



Our Promise

Because what we do matters

For more than 20 years,
At JBC we have been trying,
To make the right choices,
Respecting our **planet**
And the **people** who live on it,

We are not perfect,
But we are doing our best to do better,
In an honest and conscious way,
Together with our partners, employees and customers,
And with all of our heart,
Step by step.

That's the #JBCfamily.
Will you join us?

Ann and Bart Claes

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The story of JBC ...



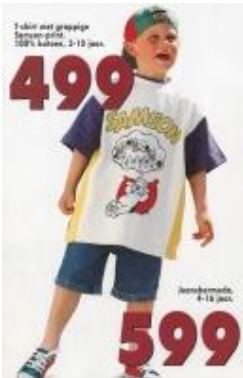
1975.

Flemish cyclist Jean-Baptist Claes started the JBC business in Schulte (Limburg, Belgium).

At first, JBC was a store where you could buy all sorts of things, from teacups and coffee kettles to jeans.

1985.

Ten years later his daughter and son, Ann and Bart Claes, joined the company.



Nineties.

JBC started to focus more on fashion. It bought collections directly from agents. Not yet its own designs.

The business continued growing and opened more stores in Belgium, Luxembourg and Germany.

End 1990's.

JBC started designing its own collections. Even today, JBC's designs are still created in Houthalen, Belgium.

Designing our own clothes also meant finding the right partners to produce them.

Ann Claes, Chief Buying Office and owner, looks back on her efforts to find for suitable suppliers:

"I went to the Far East for the first time to find appropriate manufacturers for our own designs.

***Respect** was a basic value for me and the family. This value even featured in our family charter. As an entrepreneur, I want to be able to look at myself in the mirror and be proud of what I am doing.*

Respect for people was an important element in our production mission. But the problem was that, twenty years ago, corporate responsibility and sustainability were "unknown", a "hippie thing".

The suppliers I spoke to about responsible production had no clue what I was talking about... At most, there was a sign with "no child labour" posted at the gates. So there I was, in the Far East, with my story about respect and the importance of good working conditions...

The suppliers I spoke to valued respect, but this was not always reflected in their usual way of doing or discussing business. I knew that it would take more than simply explaining our vision and copying the way we worked.

Therefore it was important to me to create support for our way of doing business. Because back in Belgium, I needed to be able to trust our suppliers to comply with our JBC values.

How did we finally find each other? We created a win-win situation, by launching a long-term partnership. In exchange for the efforts to make improvements in their factories, we promised a long-term collaboration. Even today, this long-term business security is an important element in our CSR strategy."

Today.

Our JBC family consists of 52 employees in our Warehouse and 160 employees in our HQ.

JBC has 113 JBC stores in Belgium and Luxemburg, and our clothes are available on our webshops in Belgium, Luxemburg, the Netherlands and Germany.

We are a family-orientated, local company that makes continuous efforts to be more sustainable.

Family: We offer clothes, shoes and accessories for the whole family, from babies to men and women.

Local: exclusive license collections for Studio 100 and VRT, designer collections with Belgian celebrities, local market in store which gives our customers the chance to discover local brands.

Sustainability: Proud member of Fair Wear Foundation and signatory at the international accord for health and safety in the textile and garment industry in Bangladesh, but there is so much more to this topic so please read on to find out more...





Go Forward ...

Running a business in a sustainable way is not always simple, but it's necessary. At JBC, sustainability is a (r)evolution throughout our entire supply chain, a way to go forward.

It's our mission to bring affordable yet more sustainable fashion for everyone. Sustainability is a broad and ever-evolving topic, and we don't have all the answers yet. Finding the balance between being an enterprise on the one hand, and caring for the planet we live on and the people who live on it, on the other.

to the world we all want to live in...

The world today

We live in an era of global instability (environmental, political, economic), and meanwhile the world's population is growing along with inequality... Although fashion isn't solely responsible for all the problems in the world, it has a pretty critical and challenging role to play in safeguarding the future for generations to come.

The future

Our vision targets a fashion industry where respect for human rights and sustainability is not the focus of just a few companies, but the normal outcome of business well run. Social and environmental injustices should be reasons to do things differently because we can change the outcome. They're not an unfortunate outcome.

While some of us try to make a difference to one or more of the many complex issues in sustainability, as an industry we are far from where we should be. We hope to forge even closer partnerships with other stakeholders and the government, to unite sustainability and economics once and for all. That is business as it should be and we are ready to play an active role. Together we can invest in the future, step by step...

Future generations are making their voices heard. It is up to us to listen!

Our response to the Covid-19 pandemic

2020-2021 turned out to be challenging years due to the Covid-19 pandemic. The pandemic has a devastating impact on communities and economies across the world. We've not only experienced the damaging economic consequences of being forced to close stores during lockdowns, to work from home,... but have also faced unprecedented challenges in our supply chain.

People working in the fashion supply chain, especially the ones in our production countries, have been particularly hard hit. The fashion industry has faced factory closures, a reduction in orders, non-payment of wages,...

Our response to Covid-19?

We faced challenges like teleworking, closed stores, keeping employees and customers safe yet connected,... but perhaps the greatest challenges of all were faced in our production locations. After already witnessing how disproportionately the climate crisis affects people in developing countries, the same seems to be happening with the Covid-19 pandemic. The pandemic has further heightened existing economic and social risks for our suppliers and their workers.

Since the outbreak of the Covid-19 virus, we have monitored its impact and its potential short, medium and long-term effects. Our first concern: always guaranteeing the health and well-being of our employees, customers and all the people who, directly or indirectly, are connected with our company's business.

Guaranteeing the continuity of our production operations was very important because, since the beginning, we have always believed in long-term partnerships. We were not going to let them down in these challenging times. During the pandemic, these partnerships turned out to be very valuable for both JBC and our suppliers.

After it was clear that a worldwide lockdown would impact our supply chain, we kept in close contact with our suppliers.

Together we were able to find solutions for the challenges we both faced, without abandoning our partners. We did not cancel orders, leadtimes were adjusted allowing for delays, production planning were reviewed monthly to adjust capacities to the capabilities of the factories and we postponed payments if requested.

Teamwork and partnership with our colleagues and associates have been the key to getting through the pandemic and will be equally important to our recovery and future growth.

We'll use the lessons learned to continue working towards a more sustainable fashion industry. Step by step. Even if it's difficult to know how severe the longer-term economic consequences of the pandemic will be, our industry has an opportunity to do things differently, to become more resilient and sustainable.

Although sustainability has been continuously present in our company during the pandemic, we did accomplish less than we intended. Some work has been postponed, but not cancelled. In 2021 we resumed our ambitious goals to Go Forward: Go Green, Go Together, Go Clean and Go Further are still the cornerstones of our CSR strategy.

Let's Go Forward... to a future world we all want to live in!



