SUSTAINABILITY REPORT
2024

workfashion.

workfashion.

Sustainability has become part of everyday life for many of our customers. At workfashion, we understand that sustainability is an agile joint development, that starts with the initial design idea, includes the sourcing of fabrics and ingredients for production and focusses on the entire circular economy!

We also continuously adhere to our STS 2030 goals and our workfashion motto has never been so important:

'We weave people and business together'

Only with a joint commitment and investment from all partners along the entire textile value chain can we achieve these STS 2030 goals in the long term.

Sustainability guides our daily actions at workfashion. We are convinced that a comprehensive understanding of responsibility is not an obstacle to economic success, but rather ensures it in the long term.

Through transparency, we make sustainability tangible and take care of our most important stakeholders - people and the environment - to achieve our goals.

We are working hard on this. We are weighing up what the biggest levers are and encouraging all our partners in the textile value chain to live sustainability with us on a daily basis.

A major challenge for us all!

Thanks to our focussed sourcing strategy, we use over 95% fabrics and ingredients from Europe and only produce with FAIR WEAR partners in Europe.

However, in our dialogue with stakeholders, we repeatedly experience that the price is not in line with sustainability in percentage terms.

The procurement criteria and requirements of all stakeholders need to be adapted here.

We took an important step in November 2024 by founding the Fabric Loop association with seven companies from the textile and clothing industry, including Mammut, Calida and Odlo.

This association aims to boost the circular economy in the industry with an early recycling contribution. The aim is to make the reuse, repair and recycling of textiles commonplace in Switzerland. The vision is to create a holistic system that starts at the production stage. Advance recycling contributions when purchasing a product should enable infrastructure, technologies and services for this. The envisaged Swiss system should also be harmonised with the EU market so that cross-border cooperation would be possible.

We will continue our commitment to sustainability in 2025.

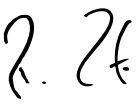
Our partner suppliers need full production to ensure that we can continue to pursue and realise this.

We are happy to support you with our expertise and passion for the textile trade and look forward to the year 2025 together.

Did you know that we are celebrating the 10th anniversary of FAIR WEAR?

Exciting insights await you in summer 2025!

Let's tackle it!



Your workfashion CEO and team

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ABOUT WORKFASHION
WE INTERLACE PEOPLE AND COMPANIES

1

PERSONAL AND IN PARTNERSHIP

We a passionate about developing products that meet the requirements of our customers and their individuality. We always act with long-term customer relationships in mind that have a personal and friendly touch.

RESPONSABLE

2

Together with our production partners, we assume responsibility for society, the environment and employees. We meet our expectations as a pioneer of sustainable work clothing in Switzerland with our commitment and by adhering to clearly defined standards.

3

FOCUS ON PEOPLE

We focus on humans in everything we do – from our employees to customers and business partners. We are convinced that they make a crucial difference.

APPRECIATION OF CRAFTSMANSHIP

4

We appreciate the mutual trust and expert knowledge in our company and production plants. Our inspiration thrives on the passion for craftsmanship. We are proud that both creativity and craftsmanship are a visible and palpable part of our company.

5

THINKING IN SOLUTIONS

Complex projects do not deter us – they give us an incentive. We are confident that there is a solution for everything and that we can find it.

OUR GUIDING PRINCIPLES
WHAT WE STAND FOR

We interlace humans and companies effectively – our creed reminds us daily why we do what we do. Work clothing is much more than just clothing that is worn at work. It is an expression of attitude, affiliation, family, pride and mutual values. It takes people who are skilled in three things to create great work clothing: Firstly, it takes an in-depth understanding of the company for which to produce clothes with regard to its individual requirements and the required representative statement. Secondly, it takes a comprehensive skill set and great craftsmanship to translate this understanding into functional clothing. And thirdly, it takes people who are passionate about providing Swiss working people with top quality clothing.

We are these people at workfashion. Inspired by our close ties with craftsmen, we work to the highest standards, both in terms of quality and sustainability. Our vision is to combine work clothing, people and companies so that they and us can be proud of the result.

COMBINING CRAFTSMANSHIP AND INNOVATION

We proudly combine our textile craftsmanship and innovative solutions. We value the expert knowledge of our employees and partners and are committed to our passion for our work.

One must dare new things to create great results in the future.

FOCUS ON HUMANS

We trust in the individual strengths of all and are fully committed to our work as a team. We live a respectful and value-based company culture.

Together we achieve more.

THINKING IN SOLUTIONS

We see ourselves as an agile and solution-focused company. The true north of our actions are our customers' requirements. We get excited by complex projects.

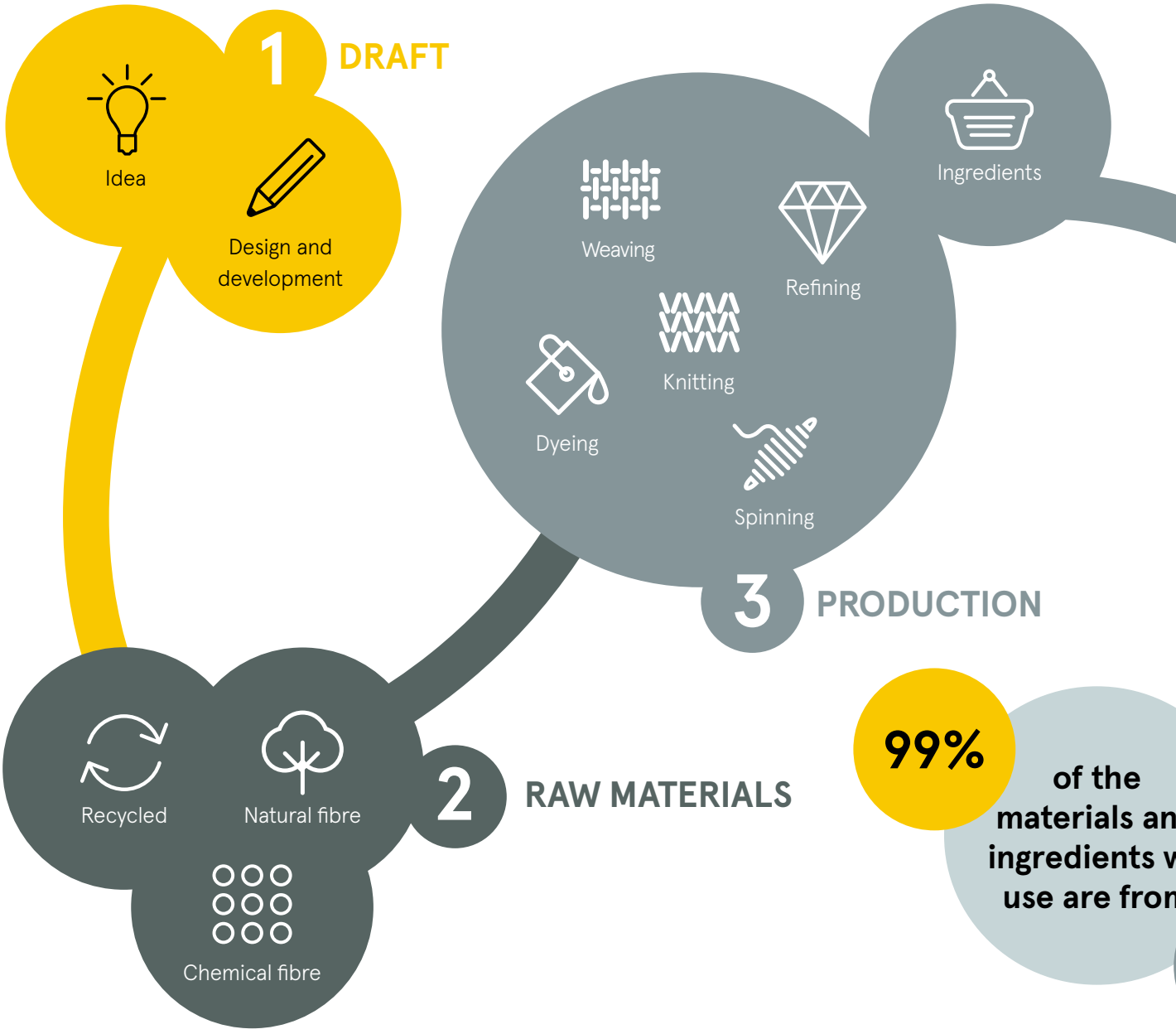
We always find a solution.

