

SUSTAINABILITY REPORT 2023

CORPORATE SOCIAL RESPONSIBILITY




TRICORP
WORKWEAR

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**“NATURALLY
SUSTAINABLE”**

PERSONAL WORD FROM THE CEO

“We are aware that sustainability of process and product must be at the core of the organization. All stakeholders should contribute to this and be responsible in their own way. Our IMVO specialist is in the middle of the organization and ensures that all stakeholders fulfill their responsibilities. This takes time and is a process in which we as an organization continually face new challenges and new areas for improvement surface. It is not for nothing our mission to work together to think in terms of solutions and challenges, for each other, but especially with each other, from supplier, colleague, dealer to carrier. Our unending pursuit of perfection is not a choice. It is a sport, it is above all a team sport and it is addictive!”

Gertjan van Eck



2023 WAS A BLAST!

Together we strive for change, and in this, Tricorp is taking the lead. As a pioneer in workwear, we value our efforts in corporate social responsibility. For Tricorp, running a business in the 21st century means constantly understanding the context in which we operate, and adapting our organization accordingly. We remain alert to the demands and needs of our customers, the government and society as a whole, which rightly questions the textile industry to which Tricorp belongs.

THE FIRST SUSTAINABLE STEP

Tricorp chooses quality so that clothing lasts longer: the first sustainable step! We also choose raw materials that have a longer lifespan, are organic or recycled. We have worked hard on this, resulting in two new collections in 2023:

REVISABLE

RWS Reversible: our popular RWS line of workwear that complies with Department of Public Works guidelines has been released in a new and durable design.

- **Raw material:** organic cotton and recycled polyester. Jackets contain a fluorfree (PFAS free) Durable Water Repellent finish.
- **Technology:** Polygiene® finish. Polygiene® is a permanent finish based on silver chloride which combats unpleasant odors. Workwear stays smelling fresher for longer and needs to be washed less often. Washing clothes consumes the most energy and water in the entire life cycle of a garment, apart from cloth production, and this finish contributes to less consumption.
- **Design:** the use of segmented striping extends the life of the item.

ACCENT

Tricorp already has two Bicolor lines that are very popular within its target market. The Accent line is an addition to the existing Bicolors with which we also offer a sustainable alternative for Bicolor.

- **Raw material:** organic cotton and recycled polyester. The jackets are water repellent through a fluorfree (PFAS free) Durable Water Repellent finish.
- **Technology:** in the winter jacket we use PrimaLoft®. PrimaLoft® insulation keeps your body warm. Moreover, it is soft and flexible. The PrimaLoft used consists of 80% recycled material combined with advanced fiber technology for high quality eco-friendly insulation that provides instant warmth without the bulk.
- **Minimalist design** requiring less cloth consumption while maintaining functionality.

SPECIALS

For Tricorp Specials (custom made workwear), 19% more projects with sustainable workwear were completed by 2023 compared to 2022.

NATURALLY SUSTAINABLE

RESPONSIBLE AND MODERN

“TRICORP WILL UNDERTAKE 2023 NATURALLY SUSTAINABLE”

By 2023, several training sessions have been offered at suppliers to make workers aware of their labor rights. Workers were trained on:

- General labor rights - Fair Wear WEP training (2 vendors)
- Freedom of cooperation - Mondial FNV in Bangladesh (1) and CNV in Vietnam (1)
- Living wage - Fair Pricing training in China (2)
- Safe working conditions - International Accord Bangladesh (2)
- Responsible Purchasing - Learning and Implementation & Better Buying survey (3)
- Chain transparency - tex.tracer pilot (6)



"TRICORP'S SUSTAINABLE AMBITION"

Sustainably produced workwear is the future! Beautiful, comfortable workwear with the smallest possible ecological footprint. Made under safe, acceptable and social working conditions. Tricorp's corporate vision breathes corporate social responsibility. Employees work in a safe and healthy company. There is care for people and the environment in the production chain. Suppliers and customers grow with Tricorp in knowledge and expertise. As a team, Tricorp works daily with its stakeholders to become more sustainable..

STAKEHOLDERS

Stakeholders are indispensable to Tricorp in achieving our ambitions. In addition to active cooperation, we also ensure that this cooperation is tested. Because we believe that good can always be better and beautiful can always be more beautiful.