GO GREEN

JBC is committed to selling responsible products. This means that they are made with respect for our customers, our production workers and our planet. There are different aspects involved. One part of this commitment is to make more sustainable products. To Go Green!

Spotlight on 2020-2021

- Introduction Go Green strategy
- Textile materials categorized according to sustainable footprint
- Design and implementation of the #GoGreen hangtag for all items comprising more than 50% green materials
- Removing a garment from the stores and upcycling it in a sustainable way, because of negative comments.

JBC collections

JBC produces 2 main collections per year: Spring/Summer and Autumn/Winter. Which are further divided on a monthly base and into short and long-term delivery collections.

In Houthalen (BE), our category managers decide on the budget and our designers determine the look of the collections. Their decisions depend on sales figures, trend forecasts and our sustainability efforts.

Because we plan our collections on a monthly basis we can also plan our production per month. This monthly planning helps in distributing the workload more efficiently and makes it easier to control the production capacity.

The largest portion of our collection is produced with partners in China. Bangladesh is our second largest production country. Each country is specialised in different types of products or a different kind of materials.

Since we tend to work more on a short-term procurement basis, Turkey is growing as a production country for us. A larger share of short-term collections in Turkey helps us to improve our purchase planning and reduce overstock.

Resources are required for all items that we design and produce. *Take your typical cotton T-shirt. The cotton is grown on a farm and spun into yarn, which is then woven into a textile, dyed and chemically treated, then cut and sewn into a garment for sale in stores.*

All of which has an impact on materials, water, chemicals, energy,... Step by step we want to reduce the impact we have. This is why we have set up a **strategy to Go Green** for our collections. Our focus lies on four major topics. The topics where we believe we can have the most impact:

1. Better materials
2. Better use of water
3. Better use of chemicals
4. More recycled fibres

1. Better materials



At JBC we aim to make more use of better materials in our collections. By doing so we wish to have a positive impact on our supply chain. At the end of 2019 we decided to gradually increase the share of sustainable materials in our collections.

What does JBC class as a sustainable fibre?

Unfortunately, there is no such thing as the perfect environmentally-friendly fibre. Opinions are very diverse when it comes to fibre ranking . Many different factors need to be taken into account to determine the impact of a fibre on people and the planet. On top of that, the way a fibre is processed,... will also impact its sustainability.

Therefore, as a first step, we’ve chosen to rank fibres according to the impact of their cultivation. It’s not a life-cycle assessment, but a first guide for our designers and buyers to work on a more sustainable collection.

So after plenty of reading, studying,... we have created our own score chart concerning the sustainability of fibres. For this we also used sources from Made-By, Modint, Higg Index,... We will follow up on new developments and insights. This might trigger us to change our chart.

Which topics did we consider?

- Source - origin: renewable or not,...;
- Water - eutrophication: water use, waste water, pollution;
- Land use;
- Soil exhaustion;
- Impact on the ecosystem;
- Genetic modification;
- Energy use for processing;
- Impact on climate change;
- Necessity to use harmful chemicals;
- Social issues.

GOGREEN Hangtag - 50% van Class A, B of C					
Class A All Stars	Class B Still amazing	Class C Better than most	Class D Could be better	Class E Better not to use	Class F Can't be used
Organic Jute (GOTS)	Organic Cotton (GOTS certification)	Conventional flax (Linen)	Poly-Acrylic	Conventional Cotton	Real Fur
Organic Hemp (GOTS)	Lenzing Viscose (Lenzing certificate)	Conventional Hemp	Viscose	Conventional Leather	Angora
Recycled Cotton	Birfa Cellulose	Recycled Nylon (GRS certificate)	Bamboo viscose	Conventional Wool	Live plucked Down
Recycled Wool (GRS certified)	Bamboo Lyocell	Recycled Polyester (GRS certificate)	In conversion (Bio)Cotton	Spandex/Elasthan	Conventional Silk
Recycled animal fibres (GRS certificate)	Modal	Organic Cotton (OCS certificate)	Cupro	Conventional Polyamide (nylon)	
Tencel Lyocell (Lenzing certificate)	Lyocell	Cruelty free silk	Fair trade cotton	Conventional Acrylic	
Refibra Tencel (Lenzing certificate)	Ramie	Recycled Acrylic (GRS certificate)		Virgin Polyester	
Organic Linen/Flax (GOTS)	Kapok	Responsible Down (RDS certificate)		Mohar	
Deadstock materials (verification required)	Vegaa	Organic Wool (GOTS certificate)		polyurethan (PU)	
Tencel Modal (Lenzing certificate)	Pinatex	Econyl		Alpaca	
EcoVero (Lenzing certificate)		Qmilk		Cashmere	
Agraloop Biofibre				Cupro Rayon	
Rico Texloop					
Circular fibre Wolkat					
Circulose, Re Newcell					
Orbital™ Hybrid Yam					
				Rayon	
Under review : Spider silk, Yak wool, Apple leather, Crailer, Abaca (Manila hemp), Maize, corn,...fibres, Nettles-fibres, Sisal-hennep, Hemp Viscose, Cocos-fibres, Milk fibres, Soy fibres, Sea Cell, Naia					

Understanding the colour code:

Green - Preferred! These have the least negative impact on the environment
And humans.

Orange - Accepted! These are far from perfect but have a

smaller impact than the conventional materials.





















Red - Use with care! We make our decisions of materials very carefully and we strive to use these materials less and less.


























Purple - Do not use!

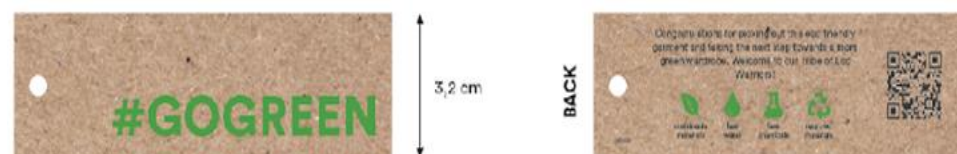
How will we be using this information?

Starting from the winter 2021 season we used a **#GoGreen** hangtag to indicate the items that contain at least 50% "green" fibres. On our website you will find these items under the GoGreen category and with a GoGreen label.

The general rule is that **at least 50% of a product must comprise Better Materials (green categories)**. We can raise that bar, but not lower it.

Certificate	Covers			
	Environment	Chemicals	Circular	Social
Third party certificates				
Global Organic Textiles Standard (GOTS)				
Organic Content Standard (OCS)				
Global Recycled standard (GRS)				
Recycled Claim Standard (RCS)				
Responsible Wool Standard (RWS)				
Responsible Down Standard (RDS)				
Responsible Mohair Standard (RMS)				
Content Claim Standard (CCS)				
Forest for all forever (FSC)				
Natur Tekstil	 			
...				

	Environment	Chemicals	Circular	Social
Labeled materials				
EcoVer Lenzing	 			
Tencel Lenzing	 			
Tencel & Refibra Lenzing	 			
Agraloop, Orbital, Texloop	 			
Re:Newcell	 			
Econyl	 			
...				



