



OUR PROMISE

TRANSPARENCY REPORT 2020

OUR PROMISE

TO THE PLANET AND ITS PEOPLE IS TO HELP PREPARE

OUR WORLD

FOR TOMORROW

At Gymshark, we are united through conditioning and the steps we take to prepare for tomorrow. That's not only with weight in our hands or miles on our feet, but with our responsibility to do better, and be better, for the future of our planet and the people it homes.





OUR PEOPLE

A CULTURE FOR EVERYONE

WITHOUT OUR PEOPLE, WE HAVE NO PURPOSE. WE ARE **CARING**, WE ARE **INCLUSIVE** AND, ABOVE ALL ELSE, WE ARE FAMILY. THOSE VALUES APPLY TO EVERYONE CONNECTED TO GYMSHARK, FROM PRODUCTION LINE TO GYM FLOOR.





**IT'S THE INDIVIDUALS AT GYMSHARK WHO
KEEP US MOVING, AND IT'S THE ENTIRE FAMILY
WHO CREATE OUR INFECTIOUS CULTURE.**

This culture of diversity, inclusivity and honesty is something we must not only preserve, but strive to progress. We're not perfect now - and we never will be - but we'll always be looking for opportunities to improve.

Gymshark has been built by people who care, and we care for every one of our people. We are a young organisation, and we are starting as we mean to continue, by pushing boundaries, celebrating anyone and everyone, and truly, genuinely caring.

DAVE PARRY

CHIEF PEOPLE OFFICER



CULTURE IS OUR OXYGEN

AS LONG AS OUR CULTURE LIVES,
WE DO TOO.

Our family will have similarities and differences, and wins and losses, but we celebrate anyone who shares the Gymshark vision of positively impacting the world. We exist to unite the conditioning community through the things they share in common, and the things they don't.

GYMSHARK



INVALUABLE VALUES

THE BELIEFS WE STAND BY AND THE
PRINCIPLES WE LIVE BY.



WE ARE TRANSPARENT

WE KNOW WHERE WE'RE GOOD,
AND WE'RE HONEST WHERE WE'RE NOT.



WE ARE TRUSTED

WE STAND TO BE GENUINE. WE STAND TO BE
RESPECTFUL. WE STAND TO BE UNDERSTOOD.



WE ARE ACCESSIBLE

THERE'S NO QUESTION OF WHO, WHERE OR WHY, TO GET CLOSE
WITH OUR PEOPLE, WE NEED TO GET CLOSE TO OUR PEOPLE.



WE ARE CARING

COMMUNITY FIRST, ALWAYS.



WE ARE INCLUSIVE

WE CELEBRATE ANYONE, AND EVERYONE, WORKING TO
POSITIVELY IMPACT THEMSELVES, OTHERS OR THE WORLD
AROUND THEM.



PEOPLE

OUR PROMISE

WE ARE DISRUPTIVE

FUCK THE NORM.



WE ARE
FAMILY



409 VISIONARIES

OUR PEOPLE AS OF FEBRUARY 2020

There’s nothing more important when searching for someone to join Gymshark than ensuring they share our vision of upholding ‘a culture for everyone’. After that, every Gymshark employee, or prospective employee, is selected on a mix of talent, experience and, most importantly, passion.

Inclusivity is a fundamental Gymshark value; we would never deny someone the opportunity of joining our family for any reason other than merit, and we would also never recruit purely to tick a box.

Inclusivity and diversity are two separate practices. We believe that diversity is a catalyst for inspiration, and we recognise that the inclusivity engrained in Gymshark culture is currently not reflected by the diversity of our people. We will change that. There are people of all genders, ethnicities and ages who share our mission to positively impact the world. We will find them.

“I CAN CONFIRM THAT THE PUBLISHED
INFORMATION BELOW IS ACCURATE.”
DAVE PARRY, CHIEF PEOPLE OFFICER.

OUR GENDERS

GENDER	HEADCOUNT
MALE	186
FEMALE	222
PREFER NOT TO SAY	001

OUR AGES

AGE	HEADCOUNT
16-25	163
26-35	174
36-45	042
45+	030
PREFER NOT TO SAY	000

OUR ETHNICITIES

ETHNICITY	HEADCOUNT
WHITE	253
HISPANIC	001
BLACK	003
ASIAN	004
ASIAN BRITISH	002
MULTI-ETHNIC	008
OTHER	051
PREFER NOT TO SAY	087



GENDER PAY STATS FY19

We still have work to do to improve our gender pay statistics. The number of men in senior positions at Gymshark currently outweighs the number of women in senior positions. We are working to rectify that. We would only employ someone equipped for a position, but we'll always put equal effort into searching for men and women equipped to fill senior roles, as well as equipping those who currently work at Gymshark to be suited to those roles.

In FY19, certain male shareholders constituted what we define as the 'executive board' referenced in this FY19 report. These shareholders form part of the Gymshark General Board, a group made up of the executive board and our Chiefs of Function. Including the remuneration of our 'executive board' distorts our results significantly, which can be seen by the difference in the gap when you exclude the executive board, and when you analyse the median results, which finds the 'middle' male and female pay by excluding all outlying stats.

AVERAGE PAY DIFFERENCE

PAY DIFFERENCE INCLUDING EXECUTIVE BOARD

MEAN DIFFERENCE*	42%
MEDIAN DIFFERENCE**	14%

PAY DIFFERENCE EXCLUDING EXECUTIVE BOARD

MEAN DIFFERENCE	27%
MEDIAN DIFFERENT	14%

*Mean difference is calculated by finding the overall averages of both male and female pay, and then finding the percentage that male pay is greater by.
**Median difference is calculated by removing outliers (highest and lowest pay) from each gender's pay one at a time until you're left with one 'middle' pay per gender, and then finding the percentage that male pay is greater by.

AVERAGE BONUS DIFFERENCE

We are a team; we win together and we lose together. And so, our bonus structure is based entirely on business-wide performance, not individual results. Either all eligible staff receive a bonus or no eligible staff receive a bonus, with the bonus fee received determined by pay grade. We recognise that everyone in Gymshark plays a role in the results we achieve and the progress we make. The only condition to eligibility for our bonus structure is start date; and so, any imbalance in the number of males and females who receive bonus is simply down to the percentage of eligible staff per gender per bonus payment.

BONUS DIFFERENCE INCLUDING EXECUTIVE BOARD

MEAN DIFFERENCE	91%
MEDIAN DIFFERENCE	0%
MALES WHO RECEIVED BONUS	78%
FEMALES WHO RECEIVED BONUS	84%

BONUS DIFFERENCE EXCLUDING EXECUTIVE BOARD

MEAN DIFFERENCE	48%
MEDIAN DIFFERENCE	-3%
MALES WHO RECEIVED BONUS	78%
FEMALES WHO RECEIVED BONUS	84%



PAY BY QUARTILES

Our pay quartiles are calculated by splitting our entire payroll into quarters, and then calculating the male and female split of each quarter. As with our pay difference stats, we’re aware that our numbers are currently weighted towards a greater male proportion in the higher quarters. Those stats are industry standard, but we want to pioneer gender equality from top to bottom. True equality would be represented by each quartile being evenly divided. We promise to keep pushing to make that a reality.

PAY QUARTILES INCLUDING EXECUTIVE BOARD		
QUARTILE	MALE	FEMALE
UPPER QUARTILE	67%	33%
UPPER MIDDLE QUARTILE	53%	47%
LOWER MIDDLE QUARTILE	42%	58%
LOWER QUARTILE	47%	53%

PAY QUARTILES EXCLUDING EXECUTIVE BOARD		
QUARTILE	MALE	FEMALE
UPPER QUARTILE	67%	33%
UPPER MIDDLE QUARTILE	49%	51%
LOWER MIDDLE QUARTILE	43%	57%
LOWER QUARTILE	48%	52%

FUTURE: A LEVEL PAYING FIELD

We do not believe that any group of people are more suitable to any specific role or career. Everyone has the potential to excel in anything they do. Our youngest board member and Chief Data Officer, Gemma Hulbert, is a 27-year-old female, the perfect representation of our inclusive attitude towards career progression. The inclusion of more females in senior positions in future gender pay reports, including Gemma, will be a start to achieving more level pay stats.

With that said, we are taking further, longer strides to promote equality throughout Gymshark, through creating a more diverse team and through equipping more Gymshark employees for career progression.

STEPS TO LEVEL THE FIELD:

- Continue to roll out the Gymshark ‘Don’t Be A Dickhead’ Inclusivity training to the entire team to ensure everyone is aligned on our values of inclusivity, equality and diversity.
- Promote our business coaching programme to instil career consciousness and – regardless of age, gender or ethnicity – provide everyone with the chance of career development.
- Gymshark Coaching Club: A number of the Gymshark team will have the opportunity, and training, to become career coaches to colleagues.
- Develop our flexible working approach to become more unified and prominent throughout the company. An attitude of ‘performance over presence’ (hitting the standards we set is more important than filling desk space) will help to combat the barriers to career progression that a strict 9-5 can often set.

We stand by our belief that taking, furthering and improving the above steps will help to equip under-represented groups for more senior roles in their careers, either with us or away from Gymshark.