SUSTAINABLE ACTIONS THAT PROMOTE PARTNERSHIP

We are aware of our social responsibility to our customers, partners and employees. As a role model for sustainable work clothing, we fight for economic fairness and environmental protection.

For us, sustainability is not a trend but a conviction.

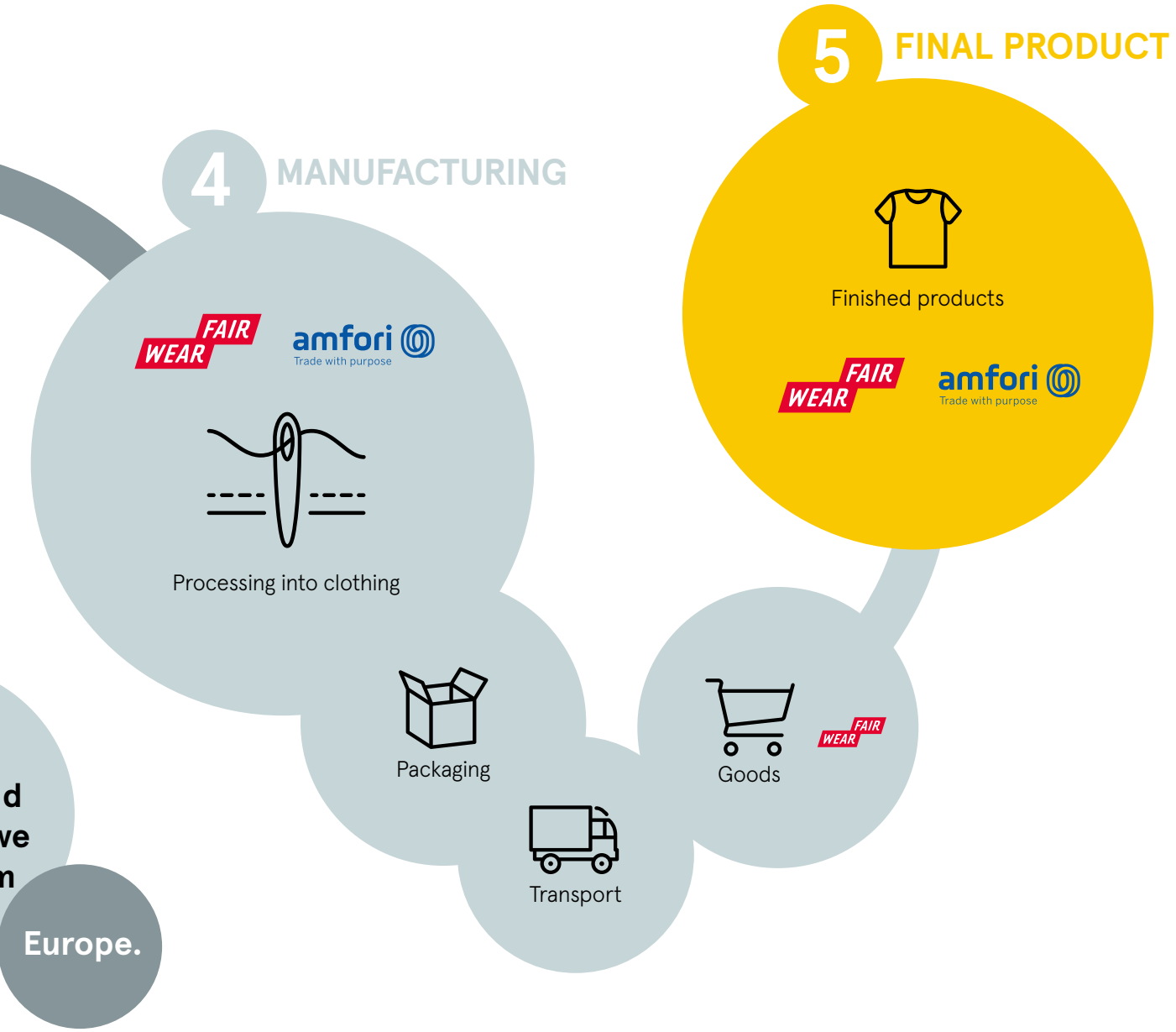
FROM IDEA TO FINISHED PRODU
WE DEVELOP, PROCURE AND MAN



Textile industry-specific initiative. We meet our social responsibility together with Fair Wear. For further information, go to the Fair Wear chapter on page 11.

Multi-industry initiative promoting transparency within the supply chain as well as the way that Fair Wear performs its audits. Amfori BSCI is our partner in countries where Fair Wear does not operate (such as China). The focus here is also on social responsibility.

CT
NAGE YOUR CLOTHING AFFAIRS



ISO 9001 (Quality Management) and ISO 14001 (Environmental Management)

Sustainable Textiles Switzerland 2030

STS 2030 is a multi-stakeholder programme with the aim to make a major contribution to achieving the sustainable development goals (SDGs) in the Swiss textile and clothing sector along the entire value added chain.

OUR PARTNERS: FAIR WEAR

Fair Wear is a Dutch NGO committed to improving working conditions in the textile industry. The aim is to create a world where employees are assured safe, well-paid and dignified work at the production plants. The NGO, which is being implemented as a multi-stakeholder initiative, provides one of the most comprehensive approaches for improving social standards in the countries of manufacture.

Fair Wear places tough demands on its members and carries out an annual brand performance audit. This ensures that brands are continuously and regularly audited. Fair Wear also audits our production plants every three years. These activities create great transparency and provide a basis for comprehensive improvement optimisations.

Production plants wishing to cooperate with workfashion must comply with the eight labour standards, which are based on the International Labour Organisation (ILO) work standards. The manufacturers sign the Code of Labour Practices, which proves the following compliance criteria:

1.
Employment is freely chosen

2.
Freedom of association and right to collective bargaining

3.
There is no discrimination in employment

4.
No exploitation of child labour

5.
Payment of living wage

6.
Reasonable hours of work

7.
Safe and healthy working conditions

8.
Legally binding employment relationship

Textile industry-specific initiative. We meet our social responsibility together with Fair Wear.

OUR PARTNERS:
STS 2030

Sustainable Textiles Switzerland 2030 (STS2030) is a multi-stakeholder programme with the aim to make a major contribution to achieving the Sustainable Development Goals (SDGs) in the Swiss textile and clothing sector along the entire value added chain. We have committed to this programme and its goals in autumn 2022. The programme is a key pillar of our sustainability strategy.

OBJECTIVE 1
REDUCTION OF GREENHOUSE GAS EMISSIONS.

The greenhouse gas emissions of the Swiss textile and clothing sector will be reduced by 50% by 2030 and down to net zero by 2050.

OBJECTIVE 2
PROMOTION OF FAIR WAGES AND HUMANE WORKING CONDITIONS FOR ALL.

By 2030, all of the Swiss textile and clothing sector will implement its due diligence obligations along the entire supply chain with focus on working hours, forced labour, child labour and sexual harassment.

OBJECTIVE 3
PROMOTION OF INNOVATIVE BUSINESS MODELS TOWARD A CIRCULAR ECONOMY.

By 2030, at least 30% of sales of the Swiss textile and clothing sector will be generated from products that are designed according to the principles of the circular economy.

OBJECTIVE 4
TRANSPARENCY TO ENSURE THAT SUSTAINABLE PURCHASING DECISIONS CAN BE MADE.

By 2030, 90% of the Swiss textile and clothing sector will disclose social and ecological sustainability information and contribute to raising awareness amongst consumers and bulk buyers.

SUSTAINABLE DEVEL. GOALS OVERVIEW

The Sustainable Development Goals (SDGs) are 17 global goals set by the United Nations to promote sustainable development in areas such as poverty, education, health, and the environment by 2030. They were adopted in 2015 and aim to address global challenges. Each goal includes specific actions that countries should take to create a more just and sustainable world.

