A photograph of three women sitting on concrete steps. They are wearing dark blue, long-sleeved shirts and pants. The woman in the center is wearing large, ornate silver earrings and a thin necklace. The woman on the left is wearing gold hoop earrings. The woman on the right is wearing gold hoop earrings. The background consists of concrete pillars and steps.

STUDIO ANNELOES

SUSTAINABILITY REPORT 2023



SUSTAINABILITY AT STUDIO ANNELOES



anneloes

FOREWORD

The journey of Studio Anneloes began in 2006. At the start, sustainability wasn't a conscious part of this journey. We started with minimal resources and a small, self-funded start-up capital. This compelled us to be conscious about our costs and therefore work very efficiently. This careful approach remains the foundation of all our business processes.

From the beginning, we have followed the principle of 'just enough, just in time.' We produce based on what the market needs and deliver it at just the right moment, so we have minimal stock. To ensure we're 'just in time', we source and produce our materials close to home. Eighteen years ago, we found production partners in Poland, only a ten-hour drive from Amsterdam. Today, we still work with the same partners.

Studio Anneloes has since grown into an established Dutch fashion brand, especially loved for our travel fabric. This premium fabric is produced in Italy by Eurojersey. We've worked with this partner for years, forming not only a successful business relationship but also a close friendship. We share the same vision for efficiency and work closely to align our processes. Eurojersey has inspired us with their progressive approach to reducing environmental impact, such as their fabric footprint calculations.

When they shared these figures with us, our sustainable journey really took shape. This insight provided a clear direction for our own sustainable mission. We aim to create clothing in a way that has minimal environmental impact, is socially responsible, and remains economically viable. This vision rests on four pillars: reducing environmental impact, ensuring ethical working conditions, promoting circularity, and prioritizing transparency & accountability.

What does this mean in practice? We create clothing that keeps its quality and can be worn for years, encouraging our customers to make more conscious choices and buy less frequently. We invest in long-term partnerships with partners close to home and continually seek ways to reduce our impact.

At Studio Anneloes, sustainability isn't a trend, but a responsibility deeply embedded in our DNA. We recognize that we still have a long way to go, but every day we take steps to reduce our impact, side by side with our partners and customers. That's why we always say: sustainability is a verb. And it's something we work on together!

Anneloes van der Heijden, Founder

a message from our sustainability manager

Welcome to our very first Studio Anneloes Sustainability report.

Thank you for taking the time to read this report. Your interest highlights the importance of brands and businesses taking responsibility and being accountable for their actions.

At Studio Anneloes we love what we do, and we want to continue designing clothes, to empower women for many generations to come. That is why we take a conscious approach towards the future of Studio Anneloes and of our planet.

Guided by our 'Made to Wear,' 'Made to Care,' and 'Made to Last' principles, we focus on progress over perfection.

Dedicated to doing our part for the planet and its people, we strive to make more responsible choices every day, fully aware that this is an ongoing journey.

In this report we reflect on the year 2023 and will give you a closer look in what we do, how we do it and where we want to go in the future. It's a lot of information, but since this is our first edition, we had plenty to share.

Thank you for joining us on our sustainable journey.

Laura Koedijk, Sustainability manager



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our sustainability journey

CHAPTER 1



1.1 WHO WE ARE

Studio Anneloes is designed to empower, based in Amsterdam. Known for her Sensitive® fabrics Travel quality and more. Over 300 points of sale in NL and through our own web shop and app.

Since 2006, our goal has been to create a world where women feel strong, confident, and comfortable.

With respect for each other and the environment. From the perfect fit to premium fabrics: we create items that move effortlessly with your life.

Try it, wear it, love it.

STUDIO ANNELOES
#WORKSANYWHERE



Studio Anneloes aims for a world in which women feel strong, confident and comfortable. With respect for each other and the environment

Mission statement

We love what we do, and we want to continue designing clothes, to empower women for many generations to come. That is why we take a conscious approach towards the future of Studio Anneloes and of our planet.

Guided by our 'Made to Wear,' 'Made to Care,' and 'Made to Last' principles, we focus on progress over perfection. Dedicated to doing our part for the planet and its people, we strive to make more responsible choices every day, fully aware that this is an ongoing journey.



Studio Anneloes designs feminine fashion with the perfect fit, premium quality and is future proof. We care, you care.



1.2 OUR SUSTAINABILITY VALUES

Our Three Pillars of Sustainability

Our sustainability approach centers on three key pillars: Made to Wear, Made to Care, and Made to Last. Each represents how we create with purpose, balancing style, responsibility, and longevity. Let's explore how these pillars guide us forward...





MADE TO WEAR
KEEP AND ENJOY OUR QUALITY

We make clothes that look good and have a great feel and fit. Our Sensitive® fabrics travel quality has a long lifespan, and low maintenance during the user phase. So, you can enjoy your Studio Anneloes items endlessly.

- HIGH QUALITY**
- EXTRA STRETCH COMFORT**
- LONGEVITY**
- EASY CARE**
- OPTIONS FOR RE-USE**
- FABRIC MADE IN ITALY**



MADE TO CARE
CARE FOR THE MAKERS

We care about the future and want the best, for both our planet and our partners. We choose long-term partnerships close to home. Together we constantly work towards more sustainable production processes, with the goal to reduce energy, water, toxin and CO2 impact.

- TRANSPARENCY IN SUPPLY CHAIN**
- GOOD WORKING CONDITIONS**
- MORE SUSTAINABLE PROCESSES**
- LONG TERM PARTNERSHIPS**

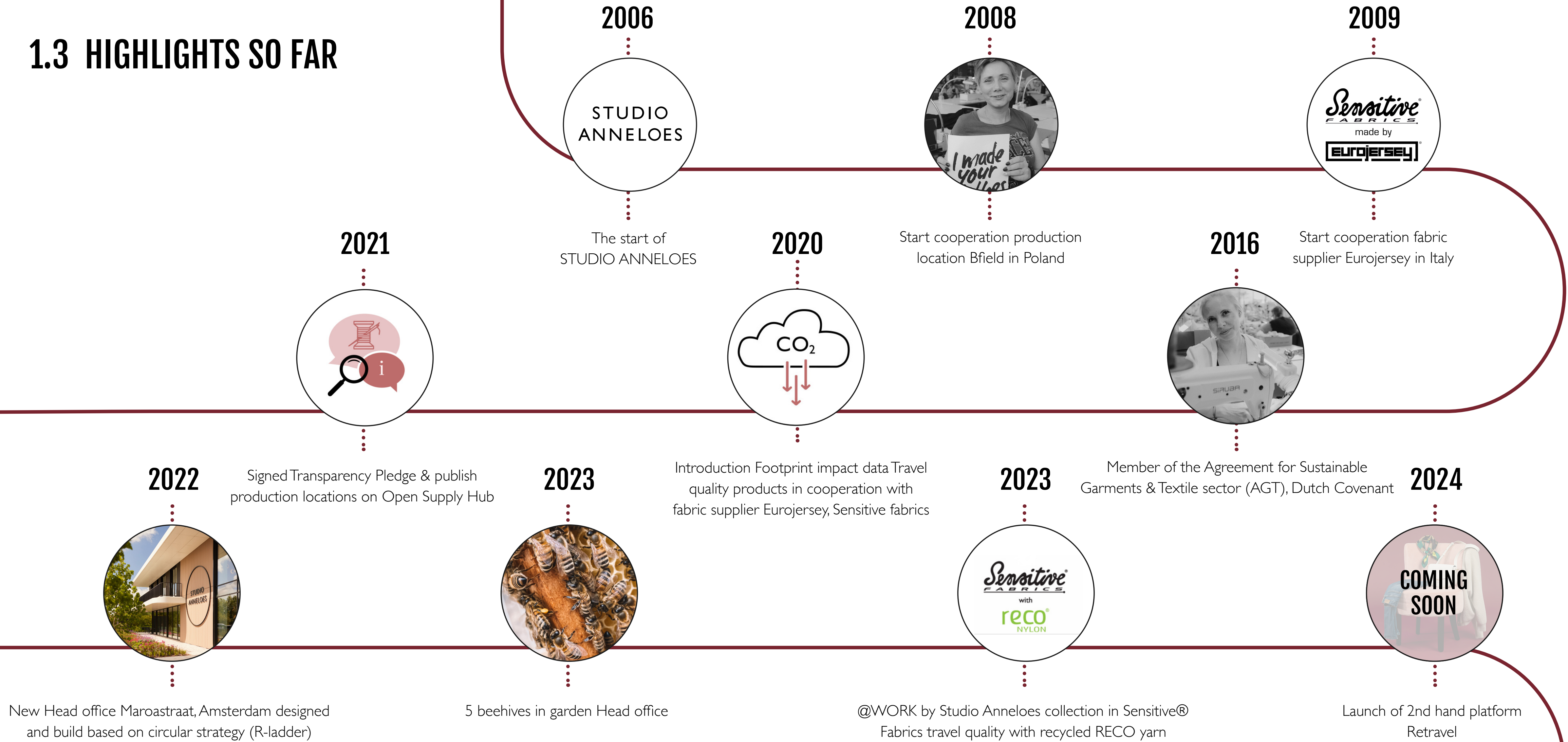


MADE TO LAST
TO MAKE OUR PLANET LAST

We produce based on what we sell on pre-order, having minimal stock. No overproduction, not adding to the landfill. Our Footprint Meter shows the impact of our products. We also inspire our suppliers and consumers how to lower their impact.

- KNOW YOUR IMPACT**
- REDUCE IMPACT**
- TRANSPARENCY IN SUPPLY CHAIN**
- MINIMAL STOCK**

1.3 HIGHLIGHTS SO FAR





travelling through how we work

CHAPTER 2

2.1 OUR DUE DILIGENCE CYCLE

At Studio Anneloes, we recognize that Corporate Social Responsibility is an ongoing journey. To ensure we stay ahead of emerging legislation and industry standards, we follow a structured due diligence cycle. This annual process helps us mitigate potential negative impacts while seeking opportunities for positive change.

Our due diligence cycle includes:

1. Transparent Supply Chain Mapping

We regularly update our supply chain overview, tracking products, materials, production locations, and supply chain tiers to ensure full transparency.

2. Risk Assessment

We assess potential risks related to human rights, the environment, and animal welfare by consulting various sources such as stakeholder dialogues, the MVO Risico Checker, audit results, and life cycle assessments with partners like Ecochain and Hedgehog Company.

3. Risk Prioritization

Risks are prioritized based on severity and likelihood, ensuring that we focus on the most pressing issues.

4. Mitigation Strategy

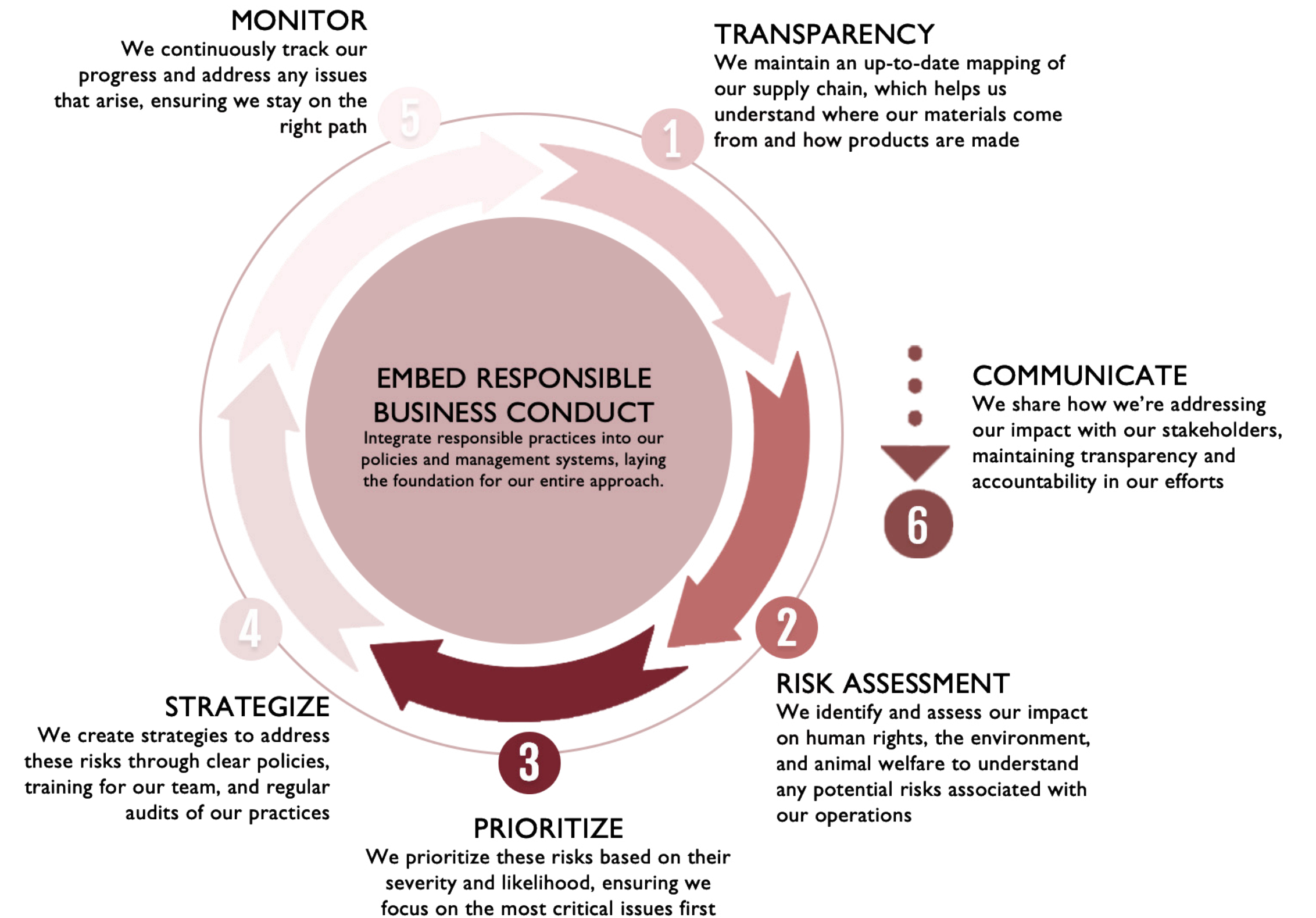
We develop strategies to mitigate these risks through sustainable procurement policies, audits, and training programs.

5. Monitoring and Assurance

Continuous monitoring ensures we remain aligned with our goals and evolving regulations.

6. Communication

We stay committed to sharing our progress openly, both internally and externally, to ensure accountability.



This cycle helps us remain committed to our values and adapt to the ever-changing landscape of responsible business practices.

2.2 OUR VALUE CHAIN

TRANSPARENCY AND SUBCONTRACTING

In this chapter, we examine our value chain, focusing on the importance of transparency in our supply chain practices. We'll discuss how we map our supply chain to understand the origins of our products and materials, along with our commitment to responsible subcontracting. By prioritizing sustainable sourcing, we aim to mitigate risks and foster positive impact throughout our operations.

Scope & transparent supply chain

A crucial aspect of our due diligence is the comprehensive mapping of our supply chain. As a company, conducting a thorough risk analysis requires a clear understanding of the origins of all our products and materials. We are aware of our direct suppliers (Tiers 1 and 2) and are committed to further mapping information from lower tiers throughout the supply chain. For instance, when sourcing Ready-Made Garments (RMG) through private label suppliers, we consider the final garment manufacturers to be at the Tier 1 level.

In addition to mapping, we actively analyze the risks associated with our supply chain. These risk assessments form the foundation of our strategy and goals, allowing us to minimize negative impacts and maximize positive contributions wherever possible.

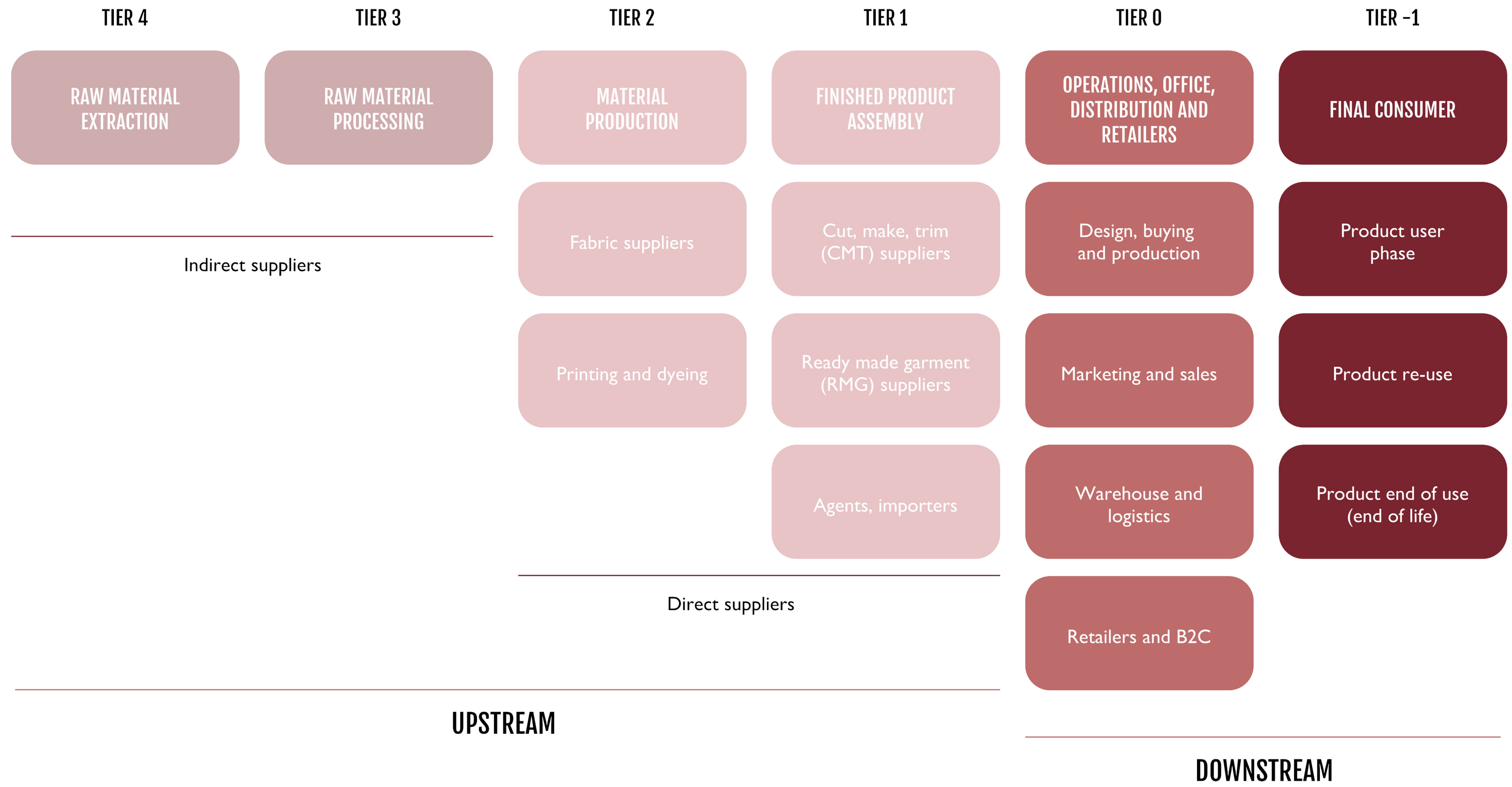
Subcontracting

We expect our production partners to maintain transparency regarding the locations of our product manufacturing. To ensure this, we request advance information on production sites and any potential third parties involved in the process. All external production locations must receive our prior approval, and subcontracting is prohibited without explicit consent from us.



