



SUSTAINABILITY REPORT

2022



workfashion.

| CONTENT

04

FOREWORD

06

FACTS

07

GUIDING PRINCIPLE

08

VALUE ADDED CHAIN

10

SUSTAINABLE ACTIONS

11

FAIR WEAR

12

STS2030

13

STAKEHOLDERS

14

RISK ANALYSIS

18

CODE OF CONDUCT

22

GOAL 1

24

GOAL 2

34

GOAL 3

36

GOAL 4

38

WUNSCHAMBULANZ

FOREWORD

REGARDING CHALLENGES AS A SIGN.



WERNER GERBER
CEO

The past three years of the pandemic and also global developments put our company to the test. The resulting increase in stocks, a lack of tenders and delayed price adjustments caused by unprecedented cost increases had to be absorbed. As a family-owned company, we were able to master these challenges and survive these trying times thanks to the tireless and valued commitment of all employees and the potential behind their capabilities. We have emerged stronger and knowing that we can count on the loyalty of our employees, are ready to face new challenges. Together, we can look toward the future with confidence.

THE TEXTILE INDUSTRY IS CHANGING

Sustainability, Fair and Ecological. An increasing number of products are marketed with the promise of sustainability – from various online stores to a *green tag* attached to products sold in shops. Most of the time, the process behind qualifying a product as *sustainable* is a mystery or it is impossible to find any solid evidence to support these claims. As a result, evidence will be scrutinised more in the future.

Each year, the Earth Overshoot Day is inching closer to the start of the year. On this day, humanity has used up all of the natural resources that it can regenerate by the end of the year. This basically means that resources are getting scarce. We should therefore seriously rethink our use of raw materials.

The textile industry has welcomed the launch of a circular economy. The stress on the environment will therefore decrease going forward. Most importantly, the security of raw material supplies will be boosted. Other advantages include the pro-

motion of innovation, growth and jobs. Particularly consumers can enjoy longer product lifecycles and therefore save costs. Instead of having to buy new clothes every year, garments can be worn for many years or recycled. The latter includes collecting, sorting, processing and (repeatedly) advertising pre-worn textiles. This is exactly what the circular economy is all about. Materials that cannot be recycled and are unsuitable for new clothes are used as rags, insulation or other products. Existing materials and products should be used as long as possible. This also includes product repairs and recycling. This extends a product's lifecycle. The aim of the circular economy is to minimise waste or to prevent it from being created in the first place. The other resources should re-enter the economy as much as possible. A product also has to have a long lifecycle from an emotional point of view. This means that we endeavour to create products that our customers want to use for as long as possible.

COLLABORATION AND ONWARD DEVELOPMENT

We were able to reach various sustainability milestones in recent years. Fair Wear, Amfori, ISO 14001, bio cotton, and other measures have already become part of our DNA. The further development of the textile industry toward a circular economy is a key pillar for our company as well to secure our continuation as a going concern and to be a reliable and trustful partner for all of our stakeholders. In 2022, we were one of the first workwear manufacturers in Switzerland that committed to the Sustainable Textiles Switzerland 2030, a multi-stakeholder initiative. We will continue to consistently

pursue this path to contribute to the preservation of nature, both in our business and from an ecological standpoint. The cycle obviously cannot be closed overnight. A well-thought-out, new concept that meets customer requirements needs time. Our employees in all departments actively contribute to designing and developing the circular process to offer our customers an innovative and sustainable product range going forward. We thus secure our competitiveness, credibility and trust amongst our customers in the long term.

ABOUT WORKFASHION

WE INTERLACE PEOPLE AND COMPANIES.

1 PERSONAL AND IN PARTNERSHIP

We are passionate about developing products that meet the requirements of our customers and their individuality. We always act with long-term customer relationships in mind that have a personal and friendly touch.

2 RESPONSABLE

Together with our production partners, we assume responsibility for society, the environment and employees. We meet our expectations as a pioneer of sustainable work clothing in Switzerland with our commitment and by adhering to clearly defined standards.

3 FOCUS ON PEOPLE

We focus on humans in everything we do – from our employees to customers and business partners. We are convinced that they make a crucial difference.

4 APPRECIATION OF CRAFTSMANSHIP

We appreciate the mutual trust and expert knowledge in our company and production plants. Our inspiration thrives on the passion for craftsmanship. We are proud that both creativity and craftsmanship are a visible and palpable part of our company.

5 THINKING IN SOLUTIONS

Complex projects do not deter us – they give us an incentive. We are confident that there is a solution for everything and that we can find it.

OUR GUIDING PRINCIPLES

WHAT WE STAND FOR.

We interlace humans and companies effectively – our creed reminds us daily why we do what we do. Work clothing is much more than just clothing that is worn at work. It is an expression of attitude, affiliation, family, pride and mutual values. It takes people who are skilled in three things to create great work clothing: Firstly, it takes an in-depth understanding of the company for which to produce clothes with regard to its individual requirements and the required representative statement. Secondly, it takes a comprehensive

skill set and great craftsmanship to translate this understanding into functional clothing. And thirdly, it takes people who are passionate about providing Swiss working people with top quality clothing.

We are these people at workfashion. Inspired by our close ties with craftsmen, we work to the highest standards, both in terms of quality and sustainability. Our vision is to combine work clothing, people and companies so that they and us can be proud of the result.

COMBINING CRAFTSMANSHIP AND INNOVATION

We proudly combine our textile craftsmanship and innovative solutions. We value the expert knowledge of our employees and partners and are committed to our passion for our work.

→ **One must dare new things to create great results in the future.**

FOCUS ON HUMANS

We trust in the individual strengths of all and are fully committed to our work as a team. We live a respectful and value-based company culture.

→ **Together we achieve more.**

THINKING IN SOLUTIONS

We see ourselves as an agile and solution-focused company. The true north of our actions are our customers' requirements. We get excited by complex projects.

→ **We always find a solution.**

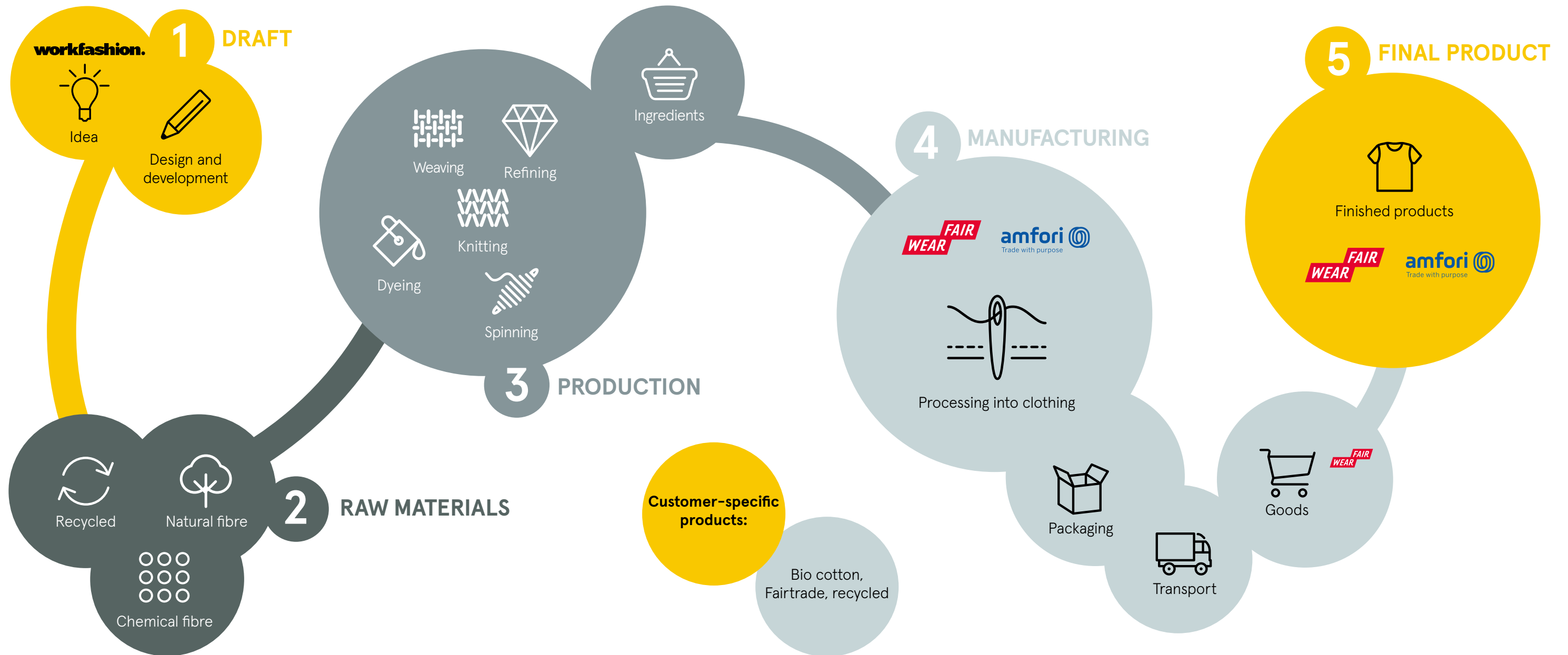
SUSTAINABLE ACTIONS THAT PROMOTE PARTNERSHIP

We are aware of our social responsibility to our customers, partners and employees. As a role model for sustainable work clothing, we fight for economic fairness and environmental protection.