STRENGTH HAS NO IDENTITY

**EQUALITY IS ABOUT EVEN ODDS.
WE CAN'T LEAVE IT TO CHANCE.**

Our family lives beyond the walls of GSHQ. At Gymshark, we are devoted to creating and uniting a conditioning community that celebrates anyone and everyone. We uphold the belief that every single person should be entitled to the same opportunities as the person next to them, and (alongside our work at HQ) we are taking steps to be more representative of modern culture within the Gymshark brand.

Equality is a worldwide duty. The steps we take now will assist in building a family that echoes and celebrates the stories and futures of every culture.

We promise to support the push for equality until the push for equality is no longer needed.



ONE VISION FOR ALL VISIONARIES



OUR PROMISE TO OUR PEOPLE

Gymshark's priority is its people. We constantly challenge ourselves – and reach out to others – to provide the best care and careers possible. If you contribute to the life and future of Gymshark, we promise to contribute to yours.



FROM HQ TO HONG KONG

To spread our values to the world, we must live them ourselves. We promise our people **a culture for everyone** with fair conditions and equal opportunities.



A WORKPLACE THAT TRULY CARES

We uphold our values of being caring and family with leading-edge benefits. Promoting employee health as well as career and personal welfare is our way of nurturing those who champion our message and our community - with benefits including the Gymshark Lifting Club and mental health programmes, pension and bonus schemes, health and life insurance, 26 days annual leave plus sick pay and financial well-being tuition.



FROM SUPPLY LINE TO SQUAT RACK

We strive to raise the bar in the impact we have on our entire family. Gymshark affirms that anyone involved in the creation of our brand and our products is not an asset in a headcount of employees, but a human being in a community of individuals. This is best represented through our participation in the Fair Labor Association (more to follow).



CULTURE AND WELFARE FIRST

Your conditioning is born from fair working conditions. See our full Supplier Code Of Conduct and full list of suppliers (more to follow) for more information on our supply chain welfare procedures.



FAIR LABOR ASSOCIATION

Acknowledging our mission going forwards, we're partnered with the Fair Labor Association (FLA) and are committed to upholding the FLA Workplace Code of Conduct and Principles of Fair Labor and Responsible Sourcing throughout our entire supply chain. We're proud to be a Participating Company of the FLA and follow their guidance to ensure we're always doing our best by our people.

We're also partnering closely with third party assessors who audit our tier one and tier two suppliers, to ensure the sustainability and welfare standards we expect are upheld.



GYMSHARK SUPPLIER CODE OF CONDUCT

The Gymshark vision is centred around progression and innovation, and this goes beyond just the products we create. We also strive to raise the bar in the impact we have on our entire community, including our supply chain. Everyone involved in the creation of the Gymshark brand and its products is a part of our Family, and is entitled to the corporate fulfilment of our legal, ethical and equitable values on staff welfare and conditions. We uphold a devotion to our responsibility to the fair treatment of every person who contributes to Gymshark. We must ensure that this devotion is shared by all Gymshark partners, including suppliers and affiliates. The Gymshark Code of Conduct states our absolute minimum workplace standards for all partners. These fundamental values are not an objective; they are an obligation. Gymshark will work collaboratively with all partners and suppliers to ensure that the impact of our brand – at every touchpoint – is a positive one, from supply chain to gym floor. Ultimately, Gymshark affirms that everyone actively associated with the company is not an asset in a headcount of employees, but a person in a community of individuals.

EMPLOYMENT RELATIONSHIP

Every partner must adopt and adhere to rules and conditions of employment that respect their employees and, at minimum, safeguard their right under national and international labour and social security laws and regulations. All work for the partner must be part of a recognised employment relationship, established through national law and practice. Homework arrangements are not permitted for the production of Gymshark products.

NO DISCRIMINATION

It's the partner's responsibility to ensure all employees and applicants are not subject to discrimination in employment, including hiring, terms and conditions of engagement, working conditions, compensation, promotion, training, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

NO HARRASSMENT OR ABUSE

The partner must ensure every employee is treated with respect and dignity, and that employees are not subject to physical, sexual, psychological or verbal harassment or abuse. All threats of such behaviour are strictly prohibited.

WORK FREEDOM OF CHOICE

Partners must not use forced labour, including prison labour, indentured labour, bonded labour or other forms of forced labour, and all workers must have voluntarily elected for employment under the partner. No-one employed by the partner should, under any circumstances, be required to lodge "deposits" or their identity papers with the partner to gain work and everyone must be free to leave the partner after reasonable notice.

NO CHILD LABOUR

No partner will employ – either directly or indirectly – any person under the age of 15 years, under the national age for completion of compulsory education or under the national legal

working age, whichever is higher. Under no circumstances will any partner employ a person under the age of 18 to work at night or in hazardous conditions.

RESPECT FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Every partner shall recognise and respect the right of their employees to freedom of association and collective bargaining, and their right to join or form trade unions or any other type of employee organisation of their own choosing.

SAFE WORKPLACE

The partner must provide a safe and healthy workplace, by taking adequate and appropriate steps to prevent accidents and injuries to health arising out of, associated with or occurring in the course of work by minimising – so far as is reasonably practicable – the causes of hazards inherent in the working environment. All health and safety law, applicable to the relevant partner, must be adhered to and every partner must ensure their employees receive regular and recorded health and safety training.

WORKING HOURS AND OVERTIME

The regular and overtime hours allowed by the law of the country of employment must not be breached by any partner. The hours of the regular work week shall not exceed 48 hours. The partner must allow workers a minimum of 24 consecutive hours of rest in every seven-day period. Any overtime work done by an employee must be consensual. The partner must not request overtime on a regular basis and will compensate

all overtime work at a premium rate. Other than in exceptional circumstances, the total sum of regular and overtime hours in a week must not exceed 60 hours.

COMPENSATION IS FAIR

Every partner must acknowledge that all employees have a right to compensation for a regular work week that is sufficient to meet the employee's basic living needs and provide some discretionary income. The partner must pay all employees' wages for the regular working week that meet at least the relevant national minimum wage or appropriate prevailing wage, whichever is higher, and provide all legally mandated benefits. The partner must also provide their employees with a clear and detailed account of their wages for each pay period and cannot make deductions illegally or for disciplinary purposes. Where compensation does not meet workers' basic needs and provide some discretionary income, each partner shall work with Gymshark to take appropriate actions that seek to progressively realize a level of compensation that does.

THE ENVIRONMENT IS RESPECTED

The partner must adhere to all applicable, regulatory environmental requirements including, but not limited to, water, chemical, energy, air, sound and waste management to ensure that negative environmental impacts from the workplace are minimised.



GIVING A SHIT

HELPING OTHERS TODAY,
TOMORROW AND BEYOND



COMMUNITY IS AT OUR CORE

We'll support people and places in need for as long as we exist. Some of the charitable and fundraising events we've held recently include: volunteering at food banks, raising over £17,000 completing the Three Peaks Challenge and, in true Gymshark style, a group workout in support of Breast Cancer Awareness Month.

Through exploring new avenues of charity, as well as forming more focused charitable teams and structures, we are continually looking to extend our helping hand. While people still need help, there will always be more to come from us.



EMPLOYEE 'GIVE A SHIT' DAYS

Every Gymshark employee has the opportunity to take one day's paid leave per year to volunteer or fundraise for an organisation or event they hold close to their heart.



OUR PLANET

UNITED BY OUR ONE GLOBAL MISSION

Our promise is to make sustainability and environmental preservation a part of everything we do, every single day. We strive to lead the way by making it the norm.

To make it the new norm, first we must challenge our current norm. As a young company, we have a lot to learn about the impact we have on the planet, and we have the opportunity to become completely carbon neutral and remove our retrospective footprint entirely.

Our promise is not perfection, but progress. Our sustainability action plan targets the highest possible standards, starting now and continuing indefinitely, with a combination of self-reflection and forward-thinking.

WE'VE GOT WORK TO DO.





CARING – FOR OUR PEOPLE, OUR PLANET AND THEIR RESPECTIVE FUTURES – IS A VALUE AT THE VERY HEART OF GYMSHARK.

That's why sustainability is a focus of our own future, not just environmentally, but in everything we do.

We've got lessons to learn and work to do, but embracing sustainability, and becoming excited by its progress, is how we plan to achieve that.

At Gymshark, maximising our contribution will not only top the Sustainability team's to-do list, but become a part of everyone's every day.

BEN FRANCIS

FOUNDER



GYMSHARK'S FOOTPRINT

AND THE BETTER STEPS IT WILL TAKE

WHAT ACTUALLY IS A CARBON FOOTPRINT AND WHAT IMPACT DOES IT LEAVE BEHIND?

A carbon footprint is the total volume of CO2 emissions created by an organisation and its activity, typically measured in tonnes. In our language, 1.3 tonnes of CO2e roughly equates to the electricity needed to power treadmills in an average gym for one week. A footprint is made of direct emissions and indirect emissions. Direct emissions are a result of anything an organisation does first-hand via its own property; indirect emissions are still caused by an organisation's activity, but are physically created by an external organisation or source.

Carbon emissions are also broken down into three scopes. Scope 1 emissions are created directly by a company and its property (e.g. the use of a company vehicle). Scope 2 covers the use of outsourced energy to power an organisation (e.g. electricity). Scope 3 emissions are still a consequence of an organisation's activity, but are directly created by an external party (e.g. Gymshark's 'final mile' emissions).

FINAL MILE:

Final Mile emissions refer to the total volume of CO2e created by the delivery of our products to the front doors of consumers.

