

STANLEY/STELLA

OUR PATH TO SUSTAINABILITY

**THE COVER PAPER
IS MADE ENTIRELY
FROM TEXTILE SCRAPS**

SUSTAINABLE SOURCING

We only use 100% organic cotton, as well as other sustainable or recycled materials.

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OUR ENVIRONMENTAL FOOTPRINT

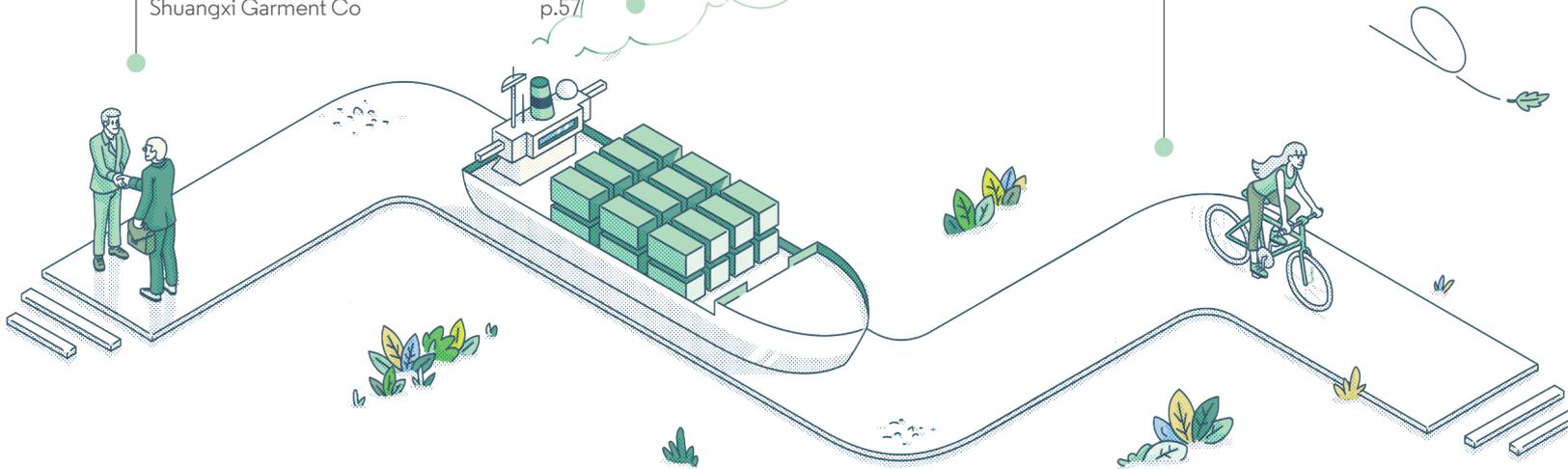
We are committing to be climate-neutral by 2030.

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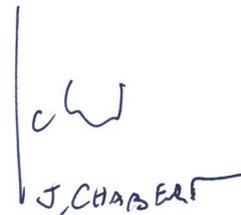


“ We are an innovative Belgian apparel company producing premium clothing for printing and decorating. Our goal is to achieve a fully sustainable supply chain, but we realise that the road ahead of us is still long and winding.

This report shows the steps we are taking to improve our supply chain and global footprint, and our commitment to making change happen. Change for a healthier planet and happier people. We have some ambitious plans for the future which we are excited to reveal: we are committing to pay the workers in our CMT factories a living wage by 2025, and to be Climate Positive by 2030...or even earlier!

We like to ‘say what we do and do what we say’, as we believe that sustainability is first and foremost a question of transparency. In the following pages you’ll find a summary of our main achievements and the actions we’re taking on a daily basis to ensure our production is ethical, responsible and sustainable. ”

Jean Chabert, Founder and CEO Stanley/Stella



A handwritten signature in black ink. It features a vertical line on the left side. To the right of this line, the letters 'c' and 'h' are written in a cursive, stylized font. Below the 'c' and 'h', the name 'J. CHABERT' is written in a more formal, blocky font.



SUSTAINABLE SOURCING

“Organic cotton. Renewable resources. Recycled materials.
It’s our blueprint for a better footprint.”

Tereza Ungerman, Product Development and Quality Manager

ORGANIC COTTON

WE WORK EXCLUSIVELY WITH ORGANIC COTTON

From day one, we have chosen to work sustainably using only 100% organic cotton because for us, using conventional cotton can never be ethically justified.

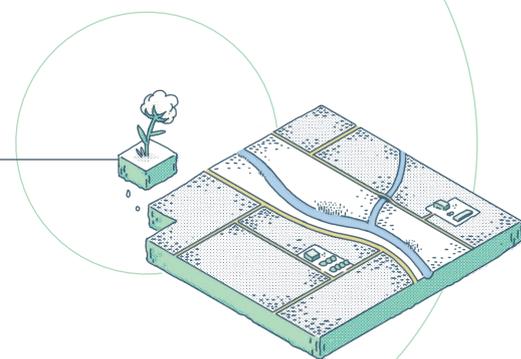
Organic cotton comes from seeds that have not been genetically modified (non-GMO) and is grown without the use of chemical pesticides or fertilisers. Organic cotton farming uses natural methods, such as crop rotation, which benefit not only the soil, fauna and the environment, but create biodiversity and promote good health and quality of life for farmers and their communities.

A cotton plant needs roughly 180-200 days from planting to be ready for harvest. Cotton is one of the world's oldest known fibres. Seeds represent 66% of the weight of cotton balls.



ORGANIC COTTON REPRESENTS ONLY

0.9% OF THE 26 MILLION TONNES
OF COTTON PRODUCED ANUALLY



CONVENTIONAL COTTON REPRESENTS

16% OF THE WORLD'S
INSECTICIDES/HERBICIDES

Conventional cotton is mainly grown from genetically modified (GMO) seeds, and with the assistance of agricultural chemicals.



BETTER FOR THE PLANET

WE CHAMPION PRACTICES THAT DON'T HARM THE EARTH

Cultivating organic cotton ensures that no chemical insecticides, fertilisers or pesticides flow into the soil or into adjoining rivers, lakes or seas. This also means that the water used for organic farming is not considered as lost water, as it can be used again and can return to the soil and other water sources without causing any harm. The overall positive effect on water, animals and biodiversity means that the well-being and livelihood of cotton farmers and their communities is respected and protected.



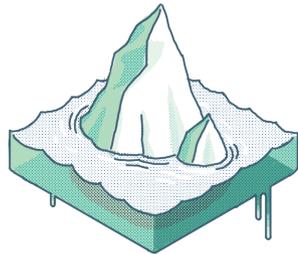
There is only one planet Earth. It's up to all of us to consider how our methods of production affect the soil, lakes, rivers and oceans, the air and countless communities across the globe.



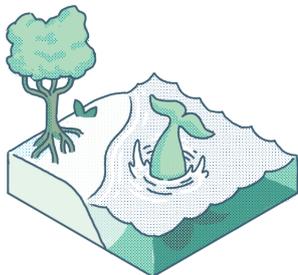
BENEFITS OF ORGANIC COTTON



26% LESS POTENTIAL FOR SOIL EROSION



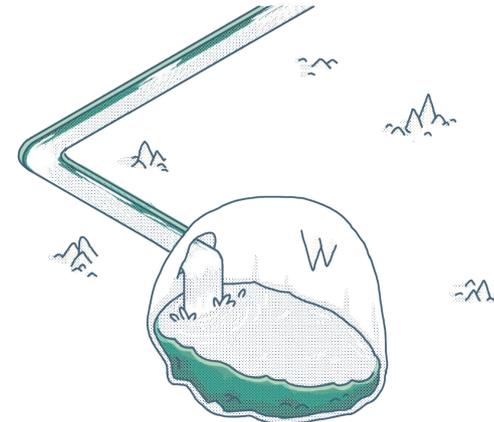
46% LESS IMPACT ON GLOBAL WARMING



70% LESS ACIDIFICATION OF LAND AND WATER



91% LESS SURFACE AND GROUNDWATER USE

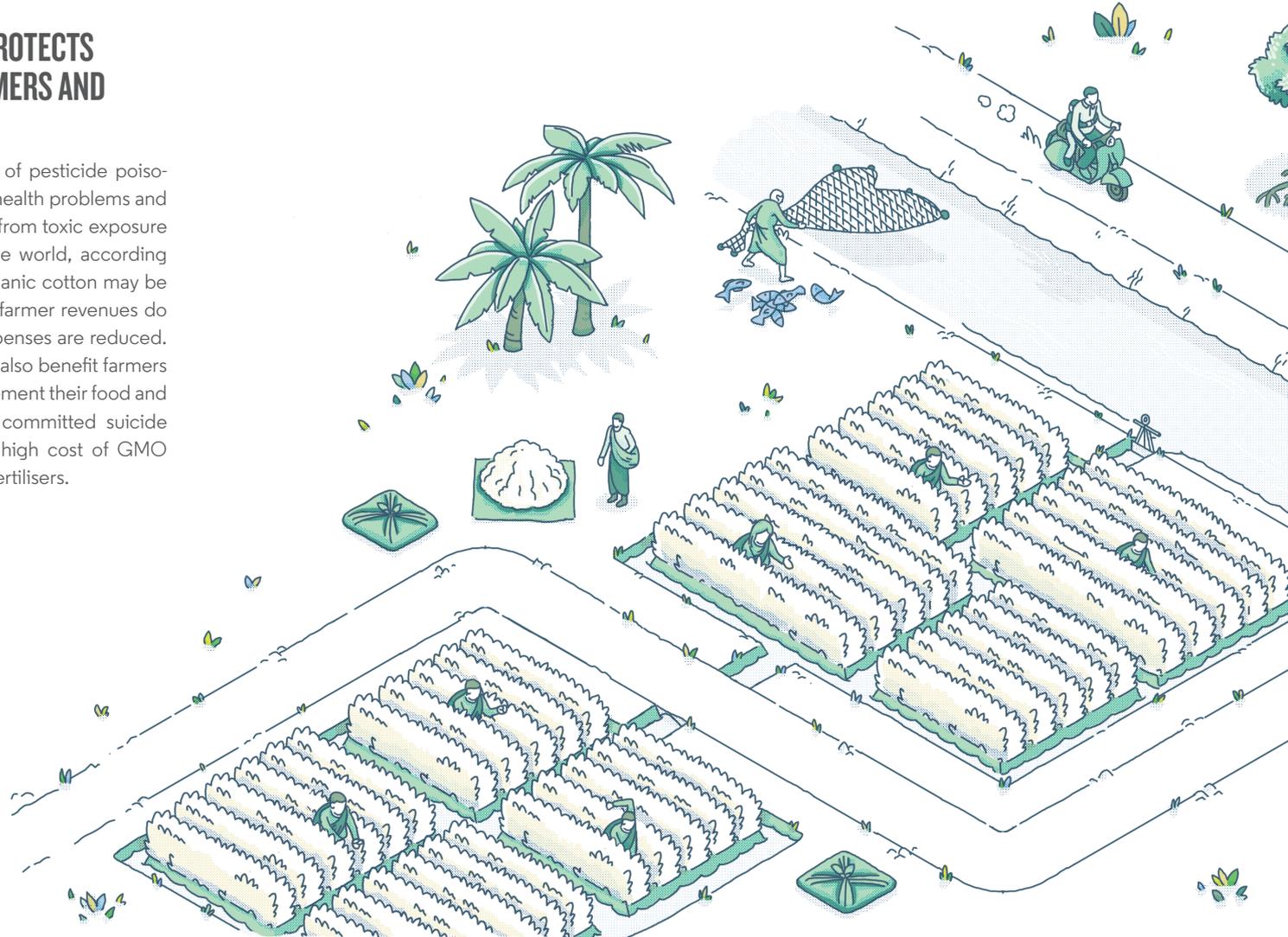


Source: Textile Exchange (2017). *Quick Guide to Organic Cotton*.