Credible and transparent claim

The claim of a more sustainable product should also be accompanied by the standard against which the fabric is certified. To support our claim of using more sustainable fibres we use the following certificates:

Animal fibres

JBC cares for animals. Although animal fibres are widely used in the fashion industry we aim to be careful when using them. Not only due to the often cruel treatment of animals, but also because of the large amount of CO² that is created by the animals. This CO² is partly offset due to the long lifespan of the fibres.

Certain animal fibres are not used in our products. Real fur has never been allowed for our collections. In 2016 we signed the agreement to be a Fur Free Retailer. Other animal

products that are banned are Angora wool, Down and Feathers, from live-plucked animals.

We constantly assess which animal products are high risk for us and whether we have a sustainable alternative for them.

Product safety

Product safety also concerns the design and technical choices that we make. At JBC we want to take the strain off mums and dads, so it is essential that we sell safe clothes for their children.

A long set of rules has been established to assure the safety of the consumer, on both a national and European level. These safety rules cover diverse topics, such as:

- how to firmly attach buttons and pompons,
- limitations for hole size of mesh fabrics,
- restrictions on types of stitching yarns, ...

The main goal is to prevent children from getting hurt when they play in their JBC outfit. That is why we always apply the strictest rules.

For every item a risk assessment is carried out. We try to cover every stage of the garment-production process, from the choice of the fabric right through to the finishing.

2. Better use of water



The textile industry is the backbone of many developing economies and it leaves one of the largest water footprints

on the planet. The industry relies heavily on water. Although our planet is covered by more than two thirds with water, water is becoming a scarce resource in relation to demand, and the costs of water supply and effluent disposal have risen and will continue to do so in the coming years.

Therefore, moving towards more sustainable water use is becoming a priority for us as a company. We're trying to be careful how we use it and when we use it.

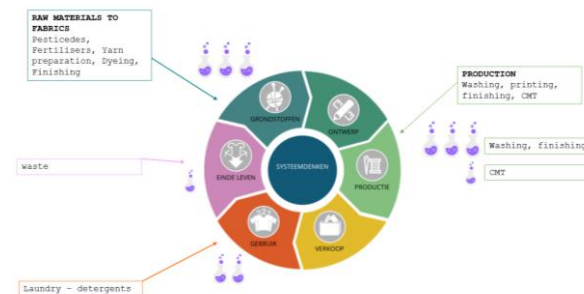
3. Better use of chemicals



The use of harmful chemicals affects both environmental and human health. The fashion industry should work on removing harmful chemicals from its supply chain as well as reducing their harmful impact by keeping them out of the environment.

Safe products

Safety first! For the sake of all our customers. Most of the safety rules are based on legislation, like the REACH regulation (EC 1907/2006) or the General Product Safety Directive.



4. Use more recycled materials

Circularity is a sustainable solution that we strongly believe in. That is why it is a separate topic within our Go Green strategy. We are looking at ways to design clothes that can be used more and are made from sustainable or recycled (green) materials. Besides, we will test how we can support our customers to give their JBC clothes a second life (cfr. SWAP- event).

Eco-lab I AM

I AM is the brand with which we have the ambition to work towards 360° sustainability. It is our "Eco Lab" where we test new materials, new methods of communication,... Making a sustainable collection is a dynamic process, new insights lead to further progress. Within our I AM collection we have created this opportunity.

360° sustainability, this means we're on a journey towards a more sustainable story. It covers everything from the concept, design, fibres, wet processes, accessories, printing, responsible production, transport, packaging, recycling, ... We include both social and environmental aspects.



Go Together

A fair & equal fashion industry

As a consumer, we often don't realize that our clothes tell the stories of many people, from all over the world. Yes fashion is a human business, and from design and production right through to the store where we sell our clothes, people are an essential part of the fashion chain.

Did you know that every piece of clothing is handmade and approximately eighty-six (86) pairs of hands touch a garment before you get to wear it as a customer?

The fashion industry connects people all over the world. At JBC we plan, design, buy, process and sell the collections in Belgium, while their production, from fibres to garments, is done in China, Bangladesh, Turkey, Italy...

It's no secret that there are many problems along the fashion supply chain concerning human rights. We don't shut our eyes to these issues. More than 20 years ago our respect for people kick-started corporate responsibility within JBC and it remains a very important part of our strategy today.

We have integrated respect for people in our buying processes. Today we are still moving towards a fairer and more equal fashion industry together with our suppliers, factories and all members of the #JBCFamily.

Highlights 2020-2021

- We stood by our suppliers. During the pandemic, instead of cancelling orders, we honoured our partnerships by looking for responsible solutions for ongoing and future orders.
- 18-19 december we gave €1 for every order to 'De Warmste Week', a good cause that stands for equality. We collected €30.000.

- We helped people in need who were suffering from flooding. We gave €150.000 to the good cause Croix-Rouge de Belgique for the affected families.
- In 2021, an average of 6,178 kg per month was collected through World Missionary Aid containers.

Responsible purchasing practices

Our foundations

Collaboration buying and CSR

At JBC, our purchasing department and our CSR department are closely connected. No new supplier or new production location is allowed if they are not first approved by our CSR manager.

Our buying department will take the initiative to request the admission of a new supplier and factory. Their checklist contains topics such as good quality and workmanship, experience of the supplier, availability of required technologies/machines, available capacity, right price level and the ability to fulfil our production request, like sampling and deadlines.

They will ask our CSR manager to check out the supplier and the factory. This check is done at different levels.

The first CSR check involves looking at the **country and region risks**.

The country or region where a factory is situated tells us a lot about the risks involved or the difficulties we can expect to face.

How do we find out about these risks? We check NGO reports, the MVO risk checker

(<https://www.mvorisicochecker.nl/en/start-check>), ...to become familiar with the specific due diligence risks.

Once we have this information we can also assess whether we will be able to manage these risks. Some countries are a "no go" for our production, because the risks that we would face are just too big for us to handle. This is the case for Myanmar, Ethiopia, Uzbekistan.

The second stage in the CSR check is **checking the factory** in which the new supplier wants to produce our JBC orders.

A factory-level assessment is done for every factory we work with. This means our supplier must be transparent about where our garments will be produced.

How do we assess a factory? We use existing third-party audit reports, information from other brands and specific information requested from the factory. Whenever possible we visit the new factory first to assess the situation in the factory.

Using this information, our CSR manager makes a decision whether or not to approve the factory. We have developed a rating system which gives us the opportunity to compare different factories as objectively as possible. We can score the factory, based on the audit report. A minimum score, and matching compliance level, are required before we will consider working with a factory.

Partnership

Our factories might not be perfect but neither are we. At JBC we think it is very important that our suppliers and factories are willing to be transparent and prepared to make step-by-step improvements. In exchange we offer a long-term partnership. In doing so we create a win-win situation...