OUR STAKEHOLDERS
WHO IS INVOLVED

We have listed our key stakeholders and their requirements from workfashion. The stakeholder groups have tough requirements which we continuously focus on when designing our work and vision.

EMPLOYEES

- Secure jobs
- Personal development opportunities
- Equal opportunities
- Identification with the company's philosophy

CUSTOMERS

- Good product quality and reliability when keeping appointments
- Professional customer service
- Compliance with environmental and employment covenants
- Good price-performance ratio

SUPPLIERS

- Good payment morale
- Long-term relationships and fair cooperation
- Acceptance of their order deadlines

PRODUCTION PARTNERS

- Fair pay for the production services
- Long-term partnership and support in difficult situations
- Timely payment for the services

EMPLOYEES AT THE PRODUCTION PLANTS

- Fair and timely pay
- Humane working hours
- Contractual protection against dismissal
- Compliance with occupational health and safety measures
- Freedom from discrimination in the workplace

NGOS / ORGANISATIONS

- Compliance with social and environmental standards
- Transparency and credibility
- Cooperations

INVESTORS / SHAREHOLDERS

- Return and constant development
- Predictable risk

CODE OF CONDUCT
OUR ETHICAL GUIDELINE

We have described our work ethics requirements in our Code of Conduct. These standards are based on those of Fair Wear, which, in turn, are based on the standards of the International Labour Organization (ILO). We break the criteria down into *environment*, *governance* and *social*.

01 REGULATION

Suppliers and business partners must comply with the respective applicable environmental laws.

02 RESOURCE EFFICIENCY AND ENVIRONMENTAL IMPACT

Suppliers and business partners shall use materials as efficiently and environmentally friendly as possible. They shall further monitor any emissions created and endeavour to reduce them within the scope of their capabilities.

03 COMPLIANCE WITH THE LAW

Suppliers and business partners must comply with the respective applicable laws.

04 ETHICAL BUSINESS PRACTICES

We count on our business partners and suppliers handling their business practices in an ethical manner.

We do not tolerate corrupt transactions, bribery, discrimination or sexual harassment.

The suppliers and business partners ensure that the manufactured products are safe to use.

The suppliers and business partners further ensure that confidential information and/ or data provided by us and their customers are handled diligently and with the utmost discretion.

05 EMPLOYMENT IS FREELY CHOSEN

Forced labour, including debt servitude and prison labour must not be used (ILO Conventions 29 and 105).

06 NO DISCRIMINATION WITHIN EMPLOYMENT

The working relationship must be based on the principle of equal opportunities, regardless of race, skin colour, gender, religion, political affiliation,vunion membership, nationality, social origin or disability (ILO Conventions 100 and 111).

07 CHILD LABOUR

Child labour must not be exploited and used.

08 FREEDOM OF ASSOCIATION

The right of all employees to found and join unions and conduct collective wage negotiations must be recognised (ILO Conventions 87 and 98).

09 LEGALLY BINDING EMPLOYMENT RELATIONSHIP

Employment relationships shall be done under the legal framework and have written contracts of which a copy shall be given to the employee.

10 LIVING WAGE

The wages and benefits paid for a normal working week must, at a minimum, meet the minimum standards specified by law or commonly applied in the industry and always be sufficient to cover the basic needs of employees and their families and enable them to save a certain percentage at their own discretion (ILO Conventions 26 and 131).

Wage deductions for disciplinary measures are prohibited as are wage deductions not specified under national law.

11 WORKING HOURS

Working hours must comply with the applicablelaws and industry standards.

12 OCCUPATIONAL SAFETY AND HEALTH

The working environment must be safe and hygienic and pest practices for occupational safety and health must be promoted. The industry-specific risks in the workplace must be addressed appropriately and safe and hygienic working environment ensured. Effective regulations must be implemented to prevent accidents and minimise health risks as much as possible (based on ILO convention 155).

= Environment = Governance = Social

OBJECTIVE 1
CLIMATE

1.1 Messung Treibhausgase

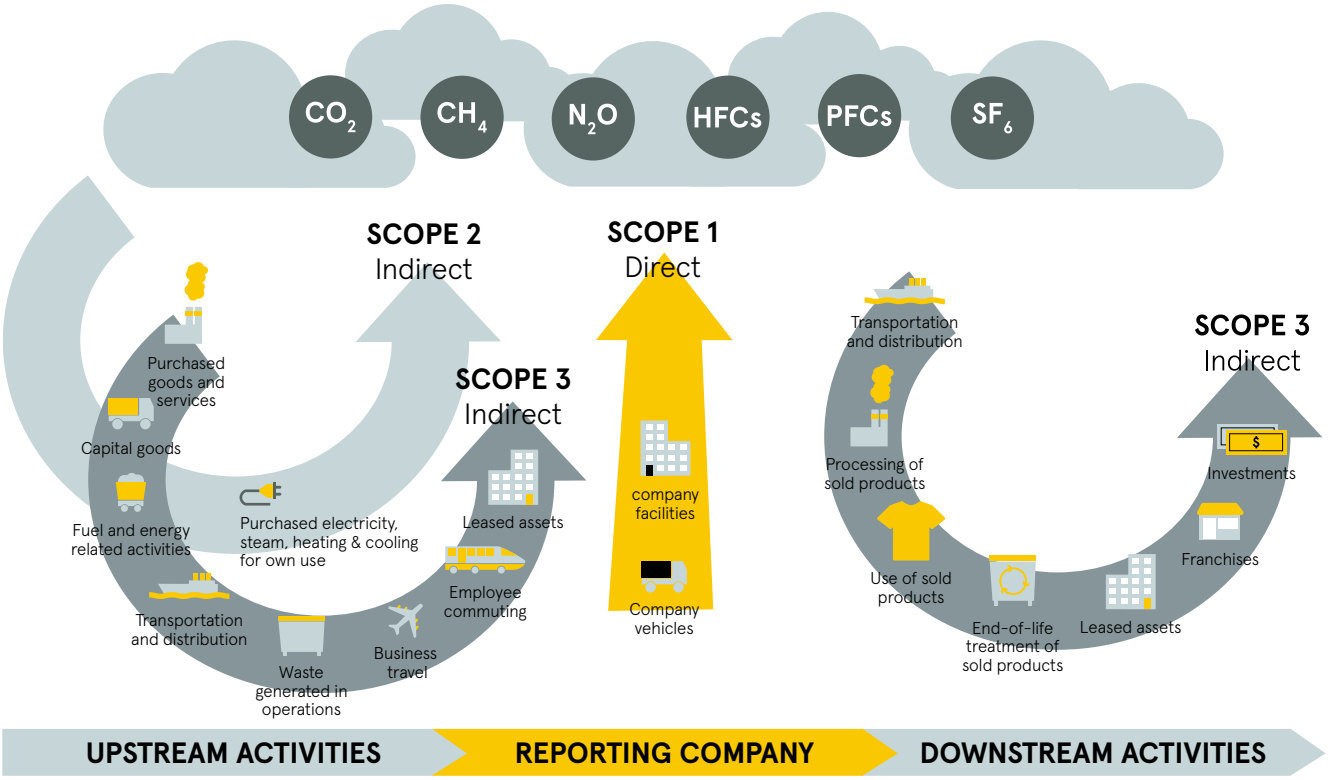
1.2 Setzung Reduktionsziele

1.3 Reduktion Emissionen

Metering Summer 2024

As a production company that operates in an industry that emits a large amount of CO2, it inevitably must address the climate issue. Switzerland has committed to the net zero target by 2050. The achievement of this target heavily depends on the private sector. At workfashion, we have committed to reducing our CO2-emissions.

The classification of emissions into the so-called scopes of the Greenhouse Gas Protocol has become the international standard. Scope 1 collates all direct and Scope 2 and 3 all indirect emissions of a company. Scope 3 is the most extensive module which aims to collate all emissions along the entire supply chain. At workfashion, we have taken the first step and measured the emission CO2 equivalent (CO2E) for Scopes 1 and 2.

