from natural-based raw materials for colouring our clothing. An ecologically-optimised solution of conventional dye stuff, called EarthColors® by Archroma. To be continued.

CORE FABRIC LIBRARY.

First, let's clarify what we define as CORE FABRICS, why and how we determinate them.

Core fabrics consolidate high volume fabrics to ensure efficiency. They are accessible for designers and buyers in our PLM system and physically in our fabric library.

We determine core fabrics based on sales figures, which means that we monitor which styles produced with which fabric are most wanted by our customers. During the product development process, our division teams also focus on which materials and fabrics are the bestselling ones. This means each fabric with very high use and sell-out can become a potential core fabric. Our core fabrics have a big impact on each collection and build the basis for each product group.

We use core fabrics over several seasons up to several years. They are cost-effective and mainly used for NOS (never out of stock) and basic styles.

Although the core fabrics are well-known and approved materials, we carry out regular quality controls, because we want to ensure highest quality standards. In addition, we monitor the price development and availability.

In 2021 we also defined more sustainable core fabrics and added them to our core fabric library.

Overall, we are targeting a share of 60% core fabrics for our produced garments.





PLANET

THE PLANET, 'CAUSE THAT'S WHAT THIS IS ALL ABOUT. RIGHT?

Shades of blue has always been part of our Tom Tailor identity: "We think in blue since 1962". With our sustainability program **BE PART** we mix in green as well. Our biggest dream: A world map in the purest shades of blue & green.

To make change a reality we aim for a **GREEN VALUE CHAIN & CLOSED-LOOP PROCESSES.**



GREEN VALUE CHAIN

OUR CARBON PROBLEM.

Right now, there are a lot of sustainability buzzwords whirling around. They fill our atmosphere. Like carbon. Which is a real problem.

Carbon * is one of the seven greenhouse-gases (GHGs) that increasingly pollutes our environment. Its emissions are created by the burning of fossil fuels, solid waste, trees and other biological materials. Or to put it into one word: industrialisation. The alarming effect: GHGs cause massive changes in our temperature, climate and entire ecosystem.

So, what do we have to do?

Let's pick up two buzzwords: **CARBON FOOTPRINT** and **CLIMATE-NEUTRAL**.

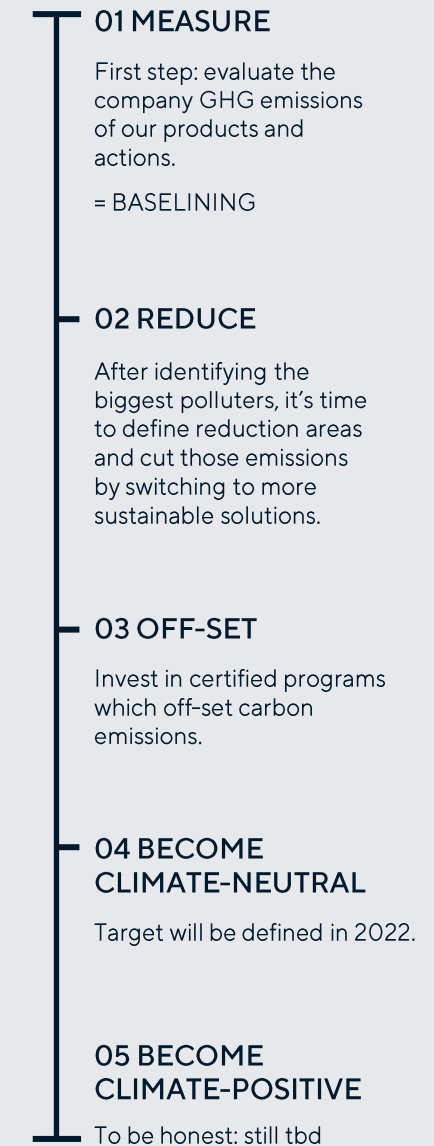
A carbon footprint is the total amount of GHGs that are generated by our actions and our business. The global clothing industry is the second biggest polluter and responsible for about 10% of annual carbon emissions. And - let's face it - we are part of it.

Since 2020 Tom Tailor has been signatory to Fashion Industry Charter for Climate Action under UNFCCC to officially commit to fight against climate change.

* Carbon or carbon footprint includes all seven GHG emissions and is used as a synonym for GHG emissions; calculated with a CO₂-equivalent

CLIMATE-POSITIVE is the overarching goal. To become climate-positive, the positive impact on the environment must be higher than the negative impact (to explain it simply). This can only be achieved via strict carbon reductions and investing into off-setting programs.

How we plan to become climate neutral – shown in a simplified scheme:



LET'S CANCEL CARBON

OUR ACHIEVEMENTS IN 2021 & TARGETS FOR 2022.

In 2021 we managed to finalise our „measurement“ (2019 data) – our baseline to set science-based targets, identified where we have reduction potential and critically evaluated where we need to act. Step 01: Done.

OUR BIGGEST POLLUTERS:

01 Our products and their production process

88.8%

02 Our inbound logistics

5.2%

03 Our packaging material

1.7%

of our total GHG emissions in 2019

In 2022 we want to focus on four goals:

- Still follow our zero air-freight target (that we didn't reach in 2021*)
- Commit to the Science-Based Target initiative (SBTi) and define science-based targets (SBT) to set our company goal to become climate neutral
- Identify eligible off-setting projects and invest in them
- Find even more reduction areas and set measures and targets by area

* Caused by COVID-19 effects and a resulting challenging freight market. But we still believe in it. Therefore, we have put huge efforts into adjusting internal processes e.g. our product development cycle to still deliver the goods on time – using a minimum of air freight.

HOW WE COLLECTED THE DATA.

The carbon data collection is a quite complex process, and many people were involved to get all the needed data.

What did we do:

1. We chose a partner ([ClimatePartner](#)) to support us and to provide a respective tool for the data collection and the final carbon footprint calculation.
2. Together with ClimatePartner we defined a structure and the scopes which we wanted to evaluate (result: Scope 1&2 and parts of Scope 3).
3. Our sustainability team defined responsibilities by entity and consolidated the data provided by each entity in the Carbon Calculation Tool.
4. Final carbon footprint calculations were made by ClimatePartner.