→ **For us, sustainability is not a trend but a conviction.**

FROM IDEA TO FINISHED PRODUCT.

WE DEVELOP, PROCURE AND MANAGE YOUR CLOTHING AFFAIRS.



Textile industry-specific initiative. We meet our social responsibility together with Fair Wear. For further information, go to the Fair Wear chapter on page 11.



Multi-industry initiative promoting transparency within the supply chain as well as the way that Fair Wear performs its audits. Amfori BSCI is our partner in countries where Fair Wear does not operate (such as China). The focus here is also on social responsibility.



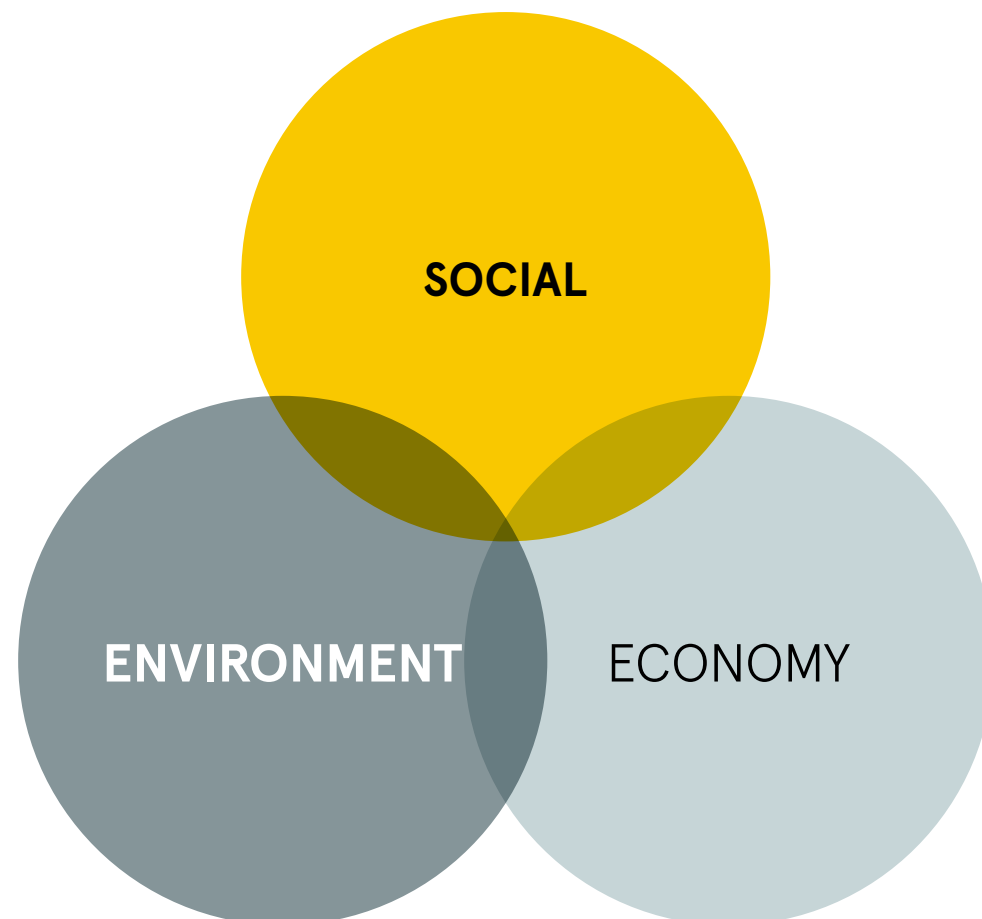
ISO 9001 (Quality Management) and ISO 14001 (Environmental Management)



STS 2030 is a multi-stakeholder programme with the aim to make a major contribution to achieving the sustainable development goals (SDGs) in the Swiss textile and clothing sector along the entire value added chain.

WE TAKE RESPONSIBILITY. OUR SUSTAINABLE ACTIONS.

At workfashion, sustainability means that we live up to our social responsibility and regard ourselves as a part of a bigger eco system. workfashion can only continue to thrive if both humans and the environment are well. We aim to continue serving Swiss companies and provide them with sustainable clothing. We can only achieve this by maintaining our high standards and committing to even better social and ecological conditions throughout the value added chain.



OUR PARTNERS FAIR WEAR

Fair Wear is a Dutch NGO committed to improving working conditions in the textile industry. The aim is to create a world where employees are assured safe, well-paid and dignified work at the production plants. The NGO, which is being implemented as a multi-stakeholder initiative, provides one of the most comprehensive approaches for improving social standards in the countries of manufacture.

Fair Wear places tough demands on its members and carries out an annual brand performance audit. This ensures that brands are continuously and regularly audited. Fair Wear also audits our production plants every three years. These activities create great transparency and provide a basis for comprehensive improvement optimisations.

Production plants wishing to cooperate with workfashion must comply with the eight labour standards, which are based on the International Labour Organisation (ILO) work standards. The manufacturers sign the Code of Labour Practices, which proves the following compliance criteria:

- | | | | |
|---|---|--|--|
| 1

Employment is freely chosen | 2

Freedom of association and right to collective bargaining | 3

There is no discrimination in employment | 4

No exploitation of child labour |
| 5

Payment of living wage | 6

Reasonable hours of work | 7

Safe and healthy working conditions | 8

Legally binding employment relationship |

Textile industry-specific initiative. We meet our social responsibility together with Fair Wear.



OUR PARTNERS

STS 2030

Sustainable Textiles Switzerland 2030 (STS2030) is a multi-stakeholder programme with the aim to make a major contribution to achieving the Sustainable Development Goals (SDGs) in the Swiss textile and clothing sector along the entire value added chain. We have committed to this programme and its goals in autumn 2022. The programme is a key pillar of our sustainability strategy.



GOAL 1

REDUCTION OF GREENHOUSE GAS EMISSIONS.

The greenhouse gas emissions of the Swiss textile and clothing sector will be reduced by 50% by 2030 and down to net zero by 2050.



GOAL 2

PROMOTION OF FAIR WAGES AND HUMANE WORKING CONDITIONS FOR ALL.

By 2030, all of the Swiss textile and clothing sector will implement its due diligence obligations along the entire supply chain with focus on working hours, forced labour, child labour and sexual harassment.



GOAL 3

PROMOTION OF INNOVATIVE BUSINESS MODELS TOWARD A CIRCULAR ECONOMY.

By 2030, at least 30% of sales of the Swiss textile and clothing sector will be generated from products that are designed according to the principles of the circular economy.



GOAL 4

TRANSPARENCY TO ENSURE THAT SUSTAINABLE PURCHASING DECISIONS CAN BE MADE.

By 2030, 90% of the Swiss textile and clothing sector will disclose social and ecological sustainability information and contribute to raising awareness amongst consumers and bulk buyers.

OUR STAKEHOLDERS

WHO IS INVOLVED.

We have listed our key stakeholders and their requirements from workfashion. The stakeholder groups have tough requirements which we continuously focus on when designing our work and vision.



RISK ANALYSIS AND RISK IDENTIFICATION

HOW WE ASSES RISKS.