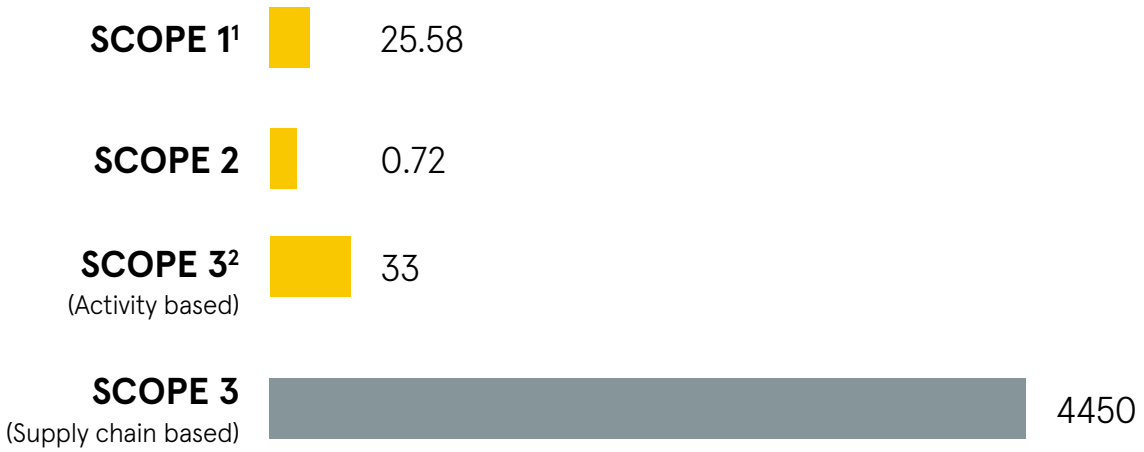


GOOD TO KNOW:

The term emissions includes greenhouse gasses, which are translated into CO2 E equivalents. These are the greenhouse gasses with the most serious effect on the climate: carbon dioxide (CO2), methane (CH4), dinitrogen monoxide (N2O), hydrofluorocarbons (CF4 and C2H2F4) and sulphur hexafluoride (SF6).

(Calcultions are based on the Greenhouse Gas Protocol (GHG))

TREIBHAUSGASE (IN TONNEN CO_2E)



1 = Calculation completed.

2 = Average score according to GHG protocol.

Stand März 2025

FURTHER FIGURES

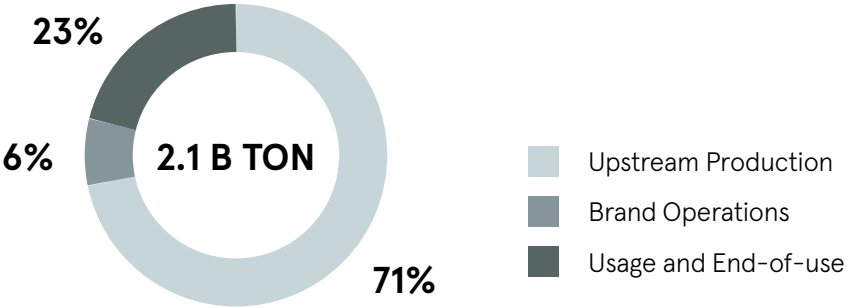
2.1 billion

produced CO_2-e tons in the textile industry.

96%

of the total environmental impact of the Swiss clothing trade is generated abroad.

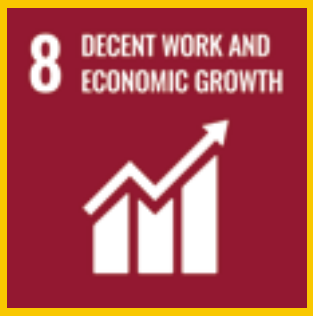
BREAKDOWN OF EMISSIONS IN SCOPE 3



SOURCES:

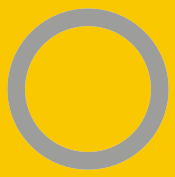
Swiss Confederation (online)
United States Environmental Protection Agency (online)
Global Fashion Agenda (online)
Sustainable Switzerland (online)

OBJECTIVE 2
FAIR WORKING CONDITIONS



2.1 Implementation of a due diligence assessment

2.2 Development of the strategy to improve working conditions



2.3 Definition of a fair pay Roadmap

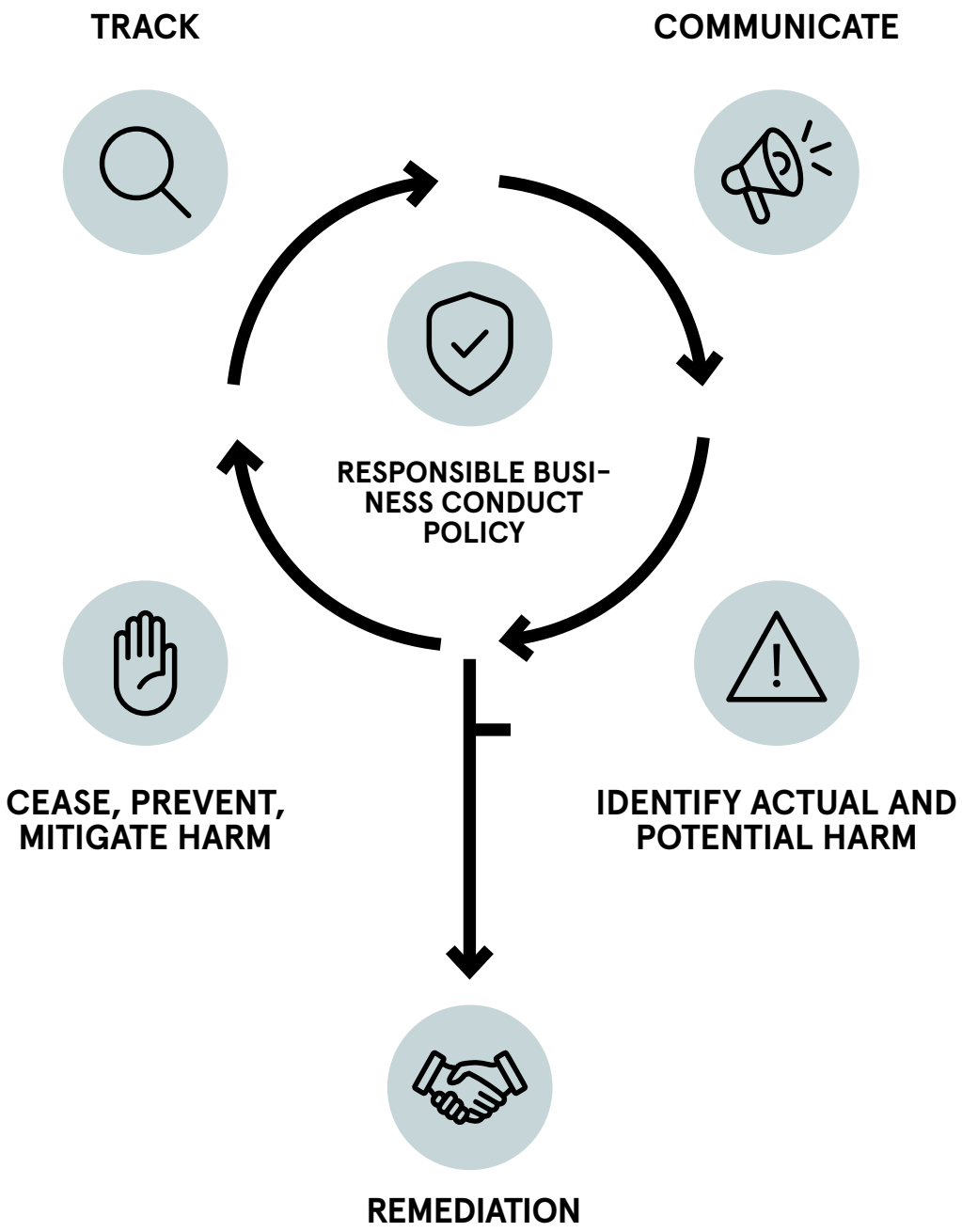
2.4 Implementation of strategy and roadmap

Metering Summer 2024

HUMAN RIGHTS DUE DILIGENCE

In line with changing legislation and corporate responsibility requirements, Fair Wear's human rights due diligence process has been reviewed. This process is based on a risk-based approach and aims to anticipate, identify, avoid and ameliorate potential negative impacts.

