

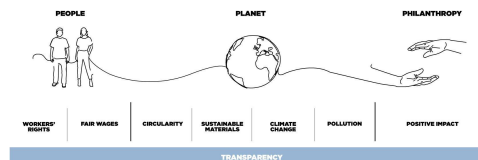
## STRATEGY AND REPORTING

Sustainability is key to how we operate at G-Star RAW. It is a process of continuous improvement in both the social and the environmental impact of our products. We have been embedding sustainability in the core of our business since 2006. Take a look at our [Sustainability Milestones Overview](#) to see some of the highlights throughout that ongoing journey.

### SUSTAINABILITY STRATEGY

Our approach to sustainability has evolved and improved over the years, our long-term focus includes key sustainability priorities specified in goals for 2025 and long-term ambitions for 2030. These are commitments built on many foundations, such as our risk assessments covering the different phases of our value chain and the use of sustainable materials in our collection. Working with different industry partners and tools such as the Higg Index of the Sustainable Apparel Coalition and the programs of Zero Discharge of Hazardous Chemicals with our suppliers, has ensured that we can measure and track impact, and scale across our value chain. We report annually on our progress and achievement through the G-Star RAW Sustainability report. Read our [Sustainability Report of 2021](#).

### STRATEGIC FRAMEWORK



### GOALS & AMBITIONS

#### PEOPLE

##### WORKERS' RIGHTS

##### PRIORITY:

- Elevate and improve fair, safe and healthy working conditions in G-Star RAW supply chain.

##### GOAL 2025:

- Improve current complaint systems towards global independency and confidentiality to strengthen workers voices in G-Star RAW supply chain.

## **FAIR WAGES**

### **PRIORITY:**

- Collaborate industry wide through “ACT on living wages”, to define the roadmap towards a fair wage framework.
- Train responsible G-Star teams and suppliers on: timely planning & forecasting, defining labor costing within purchasing prices and discussing fair terms of payment.

### **GOAL 2025:**

- Work towards an industry wide agreement on regional living wages and support implementation in G-Star RAW production countries.

## **PLANET**

### **CIRCULARITY**

#### **PRIORITY:**

- Increase the use of Cradle to Cradle Certified® fabrics in G-Star RAW collection.

#### **GOAL 2025:**

- 20% of the entire G-Star RAW collection will be made from Cradle to Cradle Certified® fabrics.

### **SUSTAINABLE MATERIALS**

#### **PRIORITY:**

- Define roadmap to achieve sustainable materials goals.

#### **GOAL 2025:**

- 75% of our collection will be made of recycled and/or organic/bio-based /compostable materials.

#### **GOAL 2030:**

- 100% of our collection will be made of recycled and/or organic/bio-based/compostable materials.

### **CLIMATE CHANGE**

#### **PRIORITY:**

- Define roadmap to achieve climate goals.

#### **GOAL 2025:**

- Reduce 15% of GHG emissions by 2025.

#### **GOAL 2030:**

- Reduce 30% of GHG emissions by 2030.

### **POLLUTION**

#### **PRIORITY:**

#### **PRIORITY:**

- Ensure the ban of hazardous chemicals in G-Star RAW supply chain.

#### **GOAL 2030:**

- Phase out all unsustainable chemical applications in G-Star RAW products.

## **TRANSPARENCY**

#### **PRIORITY:**

- Report on our sustainability performance through a verified industry benchmark (Higg Brand & Retail Module).
- Offer full transparency about the environmental performance of our materials for all garments through our fiber ranking.

#### **GOAL 2030:**

- Offer full transparency through on-product sustainability ranking, including environmental & social performance.

## **RISK ASSESSMENT**

To better understand the potential risks and impacts, we assess them across the lifecycle stages of our garments. We also assess each of our production countries based on their national regulations/laws, cultural, social and economic challenges.

This is why we make assessments aligned with the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#), as reflected in our Sustainability Strategy, Supplier Code of Conduct, Sustainable Supply Chain Handbook, Social and Labor Guidelines and our UK Modern Slavery Act Statement (see [downloads](#)).