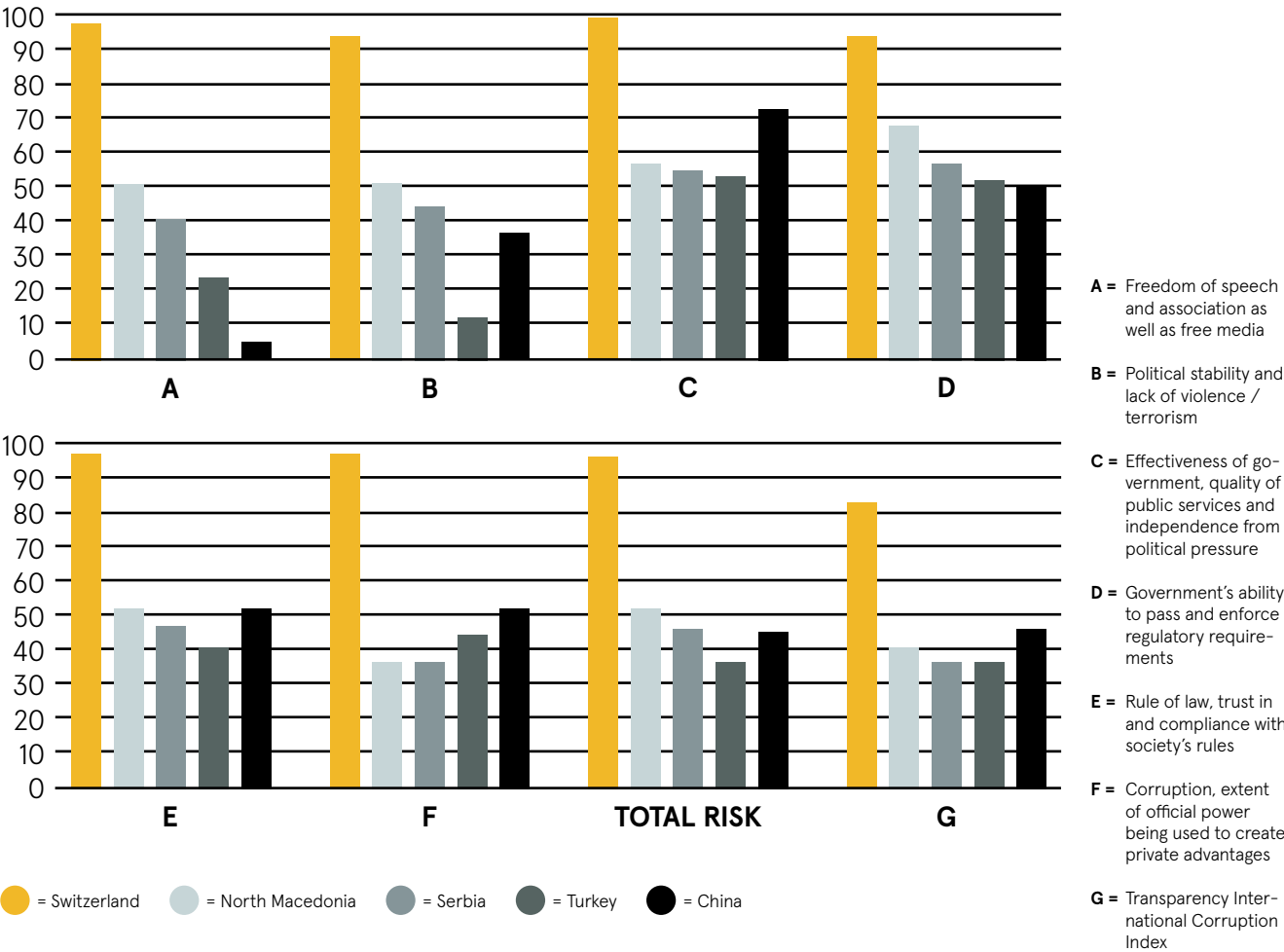
We are aware that our production is located in risk countries. We seek guidance in this respect from the classifications issued by amfori, which in turn collects the data from the world bank. The report came into effect on 1 January 2022.

SOCIAL RISK CLASSIFICATION OF PRODUCTION PLANTS

We are deeply committed to the wellbeing of the people who produce our clothing. One of the key aspects is to ensure that our products are produced without exploitation and misuse. Risk classifications help us to understand the situation in each country.

The classification is based on a point system from zero to 100. Countries with a total of less than 60 are categorised as Risk Country and countries with over 60 points as Low Risk Country.

We have found that the increasing relocation of productions to Eastern Europe shorten transport paths and also make sense in terms of risk minimisation. North Macedonia and Serbia fare better than Turkey and China. In North Macedonia, the government's ability to enforce regulatory requirements is regarded as positive. This gives hope that the labour laws passed will be controlled more strictly than in the other production countries.



RISK ASSESSMENT

The risk classification of the countries provides an important overview. The assessment of our various production plants is more relevant as they can vary greatly within one country regarding the different risk factors. The following risk assessment of the production plants is based on the audit findings of Fair Wear and amfori BSCI:

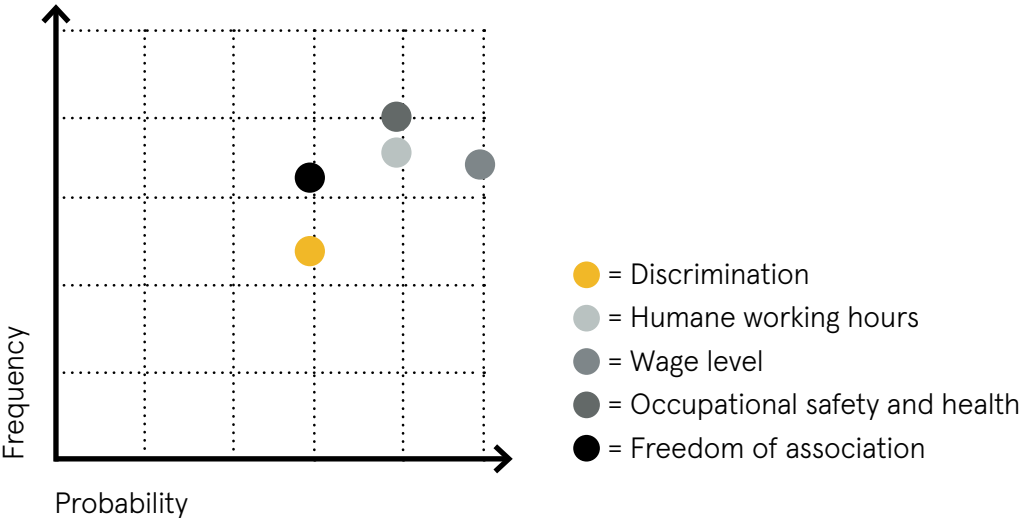
	PLANT 1 – NORTH MACEDONIA	PLANT 2 – NORTH MACEDONIA	PLANT 3 – NORTH MACEDONIA	PLANT 4 – NORTH MACEDONIA	PLANT 5 – NORTH MACEDONIA	PLANT 1 – SERBIA	PLANT 1 – TURKEY	PLANT 2 – TURKEY	PLANT 1 – CHINA	PLANT 2 – CHINA
Transparency with wf.	6	1	3	6	6	2	1	2	3	3
Functioning employee representation	4	3	3	4	3	4	2	4	4	4
Wage level	5	4	4	4	4	4	4	4	4	3
Humane working hours	6	4	4	4	3	5	4	3	1	1
Implementation of continuous improvement process	6	3	3	4	5	3	3	4	2	2
Complaints mechanism	4	3	4	5	3	4	2	4	3	4
Employment security	6	5	6	6	3	4	6	3	5	5
Occupational safety and health	5	3	5	5	3	3	1	3	3	2
Average	5.25	3.25	4	4.75	3.75	3.625	2.875	3.375	3.125	3

1 = Highest risk 6 = Lowest risk

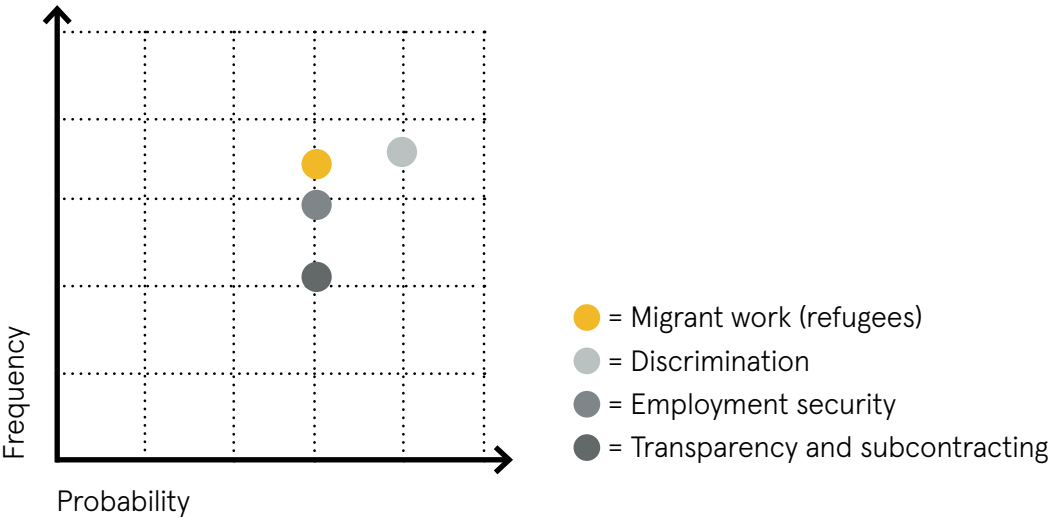
GENERAL RISK ANALYSIS OF THE TEXTILE INDUSTRY BY COUNTRY

The textile industry is one of the largest and most dynamic industries in the world. Like in all industries, a multitude of risks could affect companies. An effective risk analysis is crucial for identifying, assessing and managing these risks. A thorough risk analysis can help companies with developing effective strategies for minimising risks and continuing their operations as going concerns.