BETTER FOR PEOPLE

ORGANIC CULTIVATION PROTECTS THE WELL-BEING OF FARMERS AND THEIR COMMUNITIES

Organic cotton avoids any kind of pesticide poisoning which can lead to multiple health problems and even death. 200,000 people die from toxic exposure to pesticides per year across the world, according to the UN. While the yield of organic cotton may be lower than conventional cotton, farmer revenues do not decrease, as their overall expenses are reduced. Crop rotation and intercropping also benefit farmers as it allows them to further supplement their food and income. 300,000 farmers have committed suicide since 1995, in response to the high cost of GMO seeds, pesticides and chemical fertilisers.





COTTON TRACEABILITY PROJECT

Our organic raw material sourcing complies with GOTS and/or OCS protocol and is guaranteed by traceability certifications. But we want to take this even further and get closer to having end-to-end visibility on our full supply chain, from thousands of local Indian cotton farmers to the final product. We are currently identifying and tracing all the farmers, ginners, spinners and composite garment manufacturers that work with us. By starting to connect the local farmers and farm groups in our supply chain, we will be better able to understand and support them, and help improve their livelihoods in the future.

Premium organic cotton seeds used by farmers.



→ **Raw cotton is checked for impurities**

*Telangana state,
India – 2019*

Women in Telangana state picking through raw cotton to check for impurities, before it is sent off to the ginning mills.



THE COTTON JOURNEY

FROM FIELD TO FASHION - HOW OUR T-SHIRTS ARE MADE

It's a long journey from the cotton field to the final product and at every step of this complex supply chain we aim to ensure the highest level of responsibility. Ultimately, our aim is to have a positive impact on society, the environment and the economy. Our organic cotton, sourced from India, goes through a number of stages as it moves from the cotton farm to a finished decorated garment to be sold in Europe. We only and exclusively source organic cotton which is certified according to the GOTS standard.

ORGANIC COTTON FOLLOWS THIS JOURNEY:

India - Organic cotton farms

We buy our organic cotton from a selection of smallholder farmers.

India - Ginning mill

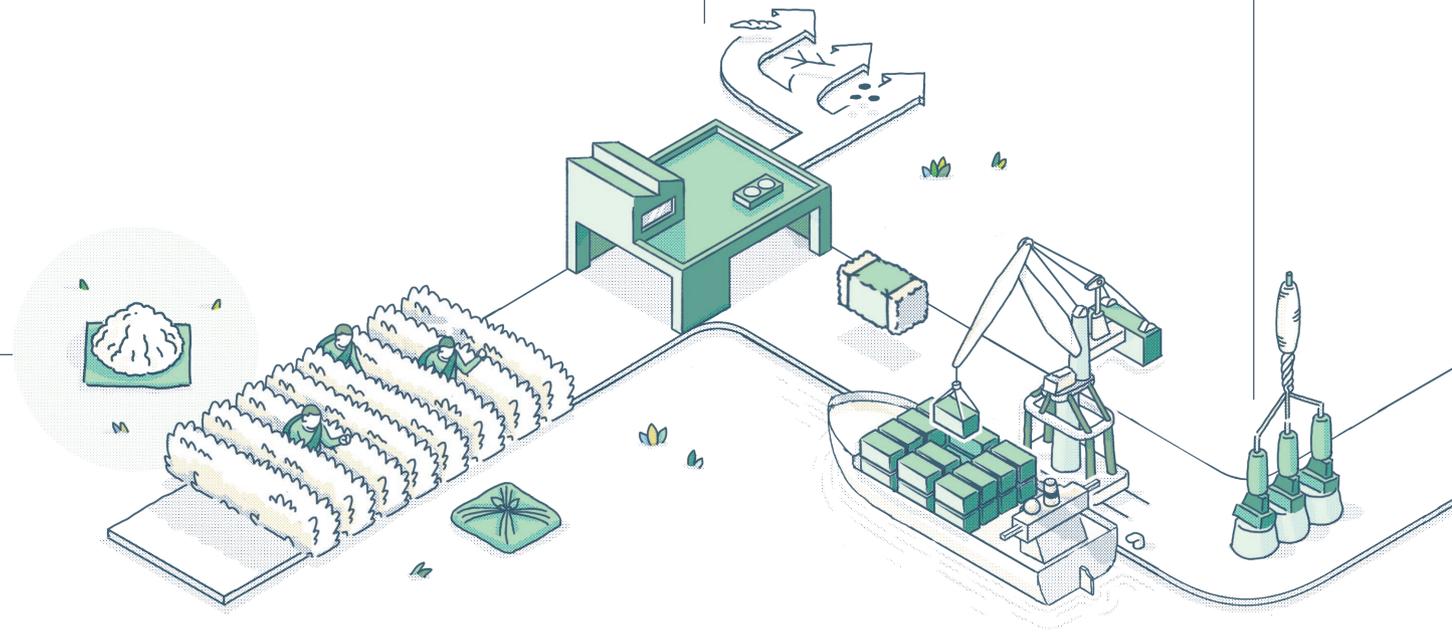


Cotton lint only represents around 32-35% of the entire cotton ball. The rest is used as oil and cattle fodder.

Bangladesh - Spinning mill: Yarn manufacturing



The fibres are twisted and spun into yarn. We only use ring-spun, combed yarn.



Bangladesh - Partner factories



Our Quality Controllers are part of our Bangladeshi Liaison Office. They are present in all the facilities, making sure that the factories comply with social and safety regulations and that all stages of production are running smoothly. We have a team of more than 20 people handling our business in South Asia.

Bangladesh - Fabric knitting

A process of constructing fabric by interlocking a series of loops using one or more yarns. At Stanley/Stella we use the weft knitting method for our t-shirts, polo shirts and sweatshirts.

Dyeing & washing

Cutting & sewing

Ironing & packing

Bangladesh to Brussels

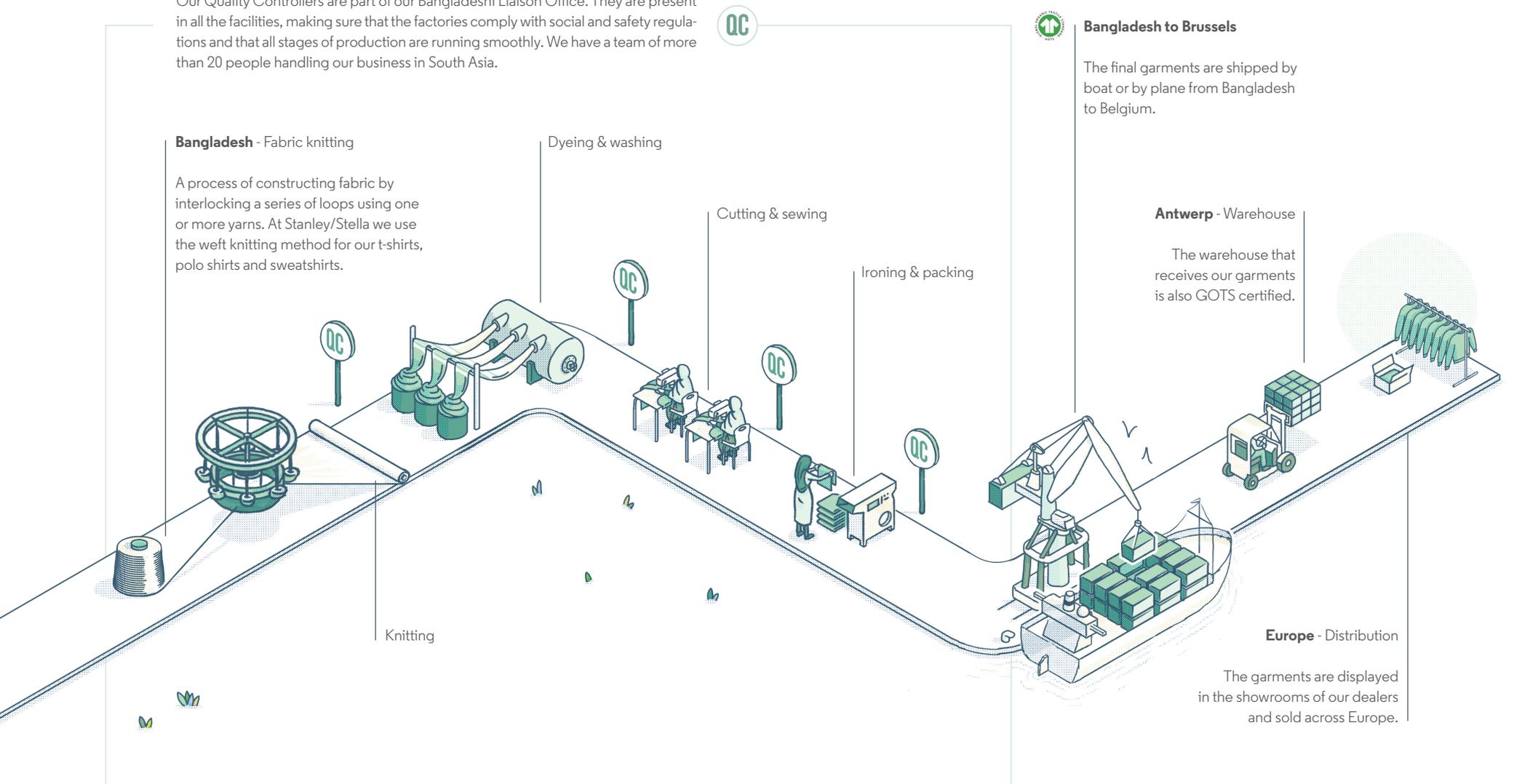
The final garments are shipped by boat or by plane from Bangladesh to Belgium.

Antwerp - Warehouse

The warehouse that receives our garments is also GOTS certified.

Europe - Distribution

The garments are displayed in the showrooms of our dealers and sold across Europe.





← Meeting with organic cotton farmer

*Telangana State,
India 2021*

Organic cotton farmers in India use traditional fertilisers to keep the soil rich in nutrients. During harvest they can collect up to 100-150kg of cotton a day. Picture taken during a Stanley/Stella cotton traceability trip.

→ Cotton farmer village

*Telangana State,
India 2021*

We're currently working on tracing our supply chain, to not only pinpoint the exact origin of our organic cotton, but also to make sure our farmers get a fair price for their work. Picture taken during a Stanley/Stella cotton traceability trip.



WE ARE GOTS CERTIFIED

FROM THE FIELD TO OUR NETWORK OF GOTS CERTIFIED DEALERS

From day one, we have chosen to work sustainably using only 100% GOTS certified organic cotton in our range of t-shirts and sweatshirts. It is a stringent certification that guarantees cotton is organically grown without the use of genetically modified seeds or any harmful chemical products (such as pesticides, fertilisers and insecticides) that are dangerous for the environment and the health of farmers or factory workers. It ensures traceability of products from the field to the final customer, including transaction certificates at each and every stage of production. While there are many other certifications related to organic cotton, we have chosen to work with GOTS, the most respected and rigorous certification with the most demanding criteria. Crucially, it covers not only raw materials and production but also covers social aspects related to the health and well-being of people in the supply chain.



The Global Organic Textile Standard (GOTS) is a worldwide leading textile processing standard for the production of organic fibres, and is based on both ecological and social criteria.

<https://www.global-standard.org/>

Combed organic cotton sliver



GOTS STANDARDS



ORGANIC TEXTILE

If the organic content is at least **95%** of the product weight.



STANLEY/STELLA GOTS CERTIFIED PRODUCTS

Most of our t-shirts are certified organic, as their **organic** content is **above 95%**.



MADE OF "X"%

If the organic content is between **70%** and **95%** of the product weight.



Most of our sweatshirts are certified **made with 85%**, as their organic content is **85% of the product weight**. (The remaining 15% of the material composition consists of 'sustainable fibres', meaning natural or recycled fibres.)