TRANSPARENCY IN
SUPPLY CHAIN

OUR VALUE CHAIN



2.3 IMPACT MATRIX

In this chapter, we present our impact matrix, which measures and enhances our sustainability efforts. By actively engaging stakeholders in our decision-making processes, we ensure our strategies are informed and aligned with community needs. This collaborative approach empowers us to drive meaningful change and continuously improve our practices.

In 2022 we performed several interviews with our stakeholders in cooperation with impact agency Rainbow Collection. Goal of these interviews was to determine our High impact, Compliance, and Low(er) impact areas.

High impact areas

With these CSR topics we can make the most impact and we can distinguish ourselves. They are closely related to our product, company, ambition and market position.

Compliance areas

CSR topics to comply to, in order to operate in line with the market. These topics do not distinguish us, and we make no apparent difference in the sector.

Low(er) impact areas

These topics are less relevant to us because they do not directly match with our product, company and long-term ambition. We have limited influence on these topics and achieve minimal impact.

From this Impact matrix the following High impact areas were determined:

1. Consumer awareness & education
2. Social compliance & living wages
3. Circular services (repair, rental, resell. Etc.)
4. Product quality
5. Close to market collections stock management

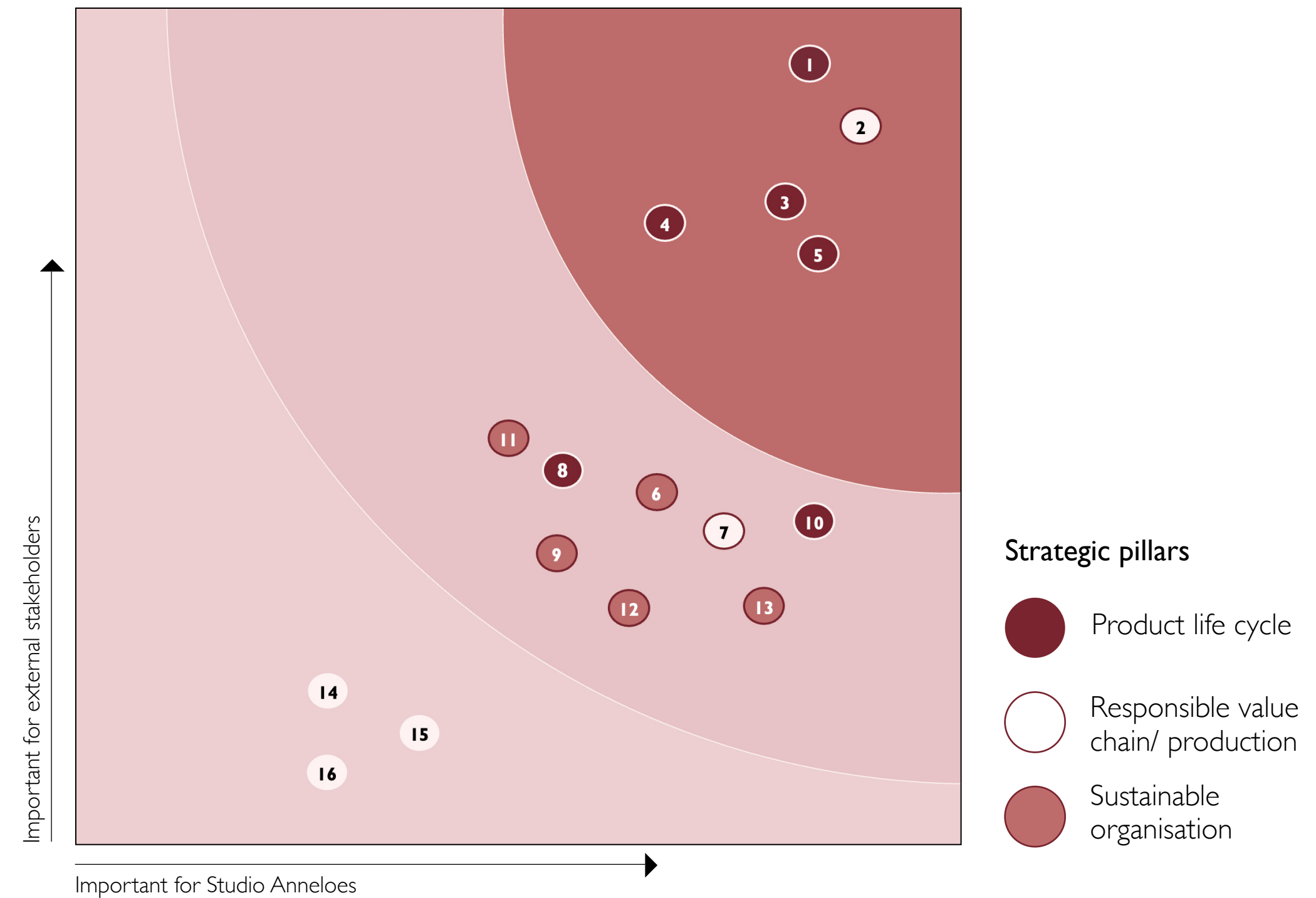
Besides these, we have determined the following compliance areas:

6. Communication & transparency
7. End of use (life) of products
8. Water & chemical use
9. Energy use & emissions
10. More sustainable materials and sources
11. Human resources
12. Diversity, equality & inclusion
13. Waste & packaging

These areas form the basis of our sustainable strategy and all related goals and projects.

The low(er) impact areas:

14. Filantrophy / voluntary work
15. Product safety
16. Bio diversity & deforestation



In 2024, we have scheduled new stakeholder interviews to reassess our matrix and develop a 'double materiality matrix.' This updated matrix will support our ongoing sustainability strategy for 2024 and beyond, aligning with future EU reporting requirements, including the Corporate Sustainability Reporting Directive (CSRD).



2.4 STAKEHOLDER ENGAGEMENT

Effective due diligence requires input from stakeholders. Important internal stakeholders are our owners and management team. Equally important is the role of our employees- colleagues as stakeholders in the development and realisation of our sustainable goals. They are the ones working within the operation and their input based on the practical operation is of great value.

We also consult frequently with external stakeholders for the ongoing development of our Corporate Social Responsibility (CSR) strategy, making the risk analysis, monitoring the progress and for external communication. Some of our external stakeholders are the Social and Economic Council of the Netherlands (SER) in relation to the Dutch Agreement for Sustainable Garments & Textiles (AGT active from 2016 till Dec 2021), trade union federation FNV ('Federatie Nederlandse Vakbeweging'), and our trade association Modint. We also use openly available resources from organisations such as 'MVO Nederland' and 'Fair Wear Foundation' (FWF) and we follow webinars and workshops to expand our knowledge.

Not in the least, our customers, both Business to Business (B2B) and Business to Consumer (B2C) are very valuable stakeholders to us. We consult with customers regularly and communicate on our sustainable progress while being as transparent as possible.

2.5 RISK ASSESSMENT

In this chapter, we focus on our risk assessment process, which is fundamental to our due diligence efforts at Studio Anneloes. We recognize our responsibility for social and environmental issues throughout our entire supply chain. To effectively manage these risks, we utilize both a Country Risk Matrix and a Supplier Risk Matrix to guide our decisions and strategies.

Risk Assessment

Risk assessment is essential for our due diligence at Studio Anneloes. This means we take responsibility for social and environmental issues throughout our entire supply chain, guided by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles for Business and Human Rights.

Country Risk Matrix

We work with a relatively small supply chain, primarily producing in Europe (mainly Poland) for Cut Make Trim (CMT) production. We also source a small portion of Ready-Made Garments (RMG) from countries like Portugal, Turkey, and China, in collaboration with Dutch intermediaries.

We consider EU countries to be low risk but have conducted a thorough risk assessment for each country. To evaluate risks, we use the General Risk Matrix model from the OECD guidelines, which combines the likelihood and severity of potential issues.

Our Country Risk Matrix is regularly updated—both annually and whenever there are changes in our supply chain. We rely on various sources, such as the CSR Risk Check (MVO Risico Checker), FairWear Foundation (FWF) country studies, and other reputable research. The insights from this matrix are crucial for our sourcing strategy, helping us address risk-related topics, request independent audit reports, and guide our decisions about our supply chain.

Supplier Risk Matrix

In addition to the Country Risk Matrix, we are developing a Supplier Risk Matrix to assess risks for each production location. This matrix builds on our Country Risk Matrix, rating relevant risks based on our findings, information from suppliers, and the latest third-party audit results for each location. We expect to share results of our Supplier Risk Matrix in our report over 2024. Like the Country Risk Matrix, we use the General Risk Matrix model from the OECD guidelines to rate these risks. The results of our Country Risk Matrix can be found further in this report.



2.6 PURCHASING PRACTICES AND SALES PRACTICES

This chapter outlines how Studio Anneloes prioritizes responsible purchasing and sales practices. We recognize our impact on stakeholders and the community and aim for transparency with our suppliers and customers. We will discuss how our purchasing decisions reflect our sustainability values and the principles behind our sales strategy.

Purchasing practices

At Studio Anneloes, we are committed to our collections, the materials we use, and the entire supply chain involved in crafting our garments. We prioritize long-term relationships with our business partners to co-create beautiful products while ensuring the well-being of everyone involved in the production process. We seek to understand the social and environmental impacts of our products and continuously work toward improvements where necessary. Transparency regarding production locations and working conditions is crucial to our mission.

As a vital part of the value chain, we take our sourcing and purchasing responsibilities seriously. Our buying behavior is clearly outlined in our Studio Anneloes Code of Conduct. We prefer to establish long-term partnerships that foster stability and trust, enabling our suppliers to invest in machinery, equipment, and human resources confidently.

Our purchasing practices include accurate forecasting, collaborative planning, flexible production for Never Out Of Stock (NOOS) styles, timely payments, and proactive communication about any changes in forecasts or plans. By monitoring our buying practices, internal processes, material choices, pricing, and conditions, we strive to minimize negative impacts on people, the environment, and animal welfare.

These commitments align with the five principles of the Common Framework for Responsible Purchasing Practices, as published in June 2022. We regularly monitor and evaluate these commitments—at least annually, and preferably biannually—together with our partners. It is essential to inform us if our purchasing behavior falls short of the international social and environmental standards set forth in our Code of Conduct. You can find the latest version of our Code of Conduct on the Reports & Policies section of our website.

Sales practices

Studio Anneloes operates without its own retail stores, instead collaborating closely with over 300 retailers in the Netherlands and selling our collections through our website and app. We utilize a "close-to-market" system, where retailers visit our showroom monthly to select collections for store availability in three months. This approach provides flexibility, ensuring we deliver the right products at the right time. By using a digital sales and stock information platform we can utilize data to have the right products at the right place, at the right time. This allows us to seamlessly match consumer demand with supply.

Our internal buyer manages orders for our web shop, and we use sales figures to determine production volumes, aiming to minimize stock levels.



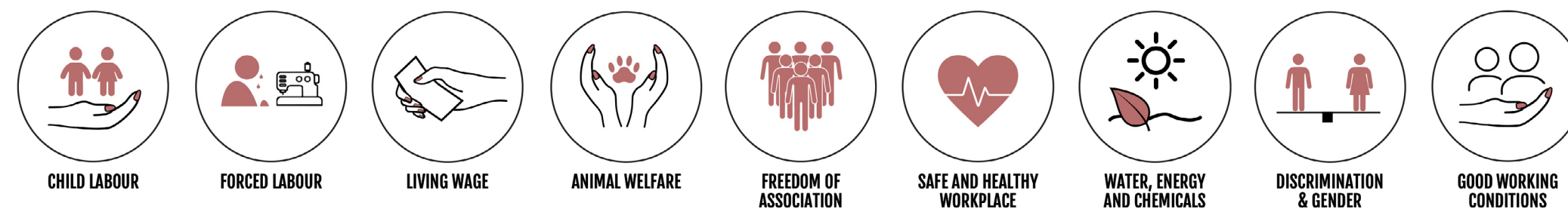
Showroom impression at Studio Anneloes head office

2.7 CODE OF CONDUCT

Studio Anneloes follows a responsible purchasing policy that prioritizes social and environmental criteria in line with international standards. We emphasize compliance with laws on human rights, environmental protection, and product safety, preferring stricter international guidelines.

All suppliers and subcontractors must support our corporate responsibility program and adhere to our Code of Conduct, which is based on the UN Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines, and International Labour Organisation (ILO) Conventions.

We focus on nine priority themes in the textile sector:



Additional themes include working hours, ethical trade, prevention of sexual harassment, and grievance mechanisms.

We expect our suppliers to conduct due diligence, identify potential risks, and take appropriate action. They must report any risks related to human rights, animal welfare, and environmental hazards to help mitigate these issues.

Other Policies:

We are developing additional policies to cover essential due diligence topics, including:

- Code of Ethics
- Environmental Policy
- Business Ethics Policy
- Labour Policy






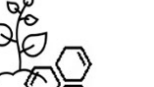
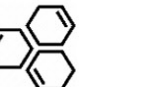







The latest version of our Code of Conduct is available in the Reports & Policies section on the Studio Anneloes website.



2.8 STUDIO ANNELOES FIBER MATRIX

At Studio Anneloes, we recognize the impact our products have on people and the planet, and we strive to take responsibility wherever possible. Our Fiber Matrix serves as a guideline for the ethical sourcing of raw materials.

We define a fabric or product as more sustainable if it contains at least 50% environmentally friendly materials. These can include organic, recycled, or alternative fast-renewable materials and must be free from harmful chemicals. This 50% threshold can be achieved through a single material or a combination of materials.

FIBER MATRIX				
	BEST	BETTER	PREFERRED	CONVENTIONAL
COTTON	RECYCLED COTTON	ORGANIC COTTON	COTTON IN CONVERSION / FAIRTRADE / BCI	CONVENTIONAL COTTON
				
POLYESTER	(MECHANICALLY) RECYCLED POLYESTER	RECYCLED POLYESTER	(PARTIAL) BIOBASED POLYESTER	VIRGIN POLYESTER
				
POLYAMIDE	(MECHANICALLY) RECYCLED POLYAMIDE	(CHEMICALLY) RECYCLED POLYAMIDE	(PARTIAL) BIOBASED POLYAMIDE	VIRGIN POLYAMIDE
				
MAN-MADE CELLULOSIC FIBERS (VISCOSE, TENCEL™/LYOCELL)	TENCEL™ / LYOCELL / VISCOSE WITH RECYCLED CONTENT	TENCEL™ / LYOCELL	MORE SUSTAINABLE VISCOSE	CONVENTIONAL VISCOSE
				
WOOL	RECYCLED WOOL	(CERTIFIED) ORGANIC WOOL	RESPONSIBLE WOOL	VIRGIN WOOL
				

Please note:

Our standards for most sustainable materials can be influenced by ongoing innovation and technology. A material that is now categorized as “BEST” might be replaced by another even more sustainable option in the future, based on new research and development.

2.9 ORGANISATION AND ASSURANCE

In this chapter, we will outline our organizational structure and the assurance processes in place to uphold our sustainability commitments. At Studio Anneloes, the Sustainability Manager plays a crucial role in executing the due diligence cycle and ensuring that our sustainability objectives are met. Given our relatively small supply chain and stable group of suppliers and production locations, we maintain a high level of transparency throughout our operations.

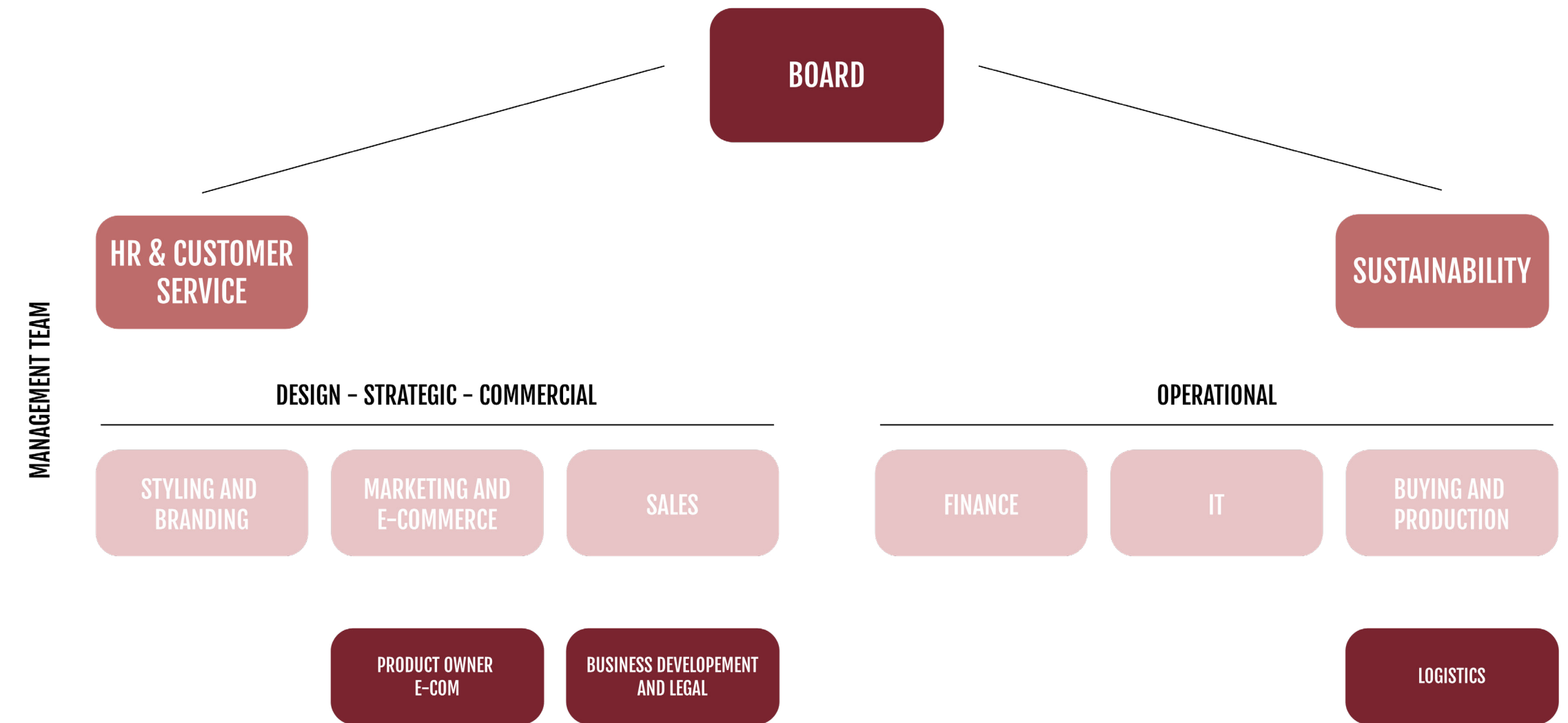
New Business Relations

When establishing a new business relationship with a supplier or production location, we follow a structured process. We start by asking the supplier or factory to complete a questionnaire to gain insights into their setup and sustainability strategies. If feasible, we prefer to visit the production site-either by our staff in the Netherlands or local representatives-and we analyze any recent audit reports that may be available. If an audit report is not accessible, a personal visit to the production location is prioritized. This approach allows us to evaluate whether the supplier aligns with our sustainability values and criteria.

Additionally, we consider several key criteria when selecting new production locations or suppliers, including quality, available machinery and technical expertise, healthy and safe working conditions, production capacity, and price levels. A collaborative meeting is held between the Design & Brand Manager, Buying & Production (Operations) Manager, and Sustainability Manager to discuss these criteria. Only if all parties agree that a potential new supplier or factory meets our standards can they begin a trial production.