CARBON FOOTPRINT TOTAL WITH FINAL MILE

YEAR	TOTAL TONNES OF CO2E
2018/19*	19164

CARBON FOOTPRINT TOTAL WITHOUT FINAL MILE

YEAR	TOTAL TONNES OF CO2E
2018/19*	4164.25

CARBON FOOTPRINT BREAKDOWN WITH FINAL MILE

SOURCE	% OF TOTAL FOOTPRINT
FINAL MILE	78
AIR FREIGHT	12
FLIGHTS	5
SEA FREIGHT	3
ELECTRICITY	2
OTHER	0

CARBON FOOTPRINT BREAKDOWN WITHOUT FINAL MILE

SOURCE	% OF TOTAL FOOTPRINT
AIR FREIGHT	54
FLIGHTS	22
SEA FREIGHT	13
ELECTRICITY	9
OTHER	2

*Carbon footprint data recorded between 1st August 2018 and 31st July 2019

(Note: Our 'final mile' emissions (delivery to a customer's door) are a calculated estimate.)



SCOPE	ACTIVITY	TOTAL TONNES CO2E
SCOPE 1	COMPANY CAR TRAVEL	6.55
SCOPE 1 SUB-TOTAL		6.55
SCOPE 2	ELECTRICITY GENERATION	349.63
SCOPE 2 SUB-TOTAL		349.63
SCOPE 3	AIR FREIGHT	2260.01
	FLIGHTS	906.80
	SEA FREIGHT	535.61
	LORRY FREIGHT	31.72
	TAXI TRAVEL	30.03
	ELECTRICITY TRANSMISSION AND DISTRIBUTION	25.33
	RAIL TRAVEL	9.33
	EMPLOYEE OWNED CAR TRAVEL	4.98
	WATER & WASTEWATER	3.34
	WASTE	0.93
SCOPE 3 SUB-TOTAL		3808.07

SCOPE	TOTAL TONNES CO2E
CARBON FOOTPRINT TOTAL WITHOUT FINAL MILE	4164.25
CARBON FOOTPRINT TOTAL PER EMPLOYEE	11.29
CARBON FOOTPRINT TOTAL PER £M TURNOVER	23.53

Gymshark is an online only retailer; one of the challenges this creates is the extremity of our final mile emissions. We are always looking at ways to reduce this, and we're also making an ongoing commitment to offset our entire volume of carbon emissions, period.

*This is not, yet, a full capture of manufacturing emissions due to the challenge of tracing environmental performance across an entire supply chain. We're working to achieve that and, rest assured, this will be a full capture of manufacturing emissions soon.



**WE KNOW WE
AREN'T THERE.
WE ALSO KNOW
WE AREN'T DONE.**

**HERE'S OUR FOOTPRINT'S
NEXT STEPS FOR 2021.**



MINIMISING THE FINAL MILE

'Final mile' emissions contribute over 75% of our total carbon footprint (approx.). It's clear that our attention needs to be focused here. We're already working on solutions to reduce that final mile, including opening more localised distribution centres and reviewing more sustainable shipping options, as part of our promise.

We can also cut down the emissions created by the delivery of products to our own door. Sea freight is a far more environmentally-friendly option than air freight; it just takes significantly longer. But, through improved planning and forecasting, we can better prepare for future launches to use sea freight at every possible opportunity.



SWITCH TO ZERO CARBON ENERGY SUPPLIERS

Reviewing and researching the most sustainable methods of energy supply will become routine to us at Gymshark; both through ensuring we use zero carbon energy suppliers to power our headquarters and through educating our staff on how to maximise the sustainability of their own energy consumption.

We'll also be working with our partners and suppliers to better understand their energy usage and to advise on steps they can take to improve their own carbon footprint.



OFFSET THE REST

Removing our carbon emissions entirely will always be the goal we chase, but we understand that, right now, we don't have all the answers to get there. Until we do, starting from 2021, we will offset all remaining carbon emissions that we're unable to remove ourselves.



GOAL SETTING

We're using the Higg Index to examine the environmental performance of our entire supply chain and, in turn, will use that as a guide to set full reduction targets for the future.



OUR MORAL FIBRES AND FABRICS AND MATERIALS

THE CREATION AND DISTRIBUTION OF EVERY GYMSHARK PRODUCT TO HAVE MINIMAL REPERCUSSIONS ON THE PLANET AND ITS ENVIRONMENT; THAT'S THE GOAL FOR GYMSHARK PRODUCTS.

If we're unable to achieve that in the creation of each product, we'll find other innovative solutions to achieve it. To get there, we'll scrutinise every decision and move we make. It will require reflection and action on our own work, but also across our entire supply chain.



A LOOK AT WHERE WE STAND...
AND WHERE WE'RE MOVING TO

ANIMAL PRODUCTS

Gymshark currently use and source absolutely no animal products. If that were to ever change, we promise it would not be a decision made lightly, and we would only ever source animal products responsibly. And, of course, we promise that you would be the first to know. Animal welfare is incredibly important to the entire Gymshark family.





BETTER COTTON WITH BETTER COTTON

In collaboration with the Better Cotton Initiative, we are committed to sourcing 100% of our cotton as 'more sustainable cotton' by the end of 2020. The BCI makes global cotton production better for the people who produce it, better for the environment it grows in, and better for the sector's future.

They do this by teaching cotton farmers smarter farming practices and methods of growing more cotton from less resource, as well as upholding standards that ensure the safety and well-being of farmers worldwide. In 2015-16, the BCI licensed over 1.5 million farmers from 22 countries on five continents.

To date, we've ensured that over 472 tonnes of cotton has been sourced through the Better Cotton Initiative, which sets us well on the way to our goal of sourcing 100% 'more sustainable cotton' by the end of 2020.

**BETTER COTTON IS SOURCED VIA A SYSTEM OF MASS BALANCE
AND IS NOT PHYSICALLY TRACEABLE TO END PRODUCTS. SEE
[BETTERCOTTON.ORG/MASSBALANCE](https://bettercotton.org/massbalance) FOR DETAILS.**



A NEW LIFECYCLE

The lifecycle of our products is extended by the use of quality fibres. Low-quality fibres are counter-productive, as they end up creating more waste through the demand for replacements. In sourcing higher quality fibres in materials, we can ensure that our products will perform for longer, meaning you can continue to count on them for longer. This, in turn, creates less eventual waste and reduces the number of products you need to purchase throughout your conditioning journey. Win win.

To further improve the lifespan of our products and the world's resources, as well as reducing emissions, we will strive to achieve a 'closed loop process' by 2025. This means, in practice, recycling the products we've already made to produce future products.

The end goal is for there to be no such thing as waste.



CHEMICAL ACTION

Every Gymshark supplier is compliant with the EU's Registration, Evaluation, Authorisation & restriction of Chemicals (REACH) regulation, promoting the protection of human health and the environment from the use of chemicals. We ensure our own Restricted Substances List (RSL) is upheld across the production of all Gymshark products through either Oekotex certification or third-party material testing.



PACKAGING ON A CUT

Our aim is not to be less than the full package, but for the full package to be less. We're continuously reviewing our methods of packaging products to find more sustainable, less wasteful approaches. Every option has pros and cons and it's our duty to analyse the balance of every step we take.

We promise to continue investing our full attention into those steps.

Here's a few places we've invested that attention already...

YOU'VE GOT (LESS) MAIL

In atypical Gymshark style, for once we're putting focus into using less weight. We've removed dead weight from our mailing bags – including carry handles – and reduced the thickness of the bag's material to ensure less plastic is used, while still promising to get your new products to you in perfect condition. In the plastic that is used, we use recycled content.

The non-recyclable shipping stickers have been removed from the majority of our orders too. Our head distribution centre in Belgium now prints shipping addresses directly

onto our mailing bags. Excluding any bags that still use the shipping sticker, our mailing bags are 100% recyclable. You can still recycle those with stickers, too; you just need to remove the sticker or cut it out.

FROM PRODUCT BAGS TO HANG TAGS

Our product bags are made using 100% post-industrial recycled content (see below). Plus, we've cut down on a number of nonessential extras including the removal of sizing stickers, swapping plastic hang tags for recyclable card and using recycled polyesters to create our product care labels.

Post-Industrial Recycled Content:

Materials, including offcuts and waste, reused by a manufacturer in production.

Post-Consumer Recycled Content:

Content sourced from materials recycled by consumers.



WHAT NEXT?

OUR LATEST COMMITMENTS TO REDUCE PACKAGING ON GYMSHARK PRODUCTS:

- 1. ALL OUR PACKAGING TO BE 100% RECYCLABLE BY THE END OF 2021.**
- 2. REMOVE HANG TAGS FROM ALL PRODUCTS BY THE END OF 2020.***

*We get that this may seem like a quick, simple fix, but due to production timelines, any changes we make now may not be seen immediately or must be progressively implemented.



**OUR PACKAGING MAY
CHANGE, BUT THE
SICK PRODUCTS
INSIDE WON'T.**



GIVING YOUR PERSONAL BEST

HOW DOING YOUR BIT FOR THE PLANET CAN SUPPORT US DOING OURS

We're making changes to reduce wastage created or caused by our products, including the responsible disposal of our waste stock through partnerships with organisations that repurpose or redistribute it. There are a few things you can do to help support our promise too.