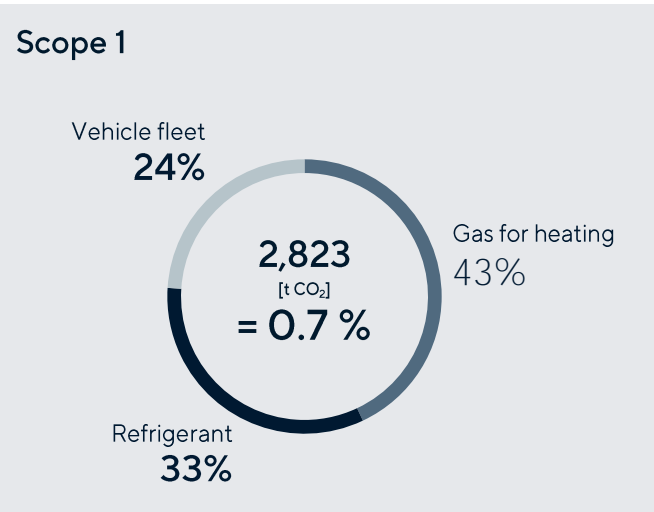


OUR BASELINING RESULT

CO ₂	CH ₄	N ₂ O	HFC _s	SF ₆	NF ₃	PFCs
Scope 1: Direct		Scope 2: Indirect		Scope 3: Indirect		
Greenhouse gas emissions from sources that are owned or controlled by a company.		Greenhouse gas emissions resulting from the generation of electricity, heat or steam purchased by a company		Greenhouse gas emissions from sources not owned or directly controlled by a company but related to the company's activities		
WHAT. <ul style="list-style-type: none"> • Gas for heating • Refrigerant • Vehicle fleet WHERE. <ul style="list-style-type: none"> • Head offices / showrooms • Retail stores and outlets * • Central Distribution Center 		WHAT. <ul style="list-style-type: none"> • Electricity (purchased) • Externally generated heat WHERE. <ul style="list-style-type: none"> • Head offices / showrooms • Retail stores and outlets * • Central Distribution Center 		WHAT. <ul style="list-style-type: none"> • Products & their production process • Logistics & transportation (in and outbound) • Packaging • Business Travels and employee daily commuting WHERE. <ul style="list-style-type: none"> • Head offices / showrooms • Central Distribution Center 		
2019		2019		2019		
2,823 [t CO ₂] = 0.7 %		5,743 [t CO ₂] = 1.4 %		403,377 [t CO ₂] = 97.9 %		

* assumption: extrapolation based on detailed recording from five retail stores

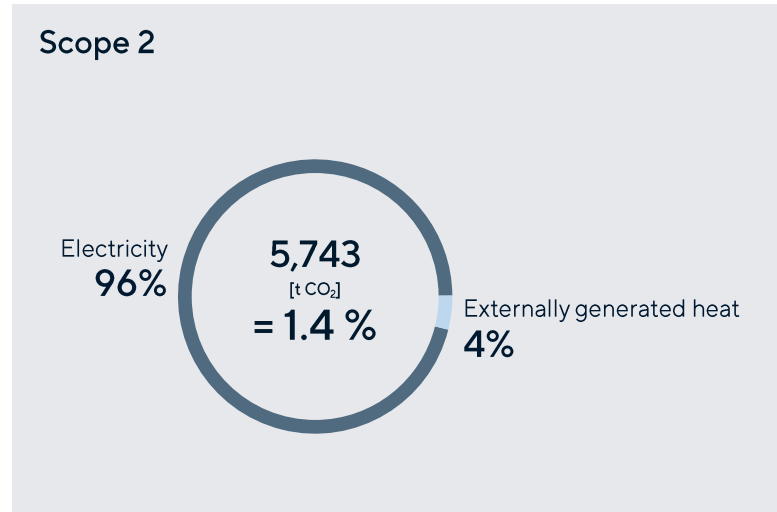
SCOPE 1 AND 2: ACTION FIELDS



IDENTIFIED ACTION FIELDS:

1. Change energy source (actual: natural gas)
2. E-mobility: switch vehicle fleet

Impact: **- 1,888** [t CO₂]



1. Switch to green electricity

- 5,495 [t CO₂] **= - 7,382** [t CO₂]

KEY FINDINGS.

Overall, Scope 1 and 2 only cause 2.1% of our total carbon emissions. However, small changes like the switch to green energy sources or upgrading our vehicle fleet to e-mobility can reduce the carbon emissions significantly.

In general, the data quality was quite high as most of the data were primary data and only a few assumptions were needed.

One exception was the data from our retail and outlet stores. As many stores are in shopping malls, only some primary data were available. That's why the Scope 1 and 2 emissions for our retail and outlet stores were estimated and calculated based on reference stores. For the next data evaluation, we aim to collect more primary data.

ACTIONS.

We aim to reduce our GHG emissions in Scope 1&2. In 2022, we will start to roll-out electric and hybrid cars for our vehicle fleet, and we plan to install a solar system on our headquarters roof for the power supply of our HQ and the e-vehicle fleet.

In addition, we will invest in off-setting programs to completely off-set our Scope 1&2 emissions in 2022.

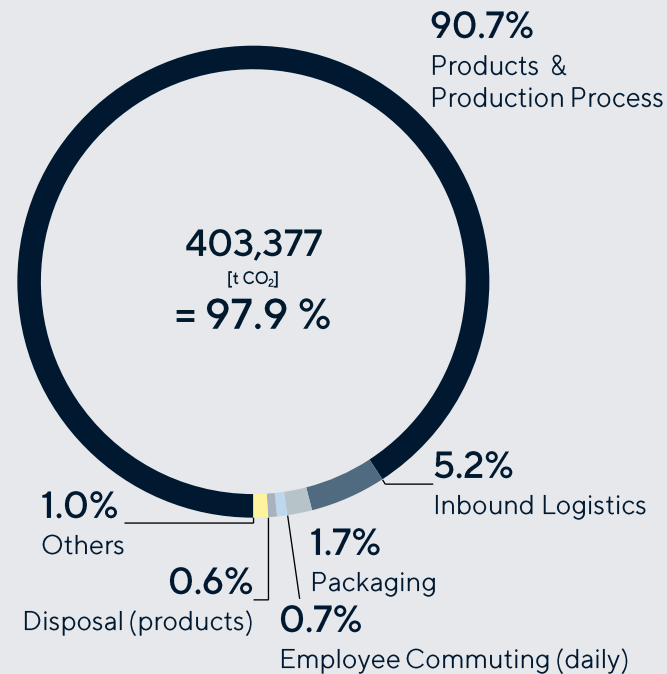
SCOPE 3 EMISSIONS

Overall, our products and their production processes are responsible for 90.7% of our carbon emissions in Scope 3 and caused 88.8% of our total carbon footprint in 2019.