Workfashion is committed to respecting its duty of care towards its production partners and to assuming its responsibilities as a company. The new process will be established and developed in 2024.



In Anlehnung an: FAIR WEAR

HUMAN RIGHTS DUE DILIGENCE POLICY

In an increasingly globalised world, respect for human rights is a fundamental principle to which every responsible company is committed. Our human rights due diligence ensures that our company actively contributes to the promotion and protection of human rights. By systematically reviewing, evaluating and improving our business processes, we aim to ensure that our activities and those of our partners respect the rights and dignity of all people. This policy is an expression of our deep conviction and commitment to uphold high ethical standards worldwide and to take social responsibility seriously.

As a long-standing amfori and Fair Wear member, we committed ourselves early on to upholding and promoting fair working conditions. We are guided by the Fair Wear Code of Labour Practices (CoLP) and the OECD Guideline für Sorgfaltspflicht. These in turn are based on the standards of the International Labour Organization (ILO) and the UN Declaration of Human Rights auf.

Employment relationships are voluntary

Right to freedom of association

No discrimination

No exploitation of child labour

Payment of living wages

Reasonable working hours

Safe and healthy workplaces

Legally binding labour relations

These principles apply to all areas and levels of the organisation as well as to all business partners and suppliers. It covers the relevant human rights issues, including but not limited to working conditions, discrimination, child labour.

Publish full HRDD policy and Responsible Business Conduct on website: Human rights due diligence

RISK ANALYSIS AND RISK IDENTIF
HOW WE ASSES RISKS

RISK ASSESSMENT

The risk classification of the countries provides an important overview. The assessment of our various production plants is more relevant as they can vary greatly within one country regarding the different risk factors. The following risk assessment of the production plants is based on the audit findings of Fair Wear and amfori BSCI:

	PLANT 1 – NORTH MACEDONIA	PLANT 2 – NORTH MACEDONIA	PLANT 3 – NORTH MACEDONIA	PLANT 4 – NORTH MACEDONIA	PLANT 5 – NORTH MACEDONIA	PLANT 6 – NORTH MACEDONIA	PLANT 1 – TURKEY	PLANT 2 – TURKEY	PLANT 1 – SERBIA
Free choice of employment	6	4	5	6	6	6	2	2	2
Freedom of association	5	1	4	4	3	4	2	4	4
No discrimination	4	3	5	4	4	6	3	4	4
No exploitation through child labor	6	5	5	5	3	6	4	3	5
Payment of living wages	4	2	5	4	5	4	3	3	3
Reasonable working hours	5	3	5	5	3	5	2	3	4
Occupational health and safety	4	3	6	6	3	4	5	3	4
Legally binding employment relationship	6	3	5	5	3	3	2	2	3
Average	5	3	5	4.875	3.75	4.75	2.875	3	3.625

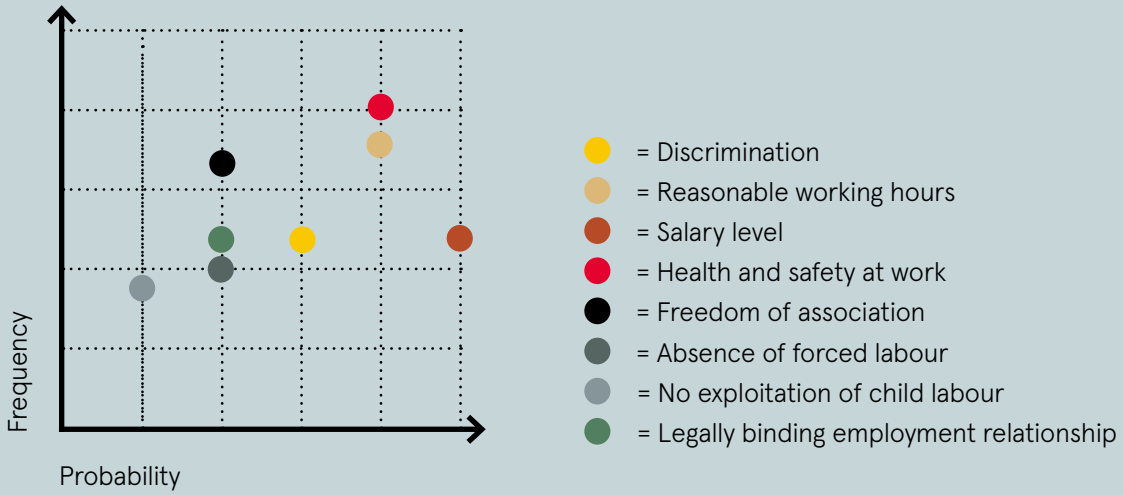
1 = Highest risk **6** = Lowest risk

FICATION

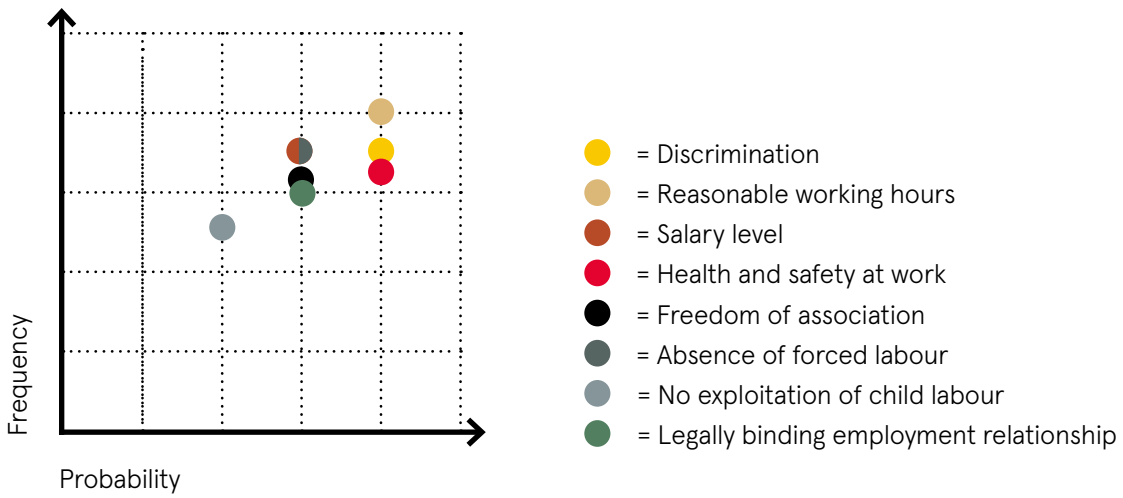
GENERAL RISK ANALYSIS OF THE TEXTILE INDUSTRY BY COUNTRY

The textile industry is one of the largest and most dynamic industries in the world. Like in all industries, a multitude of risks could affect companies. An effective risk analysis is crucial for identifying, assessing and managing these risks. A thorough risk analysis can help companies with developing effective strategies for minimising risks and continuing their operations as going concerns.