To maintain stable long-term business relationships, JBC has direct and regular contact with all of its suppliers. We work as little as possible through agents or procurement bodies.

Both our buying department and CSR manager keep close contact with our partners. As one of the owners and Chief Buying Officer, Ann Claes is also still closely involved. Having personal contact with our suppliers has always been important. It's the foundation laid by Ann Claes herself.

This close and personal relationship is enhanced in China and Bangladesh. For over 10 years we have had an office in Yangzhou, China, and a few years ago we added support in Bangladesh. The local teams in both countries visit factories on a weekly basis. They not only help us to improve our product quality, they are also our eyes and ears concerning social compliance on our production sites.

Labour Principles, Human Rights

Respect and support for human rights is at heart of our #JBCFamily. It is part of everything we do.

It's our basic responsibility to uphold the rights of colleagues, workers and customers. International labour principles and universal human rights have been derived from different conventions of the International Labour Organisation (ILO) and the UN's declaration on Human Rights.

As a member of Fair Wear Foundation we follow their principles. The eight (8) principles that form the foundation of our monitoring are:

1. Freedom of association and right to collective bargaining,
2. No discrimination,
3. Fair remuneration,
4. Reasonable working hours,
5. Healthy and safe working conditions,
6. Protection of children and minors,
7. Employment is freely chosen,
8. A legally binding employment relation



Our actions

Give and gather information

Thousands of workers worldwide are involved in our global supply chain. The welfare of the people involved in making our products is important to us. Therefore, we have a range of policies and guidelines which describe our ethics, and the behaviour and requirements we expect of ourselves and our business partners.

Code of Labour Practices;

The code of labour principles is one the key documents for us as a member of Fair Wear Foundation (FWF). It lists and describes the eight labour principles that form the basis of our social due diligence.

Worker Information Sheet

The Worker Information Sheet is linked to the code of labour principles as it translates the eight labour practices into symbols. The document also contains the phone number or email address of the FWF complaints hotline.

We ask our suppliers to post this sheet in the factory, in a place where workers can look at it privately. This is also something we check when we visit the factories.

Questionnaire

All our factories are asked to fill out a questionnaire. We request different information about the factory: contact details, number of workers, which production steps are done in the factory and which subcontractors they use. On top of this information we ask our suppliers to confirm their commitment towards the eight labour principles and to confirm their compliance with Belgian and European legislation.

Monitoring

Monitoring means constantly following up on the situation in our factories and in our production countries. It also implies making improvements, step by step.

In general we believe that our suppliers' compliance is quite good. Any health & safety issues discovered have been discussed with our suppliers, and most were reasonably easy to solve. Some monitoring issues take more time to resolve, because they require a bigger budget or because they are delicate.

Some issues can't be solved by the factory alone, some require the cooperation of other stakeholders, for example excessive overtime and payment of a reasonable wage. These issues also require changes in our working methods.

Monitoring implies that we gather and evaluate information that we can follow up. How do we do this?

Audits & Corrective Action Plans

We use existing audits, such as BSCI or SMETA. Or we commission Wethica or Fair Wear Foundation to carry out an audit. The decision to use an existing audit or pay for a third-party audit depends on how long we have been working in the factory and how much of our JBC production is placed there.

Fair Wear Foundation also carries out independent audits at our production locations, known as verification audits.

Our goal is to get a new audit report for every factory, every year. This way we have an overview of the situation on the factory floor and we can check whether the factory is progressing.

If major issues, or critical risks, are discovered we will schedule a re-audit within a short time.

Audit reports are sent to our CSR manager, who'll analyse the reports based on our assessment tool. The score/rating helps us to evaluate all reports on the same basis.

An audit report is accompanied by a Corrective Action Plan (CAP), a schedule on which we can monitor and track a factory's improvements.

This CAP is actually a list of the deviations found during the audit. These are discussed with the factory management to establish a timeline and give some feedback on the findings.

Monitoring through audit reports is a joint effort by our CSR manager and our local teams in China and Bangladesh.

We won't stop a partnership based on one "bad" report. We value honesty, trust and transparency. A report that highlights things to improve is normal. A real deal-breaker for us is to read or discover that a factory is trying to cover up issues or presenting false evidence.

In case of a cover-up we talk to the factory about our vision of honesty and transparency. In doing so we soon figure out whether the factory was trying to please us or is just not interested in working on improving the labour conditions.

Our CSR Manager's main responsibility is to monitor activities and help execute the Corrective Action Plans. In addition Ann Claes (Owner, Director and Head of the Buying Department) and our Sourcing & Production Manager are both involved in the monitoring where needed, naturally together with our colleagues in China and Bangladesh.

Visiting factories

Forget monitoring from behind a desk in Belgium... it just isn't effective. You need to get to know your supply chain from within the factories. The situation in every factory is different, the situation in every country is different. Good monitoring means visiting all factories. In doing so, we can have a personal conversation with the factory management.

Our CSR manager schedules to visit every factory every 3 or 4 years. Local offices need to be at least once a year in the factory. Mostly, they're there more often to do some bulk checks. In 2021, we did manage to visit our factory in China again. This was not possible in 2020 due to covid. The startup is finally begun.

Health and safety risks are easy to check and improve during a factory visit. The FWF Health & Safety check document helps us to check the biggest health & safety risks. Topics like wages, overtime,... are more difficult for us to check on site (due to language or complexity). That's why we don't only rely on visits, but we always take audit reports into account.

Training and informing

Besides performing audits and following up the CAPs, training is another important tool in helping business partners to make improvements on site. To be able to implement our CSR values and Code of Conduct, everyone involved needs to be properly informed.

Training sessions are given by a variety of organisations, to both suppliers and factory workers.



Complaint handling

Giving workers the possibility to address problems relating to brands and retailers is really important to move forward towards a more sustainable supply chain.

As a member of Fair Wear Foundation and the international accord for health and safety in the textile and garment industry in Bangladesh, workers can reach us with complaints through these organisations.

When we receive a complaint, we contact our supplier to get their point of view and to gather evidence. In collaboration with Fair Wear Foundation and the international accord for health and safety in the textile and garment industry, we try to find a solution for the complaint. Our CSR Manager is responsible for dealing with these complaints.

Although you could think that receiving a complaint is a negative thing, we don't see it like that. Because it's also an indication of the fact that our partner posted the Worker Information Sheet and that workers feel comfortable in addressing an issue in the factory. A complaint filed against a factory isn't a reason for us to end the business relationship.

In 2020 and 2021 we noticed an increase in the number of

complaints linked to late payments and the incorrect termination of labour contracts.

Multi-stakeholder collaboration

We acknowledge that there are issues we cannot solve on our own, and we believe that collaboration is key to finding solutions and making lasting changes.

We have joined various multi-stakeholder initiatives and partnerships through which we address industry-specific challenges and opportunities together with other retailers, non-governmental organisations (NGOs) and industry associations.