Responsible Working Conditions in the Supply Chain

At Studio Anneloes, we are committed to partnering exclusively with suppliers who ensure good working conditions for their employees. To uphold this commitment, we require our suppliers to comply with the social compliance standards outlined in our Code of Conduct (CoC) policy.



Organisational chart December 2023

2.10 FROM LINEAR TO CIRCULAR

THE R-LADDER STRATEGY

This chapter focuses on our shift from a linear business model to a circular one through the R-Ladder strategy. By prioritizing waste reduction, material reuse, and recycling, we aim to enhance sustainability in the fashion industry. Through this framework, we are committed to minimizing our environmental impact and fostering innovation across our value chain, ultimately promoting a circular economy that benefits our business, communities, and the planet.

The textile industry is one of the most polluting sectors globally, highlighting the urgent need for a paradigm shift in how we operate. At Studio Anneloes, we recognize that preserving our future and the health of our planet requires a transition from linear to circular business models. This shift is not only driven by evolving legislation and regulations but also by a fundamental belief in sustainable practices.

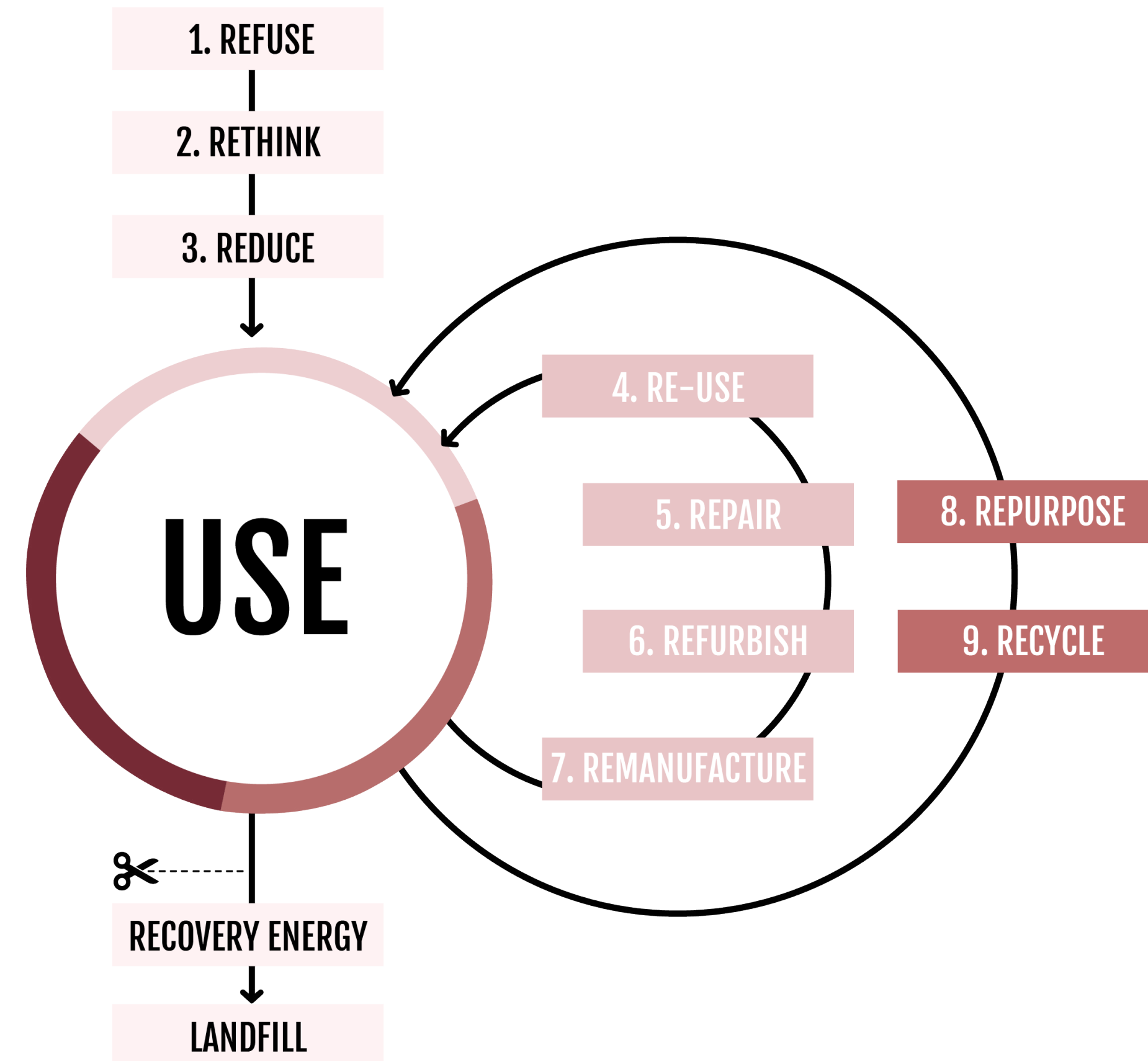
To guide our transition, we employ the R-Ladder strategy, a framework endorsed by the Ellen MacArthur Foundation, which advocates for a circular economy to address pressing challenges such as climate change, biodiversity loss, waste, and pollution.

The R-Ladder strategy is founded on the following principles:

- Rethink and Reduce: Prioritize the use of sustainable materials, such as organic or recycled options.
- Reuse, Repair, Refurbish, and Remanufacture: Extend the lifecycle of our products.
- Repurpose and Recycle: Ensure that materials are reused at the end of a product's life.
- Recover and Detox: Maximize the use of renewable energy and minimize harmful chemicals.

While we are committed to this journey, we acknowledge the challenges that remain. The necessary technologies to facilitate process changes are often not yet available, and trade-offs may arise between sustainability options within the supply chain—such as the use of recycled fibers versus the lifecycle impacts of the final product. Presently, many textile supply chains still operate on a linear "take, make, waste" model.

Recognizing that transformation cannot occur in isolation, we actively seek collaboration with partners and stakeholders across the industry. This includes fashion brands, suppliers, technical institutes, universities, NGOs, and other relevant entities. Through these collaborative efforts, we aim to accelerate the research, development, and innovation required to advance a circular textile industry.





2.11 SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.



Setting clear and achievable goals are an important part of the due diligence cycle. At Studio Anneloes our goals are based on our three pillars 'Made to Wear', 'Made to Care' and 'Made to Last'. Although we support all the 17 SDGs as set by the United Nations, our ambitions have an extra focus on the following goals:

1 NO POVERTY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS

the path of transparency

CHAPTER 3



3.1 PRODUCTION LANDSCAPE

Transparency is vital in today's fashion industry for building trust and accountability. In this chapter, we highlight our commitment to transparency through the complexities of the production landscape and our adherence to the Transparency Pledge.

At Studio Anneloes, we believe that sharing supply chain information empowers customers and stakeholders to make informed choices. By openly disclosing our production processes, we enhance our credibility and promote ethical practices in the textile industry. We remain dedicated to strengthening our transparency efforts and relationships with our partners.

At Studio Anneloes, our production primarily follows a Cut, Make, Trim (CMT) model, allowing us to oversee various stages of the supply chain. This includes everything from design and pattern development to sourcing raw materials like fabrics and trimmings (buttons, zippers, etc.) and ultimately producing ready-made garments. We prioritize working with partners close to home, favoring European suppliers.

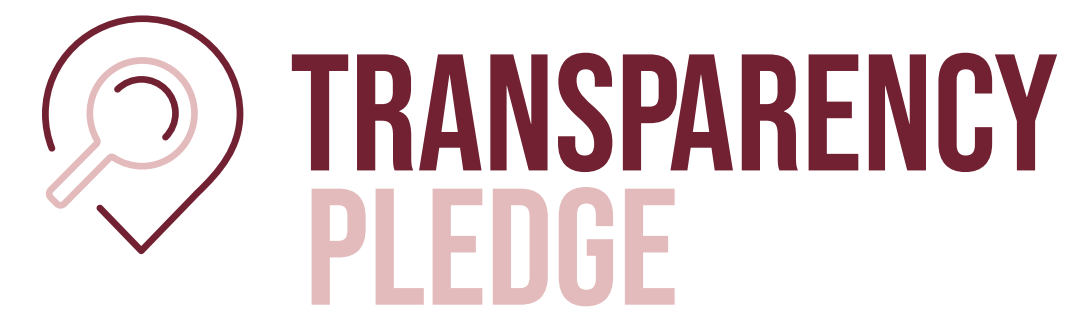
In 2023, nearly 97% of our fabrics were sourced from European suppliers, with the remaining 3% primarily coming from Turkey. Other raw materials, such as trims, were procured from Dutch suppliers with production in Turkey or directly from a supplier in Poland.

Of our total production volume, over 87% was produced using the CMT model, while just under 13% was sourced as ready-made garments (RMG) through Dutch private label suppliers. Our CMT production occurred mainly in Poland (70%) and Ukraine (17%). For ready-made garments, we sourced denim from Turkey (less than 2%), jersey and woven tops, and footwear from Portugal (more than 4%), knitwear from China (less than 6%), and various accessories and coats from Italy, Greece, and Morocco (0.5%). This data is based on the number of produced items in 2023.

For a comprehensive overview of our garment manufacturing, please refer to our production location map on the next page.

3.2 TRANSPARENCY PLEDGE

In 2021, Studio Anneloes signed the Transparency Pledge, an initiative launched in 2016 by labour and human rights organizations, including the Clean Clothes Campaign (Schone Kleren Campagne-NL). This pledge emphasizes the importance of publicly disclosing production locations to improve working conditions in the clothing and textile industry. By making this information accessible, local stakeholders, including social organizations, unions, and employees, can identify potential misconduct and take appropriate action.

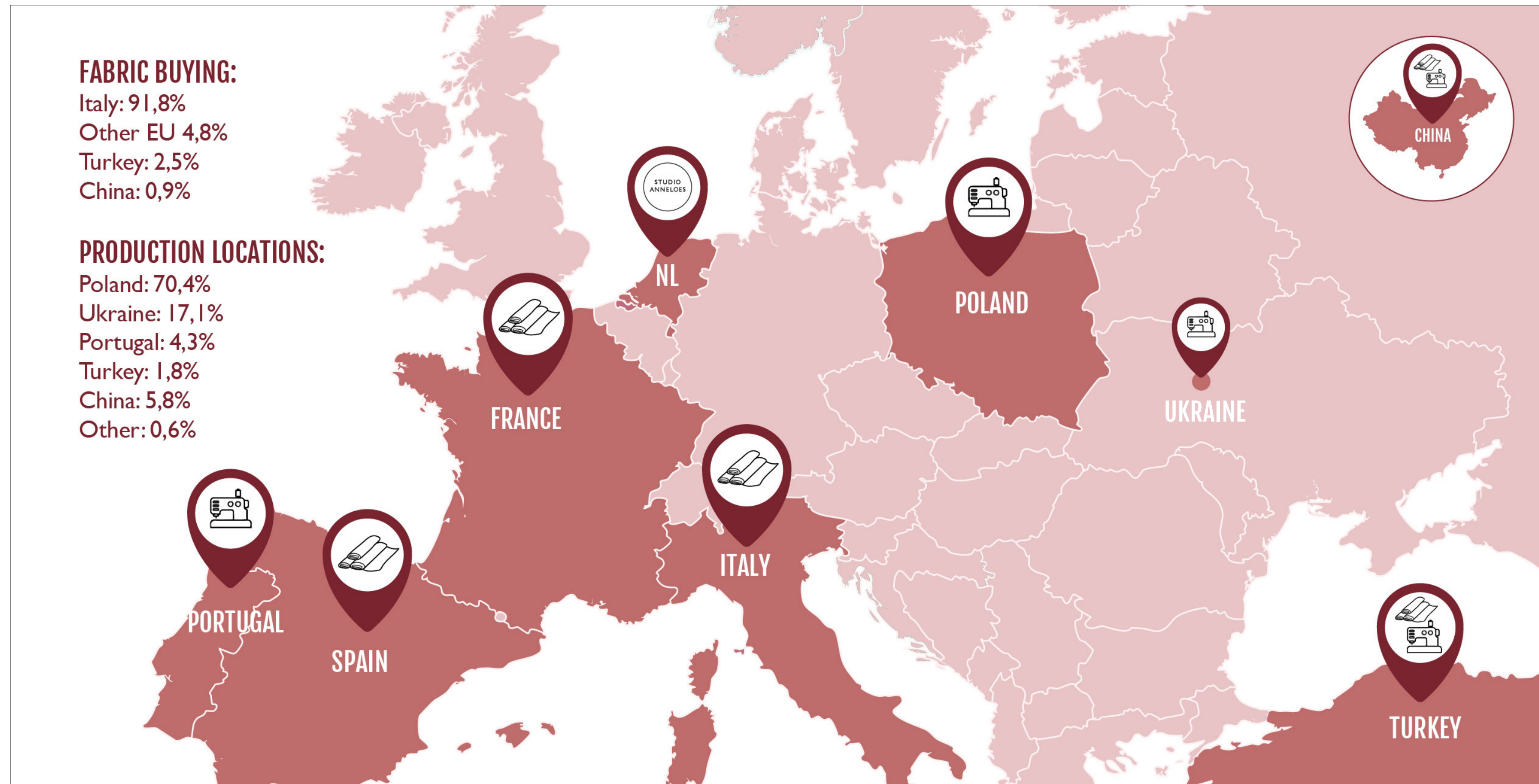


By signing the pledge, we committed to publicly disclosing the names and addresses of all our production locations on the Open Supply Hub. For more information, please visit the Transparency Pledge.

An overview of all our production locations can be found at Open Supply Hub.

3.3 OUR BUYING LANDSCAPE IN 2023

In 2023, around 97% of our fabrics were sourced from Europe, with 87% of our garments produced using the Cut, Make, Trim (CMT) model, underscoring our commitment to sustainable and transparent sourcing.



3.4 OUR PRODUCTION PARTNERS

At Studio Anneloes, we rely on two primary production locations in Poland for our Cut, Make, Trim (CMT) garment manufacturing: Bfield and Tricol. We have been actively producing in Poland for over 15 years, with this country contributing more than 85% of our total production volume.

To optimize our production capacity, we partner with subcontractors responsible for sewing and finishing our products. The cutting of fabric takes place at our main locations, while final finishing, packing, and inspection are conducted again at these facilities.

To ensure quality across our supply chain, we have appointed a local quality controller (QC) who visits all production sites, including subcontractors, approximately once a week. Our buying and production teams also regularly visit the Polish locations, typically once a month, to monitor development and production processes, conduct quality control (QC), perform final inspections, and discuss planning. This approach fosters transparency and enhances our insight into the supply chain.

Through our partnership with Bfield, we also work with a subcontractor in Ukraine, which accounts for about 17% of Bfield's total production volume. We recognize the challenges posed by the ongoing war in Ukraine, but we believe that outsourcing work to garment factories there supports economic stability and job creation, offering crucial financial security and boosting local morale. Our aim is to build long-term partnerships that strengthen resilient supply chains while contributing positively to global humanitarian efforts. Bfield's team regularly visits this subcontractor when conditions allow it.

We prioritize long-term relationships, as they are essential for fostering transparency and mutual growth. For instance, our partnership with our main fabric supplier, Eurojersey from Italy, has lasted over 15 years, as has our collaboration with Bfield in Łódź, Poland. Other partnerships, such as with Tricol in Rzeszów, Poland (> 5 years) and our private label knitwear supplier, Infiknit (> 7 years), also demonstrate our commitment to stability and collaboration in our supply chain.



“Around **97%** of our fabrics are bought in Europe.”

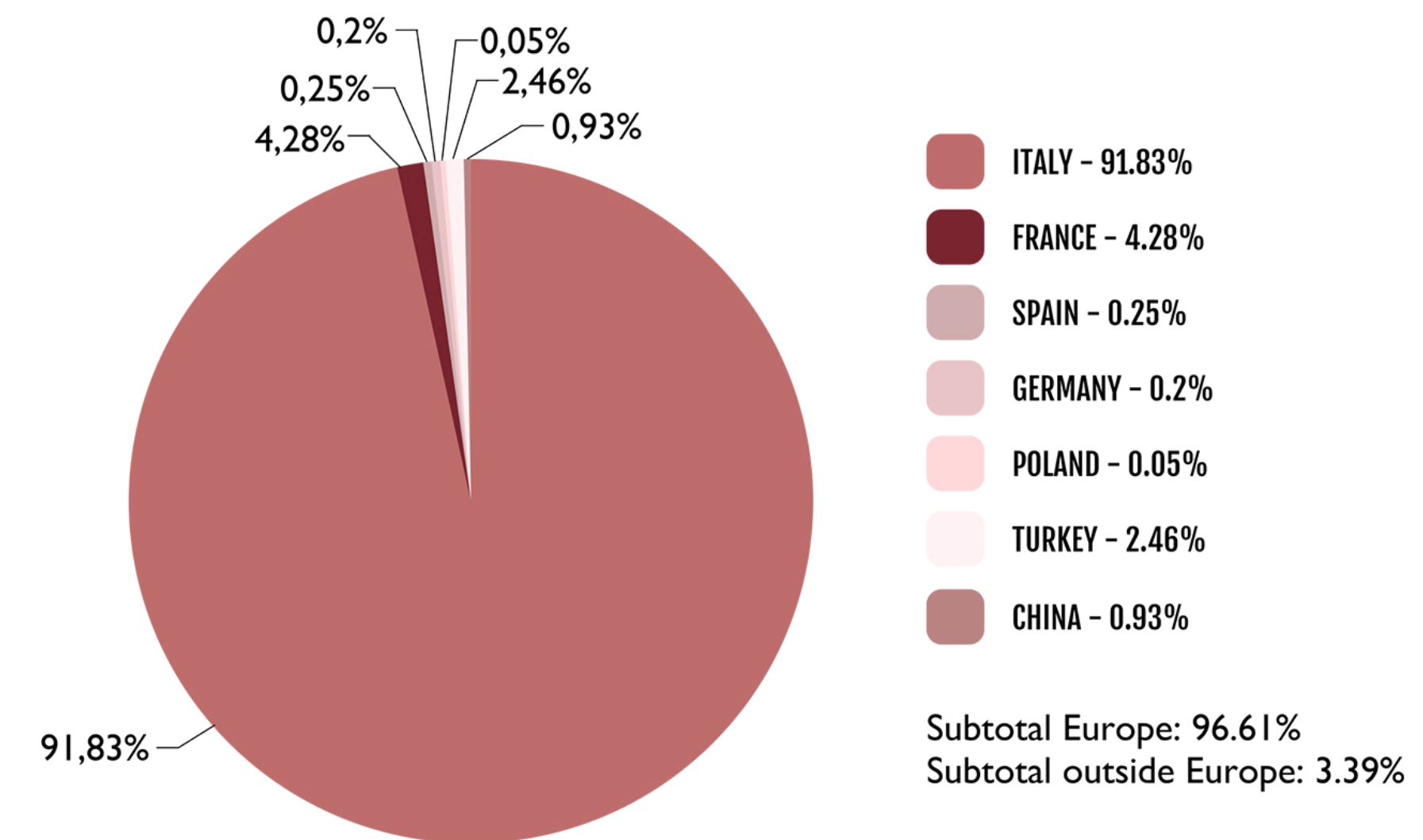
3.5 OVERVIEW CUT, MAKE, TRIM (CMT) BUYING 2023

This chapter provides an overview of our Cut, Make, Trim (CMT) buying model in 2023*. We highlight key statistics that showcase our sourcing strategies, production volumes, and partnerships, demonstrating our commitment to transparency and ethical practices in the textile industry. These statistics are based on the number of items we produced in 2023.