NORTH MACEDONIA



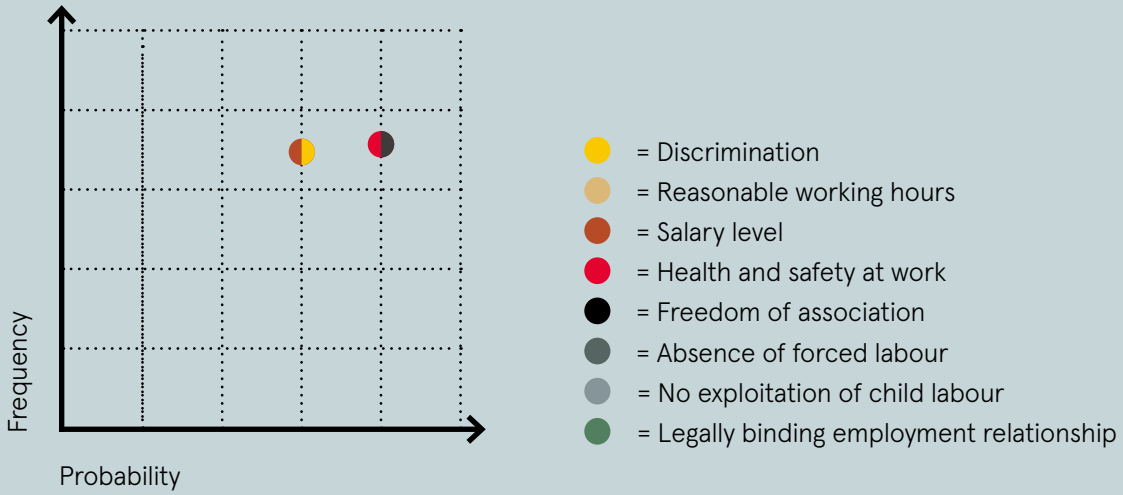
TURKEY



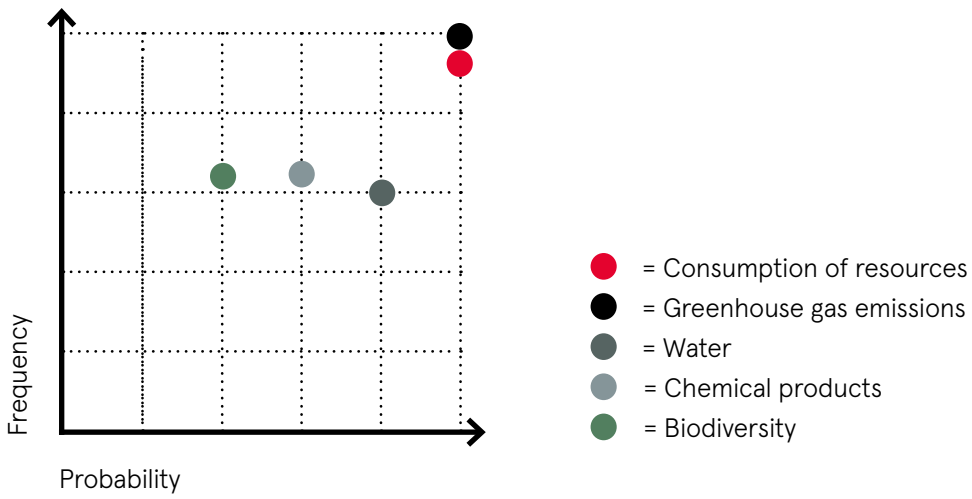
GOOD TO KNOW:

Risk analysis of social standards in the textile industry helps avoid inhumane working conditions such as child labor and low wages. It enables companies to improve their supply chains and ensure compliance with labor rights. This builds consumer confidence and promotes sustainable, fair production.

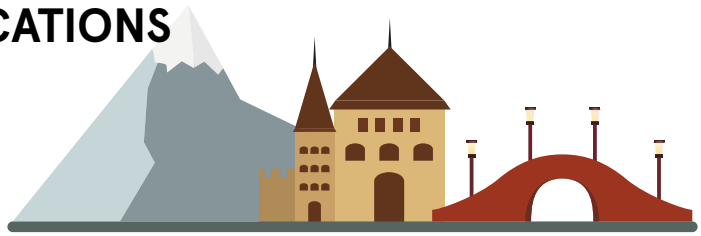
SERBIA



ENVIRONMENT

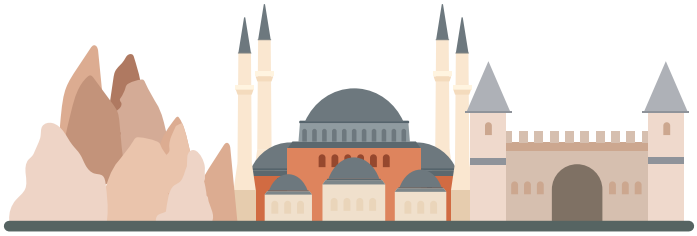


OUR PRODUCTION LOCATIONS



SWITZERLAND

	PLANT 1	PLANT 2	PLANT 3
NUMBER OF UNITS	645	0	0
PRODUCTION VOLUMES[1]	0.35%	0	0
COOPERATION PARTNER SINCE	2000	2000	2011
PLANT VISITS[2]	-	-	-
AUDITS	N/A	N/A	N/A
WEPS	-	-	-



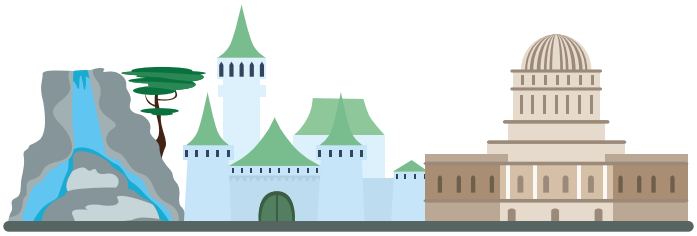
TURKEY

	PLANT 1	PLANT 2
NUMBER OF UNITS	2'312	17'082
PRODUCTION VOLUMES[1]	0.38%	2.45%
COOPERATION PARTNER SINCE	2015	2011
PLANT VISITS[2]	-	-
AUDITS	FW 24	FW 24
WEPS	-	2024

1 Material- and labour costs

2 Plants visited by
G Management
E Technical Project Manager
N Sustainnability Manager
W Factory Support Team

FW Fair Wear
WEPS Professional Development
A Amfori



SERBIA

	PLANT 1
NUMBER OF UNITS	10‘818
PRODUCTION VOLUMES[1]	3.82%
COOPERATION PARTNER SINCE	2019
PLANT VISITS[2]	-
AUDITS	Amfori 21
WEPS	-

NORTH MACEDONIA

	PLANT 1	PLANT 2	PLANT 3	PLANT 4	PLANT 5	PLANT 6
NUMBER OF UNITS	14‘739	43‘892	110‘628	66‘375	2‘143	2‘827
PRODUCTION VOLUMES[1]	5.82%	30.42%	32.3%	23.69%	0.76%	2.4%
COOPERATION PARTNER SINCE	2019	2007	2008	2014	2019	2024
PLANT VISITS[2]	G	G, E, W	G, E, W	G, E, W	-	E
AUDITS	closed	FW 25	FW 25	FW 25	FW 24 / A22	-
WEPS	-	-	2024/25	2020	-	-

AUDITS

Regular audits and training of production facilities are an essential aspect of due diligence.

AUDITS PRODUCTION PLANTS

In 2024, a total of three Fair Wear audits took place at the production facilities in Turkey and Macedonia. One of the audits was conducted jointly with two other Fair Wear member brands that also produce in this factory. We decided to join resources and forces to take a more effective approach to improving labour conditions and social standards in this factory.

The audits have highlighted some key areas where we can work together with the other brands, among others. A recurring theme was documentation and administration. There is still room for improvement here, particularly with regard to the proper management of time sheets, the recording of employee appraisals and the recording of important agenda items at meetings. It became clear that documentation practices in the factory do not always meet the requirements, which leads to less transparency and traceability of work processes.

Another important point is the payment of employees. Although the statutory minimum wage is paid, it is still far below a living wage. This is a key challenge that is not only important for us as a brand, but also for the industry as a whole. In order to achieve improvements here, we will continue to work with the other brands to focus on solutions that can sustainably improve the income situation of workers.

Overall, the audit shows that we are already on the right track, but still need to take a number of different measures to further improve social standards in the factories. We will continue to work closely with the other brands to ensure that workers are treated fairly and safely, while further optimising the documentation and work processes in the factory.

BRAND PERFORMANCE CHECK 2024

As part of our ongoing commitment to sustainable and socially responsible corporate governance, we once again carried out the Fair Wear Brand Performance Check in 2024. The results confirm our commitment and we continued to achieve the 'Good' category in the assessment. This shows that we are on the right track in many areas and have already made significant progress.