30'S ENOUGH

All your Gymshark products are created to be washed at 30 degrees and line dried; just see the care label. High temperature washes and machine drying use more energy and water, which not only impacts the planet, but your clothes and your wallet too.





DON'T THROW IT AWAY. THROW IT THE RIGHT WAY.

If a time ever comes that you need to dispose of your Gymshark products (or any other textiles), please don't throw them straight in the trash. If you can't find a new home for them, find a local textile recycling bank to dispose of them responsibly.

The same applies to your Gymshark mailing bags. You'll just need to make sure you follow the recycling policies and procedures of your local or national authority.

UK Residents: www.recyclenow.com/what-to-do-with/plastic-film
US & Canadian Residents: www.plasticfilmrecycling.org/recycling-bags-and-wraps/find-drop-off-location

Australia: <https://www.redcycle.net.au/where-to-redcycle/>

Rest of World: Please research the recycling policy of your local authority or municipality for more information.



OUR PARTNERS IN PREPARATION

To be the very best we can, we utilise the education, guidance and support of a number of partners to help us keep true to our promise. In line with our value of transparency (“we know where we’re good, and we’re honest where we’re not”), we recognise where we could be better and value the assistance of those who can help us get there.



SUSTAINABLE APPAREL COALITION

Gymshark are members of the Sustainable Apparel Coalition (SAC), giving us access to the Higg Index. The SAC are industry leaders in promoting and supporting sustainable production in apparel, footwear and textiles.

Their vision – of an apparel industry that produces no unnecessary environmental harm and has a positive impact on the communities associated – matches our promise perfectly.



Sustainable
Apparel Coalition



HIGG INDEX

We utilise the Higg Index to measure and improve the environmental performance of our supply chain, and we oblige every one of our suppliers to complete it annually.

The Higg Index provides us with a suite of tools to better monitor the social and environmental sustainability impact we have. We've already begun applying some of these tools and plan to apply them all.

Through an approach of assess and assist, we are committed to supporting all of our supply partners in the use of the Higg Index by December 2020.



ZERO DISCHARGE OF HAZARDOUS CHEMICALS

We are friends of the Zero Discharge of Hazardous Chemicals (ZDHC) group, and share their mission to advance towards no release of hazardous chemicals in the textile supply chain.

The vision of the ZDHC is widespread implementation of sustainable chemistry and best practices in the textile, leather and footwear industries to protect consumers, workers and the environment.

It's our ongoing, indefinite commitment to implement the ZDHC's Manufacturing Restricted Substances List (MRSL) and the use of the ZDHC Gateway as part of our environmental promise.



TURNING OUR PROMISE INTO OUR PRACTICE

TRANSPARENCY FROM THE INSIDE OUT

To make our promise possible, we need to work closer with our team of suppliers and partners than ever before, ensuring our values and our vision are moving in the same direction.

In the early steps of our journey, as a relatively small company and community, Gymshark had to largely rely on agencies to make our product which, ultimately, left us with zero visibility.

As we've grown and progressed, we've become increasingly able to work directly and openly with more suppliers to ensure a collaborative, united approach to our promise.

Right now, we have a completely direct, and mutually visible, relationship with all tier one suppliers (garment manufacturing) which will be matched by tier two and three suppliers (material sourcing and yarn spinning) by the end of 2020. Tier four (agriculture and raw materials) will follow; we can't yet promise when, just that it will.

We're partnering closely with third party assessors who audit our tier one and tier two suppliers, to ensure the sustainability and welfare standards we expect are upheld.



AWI8 SSI9 AWI9

SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Ningbo A.M.C Garments Manufacturing Co.ltd	SHENGING ROAD, SIZHOUTOU TOWN, XIANGSHAN COUNTY, NINGBO CITY, ZHEJIANG PROVINCE, CHINA	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Ningbo Jiana Imp.& Exp. Co., Ltd. (Winner)	JIALE INDUSTRIAL ZONE, SONGYANWANG GULIN. NINGBO, ZHEJIANG, 315176	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Wuhuxian Hengxin Apparel Co. Ltd	YINGGANG INDUSTRIAL GATHER ZONE , LIULANG TOWN , WUHU. 241111 , CHINA	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Profashional Limited	No.6 Tiangu Road, Economic Development Zone, Hanshan County, Ma'anshan, Anhui	China
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Sleekline	Plot 08 Mepp, Malwatta, Nittabuwa , western, Colombo , Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Kreedaa Intimo	LOT 49, 49A, 58 & 59, B.E.P.Z, WALGAMA, Western, Colombo, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited -Contourline Division	BOI Industrial Park, Pallekale, Kandy, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS ACTIVE (PRIVATE) LIMITED - LINEA INTIMO DIVISION	Lot89A Biyagama EPZ, Walgama, Malwana, Colombo, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Asialine Division	THORAKOLAYAYA ,MIDDENIYA, SOUTHERN	Sri Lanka
Prime Source Enterprise Ltd.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Zhejiang Bangjie Digital Knitting Share Co. Ltd	South section,suxi town,yiwu, Zhejiang province,China	China
Prime Source Enterprise Ltd.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Ningbo Yongnan Knitting Co Ltd	3rd Floor Building D , No. 1301 Xiangshangang Rd Ningbo	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Quanzhou Motorun Sporting Goods Co.,Ltd.	NO.75 Zhi tai Road Quanzhou Economic&Technological Development Area. Fujian.P.R.China	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Xiamen Yangli Garments Ltd.	No 152 Tongan Park Tongan Industrial Park , Tongan District , Xiamen city , Fujian , 361100	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Fujian Fynex Garment Co,Ltd	Wuli Industrial Zone,Jinjiang City,Fujian Province,China 362200	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Zhangjiagang Jes Garments Co., Ltd.	Zhouxiang Village, Tangqqiao Town, Zhangjiagang City,Jiangsu Province ,215600 Jiersheng Clothing Co.,Ltd	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Xiamen Yinfengtai Garment Co. Ltd	Building B, No. 299, dingqian liu road, dingqian Street Xiamen city . Fujian , 361006	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Jinjiang Youxiang Garment Co., Ltd	5th Floor, B1 Building, Septwolves Industrial Park, Jinjing Community, Jinjing Town Jinjiang,Fujian,China Jinjiang Youxiang Garment Co., Ltd	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Just Best Clothing Ltd. Xiamen	4 Floor, No. 305 Building, Zucuobian Road, Xinmin Town, Tong'an District Xiamen	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Yiwu Ruize Garments co.,Ltd	NO.567 Yidong Industrial Park, NianSanLi Street, Yiwu	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	QuanZhou HaiHong Garment Ltd.	Garment dept,Building A4,JiangNan Electronic Information park,Chang Tai Road,LiCheng Area Quanzhou,Fujian,China 362000 HTT Material Technology CO.,LTD.	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Aihuadun Garments & weaving Co. Ltd	Huihai Industrial Area, Jinjing TownFujian ,Quanzhou	China
J.M. Fabrics Ltd. (New Asia)	SOUTH NAYA PARA 6 DOGRI, BHAWAL MIRZAPUR, GAZIPUR Bangladesh	J.M. Fabrics Ltd.	South Naya Para 6 Dogri, Bhawal Mirzapur, Gazipur, Dhaka, Bangladesh	Bangladesh
RT Knits Ltd	Peupliers Avenue, Pointe aux Sables 11123, Rep.of Mauritius.	RT Knits Ltd.	Peupliers Avenue, Pointe aux Sables 11123, Rep.of Mauritius.	Mauritius
Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAURITIUS	Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAURITIUS	Mauritius
RAMCO	Gunesli, Baglar Mah, Osmanpasa Cad, Fatih Han, No:61, K:2 , 34209 Gunesli, Istanbul – TURKEY	RAMCO TEXTILE	Gunesli, Baglar Mah, Osmanpasa Cad, Fatih Han, No:61, K:2 , 34209 Gunesli, Istanbul	Turkey
RAMCO	Gunesli, Baglar Mah, Osmanpasa Cad, Fatih Han, No:61, K:2 , 34209 Gunesli, Istanbul – TURKEY	RAMCO TEXTILE-SEWING HOUSE	MERKEZ MAH. SALİH PAŞA CAD. NO:44 / A (HUZUR SOKAK NO:8)G.O.PAŞA, ISTANBUL	Turkey