Trims 2023 in detail:

Labels & hangtags: 100% bought via NL suppliers, production country Turkey
 Buttons: 77% bought and produced in Poland, 23% bought via NL supplier, production country Turkey
 Tapes: 100% bought via Greek supplier, production country Greece

Fabrics 2023 in detail:



3.6 OVERVIEW USED MATERIALS 2023

In this chapter, we present a detailed analysis of the materials we used in 2023. By examining the composition of our fabrics and other raw materials, we highlight our efforts toward sustainability and responsible sourcing. This overview underscores our commitment to ethical practices while providing insight into our ongoing journey toward a more circular textile industry. This data is based on the number of items we have put on market in 2023.

In 2023, the majority of the materials we used were polyamide (almost 59%) and elastane (almost 22%), primarily featured in our travel quality collection.

Other notable volumes included:

- Less than 7% viscose, with under 2% being Lenzing™ EcoVero™ viscose
- Over 5% cotton, with less than 1% as organic cotton
- Less than 5% polyester, with under 0.5% as recycled polyester

While polyamide and elastane dominate our material usage, we are committed to making responsible choices for other materials in our collections.

Goals for 2025:

- 75% of our viscose will contain a minimum of
- 50% Lenzing™ EcoVero™ viscose
- 50% of our polyester will be recycled (certified by GRS or RCS or made from Repreve®).
- 50% of our cotton will be organic (certified by GOTS or OCS).

We also aim to increase our use of alternative materials such as Tencel™ Lyocell and Modal.

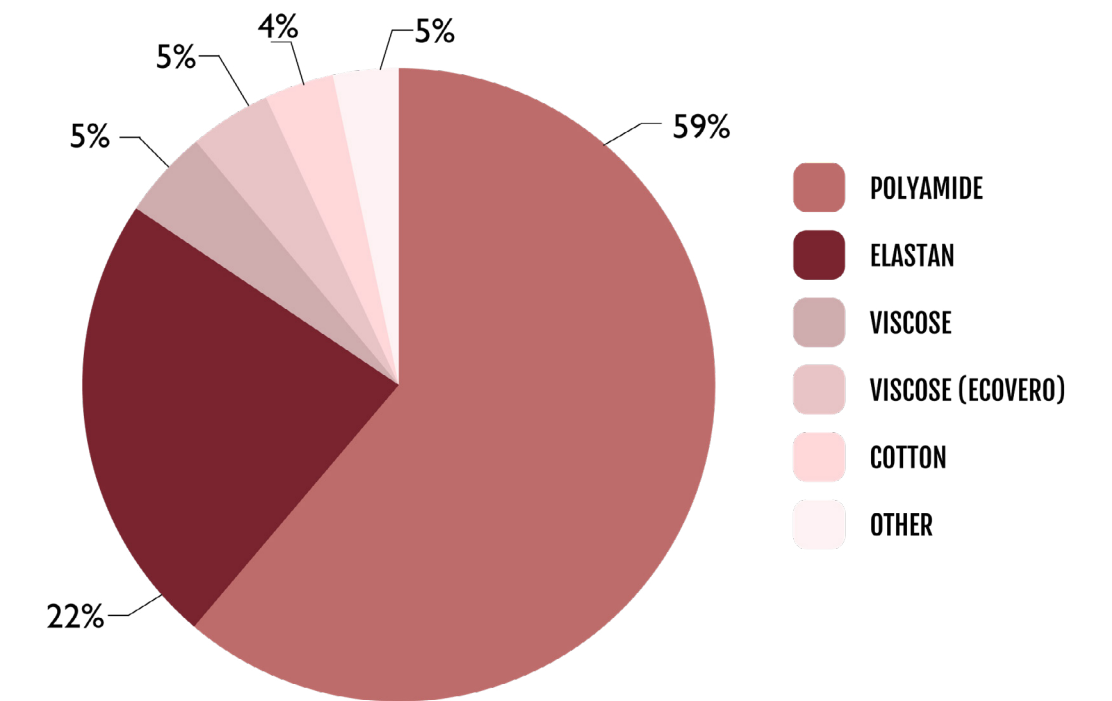
Our challenges

Around 80% of our collections are made from our unique travel quality fabric, Sensitive® Fabrics, produced in Italy by our partner Eurojersey. This high-quality fabric is made from a patented blend of polyamide and elastomer yarns, allowing for exceptional stretch and comfort while ensuring durability.

However, the reliance on polyamide and elastane presents challenges, as both are fossil-based materials not classified as sustainable fibers. Their production also requires significant resources, which we are keenly aware of.

Together with Eurojersey, we are committed to exploring options that minimize our impact and researching recycling possibilities. That is why they have joined the SensitivEcoSystem® project since 2007. SensitivEcoSystem® is an all-encompassing vision focused on a set of procedures developed to cut down water, energy and chemical consumption and reduce waste and carbon emissions. One of our shared main goals is to achieve fiber-to-fiber recycling of our Sensitive® Fabrics travel quality. While we recognize that we have more work to do, we are focussed on progress over perfection, taking meaningful steps toward a more sustainable future.

Materials put on market 2023	KG	%
Polyamide	152.968	58.6%
Elastan	55.394	21.2%
Viscose	12.935	5.0%
Viscose (Ecovero)	3.500	1.3%
Rayon	1.199	0.5%
Cotton	12.480	4.8%
Cotton (organic)	1.802	0.7%
Cotton (recycled)	52	0.0%
Polyester	10.753	4.1%
Polyester (recycled)	975	0.4%
Polyurethaan	2.706	1.0%
Polyacryl	1.556	0.6%
Leather	918	0.4%
Lyocell	514	0.2%
Metallic yarn	316	0.1%
Recycled polyethylene tetraphyete	301	0.1%
Mohair	245	0.1%
Nylon (recycled)	225	0.1%
Lurex	217	0.1%
Polyethyleen	199	0.1%
Linnen	153	0.1%
Alpaca	77	0.0%
Cashmere	25	0.0%
Wool	1.527	0.6%
GRAND TOTAL	261.036	100%



3.7 MONITORING

To ensure responsible sourcing and transparency, we have implemented a monitoring system based on our due diligence process. Our Country Risk Matrix, aligned with OECD guidelines, evaluates audit reports, informs sourcing decisions, and prioritizes risk mitigation.

From 2024, we will update this matrix annually and include additional countries like Ukraine, as well as environmental topics. We are also developing a Supplier Risk Matrix to assess risks at each production location, enabling us to identify challenges early and uphold our production standards.

Summary of observations on labour risks:

Living Wage Concerns:

All four countries-Poland, Portugal, Turkey, and China-face high risks regarding living wages, indicating widespread issues in ensuring fair compensation for workers.

Critical Issues in Turkey and China:

Turkey: In addition to high living wage risks, Turkey exhibits very high risks related to excessive working hours and health and safety concerns, highlighting systemic labour challenges.

China: Alongside high living wage risks, China presents very high risks for forced labour and limitations on freedom of association, raising significant ethical concerns for businesses sourcing from this region.

Implications for Sourcing Decisions:

The combination of these risks necessitates careful evaluation of supply chains and a commitment to supporting improved labour standards in these countries. This summary underscores the need for proactive measures to address labour rights and ensure ethical practices in sourcing and production.

COUNTRY	RISK																	
	CHILD LABOUR	YOUNG WORKERS	SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE IN THE WORKPLACE	FORCED LABOUR	WORKING TIME	OCCUPATIONAL HEALTH AND SAFETY	TRADE UNIONS AND COLLECTIVE BARGAINING (FOA)	WAGES	BRIBERY AND CORRUPTION (ETHICAL TRADE)	RESPONSIBLE SOURCING FROM HOMEWORKERS	HAZARDOUS CHEMICALS	WATER USE	WATER POLLUTION	GREENHOUSE GAS EMISSIONS	AIR POLLUTION	ANIMAL WELFARE	WASTE	BIODIVERSITY
CHINA	Very high	Very high	High	Very high	Very high	Very high	Very high	Very high	High	Very high	High	Very high	High	High	High	Very high	High	Very high
POLAND*	Low	Low	Medium	Medium	High	High	Medium	High	Medium	**	Medium	Medium	Medium	Very high	High	Medium	Medium	Low
PORTUGAL*	Low	Low	Low	Low	Low	Low	Low	High	Medium	**	High	Medium	Medium	**	Low	**	Medium	Medium
TURKEY	High	Medium	Very high	Very high	High	Medium	Very High	High	High	High	High	High	High	**	Medium	**	High	Very high
UKRAINE	Low	Low	Very high	Low	Low	High	High	High	High	High	High	Very high	Very high	High	Low	High	Very high	Medium

RISK

- Very high
- High
- Medium
- Low
- Very low

*These countries are identified as 'low risk country' by Fair Wear Foundation
 **No information available

3.8 MONITORING TROUGH AUDITS

We prioritize monitoring and auditing our supply chain, especially regarding wages, to ensure ethical practices and compliance with labour standards. This chapter details our systematic approach to wage monitoring and independent audits, which help identify risks and drive continuous improvement. Our goal is to uphold fair wages and promote worker well-being across all our production locations.

Most of our partners are production locations and suppliers in Europe, where we maintain long-term relationships and conduct regular visits. This approach supports higher environmental and labour standards, reduces carbon footprints, and promotes local economies through fair wages and ethical working conditions.

We carry out independent audits at our primary production sites to ensure compliance with our standards. Our main production locations in Poland are considered low-risk due to strong labour law enforcement and European regulatory frameworks.

In December 2022, our partner Tricol achieved a compliance level of 99.4%, with minor non-conformances. Our partner Bfield was audited in November 2023, resulting in a compliance level of 79.6%. There were several non-conformances, addressed through a Corrective Action Plan (CAP). We are working with the management in following

up on this CAP and are confident in the adequacy of worker compensation based on our long-standing partnership and direct staff interviews.

We will continue monitoring these locations and aim to extend audits to subcontractors producing our largest volumes. For our ready-made garment purchases, we ensure that new suppliers provide recent third-party audit reports, and we prefer to verify working conditions through site visits.

Monitoring Fair Wages with European Suppliers

Collaborating primarily with European suppliers allows us to leverage robust labour laws and regulations that ensure fair wages. Many European countries enforce minimum wage standards (our production countries enforce minimum wage standards) and have established social security systems, providing essential worker protections, including fair pay and benefits. Labour unions in Europe play a significant role in safeguarding workers' rights.

At Studio Anneloes, we aim to pay a living wage based on established local standards. A living wage is defined as sufficient compensation for a standard workweek that allows workers and their families to maintain a decent standard of living, covering essential needs such as food, housing, education, and healthcare. In Poland, we moni-



Impression production site B-field in Poland

tor wage standards by collecting average salary data from our partners and comparing it to national legal requirements. This information is also verified as part of the audit process as performed by Bureau Veritas.

For suppliers outside Europe, like those in Turkey and China, we assess wages through recent third-party audit reports (e.g., BSCI, Fair Wear, SMETA).

The results of these audits have not raised any concerns regarding wage compliance. In 2024, we plan to set more concrete targets for auditing and monitoring.

3.9 CHEMICAL MANAGEMENT AND MONITORING

In this chapter, we outline our commitment to effective chemical management within our supply chain. We focus on compliance with regulations, regular monitoring of chemical usage, and collaboration with our suppliers to ensure safe and sustainable practices. Our goal is to minimize environmental impact while promoting the health and safety of workers throughout our production processes.

The Studio Anneloes Restricted Substances List (RSL) is intended to inform our suppliers on international (upcoming) regulations restricting or banning the use of chemicals in apparel products including accessories attached to garments for example zip fasteners, buttons, etc. and packaging materials. The RSL takes most of the world's regulations into account (incl. REACH, POP), as well as harmful chemicals listed by NGO's. Our RSL is based on the industry standards as set by AFIRM.

Monitoring chemical management

Since we primarily operate on a CMT (Cut, Make, Trim) basis, we source most of our raw materials directly. Our goal is to purchase all fabrics from European mills, dyeing, and printing houses that are OEKO-TEX® STANDARD 100 certified. This certification is also a requirement for any ready-made garments (RMG) we acquire.

OEKO-TEX® STANDARD 100 ensures that textiles are tested for harmful substances, establishing a benchmark for textile safety from yarn to finished product. Each item with the STANDARD 100 label has successfully passed safety tests for the presence of harmful chemicals.

In 2023, **98.5%** of the suppliers for our CMT production fabrics are OEKO-TEX® STANDARD 100 certified.

For our ready-made garments, we require suppliers to provide the OEKO-TEX® STANDARD 100 certification. Additionally, garments produced in Europe must comply with REACH regulations, ensuring that no harmful chemicals are present.

To verify the absence of harmful chemicals, we conduct testing on our products through a third-party institute such as Bureau Veritas. Bureau Veritas is a leading provider of testing, inspection, and certification services across various markets and sectors.

Our goals to monitor the presence of harmful substances are:

- 2024: Start testing all products without OEKO-TEX® STANDARD 100
- 2025: Test minimum 5 products with OEKO-TEX® STANDARD 100 for extra cross check (select based on buying volume)
- 2025: 100% of our fabrics bought for CMT production OEKO-TEX® STANDARD 100 certified
- 2025: All our products compliant with the Studio Anneloes Restricted Substances List (RSL)

You can find the latest version of our RSL on the Reports & Policies section of our website. In 2024 we will also introduce the Studio Anneloes Manufacturing Restricted Substances List (MRS�), which will be based on the ZDHC standards.

“**98.5 %**
of the suppliers for our CMT
production fabrics are
OEKO-TEX® STANDARD
100 certified.”

3.10 OUR FOOTPRINT

This chapter explores the environmental footprint of our products, with a focus on carbon emissions throughout their lifecycle. We will analyze Scope 1, 2, and 3 emissions, including those from purchased goods and services, as well as upstream and downstream transport.

We emphasize the importance of user responsibility in reducing this footprint through proper care practices. Finally, we will outline our strategies for minimizing our carbon footprint and enhancing our commitment to sustainability.

Our Carbon Footprint

Understanding our organizational carbon footprint is essential for identifying and mitigating our environmental impact, supporting sustainability goals, and complying with regulatory requirements. Additionally, it can lead to cost savings through more efficient resource and energy use.

In collaboration with Hedgehog Company, we have developed our inaugural impact report, detailing the carbon footprint of Studio Anneloes for 2023. This report focuses on greenhouse gas (GHG) emissions from our operational activities and identifies opportunities for reduction. The assessment includes:

GHG Scope Categories:

Scope 1: Direct emissions from company facilities and vehicles.

Scope 2: Indirect emissions from purchased electricity, steam, heating, and cooling.

Scope 3: Indirect emissions from purchased goods and services, upstream transportation and distribution, waste generated, business travel, and employee commuting.

Moving forward, we will produce this impact report annually to monitor and report on our progress, with plans to expand the data for Scope 3 emissions in the future.

Our carbon footprint

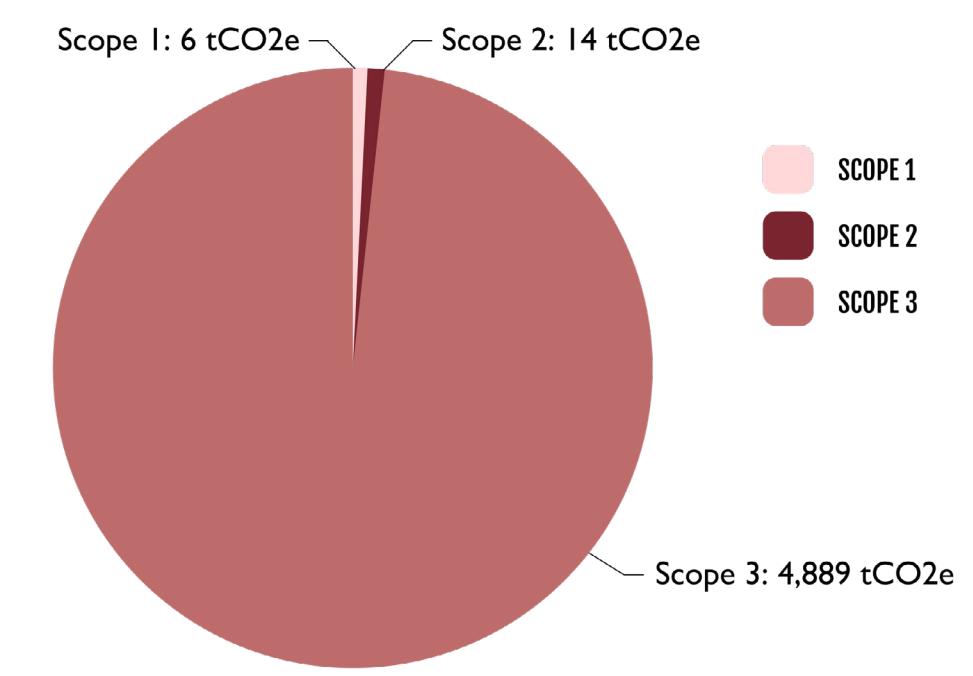
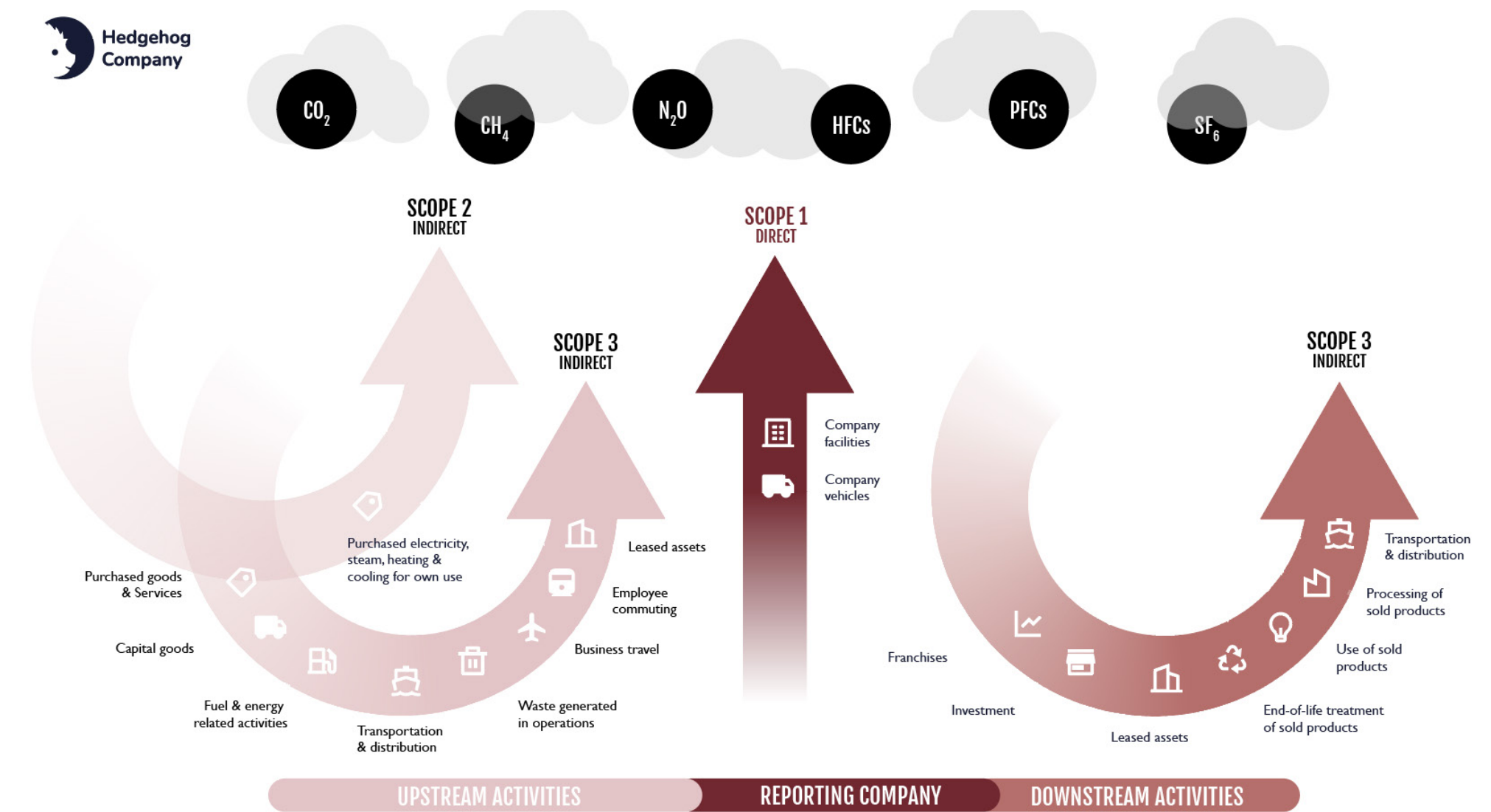
Here is a summary of the results of our impact report, showing our carbon footprint of 2023. The detailed and complete report by Hedgehog Company is enclosed as Appendix I.