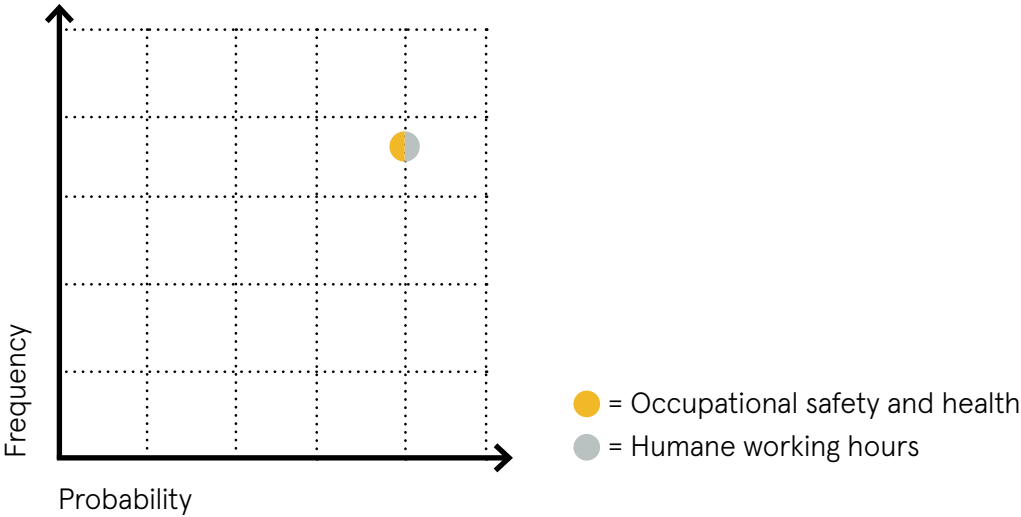
NORTH MACEDONIA



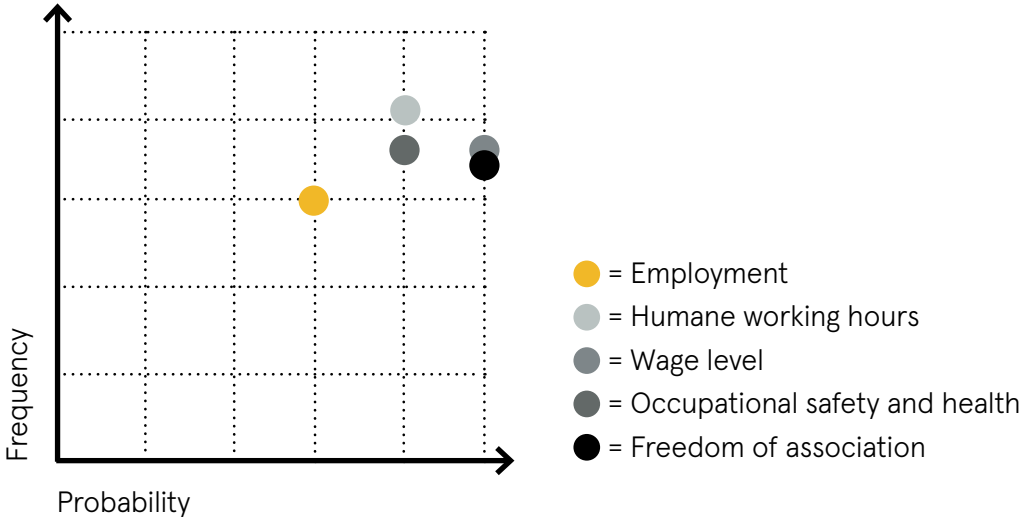
TURKEY



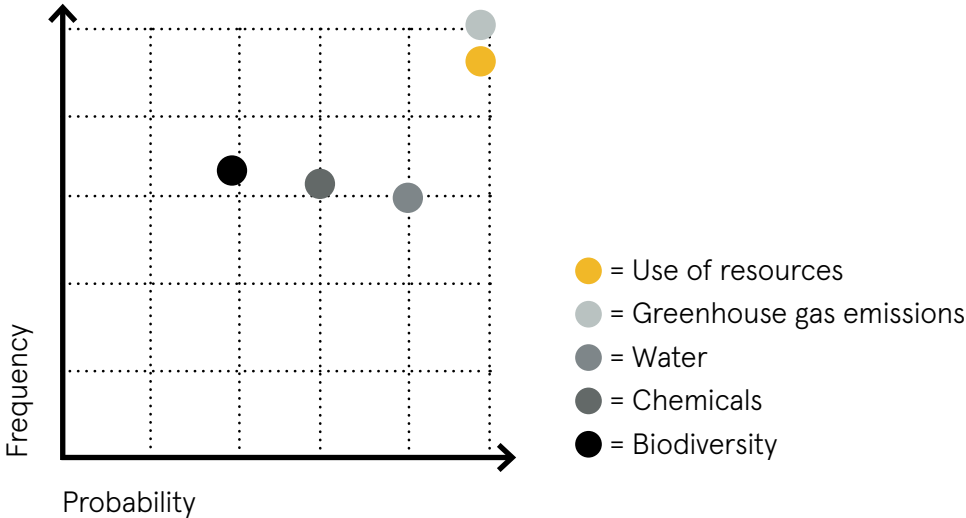
SERBIA



CHINA



ENVIRONMENT



CODE OF CONDUCT

OUR ETHICAL GUIDELINE.

We have described our work ethics requirements in our Code of Conduct. These standards are based on those of Fair Wear, which, in turn, are based on the standards of the International Labour Organization (ILO). We break the criteria down into environment, governance and social.

REGULATION

Suppliers and business partners must comply with the respective applicable environmental laws.

RESOURCE EFFICIENCY AND ENVIRONMENTAL IMPACT

Suppliers and business partners shall use materials as efficiently and environmentally friendly as possible. They shall further monitor any emissions created and endeavour to reduce them within the scope of their capabilities.

COMPLIANCE WITH THE LAW

Suppliers and business partners must comply with the respective applicable laws.

ETHICAL BUSINESS PRACTICES

We count on our business partners and suppliers handling their business practices in an ethical manner.

We do not tolerate corrupt transactions, bribery, discrimination or sexual harassment.

The suppliers and business partners ensure that the manufactured products are safe to use.

The suppliers and business partners further ensure that confidential information and/or data provided by us and their customers are handled diligently and with the utmost discretion.

WORKING HOURS

Working hours must comply with the applicable laws and industry standards.

NO DISCRIMINATION WITHIN EMPLOYMENT

The working relationship must be based on the principle of equal opportunities, regardless of race, skin colour, gender, religion, political affiliation, union membership, nationality, social origin or disability (ILO Conventions 100 and 111).

CHILD LABOUR

Child labour must not be exploited and used.

LIVING WAGE

The wages and benefits paid for a normal working week must, at a minimum, meet the minimum standards specified by law or commonly applied in the industry and always be sufficient to cover the basic needs of employees and their families and enable them to save a certain percentage at their own discretion (ILO Conventions 26 and 131).

Wage deductions for disciplinary measures are prohibited as are wage deductions not specified under national law.

LEGALLY BINDING EMPLOYMENT RELATIONSHIP

Employment relationships shall be done under the legal framework and have written contracts of which a copy shall be given to the employee.

OCCUPATIONAL SAFETY AND HEALTH

The working environment must be safe and hygienic and pest practices for occupational safety and health must be promoted. The industry-specific risks in the workplace must be addressed appropriately and safe and hygienic working environment ensured. Effective regulations must be implemented to prevent accidents and minimise health risks as much as possible (based on ILO convention 155).