## **GOVERNANCE**

Our Sustainability Department implements the Sustainability Strategy within and beyond our own operations. The team specializes in social and environmental sustainability across the supply chain and has a presence across the Netherlands and Asia. An important company focus is to further integrate our sustainability work throughout our organization. The departments that are actively involved in carrying out our sustainability strategy include Design, Product Development, Merchandise, Purchasing & Pricing, Quality Assurance, Sourcing, Logistics, Marketing, Communications and Sustainability.

## **PARTNERS**

[\*\*ACT \(Action, Collaboration, Transformation\)\*\*](#)

[\*\*ACCORD on Fire and Building Safety in Bangladesh\*\*](#)

[\*\*Better Cotton Initiative \(BCI\)\*\*](#)

[\*\*Dutch Agreement on Sustainable Garments and Textiles \(AGT\)\*\*](#)

[\*\*Plastic Soup Foundation\*\*](#)

[\*\*Social & Labor Convergence Project\*\*](#)

[\*\*Sustainable Apparel Coalition \(SAC\)\*\*](#)

[\*\*Textile Exchange\*\*](#)

[\*\*UN Fashion Charter\*\*](#)

## **Zero Discharge of Hazardous Chemicals Initiative (ZDHC)**

### **REPORTING AND TRANSPARENCY**

To deliver on our strategy, we enable external stakeholders to hold us accountable when it comes to assessing our data-backed sustainability performance. This includes transparent reporting.

Our first sustainability scorecard was developed with MADE-BY in 2013, and we progressed to a MODE tracker disclosure in 2015 until 2017. Since 2018 we have reported using the Higg Brand and Retail 'Beta' Module (BRM). This is the most commonly used tool in the apparel sector to measure the environmental and social impacts, enabling meaningful improvements.

Since 2020, we annually publish a Sustainability Report that meets the reporting requirements of the Dutch Agreement on Sustainable Garments and Textile, of which we are a signatory, and follows the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.

Our latest [Sustainability Report](#) focuses on the sustainability progress made in 2020, the planned actions for 2021 and our long-term goals and ambitions for 2025 and 2030.

In the future, we will use the Higg BRM to track, measure and share the social and environmental impact of our value chain. G-Star's annual sustainability report will reflect on our yearly performances regarding our strategy, including our goals and ambitions, while also determining the future approach.

Providing oversight of the supply chain is part of our commitment to the apparel sector's [Transparency Pledge](#). For five years, we have made our Manufacturing Map public – so anyone can trace the origin of a G-Star RAW product, now covering approximately 95% of our production volume (this differs per season). In addition to the map, we publish further detail on our direct suppliers, processing facilities and nominated fabric mills in our [Manufacturing List](#), which is available on the Open Apparel Registry, an open source tool, which maps garment factories worldwide.

### **DOWNLOADS**

**G-Star RAW Sustainability Report 2021** (pdf/15.5MB)

**G-Star RAW Manufacturing List** (pdf/74KB)

**Transparency Pledge** (pdf/435KB)

### **ALL AVAILABLE DOWNLOADS**

**G-Star RAW Sustainability Report 2021** (pdf/15.5MB)

**G-Star RAW Materials Policy & Animal Welfare Policy** (pdf/498KB)

**Sustainable Supply Chain Handbook** (pdf/1620KB)

**DETOX Report 2019** (pdf/720KB)

**Sustainability Report 2019** (pdf/2,8MB)

**G-Star RAW DETOX Commitment** (pdf/93KB)

**Environmental Guidelines** (pdf/2.3MB)

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**Restricted Substances List (RSL) for Garments** (pdf/841KB)  
**Manufacturing Restricted Substances List (MRSL) for Garments** (pdf/1.3MB)  
**Social and Labour Guideline** (pdf/1030KB)  
**UK Modern Slavery Statement** (pdf/208KB)  
**G-Star RAW Manufacturing List** (pdf/74KB)  
**Transparency Pledge** (pdf/446KB)  
**G-Star Raw Supplier Code of Conduct 2021** (pdf/186KB)  
**Supplier Declaration** (pdf/140KB)  
**Fair Wage Pilot** (pdf/75KB)  
**The most sustainable jeans 2018** (pdf/1,0MB)  
**G-Star RAW MODE Tracker 2017 - MADE-BY** (pdf/1.3MB)  
**G-Star RAW COVID-19 statement** (pdf/269KB)  
**Bangladesh Accord statement** (pdf/178KB)