AWI8 SSI9 AWI9

SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
Weihai Textile Group Import & Export Co., Ltd (Dishang)	20th Floor, No.186 West Wenhua Road, Weihai City, Shandong Province, China	Qingdao Morrow Apparel co. Ltd	LONGQUANHE2 ROAD, LONGQUAN TOWN JIMO, QINGDAO, CHINA SHANGDONG , 266200	China
Weihai Textile Group Import & Export Co., Ltd (Dishang)	20th Floor, No.186 West Wenhua Road, Weihai City, Shandong Province, China	Dishang Huajia (Qingdao) Garments Co. Ltd.	No. 13 Huanghesan Road, Jimo, Qingdao Qingdao	China
HOP SHING KNITTING FACTORY CO., LTD.	Rm G, 2/F, High Win Factory Building, 47 Hoi Yuen Road., Kwun Tong, Kowloon, Hong Kong	HOP SHING KNITTING FACTORY CO., LTD.	NO.5, LONGCHENG STREET, XIEKENG VILLAGE, QINGXI TOWN, DONGUAN CITY, GUANGDONG PROVINCE	China
IMTEKS	Merkez Mah. Kavak Sokak No:22 Yenibosna	Imteks Giyim Sanayi Ve Tic. A.S.	Merkez Mah. Kavaksok. No:22 Yenibosna	Turkey
IMTEKS	Merkez Mah. Kavak Sokak No:22 Yenibosna	Ahyem Tekstil İns. Gıda. Tlic. Ltd. ŞTti	Altınpınar Köyü 9501 Sok. No 10 Merkez / Düzce	Turkey
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Haining Yeshi Knitting Co.,Ltd (New Building)	No,139 Biyun North Road ,Haining City , Zhejiang China	China
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Zhejiang Cady Industry Co; Ltd	Industrial Garden , Lianshi Town,Huzhou City , Zhejiang China	China
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Zhejiang Jinping Garments Co., Ltd	Tongjie Village, Danghu Town, Pinghu City, Zhejiang Province, China, post code 314215	China
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	SANTIC (QUANZHOU) SPORTS CO., LTD	3rd Fl, A Site Wanda Plaza 888#Shiji Rd, Jinjiang Fujian, China	China
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Kadidan Group Co., Ltd.	No.17, Chuangye Road, Economy Development Zone Zhuji, China	China
TUNA	SELAHATTİN EYÜBİ MAH. UĞUR MUMCU CAD. 1596. SOKAK NO: 20 KAT:1 ESENYURT/TURKEY	OZDEMİR TEKSTİL	SELAHATTİN EYYUBİ MAHALLESİ UĞUR MUMCU CADDESİ 1596. SOK. NO. 20 KAT. 1 ESENYURT İSTANBUL	Turkey
SHRI	No.12/10-B, R.V.E. Nagar (South), Ist Street, Kangeyam Road,	ESSWIN IMPEX	DOOR NO: 278, KARUR MAIN ROAD, OPP GARMEL SCHOOL, KANGEYAM, TIR-PUR , TAMIL NADU 638701, INDIA	India
XIAMEN ARABELLA INDUSTRY AND TRADE CO .LTD	4# Building 2-3/F, No.354, Ji Yin Road, Tong'an District, Xiamen City, Fujian Province, 361100, China	Xiamen Arabella Industry & Trade Co.Ltd	4# Building 2-3/F, No.354, Ji Yin Road, Tong'an District, Xiamen City, Fujian Province, 361100, China	China
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Yangzhou Waisfit Weaving Co., Ltd.	DALIAN ROAD NO.88 YANGZHOU CITY JIANGSU PROVINCE	China
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Nantong Jiashun Sports Co. Ltd.	No. 88 Xinglong Road, Jiuhua Town Rugao, Jiangsu Province	China
Suzhou Everise Fitness Co., Ltd	ROOM 6004-6009 ZHONGXIANG FINANCIAL BUILDING, NO.1060 JIAYUAN ROAD, SUZHOU,JIANGSU, CHINA 215131	Suzhou Nuodisike Fitness Co.,Ltd	NO.1 MAOZHUANG INDUSTRY PARK TAIPING TOWN XIANGCHENG DISTRICT, SUZHOU, JIANGSU	China
Guangzhou Eastlucky Business Co., Ltd	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	Guangzhou Lovecolor Co. Ltd.	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Zhangjiagang Brightshow Headgear Co., Ltd.	No. 360 Siyang Road, Zhangjiagang, Suzhou, Jiangsu	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	QuanZhou Unison Light Industrial Manufacturing Co.Ltd.	ROOM28,YANGSHI STREET,JINLONG YUXIA PARK,LICHENG DISTRICT	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Quanzhou Twinkling Star Handbag Co.,Ltd	UNIT 238 ZHITAI ROAD,QINGMENG ECONOMIC&TECHNICAL INDUSTRIAL AREA, QUANZHOU	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Nantong Fusite Sporting Goods Co Ltd.	JIAN AN VILLAGE ,TIAN BU TOWN, HAI MEN, NANTONG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Yongkang Enjoy Industry & Trade Co.,Ltd	NO. 148, CENTRAL ROAD, HUSONG STREET VILLAGE, ZHIYING TOWN, YONG-KANG, ZHEJIANG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Vickrah Plastic (M) Sdn .Bhd	NO 26 & 28 , JALAN UTAMA 2/34 , TAMAN PERINDUSTRIAN , MAJU JAYA , PUCHONG, SELANGOR, MALAYSIA	Malaysia
Smooth Link Tex (Happy Rabbit)				China



AWI8 SSI9 AWI9

SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
New Era Cap Company Limited	1st Floor, CBX 2, Midsummer Blvd, Milton Keynes, MK9 2EA, United Kingdom	Not Disclosed by Supplier	Not Disclosed by Supplier	UK
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Xiamen Ason Products Co., Ltd	5F, NO.463, YINGYAO ROAD, JIMEI DISTRICT, XIAMEN, FUJIAN	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	FOSHAN KOODEE METAL CO., LTD	The First Floor, No.20, Huayin Road, Metal Industrial Park, DanZao Town, Nanhai District Foshan	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Shenzhen Too Feel Plastic & Hardware Co., Ltd	Building B,2F,3F,4F, Building C,1F,4F, No. 42 Tuyang Zhong Road, Tuyang Com-munity, Kuichong Street, Dapeng New District Shenzhen	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Jiangsu Xinjie Weaving Co.,Ltd	KANGMA ROAD 3, HUAIAN, JIANGSU	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Foshan Zhichen Hongji Electronic Technology Co., Ltd.	No.33, Bichong Industrial Zone, Foshan City, Guangdong Province	China
TIER 2				
UNITEX Fujian Unitex Technology Co., Ltd	Yuancheng IV road, Yuanhong Development Area, Chengtou Town , Fuqing , Fujian Province, China, 350314	Fujian Unitex Technology Co.,Ltd	Yuanchang IV Road, Yuanhong Investment Area, Fuzhou	China
HONG GANG Fujian Honggang Textile Technology Co., Ltd	Hongjia Rd.,Chengtou Town,Fuqing Fujian, China, 350300	Fujian Honggang Textile Technology Co., Ltd	Hongjia Road, Chengtou Town, Fuqing, Fujian, China	China
HELUN Quanzhou Helun Knitting & Weaving Co., Ltd	TangXi Industrial Zone, Luojiang District, Quanzhou, Fujian, China, 362000	Quanzhou Helun Knitting & Weaving Co., Ltd.	Tangxi Industrial Zone, Luojiang District, Quanzhou, Fujian, China	China
EVEREST Everest Textile(sh) Ltd.	31st Fl, Baoan Tower No.800, Dongfang Road, Pudong New District,200122, Shanghai, China	Everest Textile (Shanghai) Ltd.	197 Baisha Road, Xinghuo Development Zone, Feng Xian Dist, Shanghai	China
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Dye Facility : No. 31, Xinglong St., Changxing Vil., Luzhu Dist., Taoyuan City, Taiwan.	Taiwan
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Knit Facility : No. 8, Dacheng Rd., Taoyuan Dist., Taoyuan City, Taiwan	Taiwan
FYNEX Fujian Fynex Textile Science & Technology Co.,Ltd	1203 No.567 East Qianpu Road, Xiamen, Fujian, China, 361008			China
ZHEJIANG RUIYIFAN TEXTILE CO.,LTD. ZHEJIANG REINVENTEX CO.,LTD	No.899. Fazhan Road, Qianqing, Keqiao, Shaoxing, Zhejiang, China, 312000	Shaoxing Keqiao Jiuyun Textile Co. Ltd.	Shuhou, Lianxing Village, Qianqing Town,Keqiao District	China
E KING	UNIT B 9-12F, HUIJIN BUILDING, NO.2 BAIZIGANG ROAD, ZHANGJIAGANG CITY, JIANGSU PROVINCE	E KING	UNIT B 9-12F, HUIJIN BUILDING, NO.2 BAIZIGANG ROAD, ZHANGJIAGANG CITY, JIANGSU PROVINCE	CHINA