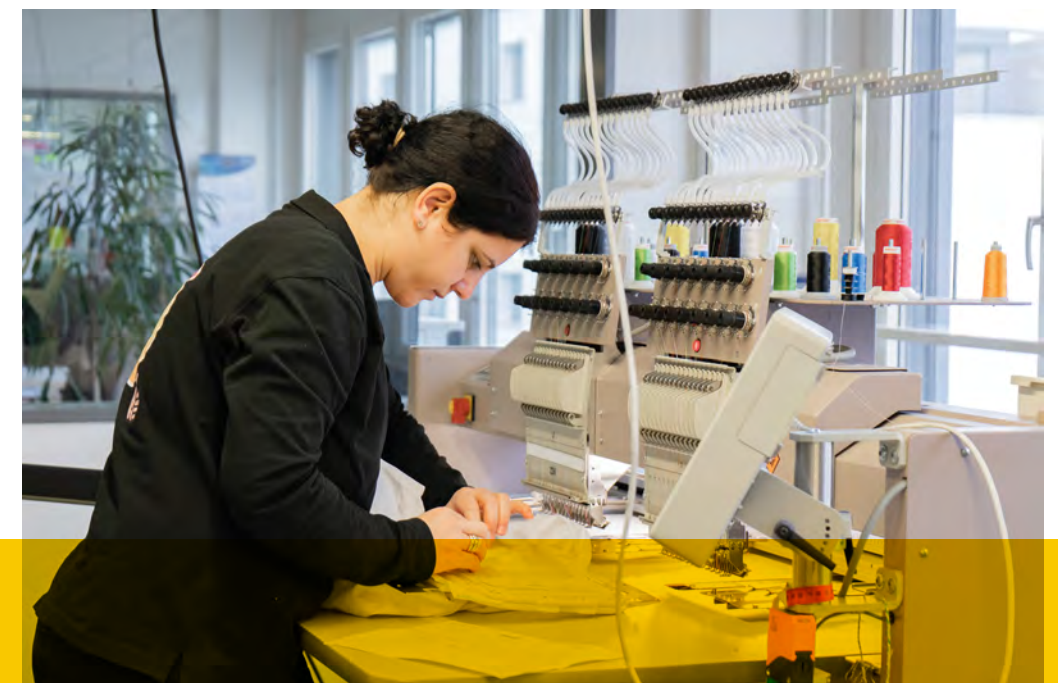
FREEDOM OF ASSOCIATION

The right of all employees to found and join unions and conduct collective wage negotiations must be recognised (ILO Conventions 87 and 98).

EMPLOYMENT IS FREELY CHOSEN

Forced labour, including debt servitude and prison labour must not be used (ILO Conventions 29 and 105).

● = Environment ● = Governance ● = Social





I made
your
clothes

workfashion.

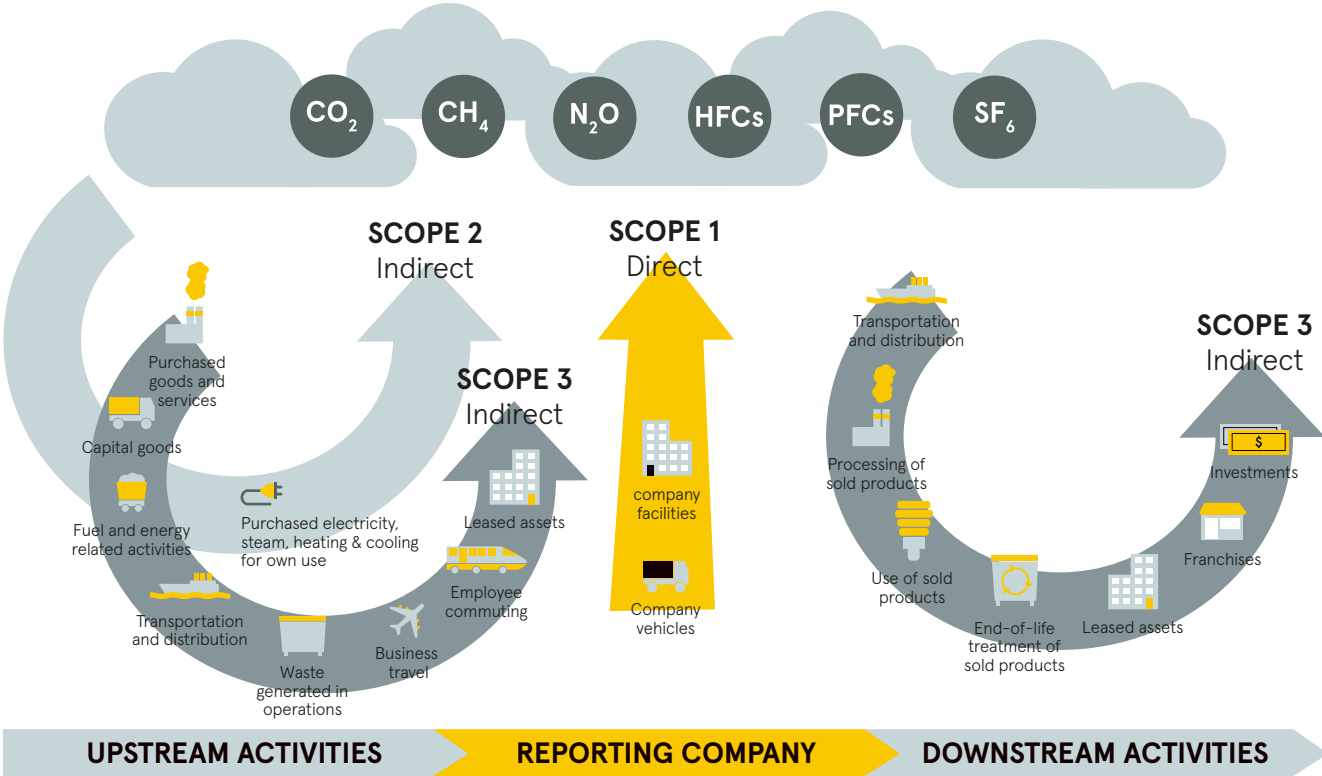
GOAL 1

CLIMATE

As a production company that operates in an industry that emits a large amount of CO₂, it inevitably must address the climate issue. Switzerland has committed to the net zero target by 2050. The achievement of this target heavily depends on the private sector. At workfashion, we have committed to reducing our CO₂-emissions.

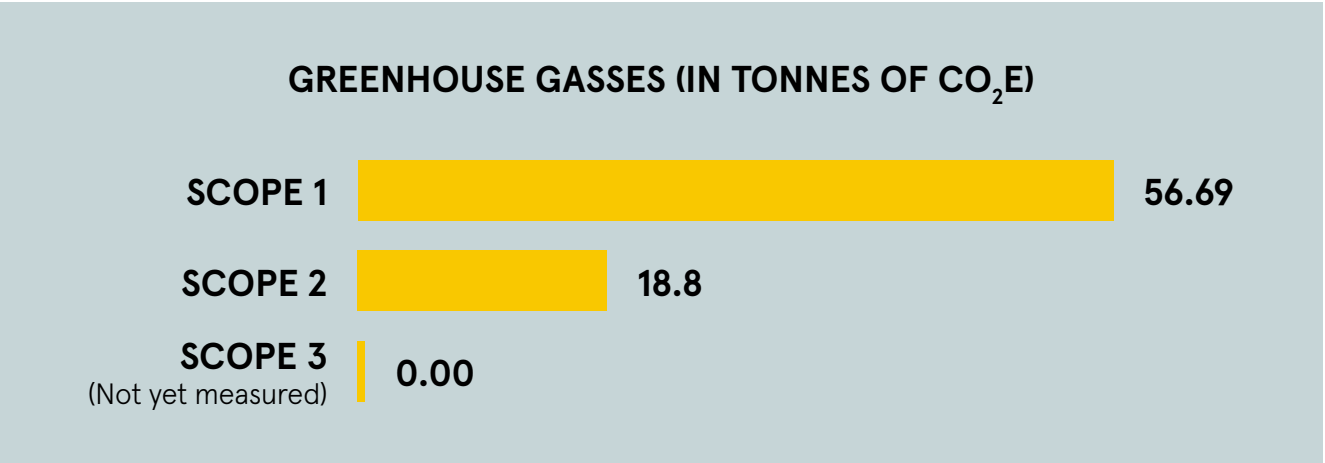
The classification of emissions into the so-called scopes of the Greenhouse Gas Protocol has become the international standard. Scope 1 collates all direct and Scope 2 and 3 all indirect emissions of a company. Scope 3 is the most

extensive module which aims to collate all emissions along the entire supply chain. At workfashion, we have taken the first step and measured the emission CO₂ equivalent (CO₂E) for Scopes 1 and 2.



GOOD TO KNOW:

The term *emissions* includes greenhouse gasses, which are translated into CO₂ E equivalents. These are the greenhouse gasses with the most serious effect on the climate: carbon dioxide (CO₂), methane (CH₄), dinitrogen monoxide (N₂O), hydrofluorocarbons (CF₄ and C₂H₂F₄) and sulphur hexafluoride (SF₆).



SOURCES:

Swiss Confederation (online)
United States Environmental Protection Agency (online)



GOAL
REDUCTION OF GREENHOUSE GAS EMISSIONS.