International accord for health and safety in the textile and garment industry

April 24 2013, the Rana Plaza factory in Bangladesh collapsed. The world was shocked by this event and so were we... Although we didn't produce in the Rana Plaza factory, we do produce in Bangladesh. Therefore we didn't hesitate to sign the Bangladesh Accord in May 2013 and we continue to give our full support to the Accord activities in Bangladesh.

All factories participate in the workplace safety programmes, which entail inspections, remediation monitoring, safety committee training, and a worker complaints mechanism, all implemented by the RGM Sustainability Council in Bangladesh.

We are proud of what our factories have realized and how the situation in the factories has improved.

Fair Wear Foundation

In 2015 we became a member of the Fair Wear Foundation (FWF). This multi-stakeholder organisation helps us to keep taking the next step to improve the labour conditions in our factories.

FWF offers us support in various ways. Their expertise and the FWF complaint mechanism are valuable additions to our own risk management.

Fair Wear Foundation audits us every year to see whether we have been able to move forward in the past year. This audit report, the brand performance check report, can be consulted on the website of FWF and also on our own website.

Practice what you preach, our purchasing practices

We don't only try to improve our partners' practices but we're also critical of our own purchasing methods. Why? These are often the root cause for compliance issues during production. As a company we have a direct influence on the way we organise our purchases. It would be irresponsible not to tackle them.

There are different aspects of purchasing practice that we have already tackled in the past few years: a strict capacity planning for each supplier, realistic and specific lead times, the sampling process...

In light of this, it is very important to know that, in our order system, we link every order that we place to the factory that will produce the order.

Capacity planning

The capacity planning is a negotiated agreement with our suppliers. It determines the maximum monthly capacity of clothes that can be produced in a particular factory.

When our suppliers know, well in advance, the quantity they can expect from JBC, they can plan their production in a much better way. Overtime can be avoided.

An added bonus of this capacity planning is fewer delays, which also implies fewer goods that are flown in by airplane. So it also benefits our carbon footprint.

Based on our sourcing and purchasing plans we can make a prediction of the number of pieces planned per month with a supplier. The negotiated amount is entered in our order system allowing us to block orders that would exceed this capacity.

Lead-time planning

In order to stay competitive we decided in 2017 to reduce our lead times (timeline for our production). But this proved to

be more difficult than we had imagined. Delays forced us to review the lead times again.

Based on analysis of the production process and in collaboration with our suppliers we divided the buying process into different steps: collection planning, designing, buying, production, transport, handling to get the clothes to our stores.

Throughout the next seasons we fine-tuned this planning even more. Jackets, basics, specific collaborations,... they all have a specific lead time planning.

Good communication and planning have been essential in improving our purchasing practices and giving our suppliers a fair chance to make improvements on some CSR issues too.

Sampling process

For each piece or garment that is produced different samples are made. Samples of the fabric, of the colours,... but also for the garment fitting... We try to reduce the amount of samples required by evaluating the necessity for each and every item.

Delays?

It's easy to blame a supplier for a delay and to pass on the costs. But this doesn't fit the way we want to treat our partners.

To improve our efficiency in tackling the root cause of a delay, we've changed our order management system. We have integrated information on the "reason for delay". In this way we know whether the delay was caused by us or by our supplier. We can then actually address this issue at the specific factory.

External Brands

Since 2019 you can find external brands in our JBC stores. These are brands that we didn't design or buy ourselves.

Adding external brands posed a new challenge to CSR. We don't have an influence on the supply chain management of these brands. Nonetheless, corporate responsibility remains non-negotiable for JBC. So how do we check the corporate responsibility for these non-JBC brands?

We have a specific due-diligence process in place for external brands. Before orders can be placed, our CSR manager does a check. Similarly to our own supplier we expect transparency. How is the brand handling its accountability for labour conditions and its environmental impact? Is a code of conduct in place? Do they visit the factories? What do we learn from the website? ...

If we feel a brand does not comply with our minimum requirements we will not sell it in our stores.

#JBCFamily

All our clothing is designed in Belgium, Houthalen to be specific, by 160 enthusiastic JBCFamily members. The #JBCFamily comprises 73% women and 27% men, all working on a daily basis on very different parts of the JBC business. Of course, we are also keen to treat them with respect.

A nice working environment, not only our spacious and sustainable headquarters, but also fresh fruit every day and different benefits such as: group insurance, discounts on our own collection, eco-cheques, rented bicycle,...

Our evaluation system is very people orientated as well. Our Me @ My Best programme focuses on finding the requirements for an employee to be the best possible version of him/herself on the job. Skills, both on and off the job, are taken into account and discussed during the annual evaluation meetings.

Investing in the future

Every day we do our very best to be a socially responsible company. We want to achieve the right balance between different aspects of business: people, environment, partnerships and financial performance. We believe it is crucial to "weave" our CSR engagement throughout our entire supply chain.

But we are keen to do more. As the icing on the cake we also undertake activities for a range of good causes.

Bashgari School in Bangladesh

Children have a very special place in our company. To give children the best chance in the future they need to go to school, but for some children this can be challenging, especially for the children in our production countries. Giving them the chance to go to school also gives them a chance to improve their quality of life.

Since 2011, together with our largest supplier in Bangladesh, Flaxen Dress Makers, we have been supporting two school projects in Bangladesh, one primary and one secondary school.

The children in these schools are mainly the offspring of garment workers who work in the Flaxen factory.

Together with our partner Wereld Missie Hulp and thanks to the clothing collections we organize, we have been able to renovate the school buildings, provide essential school equipment, help in developing the playground, a volleyball field, a bicycle park, a water purification plant, a computer classroom, sanitary facilities, a boundary wall,... We will continue these efforts in the future.

Social, inclusive economy

Partnership BEWEL

For over 25 years JBC has been working with "Beschermede Werkplaatsen Limburg" (BEWEL), a social economy organization that provides work for people with limited access to the job market.

They make sure immaculate garments can be delivered to our customers. Employees from BEWEL work on a daily basis in JBC's warehouse in Houthalen. Their tasks? Unpacking clothes, sorting clothes, scanning clothes for transport.

We also work with the BEWEL warehouse in Hasselt, where JBC garments are unwrinkled, reconditioned, hung on clothes hangers, ... Since 2019 they have also been performing the embroidery on our special collection of "Studio Unique", allowing our customers to personalize items.

The inclusion of BEWEL not only enriches us at JBC, it is also a real benefit for the people of BEWEL, who are proud to be able to work at JBC.

Compani, the winning group

At the end of 2020 we chose a new supplier for our daily office lunches. A local and socially engaged company, Compani, is our new partner.

We specifically chose this partner as they grow their own vegetables (farm to fork) and provide employment for people who find it difficult to work on the regular job market.