GOTS CERTIFIED PRINTING

We produce blank apparel and work with an exclusive network of Official Dealers who transform our garments using various decoration techniques, including screen printing. Once decorated, the garments are destined for merchandising, events and retail brands. We work closely with our Official Dealers to encourage and train them to implement GOTS-certified printing techniques, using non-harmful inks and sustainable production methods. By ensuring the sustainability of not only our garments, but also their decoration, we hope to further positively impact our supply chain and offer a fully sustainable product.



OUR GOTS CERTIFIED NETWORK



Austria

Geschützte Werkstätten

Germany

Black Star
Boender & Beutel – X-Print
Dakota
Fairtrademerch
Laroid
Openmind productions
RK textil
Textildruck europa
Subucoola
Textilhandel-cotton -n -more
Wildner

Slovakia

Merchyou

Switzerland

Many ways

France

TIP Beyno
Main Gauche
Brocéliande

Belgium

Fabric
Alfa Shirt

Netherlands

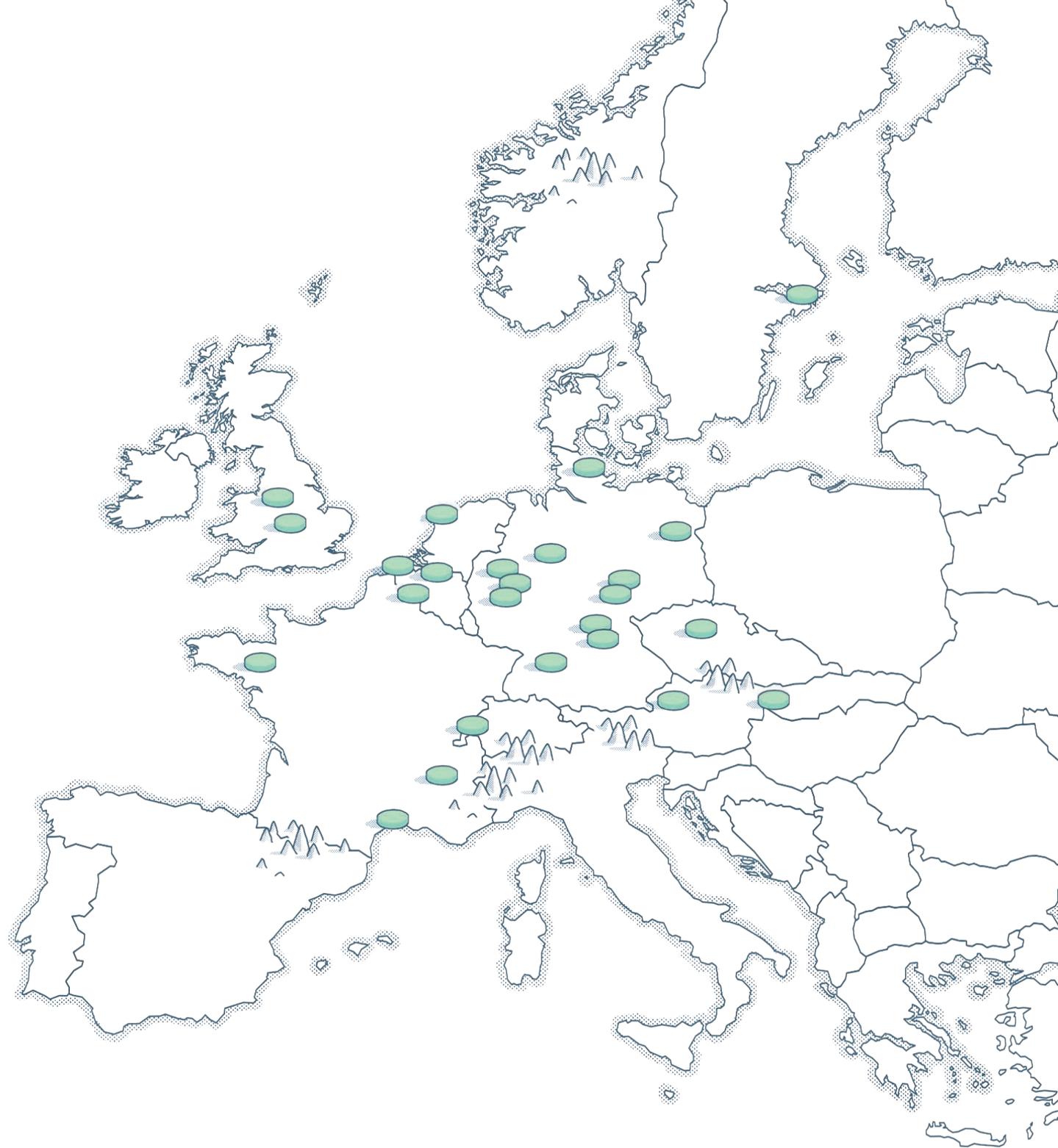
Superette

United Kingdom

Shirtworks
Get a Grip / Sustainable Supply Ltd

Sweden

Swagg



RECYCLED POLYESTER

WE RECYCLE TO REDUCE WASTE

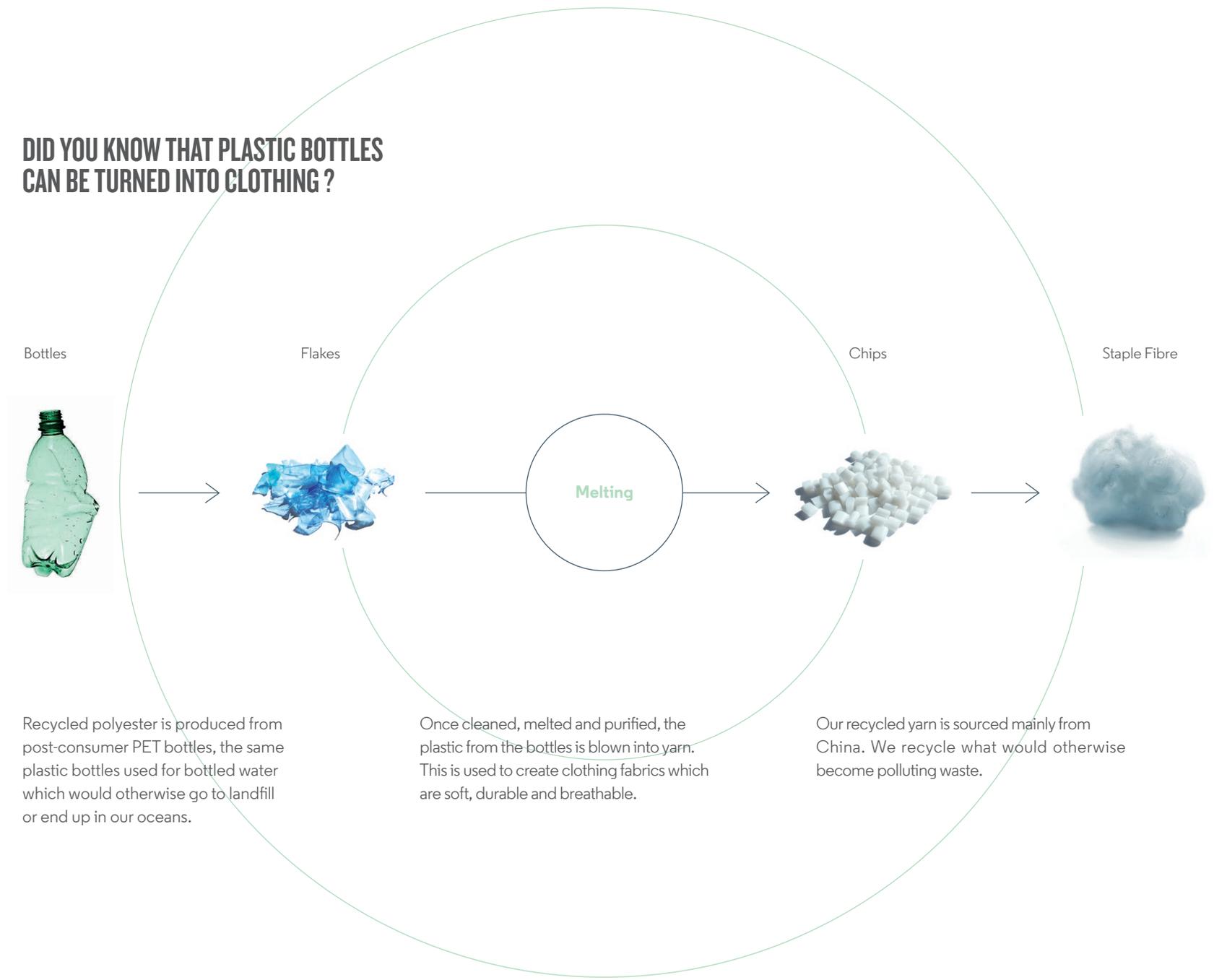
At Stanley/Stella we use recycled polyester to add stability to our sweatshirts, strength to our accessories and sustainability to our jackets. We have been using only recycled polyester, as opposed to virgin polyester, since 2018.

Recycling polyester allows for considerable energy savings in the manufacturing process. It is clear that tackling plastic waste has become one of the major environmental challenges of our time - globally, about 9.5 million tons of plastic are thrown into the ocean annually, most of it single-use.



The Unisex Padded Hoodie Jacket is made from approximately 20 recycled PET plastic bottles.

DID YOU KNOW THAT PLASTIC BOTTLES CAN BE TURNED INTO CLOTHING?



Bottles



Flakes



Melting

Chips



Staple Fibre



Recycled polyester is produced from post-consumer PET bottles, the same plastic bottles used for bottled water which would otherwise go to landfill or end up in our oceans.

Once cleaned, melted and purified, the plastic from the bottles is blown into yarn. This is used to create clothing fabrics which are soft, durable and breathable.

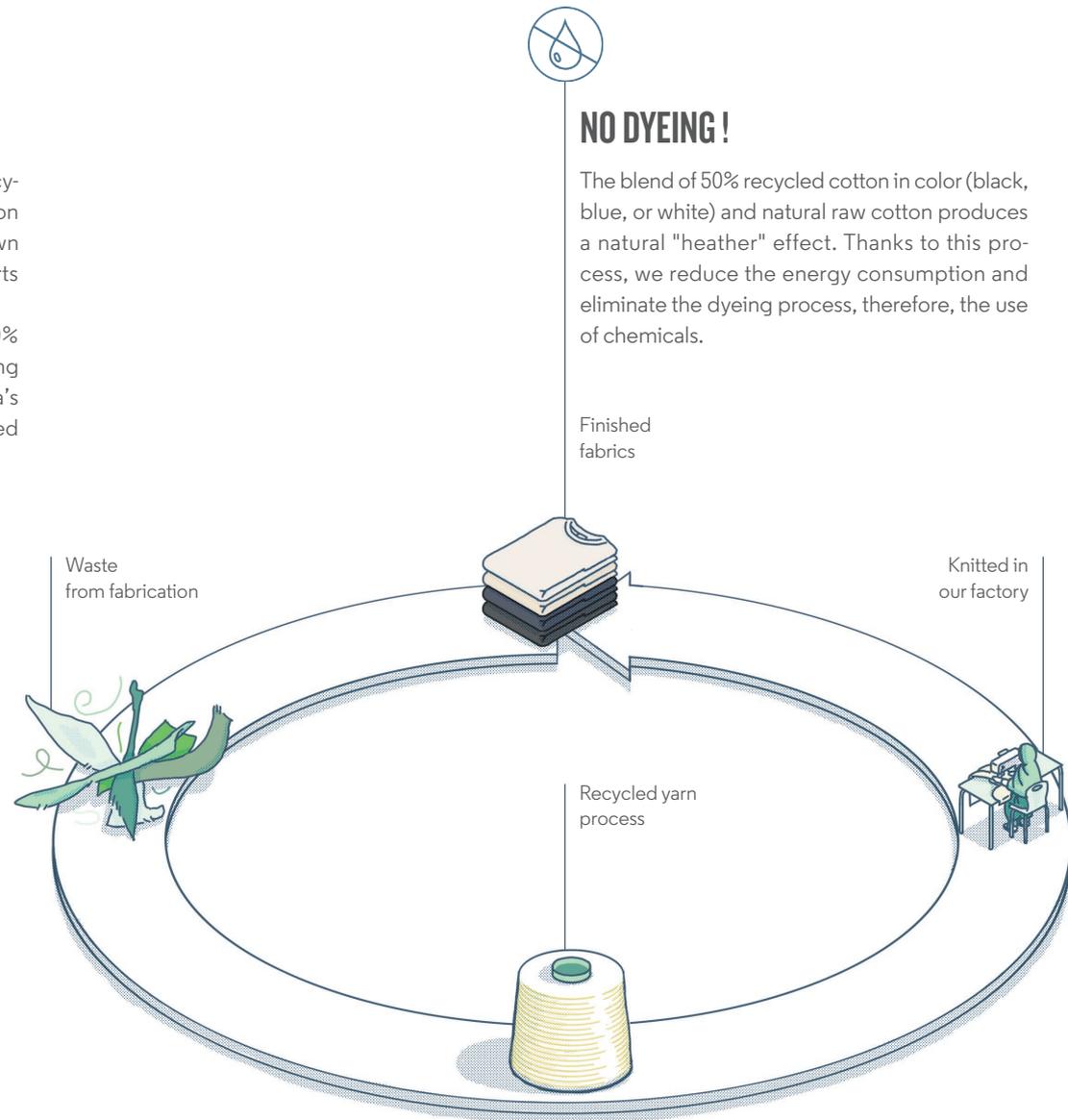
Our recycled yarn is sourced mainly from China. We recycle what would otherwise become polluting waste.