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Ningbo A.M.C Garments Manufacturing Co.ltd	SHENGING ROAD, SIZHOUTOU TOWN, XIANGSHAN COUNTY, NINGBO CITY, ZHEJIANG PROVINCE, CHINA	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Ningbo Jiana Imp.& Exp. Co., Ltd. (Winner)	JIALE INDUSTRIAL ZONE, SONGYANWANG GULIN. NINGBO, ZHEJIANG, 315176	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Wuhuxian Hengxin Apparel Co. Ltd	YINGGANG INDUSTRIAL GATHER ZONE , LIULANG TOWN , WUHU. 241111 , CHINA	China
AMC Merchandising Ltd.	Room 501, Yihua Building ,No.617, Baguayi Road Shenzhen, Guangdong,China	Profashional Limited	No.6 Tiangu Road, Economic Development Zone, Hanshan County, Ma'anshan, Anhui	China
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Sleekline	Plot 08 Mepp, Malwatta, Nittabuwa , western, Colombo , Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Kreedaa Intimo	LOT 49, 49A, 58 & 59, B.E.P.Z, WALGAMA, Western, Colombo, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited -Contourline Division	BOI Industrial Park, Pallekale, Kandy, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Asialine Division	THORAKOLAYAYA ,MIDDENIYA, SOUTHERN	Sri Lanka
Prime Source Enterprise Ltd.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Zhejiang Bangjie Digital Knitting Share Co. Ltd	South section,suxi town,yiwu, Zhejiang province,China	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Quanzhou Motorun Sporting Goods Co.,Ltd.	NO.75 Zhi tai Road Quanzhou Economic&Technological Development Area. Fujian.P.R.China	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Xiamen Yangli Garments Ltd.	No 152 Tongan Park Tongan Industrial Park , Tongan District , Xiamen city , Fujian , 361100	China
Xiamen C&D	106 No.8 North Exhibition Road,Xiamen,China,361001	Aihuadun Garments & weaving Co. Ltd	Huihai Industrial Area, Jinjing TownFujian ,Quanzhou	China
J.M. Fabrics Ltd. (New Asia)	SOUTH NAYA PARA 6 DOGRI, BHAWAL MIRZAPUR, GAZIPUR Bangladesh	J.M. Fabrics Ltd.	South Naya Para 6 Dogri, Bhawal Mirzapur, Gazipur, Dhaka, Bangladesh	Bangladesh
RT Knits Ltd	Peupliers Avenue, Pointe aux Sables 11123, Rep.of Mauritius.	RT Knits Ltd.	Peupliers Avenue, Pointe aux Sables 11123, Rep.of Mauritius.	Mauritius
Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAURITIUS	Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAURITIUS	Mauritius
Sabrina Fashion Industrial Corporation	9F, NO207-5, 3 SECTION BEIXIN ROAD, XINDIAN DIST. NEW TAIPEI CITY, TAIWAN	Top Summit Garment Inc.	National Road #4, Phum Trapaing Toul, Khum Kambol, Ang Snoul District	Cambodia
Sintex International Ltd. (Sports City International Inc.)	11F.,No.585 , Ruiguang Rd.,Neihu Dist., Taipei City , Taiwan , R.O.C	Metro Wear Incorporated	Block C-6, 2nd Avenue Corner 5th Street, Mactan Economic Zone 1, Lapu Lapu City, Cebu, 6015, Philippines	Philippines
Sintex International Ltd. (Sports City International Inc.)	11F.,No.585 , Ruiguang Rd.,Neihu Dist., Taipei City , Taiwan , R.O.C	Feeder Apparel Corporation	Block C-5, 2nd Avenue Corner 5th Street, Mactan Economic Zone 1, Lapu Lapu City, Cebu, 6015, Philippines	Vietnam
Sintex International Ltd. (Sports City International Inc.)	11F.,No.585 , Ruiguang Rd.,Neihu Dist., Taipei City , Taiwan , R.O.C	Mactan Apparels Inc.	Block B6, 5th St, Corner 2nd Avenue,Mez Ibo, Lapu Lapu City, Cebu, 6015, Philippines	Vietnam
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle International Vietnam Co.,Ltd (Factory C)	NO 9, East West Road, Vspip Hai Phong Township, Industrial and Service Park, Duong Quan Commune, Thuy Nguyen District	Vietnam
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle International Vietnam Co.,Ltd (Factory A)	NO 9, East West Road, Vspip Hai Phong Township, Industrial and Service Park, Duong Quan Commune, Thuy Nguyen District	Vietnam
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle Intimate Apparel (Shenzhen) Limited	No 5 Cengyao Industrial Estate, Yulv, Yutang, Guangming New District, Shen-zhen, China	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Thai Binh Branch of Son Ha Co., Ltd	Maxport Limited Vietnam – Thai Binh Branch (M9)	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Vu Ninh Commune, Kien Xuong District, Thai Binh, Vietnam	Thai Binh Branch of Son Ha Co., Ltd	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Minh Duc Commune, My Hao District, Hung Yen Province, Viet Nam	Rich Garment Ltd. JSC	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Lot No.85, Map No 44 And Lot No.91, Map No.34, Loc Vuong Ward, Nam Dinh City, Nam Dinh Province	Maxport Limited Vietnam – Nam Dinh Branch (M5)	Vietnam



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Minh Tri Thai Binh Company Limited	Bui Vien Road, Nguyen Duc Canh Industrial Zone, Tran Hung Dao Ward, Thai Binh City	Vietnam
Liberty Textiles & Seamless Wear	UNIVERSITE MAH. SARIGUL SOK. NO 8. ISTANBUL TURKEY 34320	Liberti Iplik Giyim Tekstil San Tic Ltd Sti	Universite Mah. Sarigul Sok. No 8. Istanbul, Turkey, 34320	TURKEY
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	C&T Piece Works Private Shareholding Ltd.	Warehouse No.5, Al-Hassan Industrial Estate, Irbid, Ramtha, Jordan	JORDAN
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	Al-Masera Textiles Co.	Alhassan Industrial Estate, PO Box 43	JORDAN
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	Classic Fashion Apparel Industry Ltd. Co. UNIT 6	Sector # 28, Plot # 6,8,10, P.O. BOX. 54 Al Hassan Industrial Estate, Irid, Ramtha, Jordan	JORDAN
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Haining Yeshi Knitting Co.,Ltd (New Building)	No,139 Biyun North Road ,Haining City , Zhejiang China	China
ITEX Trading Co.,Ltd	MJX 2496 ROOM 1007 10/F HO KING CTR NO. 2-16 FA YUEN ST. MONG KOK. H.K.	Zhejiang Cady Industry Co; Ltd	Industrial Garden , Lianshi Town,Huzhou City , Zhejiang China	China
Intersock D.O.O.	RESKA CESTA 14, 1330 KOCEVJE, SLOVENIA	Intersock D.O.O.	Reska Cesta 14	Slovenia
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Yangzhou Waisfit Weaving Co., Ltd.	DALIAN ROAD NO.88 YANGZHOU CITY JIANGSU PROVINCE	China
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Nantong Jiashun Sports Co. Ltd.	No. 88 Xinglong Road, Jiuhua Town Rugao, Jiangsu Province	China
Suzhou Everise Fitness Co., Ltd	ROOM 6004-6009 ZHONGXIANG FINANCIAL BUILDING, NO.1060 JIAYUAN ROAD, SUZHOU,JIANGSU, CHINA 215131	Suzhou Nuodisike Fitness Co.,Ltd	NO.1 MAOZHUANG INDUSTRY PARK TAIPING TOWN XIANGCHENG DISTRICT, SUZHOU, JIANGSU	China
Guangzhou Eastlucky Business Co., Ltd	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	Guangzhou Lovecolor Co. Ltd.	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Zhangjiagang Brightshow Headgear Co., Ltd.	No. 360 Siyang Road, Zhangjiagang, Suzhou, Jiangsu	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	QuanZhou Unison Light Industrial Manufacturing Co.Ltd.	ROOM28,YANGSHI STREET,JINLONG YUXIA PARK,LICHENG DISTRICT	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Quanzhou Twinkling Star Handbag Co.,Ltd	UNIT 238 ZHITAI ROAD,QINGMENG ECONOMIC&TECHNICAL INDUSTRIAL AREA, QUANZHOU	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Nantong Fusite Sporting Goods Co Ltd.	JIAN AN VILLAGE ,TIAN BU TOWN, HAI MEN, NANTONG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Yongkang Enjoy Industry & Trade Co.,Ltd	NO. 148, CENTRAL ROAD, HUSONG STREET VILLAGE, ZHIYING TOWN, YONGKANG, ZHEJIANG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Vickrah Plastic (M) Sdn .Bhd	NO 26 & 28 , JALAN UTAMA 2/34 , TAMAN PERINDUSTRIAN , MAJU JAYA , PUCHONG, SELANGOR, MALAYSIA	Malaysia
Yongkang Phoenix Houseware Co, Ltd	No.286,LingShi Road,ChengXi Industry Zone,YongKang,ZheJiang 321300	Yongkang Phoenix Houseware Co., Ltd	No.286,LingShi Road,ChengXi Industry Zone,YongKang,ZheJiang 321300	China
Shanghai Jixu Iinternational Trade Co., Ltd	Room 101 Building 76,No.633 Fenghao Road, Baoshan District,Shanghai,China 200436	Zhongshan Xuyao Gloves Factory	NO 1, Jianye Road, Xiaoli Town, Zhongshan, Guangdong, China	China
Smooth Link Tex (Happy Rabbit)				
New Era Cap Company Limited	1st Floor, CBX 2, Midsummer Blvd, Milton Keynes, MK9 2EA, United Kingdom	Not Disclosed by Supplier	Not Disclosed by Supplier	UK
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Xiamen Ason Products Co., Ltd	5F, NO.463, YINGYAO ROAD, JIMEI DISTRICT, XIAMEN, FUJIAN	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	FOSHAN KOODEE METAL CO., LTD	The First Floor, No.20, Huayin Road, Metal Industrial Park, DanZao Town, Nanhai District Foshan	CHINA