- Employees - employee satisfaction survey
- Customers - customer satisfaction survey
- Suppliers - audits
- NGOs, trade unions - partnerships
- Government - guiding legislation

With a clear ambition and support from our stakeholders, all that remains is a plan by which we can work toward that ambition. This plan consists of four pillars

- Pillar 1. A safe and durable product
- Pillar 2 A social and sustainable process
- Pillar 3 Circular textiles
- Pillar 4 Transparency



For Tricorp, the 17 Sustainable Development Goals (SDGs) are an important guide. Through Tricorp's social and environmental policy, we aim to make a positive contribution to these SDGs. We identify the risks in our supply chain and internally and work to improve where desired. There are a number of SDGs that have our focus:

SUSTAINABLE DEVELOPMENT GOAL 5: GENDER EQUALITY

Equal treatment for all, that's what we stand for. We are extra alert to gender-related issues internally and in our production chain

SUSTAINABLE DEVELOPMENT GOAL 8: DECENT WORK AND ECONOMIC GROWTH

We want our workwear to be produced under good and safe working conditions. Among other things, we monitor in the factory overtime, the right to speak out, living wages and whether work can be done safely. In discussion with our suppliers, we work on a responsible (purchasing) process.

SUSTAINABLE DEVELOPMENT GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

The textile industry is among the polluting sectors. Energy, water consumption and CO2 emissions (footprint) can be high and many chemicals and non-renewable raw materials are used.

SUSTAINABLE DEVELOPMENT GOAL 13: CLIMATE ACTION

Tricorp wants to know more process and product details and, with the partners in the chain, make conscious choices. To save resources, we are highly committed to a long life of our clothing, to reuse and appropriate recycling.

SUSTAINABLE DEVELOPMENT GOAL 15: LIFE ON LAND

We took a close look at the origin of our packaging materials. The boxes are made with recycled cardboard. Our shipping bags have recently gone from paper to, easier to recycle, plastic.

SUSTAINABLE DEVELOPMENT GOAL 17: PARTNERSHIP FOR THE GOALS

We cannot achieve our ambitions in social and environmental policy alone. We are committed to working with NGOs, trade unions and other stakeholders to achieve our goals. We take their critical views to heart. We seek dialogue.





"A SAFE AND DURABLE PRODUCT"

LOOK LIKE
A TEAM.
WORK LIKE
A TEAM.

As a European workwear brand, our job is to ensure that the product is fundamentally safe and durable. With the goal that companies throughout Europe can be confident that their workwear makes a positive contribution to work performance.

We are continuously working to be safe and sustainable by continuing to reduce the environmental impact of the product and working with ECO design:

- We are making more conscious choices for sustainable, strong raw materials;
- We minimize the use of harmful chemicals;
- We generate as little waste as possible in the entire production process until delivery to the customer.

SUSTAINABLE GOALS 2023

Minimize use of harmful raw materials

Tricorp articles comply with the current European REACH regulation. For chemicals with a higher environmental risk, such as biocides, PFAS and microplastics, an alternative is sought in cooperation with existing suppliers. Consequences for quality standards, availability, cost price etc. are carefully considered.

Reduce waste

Tricorp aims to have 50% of product and transport packaging of sustainable and certified origin by 2025. Excess packaging will be avoided, under the condition that the item reaches the customer without damage. By 2030, 100% of packaging will be reusable or recyclable (Green Deal).

Moving towards a circular economy, Tricorp is working with the UPV Textile Foundation to establish an executive return system for worn clothing. According to the obligations around the Extended Producer Responsibility (UPV), it also focuses on a suitable second life for an item: reuse, repair or recycling.