RECYCLED COTTON

WE RECYCLE TO REDUCE WASTE

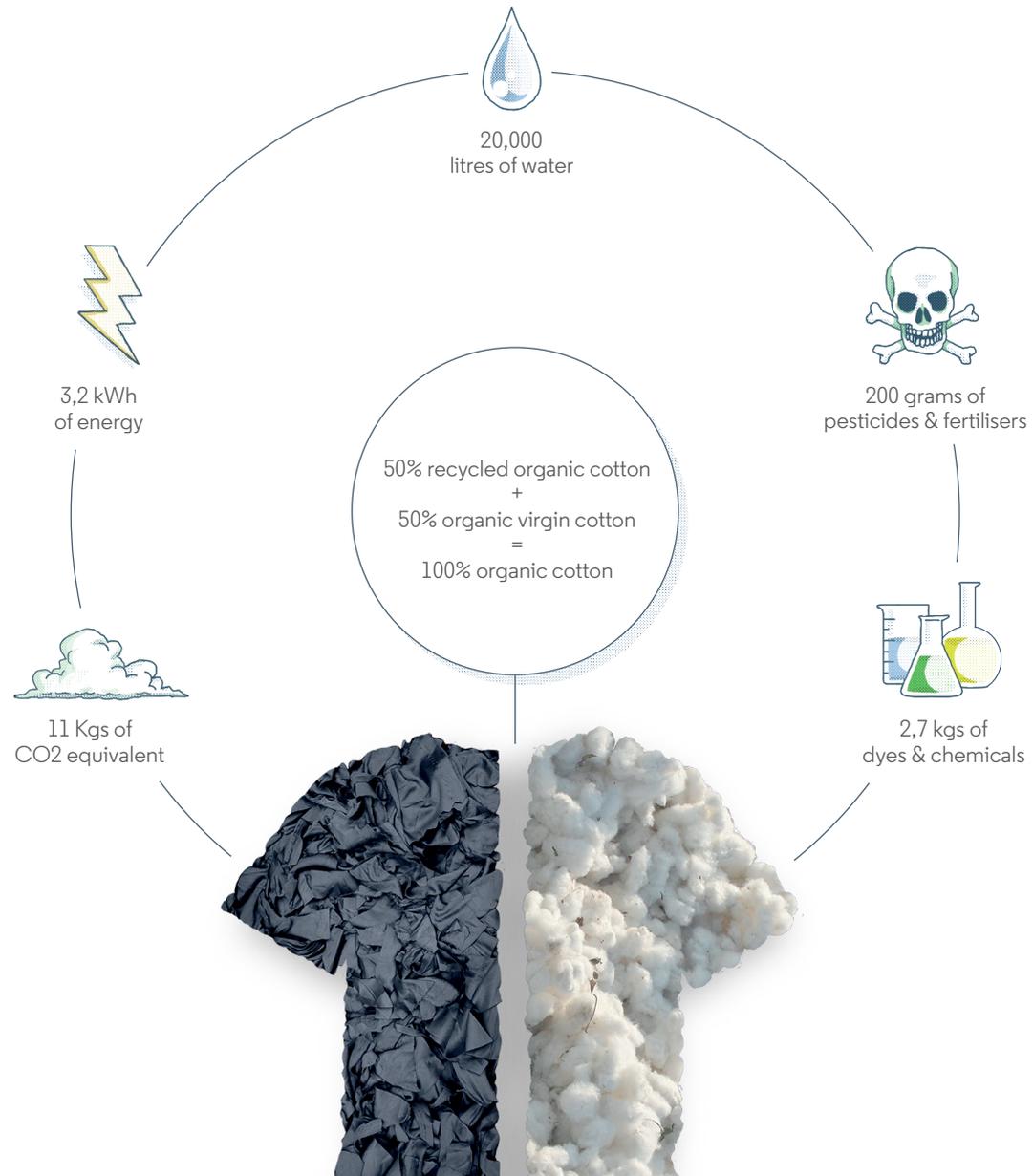
At Stanley/Stella, our jacket range is made from recycled PET bottles. And we're now also embarking on a circular economic model by transforming our own organic cotton fabric cutting waste into new t-shirts and sweatshirts.

Our RE-creator and RE-blaster are made from 50% recycled organic cotton taken from our own cutting waste and 50% organic virgin cotton. Stanley/Stella's RE-range and production facilities are GRS certified (Global Recycling Standard).



1 KG OF RECYCLED YARN SAVES WATER, PESTICIDES, DYES & CHEMICALS, ENERGY & CO₂

(Source: Cyclo from SIMCO)





OUR CERTIFICATIONS

“We don’t just say we’re sustainable. We are monitored, regulated and approved by some of the world’s leading bodies.”

Sharif Nehal Rahman, Sustainability Officer

← An Indian traditional cotton farmer,
harvesting organic cotton from the field.

OUR CERTIFICATIONS

WE ADHERE TO THE HIGHEST STANDARDS

Our supply chain is certified by various independent bodies and standards. Each of these certifications help to demonstrate that we are working towards building healthy environmental practices and greater respect for the planet, every step of the way.



GOTS

The Global Organic Textile Standard (GOTS) is the worldwide leading certification body for the production of organic fibres and is based on both ecological and social criteria. It guarantees that cotton is organically grown without the use of GMO seeds, or any harmful chemical products (such as pesticides, fertilisers and insecticides) that are dangerous for the environment or the health of farmers or factory workers. It ensures traceability of products from the field to the final customer, including transaction certificates at each and every stage of production.

<https://www.global-standard.org/>



GRS

The Global Recycle Standard (GRS) is the world's leading standard for recycled textiles and certifies recycled materials based on environmental and social practices.

<https://textileexchange.org/standards/recycled-claim-standard-global-recycled-standard/>



PETA

Stanley/Stella is a PETA-Approved Vegan company, as we do not conduct or commission any animal tests on ingredients, formulations, or finished products and none of our products contain any animal derived components.

<https://www.peta.org.uk/>

OEKO TEX

OEKO-TEX® is a safety standard for the assessment of harmful substances in fabrics. Its aim is to ensure products are free from harmful substances and follow REACH, the EU regulation which restricts the toxicity of chemicals and heavy metals in all consumer products.

<https://www.oeko-tex.com/en/>

OCS

The Organic Content Standard (OCS) verifies the presence and amount of organic material in a final product. It also tracks the flow of the raw material from its source to the final product, but does not take into account social criteria, such as working conditions.

<https://textileexchange.org/standards/organic-content-standard/>



RESPONSIBLE PRODUCTION

“This year, I have made it our top priority to positively impact the wages of our workers and farmers. That’s why we’re pledging to pay beyond the government’s minimum wage, and offer a living wage to all our workers in our partner factories by 2025”

Jean Chabert, Founder and CEO Stanley/Stella

PROUDLY MADE IN BANGLADESH

WE WORK WITH THE BEST FACTORIES IN BANGLADESH

Stanley/Stella is proud to have contributed to the country's economic upgrade, and the social advancement of its workers. Since the beginning, we have worked closely with our partner factories to improve working conditions for the people who make our clothes but we know that there's still a lot of work to do.



THE MAJORITY OF OUR TOTAL PRODUCTION TAKES PLACE IN BANGLADESH

including t-shirts, polo shirts,
sweatshirts and bags.



WE STAND BY BANGLADESH

Stanley/Stella is committed to staying in Bangladesh, even though low wages in countries such as Ethiopia and Myanmar are enticing many brands away. This is having a serious impact on the textile industry in Bangladesh. We know that we'll make a lasting and positive impact on working conditions of the fashion industry in Bangladesh by maintaining and developing our relationships with our partners in Dhaka.

20



**MILLION PEOPLE HAVE BEEN
LIFTED OUT OF POVERTY IN
THE LAST 20 YEARS**

4,5



**MILLION BANGLADESHIS
EMPLOYED BY THE
TEXTILE INDUSTRY**

80%



**OF TOTAL
BANGLADESH EXPORTS
ARE TEXTILES**



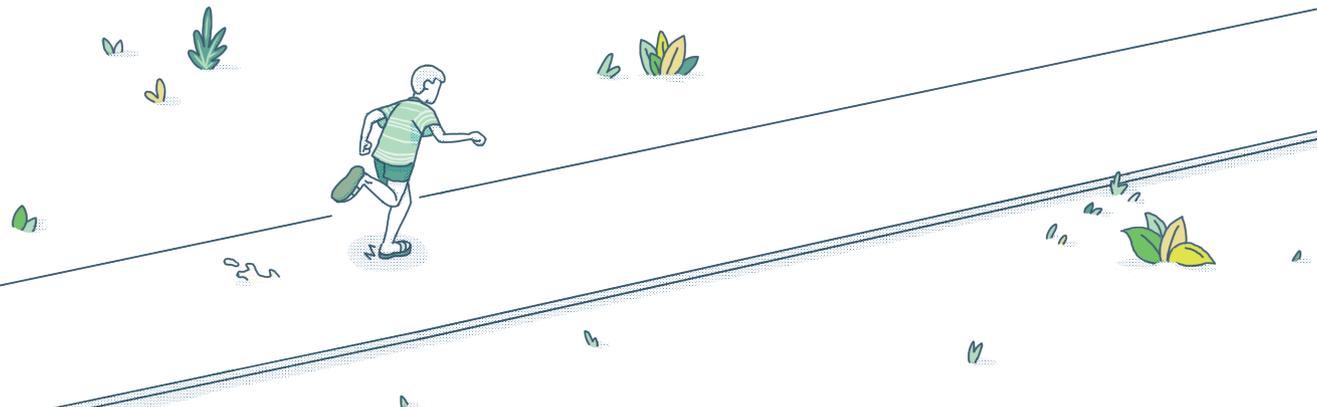
WE ARE A MEMBER OF FAIR WEAR FOUNDATION

WE ALWAYS ADVANCE WITH OUR WORKERS' LIVELIHOODS IN MIND

Fair Wear Foundation (FWF) is an independent organisation that works with apparel brands, garment workers and textile industry influencers to improve labour conditions in garment factories. FWF are active in Bangladesh where they audit factories and support trade unions to lobby European governments and other organisations to increase wages and improve working conditions. FWF representatives carry out audits in all our partner factories every three years and put in place Corrective Action