The emissions are split into the below listed sources of emission:

Source of emission	Emission [t CO ₂]	Share [%]
Raw material	244,775	66.9%
Fiber	51,067	14.0%
Spinning	57,072	15.6%
Processing (Weaving / Knitting)	58,170	15.9%
Coloring / Treatment	52,777	14.4%
Non-textile components	8,873	2.4%
Finishing	16,815	4.6%
Garment Making	49,160	13.4%
Logistics Supply Chain	72,049	19.7%
Total	365,983	100.0%

These emissions were calculated based on the composition and country of origin of every single product. For the future we want to be more precise and work even closer with our supply chain partners to identify the largest problems in our production processes. We also plan to evaluate the product carbon footprint of our most important products, which should help us to derive reduction measures. In parallel we are already integrating more and more sustainable fibres and washes / treatments in our product development process to reduce the environmental footprint of our products.



IDENTIFIED ACTION FIELDS (EXCL. PRODUCTS):

1. Incentives for low emission mobility
2. Adjustment of travel guidelines
3. Climate neutral POS Material

Impact: - 4,686 [t CO₂]



TRANSPORTATION

HOW WE SHIP.

Most of our production is in Far East Asia. This fact implies, that our products have already travelled the world by the time they finally reach our central distribution center. This causes greenhouse gas emissions which fall under Scope 3. And to put this into numbers: our inbound logistics is responsible for 5% of our total company carbon footprint.

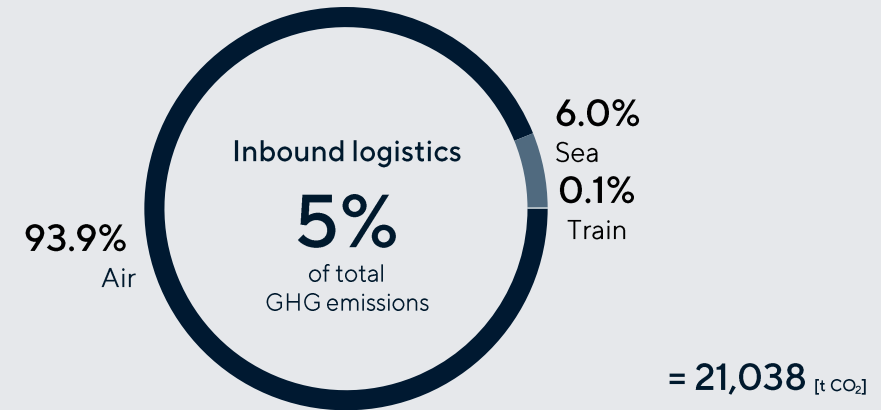
We aim to continuously reduce our carbon footprint. This also includes our transportation. As we know air freights has the biggest environmental impact in comparison to the other methods of transportation like sea, truck or train, we target to have zero air freights. In 2019, 18% of air freights (volume based) caused almost 94% of carbon emissions under inbound logistics.

The COVID-19 pandemic and the resulting challenges with regard to production lead times and freight market capacities, make it even more difficult to achieve our zero air freight target. We've implemented processes and rules with respect to air freight decisions. In general, all orders are placed based on sea shipment lead times. However, delays due to different reasons (e.g. fabric availability, production delay due to lockdowns etc.) can cause the need for faster deliveries than via sea. These decisions take place under evaluation of environmental impacts versus business risks and impacts e.g. running of out stock.

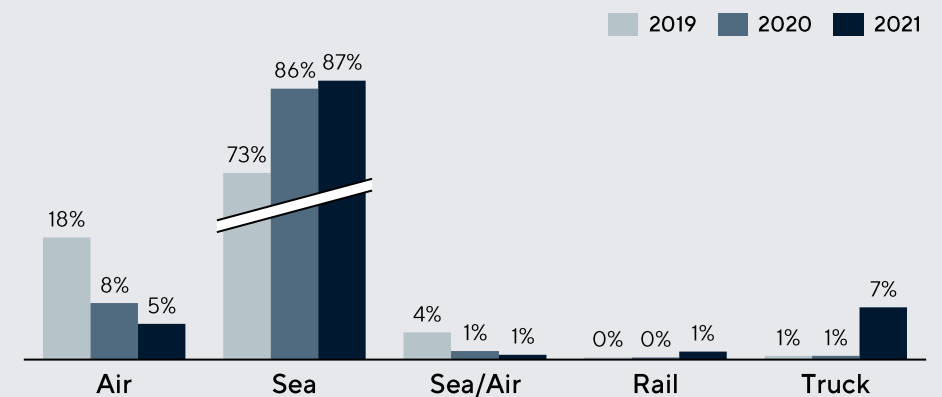
To ensure a maximum of efficiency with respect to container capacities, we've defined Standard Operating Procedures (SOP) for our carriers. For our suppliers these form part of our General Instructions. However, individual case-by-case decisions have to be made based on potential business risks.

Our outbound logistics, i.e. the shipments from our warehouse to our retail stores and to our wholesale partners, cause 0.1% of our total carbon emissions (= 267.4 t CO₂).

Carbon Footprint by Transportation (2019).



How We Ship.