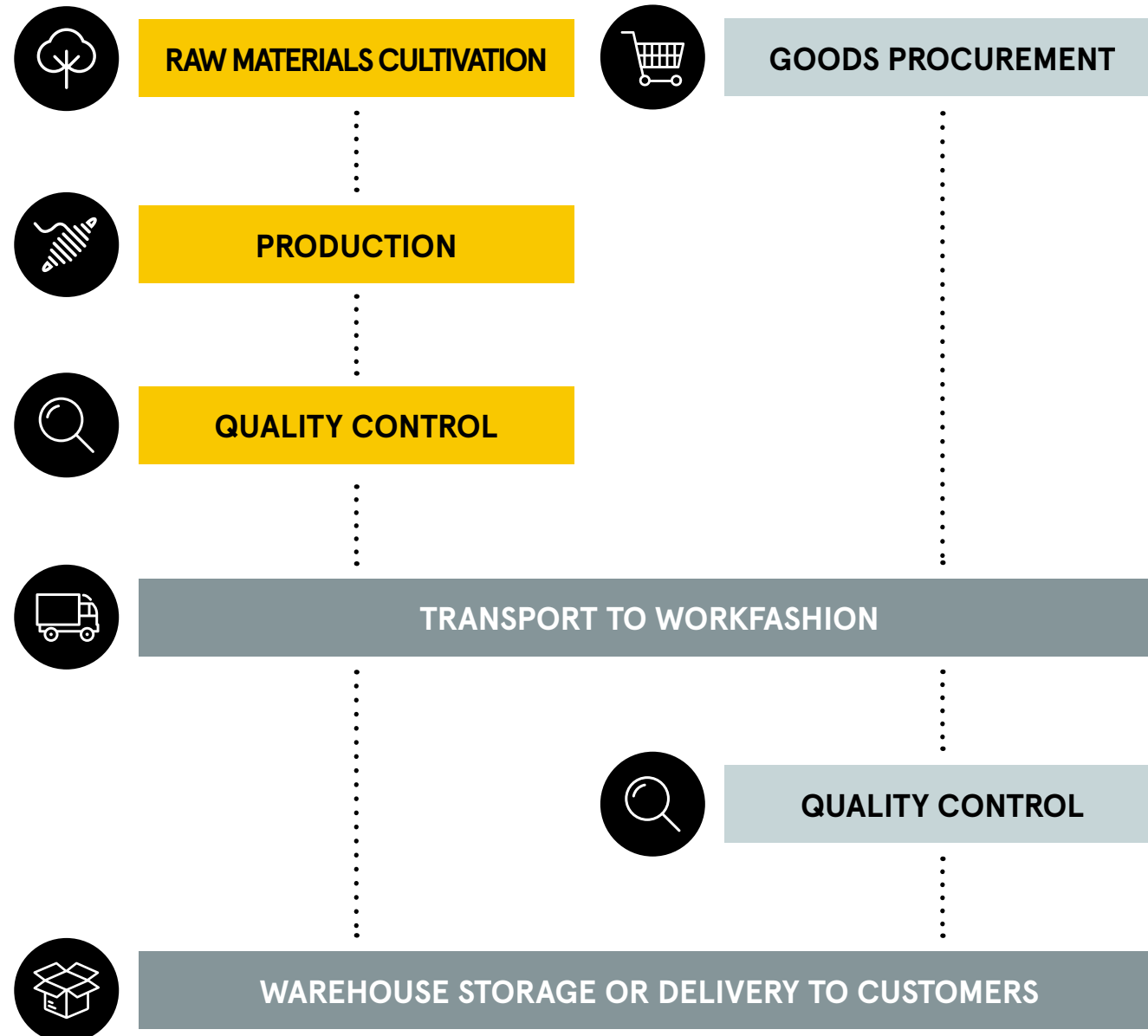
2023
FOCUS
TRACKING OF ALL CO₂ EMISSIONS ALONG OUR VALUE CHAIN.



GOAL 2

FAIR WORKING CONDITIONS

OUR PROCUREMENT PROCESS



8 DECENT WORK AND
ECONOMIC GROWTH



GOAL

PROMOTION OF FAIR WAGES AND HUMANE WORKING CONDITIONS FOR ALL.

2023

FOCUS

QUALITATIVE IMPROVEMENT OF LIVING WAGES & WORKING CONDITIONS.

CONDITIONS FOR OUR SUPPLIERS AND PRODUCTION PLANTS



workfashion relies in suppliers which produce and are domiciled in Europe. This increases transparency and makes it possible to transport goods in trucks instead of planes. There can be exceptions when we have to divert to Asian suppliers. We choose sea freight whenever possible in this case. We only choose air freight for time-sensitive projects and try to avoid it as much as possible.

By sourcing in Europe, we ensure that the legal bases for chemicals management (REACH) are met. In addition to the legal basis for chemicals, we demand for all of our suppliers to be certified in accordance with Oeko-tex 100 as a minimum standard. We request to see proof of this at regular intervals.



We set high expectations for our production partners and those that wish to become one of our partners. Our factories have all signed the Fair Wear Code of Labour Practice. We maintain trusting relationships and regularly visit the plants.

DUE DILIGENCE OBLIGATIONS

The textile industry employs millions of people around the world. The industry has long since attracted attention with its negative conditions, from working conditions to the environment. It is therefore even more important for us to fulfil our due diligence obligations along our own supply chain.

There are various guides to help with implementing our own due diligence. As a long-standing member of Fear Wear, we live up to our responsibility. Last year, Fear Wear started basing its actions on the Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector by the Organisation for Economic Co-operation and Development (OECD). The approach is risk-based and aims to help companies with implementing their due diligence obligations in their own supply chains. Due diligence obligation means agile and proactive actions.

- 1 Child labour
- 2 Sexual harassment and sexualised and gender-based violence in the workplace
- 3 Forced labour
- 4 Working hours
- 5 Occupational safety and health
- 6 Occupational safety and health unions and collective wage negotiations
- 7 Wage level
- 8 Hazardous chemicals
- 9 Water
- 10 Greenhouse gas emissions
- 11 Bribery and corruption

We explain in detail how we implement our due diligence obligations on the following pages.

AUDITS AND TRAINING EVENTS

Regular audits and training events for the production plants are a crucial part of our due diligence obligations.

NUMBER OF AUDITS PERFORMED	2 (North Macedonia)
NUMBER OF TRAINING EVENTS CONDUCTED	1 (Turkey, rights of Syrian refugees)
KEY AUDIT FINDINGS	<ul style="list-style-type: none">No serious findings in either auditOccupational safety and healthTraceable records of working hours are necessary to prevent too much overtimeMinimum wages are paid. However, there is a long way to go to reach living wages
TRAINING CONTENTS	<ul style="list-style-type: none">Fair Wear basicsCode of Labour Practices of Fair WearRights of humans under temporary protectionWork permits and rights for humans under temporary protectionLiving and working conditions of Syrian refugees



GOOD TO KNOW:

Minimum wages are prescribed by law and are not based on individual requirements. Living wages take into consideration geographical conditions and aim to cover basic needs such as clothing, mobility, savings and healthcare costs.

OUR PRODUCTION LOCATIONS

SWITZERLAND



PLANT 1 PLANT 2 PLANT 3

NUMBER OF UNITS	702	19	0
PRODUCTION VOLUMES*1	1.06%	0.31%	0%
COOPERATION PARTNER SINCE	—	2000	2011
PLANT VISITS*2	—	—	—
AUDITS	—	—	—
WEPS	—	—	—

TURKEY



PLANT 1 PLANT 2

NUMBER OF UNITS	3'155	20'433
PRODUCTION VOLUMES*1	1.52%	7.28%
COOPERATION PARTNER SINCE	2015	2011
PLANT VISITS*2	—	—
AUDITS	FW	FW
WEPS	—	2021

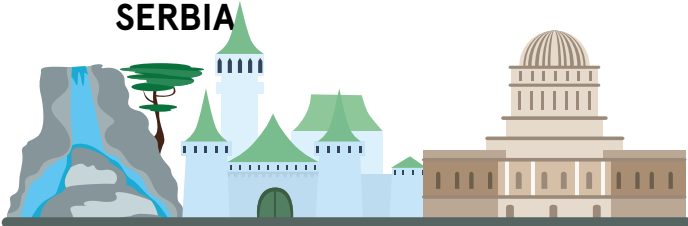
CHINA



PLANT 1 PLANT 2 PLANT 3 PLANT 4

NUMBER OF UNITS	131	131	500	1'000
PRODUCTION VOLUMES*1	0.09%	0.04%	0.05%	0.05%
COOPERATION PARTNER SINCE	2016	2016	2021	2015
PLANT VISITS*2	—	—	—	—
AUDITS	amfori	amfori	—	amfori
WEPS	—	—	—	—