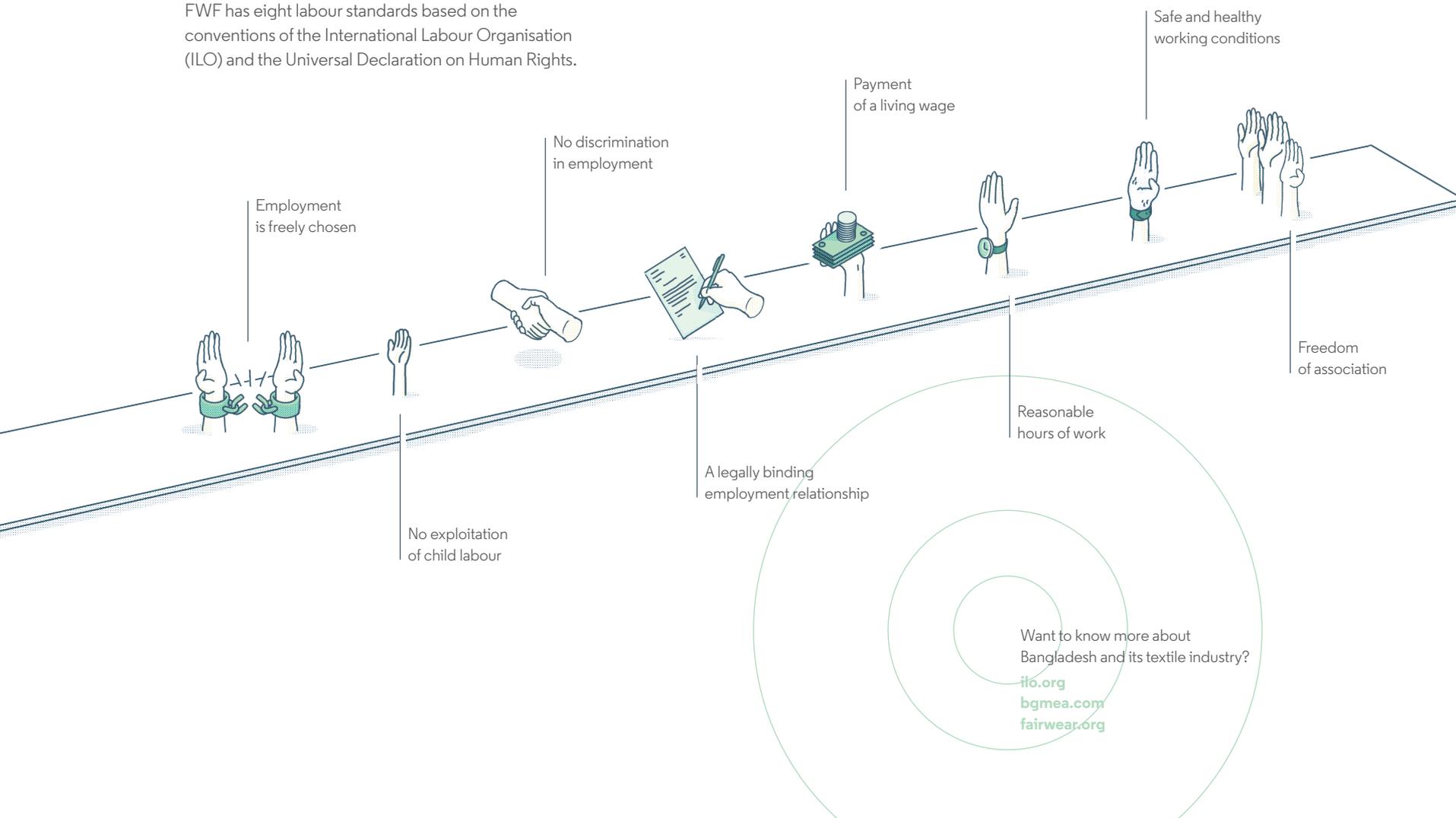
Plans (CAPs), as necessary. They also regularly organise Workplace Education Programs (WEPs) in partnership with brands, including Stanley/Stella, to help factories reduce and eliminate workplace violence and harassment. FWF also runs an independent helpline number which ensures complaints are heard and taken care of, should the factory's internal grievance-handling mechanism fail.

Stanley/Stella has been a member of FWF since 2012 and publishes a report every year, detailing the work done on social and environmental issues and the outcomes of monitoring and remediation measures in each of our partner factories.



THE EIGHT PILLARS OF FWF

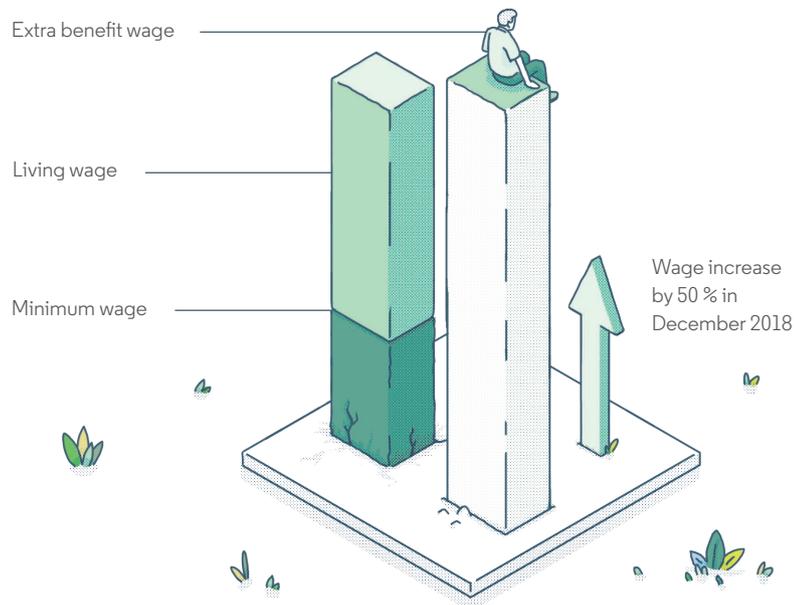
FWF has eight labour standards based on the conventions of the International Labour Organisation (ILO) and the Universal Declaration on Human Rights.



GOOD WORKING CONDITIONS

WE ARE DEDICATED TO MOVING FORWARDS

To ensure the safety of all our workers, we work closely with the Fair Wear Foundation (FWF). We also support our partners with their Corporate Social Responsibility (CSR) approach, and have put a number of mechanisms in place to ensure decent working conditions, such as CSR monthly reports, an internal Code of Conduct (CoC), and support of anti-harassment committees.



COMPLAINTS PROCEDURE

It is important to us that all complaints by workers in our partner factories are heard and addressed fairly and promptly. Workers from Stanley/Stella's partner factories are all informed of the complaints procedure by the FWF and postings on factory floors. At Stanley/Stella HQ, the Sourcing, Quality and Sustainability Manager handles complaints and discusses them with the suppliers involved.

CSR MONTHLY REPORT

Our CSR monthly report works in parallel with the FWF's formal monitoring. Developed by our local team of Quality Controllers and Sustainability Officers, it allows us to have an update on the working conditions in all our partner factories on an almost daily basis. The report includes checks on social and environmental issues, as well as building and fire safety assessments.

STANLEY STELLA'S CODE OF CONDUCT

In 2018, Stanley/Stella created its own Code of Conduct based on the eight fundamental conventions of the International Labour Organisation (ILO.) It has to be signed and respected by all the factories we work with. A full copy can be found on our website.

→ **Our Sustainability Officer from our Bangladeshi Liaison Office introducing a Workplace Education Program**

*Bangladesh Liaison Office,
Dhaka - 2019*

Our Sustainability Officer from the BLO presents the FWF's Workplace Education Program (WEP) to partner factories. WEPs provide factory managers and workers with tools to start an open dialogue about issues and opportunities in the workplace. Furthermore, increased awareness about labour standards, together with functioning grievance systems, contribute to improved working conditions. All our factories are now running the same or similar programs.

Fair Wear Foundation Members are committed to supporting trainings for workers in factories, in order to improve awareness and knowledge about their rights.



TOWARDS A LIVING WAGE

WE ARE WORKING ON CLOSING THE GAP

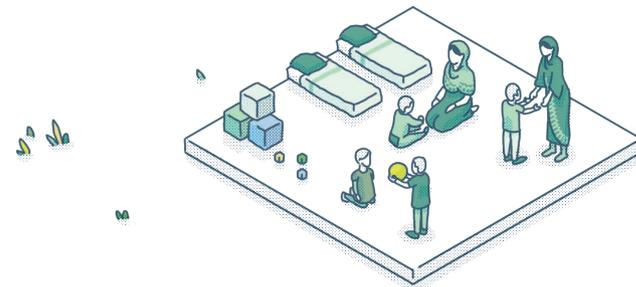
We choose to work with some of the most ethical and responsible factories in the country. Our partners not only guarantee a legal minimum wage and fundamental legal requirements such as in-house childcare facilities, maternity leave and medical cover, but also offer additional benefits to their workers. These benefits include free transportation, performance and attendance bonuses and increasing pay scales. Positive measures factories have taken are listed below, under 'Achievements for 2020'.

On our side, we invest in projects such as the Fair-priced Grocery Shops. Through experience, we have found these types of projects to be the

best way of increasing workers' spending power and improving livelihoods. Increasing the amount we pay per t-shirt does not necessarily translate to a direct wage increase for the factory workers, and often, when wages go up in an area, so do general costs like rent and food.

Local government sets the minimum wage to ensure fair remuneration for garment workers, but also to maintain competitiveness for Bangladesh. The last wage increase in Bangladesh was implemented in December 2018, increasing the minimum wage by 50%. But we certainly won't leave things there, and remain committed to finding new and innovative ways of paying workers a living wage.

All our factories offer childcare on site and most offer scholarships to workers' children



THE GROCERY SHOP PROJECT

We have long been researching the best way of remunerating fairly the factory workers who work with us in our partner factories. It's a complex subject that has many layers. To maintain Bangladesh's competitive advantage in the garment industry, the government has set the minimum wage relatively low. Most garment workers do not receive a living wage, and factories are asked to respect the minimum wage in order not to create civil unrest. Indeed, this stance is supported by the BGMEA.

We have therefore looked at creative solutions to support workers without raising wages. In 2020, we set up Fair-Priced Grocery Shops in both Interstoff and Meghna factories. To date, packages including essentials such as rice, red lentils, salt and sugar, discounted at 50%, have been distributed to more than 16,000 workers.



Interstoff has set up its own "Stanley/Stella Corner" in its grocery shop, and has produced branded bags in-house to give to all its workers.

Source: BGMEA (BGMEA,2021). *About Garment Industry of Bangladesh.*

www.bgmea.com





I made
your
clothes

STANLEY/STELLA

#IMADEYOURCLOTHES
FASHIONREVOLUTION.ORG

I made
your
clothes

STANLEY/STELLA

INSIDE OUR FACTORIES

“Our understanding of our company’s sustainability ambitions combined with our physical presence and inherent local knowledge means we can help to drive positive change in the textile industry in Bangladesh.”

Abdulla Al Rumi, Country Manager-BLO

TRANSPARENCY

WE ARE TOTALLY OPEN ABOUT WHO WE WORK WITH

Transparency is a fundamental component of any sustainability policy, which is why we made the move in 2018 of publishing the names and contact details of all our suppliers in our Annual Report. At present, we work with only **six** partner factories in Bangladesh and **one** in China, ensuring that we can build supportive, long-term and collaborative relationships with them.