Total carbon footprint

The total carbon footprint for Studio Anneloes for Scope 1, 2 and 3 in 2023 was 4.919 tCO₂-eq.

The total footprint is divided over Scope 1, 2 and 3 as follows:

Scope 1:	6 tCO ₂ e	0,1%
Scope 2:	14 tCO ₂ e	0,3%
Scope 3:	4.899 tCO ₂ e	99,6%



“0.4%
Is our total emission in
Scope 1 & 2.”

SCOPE 1 & 2

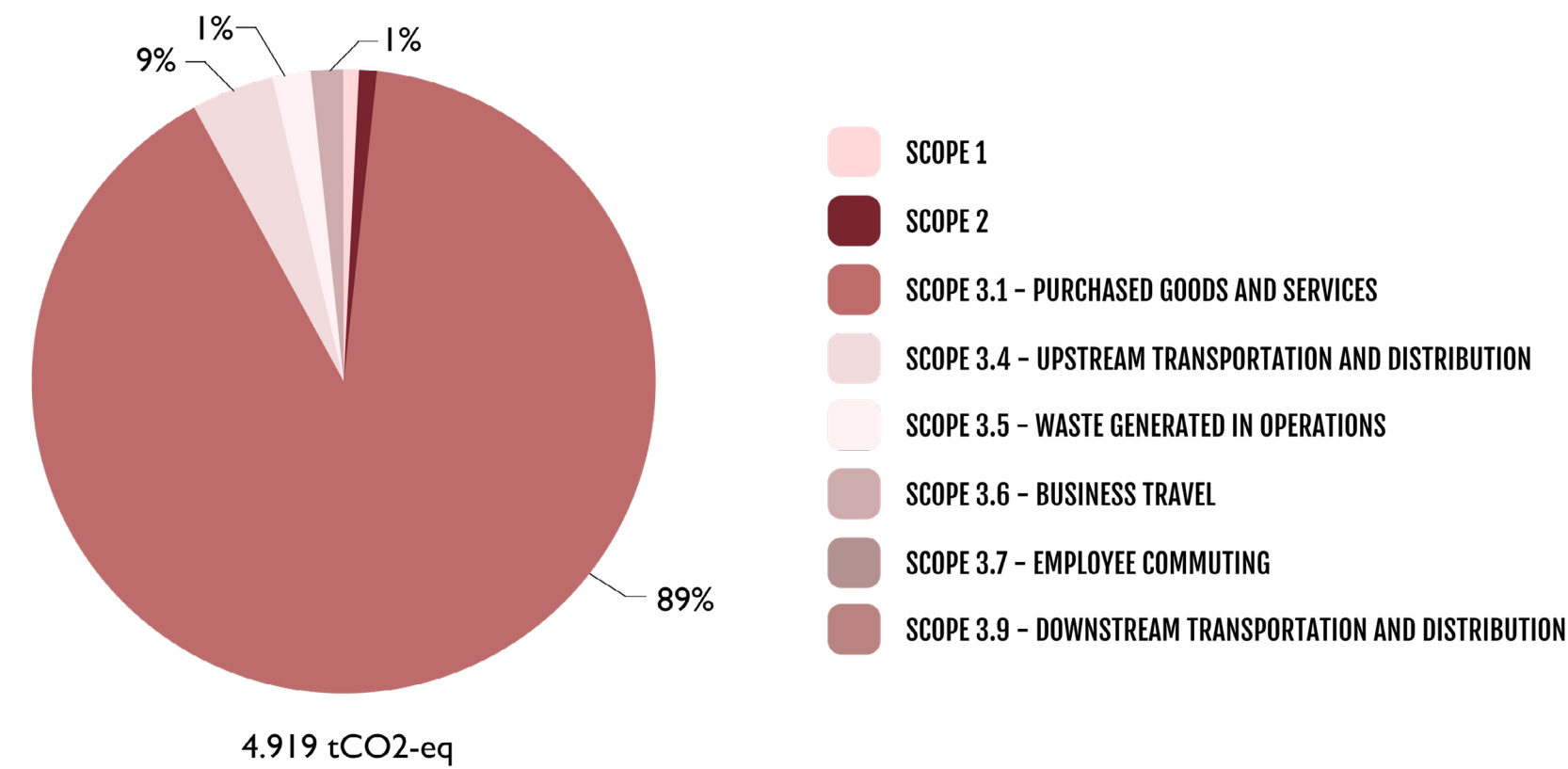
Our emissions for Scope 1 and 2 total are under 0.5%.

The scope 1 emissions come from fuel consumption by 2 non-electric company vehicles. In 2023 we had a total of 20 company vehicles of which 18 are electric. The scope 2 emissions contain all indirect emission from purchased energy sources. This is mostly energy use from the office. Emissions from energy used by electric company vehicles are also included in scope 2.

The Studio Anneloes office consumes a mixture of purchased wind and own generated electricity from photovoltaics, making the total carbon impact of electricity used at the office 0 tons CO₂. We can therefore consider our head office as CO₂ neutral.

SCOPE 3

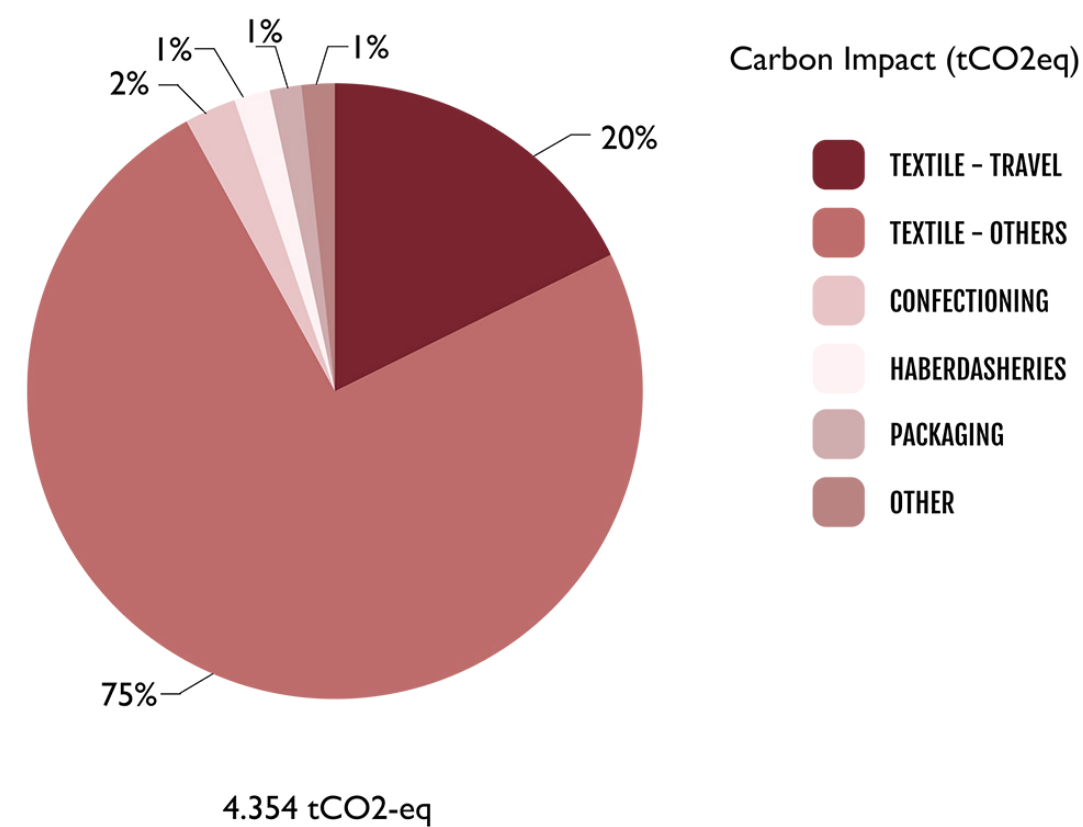
The largest part of our scope 3 indirect emissions are made through our 'Purchased goods and services', responsible for 89% of the total emissions. The second largest impact is made by our upstream transportation and distribution, responsible for 9% of the total.



Scope 3 Purchased goods and services

The largest impact in is our purchased textiles. For the impact of our Sensitive® fabrics travel quality we have used the product specific Environmental Product Data (EPD) from our fabric supplier Eurojersey.

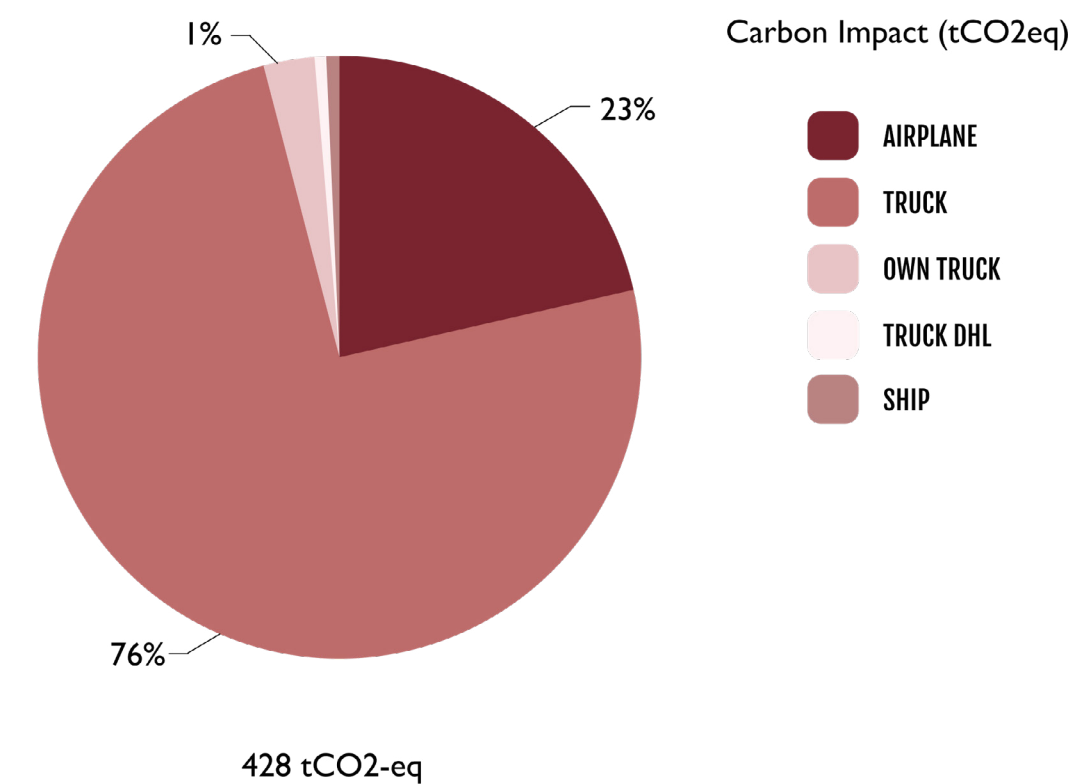
The impact of other purchased textiles has been calculated based on the emission data from 'Milieu Informatie Textiel (CE Delft 2018)'.



Upstream transport and distribution

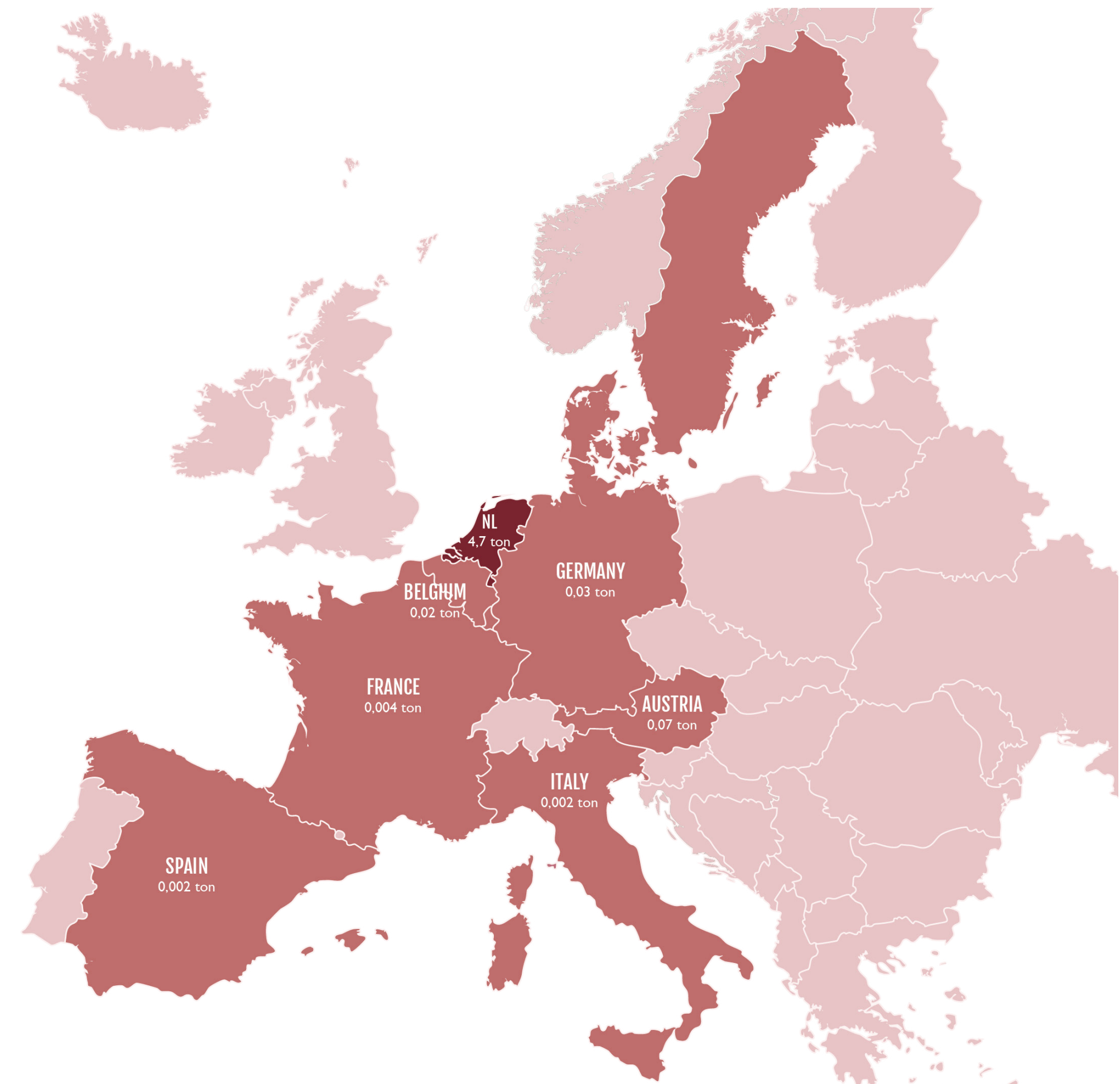
The largest impact of the upstream transport and distribution is in our transport by truck. For the airfreight almost all the impact is coming from the knitwear that we are purchasing in China. Our buying volume in China is 6% of the total buying volume.

We work on a short-to-market business model in which we produce based on our sales figures, avoiding overproduction where possible. This means we face the challenge of the longer lead times in Far East for both production and transport. Together with our supplier Infiknit we will continue to look for alternative ways to reduce this impact by using sea transport where possible or other alternatives.



Downstream transport and distribution

Our downstream emissions are a total of our B2B (delivery to retailers) and B2C (delivery to consumer) deliveries. The largest part of our emissions takes place in the Netherlands. The B2B deliveries represent 60% of our downstream transport & distribution emissions.



3.11 PRODUCT FOOTPRINT

We acknowledge that our clothing has an environmental impact and are committed to communicating this as transparently as possible. Our Footprint Meter offers valuable insights into this impact, enabling us to target specific areas for reduction.

In 2020, we launched our Footprint Meter for Sensitive® Fabrics travel quality in collaboration with our fabric supplier and partner, Eurojersey. This tool allows you to view the environmental impact of your travel quality item, encompassing water consumption, CO2 emissions, and electricity usage (kWh). These figures reflect the entire production process, from raw material sourcing to retail, following a 'Cradle to Gate' approach.

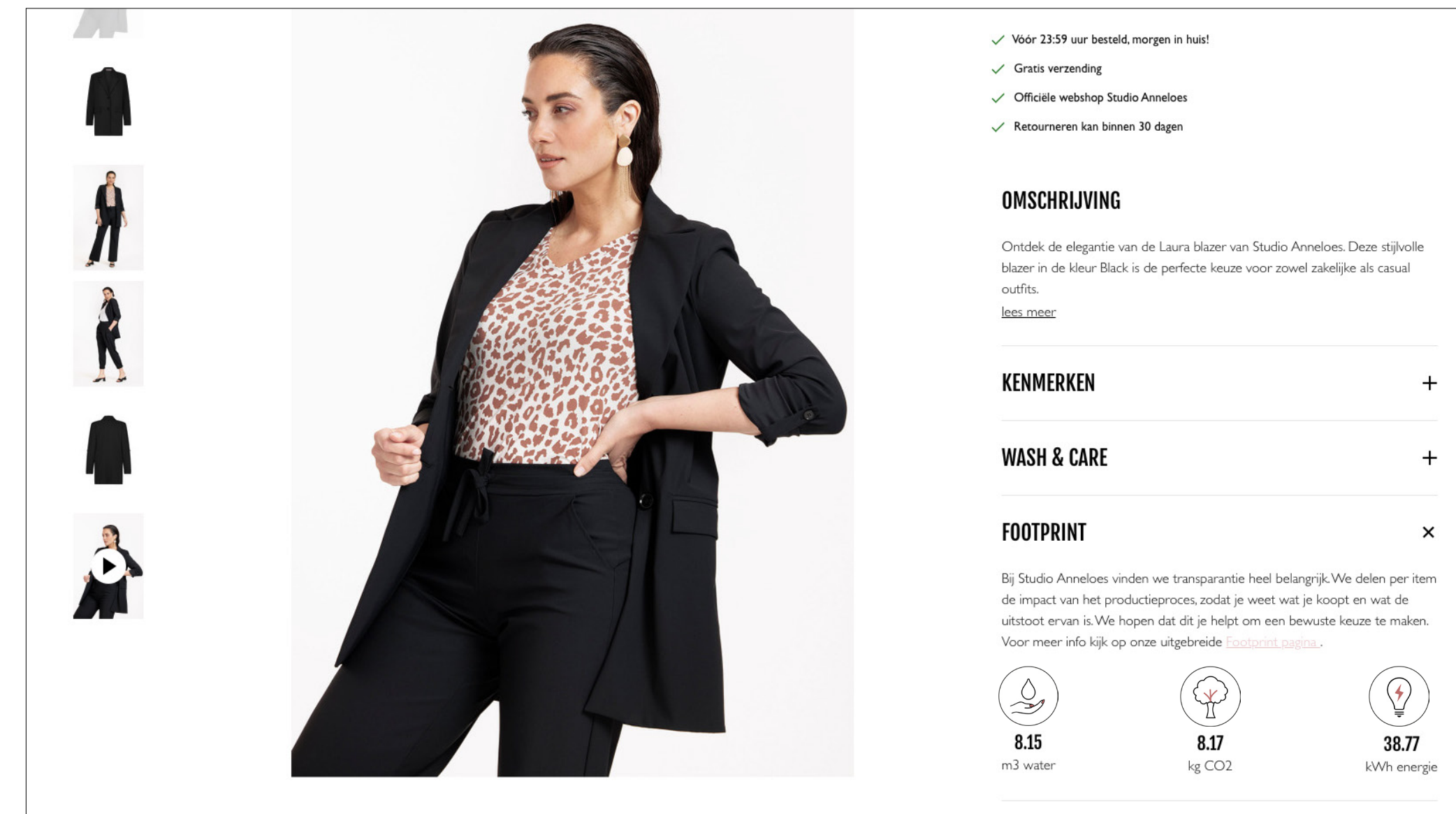
How is this footprint calculated?