SERBIA



PLANT 1

NUMBER OF UNITS	6'623
PRODUCTION VOLUMES*1	5.84%
COOPERATION PARTNER SINCE	2019
PLANT VISITS*2	—
AUDITS	amfori
WEPS	—

NORTH MACEDONIA



PLANT 1 PLANT 2 PLANT 3 PLANT 4

NUMBER OF UNITS	14'369	26'090	97'238	60'805
PRODUCTION VOLUMES*1	8.35%	21.06%	49.8%	4.56%
COOPERATION PARTNER SINCE	2019	2007	2008	2014
PLANT VISITS*2	A, C, D	A, C	A, B, C	A
AUDITS	FW	FW	FW	FW
WEPS	tbd	2023	2023	2021

1 = Material and labour costs

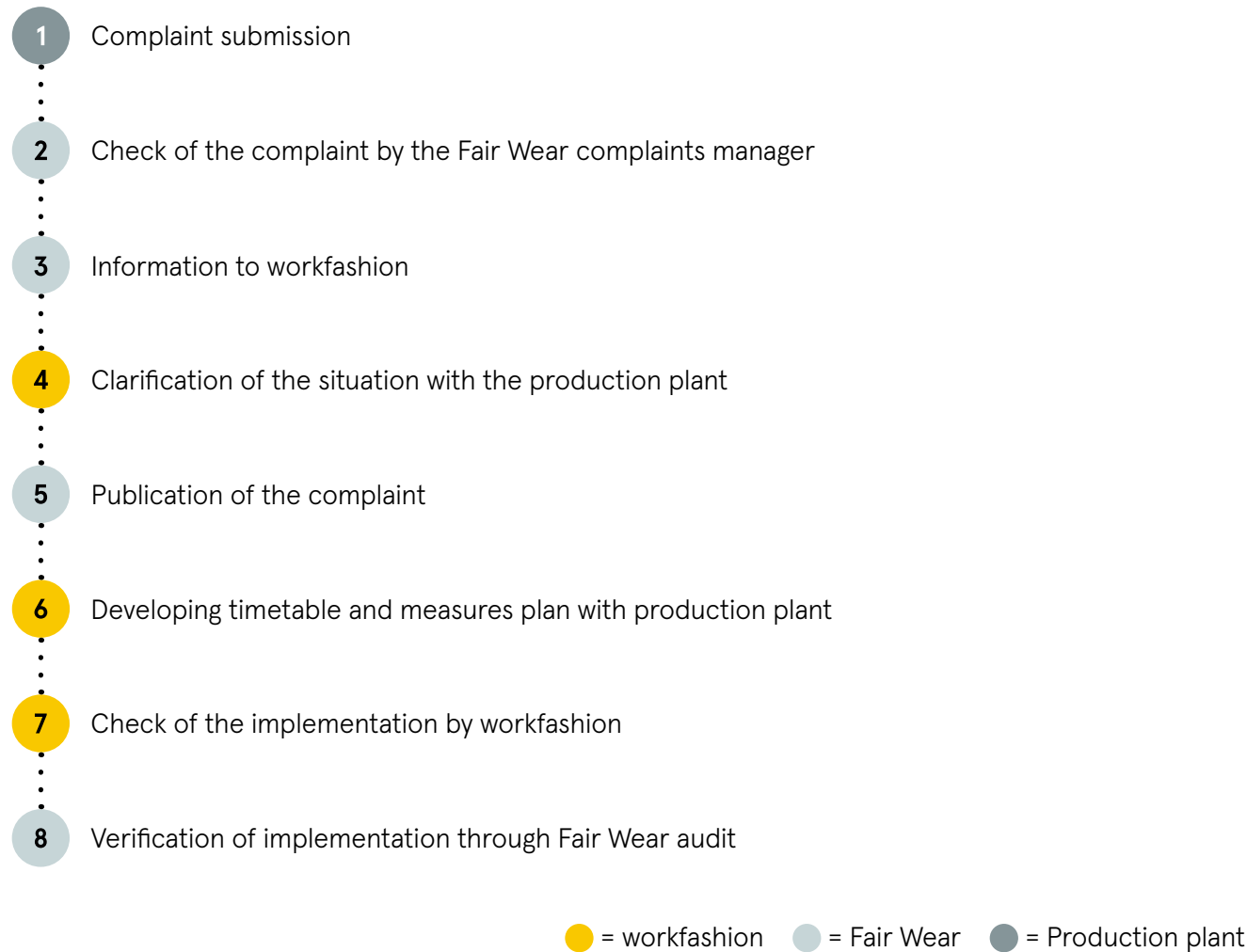
2 = Plants visited by: A = Management B = Sustainability Manager
 C = Technial Project Management D = Factory Support Team

FW = Fair Wear

COMPLAINTS

workfashion has introduced the Fair Wear complaint system at its production partners. Employee training events and posts that are clearly visible for all employees alert employees at the production plants to the complaint mechanism. This gives them the opportunity to complain anonymously about deficiencies to an independent instance. The aim is always for employees to have the option of first contacting their managers and resolving the situation with persons in charge. Should this fail, employees can turn to Fair Wear.

Complaints can also be raised through media reports, observations made by trade unions or investigations by non-governmental organisations. workfashion is informed once Fair Wear has investigated the complaint. If the reported deficiency turns out to be true, the complaint is published on the Fair Wear website. We then develop a mutual solution for all parties involved together with the production partner.



No complaints were received in 2022. We are pleased that the system is working well. The Fair Wear complaint system should be a last resort. We encourage employees to always first speak to the factory managers or their own managers. At the same time, we are aware that the lack of complaints could also be a negative aspect. It can often

happen that factory employees are unaware that there is a complaint process or they are concerned about reporting problems. We therefore communicate regularly with the production plants and also visit them once a year. We aim to prevent deficiencies from only appearing during an audit and therefore take a pro-active approach.



SINCE WORKING HERE, I’VE REALISED WHAT IT’S LIKE TO WORK IN A PROFESSIONAL EUROPEAN COMPANY. MY WORK NEVER GOES UNNOTICED AND MY EFFORTS ARE VALUED. THE WORKING CONDITIONS ARE BRILLIANT AND THE BENEFITS I RECEIVE HERE ARE FIRST CLASS (FOOD, TRANSPORT, HYGIENE, ETC.).



VESNA MILOSEVSKA – SEWING ROOM MANAGER

HOW WE ASSUME SOCIAL RESPONSIBILITY

workfashion uses a comprehensive monitoring system that aims to establish socially acceptable work processes amongst the suppliers and partners. The best monitoring system only works if the results are picked up on and used for continuous improvement. The process is structured according to the tried-and-tested *Plan – Do – Check – Act* quality improvement model:

PLAN

Code of Labour Practices and Fair Wear questionnaire

All production plants must complete the Fair Wear questionnaire and sign the Code of Labour Practices. This written agreement forms an important basis and is a requirement for our cooperation.

Work plan

workfashion prepares an annual work plan which defines the joint activities such as audits and training events with the production partners in the following year.

Corrective action plan

Corrective actions that arise from Fair Wear audits are discussed with the production partners and binding implementation periods specified.



DO

Workplace Education Programmes (WEPS)

Fair Wear training events are held at the production plants to raise awareness and improve working conditions. They aim to increase the understanding between the company's management and employees.

On-site quality officers

workfashion has its own permanent on-site teams at the production plants which continuously monitor product quality as well as the aspects of sustainability and report the findings back to us.

Complaints mechanism

Our production partners' employees can complain to their local Fair Wear complaints officer about their working conditions via an independent and free of charge hotline.



CHECK

Visits by workfashion employees

The production plants are regularly visited to discuss concerns and define and implement measures and check their effectiveness. These visits focus on a continuous improvement process.

Production plant audits

All production plants are audited periodically by independent external organisations and we receive a comprehensive audit report that includes the findings that remain unresolved or need improvement.

Brand Performance Check (Fair Wear)

workfashion is assessed on the basis of various criteria during the annual Brand Performance Check. It focuses, in particular, on criteria which lead to the improvement of working conditions at the production plants. workfashion is classified according to the number of points achieved and the results are published transparently on the Fair Wear website.

Complaints audits

Fair Wear checks if a complaint is justified and publishes it on its official website.



ACT

Audit evaluations

Following a detailed analysis of the audit results, joint development measures are defined together with the production partners.

Follow-up Brand Performance Check

If processes are found to be deficient during the Brand Performance Check, their adjustment is discussed and initiated with the required instances.

Closing a complaint

Solutions are sought and measures defined for rectifying the deficiencies in the long term, together with the production plant.