## **HISTORY DETOX PROGRAM**

**Detox Solution Commitment with Greenpeace (2013)** (pdf/92KB)  
**G-Star's 2012 commitment towards ZDHC** (pdf/23KB)

### **2018 - 2019**

**Environmental Guidelines** (pdf/1MB)  
**Detox Report**  
**Guide for Leather Manufacturers** (pdf/407KB)  
**RSL 1.5** (pdf/986KB)

### **2017**

**Environmental Guidelines** (pdf/915KB)  
**Detox Progress Report 2017** (pdf/205KB)  
**G-Star Water Discharge Report 3** (pdf/641KB)  
**G-Star Water Discharge Report 3 - Appendix I** (pdf/7.8MB)  
**G-Star Water Discharge Report 3 - Appendix II** (pdf/4.6MB)  
**G-Star Raw Modetracker - Manufacturing Cube** (pdf/1.36MB)

### **2016**

**Environmental Guidelines** (pdf/915KB)  
**MRSL 2.0** (pdf/486KB)  
**RSL 1.4** (pdf/592KB)

### **2015**

**ZDHC Annual report 2015** (pdf/8.8MB)  
**Detox progress report 2015** (pdf/3.6MB)

### **2014**

**G-Star Detox Strategy 2014** (pdf/88KB)  
**ZDHC Audit Protocol Report** (pdf/1667KB)  
**ZDHC Research List** (pdf/1424KB)  
**ZDHC Framework for Prioritising Hazardous Chemicals** (pdf/692KB)

**ZDHC MRSL** (pdf/500KB)

**Progress Report 2014 on ZDHC** (pdf/221KB)

**MRSL 1.0 - 2014** (pdf/1.6MB)

**RSL 1.3** (pdf/673KB)

## 2013

**G-Star Report on APEO Elimination Policy** (pdf/108KB)

**G-Star Report on Phthalates Elimination Policy** (pdf/480KB)

**G-Star Water Discharge Report 1** (pdf/480KB)

**G-Star Water Discharge Report 2** (pdf/107KB)

**Progress Report 2013 on ZDHC** (pdf/221KB)

**G-Star steps to develop further substitution case studies** (pdf/253KB)

## 2012

**Individual Action Plan** (pdf/71KB)

**G-Star steps to develop further substitution case studies** (pdf/253KB)

**Progress Report 2012 on ZDHC** (pdf/221KB)

## CASE STUDIES ON SUBSPORT

**Case Study on PFC-Free Alternative** (pdf/63KB)

**Case Study on Root Cause Investigation of PFOS contamination in our leather garment**  
(pdf/46KB)

**Case Study on APEO Alternative** (pdf/65KB)

**Case Study on PVC and Phthalates Alternative** (pdf/68KB)

## CODE OF CONDUCT (2014) TRANSLATIONS

**G-Star RAW Supplier Code of Conduct - English** (pdf/103KB)

**G-Star RAW Supplier Code of Conduct - Bangladesh** (pdf/763KB)

**G-Star RAW Supplier Code of Conduct - Chinese** (pdf/572KB)

**G-Star RAW Supplier Code of Conduct - Hindi** (pdf/183KB)

**G-Star RAW Supplier Code of Conduct - Tamil** (pdf/466KB)

**G-Star RAW Supplier Code of Conduct - Urdu** (pdf/215KB)

**G-Star RAW Supplier Code of Conduct - Vietnamese** (pdf/187KB)

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### Präferenzen

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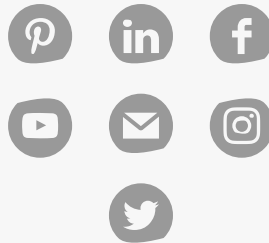
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G-STAR RAW

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