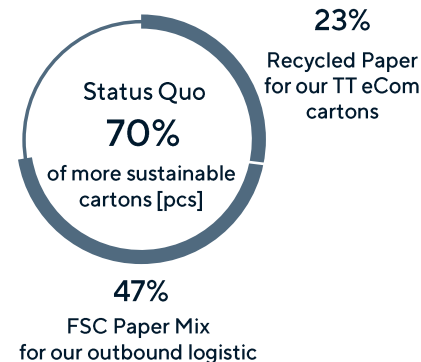


BETTER PACKAGING

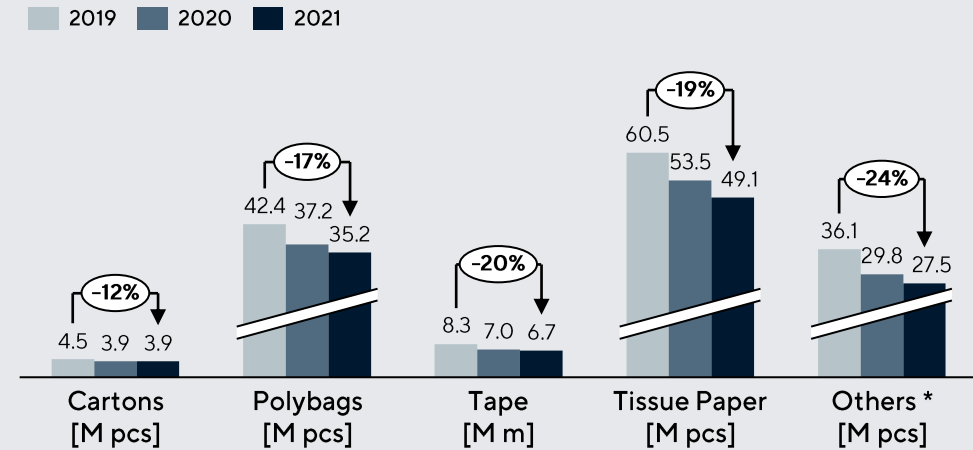
There are two approaches on better packaging: 1) reduce and 2) use of recycled materials. We are currently doing both - working on reducing our packaging and at the same time we're rolling-out recycled polybags. Reducing packaging material is equivalent to reducing waste. We're also trying to reduce the thickness of our polybags and cartons to reduce waste. And at the same time, we need to ensure that our products are well protected until they reach our customers' hands. Not to forget: the volume of packaging material goes hand in hand with our production volume.

That's why we've already introduced 100% recycled paper for our eCom packaging and roll out our 100% recycled & recyclable polybags (post-consumer waste) in early 2022. We've also eliminated polybags for our salesman samples - we only use one master polybag.

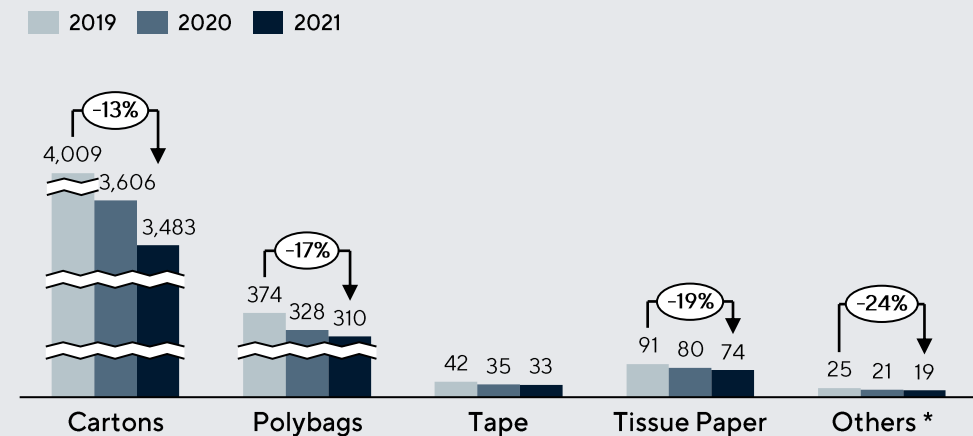
But we are not done here. In 2022 onwards we will keep on researching for biodegradable solutions. Because - let's face it - 100% recycled polybags are still plastic bags and waste. Plus: We plan to change all our cartons (in- and outbound) to a recycled version or at the very least, a mixed version. This will not happen overnight - but it's on our agenda.



PACKAGING MATERIAL BY TYPE [Quantity].



PACKAGING MATERIAL BY TYPE [t].



* Others includes carton sticker & plastic clips

WATER & WASTEWATER

Water is also called the blue gold. Why? Because water resources are limited.

The production of clothes requires a lot of water. Starting with the water which is needed to grow plants like cotton, hemp, linen or trees from which man-made cellulosic fibres are obtained and further the production processes including spinning, dyeing, printing, treatments and other processes require water. And at the same time, all of this also produces a lot of wastewater.

The truth is: today, we don't have the transparency on our water consumption and how much wastewater we generate in the production of our products.

In 2021, we started to gain transparency by calculating the difference of used water for conventional versus more sustainable materials to get a first idea on the water impact of 1 kilogram of conventional cotton versus how much water we need to grow 1 kilogram of organic cotton. The result of our calculation: we were able to reduce the water use by ~17%. These figure is based on average data because there are many influencing factors which affect the water consumption: the country where the plants are grown, the climate, the irrigation system and so much more.

We know that this calculation is high-level and made on assumptions. However, we needed to start somewhere. And change starts with awareness.

In 2022, we aim to further increase the use of more sustainable materials, which requires less water compared to conventional ones. In addition, we aim to gain more transparency regarding how much water is needed in the entire production process and to improve our calculation on water savings.

Therefore, we've requested the EIM score for each of our denims from 2022 onwards. This score helps to gain transparency of used water and shows the savings compared to conventional washes and treatments. We've also started to produce denims which are treated with recycled water to minimise the wastewater and freshwater use.

For other product groups we've also started to use Eco washes and less water treatments. This will be expanded continuously.

We are still at the very beginning of water & wastewater transparency, but we aim to closely work with our suppliers to find ways to reduce the use of fresh water.



THERE IS MORE TO LOOK AT

E-COM SHIPMENTS.

In 2022, with the go-live of our new e-shop, we plan to implement DHL GO GREEN for all shipments from our e-com warehouse to our online customers. Our customers receive their e-com orders either in 100% recycled paper cartons or plastic envelopes which do contain 80% recycled materials. For returned items, which we need to repack, the polybags are already based on 50% recycled materials (PCR = Post-Consumer Resin). We are consequently working on increasing the share of recycled materials on the one hand and reducing our returns on the other hand.

Additionally on our agenda: purely digitally produced invoices and return labels.

E-COM RETURNS.

We rely on and appreciate our customer's feedback. With regard to the product return rate, we are constantly trying to integrate ways to reduce it. For example, with our return rate project we analyzed the items with the highest return rates and, together with our product divisions, evaluated the reasons.

With better photography, more informative article descriptions and a size advisor, we've consequently tried to reduce our return rates. Since the launch of this project, we've been already able to reduce returns by 58.3% in 2019 versus 54.9% in 2021.

In the end, it is also in the hands of our customers to shop more consciously.

DIGITAL ORDER.

In 2020, the global pandemic forced us to offer a 100% digital ordering process – more or less – over night. Even though we already had our B2B Shop in place long before the pandemic, most of our customers were still visiting our global showrooms for ordering.

Since the start of the pandemic, we have changed our processes and also the documents which our product divisions and marketing team provided for the sell-in. In 2022, we will continue to professionalise the tools and processes for a smooth digital ordering experience.

This will also have a positive impact on our B2B customers carbon footprint due to less travelling.

3D SAMPLING.