Our calculations are based on European guidelines, utilizing the Product Environmental Footprint (PEF) method. The PEF LCA method, initiated and recommended by the European Commission, aims to establish a uniform approach for life cycle assessments (LCAs) and will serve as the foundation for future product passports. By adopting the PEF method, we enhance the reliability and comparability of LCA data through a standardized framework, mitigating the risk of inaccurate sustainability claims.

The PEF Product Category Rules (PEF-PCR) for textiles outline specific guidelines for assessing environmental impacts. For instance, water scarcity is evaluated using the AWARE method, which measures the relative availability of water in a watershed. This approach means that the reported water consumption per product does not merely reflect absolute usage in the production process; it also incorporates the effects of water scarcity on both people and ecosystems by considering local water availability and demand.

To ensure accurate assessments, we collaborate with sustainability experts from Hedgehog Company BV and utilize LCA software from Ecochain to translate this data into our Footprint Meter.

More information on how we calculate our product footprint and the PEF-methode can be found on the Footprint section of our website. Where available the product footprint is shown with the product information in our webshop and from 2024 in our app.



Impression of our footprint data on the website



Product footprint – next steps

We are aware that sharing the Footprint of our products is just a first step. Currently it is still hard to compare impact data between different brands and materials, since one clear European standard is not finalized yet. Impact is depending on many different factors and to compare 'apples to apples' the variables used in a Life Cycle Assessment (LCA) need to be the same. We follow the developments and EU regulations on this matter and should it be needed, adjust our impact calculations in the future. Until then we follow the PEF method as per the current EU guidelines.

So why do we share this footprint data?

We do feel it is important to share this impact data now. Not just to show that we are aware of the footprint of our products, but to continuously look for ways to reduce it. The largest part of impact is in the materials we use, so we look for opportunities to reduce our impact in close partnership with our partner Eurojersey. They invest a lot in new machines and production processes to reduce energy, water and chemical use. So, our goal is to see the Footprint of each product reduce year by year.

Since our Sensitive® Fabrics make up the largest material volume, we first focused on measuring their environmental Footprint. Our partner, Eurojersey, is developing new versions of this material like mesh and rib, but gathering impact data takes a full year. As a result, some items may lack Footprint data, which we'll add as it becomes available.

We're also exploring how to show the Footprint for other materials like cotton, polyester, and viscose. This is more challenging due to varied suppliers and limited data availability. In cooperation with Hedgehog Company, we aim to start sharing this data by 2025.

3.12 HOW TO REDUCE OUR FOOTPRINT

Following our 2023 impact report, we are focusing on strategies to lower our carbon footprint and set actionable goals. Our key areas for impact reduction include:

1. Utilize Product Footprint Data

We leverage the annual Product Environmental Footprint (PEF) report from our partner Eurojersey, which provides Environmental Product Declarations (EPDs) for their materials. This data helps us calculate the carbon footprint of our Sensitive® Fabrics and guides us in selecting materials with a lower environmental impact.

2. Explore Recycling Options for Travel Quality

In collaboration with Eurojersey, we are researching the use of recycled content in Sensitive® Fabrics. By integrating recycled materials into our production processes, we can minimize reliance on virgin resources and reduce overall environmental impact.

3. Select More Sustainable Raw Materials

We aim to choose the most sustainable options for our materials, such as viscose, polyester, and cotton. Our goals for 2025 outline specific targets in this area.

4. Minimize High-Emission Transport

We are investigating alternatives to air transport from China and exploring electric or rail options for our truck deliveries to lower transportation emissions.

5. Promote Sustainable Employee Commuting

We are committed to encouraging our employees to adopt more sustainable transportation methods. Currently, 90% of our company vehicles are electric, and we offer a bike plan to further support eco-friendly commuting choices.

By implementing these strategies, we aim to significantly reduce our carbon footprint and enhance our overall sustainability efforts. We will work on formulating clear and smart reduction goals in 2024 and the start of 2025.

Inspire footprint reduction

Around 50% of a garment's environmental impact happens during the user phase. That is why we also love to inspire our customers and give them wash and care tips that can help them reduce their impact. Besides that, our high-quality items are Made to wear and Made to Last, so our clothes have a long lifespan. The longer a garment is worn, the less impact you make. That is why we promote the longevity of our items through our Studio Anneloes method and options for resell. We will talk about this more in the next chapter.





taking a trip with our products

CHAPTER 4

4.1 OUR PRODUCTS

Based on our Made to Wear, Made to Care and Made to Last pillars we focus on keeping our clothes worn as long as possible. Our Sensitive® Fabrics travel quality is known for its durability and its easy-care.

But how much longer does a travel item last? And what is the impact of wearing and cleaning it? To investigate this, we sent out a survey to our customers in October 2023. More than 3,300 respondents answered questions about their travel item and a comparable item (same product type, different material and brand).

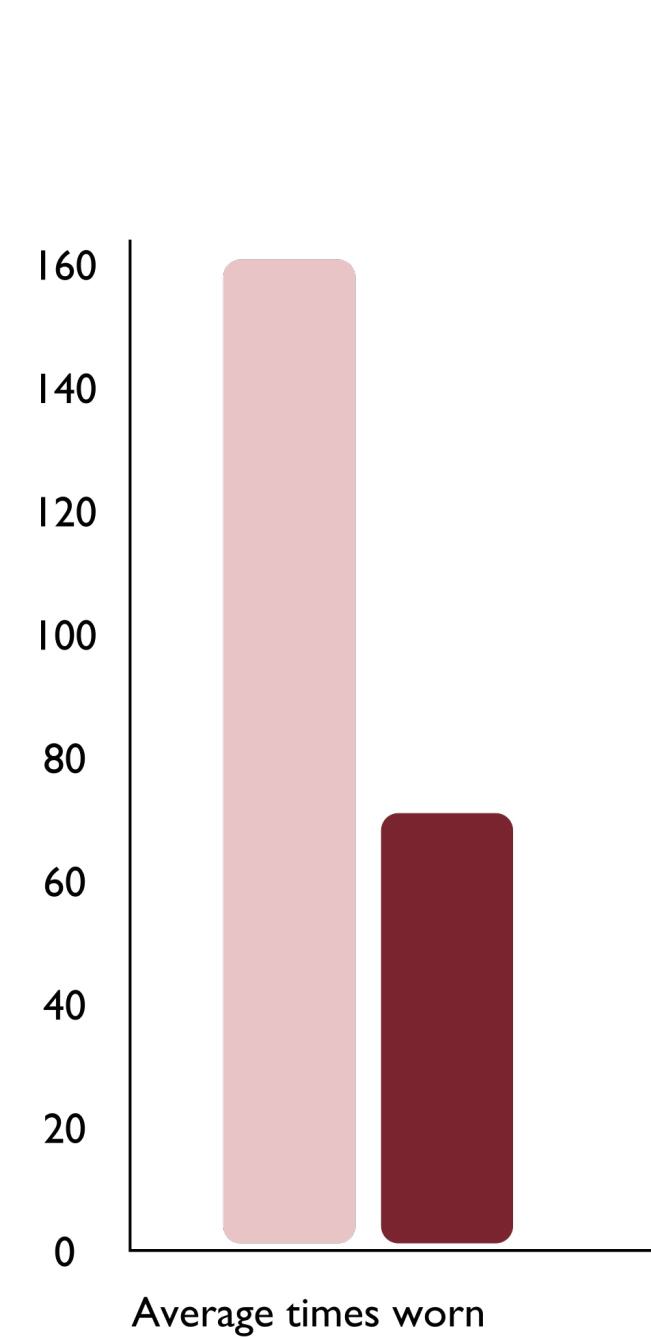
The questions compared the garments on:

- The number of times worn
- The number of washes
- The method of care

We also asked what happens to the garment when the customer no longer wears it and if it is offered for reuse.

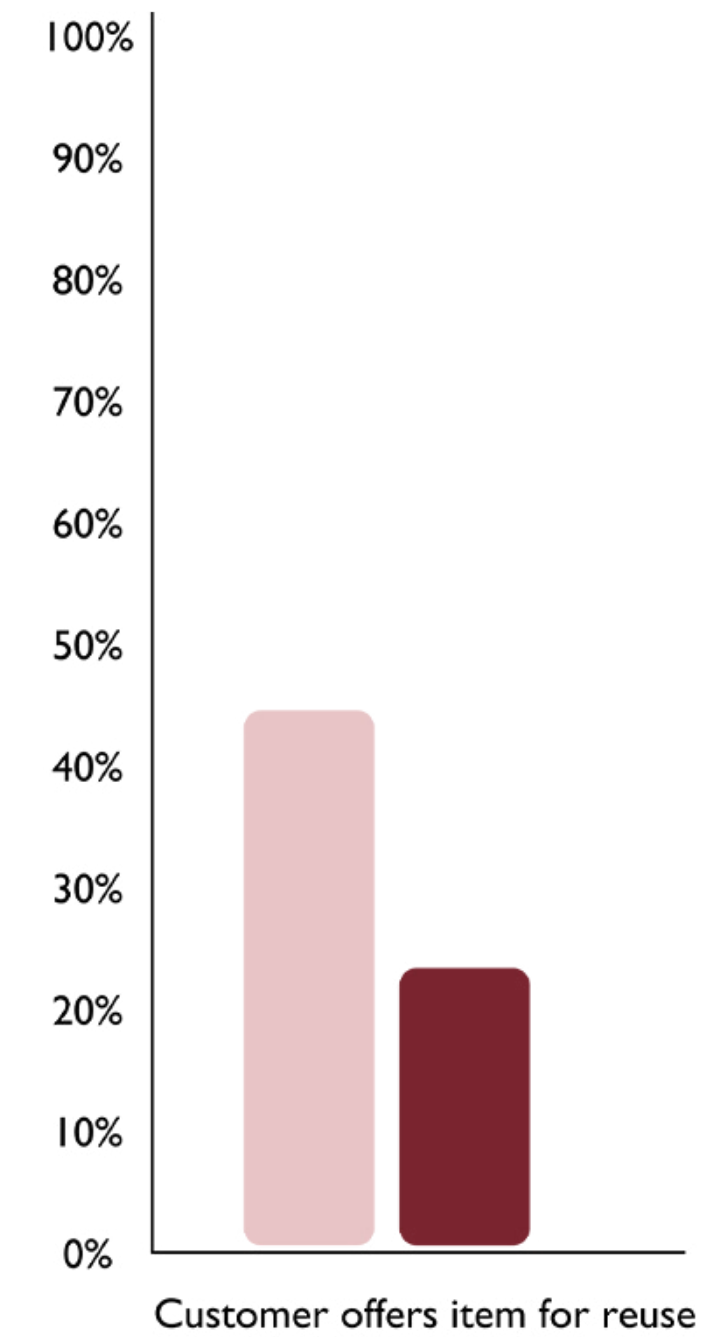
It turns out that a travel item is worn nearly **2.5 times** longer than a comparable product by one owner. And the results show that even after that, our items are offered twice as much for reuse as items from other brands.

“Our items are worn about **2.5** times longer than other brands.”



■ **STUDIO ANNELOES ITEM**
 Average worn 162 times (>3 years)

■ **COMPARABLE ITEM OTHER MATERIAL / OTHER BRAND**
 Average worn 72 times (<2 years)



■ **STUDIO ANNELOES ITEM**
 43% of customers offer item for reuse

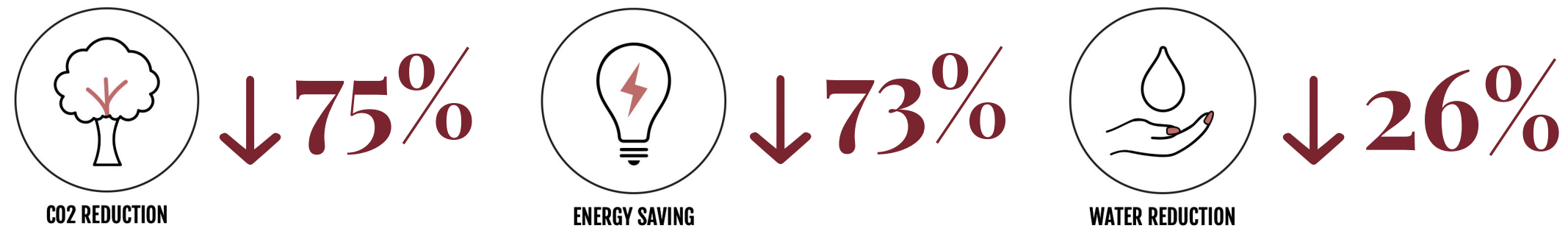
■ **COMPARABLE ITEM OTHER MATERIAL / OTHER BRAND**
 22% of customers offer item for reuse

Impact in user phase

Research shows that 50% of the total environmental impact of a garment occurs during the use phase. So how you handle your clothing, such as how long you wear it and the way you clean it, has a significant impact.

Our survey also showed that Studio Anneloes travel items have a lower environmental impact in use. Our travel quality has very easy-care instructions due to its unique properties. Simply airing it out is often enough. If you do need to wash it, a short gentle wash program with minimal detergent is sufficient, and you can just air dry it without using an iron or tumble drying.

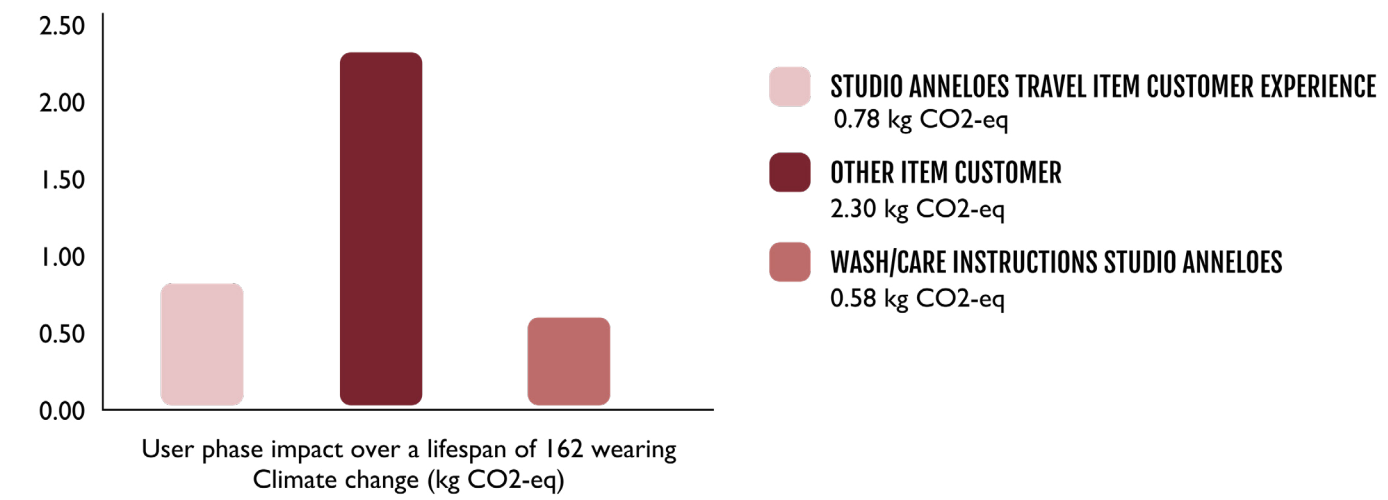
The impact of a Studio Anneloes travel item compared to a comparable item, based on average lifespan, means:



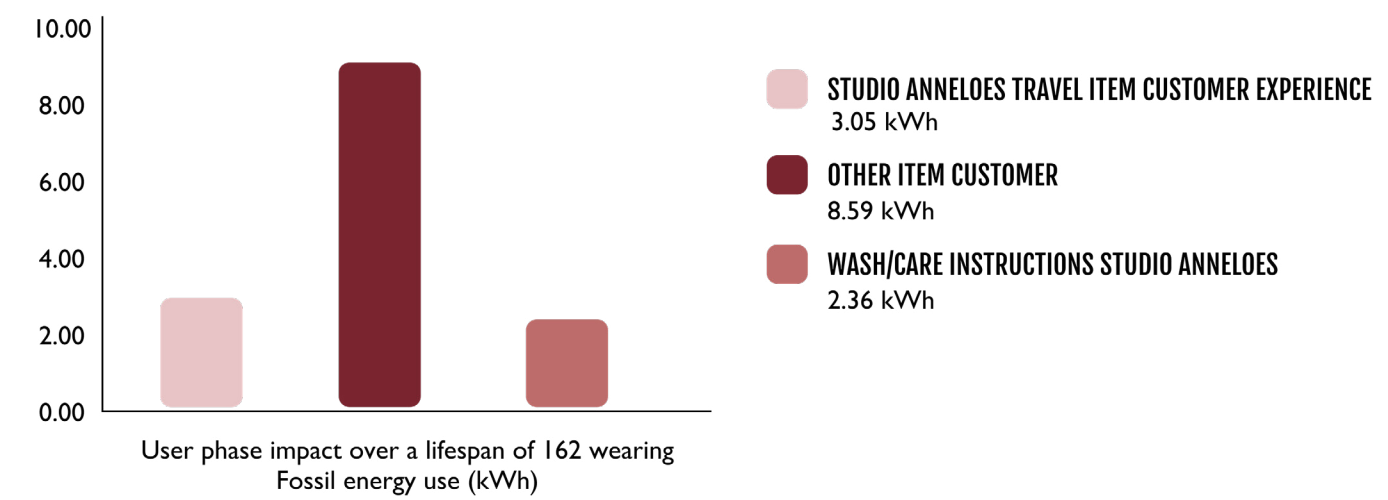
Therefore, we are confident to say that a Studio Anneloes travel item is not only a more sustainable choice due to its longer lifespan, but also a more conscious choice because of its lower impact.

More info on this survey and all relevant data sources can be found on the Appendix and Resources page at the end of this report.