RAW MATERIALS	1-1-2023 Usage in kg	1-1-2023 % of Total Weight	1-1-2024 Usage in kg	1-1-2024 % of Total Weight	Difference '22-'23
Cotton	633,179	47.69%	601,602	46.30%	-5%
Polyester	617,981	46.55%	589,805	45.39%	-5%
Recycled polyester	31,961	2.41%	49,886	3.84%	56%
Organic cotton	11,233	0.85%	14,961	1.15%	33%
Viscose (Bamboo)	8,245	0.62%	7,148	0.55%	-13%
Polyamid	5,764	0.43%	10,377	0.80%	80%
Modacrylic	6,195	0.47%	6,915	0.53%	12%
Cordura	3,359	0.25%	3,121	0.24%	-7%
Elastane	3,389	0.26%	4,444	0.34%	31%
Recycled Polyamid	4,784	0.36%	9,514	0.73%	99%
Leather	1,506	0.11%	1,604	0.12%	7%

Promote use of sustainable and quality raw materials

Tricorp has listed preferred raw materials: renewable raw materials or raw materials with a lower environmental impact than the virgin alternative. Gradually, conventional cotton will be replaced with organic, BCI or recycled cotton, and synthetic fabrics will be replaced with biobased options. Recycled polyester from PET bottles is used for now. Alternatives must meet Tricorp cloth and product quality standards and must not compromise the life of the item. The origin of new raw materials must be clear. New developments regarding recycling and footprint determination are closely monitored.



"A SAFE AND DURABLE PRODUCT"

REACH concerns a European Regulation on chemicals

REACH stands for Registration, Evaluation, Authorization and Restriction of Chemicals. For Tricorp, this has been translated into the Tricorp RSL (Restricted Substances List): an overview of the maximum concentrations of chemicals allowed in a product. Our suppliers are expected to adhere to this list.

OEKOTEX 100

Oekotex 100 is a label for textiles that have been tested for harmful substances. This confirms that a product has been tested according to the current REACH regulation. Tricorp also shares the Tricorp MRSL (Manufacturing Restricted Substances List) with suppliers. This list is based on the ZDHC (Zero Discharge of Hazardous Chemicals) guidelines and addresses the use of chemicals during the manufacturing process.

GREEN DEAL

Climate change and environmental degradation threaten the future of Europe and the world. The European Commission's response to this is the European Green Deal, which transforms the EU into a modern, resource-efficient and competitive economy with the goal of:

- zero net greenhouse gas emissions by 2050;
- economic growth without resource depletion;
- no person or region left to their own devices.

The European Commission has proposed a series of adjustments to EU climate, energy, transport and taxation policies. These should allow for a net 55% reduction in greenhouse gas emissions by 2030 compared to 1990.

TEX.TRACER

Through the tex.tracer platform, Tricorp collects primary source data: each supplier in the chain confirms its own data. The result is a comprehensive overview of the supply chain from production to raw material. It helps Tricorp to make better product choices.



RESULTS 2023

- Oeko-Tex 100 certificate for articles:
2023: RWS and ACCENT
2024: REWEAR and RE2050 and other NOS & specials ✓

RESULTS 2023

- Tricorp include environmental objective in sourcing policy, supplier manual & supplier assessment ✓

RESULTS 2023

- 100% tier 1 & 2 mapping of NOS and new developments

RESULTS 2023

- Seeking alternatives to potentially harmful chemicals:
Apply Fluorfree (pfas-free) DWR finish in RWS ✓

RESULTS 2023

- Create ECO design roadmap for resource sustainability ✓

RESULTS 2023

- Tricorp include environmental objective in sourcing policy, supplier manual & supplier assessment ✓

RESULTS 2023

- Investigate fleece and microplastics in Tricorp product ✓

RESULTS 2023

- Identify and improve plastic, cardboard, sticker and ink consumption. ✓

'24

By 2024, Tricorp is focusing on minimizing the use of harmful raw materials and intensifying the use of sustainable and quality raw materials. Tricorp does this by, among other things:

- improving risk analysis at tier 2 on chemicals by item;
- support supplier in obtaining Oeko-Tex 100 certificates for each item;
- hook into long-term innovations that can provide a more sustainable alternative to virgin polyester.





"A SOCIAL AND SUSTAINABLE PROCESS"

SUSTAINABLE GOALS 2023

The goal is to have Tricorp products manufactured at suppliers that have a manufacturing process that is safe for people and the environment. In doing so, Tricorp pays attention to:

- Social and safe working conditions
- Reduction of CO₂, water consumption and pollution

**TOGETHER.
HERE.
NOW.
ALWAYS.**

LABOR RIGHTS

We want our workwear to be produced under good and safe working conditions. In discussion with our suppliers, we work on a responsible (purchasing) process. We map the risks and make a plan per country and per factory where our clothes are made. The Fair Wear Foundation assists Tricorp and assesses us annually on our approach to the production of our garments:

1. Due Diligence (DD): e.g. right to a works council/union, right to a labor contract, no child labor, minimum or living wage.
2. Responsible Purchasing Practices (RPP): tech pack, sample policy, supplier contract, payment terms, delivery times and special agreements. With the basis that Tricorp sees its suppliers as partners.