In 2020 we started a pilot with a 3D Design Tool and decided to roll-out this tool for our entire Product Development Process. For now, we are still in the implementation process and need to align all related processes (e.g. invest in digital tools for our sales force to also sell digitally).

As soon as all processes are aligned and implemented, this digitalisation will enable us to be faster, more efficient and to minimise waste and our environmental footprint.



LESS CARBON IN OUR SUPPLY CHAIN

For us, responsibility towards our environment goes beyond our direct operations. We need to take the responsibility across our supply chain and start at our Tier 1 business partners on whom we have direct influence.

That's why Tom Tailor is a committed member of amfori BEPI (Business Environmental Performance Initiative). amfori BEPI supports companies to improve their environmental impact by providing a comprehensive range of tools and services. The initiative covers eleven „Environmental Performance Areas“.

The aim is to improve the environmental conditions in the supply chain through joint approaches. Together with the suppliers and our compliance officers, specific improvement areas are identified, and measures for improvement are developed and implemented.

01 EVALUATE

- ✓ Self-assessment to improve awareness and education on environmental impact
- ✓ Engage data collection of environmental footprint

02 FIND WEAK SPOTS

- ✓ Identify improvement areas
- ✓ Regular checks via BEPI assessment tool
- ✓ Benchmarking via supplier scorecard – results are shared with each supplier

03 IMPROVE THEM

- ✓ Request more sustainable production methods
- ✓ Engage in local programs to support factories to improve their footprint:
 1. Identify best industry standard program
 2. Become active member of relevant initiatives / programs

BEPI's 11 Environmental Performance Areas

1. Environmental Management System
2. Energy Use, Transport and Greenhouse Gases (GHG)
3. Water Use
4. Wastewater / Effluent
5. Emissions to Air
6. Waste Management
7. Pollution Prevention and Chemicals
8. Major Incident Prevention and Management
9. Contaminated Land / Soil and Groundwater Pollution Prevention
10. Land Use and Biodiversity
11. Environmental Nuisances

ENVIRONMENTAL SELF-ASSESSMENT.

In 2019 we launched the amfori BEPI Self-Assessment Questionnaire (BEPI SAQ). In 2021, 118 Tier 1 factories completed the BEPI SAQ.

Number of new suppliers who went through the environmental screening:

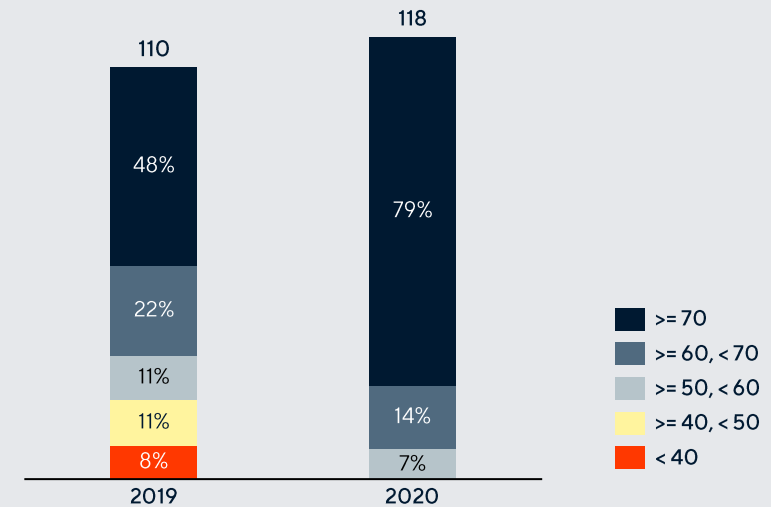
- **Tier 1:** 17 suppliers (with 18 factories) – consisting of:
 - 8 new suppliers (incl. 8 linked factories)
 - 10 new factories (added under 9 existing suppliers)
- **Tier 2:** 27 fabric/yarn mills revied (incl. traders and reactivations)

With amfori BEPI SAQ, we want to engage with our sourcing partners to assess the Greenhouse Gases emissions taking place during the production processes of our products. Currently, amfori BEPI version 1.2 is in use, and it will be replaced in Q4 2022 by amfori BEPI 2.0, which will offer a more focused and risk-centered approach. The updated self-assessment will aim at identifying the most significant environmental risks for each supplier. We will use these risk assessments to invest into relevant consultancy and improve the environmental performances in our sourcing facilities.

As we know that our products and their production process require a lot of water, we aim to get specific data from our supplier on their water consumption, wastewater testings and use of recycled water. Our goal is to increase the use of recycled water in the production processes of our clothes to save freshwater resources.

BEPI SAQ RESULTS.

Percentage of factories in different BEPI score levels *



* amfori BEPI SAQ provides scores on 11 Environmental Performance Areas (EPAs) for ease of prioritising work. To better communicate the results, Tom Tailor applied an average BEPI SAQ score for benchmarking our suppliers.

OUR WAY TO CIRCULARITY

THE STATUS QUO.

Today most products on the market have one shared destiny: they end up as waste. They are designed within a linear lifecycle. Made. Used. Thrown away. One straight line to the dump.

We want to connect both ends of that line and make a loop out of it. So that there actually is no 'end'. Our vision: a circular system that maintains the use of resources and keeps products in use. To reduce the harmful effects on our planet. We've already started to integrate recycled materials into our product development process, but we are aware that 'circularity' means much more than this.

We are still at the very beginning, but we've already planned our first steps for 2022.

OUR FIRST STEPS.

In 2022, our first circular design workshop with [circular.fashion](#) is scheduled for our product teams, because the basis of a closed-loop product lifecycle is the knowledge on how to design products for more than just one life.

After we've set this important foundation, we will aim at creating a circular capsule, made of recycled materials with processes that are part of a clever backloop system and designed to bring back to the circle: more sustainable, waste reducing and causing less emissions.

WHAT HAPPENS TO UNSOLD GARMENTS.

In 2021, we produced 32.5 million pieces of clothing. Our purchase order quantities are based on B2B customer orders and internal buying processes for our own controlled channels, which include sales and budget plans.

In case we do not sell our clothing as full-price items, there are various other ways how to ensure that our clothing finds their owner: our own outlets, special item marketing and donations.

Only in the case of defective, and therefore unsaleable items, do we have to destroy them. To put this into numbers: in 2021, a total amount of 207,654 pieces (0.6% of all produced items) were destroyed and downcycled e.g., to produce insulating material for the automobile industry.

GARMENT COLLECTING INITIATIVE.