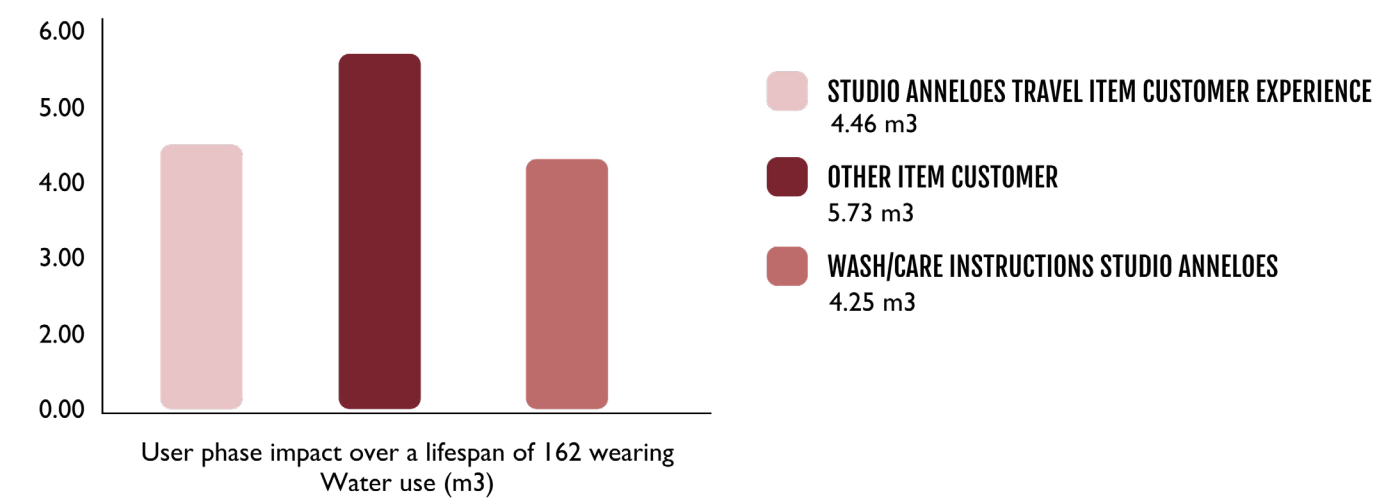
Reduction potential CO2 when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <-> Other* item
-75%



Reduction potential Energy use when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <-> Other* item
-73%



Reduction potential Energy use when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <-> Other* item
-26%



4.2 TAKING A TRIP WITH OUR PRODUCTS

We believe it's important to purchase clothing that lasts, rather than just for one season. With our collections, you can easily create a more sustainable wardrobe. That is why we use what we call the Studio Anneloes method where the colour flow of our collections ensures that you can wear your items as long as you like.

Neutral items are essential for a versatile wardrobe. They are timeless and easy to mix and match, allowing you to wear them for a long time. While our fashion collections incorporate trends, you'll also find many timeless prints and solid colours.

The color combinations in our collections are designed to ensure versatility and easy styling. Each collection features both basic colors from our Essentials collection and accent colours, with some colours dominating as solids and others incorporated into prints. By maintaining a consistent flow of basic colors, items from different collections are always compatible with each other.

	No.8 THE ICONIC ISSUE	No.9 BACK TO WORK	No.10 TALK OF THE TOWN	No.11 SADDLE CHIC
ESSENTIALS	dark blue kit	black kit	dark blue kit	black kit
UNI	dark blue dark red Pinstripe	new army chocolate kit	dark blue merlot blackberry	beige espresso antracite lila
PRINT	light blue denim blue	new army chocolate kit	dark red denim blue	new army chocolate kit

Colourflow Studio Anneloes method

4.3 TRANSPORT

Upstream transport

With our largest production volume coming from Poland, we have a continuous transport flow. Trucks are driving from Poland to Amsterdam and back twice a week. These trucks are managed by our 2 main production locations, who consolidate all upstream deliveries from the different locations. They mainly use own trucks with dedicated drivers, but occasionally outsource a truck.

We aim to have these trucks drive with the fullest load possible to avoid 'transporting air'. We also use the same trucks to transport other materials like fabrics, or trims and our product samples from our warehouse to the production locations. This way we avoid using a courier service. We also use special rolling containers and zip-lock bags that are reused for our upstream and downstream distribution.

We mainly transport our products flat packed, around 80% of our volume. For hanging items, we also flat pack them for distribution.

For the products that we buy as 'readymade' garment (RMG) through other suppliers we aim to use transport with the lowest impact. Depending on the production location delivery by truck is our standard. For production locations where truck is not an option, we aim to use sea transport. As our impact report over 2023 shows, air transport from China is a large contributor to our CO2 emissions. We continue to look for options to reduce this air freight for the future.

Downstream transport

For our downstream transport we use transport companies such as PostNL and DHL. For 2024 we have scheduled to offer our B2C customers an alternative option for delivery through Budbee. We will continue to research more sustainable options for both upstream and downstream transport in the future.

Company cars

We care about our footprint and so we choose to drive electric where possible. In 2023 we owned 20 company cars, of which 18 were electric. The company cars can be charged at our head office using the renewed energy from our solar panels.

Business travel

Working so closely with our business partners we cannot avoid business travelling completely. We like to visit our fabric supplier Eurojersey and production locations in Poland regularly to discuss developments and planning and face-to-face communication is sometimes preferred to online meetings. But when we travel, we try to do this as efficient as possible. For example, when visiting our production locations in Poland we use the train for local transport if we travel between Rzeszów and Łódź.

We keep travelling for photoshoots to a minimum. Basically, all our photoshoots take place locally, in the Netherlands. That can be in our own photo studio or garden at our head office in Amsterdam. External locations are mostly in the area of Amsterdam, but always in the Netherlands. We had one exception in 2023 when we did a photoshoot on Ibiza, using a minimum of people and with a crew that was already on Ibiza for other projects.

Besides trying to reduce our impact for traveling by airplane, we compensate our CO2 emissions in projects via Regreener. In 2023 we compensated 91 ton CO2 emissions in a project for restoring and conserving Katingan Peatland in Indonesia.

4.4 PACKAGING

At Studio Anneloes, we recognize the significant environmental impact of packaging. We are committed to using sustainable materials and practices to minimize waste and reduce our carbon footprint. This chapter outlines our strategies for incorporating FSC-certified materials, eco-friendly alternatives, and promoting recycling. Our goals include achieving 50% sustainable packaging by 2025 and 100% by 2030, all while ensuring we deliver quality products to our retailers and customers.

For deliveries to our retailers, we utilize cardboard boxes certified by FSC and/or FSC mix. This certification ensures that our materials come from responsibly managed forests, promoting environmental sustainability and ethical labor practices. When these boxes are no longer usable, we shred them for use as filler in half-empty shipments.

Our flat-packed items are typically packaged in polybags. We encourage our suppliers to use preferred materials such as PVC-free, recycled (GRS certified), or biobased plastics. Since September 2023, our workwear collection, @WORK by Studio Anneloes, has transitioned to glass paper bags for single packaging. Made from FSC-certified material, these bags are recyclable, biodegradable, and help reduce reliance on fossil fuels. Despite their higher costs compared to plastic polybags, we are exploring the feasibility of switching all our polybags to this material over time.

We are also considering the EU Packaging and Packaging Waste Regulation (PPWR) as we plan for 2024 and beyond. The main objectives of the PPWR include:

- Preventing packaging waste generation by minimizing unnecessary packaging and promoting reusable solutions
- Ensuring all packaging on the EU market is recyclable by 2030
- Increasing the use of recycled plastics in packaging to reduce primary resource needs and foster a market for secondary raw materials

Approximately 80% of our products are flat-packed, while items requiring hanging delivery use reusable hangers. We ask our retailers to return hangers during their monthly buying appointments, allowing us to maximize reuse.

For our B2C webshop deliveries, we use shipping bags made from certified recycled FSC paper, printed with soy-based ink. This renewable resource minimizes harmful emissions and enhances recyclability. We encourage customers to reuse these bags, and when they are no longer usable, they can be recycled with paper waste.



Impression of our Studio Anneloes packaging

Our Goals for Packaging

By 2025, we aim to achieve the following sustainable packaging goals:

- 50% of our packaging will contain recycled plastic or be made from glass paper
- 75% of our paper and cardboard packaging will adhere to the FSC standard (either recycled or mix)

Our ultimate objective is to reach 100% for both goals by 2030.

4.5 WASTE MANAGEMENT

We prioritize waste management by focusing on our made-to-wear philosophy, which minimizes textile waste and promotes longevity in our products. Through extended producer responsibility (EPR), we take accountability for our products throughout their lifecycle, encouraging recycling and responsible disposal. We also address waste in our offices, implementing sustainable practices that foster a circular economy. This holistic approach allows us to significantly reduce textile waste and set a positive example for the industry.

Made to wear

We make clothes that look good and have a great feel and fit. Our Sensitive® fabrics travel quality has a long lifespan, and low maintenance during the user phase. Bringing high quality collections, we want our customers to enjoy their Studio Anneloes items endlessly. We produce based on our sales figures, keeping our stock to a minimum. No overproduction, not adding to the landfill. The stock that we have left is sold through our own sample sale and partly sold to a trader from the UK. Our final few leftovers are donated to charity organisations, like 'Dress for Succes' or 'Vluchtelingen opvang Lelystad'. We always try to connect to a charity that match our values, with the goal of empowering women.

Textile waste: Towards a zero-waste future

The clothing industry is a significant contributor to textile waste, from fabric swatches and cuttings used during collection development to scraps generated in production. Additionally, discarded garments, exacerbated by fast fashion's lower quality, often lead to vast piles of waste in countries worldwide.

To combat this issue, we donate leftover fabric swatches to schools and organizations for creative projects. In the first half of 2023, we partnered with Polfibra in Poland to recycle our cutting waste into alternative products, but this collaboration has paused due to their capacity constraints. We are actively seeking new solutions for our cutting waste.

Our Sensitive® Fabrics, composed of nylon and elastane, present challenges for recycling, as scalable methods to separate these materials for high-quality reuse are not yet available. Achieving this will require time, research, collaboration, and investment.

Ultimately, our goal is to eliminate waste entirely, recycling all cutting waste and discarded textiles into fiber-to-fiber processes for new yarns and fabrics. This objective aligns with upcoming EU regulations and the vision for a circular textile industry by 2050.

Extended Producer Responsibility (EPR)

Starting from July 1, 2023, all textile producers (clothing & household textiles) are responsible for the waste phase of their products. They must contribute to an appropriate separate collection system and meet targets for reuse, collection, and high-quality recycling of textiles. By 2025, at least 50% of all textiles placed on the market in the Netherlands must be recycled or find a new owner as a second-hand item. By 2030, this target increases to 75%.

Studio Anneloes has joined the Dutch 'Stichting UPV Textiel' to contribute to the organization of a nationwide collection and processing system and to meet our EPR obligations. We also participate in the 'Stichting UPV Textiel' working groups to discuss the implementation of the EPR. There we provide our input, working together with other participants to determine how we can achieve the targets set.



Other waste

Working in an office and warehouse with over 60 people means we also generate quite some waste ourselves. To make sure we can recycle as much of our waste as possible we have started separating our waste streams in 2023. We have different waste streams that are collected and processed separately by our waste management partner. In 2023 we worked together with Nijssen Recycling.

Our waste is separated in:

- Food and green
- Paper and cardboard
- Plastic and drink cartons
- Glass
- Compostable
- Other

To inform our colleagues and visitors on the correct way of separating our waste we have marked all waste areas with stickers and a waste information flyer, indicating where to distribute which type of waste.

our homebase

CHAPTER 5



5.1 OUR WORKING ENVIRONMENT

At Studio Anneloes, we believe that a safe, healthy, and inclusive workplace is the foundation of a happy and productive team. We are committed to ensuring that every member of our team feels supported, respected, and empowered to thrive in their role.

Our workplace culture prioritizes open communication in a transparent set up with an 'open door' policy, and mental and physical well-being through ergonomic office setups.

But our commitment goes beyond the office. We also care deeply about our environment and take active steps to contribute to the sustainability of our surrounding community. Throughout the year, we organize various eco-friendly initiatives, such as team events to pick up trash around our local office area. This not only helps maintain a cleaner environment but also fosters team spirit as we work together towards a common goal we all believe in.

In addition, we regularly host clothing swaps among colleagues, encouraging sustainable fashion practices and reducing waste. By giving pre-loved clothing a second life, we minimize our environmental footprint and promote the idea of circular fashion. At Studio Anneloes, we're not just building a great place to work; we're nurturing a community that cares for both people and the planet.

Safe and healthy working environment

We are committed to not only create a sustainable workspace but also to ensure the health and safety of our employees. A safe and healthy working environment is vital for employee well-being and productivity. To achieve this, we conduct regular risk assessments to identify and mitigate potential hazards, ensuring a secure workplace. Our warehouse staff are provided with the necessary personal protective equipment.

To promote physical health and well-being, we have a personal trainer come to the office each week. These sessions foster team bonding, reduce stress, and enhance morale. Additionally, we offer a bike plan to encourage sustainable commuting, allowing employees to stay active while minimizing their carbon footprint. Through these initiatives, we aim to cultivate a positive workplace culture where employees feel supported in both their safety and personal health.

Diversity

Empowering women extends beyond our collections; it is a core value within our organization. On December 31, 2023, we had a total of 65 employees, consisting of 52 women and 13 men, including management and board members.



Studio Anneloes head office in Amsterdam, The Netherlands

We recognize that diversity and inclusion are essential to fulfilling our mission of accelerating the transition to a more sustainable and innovative fashion industry. By fostering a workplace where everyone, regardless of background, feels valued, respected, and empowered to contribute, we enhance innovation, strengthen decision-making, and better serve our customers. Our commitment to inclusion reflects our belief in equality and aligns with our goal of making a positive impact on people and planet.

As we move forward, we plan to further develop our Diversity and Inclusion policy in 2024 and beyond. Together, we strive to build a more inclusive future for our company and the communities we impact, embodying our mission every step of the way.

5.2 OUR HEAD OFFICE

In April 2022 we have moved to our new head office in Amsterdam Lijnden.

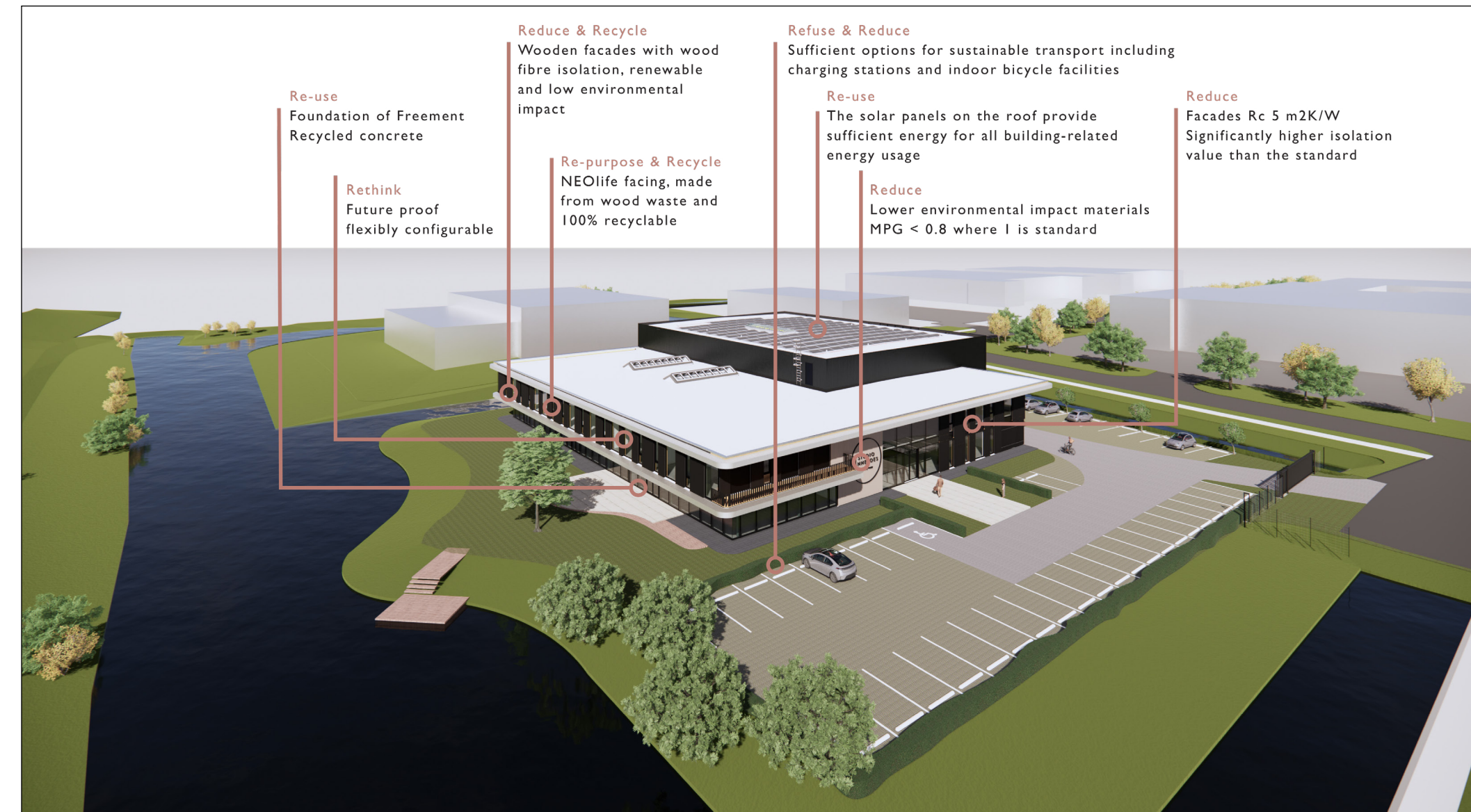
For the design of this office and warehouse, we collaborated closely with Heembouw architects to explore more sustainable choices. We have made use of the R-ladder strategy and both the interior and exterior of the building were carefully evaluated for material impact and reuse possibilities. In the drawings of our office and logistics center, you can see how the R-ladder has been applied to different elements. For the construction, we used 100% circular concrete and panels made from compressed recycled wood. This resulted in a direct saving of 82.185 kilos of CO₂.

We chose to use LED lighting, have 356 solar panels, a heat pump, good insulation, and triple-glazed windows all contributing to lower our impact. And as our impact report over 2023 shows our head office can be considered as CO₂ neutral.

Some more practical info:

- Electrical cars can be charged at one of our 8 loading stations.
- Around 80% of our products are stored flat packed, saving space and the use of clothing hangers.
- Our concrete floors are not coated, saving material and impact.
- For the interior only FSC certified wood was used.
- Our solar panels cover our own energy use and more.

By making these conscious choices, we have not only created a beautiful building but also a space that contributes to a more sustainable future.



Studio Anneloes head office in Amsterdam, The Netherlands

Our beehives

In June 2023 we have welcomed 5 beehives in the garden space of our head office. Our queen bees host around 50.000 to 60.000 bees at the peak of the summer season. By supporting the bee population, we want to contribute to the biodiversity and preservation of nature.

Not many people may realise that without bees, there would be no humans. Pesticides and diseases have been causing mass bee die-offs for over a decade. 33% of all our food comes from crops pollinated by bees. Bees pollinate more than 90 edible crops. So, ultimately, without bees there would be no fruit, no vegetables, no clothing, no animal feed, no nuts, and no biofuels.

To make sure our bees are healthy and happy we have our partners from Bijzaak to take care of them. They come and check on our bees regularly, every two weeks in the period from April to October and a few times during winter season.

And the positive thing of having our own beehives is of course that they supply us with our own Studio Anneloes honey. Our bees give us an average of 20 kilos of honey per beehive per year. Pure, raw, healthy honey that we gladly share with our visitors and staff.