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Shenzhen Too Feel Plastic & Hardware Co., Ltd	Building B,2F,3F,4F, Building C,1F,4F, No. 42 Tuyang Zhong Road, Tuyang Community, Kuichong Street, Dapeng New District Shenzhen	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Jiangsu Xinjie Weaving Co.,Ltd	KANGMA ROAD 3, HUAIAN, JIANGSU	China
PRIME SOURCE ENTERPRISE LTD.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Foshan Zhichen Hongji Electronic Technology Co., Ltd.	No.33, Bichong Industrial Zone, Foshan City, Guangdong Province	China
TIER 2				
UNITEX Fujian Unitex Technology Co., Ltd	Yuancheng IV road, Yuanhong Development Area, Chengtou Town , Fuqing , Fujian Province, China, 350314	Fujian Unitex Technology Co.,Ltd	Yuanchang IV Road, Yuanhong Investment Area, Fuzhou	China
HONG GANG Fujian Honggang Textile Technology Co., Ltd	Hongjia Rd.,Chengtou Town,Fuqing Fujian, China, 350300	Fujian Honggang Textile Technology Co., Ltd	Hongjia Road, Chengtou Town, Fuqing, Fujian, China	China
HELUN Quanzhou Helun Knitting & Weaving Co., Ltd	TangXi Industrial Zone, Luojiang District, Quanzhou, Fujian, China, 362000	Quanzhou Helun Knitting & Weaving Co., Ltd.	Tangxi Industrial Zone, Luojiang District, Quanzhou, Fujian, China	China
EVEREST Everest Textile(sh) Ltd.	31st Fl, Baoan Tower No.800, Dongfang Road, Pudong New District,200122, Shanghai, China	Everest Textile (Shanghai) Ltd.	197 Baisha Road, Xinghuo Development Zone, Feng Xian Dist, S hanghai	China
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Dye Facility : No. 31, Xinglong St., Changxing Vil., Luzhu Dist., Taoyuan City, Taiwan.	Taiwan
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Knit Facility : No. 8, Dacheng Rd., Taoyuan Dist., Taoyuan City, Taiwan	Taiwan
New Wide Enterprise Co., Ltd	7F, No.96 , Sec. 2, Chung Shiao E. Rd., Taipei 100 ,Taiwan	Ho Chun Fiber Co., Ltd	NO2, SECTION 2, Nanping Road, Taoyuan County, Taiwan	Taiwan
New Wide Enterprise Co., Ltd	7F, No.96 , Sec. 2, Chung Shiao E. Rd., Taipei 100 ,Taiwan	Changzhou New Wide Knitting & Dyeing Co ,Ltd	No.132, Qingyang North Rd, Changzhou,China 213017	Taiwan
Jason Fiber	9F-3, No. 106, Chang-An W. Road, Taipei, Taiwan, 10351	Tung Qi Dyeing And Finishing	225-1, Sec. 2, Xinghu Road, Guanyi Township, Taoyuan	Taiwan
Yu Yuang Textile Co., Ltd	No.101, Sec.3 Chang-Ho Road, Ho-Mei, Chang-Hwa City, Taiwan	Yu Yuang (Ho Mei) Factory	No. 101, Sec. 3 Zhanghe Road, He-Mei, Chang Hua	Taiwan
Singtex Industrial Co., Ltd	No.10, Wuquan 2nd Rd., Xinzhuang Dist., Xinbei City 248, Taiwan (R.O.C.)24892	Singtex Industrial Co., Ltd	No. 15-1, Ronggong S. Rd., Guanyin Dist., Taoyuan City 328, Taiwan (R.O.C.)	Taiwan
Tianhai Lace Co., Ltd	No.213, Lian Guang Road, Eastern Section, Guangzhou Economic & Technological Development District, PRC.(510760)	Tianhai Lace Co., Ltd	No.213, Lian Guang Road, Eastern Section, Guangzhou Economic & Technological Development District, PRC.(510760)	China



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Sleekline	Plot 08 Mepp, Malwatta, Nittabuwa , western, Colombo , Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Kreedaa Intimo	LOT 49, 49A, 58 & 59, B.E.P.Z, WALGAMA, West-ern, Colombo, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited -Contourline Division	BOI Industrial Park, Pallekale, Kandy, Sri Lanka	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Active (Private) Limited - Asialine Division	THORAKOLAYAYA ,MIDDENIYA, SOUTHERN	Sri Lanka
MAS	231, NAWALA ROAD, NUGEGODA	MAS Fabrics (PVT) Ltd - Matrix	MAS Fabric Park, Kurunegala Road, Thulhiriya, Sri Lanka	Sri Lanka
Prime Source Enterprise Ltd.	Unit 824, Fuxin International Building, #359 Hongwu Rd., Nanjing, China, 210001	Zhejiang Bangjie Digital Knitting Share Co. Ltd	South section,suxi town,yiwu, Zhejiang prov-ince,China	China
J.M. Fabrics Ltd. (New Asia)	SOUTH NAYA PARA 6 DOGRI, BHAWAL MIRZAPUR, GAZIPUR Bangladesh	J.M. Fabrics Ltd.	South Naya Para 6 Dogri, Bhawal Mirzapur, Gazi-pur, Dhaka, Bangladesh	Bangladesh
RT Knits Ltd	Peupliers Avenue, Pointe aux Sables 11123, Rep.of Mauritius.	RT Knits Ltd.	Peupliers Avenue, Pointe aux Sables 11123, Rep. of Mauritius.	Mauritius
Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAURITIUS	Beachwear Exports Co. Ltd.	ROYAL ROAD, BELLE ETOILE, BEAU BASSIN,MAU-RITIUS	Mauritius
Sabrina Fashion Industrial Corporation	9F, NO207-5, 3 SECTION BEIXIN ROAD, XINDIAN DIST. NEW TAIPEI CITY, TAIWAN	Top Summit Garment Inc.	National Road #4, Phum Trapaing Toul, Khum Kambol, Ang Snoul District	Cambodia
Sintex International Ltd. (Sports City International Inc.)	11F,No.585 , Ruiguang Rd.,Neihu Dist., Taipei City , Taiwan , R.O.C	Metro Wear Incorporated	Block C-6, 2nd Avenue Corner 5th Street, Mactan Economic Zone 1, Lapu Lapu City, Cebu, 6015, Philippines	Philippines
Sintex International Ltd. (Sports City International Inc.)	11492 台北市內湖區瑞光路585號11F	Feeder Apparel Corporation	Block C-5, 2nd Avenue Corner 5th Street, Mactan Economic Zone 1, Lapu Lapu City, Cebu, 6015, Philippines	Philippines
Sintex International Ltd. (Sports City International Inc.)	11492 台北市內湖區瑞光路585號11F	Mactan Apparels Inc.	Block B6, 5th St, Corner 2nd Avenue,Mez Ibo, Lapu Lapu City, Cebu, 6015, Philippines	Philippines
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle International Vietnam Co.,Ltd (Factory C)	NO 9, East West Road, Vsip Hai Phong Township, Industrial and Service Park, Duong Quan Com-mune, Thuy Nguyen District	Vietnam
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle International Vietnam Co.,Ltd (Factory A)	NO 9, East West Road, Vsip Hai Phong Township, Industrial and Service Park, Duong Quan Com-mune, Thuy Nguyen District	Vietnam
Regina Miracle International (Group) Ltd.	10th Floor, Tower A, Regent Centre, 63 Wo Yi Hop Road, Kwai Chung, Hong Kong	Regina Miracle Intimate Apparel (Shenzhen) Limited	No 5 Cengyao Industrial Estate, Yulv, Yutang, Guangming New District, Shenzhen, China	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Maxport Limited Vietnam – Thai Binh Branch (M9)	Lot 110.238,8 m2 - Tu Tan Commune - Vu Thu District - Thai Binh Province	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Thai Binh Branch of Son Ha Co., Ltd	Vu Ninh Commune, Kien Xuong District, Thai Binh, Vietnam	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Rich Garment Ltd. JSC	Minh Duc Commune, My Hao District, Hung Yen Province, Viet Nam	Vietnam
Maxport Limited Vietnam	88 Ha Dinh, Thanh Xuan dist., Hanoi, Viet Nam	Maxport Limited Vietnam – Nam Dinh Branch (M5)	Lot No.85, Map No 44 And Lot No.91, Map No.34, Loc Vuong Ward, Nam Dinh City, Nam Dinh Province	Vietnam
Liberty Textiles & Seamless Wear	UNIVERSITE MAH. SARIGUL SOK. NO 8. ISTANBUL TURKEY 34320	Liberti Iplik Giyim Tekstil San Tic Ltd Sti	Universite Mah. Sarigul Sok. No 8. Istanbul, Turkey, 34320	Turkey
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	C&T Piece Works Private Shareholding Ltd.	Warehouse No.5, Al-Hassan Industrial Estate, Irbid, Ramtha, Jordan	Jordan