One of our targets for 2022 is to introduce a garment-collecting initiative that gives customers the opportunity to bring back their worn clothes. Together with a partner, the items will be sorted and recycled – either to produce recycled fabric or to downcycle it. This aims to raise awareness on how fashionable recycling can be.



4. THE FRAME



MORE THAN A STRATEGY

BE PART AS OUR CORNERSTONE.

It's not only the name of our strategy which invites everyone to **BE PART** of our sustainability journey. Our sustainability vision of a conscious fashion era from A to Z is a cornerstone of our overall Tom Tailor strategy. A foundation we build on.

Our sustainability goals are embedded in our daily decision-making and continuously integrated in our future goals. We are building a "Culture of Consciousness" to inspire our people to engage more with sustainability actions and to see the high purpose in doing so.

BE PART combines our cultural values as well as our quality standard values.

By implementing new processes and new responsibilities, we empower our crew members to act as ambassadors. For a responsibly-minded community.



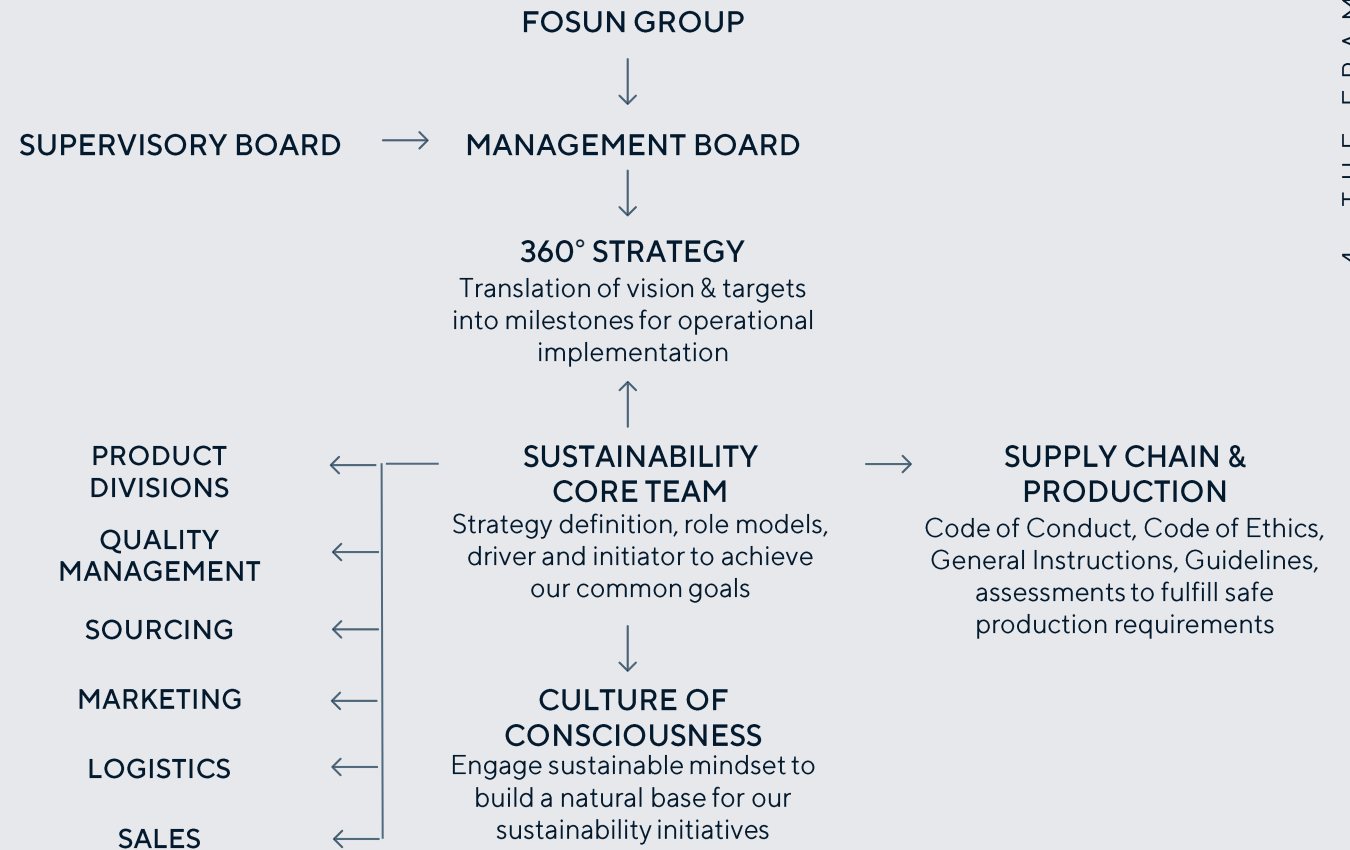
HOW WE ENSURE SUSTAINABILITY

Our **SUSTAINABILITY CORE TEAM** includes experts for our strategy definition, quality managers and CSR managers in each sourcing country. In addition, the core team works closely with the product divisions, sourcing offices, marketing department, sales force as well as logistics teams.

Through transparency and sustainability ambassadors, we foster a culture of consciousness to develop a mindset which is influenced by awareness.

Our Management Board is involved in every decision-making process with respect to our **BE PART** strategy, target and high-level milestone definitions as well as achievement tracking. The sustainability strategy team has a direct reporting line to our CEO.

The progress is also shared with the company owner as well as the supervisory board on a regular basis. Since September 2020, Tom Tailor GmbH has been 100% owned by Fosun Group.



OUR POLICY FRAMEWORK

Our policies build the framework - a foundation of a trustful, fair and reliable togetherness. Everyone with whom we collaborate with, has to be committed to these guiding principles. We do not tolerate non-compliances.

CODE OF ETHICS (ANTI-BRIBERY).

We define honesty, integrity and fairness as core values. We expect that our business partners share these values. Therefore, our Code of Ethics for business partners has been established to set out clear and consistent rules mandatory for all our business partners that supply goods and/or services, act for or on behalf of Tom Tailor or cooperate with Tom Tailor in any other way, such as vendors, agents and service providers. Each business partner of Tom Tailor should ensure that the code is understood and put into practice when doing business with or for us.

DATA PROTECTION GUIDING PRINCIPLES.

Data protection is taken very seriously and plays a central role in performing our tasks. It goes without saying for Tom Tailor that the statutory regulations on data protection should be observed and personal data is adequately protected.

GENERAL INSTRUCTIONS.

Our General Instructions give comprehensive and binding guidelines for all Tom Tailor business partners stating our procedures, requirements and standards.

