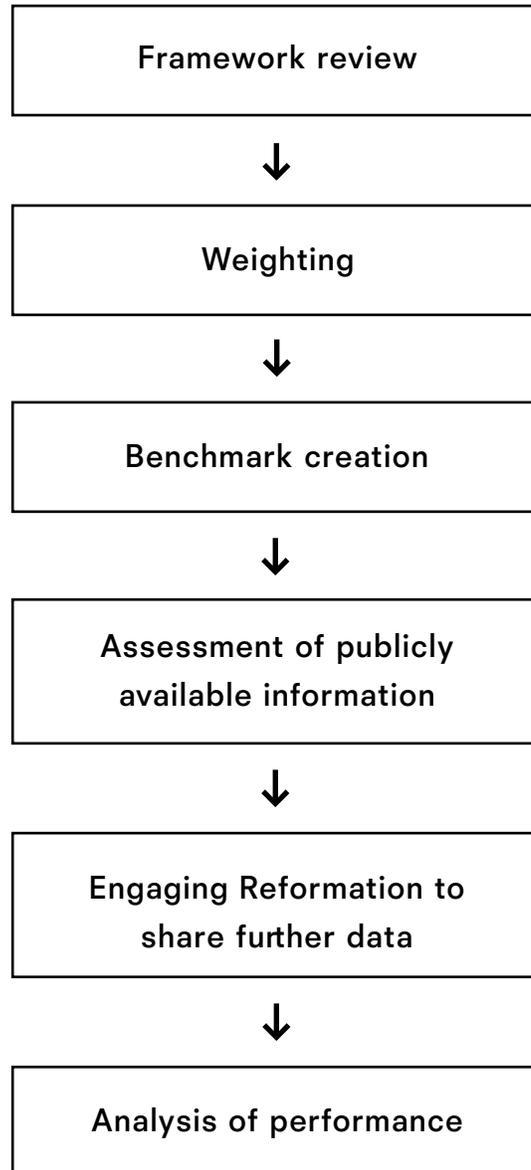


Methodology

The sustainability in fashion benchmarking project involved six key steps, illustrated in the following diagram and detailed below.



Framework Review

Eco-Age examined which sustainability issues are incorporated into the following 16 international sustainability and fashion industry frameworks:

1. B Corp
2. Better Buying
3. Corporate Human Rights Benchmark
4. Eco-Age Principles
5. Ellen Macarthur Circularity Indicator
6. Future-Fit Business Benchmark
7. Global Reporting Initiative (GRI) Standards
8. Good On You
9. International Labor Organization (ILO) core labor standards
10. ISO 26000
11. Know the Chain
12. Sustainable Apparel Coalition Higg Index
13. Sustainable Development Goals (SDGs)
14. The Natural Step
15. UN Global Compact
16. UNFCCC Fashion Industry Charter for Climate Change

Issues included in more than 55% of frameworks were indicated as important and were incorporated into the final benchmark. Eco-Age also incorporated Anti-corruption (50%), Company marketing (50%) and Philanthropy (44%) into the benchmark as these were deemed a priority for companies to address to be considered a leader in sustainability.

Issues were then grouped into the following twelve topics:

1. Corporate Governance
2. Human rights
3. Climate Action
4. Operational Environmental Management
5. Product environmental footprint
6. Use of chemicals
7. Packaging
8. Training and education
9. Employee diversity and inclusion
10. Supply chain traceability
11. Community engagement and development
12. Communications for Climate Change

Rating Criteria

In order to reflect the indicated importance placed on different sustainability issues according to the frameworks reviewed, Eco-Age devised a weighting system.

Weights were then established by reviewing the percentage of frameworks indicating the issues within each topic were important. A combined percentage per topic is shown in the table below.

Table 1. Weighting Methodology

Topic Percentage	Weighting
≥65%	1.5
≥55% and <65%	1.0
<55%	0.5

The weightings per topic are detailed in table below.

Table 2. Weighting Per Topic

Topic	Topic %	Weighting
Corporate Governance	66%	1.5
Human rights	72%	1.5
Climate Action	75%	1.5
Operational environmental management	69%	1.5
Product environmental footprint	65%	1
Use of chemicals	56%	1
Packaging	63%	1
Training and education	44%	0.5
Employee diversity and inclusion	53%	0.5
Supply chain traceability	63%	1
Community engagement and development	50%	0.5
Communications	50%	0.5

Benchmark Creation

Eco-Age then created a bespoke benchmark, collating common practices as well as leading initiatives per topic using the industry frameworks reviewed and Eco-Age's expertise and experience within sustainability and fashion.

A score was assigned to each practice depending on how advanced it is considered to be. For example, if a company has mapped its tier one suppliers it gets a score of 1, whereas if it's mapped both tier one and two suppliers it gets a score of 2.

Ratings were then created for each topic, with ranges of scores per rating.