Meghna, Bangladesh, since 2018

Ahsan, Bangladesh, since 2012

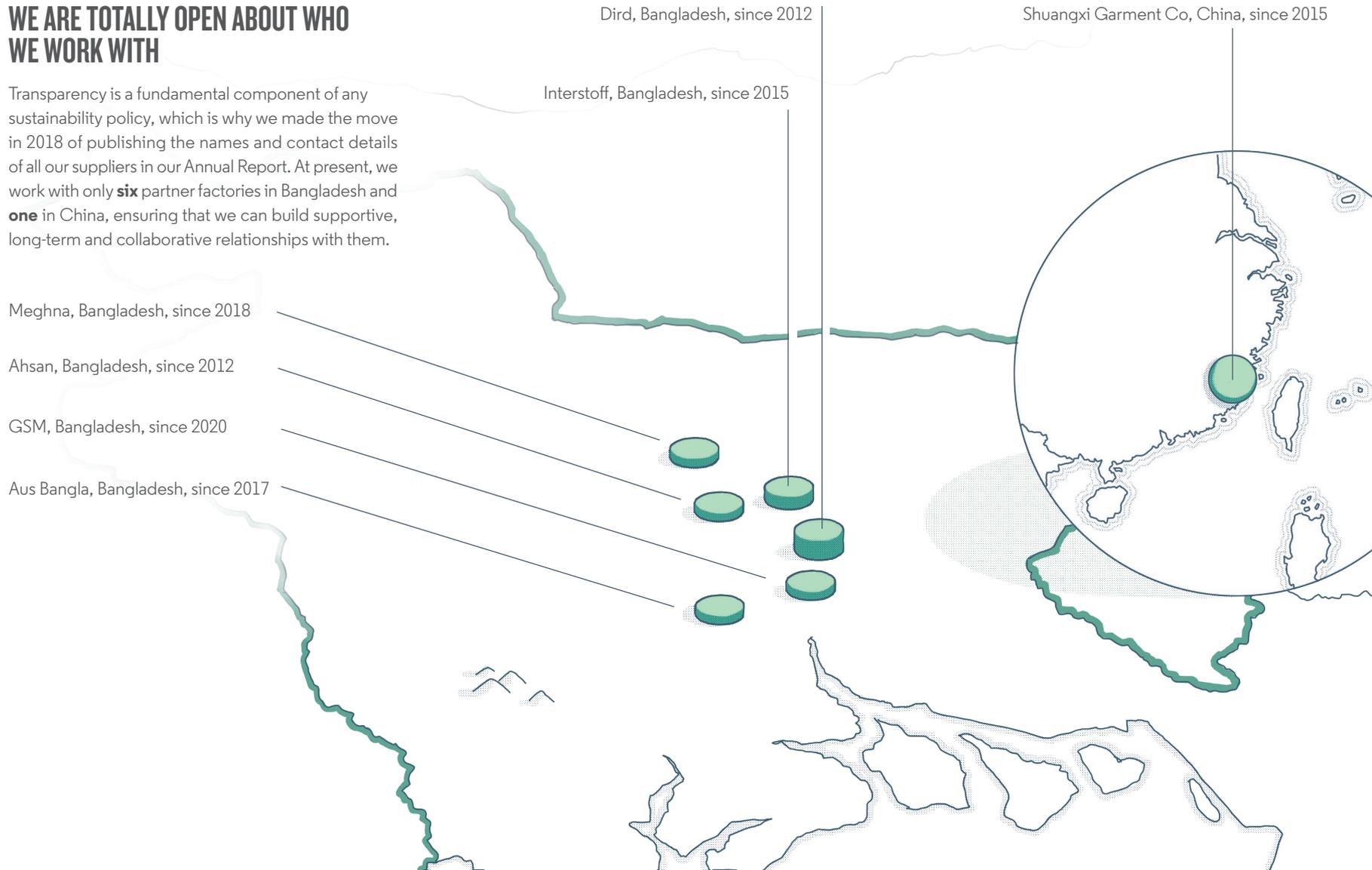
GSM, Bangladesh, since 2020

Aus Bangla, Bangladesh, since 2017

Dird, Bangladesh, since 2012

Interstoff, Bangladesh, since 2015

Shuangxi Garment Co, China, since 2015



MONITORING

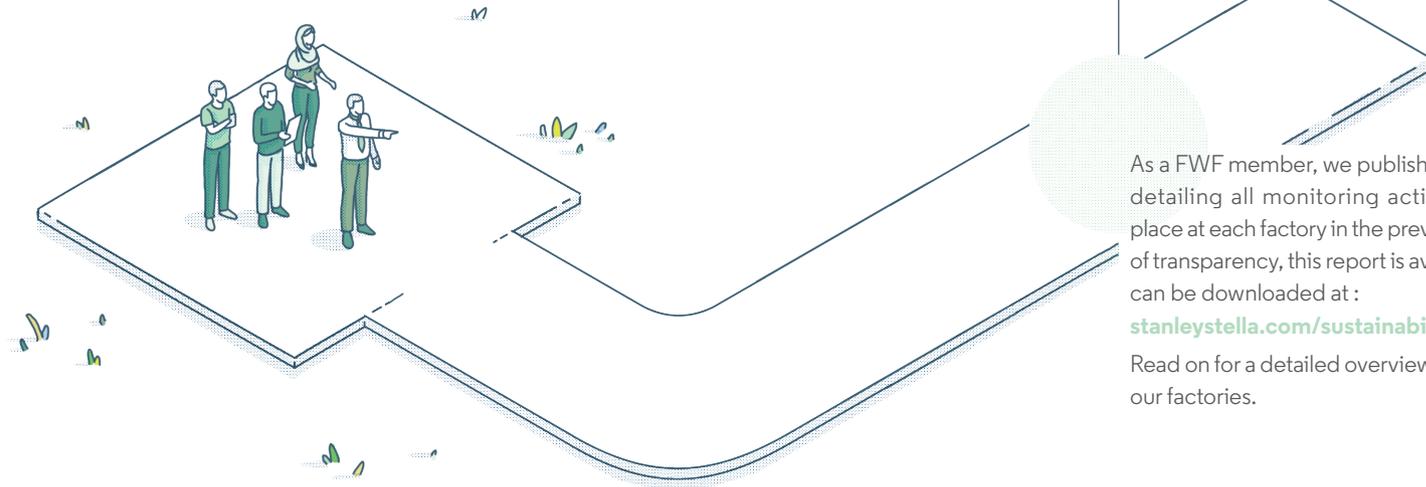
WE MONITOR WORKING CONDITIONS DAILY

We work closely with the Fair Wear Foundation (FWF) to systematically monitor the working conditions and practices in our partner factories, and to implement concrete action plans to improve them. Monitoring is carried out in three ways:

- Regular visits from HQ (2-3 times per year)
- Daily factory visits by our local team in Dhaka
- Formal FWF audits (once every 2-3 years)

During our visits, Stanley/Stella staff monitor, among others, the following :

- ✓ Health & safety policies and practices
- ✓ Environmental issues
- ✓ Factory site visits and quality assurance
- ✓ Certification verification
- ✓ Code of Conduct adherence
- ✓ Internal and independent audits
- ✓ A factory's general approach on social responsibility



As a FWF member, we publish an annual report detailing all monitoring activities that have taken place at each factory in the previous year. In the interest of transparency, this report is available to everyone and can be downloaded at :

stanleystella.com/sustainability

Read on for a detailed overview of each of our factories.

SELECTING PARTNERS

WE ONLY WORK WITH PARTNERS WHO SHARE OUR VISION

In order to put sustainability at the forefront of our operations, we are very careful when choosing who to work with. New partner factories are sourced, visited and validated by HQ staff as well as the Stanley/Stella Bangladesh Liaison Office (BLO) team. We use rigorous audits and assessment tools to select and monitor suppliers, paying particular attention to health & safety and environmental policies and practices, Code of Conduct compliance and openness to investing in long-term CSR.



A LIMITED NUMBER OF PARTNERS IN A LIMITED NUMBER OF COUNTRIES

SO THAT WE CAN BUILD LONG-TERM RELATIONSHIPS



We have worked with some of our partner factories for over ten year.

SO THAT WE CAN CLOSELY MONITOR OUR SUPPLY CHAIN



We work with a team of 23 people in our Dhaka office (BLO) with 8 Quality Assurance Officers and one Quality Manager who visit these factories on a daily basis. Moreover our Sustainability Officer and Country Manager from the BLO also visit the factories on a bi-monthly or monthly basis.

SO THAT WE CAN HAVE AN ONGOING, OPEN AND TRANSPARENT DIALOGUE



We collaborate with our suppliers daily to ensure that lead times are realistic and overtime is not excessive.

AHSAN

3,200 TOTAL EMPLOYEES

30% WOMEN
70% MEN

CERTIFICATION



GOTS



OEKO-TEX



OCS

! RECENT ACHIEVEMENTS

-  Set up fire-fighting systems in the new knitting and store building
-  Fire Safety Committee Training
-  Fire Safety training for all employees
-  Enrolment of women in supervisory roles

PRODUCT RANGE

Knitted garments:



Chandar,
Kaliakoir Gazipur-1740,
Bangladesh

DIRD

9,804 TOTAL EMPLOYEES

36% WOMEN
64% MEN

CERTIFICATION



GOTS



Oeko-tex



OCS



GRS

PRODUCT RANGE

Knitted garments:



Rajendrapur,
Sreepur, Gazipur-1740,
Bangladesh

! RECENT ACHIEVEMENTS



Scholarship programme for children of workers



Bus service for workers



Performance bonuses



Training on health, fire safety,
environmental and social issues



Childcare



Medical services



Provision of factory uniforms



Training on female empowerment & development



Training on environmental management systems



← **Mohammad Shahin Alam,**
one of our most efficient sewing operators

*Dird factory,
Bangladesh – 2020*

Mohammad has been working at Dird for seven years now. He is one of the most efficient sewing operators working for Stanley/Stella at the factory. We were able to meet with him during a factory visit with the BLO team in February.

→ **Stanley/Stella's dedicated sewing line**

*Dird factory,
Bangladesh – 2020*

Stanley/Stella's dedicated sewing line at Dird factory. We have nine staff members from our Bangladesh Liaison Office who visit our factories every day. They not only monitor production but also make sure that CSR measures and safety regulations are followed and respected.



INTERSTOFF

4,700 TOTAL EMPLOYEES

47% WOMEN
53% MEN

CERTIFICATION



GOTS



OEKO-TEX



OCS

PRODUCT RANGE

Knitted garments:



Chandar,
Kaliakoir Gazipur-1740,
Bangladesh

! RECENT ACHIEVEMENTS

- Training to promote career progression for women
- Awareness-raising project around issues of health and personal hygiene
- Supervisor well-being programme
- Scholarship programme for children of workers
- Donations to local schools
- Worker health insurance
- Coalition dealing with anti-harassment and investigation procedures
- Helper to Operator training scheme
- Vaccination programme
- Employment of trainees from the Centre for the Rehabilitation of the Paralysed
- Fair-priced Grocery Shop

MEGHNA

2,850 TOTAL EMPLOYEES

40% WOMEN
60% MEN

CERTIFICATION



GOTS



OEKO-TEX



OCS

PRODUCT RANGE

Knitted garments:



Gilarchala,
Shreepur, Gazipur-1740,
Bangladesh

! RECENT ACHIEVEMENTS



Awareness-raising project around issues of health and personal hygiene



Training to promote career progression for women



Mother @ work programme to support new mothers and pregnant women



Vocational training for young people



Skills training for new workers



Fair-priced Grocery Shop



Return to Work scheme, helping injured workers



Supervisors Behavioral Training Programme



Donation of machines to the Centre for the Rehabilitation of the Paralysed



Health & safety committee members training

GMS COMPOSITE KNITTING IND. LTD

17,245 TOTAL EMPLOYEES

40% WOMEN
60% MEN

CERTIFICATION



GOTS



Oeko-tex



OCS



GRS

PRODUCT RANGE

Knitted Garments



Mohakhali, Dhaka,
1206,
Bangladesh

! RECENT ACHIEVEMENTS

- Tree Plantation program
- Waste Management programme
- Scholarship programme for workers children
- All the medical facilities for the workers & employees are free of cost
- Fair Price Shop
- Women empowerment programme
- Opportunities for disabled people
- Donation of garments for people in need
- Training center for enhancing skills