CHEMICAL MANAGEMENT HANDBOOK.

The Chemical Management Handbook aims to provide guidance for our business partners to develop their own chemical management processes and systems which helps to accomplish a more sustainable supply chain and compliance.

SUPPLIER CODE OF CONDUCT.

To become a Tom Tailor supplier, a detailed onboarding process has to be fulfilled. Alongside other requirements, including social responsibility aspects. With the signature of the amfori BSCI Code of Conduct, our suppliers commit to ensure safe & fair working conditions.

SOCIAL COMPLIANCE MANUAL.

Our Social Compliance Manual gives additional references on how the amfori BSCI Code of Conduct can be implemented in our supply chain monitoring program, and what follow-up actions and approaches would be taken under different circumstances.

Our goal for 2022: Develop a company Code of Conduct



5. HOW WE REPORT



TRANSPARENT COMMUNICATION

WE DO WHAT WE SAY. WE SAY WHAT WE DO.

This report is Tom Tailor GmbH's (called Tom Tailor in this report) Sustainability Report for the year 2021, written in accordance with the Global Reporting Initiative (GRI) "Core" level. This is our first report of this kind, and it will be reported annually from now on.

This report covers our focus areas, identified risks and materials topics (see Materiality Assessment). In addition, our **BE PART** strategy including our 360° strategy approach, our goals and our measurements, which will be reported on and our room for improvement disclosed in the most transparent way. In the following years we will share our development in each of the reporting fields.

We do what we say. We say what we do. Therefore, we strive for maximum of transparency. We know that we still have a long way to go, however we were able to significantly improve our rating in the Fashion Transparency Index 2021. We have been announced as one of the top 3 brands with respect to previous year improvements.

Is transparency equal to sustainability? Definitely not.

Is it important to be transparent to make a sustainable impact? For sure.



OUR STAKEHOLDER MAP



CUSTOMERS

Talking about customers we address our B2B as well as our B2C customers. We appreciate open feedback. To give them a platform, we have a customer service team for any kind of request and feedback. In addition, we also share our **BE PART** strategy with our B2B customers via calls, strategy papers and encourage them to share their thoughts and concerns.

EMPLOYEES

Tom Tailor is its people. We believe success only happens when you get there together. We cherish diversity and can't have enough different opinions or tastes. We encourage our crew to give open and honest feedback via our regular pulse checks, we offer workshops and events to **BE PART** of US.

COMPANY OWNER

We do have various platforms for a close exchange not only with our company owner Fosun Group but also with the other companies of the brand family. This allows best-practice sharing and creates business synergies.

SUPPLIERS

We prefer long-term partnerships that's why we carefully select new partners via a strict onboarding process. During the past few years we've defined strategic and core suppliers with whom we cooperate and communicate closely. Alongside, we rolled-out our supplier scorecard for a substantial partnership improvement basis, an annual supplier summit as a platform to share thoughts and ideas, and a quarterly newsletter to regularly update our partners about our business and development.

OTHER PARTNERS

Our financing partners play an important role in our value chain and we appreciate the open and trustful communication with them. In addition, we are always open for new partnerships with organisations who share the same values and goals as we do. Whenever we enter a partnership, we are equal parties. Our goal is to make a difference and together we are stronger. For example, we are a committed member of the amfori BSCI and BEPI. But we also cooperate with non-profit organisations who act for a good cause like MBRC ® the ocean.



WE ARE STRONGER TOGETHER

OUR PARTNERS AND MEMBERSHIPS.



MATERIALITY ASSESSMENT

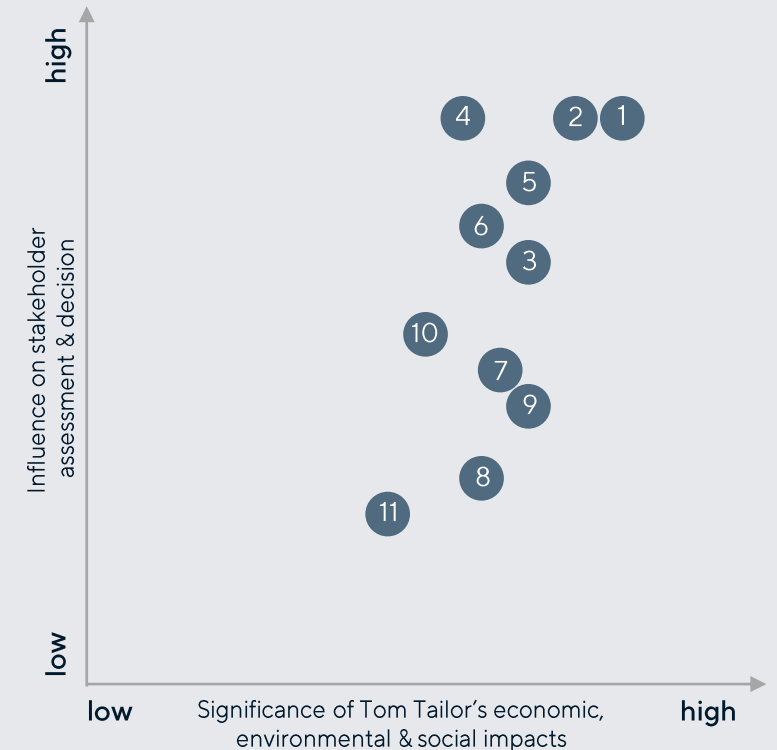
In 2020, before we defined our **BE PART** sustainability strategy, we made our first Materiality Assessment, which sets not only the base for our focus areas but also for the prioritized topics of this report.

The top priorities are the result of a dialogue with our stakeholder groups as well as an internal evaluation of our economic, environmental and social impacts.

In 2022, we plan to start another focused dialogue with our stakeholder groups to either ensure that we still have the right priorities or to redefine them accordingly.

Disregarding our formal Materiality Assessment, we always appreciate and welcome the feedback of our stakeholders, e.g., we collect feedback from our customers during our sell-in periods with respect to their needs and concerns. This close dialogue proved especially valuable during the COVID-19 pandemic.