Based on an annual audit in each factory, social impacts or risks thereof are improved at our tier 1 (the apparel company). We work with the supplier to improve knowledge. We prepare them for new European legislation and the general expectation of our customers.

In 2025, Tricorp also requests a risk assessment from four key suppliers for its main tier 2-4 factories. On this basis, the most serious social impacts or risks thereof will be addressed.

FAIR WEAR FOUNDATION

Tricorp has been a member of the Fair Wear Foundation since 2007. The FWF helps Tricorp fulfill its obligations to know and improve factory social working conditions in particular. Tricorp uses the FWF country information, tools and knowledge to make a risk analysis of production countries and factories. Tricorp's social policy is assessed annually by FWF.



INTERNATIONAL ACCORD

The International Agreement is an agreement between more than 100 leading apparel brands and unions with the goal of ensuring safe workplaces in the textile and garment industry. The focus was on Bangladesh until October 2023, with Pakistan added for 2024. There will be inspections for construction, fire and electrical safety, training of workers and rehabilitation programs. The agreement also sees workers being able to organize, refuse unsafe work and raise health and safety issues.

BETTER BUYING INSTITUTE

The Better Buying Institute provides analysis on purchasing practices and support that can improve the relationship between brands (buyers) and suppliers.

EU ENVIRONMENTAL LABEL

European legislation since December 2023 that requires companies to know the CO₂ emissions from their products and processes and make improvement plans.

AMFORI BSCI & BEPI

Tricorp has been a member of Amfori since 2019. In addition to the code of conduct for social working conditions (BSCI), Amfori also has a code of conduct for environmental conditions (BEPI) for the factory where Tricorp clothing is made. By joining Amfori, Tricorp commits itself to comply with the codes of conduct.



"REDUCTION OF CO₂, WATER CONSUMPTION AND POLLUTION"

Reducing (CO₂) emissions is part of Tricorp's environmental policy.
Scope 1 - direct emissions in the building and own transportation
Scope 2 - indirect emissions: electricity
Scope 3 - other emissions: production external, business travel, waste



"A SOCIAL AND SUSTAINABLE PROCESS"

RESULTS 2023

- Evaluate with 3 suppliers the Tricorp procurement process using the Learning and Implementation (LIC) Common Framework Responsible Purchasing Practices process.
- Do external assessment by Better Buying Institute through survey of 11 suppliers.

✓

RESULTS 2023

- Quarterly supplier assessment on commercial, quality, environmental, IMVO

✓

RESULTS 2023

- Better understand the relationship between Tricorp's purchase price and living wage payments. Implementing FWF Fair Pricing app with two suppliers.

✓

RESULTS 2023

- Conduct stakeholder engagement survey

✓

RESULTS 2023

- Working with union and other brands to organize training for factory workers. So that they know how to stand up for their labor rights through workshops with Mondiaal FNV in Bangladesh with CNV in Vietnam.

✓

RESULTS 2023

- Identify gender-related risks in production chain and plan with 2 suppliers.

✓

RESULTS 2023

- Monitor ISO 14001, check against EU environmental label and expand with customer impact

✓

RESULTS 2023

- Conduct stakeholder engagement survey

✓

RESULTS 2023

- Call MRS� supplier 1 (75-100% of product volume worked out)

RESULTS 2023

- Making risk analysis on chemicals in the D&F process

✓

RESULTS 2023

- Set up an LCA pilot 2 with tex.tracer: platform to provide chain insight, collect product and process info and do analysis of energy/water consumption.