AUS BANGLA JUTEX

350 TOTAL EMPLOYEES

76% WOMEN
24% MEN

CERTIFICATION



GRS

! RECENT ACHIEVEMENTS

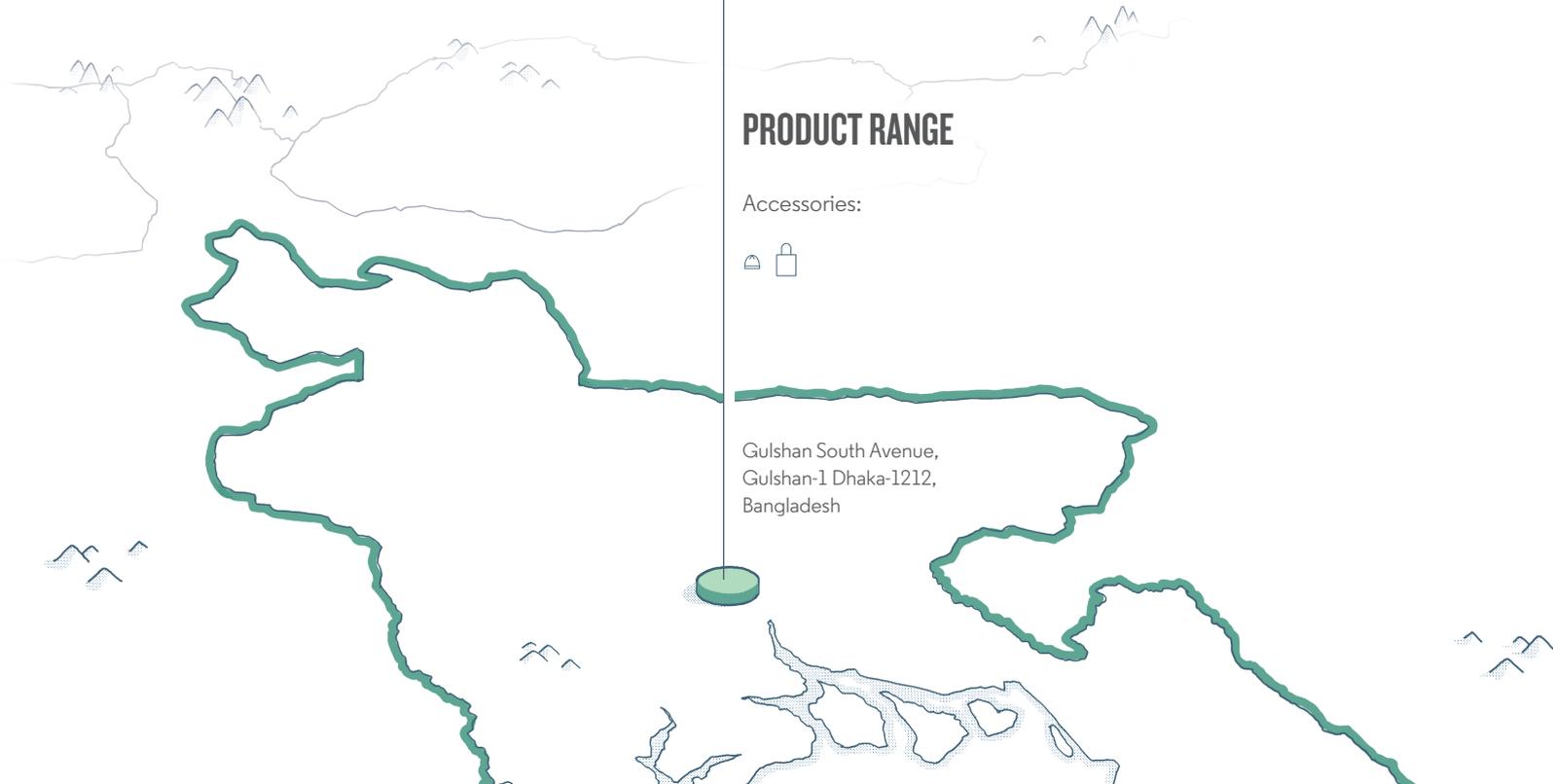
- ✉ Election of Workers' Participation Committee
- ✚ Training on health & safety
- 🌿 PPE training and the environment
- 🛡 Creation of anti-harassment committee

PRODUCT RANGE

Accessories:



Gulshan South Avenue,
Gulshan-1 Dhaka-1212,
Bangladesh



SHUANGXI GARMENT CO

400 TOTAL EMPLOYEES

80% WOMEN
20% MEN

CERTIFICATION

 OEKO-TEX

PRODUCT RANGE

Woven garments:



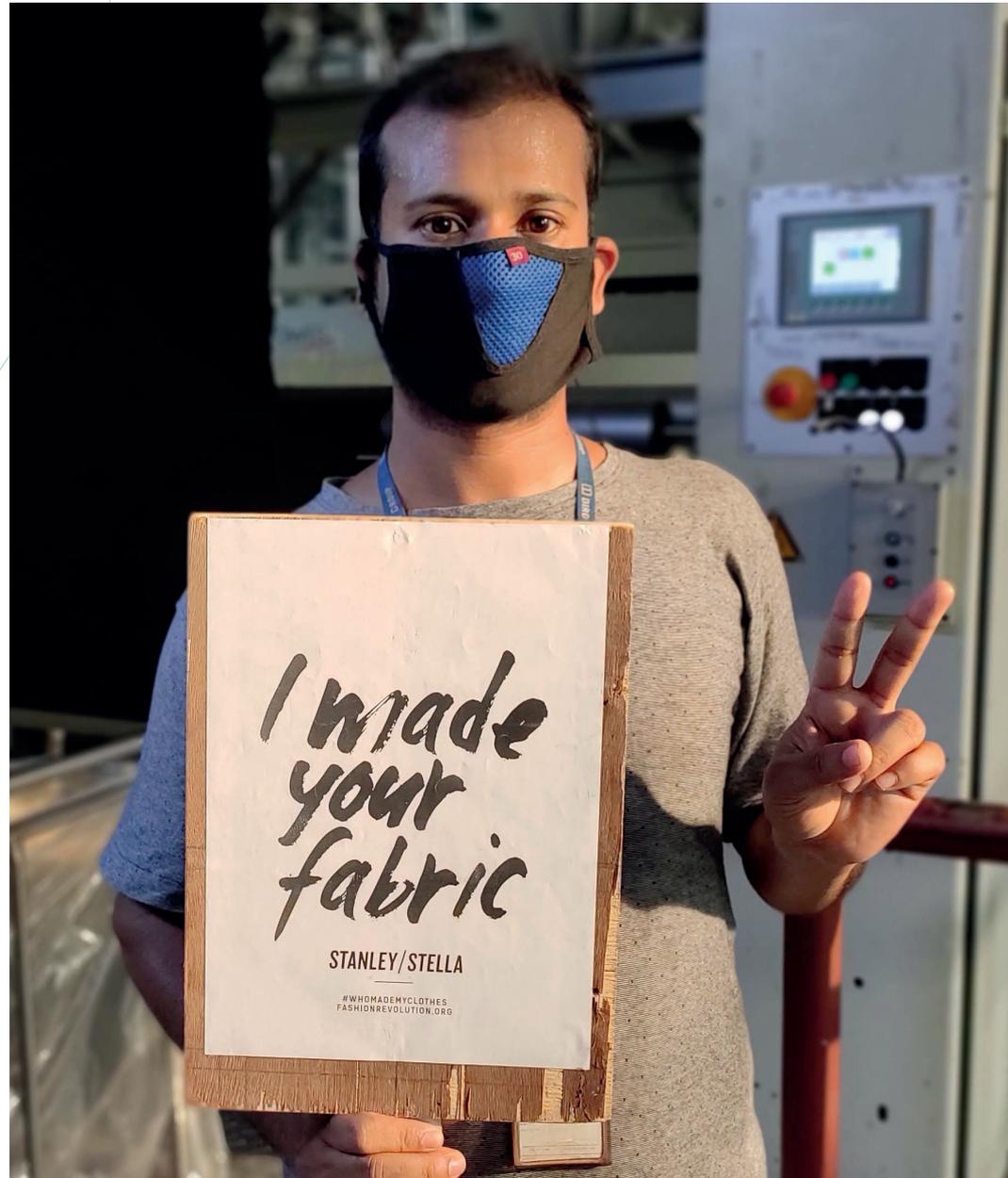
Luoyang Industrial Area,
Quanzhou, Fujian,
China



→ **A worker from our production line**

*Dird factory,
Bangladesh - 2021*

Working collaboratively with our partner factories ,
we have proved that we can make positive, lasting
change happen.



Close The Loop Project
By
Stanley/Stella
at
Dird Composite Textile Lim

Close The Loop Project
By
Stanley/Stella

The Loop Project
By
Stanley/Stella
at **ile Limited**

STANLEY /STELLA
RECYCLING PROCESS
JUTE

OUR ENVIRONMENTAL FOOTPRINT

“The earth is what we all have in common and we need to be conscious of our environmental impact.”

Matthieu Leclercq, Head of operations

CARBON NEUTRAL BY 2030

WE ARE WORKING ON IMPROVING OUR CARBON FOOTPRINT

At present, we cannot fully estimate the carbon footprint of our garments. A lot of factors are involved, including which region the cotton comes from, the weight of the product, the colour of the product and which factory it is made in. We will continue to collect data from across our supply chain with the goal of understanding and improving our environmental impact. It is important to note that consumption figures are subject to many variables based on: metering and data acquisition procedures; calculation methodologies used; respective fabric shades and garment styles manufactured by factories in any given time period etc.

Our commitment is to assess the carbon footprint of our global supply chain and to start offsetting it. We will do this through a carbon sequestration project (ie reforestation), along with community projects to help improve life conditions.



0.32

Energy consumption
(kWh / garment piece)



0.27

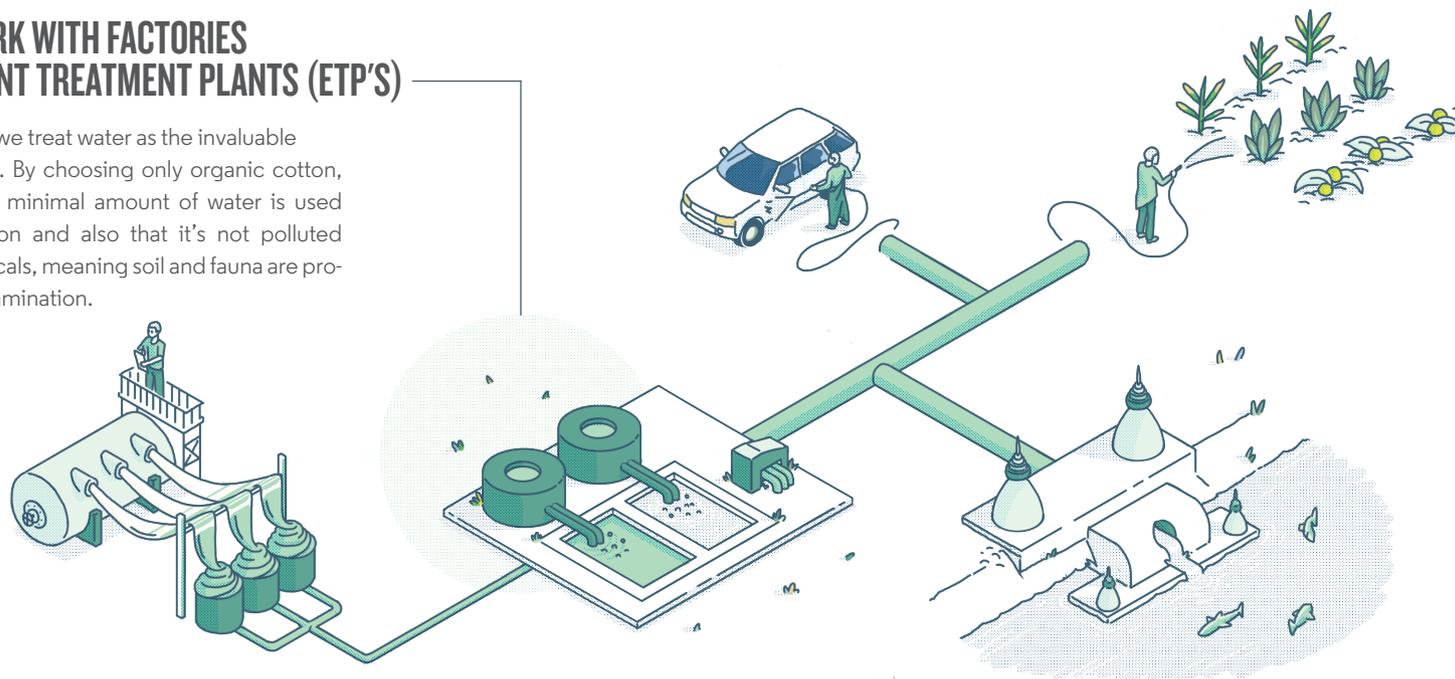
CO₂ emissions
(kg / garment piece)



WATER CONSUMPTION

WE ONLY WORK WITH FACTORIES WITH EFFLUENT TREATMENT PLANTS (ETP'S)

At Stanley/Stella, we treat water as the invaluable resource that it is. By choosing only organic cotton, we ensure that a minimal amount of water is used in crop production and also that it's not polluted by harmful chemicals, meaning soil and fauna are protected from contamination.