One focus this year was the application of the new Brand Performance Check methodology, which was an exciting challenge for us. We have gained valuable insights that will help us to further improve our processes, structures and working methods. A key topic was risk analysis, which is already based on a solid foundation but still needs fine-tuning. Since the check and in the coming year, we have been working specifically on this in order to identify potential risks even more precisely and develop targeted prevention measures.

There is still potential for further development, particularly in the area of Improvement & Prevention. Even though we have already implemented the first positive measures, we will continue to intensively review and continuously optimise their implementation and effectiveness. The requirements and the bar have definitely been raised by the new methodology, which motivates us to act even more precisely and effectively.

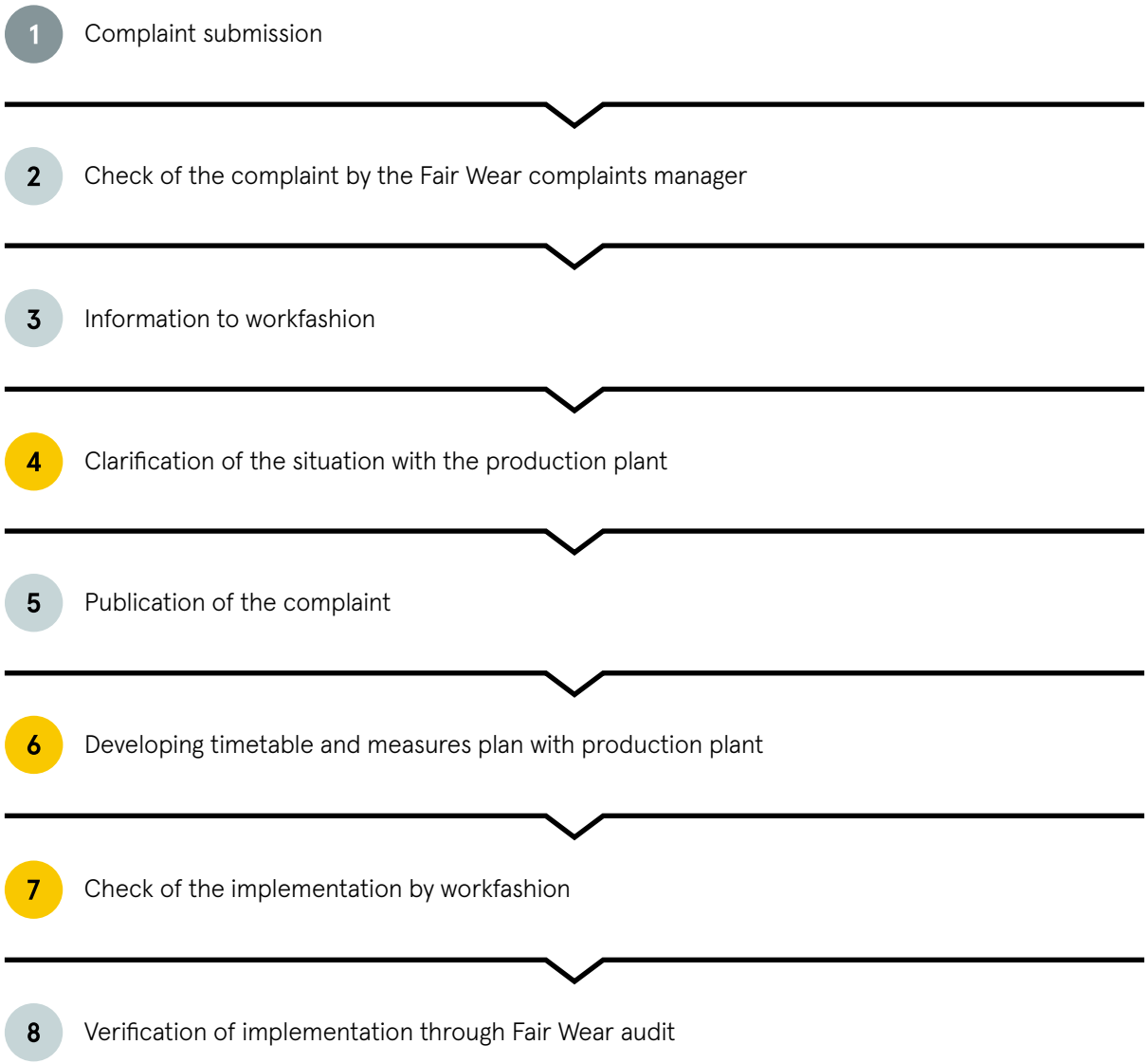
The Brand Performance Check has given us valuable impetus to further expand our efforts in the area of social responsibility and to always pay attention to the quality and effectiveness of our measures. We are confident that we will achieve even better results in the future with the knowledge gained and the planned improvements.

Total score: **116**
Possible scorel: **196**
Benchmarking score: **59**
Category: **Good**

COMPLAINTS

workfashion has introduced the Fair Wear complaint system at its production partners. Employee training events and posts that are clearly visible for all employees alert employees at the production plants to the complaint mechanism. This gives them the opportunity to complain anonymously about deficiencies to an independent instance. The aim is always for employees to have the option of first contacting their managers and resolving the situation with persons in charge. Should this fail, employees can turn to Fair Wear.

Complaints can also be raised through media reports, observations made by trade unions or investigations by non-governmental organisations. workfashion is informed once Fair Wear has investigated the complaint. If the reported deficiency turns out to be true, the complaint is published on the Fair Wear website. We then develop a mutual solution for all parties involved together with the production partner.



OBJECTIVE 3
CIRCULAR ECONOMY

3.1 Four options

3.1.1 Designing recyclable products

3.1.2 Reusing textile materials

3.1.3 Undertaking apilot project for recycling systems

3.1.4 Adapting business models

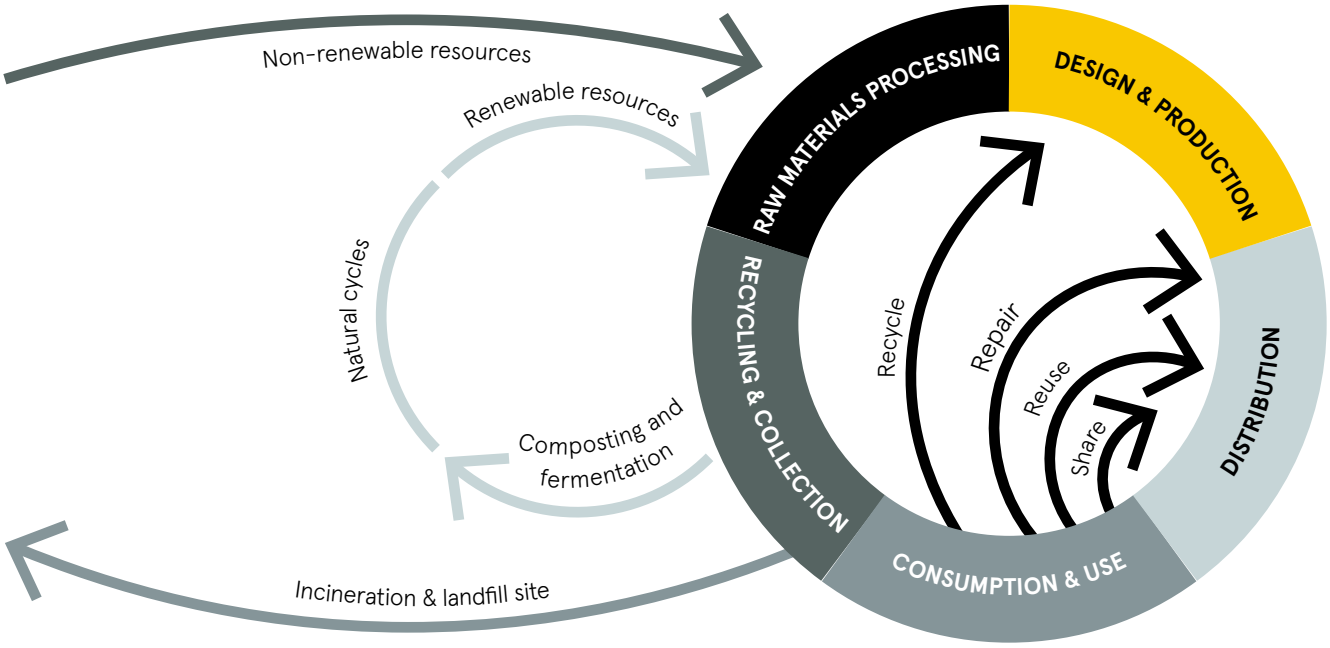
3.2 Implementing chemical product management

Metering Summer 2024

WHAT IS THE CIRCULAR ECONOMY?