Good causes

Different good causes are supported by JBC. For many years we have partnered Make-a-Wish. The children at Make-a-Wish can choose their new outfit in our JBC store.

We also conduct a range of individual activities to support different organizations. For examples, every year we donate clothing to good causes that send a request to our customer care service.

In 2020 we donated 45,000 euros to Trooper. We also donated a share of the profit from selling our mouthmasks.

On 18 and 19 December 2021, we gave €1 for every order to 'De Warmste week'. A good cause that stands for equality. We collected in total €30.000. We also helped people in need who suffered from flooding. We gave €150.000 to the good cause 'Croix-Rouge de Belgique' for the affected families. There were also colleagues and their families who were affected by these floodings. We donated €50.000 to help them.

In 2021, an average of 6.178 kg per month was collected through 'Wereld Missie Hulp' containers.



Go Clean

Corporate responsibility goes beyond our impact on our products and people. We are also responsible for our impact on the environment, climate,... So we must reduce the negative impact of our transport, our premises, our packaging ...

Of course Go Clean covers our complete supply chain and is not simply limited to our local activities. However, we do confess that we started close to home when tackling the impact we have on the environment and climate. Meanwhile we're researching how to address the impact we have in our production locations, so we'll be able to tackle these issues as well.

To be continued!

CO² emissions

Transport

After they have been produced, our goods are brought to Belgium so that we can sell them. Upon arrival in Belgium, they are sorted in our warehouse in Houthalen for dispatch to our stores. Transport from our production locations to Belgium and the transport from our headquarters to our stores both have an impact on our planet. The deliveries involved in our e-commerce environment also have an impact which we are trying to reduce.

Let's take a closer look at these different types of transport.

Transport to Belgium

Most of our products are manufactured in the Far East. The finished goods have to travel to Belgium. There are two ways in which we reduce the impact of this transport.

First of all, we focus on sea freight when transporting goods from the Far East. Air transport is only used if there is really no other solution for products that have been delayed, but this is always the exception rather than the rule.

Garments produced in Turkey, for example, are transported to our headquarters by truck.

Secondly, we have taken measures to reduce the amount of transport. We have worked with our suppliers on a system to consolidate container loads. This means we don't ship containers until they are completely full, and we split a container load with others instead of shipping air... This has limited the number of containers used, and the amount of transport we require.

Transport to our stores

We transport our products to our stores at night. In doing so we can avoid traffic (and creating extra congestion in the day time). We have re-organised our delivery routes to allow each truck to supply more than one store on one route.

The trucks that are used are as environmental friendly as possible, and comply with the lowest EU-emission norms (Euro VI).

E-commerce

CO² emissions and packaging material are an important focus in our e-commerce activities.

Firstly, we have reduced the CO² impact of our e-commerce parcels by reducing the transport necessary for our parcels. How? By consolidating the order and making sure a customer gets all the ordered items in one package.

It's also an asset that most of our e-commerce packages are delivered and returned to our stores, allowing extra transport for the delivery to be avoided.

An important and long-term partnership is our collaboration with Bleckmann, who handles our e-commerce packages. Bleckmann's new premises in Grobbendonk is handling all of our webshop orders. By using one partner to handle all of our e-commerce packages we can consolidate the transport and significantly increase our efficiency.

Not only is Bleckmann helping us to find more sustainable ways to handle our webshop orders, its premises in Grobbendonk has implemented sustainability measures as well. Our scope 3 emissions have reduced considerably due to the fact that, in Grobbendonk, all energy is derived from its own solar panels, and all lighting is LED.

Sustainability at our headquarters and in our stores

Headquarters (HQ) and warehouse

The CO² emissions from our headquarters and stores are Scope 1, making it very important for us to tackle these.

Our headquarters in Houthalen were built with sustainability in mind. In 2013 we moved into this new eco-friendly home to accommodate our growing JBCFamily.

How was sustainability integrated in our new building? The JBCFamily was consulted before finalising the plans: plenty of natural light, use of natural materials, enough space to work, a swimming pool,... were some of the things that popped up during this consultation. The idea of the swimming pool didn't make it, but nonetheless our office building has become a eco and human-friendly environment and is a pleasant place to work.

The facts:

- orientated to the south to catch as much natural warmth and light as possible through the big windows.
- Insulation 10 cm PUR and 10 cm PIR, to keep the hot or cool air inside.
- ventilation type D with heat recovery, triple glazing,...
- central system for monitoring and controlling the climate control system.
- an installation with solar panels on the roof of our warehouse. This caters for approximately 20% of our energy consumption.
- to cover the rest of our electricity consumption, we have selected a 100% green energy partner, EOLY.
- Toilets on the ground floor are flushed with rainwater. The remaining toilets have flush systems to save water.
- Water and energy use is limited by movement sensors installed on taps and lighting. All our lighting is LED, of course.

Impact reduction in our stores is achieved using the same green energy from EOLY, as well as by monitoring and controlling energy consumption. To save up to 40% of energy, we now close the doors of stores. Not to keep out our customers, but to avoid the waste of energy.

Environment

Our employees at JBC are also involved in making our office and warehouse even more sustainable:

- We joined the Doppler wave to eliminate single-use water bottles. So we say no to plastic water bottles and we drink tap water.

In 2021 additional steps were taken to ban all single-use plastics: removing the plastic bottles from our vending machines and offering our colleagues a sustainable alternative: DRIPL.

- We use recycled, SFC-certified paper for printing.
- Small electrical & electronic material is not simply discarded. It's recycled by Out of Use. We have been doing this since 2016 and it means we can ensure further recycling (<https://outofuse.com>).
- We donate to 'Natuurpunt' to plant trees.
- We sort and recycle our waste, whether it's paper, cardboard or plastic.

Re-thinking our JBC shopping bags

We all throw away millions of plastic bags each year. Too many for our planet to handle. We studied the impact of different tote-bag materials in an effort to choose the best solution.

Now we have 2 options. Our paper bag is made from FSC paper. The FSC certificate guarantees responsible forestry. We print and colour this bag with water-based ink. The second option is our reusable bag, which is also recycled. This bag is made for 30% from plastic waste from the oceans. The remaining 70% comes from recycled PET

bottles. Recycled and reusable, that's a winner twice over. So please re-use your bag as much as possible!

E-commerce parcels

Your e-commerce package delivered at home? No problem and without plastic!

Home deliveries are placed, plastic free, in a very nice reusable box made from 70% of recycled cardboard. The box can be reused by the kids for play or by grown-ups for storage.

Deliveries in our stores are still in plastic, because our products need to be covered, to protect them during transport and handling. But you can leave all the plastic behind in our stores. We have set up a good system to recycle it.

Still on our to-do list: make the packaging of our individual products more sustainable.

Less marketing material

Telling the story of our products and the story of our company is important. The way we do it as well. We aim to limit the impact and footprint of our marketing material as much as possible.