WATER TREATMENT

Water treatment at the fabric and dyeing stage of production is also a key concern for us. The garment manufacturing process uses water for dyeing, washing and printing textiles, and inevitably generates water-based toxic waste, or effluent. This wastewater must be treated per legal requirements so that it can be released back into the natural environment.

Effluent Treatment Plants (ETPs) remove all toxic elements from wastewater to ensure that it's safe enough to be discharged back into inland surface water. The treated water is also used for car washing and gardening at the factories.

All our partner factories in Bangladesh have state-of-the-art ETPs with in-house specialists and testing facilities. To ensure the safety of the treated wastewater, Stanley/Stella tests it for pH *, DO *, BOD *, COD * and TDS * onsite and in government laboratories.

*: Please refer to the glossary p.72



← **An Effluent Treatment Plant**

*Meghna factory,
Bangladesh – 2020*

On a visit to our partner factory Meghna, we were given a tour around the Effluent Treatment Plant (ETP). We discovered how this technologically advanced plant works and how it makes water reusable at the end of the treatment procedure.

→ **Our warehouse in Antwerp,
one of Europe's largest ports**

*Katoen Natie, Antwerp,
Belgium – 2020*

Based in Antwerp, one of the largest ports in Europe, Katoen Natie is state-of-the-art. Very advanced on questions of sustainability (e.g. roofs covered with solar panels), it shares our vision.



TRANSPORT

WE WORK WITH PARTNERS WHO ACT IN A SUSTAINABLE WAY

Based on our calculations, we estimate that our garments travel nearly 24,000 km to get from the cotton fields in India, to our factories in Bangladesh and then finally to the Port of Antwerp, the Belgian city where our stock is warehoused.

WAREHOUSE

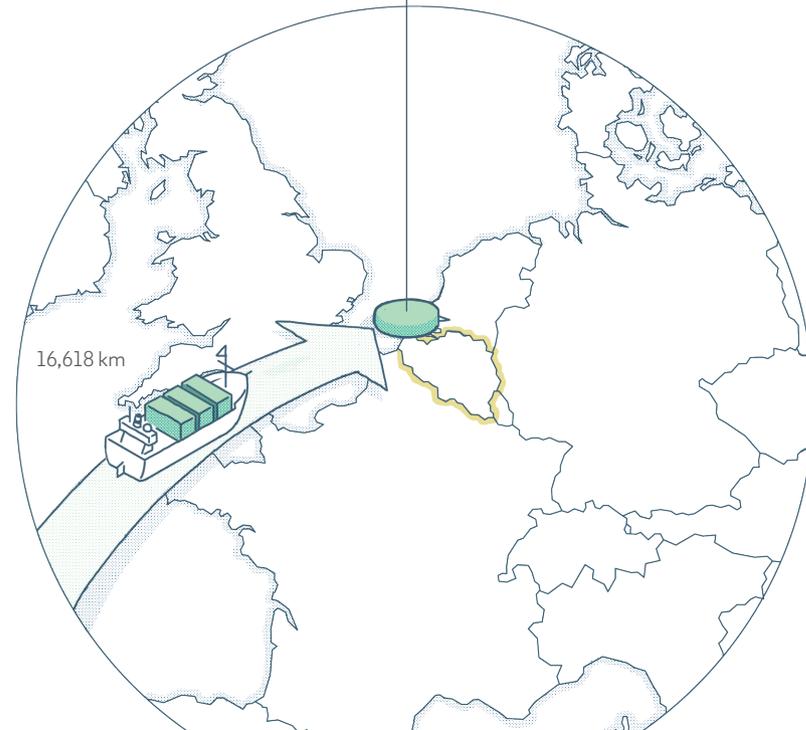
Our aim is to always work with partners who consider sustainability to be as important as we do. Our warehouse in Antwerp is managed by Katoen Natie (KTN) which has taken impressive measures to be as green as possible. By adjusting their infrastructure, KTN have managed to save thousands of tons of CO₂ and are today almost fully sustainable. Among other initiatives, they use renewable energy produced by local turbines, LED lighting, and 90% of their sourced cardboard comes from fully recycled materials.

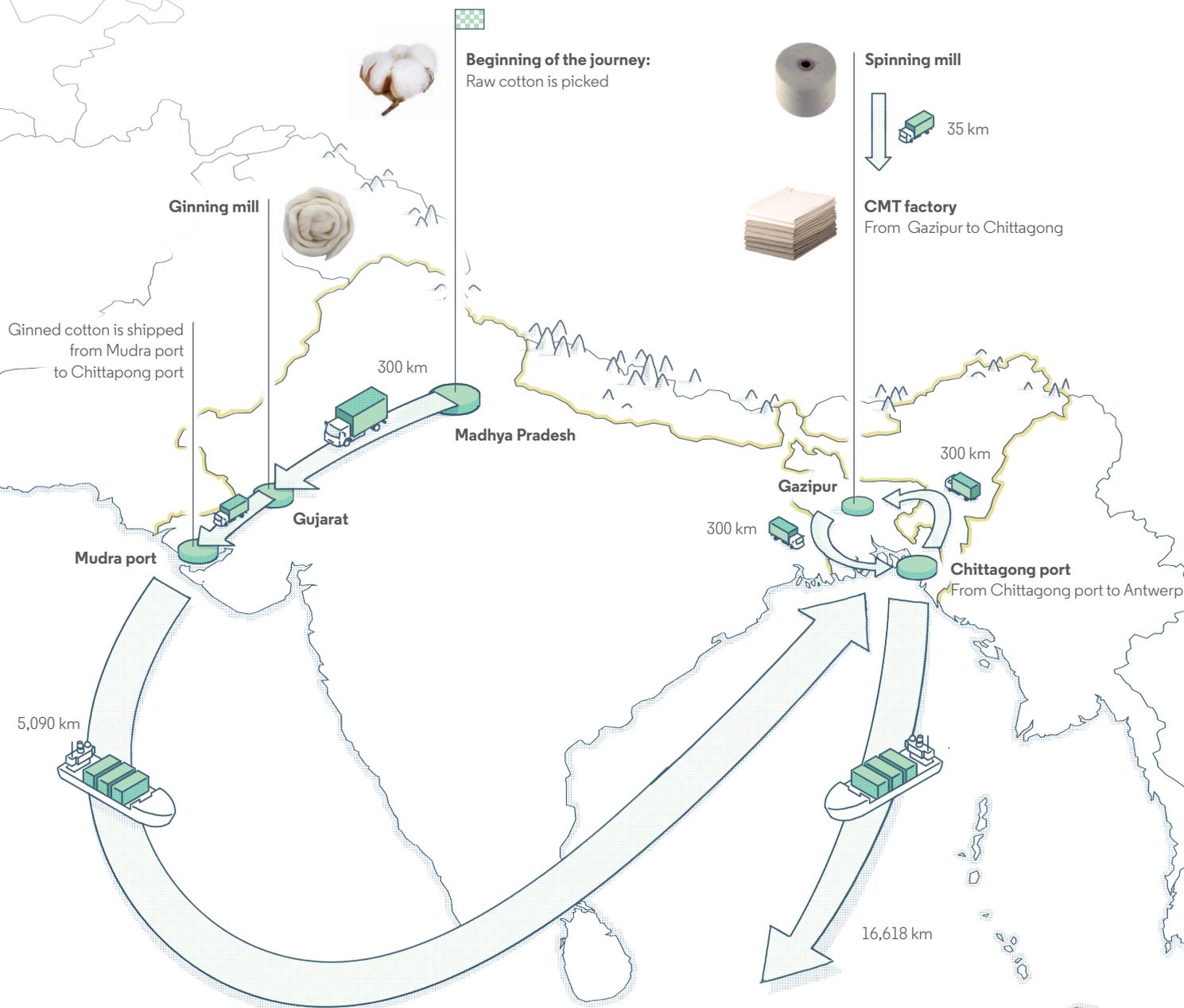


KATOEN NATIE

Finished garment arrives at Antwerp port after a journey of

23,650 KM







THE ROAD AHEAD

“We can’t do everything. But we can do something. And that’s what drives us. We refuse to let what we cannot do interfere with all the good we can do.”

Jean Chabert, Founder and CEO Stanley/Stella

PATH TO SUSTAINABILITY

FROM WORD TO ACTION

At Stanley/Stella we know there is no magic formula for achieving sustainability - it is a constant work in progress, based on ever-changing innovation and improvements. However, what we can do is make deliberate and considered choices in who we work with, how we work and what materials we use, to ensure respect for the people we work with and the planet we live on. Being engaged at every step of our supply chain keeps us on track, as well as having a sustainable and innovative company culture that pushes us to make a difference.

With all our projects and initiatives, we are aiming to close the loop and guarantee a fully sustainable business from the cotton field to the finished garment.



Stanley/Stella has been ranked among the top 16 leading brands in sourcing sustainable materials by the Textile Exchange. The only B2B brand to appear on the list.

textileexchange.org

STANLEY/STELLA HQ

We strive every day to have a sustainable mindset and apply this to our workplace and everyday lives. We have set up a Sustainability Taskforce to look at initiatives that can help reduce our environmental footprint. For example, we source office snacks from local suppliers and provide all our teams with reusable water bottles to avoid plastic waste. We recently launched an initiative to co-fund electric bikes for our HQ staff to reduce reliance on cars and public transport for getting to work. We also regularly donate extra samples to local charities. Little by little, each of us can make a difference.





← **Meeting with organic cotton farmer**

*Telangana State,
India 2021*

Picture taken during a Stanley/Stella cotton traceability trip.

GLOSSARY

BOD

Biochemical oxygen demand (BOD) is the amount of oxygen which is consumed by bacteria while decomposing organic matter under aerobic conditions.

COD

Chemical oxygen demand (COD) is the amount of oxygen required for the chemical oxidation of total organic matter in water.

DO

Dissolved Oxygen (DO) is the amount of gaseous oxygen (O_2) dissolved in water.

PH

pH is a scale used to specify the acidity or basicity of an aqueous solution.

TDS

TDS stands for total dissolved solids, and represents the total concentration of dissolved substances in water. TDS is made up of inorganic salts, as well as a small amount of organic matter.



We thank you for your loyalty, and for believing that the textile industry can act in a responsible way that puts people and the planet first. We don't need to tell you more about why we are fully committed to organic cotton, sustainability, and transparency because we know you feel the same as us. We thank you for being alongside us on our journey with your support, enthusiasm and ideas. If you'd like to find out more about our path to sustainability or get more involved:

PLEASE CONTACT US

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