The circular economy is a hot topic and is also gaining momentum in the textile industry, in particular. But what is this concept? The aim is to save resources and materials and to use fewer primary materials to reduce waste volumes, etc. Many resources are finite and their procurement, production and extraction also create serious CO2 emissions and thus speed up the greenhouse effect.

The circular economy considers two cycles – technological and biological. Products are either designed so that they can be recycled, repaired, recycled or shared, or the aim is a biological cycle with renewable or biodegradable resources.



SOURCES:

Zukunftsinstitut (online)

Federal Office for the Environment (online)

FABRIC LOOP

The founding of the Fabric Loop association was a decisive step towards a more sustainable textile industry in Switzerland, and we are proud to be one of the founding members of this innovative organisation. Fabric Loop was created to establish extended producer responsibility (EPR) for textiles. A concept that enables the industry to take responsibility for the entire life cycle of its products and to establish a functioning ecosystem. Including disposal and recycling at the end of the life cycle.

In Switzerland, there is still no comprehensive solution for the disposal and recycling of textiles, which leads to a growing environmental impact from textile waste and inefficient solutions. The introduction of an EPR industry solution, developed by Fabric Loop, is therefore an urgently needed step to address this challenge. By participating in Fabric Loop, we are committed to ensuring that textile waste can be systematically collected, recycled and reintroduced into the cycle in an efficient and structured way.

The establishment of such a solution not only makes sense from an ecological point of view, but also offers economic opportunities for companies and the entire industry. It makes it possible to conserve raw materials, extend the service life of products and minimise the consumption of resources. It also strengthens collaboration within the industry in order to develop sustainable and future-proof solutions.

With Fabric Loop, we are making a valuable contribution to a more responsible textile industry and look forward to working with other partners to set the course for a circular economy in the textile sector.

FABRIC LOOP

VELVET NOVEL X WORKFASHION

As part of our sustainable corporate strategy, we are actively committed to promoting the circular economy in the textile industry and minimising textile waste. A significant example of this commitment is our collaboration with Velvet Novel, a small, local label from Lucerne. This partnership focussed on recycling textiles that we can no longer use, whether due to overproduction, manufacturing errors or returns from customers.

This collaboration is an example of how we can work with local companies and partners to help create a more sustainable textile market. Velvet Novel transforms the garments into high-quality, reusable products that comply with the principles of the circular economy. In this way, we not only support the prevention of waste, but also promote a local economy based on sustainable, resource-conserving practices.

By supporting such projects, we are actively working to bring about change in the textile industry. Our aim is to reduce the negative impact on the environment through the circular economy while promoting innovations that pave the way for a more responsible fashion world.

Clothing: Velvet Novel @velvet_novel, Photography: Marlen Keller @marlen_s_keller, Hair: Liam Russell @liamrussell.hair, Casting: Lucy-Isobel Bonner @libonner, Model: Moli @moligrewal @milkmodelmanagement, Retouching: @tempers_retouching

OBJECTIVE 4
TRANSPARENCY

4.1 Implementing an information policy

4.2 Providing knowledge Aspects of sustainability

4.3 Information on the sustainability of products and production sites

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WHY ARE THESE STANDARDS IMPORTANT?

It is crucial for consumers and companies to understand how these different standards differ from each other and what they actually guarantee. They make it possible to make informed decisions to choose products that have been produced under fair and sustainable conditions. By choosing a company that adheres to such standards, consumers actively contribute to better working conditions, more transparency and more sustainable textile production.

These labels and standards are not only important for improving production conditions, but also for promoting fair trade and a more responsible fashion industry overall.

KEY DIFFERENCES AND SIMILARITIES

Social responsibility

All of these standards aim to improve working conditions in the textile industry, with Fair Wear and amfori BSCI focussing heavily on audits and close cooperation with producers, while standards such as **SA8000** and **Fair Trade Certified** also promote the living conditions of producers, particularly in developing countries.

Ecological responsibility

Some standards such as **GOTS** and **OEKO-TEX Standard 100** combine social responsibility with ecological aspects such as sustainable production and the reduction of harmful substances.

Transparency and Audits

Fair Wear and **amfori BSCI** emphasise supply chain disclosure and regular audits, while Fair Trade pursues broader social goals, such as promoting communities and shifting to sustainable business models.

Global approach vs. industry-specific

Some certificates such as **amfori BSCI** are cross-industry, while others such as **Fair Wear** and **GOTS** are specifically focussed on the textile industry.

LABELS AND STANDARDS AT A GLANCE

Goals	Improving working conditions in textile production through close cooperation with suppliers	Promoting responsible corporate governance along the global supply chain	Promotion of s textiles, taking i social and ecol
Focus	Labour rights, fair wages, working hours, health and safety, freedom of trade unions	Labour rights, fair pay, working conditions, child labour, protection against discrimination	Working condit mental protect substances, org Methods
Requirements	Disclosure of the supply chain, regular audits, cooperation with local factories	Compliance with the BSCI 'Code of Conduct' - Regular audits of suppliers	Fair working co child labour, Ec duction and pr
Specialties	Partnership approach with producers; great transparency in the production chain	Global approach that encompasses not only the textile industry but also other sectors	Combines ecol social criteria, organic textile

	OEKO TEX® STANDARD 100	SA8000	FAIRTRADE
ustainable into account ogical criteria	Ensuring that textiles do not contain harmful chemicals and are safe for health	Improvement of working conditions in companies worldwide with internationally recognised criteria	Improving the living conditions of producers in developing countries through fair trade practices
ions, environ- ion, chemical ganic farming	Chemicals management, health and safety for consumers	Labour rights, safety, health, fair pay, working hours, freedom from discrimination	Fair wages, labour rights, environmental protection, community development
nditions, No cological pro- ocessing	No hazardous chemicals certification for every processed material	No child labour- Fair wages- Freedom of assembly and trade unions	Minimum prices for producers- Promotion of community projects- Good working conditions
logical and widely used in production	Concentrates on the health safety of end products (focus on consumer protection)	One of the first international standards for corporate social responsibility	Strong focus on development cooperation and fairness in global trade.

DOCTORS WITHOUT BORDERS
DEPLOYMENT IN CRISIS AREAS

The wars that have broken out in Sudan and the Gaza Strip, the escalation of gang violence in Haiti and a war in Ukraine: the need for medical care has increased rapidly. The violence makes the work of Doctors without Borders difficult. Nevertheless, the teams were able to treat the injured and distribute relief supplies in many places. In total, they have helped in more than 70 countries.

Last year, we once again wholeheartedly supported Doctors without Borders with our FAIR WEAR safety and care clothing for emergency medical aid missions. Just as Doctors without Borders is committed to providing humanitarian care to people around the world, we are passionately committed every day to ensuring that our professional clothing meets the needs of our customers. Safety and well-being in the workplace are at the heart of what we do.

For 50 years, Médecins Sans Frontières has been providing medical aid wherever human lives are threatened. Armed conflicts, but also epidemics, pandemics and natural disasters or exclusion from the health system are the reasons for their interventions. Adequate medical and logistical resources are needed to deal with these situations.

Get involved with us, together we can achieve more. msf.ch/de/uns-unterstuetzen/spenden

Ahmed Darwesch (11-year-old from Yemen) practices walking again with the help of a physiotherapist at the hospital in Amman, Jordan (©Peter Bräunig)

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