Did you know that:

- We limited our impact by sending out fewer brochures...
- We no longer wrap our brochure in a plastic cover, this saves us a total of 2,100,000 plastic packages.
- We are using paper from sustainable forest management (PEFC) and water-based ink for our brochures...

In our stores we use banners, posters, stickers,... to give our customers more information. We always check whether there is a more sustainable alternative. In some of our stores we are experimenting with Polycraft for our POS material, as it is PVC free and 100% recyclable. It is also strong, so can be reused several times...

All of our obsolete banners and flags are sent to Flagbag, where they get a new life as a bag...

Hangers, mannequins,...

Although hangers traditionally last 3 months, we use them 8 times longer. We also care for our mannequins. They are not replaced every 4 or 5 years as normal. The oldest JBC mannequins used in our stores are already 15 years old. When a mannequin finally becomes obsolete, it is offered to our customers very cheaply. In this way it is given a second life.

Go Further

The next industrial (r)evolution will be a sustainable one. Demand for transparency and traceability will increase. The problem of waste and the depletion of raw materials, problems that we have ignored for too long as a society, will grow ever bigger in the near future.

These issues will be hot topics in the future, but they are generally not yet part of the standard corporate responsibility activities taken by companies. These innovative topics are on our CSR agenda at JBC and we are already taking the next step towards the future. Step by step, following the revolution.

Transparency

Transparency is important in working towards a more sustainable supply chain. Although we and our factories aren't perfect, we have nothing to hide. For us, transparency is essential in establishing more cooperation with external stakeholders and ultimately: to get more stuff done.

Transparency and traceability are key in accountability. It's about knowing what our products are made of, and how and where they are produced. Only then can we work on improving our production environment, such as labour conditions,...

Transparency Tool I AM

Soon our transparency tool will be back available on our webshop to tell our customers where their garments are produced, in which factory and some more information about this factory. We want to be as transparent as possible.

Currently we're improving and updating this pop-up to give the correct information in a clear overview.



Publishing production locations

For some time now, our factories have been disclosed on the website of the international accord for health and safety in the textile and garment industry and Fair Wear Foundation. We added a list of all our production locations as an annex to our Sustainability report. This list can be found on our sustainability page on the webshop: www.jbc.be/duurzaamheid or as an annex at the end of this report.

Why do we disclose our factories?

By disclosing our factory information we demonstrate our efforts to chart our supply chain. For sure, being transparent about our production locations takes courage and creates challenges, but it also opens significant opportunity for impact and change.

We must be honest about the degree of transparency we have in our supply chain. Right now we have mapped out our Tier 1 suppliers. It's a big challenge to take transparency even further into our supply chain. Step by step we'll delve deeper.

How we define our supply chain tiers/levels?

Tier 1 - Cutting, Sewing, Finishing, Ironing, Packing

Tier 2 - Printing, Washing, Embroidery

Tier 3 - Spinning, Weaving, Dyeing, Trims, Labels

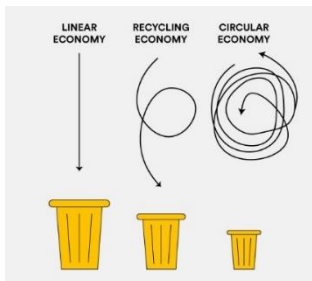
Tier 4 - Growing, Ginning, Trading

Transparency is not a silver bullet. However, it is one important part of the sustainability solution, a powerful tool for focusing more on-the-ground eyes on labour abuse and dangerous practices in factories. The more production locations are disclosed, the more likely it becomes that problems can be reported and then resolved.

We are committed to working on improvements and we believe that transparency is a very important step forward. We invite everyone to join us on our journey...

Circular fashion

Circular fashion is high on our agenda, it is a separate topic within our Go Green strategy. Besides that we are using more sustainable and recycled material, we also support our clients to use their clothes longer and more frequently. This is the most effective way to reduce a product's environmental impact. We do this by giving them care instructions and tips & tricks to preserve the quality of their clothes longer. Kids grow out of their clothes fast but the quality of the product is still good after wearing it. Therefore we want to give our clients the chance to give their clothes a second life. We are looking how we can support our clients to sell and buy second hand children's clothing.



Circularity is about...

...Enjoying your clothes longer, washing smartly

Did you know that up to two-thirds of the ecological footprint of clothing occurs after you have taken it home. The good news is that it's not hard to take steps to improve this. You will also be able to enjoy your clothes for longer when you care for them properly.

The golden rule? Follow the guidelines included with your clothes.

We have listed some other easy guidelines that will benefit both your clothes and our planet:

1. Only wash when necessary

Your clothes will last longer, and you will require less water and detergent.

2. Don't tumble dry

By drying your clothes on the line, within six months you can eliminate up to 315kg of greenhouse gasses.

3. Cold is better

When you wash your clothes at a low temperature you will save energy and help your clothes last longer. The colder temperatures keep fibres from breaking down.

4. Clean stains

When your clothes are only dirty in one small place, don't use the washing machine, instead just clean the dirty spot.

5. Jeans

Consider putting your jeans in a bag and putting them in the freezer for a day or two. This will kill bacteria and odours but will keep the fabric strong.



...Personalise your clothes

Using Studio Unique on our webshop, every customer has the opportunity to buy personalised items. Research has shown that personalised or unique items last longer because they have greater value for the customer.

...Recycling

Recycled PET

According to our material matrix, the use of recycled materials is better for the environment than the use of new raw materials. You avoid the waste mountain growing exponentially, raw materials are not exhausted, the fibre production requires less energy, ...

For several years now, we have made jackets from recycled PET bottles. Depending on the size of the jacket, we can recycle 100 to 120 PET bottles in the fabric of 1 jacket.



Since 2020, we created a large collection of puffer jackets in recycled PET. We raised the bar with this collection by making not only the outer fabric from recycled PET, but also the lining, filling and zipper tapes. The collection was a huge success and definitely earned a permanent place in the JBC jacket collection.

Post-Consumer Waste Denim

A bigger challenge than working with PET waste, was working with old jeans which were discarded by customers. The recycled cotton fibres from these garments are much weaker than original ones, hence more difficult to use in new garments.



In 2018, as part of the ECAP 'Fibre to Fibre' project, we delved into the world of Post-Consumer Waste denim. We have been able to make new trousers from old or worn-out jeans. The result are jeans featuring 20% fibres from old trousers, supplemented with 79% organic cotton and 1% elastane.

Why didn't we use more recycled content? Mechanically recycled cotton fibres get shorter during the process, which weakens the yarn. Using more than 20% post-consumer waste fibres risks creating a fabric that would tear easily.

In addition:

- Pocket lining is 100% recycled cotton
- Buttons and rivets with Eco Finish
- Zipper tape made of recycled polyester
- Belt label, main label and size label are made of 100% recycled polyester and the care label is bio cotton
- Hangtag is FSC-certified paper

Recycling store materials

While we're on the subject of reusing and recycling ... it's not only about the clothes we make. After renovating or remodelling a store we also check which materials or equipment can be reused in the new store. If this is not possible but the material is too good to throw away we send it to "de Kringwinkel". Thanks to this chain of 'second-hand' stores, it receives a second life.