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	Al-Masera Textiles Co.	Alhassan Industrial Estate, PO Box 43	Jordan
Tefron USA INC	PO Box 100 Valdese, NC 28690 USA	Classic Fashion Apparel Industry Ltd. Co. UNIT 6	Sector # 28, Plot # 6,8,10, P.O. BOX. 54 Al Hassan Industrial Estate, Irid, Ramtha, Jordan	Jordan
RSI Global Limited Taiwan Branch	5F, No.460 Xingshan Road, Neihu Dist.,Taipei, Taiwan 11469	R.S.B. Industrial Limited	Plot: 32-35, Sector: 04, Road: 04, Chattagram Export Processing Zone, Chattagram, Bangladesh	Bangladesh
CIFRA	Via Sabbionette, 7, Verano Brianza, MB, 20843, Italy	CIFRA SPA	Via Sabbionette, 7, Verano Brianza, MB, 20843, Italy	Italy
CIFRA	Via Sabbionette, 7, Verano Brianza, MB, 20843, Italy	Tintona Pompea	Strada per Cadimarco 29, Asola, Mantova, Italy 46041	Italy
CIFRA	Via Sabbionette, 7, Verano Brianza, MB, 20843, Italy	Modital Doo	Bagljaš bb, Zrenjanin 23000, Serbia	Serbia
Intersock D.O.O.	RESKA CESTA 14, 1330 KOCEVJE, SLOVENIA	Intersock D.O.O.	Reska Cesta 14	Slovenia
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Yangzhou Waisfit Weaving Co., Ltd.	DALIAN ROAD NO.88 YANGZHOU CITY JIANGSU PROVINCE	China
Yiwu Zhouyou Trade Co.,Ltd (Kuerfit Sports)	C912 Wangshang Building,407# Yongjun Road Yiwu, Zhejiang,China	Nantong Jiashun Sports Co. Ltd.	No. 88 Xinglong Road, Jiuhua Town Rugao, Jiangsu Province	China
Suzhou Everise Fitness Co., Ltd	ROOM 6004-6009 ZHONGXIANG FINANCIAL BUILDING, NO.1060 JIAYUAN ROAD, SUZHOU,JIANGSU, CHINA 215131	Suzhou Nuodisike Fitness Co.,Ltd	NO.1 MAOZHUANG INDUSTRY PARK TAIPING TOWN XIANG-CHENG DISTRICT, SUZHOU, JIANGSU	China
Guangzhou Eastlucky Business Co., Ltd	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	Guangzhou Lovecolor Co. Ltd.	Building G, Jintai Creative Garden, Helong Yilu, Jiahe Area,Baiyun District, Guangzhou, China, 510440	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Zhangjiagang Brightshow Headgear Co., Ltd.	No. 360 Siyang Road, Zhangjiagang, Suzhou, Jiangsu	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	QuanZhou Unison Light Industrial Manufacturing Co.Ltd.	ROOM28,YANGSHI STREET,JINLONG YUXIA PARK,LICHENG DISTRICT	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Quanzhou Twinkling Star Handbag Co.,Ltd	UNIT 238 ZHITAI ROAD,QINGMENG ECONOMIC&TECHNICAL INDUSTRIAL AREA, QUANZHOU	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Nantong Fusite Sporting Goods Co Ltd.	JIAN AN VILLAGE ,TIAN BU TOWN, HAI MEN, NANTONG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Yongkang Enjoy Industry & Trade Co.,Ltd	NO. 148, CENTRAL ROAD, HUSONG STREET VILLAGE, ZHIYING TOWN, YONGKANG, ZHEJIANG	China
Sportsfactory Consulting Ltd	The Barn, 163A Glazebrook Lane, Glazebrook, Warrington, Cheshire	Vickrah Plastic (M) Sdn .Bhd	NO 26 & 28 , JALAN UTAMA 2/34 , TAMAN PERINDUSTRIAN , MAJU JAYA , PUCHONG, SELANGOR, MALAYSIA	Malaysia
Yongkang Phoenix Houseware Co, Ltd	No.286,LingShi Road,ChengXi Industry Zone,YongKang,ZheJiang 321300	Yongkang Phoenix Houseware Co., Ltd	No.286,LingShi Road,ChengXi Industry Zone,YongKang,Zhe-Jiang 321300	China
Shanghai Jixu Iinternational Trade Co., Ltd	Room 101 Building 76,No.633 Fenghao Road, Baoshan District,Shanghai,China 200436	Zhongshan Xuyao Gloves Factory	NO 1, Jianye Road, Xiaoli Town, Zhongshan, Guangdong, China	China
Smooth Link Tex (Happy Rabbit)				
New Era Cap Company Limited	1st Floor, CBX 2, Midsummer Blvd, Milton Keynes, MK9 2EA, United Kingdom	Not Disclosed by Supplier	Not Disclosed by Supplier	UK
TIER 2				
UNITEX Fujian Unitex Technology Co., Ltd	Yuancheng IV road, Yuanhong Development Area, Chengtou Town , Fuqing , Fujian Province, China, 350314	Fujian Unitex Technology Co.,Ltd	Yuanchang IV Road, Yuanhong Investment Area, Fuzhou	China
HONG GANG Fujian Honggang Textile Technology Co., Ltd	Hongjia Rd.,Chengtou Town,Fuqing Fujian, China, 350300	Fujian Honggang Textile Technology Co., Ltd	Hongjia Road, Chengtou Town, Fuqing, Fujian, China	China
HELUN Quanzhou Helun Knitting & Weaving Co., Ltd	TangXi Industrial Zone, Luojiang District, Quanzhou, Fujian, China, 362000	Quanzhou Helun Knitting & Weaving Co., Ltd.	Tangxi Industrial Zone, Luojiang District, Quanzhou, Fujian, China	China



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SUPPLIER NAME	SUPPLIER ADDRESS	FACTORY NAMES	FACTORY ADDRESS	COUNTRY
EVEREST Everest Textile(sh) Ltd.	31st Fl, Baoan Tower No.800, Dongfang Road, Pudong New District,200122, Shanghai, China	Everest Textile (Shanghai) Ltd.	197 Baisha Road, Xinghuo Development Zone, Feng Xian Dist, Shanghai	China
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Dye Facility : No. 31, Xinglong St., Changxing Vil., Luzhu Dist., Taoyuan City, Taiwan.	Taiwan
Men-Chuen Fibre Industry Co., Ltd.	10F., No. 392, Sec. 1, Neihu Rd., Neihu Dist., Taipei, Taiwan	Men-Chuen Fibre Industry Co., Ltd.	Knit Facility : No. 8, Dacheng Rd., Taoyuan Dist., Taoyuan City, Taiwan	Taiwan
New Wide Enterprise Co., Ltd	7F, No.96 , Sec. 2, Chung Shiao E. Rd., Taipei 100 ,Taiwan	Ho Chun Fiber Co., Ltd	NO2, SECTION 2, Nanping Road, Taoyuan County, Taiwan	Taiwan
New Wide Enterprise Co., Ltd	7F, No.96 , Sec. 2, Chung Shiao E. Rd., Taipei 100 ,Taiwan	Changzhou New Wide Knitting & Dyeing Co ,Ltd	No.132, Qingyang North Rd, Changzhou,China 213017	Taiwan
Jason Fiber	9F-3, No. 106, Chang-An W. Road, Taipei, Taiwan, 10351	Tung Qi Dyeing And Finishing	225-1, Sec. 2, Xinghu Road, Guanyi Township, Taoyuan	Taiwan
Ray Fabric	No. 190-1, Ln. 239, Gaorong Rd., Yangmei Dist., Taoyuan City 326, Taiwan (R.O.C.)	Ray Fabrics Co. Ltd.	No. 190-1 ,LN.239, Gaorong Rd., Taoyuan	Taiwan
Yu Yuang Textile Co., Ltd	No.101, Sec.3 Chang-Ho Road, Ho-Mei, Chang-Hwa City, Taiwan	Yu Yuang (Ho Mei) Factory	No. 101, Sec. 3 Zhanghe Road, He-Mei, Chang Hua	Taiwan
Little King Global Co. Ltd.	12F, No. 156, Sec. 1, Zhongshan Rd., Banqiao Dist., New Taipei City 220, Taiwan	Cheng Lin Knitting Co., Ltd.	No. 211, Sec. 3, Jiayuan Rd., Shulin Dist., New Taipei City 238, Taiwan (R.O.C.)	Taiwan
Little King Global Co. Ltd.	12F, No. 156, Sec. 1, Zhongshan Rd., Banqiao Dist., New Taipei City 220, Taiwan	Cheng Horng Industrial Co., Ltd.	No 230, Hongzun Rd. Pingzhen Taoyuan Taiwan	Taiwan
Best Pacific	523147, Xin Sha Port Industrial Zone Machong Town, Dongguan City, Guangdong Province, China.	Dongguan Best Pacific Textile Limited	523147, Xin Sha Port Industrial Zone Machong Town, Dongguan City, Guangdong Province, China.	China
De Licacy Industrial Co., Ltd	10F., No.188 Sec.5, Nanjing E. Road, Taipei 10571, Taiwan	De Licacy Industrial Co., Ltd	No.240, Sanshe, Xinshi District, Tainan 74444 Taiwan	Taiwan
Pacific Textiles Ltd.	7/F, Block B, Eastern Sea Ind. Building, 48-56 Tai Lin Pai Road, Kwai Chung, NT, Hong Kong	Pacific (Panyu) Textiles Limited	Liu Chong Tong Xin County, Wan Qing Sha Town, Nansha, Guangzhou City, Guangdong Province, PRC	Hong Kong
Singtex Industrial Co., Ltd	No.10, Wuquan 2nd Rd., Xinzhuang Dist., Xinbei City 248, Taiwan (R.O.C.)24892	Singtex Industrial Co., Ltd	No. 15-1, Ronggong S. Rd., Guanyin Dist., Taoyuan City 328, Taiwan (R.O.C.)	Taiwan
Tianhai Lace Co., Ltd	No.213, Lian Guang Road, Eastern Section, Guangzhou Economic & Technological Development District, PRC.(510760)	Tianhai Lace Co., Ltd	No.213, Lian Guang Road, Eastern Section, Guangzhou Economic & Technological Development District, PRC.(510760)	China



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