- 1 Consumer Satisfaction
- 2 Business Performance
- 3 Transparency
- 4 Carbon Footprint
- 5 Responsible Sourcing
- 6 Sustainable Materials
- 7 Gender Equality & Diversity
- 8 Animal Welfare
- 9 Chemical Management
- 10 Community Engagement & Collaborations
- 11 Plastic & Packaging





GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES

GRI Indicator	Topic	Page	Notes and Omissions
Organizational Profile			
102-1	Name of Organization	59	
102-2	Activities, brands, products, and services	7	
102-3	Location headquarters	8	
102-4	Locations of operations	8, 25	
102-5	Ownership and legal form	56, 59	
102-6	Markets served	8	
102-7	Scale of the organization	8, 12	
102-8	Information on employees and other workers	10-12	
102-9	Supply chain	20-27	
102-10	Significant changes to the organization and its supply chain	-	In 2021 there were no significant changes in the organization an its supply chain.
102-11	Precautionary Principle or approach	14, 20-23, 36-38	
102-12	External initiatives	18-22, 26-27, 30-37, 42-43, 49, 51-52, 57, 61	
102-13	Membership of associations	20, 37, 51-53, 57, 61	
Strategy			
102-14	Statement from senior decision-maker	4-5	
102-15	Key impacts, risks, and opportunities	4-5, 16, 20-24, 26, 31-39, 42-49, 52-53, 59-60	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	9, 20, 57	
Governance			
102-18	Governance structure	56	
102-19	Delegating authority	56	
102-20	Executive-level responsibility for economic, environmental, and social topics	56	



GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES

GRI Indicator	Topic	Page	Notes and Omissions
Stakeholder Engagement			
102-40	List of stakeholder groups	60-61	
102-41	Collective bargaining agreements	13	
102-42	Identifying and selecting of stakeholders	60-61	
102-43	Approach to stakeholder engagement	58-60	
102-44	Key topics and concerns raised	60-62	
Reporting practice			
102-45	Entities included in the consolidated financial statement	8	The consolidated financial statement includes all Tom Tailor GmbH entities. Figures will be provided once annual financial statement for FY 2021 is available.
102-46	Defining report content and topic Boundaries	59-62	
102-47	List of material topics	62	
103-1	Explanation of the material topic and its Boundary	62	
102-48	Restatements of Information	-	Not applicable, as this is the first report of this kind.
102-49	Changes in reporting	-	Not applicable, as this is the first report of this kind.
102-50	Reporting Period	59	
102-51	Date of most recent previous report	-	Not applicable, as this is the first report of this kind.
102-52	Reporting Cycle	59	
102-53	Contact Point for questions	68	
102-54	Claims of reporting in accordance with the GRI Standards	59	
102-55	GRI content index	63-67	
102-56	External assurance	-	This report has not been externally assured.

GRI CONTENT INDEX

SPECIFIC STANDARD DISCLOSURES

Material Topic	GRI Material Topic	GRI Indicators	Page	Notes and Omissions
Customer satisfaction	Social	GRI 102-43: Approach to stakeholder engagement	60-62	
		GRI 102-44: Key topics and concerns raised	60-62	
	Own Aspect	Customer loyalty program and customer service	-	Tom Tailor customers can easily register for our Collectors Club loyalty program. All our Co-club members benefit e.g. from special discounts for each order, birthday surprises and pre-access to sale seasons. In addition, with each order bonus points are collected and can be redeemed for the next order. We also offer a customer service support in case of any questions or concerns.
Business performance	Economic	GRI 201-1: Direct economic value generated and distributed	8	Figures will be provided once annual financial statement for FY 2021 is available.
Transparency	Social	GRI 414-1: New suppliers that were screened using social criteria	21	
	Economic	GRI 204-1: Proportion of spending on local suppliers	-	There is no local production.
	Own Aspect	Public disclosure of Tier 1 and Tier 2 supply chain and focus on relationships with our suppliers; core & strategic suppliers	23-25	
Carbon Footprint	Environmental	GRI 305-1: Direct (Scope 1) GHG emissions	43-44	
		GRI 305-2: Energy indirect (Scope 2) GHG emissions	43-44	
		GRI 305-3: Other indirect (Scope 3) GHG emissions	43; 45-48	
		GRI 305-5: Reduction of GHG emissions	45-48	
		GRI 103-2: Energy	43-45	
		GRI 103-2: Emissions	41-52	
	GRI 103-2: Transportation	48		



GRI CONTENT INDEX

SPECIFIC STANDARD DISCLOSURES

Material Topic	GRI Material Topic	GRI Indicators	Page	Notes and Omissions
Responsible Sourcing	Social	GRI 205-2: Communication and training about anti-corruption policies and procedures	57	
		GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	21-22	All our factories are rated by the amfori BSCI audit. None of them are rated below C.
		GRI 412-1: Operations that have been subject to human rights reviews or impact assessments	21-22	
		GRI 413-1: Operations with local community engagement, impact assessments and development programs	27	
		GRI 414-1: New suppliers that were screened using social criteria	20-23	
		GRI 414-2: Negative social impacts in the supply chain and actions taken	20-23	
		GRI 103-2: Supplier Assessment for Labor Practices, Supplier Human Rights Assessment, Supplier Assessment for Impact on Society	20-23	
		GRI 103-2: Child Labor, Forced or Compulsory Labor	20-23	
Sustainable Materials	Environmental	GRI 301-1: Materials used by weight and volume	31-34	
		GRI 301-2: Recycled Input materials used	31, 33	
		GRI 103-2: Sustainable Materials	28-37	
Gender Equality & Diversity	Social	GRI 103-2: Employment, non-discrimination, Diversity and Equal Opportunity	9-12; 27	
Animal Welfare	Own Aspect	Animal Welfare Policy	35	



GRI CONTENT INDEX

SPECIFIC STANDARD DISCLOSURES

Material Topic	GRI Material Topic	GRI Indicators	Page	Notes and Omissions
Chemical Management	Environmental	GRI 308-1: New suppliers that were screened using environmental criteria	52	
		GRI 308-2: Negative environmental impacts in the supply chain and actions taken	52	
		GRI 302-1: Energy consumption within the organization	42-46	
		GRI 103-2: Products and Services	38-40	
		GRI 103-2: Supplier Environmental Assessment	51-52	
Community Engagement & Collaborations	Economic	GRI: 203-1: Infrastructure investments and services supported	19; 27	
	Social	GRI 103-2: Communities	18-19	
Plastic & Packaging	Own Aspect	GRI 301-2: Recycled input materials used	48	
		GRI 103-2: Packaging	48	

**We appreciate your feedback,
questions and thoughts.**

Point of contact:

Juliane Nowakowski

Email: BEPART@tom-tailor.com

Tom Tailor GmbH
Garstedter Weg 14
22453 Hamburg, Germany

<https://company.tom-tailor.com/en/sustainability>

