Reformation
Sustainable partners quick guide

Reformation is committed to achieving fair, safe and healthy working conditions throughout our supply chain, and minimize environmental impact. This is an abbreviated guide that outlines our standards and expectations for partners to do just that.
We seek to partner with suppliers who share a common vision of sustainability, accountability and transparency. To be an approved Reformation partner, you will need to check three boxes:

- Reformation fiber standards. It’s super simple. All our products can only be made from this list of fibers and must meet our traceability requirements. Check!

- Social responsibility. This basically means our vendors need to follow requirements for ethical and legal operations, and allow for third-party audits as needed. Check! Check!

- Safe & non-toxic. This means our products can’t have toxic chemicals. No formaldehyde, chromium, etc. Pretty basic to want non-toxic clothing. Check! Check! Check!

Welcome to Reformation!
Fiber Standards

At Reformation, we put sustainability at the core of everything we do, and that includes our materials and wet processing standards. We grouped fibers into different classifications based on their combined social and environmental impact.

<table>
<thead>
<tr>
<th>All stars</th>
<th>Better than most</th>
<th>Could be better</th>
<th>Don't use, unless certified</th>
<th>Eww, never use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recycled cotton</td>
<td>Organic/transitional cotton</td>
<td>Alpaca</td>
<td>Eco Silk</td>
<td>Conventional silk</td>
</tr>
<tr>
<td>TENCEL™ lyocell</td>
<td>Fair trade cotton</td>
<td>Organic wool</td>
<td>Generic viscose &amp; rayon</td>
<td>Conventional cotton</td>
</tr>
<tr>
<td>REFIBRA™ lyocell</td>
<td>Lenzing Viscose &amp; LENZING™ ECOVERO™</td>
<td>Chemically recycled nylon</td>
<td>Responsible wool</td>
<td>Conventional wool &amp; cashmere</td>
</tr>
<tr>
<td>Organic linen</td>
<td>ENKA or Birla viscose</td>
<td>Chemically recycled polyester</td>
<td>Leather</td>
<td>Conventional acrylic</td>
</tr>
<tr>
<td>Organic hemp</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organic jute/jute</td>
<td>Conventional linen</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conventional Ramie</td>
<td>Conventional hemp</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deadstock materials</td>
<td>TENCEL™ Modal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Post-consumer</td>
<td>Recycled wool</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recycled leather</td>
<td>Recycled cashmere</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recycled synthetics *certain applications</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Check out our full fiber standards [here](#).
Social responsibility

We expect our suppliers to strive to meet our requirements as well as demonstrating a commitment to our core values of transparency, open and ongoing communication, accountability and continuous improvement.

Sign our code of conduct and additional policies.
Basically we confirm:
- Compliance with local laws & codes
- No use of forced labor & child labor
- Working conditions are safe & hygienic
- Fair wages, regular employment
- Freedom to associate and effective recognition of the right to collective bargaining-Working hours are not excessive
- No unauthorized subcontracting
- No discrimination, harassment and abuse- Environmental Responsibility
- Ethical Animal Welfare
- Traceability and Transparency

Our standards are solid, but basic.
They are consistent with the Global Social Compliance Programme’s standard which represents international standards for fair labor conditions and fundamental labor rights.

Let us check it out!
Pass a third-party assessment and have an improvement plan for any issues. The goal of our assessments is not only to help us evaluate our supplier’s overall compliance but to also identify progress and stimulate improvement.

Push for continuous improvement.
Work with us to find the root cause of any issues and to develop necessary management, reporting and tracking systems within the factory, to ensure ongoing compliance and continuous improvement.
Safe and non-toxic

**Sign our RSL & pass testing if applicable.**
A Restricted Substance List (RSL) defines limits of hazardous substances in finished fabrics and finished product so we ensure our products are safe, and comply with international laws.

**Our limits are tough, but doable.**
Our list is consistent with the AFIRM Group industry level standards. This list applies to raw materials, finished goods and its components. A full version of our RSL with concentration limits can be downloaded [here](#).

**Ref sets limits on:**
Chlorinated solvents
Azo dyes
Formaldehyde
Heavy metals (Cadmium, lead, mercury, chromium VI)