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.
It’s our mission to bring sustainable fashion to everyone.

We put sustainability at the center of everything we do. We want to focus on efforts that have the biggest positive impact on:

**Product**  
**People**  
**Planet**  
**Progress**

We set challenging goals for ourselves across each of these impact areas, and always push for better. And we are committed to honestly sharing our progress in our Sustainability Reports.
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>FSC certified viscose</td>
<td>Conventional silk</td>
</tr>
<tr>
<td>TENCEL™ lyocell</td>
<td>Fair trade cotton</td>
<td>Yak wool</td>
<td>Responsible wool</td>
<td>Conventional cotton</td>
</tr>
<tr>
<td>TENCEL™ X REFIBRA™ lyocell</td>
<td>Canopy green shirt viscose</td>
<td>Organic wool</td>
<td>Canopy engaged viscose</td>
<td>Conventional wool &amp; cashmere</td>
</tr>
<tr>
<td>Organic linen</td>
<td>Conventional linen</td>
<td>Chemoically recycled synthetics</td>
<td>PU leather</td>
<td>Conventional synthetics</td>
</tr>
<tr>
<td>Organic hemp</td>
<td>Conventional hemp</td>
<td></td>
<td></td>
<td>Recycled synthetics *certain applications</td>
</tr>
<tr>
<td>Regenerative Organic Cotton</td>
<td>TENCEL™ Modal</td>
<td></td>
<td></td>
<td>PVC</td>
</tr>
<tr>
<td>Organic Jute</td>
<td>Recycled wool &amp; cashmere</td>
<td></td>
<td></td>
<td>Fur</td>
</tr>
<tr>
<td>Ramie</td>
<td>Recycled synthetics</td>
<td></td>
<td></td>
<td>Angora &amp; mohair</td>
</tr>
<tr>
<td>Deadstock materials</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Post-consumer Recycled leather</td>
<td></td>
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</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)
If you have questions or want to learn more, we are here to help. Reach out to us at sustainability@thereformation.com