One of our Queen Bee's at the head office





the road beyond 2023

CHAPTER 6

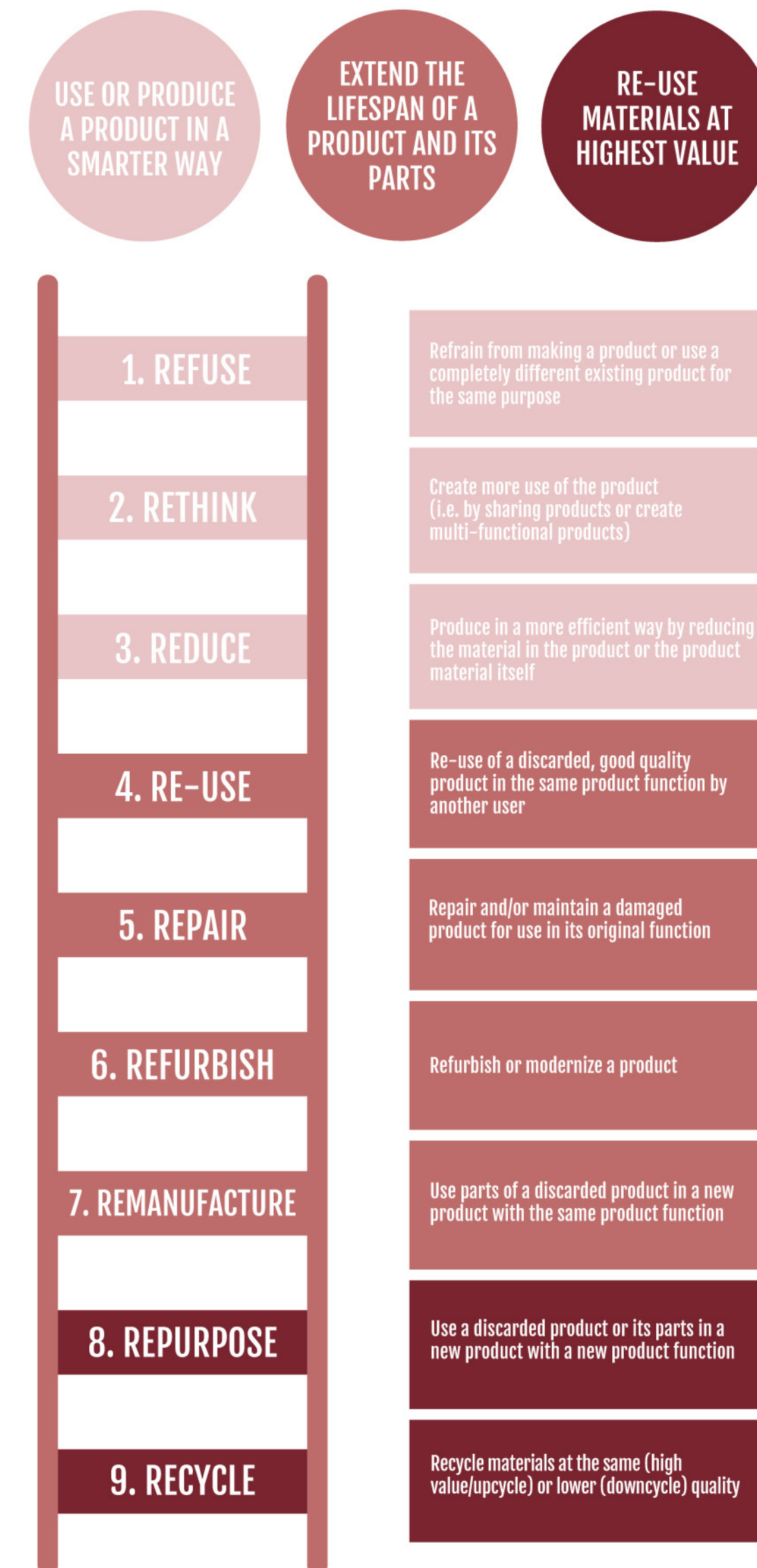
6.1 A CONTINUOUS JOURNEY

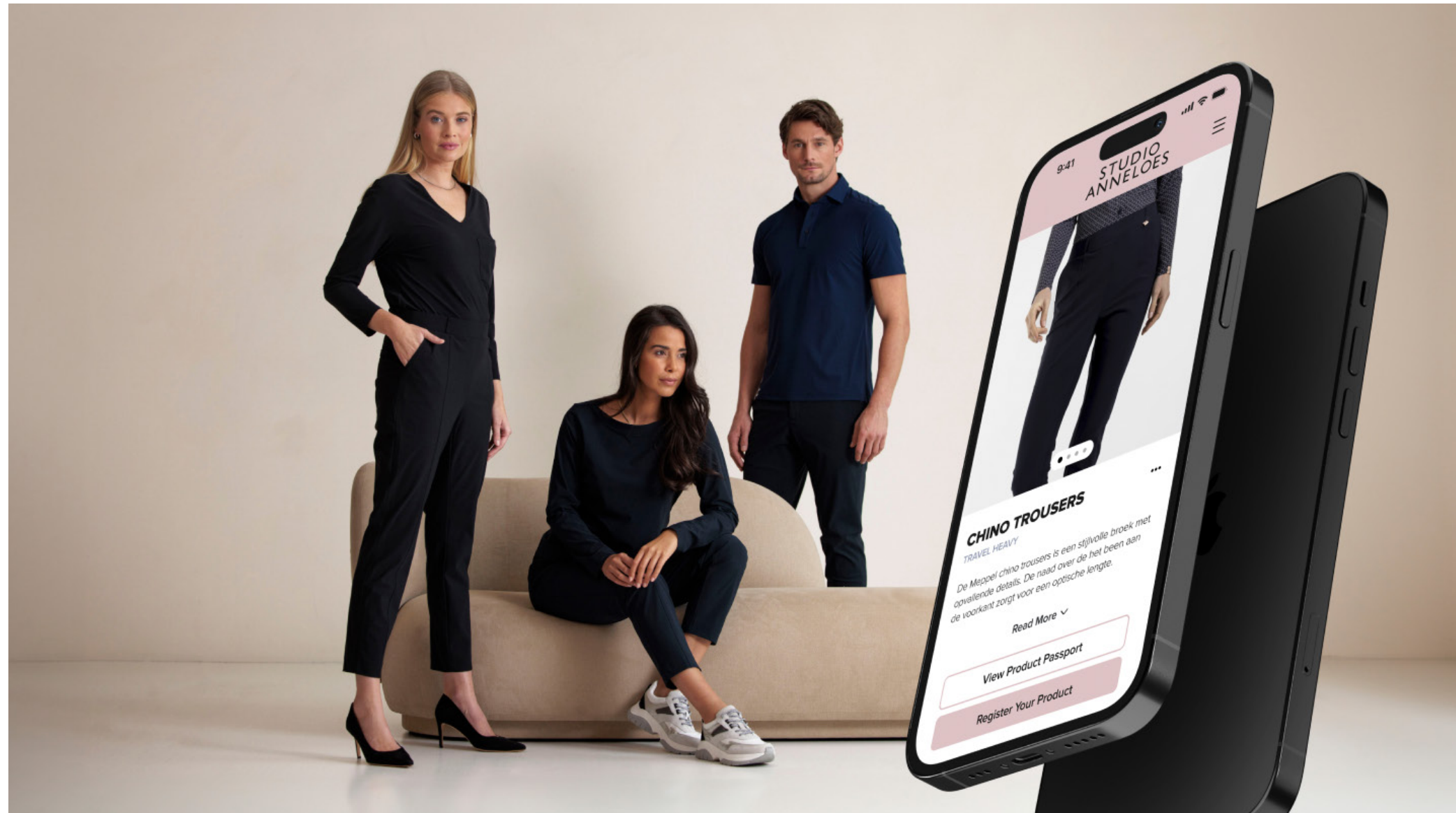
At the heart of our mission, we see sustainability as a continuous journey, and every day we strive to make more responsible choices through development, innovation, and collaboration. We actively stay informed on various sustainability topics by following relevant newsletters, online platforms, and participating in research and project groups. By maintaining open dialogue within our supply chain and valuing long-term partnerships, we work together to elevate our shared commitment to a more responsible future. We also closely monitor European legislation and regulations impacting the textile industry. Ultimately, our goal is to drive a more sustainable and responsible supply chain for all.

The journey towards a circular textile industry in 2050 is challenging but also offers opportunities. We love experimenting and starting pilot projects so we can learn by doing. We focus on progress over perfection.

6.2 NEW BUSINESS MODELS

The path to a more circular textile industry requires new ways of thinking and new ways of doing business. Looking at the R-ladder strategy we not only try to reduce our impact in the production phase, but we also want to focus on expanding the lifespan of our products as much as possible by offering repair and resell services. Transparency plays an important role as well, as we see that EU legislation is moving towards Digital Product Passports to offer customers and consumers more insight in their products.





Impression @Work by Studio Anneloes Tappir Tool

Digital Product Passport (DPP)

To prepare for upcoming legislation we decided not to wait, but already start with the development of a Digital Product Passport (DPP). In the fall of 2023, we launched our first DPP for our workwear collection @WORK by Studio Anneloes. We teamed up with DPP solution provider Tappir, founded by Bas van der Pol, for the development and implementation.

By scanning the QR-code in the product, customers and final users of our @WORK by Studio Anneloes line can find all relevant information on the item. We show what material the product is made from, where it is made and how to care for the item during the user phase. Where relevant, we also share sustainability certifications.

In this pilot, we gathered an internal group of stakeholders from different departments, such as IT, sales, design and marketing. Together we determined what data we needed and how to exchange this data.

This DPP version 1.0 gives us the opportunity to learn. We are experiencing what type of data we would like to share and where that data is stored. And how we can upload this data into our DPP solution to share it with its user. But also, what data we might still be missing or how we can extend the user experience by keeping the final user engaged after our point of sale.

This way we try to see upcoming legislation not as a 'must-have' but also as an opportunity. Even though the EU has not defined exactly what data is required to share in the DPP in 2027, we already show the information we have, and we think is relevant.

By launching this first version of our DPP we expect to be able to prepare ourselves better when legislation comes into force. And in the meantime, this gives us the opportunity to finetune our DPP based on the learnings and feedback.

In 2024 we will continue the development of this DPP planning to have it available for a larger part of our fashion collection and essentials (Never Out Of Stock) line.

Sensitive® Fabrics travel quality with recycled content

Our Sensitive® Fabrics travel quality has a composition of polyamid and elasthan, meaning we have a challenge when it comes to scalable solutions for fiber-to-fiber recycling. We hope to be able to do this in the future, knowing our partner Eurojersey is doing the research and supporting them in that journey where we can. Until then we are looking for other options to use this material and make less impact.

In September 2023 we introduced a version of our Sensitive® Fabrics travel quality with recycled content in our @WORK by Studio Anneloes collection. This version is made with a recycled polyamide yarn, called RECO yarn, which is made from remnants of the yarn production. So, it is what we call post-production, pre-consumer recycled yarn. By reusing these raw materials, the environmental impact of this travel fabric with recycled yarn is significantly lower. It even results in up to 9 times less CO2 emissions. We can offer our black and dark blue colours in this recycled version, with the same premium quality as we are used to. We see this development as a great first step towards the use of recycled content and will expand the use in our Essentials collection in 2024.

More information on the Sensitive® Fabrics travel quality with RECO yarn can be found via the link in our section Appendix & resources of this report.



Resell

We believe in the quality of our products and our Sensitive® Fabrics travel quality has proven that it has a long lifespan. Keeping our clothes worn for as long as possible fits our 'Made to Wear' pillar and the longer our items are worn, the less impact is made on the environment.

That is why we have started the project in 2023 to set up our own resell, secondhand platform. When writing this report, we can proudly announce that this platform called 'Retravel' is launched in February 2024. Selling the items through Retravel is done through a peer-to-peer system.

Repair

Our 'Made to Wear' & 'Made to Last' principles can also be applied to the option of repair. Although we strive to deliver the highest quality, garment manufacturing is mainly done by hand and therefore defects can never be avoided completely. That is why we offer our customers (retailers) and consumers the option of repair. Retailers who come to our head office regularly for their buying appointments in our showroom can bring back possible defects. Consumers who have bought their item through our webshop or app can return the defected item to our head office. We make sure that the items and defect are registered.

These are then transported back with our regular truck transport to our factory in Poland where they are being repaired. Repaired items are again transported back with the regular truck transport the next week so that we can redeliver the items to our customers. So, we do not arrange separate transport for these repairs since our trucks are driving up and down anyway. By having our factory repairing the defects this also helps them to see what kind of possible defects occur, so that they can use this knowledge for future productions.

Items that cannot be repaired as per our quality standards will not be returned to the customer. They will receive an alternative like a voucher to compensate for their repair. We donate these B-choice items to other charity organisations who use the repaired items for good will.

For the future we are researching options to extend our repair services more locally. We are looking into cooperations with repair services that also operate with an additional social focus.

Digital showroom

We are not just looking into different business models when it comes to the product itself, but also at the way we are selling our products. We have started a project in 2023 on setting up a digital showroom for the sales of our collections. Using a digital showroom offers us the opportunity to sell our collections to our retailers without them having to come to our showroom. This project will be further developed in 2024.

Other new circular business models

With the goal of a 100% circular textile industry in mind, we will keep on exploring other business models in the coming years, like for example rental and upcycling.

6.3 SUSTAINABILITY GOALS – 2024 AND BEYOND

In this report we have touched several topics and spoke about our goals and targets. We would like to recap these and some other goals here. As this sustainability report is our first edition, we also see these goals as the starting point in our continuous journey. We have big plans for 2024 and beyond, on which we would love to keep you updated in the future.

TOPIC	EXTRA INFO	STATUS 2023	GOAL 2024	GOAL 2025
GENERAL				
Resell platform		-	Launch resell platform Retravel	Sell 400 items per week through Retravel platform
Carbon footprint - impact report		-	Publish organisational carbon footprint - impact report	Publish organisational carbon footprint - impact report yearly
B Corp certification		-	Start B Corp certification assessment	B Corp certified
MATERIAL USE – SENSITIVE® FABRICS TRAVEL QUALITY				
% OF TOTAL MATERIAL USE VOLUME				
Use recycled polyamid (GRS or RCS certified)	Total use polyamid in 2023 58,6%	Pilot with use of recycled polyamid yarn (pre-consumer, post industrial) in our @WORK by Studio Anneloes collection (colours black & dark blue)	Extend use of recycled polyamid yarn (pre-consumer, post industrial) in our Essentials (NOOS) collection (colours black & dark blue)	Extend use of recycled polyamid yarn (pre-consumer, post industrial) in our Fashion collection (colours black, dark blue & kit)
MATERIAL USE – OTHER THAN SENSITIVE® FABRICS TRAVEL QUALITY				
% OF TOTAL MATERIAL USE VOLUME				
Use Ecovero™ viscose from Lenzing™	Total use viscose in 2023 6,8%	20% of our viscose contains Ecovero™ viscose	-	75% of our viscose contains Ecovero™ viscose
Use recycled polyester (GRS or RCS certified or Repreve®)	Total use polyester in 2023 4.5%	0.9% of our polyester is recycled polyester	-	50% of our polyester will be recycled polyester
Use organic cotton (GOTS or OCS certified) or recycled cotton (GRS or RCS certified)	Total use cotton in 2023 5.5%	13% of our cotton will be organic cotton	-	50% of our cotton will be organic cotton
CHEMICAL MANAGEMENT				
% of our fabrics bought for CMT production are OEKO-TEX® STANDARD 100 certified		98,5%	100%	100%
Test products for compliance with our RSL / OEKO TEX® STANDARD 100		No products tested by Studio Anneloes	Start testing all products without OEKO-TEX® STANDARD 100	Test minimum 5 products with OEKO-TEX® STANDARD 100 (for cross check)
SOCIAL MANAGEMENT				
Perform 3rd party audit at our production locations located in Poland (EU) (through Bureau Veritas)		2 main locations audited	-	Extend audit to 3 subcontractors in Poland (selection based on largest production volumes)
Have 3rd party audit from production locations located outside of EU (Turkey, China) (i.e. SMETA/SEDEX, Amfori/BSCI, Bureau Veritas, or other accredited party - audit not older than 3 yrs)		95%	100%	100%
IN 2024 WE WILL REDEFINE OUR SUSTAINABLE GOALS FOR 2025 AND BEYOND				

appendix & resources

APPENDIX

Appendix I: Carbon footprint of Studio Anneloes
Reporting year: 2023 By Hedgehog company
See: [Reports & Policies | Studio Anneloes](#)

STUDIO ANNELOES RESOURCES

Studio Anneloes Code of Conduct
Studio Anneloes Restricted Substances List
See: [Reports & Policies | Studio Anneloes](#)

Footprint meter

[Over ons - Duurzaamheid - Footprint - Studio Anneloes](#)

Survey definitions and data:

- Comparable item: Product in same category (i.e. trousers, top, blazer), in different material (i.e. cotton, viscose, polyester or a mix) and from another brand than Studio Anneloes
- Average lifespan Studio Anneloes Travel item = worn 162 times
- Reuse: donating to another owner or resell
- Impact data: [Hedgehog Company](#)
- Data sources: Customer survey results Studio Anneloes-October 2023 (over 3300 respondents), Ecoinvent v3.8 impact data, Milieu Centraal, www.apparaatverbruik.nl

For more detailed calculations of this data see:

[Studio Anneloes impact data levensduur gebruiksfase](#)

Resell platform Retravel

[Studio Anneloes Second Hand Platform | Retravel](#)

Sensitive® Fabrics travel quality with recycled RECO yarn

[Nieuw: travelstof met gerecycled garen \(studioanneloes.nl\)](#)

EXTERNAL REFERENCES AND REOURCES

Eurojersey S.p.A.

[EUROJERSEY S.p.A. - An exclusive italian story](#)

Ecochain

[Ecochain – LCA software for product & portfolio footprinting](#)

Hedgehog Company

[Hedgehog Company - Duidelijkheid in duurzaamheid \(hhc.earth\)](#)

UN Guiding Principles for Business and Human Rights (UNGPs)

<http://www.ungpreporting.org/>

OECD Guidelines for Multinational Enterprises

<http://www.oecd.org/corporate/mne/>

International Labour Organization

[Conventions, Protocols and Recommendations | International Labour Organization \(ilo.org\)](#)

The Common Framework

www.cfrpp.org/the-common-framework

Ellen MacArthur Foundation

[How to Build a Circular Economy | Ellen MacArthur Foundation](#)

Transparency Pledge

<https://transparencypledge.org/aligned/>

Open Supply Hub

www.opensupplyhub.org

GRS = Global Recycled Standard, RCS = Recycled Claim Standard, OCS = Organic Cotton Standard

[See Textile Exchange: https://textileexchange.org/standards/](#)

GOTS = Global Organic Textile Standard

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

EXTERNAL REFERENCES AND REOURCES

REPREVE®

<https://repreve.com/>

Tencel™ and Lyocell™

<https://www.lenzing.com/products/lenzingtm>

AFIRM

<https://afirm-group.com/>

REACH

https://environment.ec.europa.eu/topics/chemicals/reach-regulation_en

POP

<https://echa.europa.eu/understanding-pops>

OEKO TEX

[OEKO-TEX® STANDARD 100](#)

Bureau Veritas

<https://group.bureauveritas.com/>

ZDHC

<https://www.zdhc-gateway.com/>

Regreener

<https://regreener.earth/>

Bijzaak

[Bijen voor bedrijven - De Bijzaak](#)

Tappr

[Digital Product Passport by Tappr: Secure & Sustainable Digital IDs \(usetappr.com\)](#)

acknowledgements

This Sustainability report is issued by Studio Anneloes and is intended for all internal and external stakeholders.

Do you have any questions or suggestions following this report?
Please send an email to sustainability@studioanneloes.nl

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Design: Jurjen Harmsma, Shelby de Looff
Realisation: Studio Anneloes® Marketing
Publication date: November 2024

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