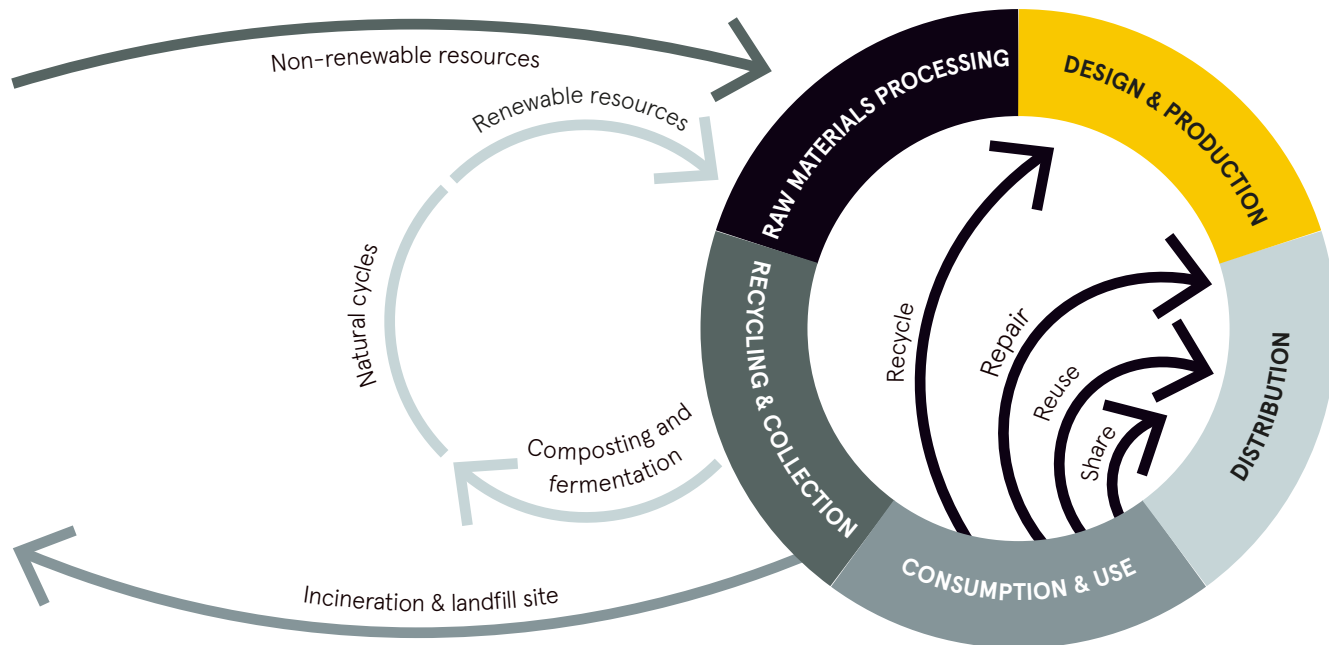
GOAL 3

CIRCULAR ECONOMY

WHAT IS CIRCULAR ECONOMY?

Circular economy is a hot topic and is also gaining momentum in the textile industry, in particular. But what is this concept? The aim is to save resources and materials and to use fewer primary materials to reduce waste volumes, etc. Many resources are finite and their procurement, production and extraction also create serious CO₂ emissions and thus speed up the greenhouse effect.

Circular economy considers two cycles – technological and biological. Products are either designed so that they can be recycled, repaired, recycled or shared, or the aim is a biological cycle with renewable or biodegradable resources.



SOURCES:

Zukunftsinstitut (online)

Federal Office for the Environment (online)



GOAL

PROMOTION OF INNOVATIVE BUSINESS MODELS TOWARD A CIRCULAR ECONOMY.

2023

FOCUS

FINDING INNOVATIVE WAYS TO BRING BLENDED FABRICS INTO A CIRCULAR SYSTEM.



PROJECT TEXCIRCLE

The textile industry and its environmental impact is becoming an ever hotter topic. Serious emissions within the supply chain, water pollution and general non-transparency as well as the increasing volume of used textiles pose problems. The majority of the latter still end up in incinerators or landfill sites on the south side of the globe. In order to reduce CO₂ emissions and protect our natural resources, even more innovations are required in the coming years to recycle pre-used materials.

In the past two years, workfashion participated in the circular economy research project *TexCircle*. The project was managed by the University of Lucerne and Texaid with support from the Federal Administration. Pre-worn denims were repurposed into new jumpers, old T-shirts into new socks and second-hand cushion and duvet fillings into our insulated workfashion vest.

All clothing, from fashion to work garments, still all too often end up in the regular waste and are not recycled. This topic has received a lot of interest in recent years and the rectification of this problem will take a lot of time and is complex. It requires innovation, perseverance and creativity. Projects such as TexCircle are being launched for this purpose. The aim of the project was to develop solutions for successfully implementing post consumer waste (PCW) in a circular model. All ecological, economic and technical criteria are examined. The vision of the project was also to elaborate how PCW can be successfully used so that it adds value.

GAINED KNOWLEDGE AND CHALLENGES:

- ✓ Extracting and processing the polyester filling (fleece filling)
- ✓ Difficult manual extraction of the duvet and cushion fillings (no automated processes available)
- ✓ The fleece can be recycled but can only be partly reused (quality loss)
- ✓ Price and quality standards were met
- ✓ Circular economy starts with the design

GOAL 4

TRANSPARENCY



GOAL

TRANSPARENCY TO ENSURE THAT SUSTAINABLE PURCHASING DECISIONS CAN BE MADE.

2023

FOKUS

KNOWLEDGE TRANSFER AND TRAINING TO MAKE SUSTAINABLE ACTIONS A NATURAL PART OF LIFE.

SUSTAINABLE WASHING

Sustainability does not end with the purchase of a garment but continues until the garment reaches the end of its lifecycle. The durability of clothes is a major contributor in environmental protection. Effective washing extends the lifecycle and saves the environment.



BEFORE WASHING



Air clothes instead of washing them straight away.



Turn clothes inside out to protect them.



DETERGENTS



Sustainable powder detergent is more efficient and contains fewer chemicals.



Avoid softeners as they reduce the effectiveness of the washing cycle.



Detergents for standard and delicate fabrics are sufficient.



WASHING MACHINE



Lightly soiled clothes clean at 30 °C. Hygiene clothing cleans at 40 °C.



Select eco mode.



Choose a low spinning speed.



Use a wash bag for less microplastic in the waste water.



Avoid tumble dryers and let textiles dry indoors/outdoors.

SOURCES:

Nachhaltigleben (online)
Ökotest (online)
Bellevue NZZ (online)

WUNSCHAMBULANZ

MAY ALL YOUR DREAMS COME TRUE.

Christmas 2022, workfashion supported the Dream Ambulance with a Christmas card campaign. The idea is to make the dreams of people who are nearing the end of their life come true.



The Wunschambulanz (Dream Ambulance) is an organisation in Zurich with around 140 active professionals who volunteer to fulfil the dreams of people who have only little time left to live. The organisation was inspired by a similar organisation in the Netherlands. Since being founded in 2017, the Dream Ambulance has fulfilled over 400 dreams already. Dreams that appear small, such as attending a son's wedding or swimming in Lake Zurich create great challenges for these people. This is where the Dream Ambulance comes in by providing a vehicle and transport options. Depending on the terrain on which these dreams are to

be fulfilled, the individual stretchers may require offroad tyres or waterproof equipment, for example. To ensure that the dreams do not end at the Swiss border, the Dream Ambulance cooperates with similar foreign organisations, meaning that even dreams that lead abroad can be fulfilled.

We met the Dream Ambulance team at a health-care fair in Zurich and instantly fell in love with the idea. After the first meeting and talk at their booth, the Dream Ambulance representatives were also convinced of a cooperation. The organisation from Zurich had long wanted to get new clothes. Together with us, the professionals for work clot-

hing solutions, we make a perfect team: instead of donating money, we will provide new clothes for the entire Dream Ambulance team.

Some weeks later, we welcomed the Dream Ambulance team at our premises in Hagendorn. Introductions were followed by a tour through all workfashion departments and premises. We then clarified each other's requirements and the targets of our cooperation and developed the first specific ideas.

We will provide new polo shirts, fleece and rain jackets for the entire Dream Ambulance team.

Annette Bremer, our designer, created a concept based on the corporate identity of the Dream Ambulance. Our team of textile experts will print and embroider the selected garments with the design that was developed.

By developing and procuring the new clothes for the Dream Ambulance, we help the volunteers feel comfortable in their clothes when working with severely ill people and make sure that they are equipped for all types of weather.

Do you want to fulfil dreams, too?
wunschambulanz.org/spenden



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