... closing our own loop

For us this special denim was a first and important step towards closing the loop.

Step 1: Collection Box

Our post-consumer waste denim was a leap in the right direction, but did not complete our own circle. Together with our customers we are taking the next step. Helping them to clean out their wardrobe in a more responsible way. Did you know that in Belgium we throw away approximately 15kg of old textiles each year. Half of this is thrown into the rubbish bin, and not in a special sorting container. This means that many circular opportunities are missed. We tend to throw so much away because our rubbish bins are much handier than the nearest recycling centre. Time to make it easier for you to give your old clothes a second chance of romance!

Since October 2019, all our JBC stores have had a permanent collection box for old clothing. In exchange for your old or worn-out clothing, you will receive an extra 50 JBC points on your card (= win-win).

To responsibly take care of these collected textiles we tracked down the perfect partners: World Mission Aid (WMH) and Wolkat. They collect, sort, reuse and recycle the old clothes. In this way, up to 95% of the clothes are saved from the incinerator or landfill.

Despite having to close our stores several times in 2020, we still collected a monthly average of 6,000 kg of old clothes. In 2021 we collected 6178 kg every month.

Step 2: Circular Bag

Wolkat has years of experience in recycling textiles, so they were the ideal partner to help us overcome the next hurdle: transforming our own post-consumer waste into a new product.

We wanted to show our customers just how cool a new product made from collected old textiles can be. We are

therefore justifiably proud of our circular bag. This completes our circle and brings your old clothes back to life. Not only the fabric is 100% recycled, the leather details are also made from waste from JBC's belt production.

Waste is only waste if you're not creative enough to use it.

The future ...

There are quite a lot of question marks remaining and solutions yet to be discovered. Technology and legislation are needed, for sure, but partnership is vital as well.

What will the future bring? More circular products and circular clothing, more valuable partnerships ...

...Unsold, but not unloved.

No business likes to talk about them: "the unsolds"... But being an important part of working towards a more circular fashion industry, we do talk about "them".

We optimise the planning of our collections and purchases with smart collection and production planning. Why? All products that are produced contain valuable raw materials. The amount we buy, what we buy and when we do it is all included in this planning. We have seen that through smart planning we have been able to reduce our overstock.

Of course, avoiding unsolds is the most perfect solution but probably also utopic right now. At JBC, anything unsold is given another chance during the sales period in the next season.

What's left after this is sold during our Outlet weekends.

We are currently researching and testing possibilities for the final leftovers from our collections. Stay tuned, to be continued.

ANNEX

1. list of all our production locations

Factory Name	Country	Year of starting business			
Aptech Caswier Ltd.	Bangladesh	2021			
BMR Textiles San Ve Tic Ltd.	Turkey	2020			
CEBEKA TRIKO	Turkey	2007			
Akarteks Tekstil San. Ve Tic. Ltd.	Turkey	2013			
Erse Tekstil San Tic AS.	Turkey	2019			
KAUTAM KNITS	India	2019			
Haiyang Jindeli Woolen Sweater Co. LTD.	China	2019			
KASHION INDUSTRY CO., LTD.	China	2019			
Nanying Jimikaisi Clothing Co.	China	2019			
Sara Colletions Pvt Ltd	India	2019			
PUYANG CITY HONGFENG CLOTHING CO., LTD	China	2019			
HUA YESHOU (CHANGSU)	China	2012			
Mother Garments	India	2019			
Nishat Mills Limited	Pakistan	2019			
Changshu Heshan Knitting Garment Co., Ltd	China	2020			
Dongyang Shengmao Garment Factory	China	2019			
MIRA EXIM LIMITED	India	2019			
Klash Pvt.Ltd. Unit 4 & 5	Pakistan	2019			
HUA TAI - JIAN.GYIN HUA TAI KNITTING GARM	China	2008			
WEIXIANG	China	2011			
Xiangyang Uranus Garments	China	2018			
OKTAY TEKSTIL GIDA OTOMOTIV	Turkey	2007			
Ab Mart Fashion Wear Ltd.	Bangladesh	2018			
BEIXI - BESTA KOREA JERSEY (SHANGHAI)	China	2005			
Bkc sweater ltd	Bangladesh	2009			
blue planet knitwear ltd.	Bangladesh	2017			
BOTAI - YANGZHOU VENUX APPAREL GROUP	China	2005			
Changshu Qingchuan Knitting Co., Ltd	China	2018			
Deteks Tekstil San. Ve Dis Tick A.S	Turkey	2013			
Emaan Garment	Pakistan	2016			
FAB Tekstil San VE Tic As	Turkey	2016			
FANGHUA GARMENTS Co., Ltd (Changzhou)	China	2010			
FLAXEN Dress Maker Ltd 1	Bangladesh	1998			
HIMANSHU APPARELS	India	2004			
HuaiBei Great Garment	China	2018			
JIANGYAN YIDONG - TAIZHOU EASYDONE	China	2008			
JINGWEN GARMENT FACTORY (JIANGDU)	China	2005			
JUTONG FASHION CO., LTD - HUZHOUS ZHOUDEI (ZHUJIANG)	China	2009			
Liyang City Mingda Garment Co. Ltd	China	2018			
NANJING JIUYANG GARMENT FACTORY	China	2005			
Ningbo Haishu Qirong Fashion Co. Ltd.	China	2006			
ocean sweater ind. (pvt.) ltd.	Bangladesh	2017			
PARKSCENE (KNIT)	Bangladesh	2012			
PARKSTAR (WOVEN)	Bangladesh	2012			
PARKVIEW - Parkzone	Bangladesh	2015			
Pingyi Xiuzhonghi Garments Co. Ltd	China	2018			
Reaz Export Apparels Ltd.	Bangladesh	2018			
Sun Belts Europe S.A.R.L.	Morocco	2015			
TONGHE KNIT - YANGZHOU TONGHE KNITTING GARM	China	2006			
YAOHUA KNITTED (ZHENJIANG)	China	2014			
YUJING GARMENT FACTORY (ZHANGJIAGANG)	China	2009			
YICHENG FU YI (WUHAN FIYA)	China	2003			
AKOZBEKLER	Turkey	2013			
AR Jeans Producer Ltd.	Bangladesh	2019			
Realkom Tekstil Uzunleri San Ve Dis Ric AS	Turkey	2016			
Shanin Corporation Ltd	Bangladesh	2017			
Taike (Yangzhou)	China	2016			
Wewin Knit Fashions	India	2017			
HAIYAN ONLYSUN GARMENTS	China	2014			
Tianyang (Jintan)	China	2016			
Xiangshan Huayi Garment Co. Ltd.	China	2018			