✓

RESULTS 2023

- Creating risk analysis Tricorp logo printing

✓

'24

- In 2024, Tricorp will focus on the issues below to take steps toward a more social and sustainable production process:
- Offer training to factory workers so they know how to stand up for their labor rights.
 - Gender-related risks in the production chain are better identified and discussed with the supplier.
 - Further understand the relationship between Tricorp's purchase price and living wage payments at the three largest suppliers (based on sales).
 - Add supplier environmental policies to supplier evaluation.
 - Pursue safe working practices for plant employees.
 - Risk analysis of water, chemical and energy consumption at suppliers (Tier 1)
 - Work out footprint of Tricorp headquarters, own transportation, electricity consumption and travel.





"CIRCULAR TEXTILES"

Tricorp is working towards a circular economy: keeping raw materials in the same product chain for as long as possible. As early as the product design phase, consideration is given to the entire life cycle of an item. According to the R-ladder, choices are made for:

- 1st life: commit to as long a life as possible (R2 reduce)
- 2nd life: if the item cannot be used a 2nd time as workwear (R3 reuse) then an item can either be repaired or altered (R4 repair) or an item is suitable for recycling (R5).

Tricorp plans to collaborate with the UPV Textile Foundation and industry partners on a logistics system to return clothing from end users. And to ensure that the most sustainable use applies to the clothing worn. For justification of our policy in tenders and for specific projects, Tricorp also wants to offer its own plan. After all, EU goal 2050 is 100% clothing return and 100% circular textiles.

ECO DESIGN

Extending the lifespan of an item is the most effective measure to reduce its environmental impact. High-quality clothing and also a higher number of possible washes extends the lifespan. For Tricorp workwear (jackets, pants) this most sustainable approach is chosen. Possibly with concession on short-term cost price. The entire current Tricorp collection has been reviewed and audited with recycling companies. It was determined per item whether a garment can be recycled into a high-quality product.

For new developments Tricorp clothing, options for easier repair are being explored and applied. Also, more conscious choices are made for the possibility of recycling. Tailored to the current recycling techniques and the results of the audit: for a T-shirt mechanical and chemical recycling is possible, for a jacket recycling in the short term is not yet an economically sensible option. Main choices are raw material cloth, chemicals used and design.

REVERSE LOGISTICS

50% of worn clothing returns by 2025 for reuse or recycling. In line with the Dutch ambition: by 2025 at least 20% of worn clothing will be reused & up to 30% of worn clothing will be used for recycling.

CIRCULAR ECONOMY

A circular economy is an economic system based on minimizing resource use by reusing products, components and high-value raw materials. It is a system of closed cycles in which products lose their value as little as possible, renewable energy sources are used, and systems thinking is central. - Ellen MacArthur Foundation (2011)

MODINT

The Modint trade organization represents the Dutch textile and clothing industry. It supports their members in day-to-day operations. Modint promotes cooperation throughout the chain and lobbies with politicians.

VVGW/ ESF

The Safe & Healthy Work Association, is the trade association of manufacturers and distributors of Personal Protective Equipment (PPE) and occupational clothing. The European Safety Federation is the European variant. Through the VVGW and EFS, knowledge is shared to make work and workwear as safe and healthy as possible according to the latest European legislation (environment, quality, standardization, etc.).

MVO Nederland

A network of about 2,000 partners to realize the transition to a sustainable economy. Companies and organizations share innovations and collaborate on specific projects.

Midpoint Brabant

Midpoint Brabant is the link between companies, educational and knowledge institutions, governments and social organizations in the Central Brabant region. Midpoint Brabant thinks with us to motivate consumers to return clothes so that the circular textile economy can take off.

RESULTS 2023

- Active participation in working group on workwear CEN WG 39 to set up minimum quality requirements standard. ✓

RESULTS 2023

- Seek chain partners to organize their own sorting, cleaning, recycling, spinning/knitting/confection on a project basis. ✓

RESULTS 2023

- Create format for project-based return of Tricorp workwear ✓

GAIA

GAIA circular B.V. focuses on the recovery of raw materials. Gaia collects clothing returns, handles sorting and provides further recycling of the sorted and dismantled materials.

Polygiene®

Polygiene® is a silver chloride-based permanent finish that prevents unpleasant odors. This finish keeps work clothes smelling fresh for a long time and reduces the need for frequent washing. Washing clothes consumes the most energy and water in the entire life cycle of a garment, apart from cloth production.

"NATURALLY SUSTAINABLE"

RESULTS 2023

- Reduce number of washes: introduction Polygiene for RWS shirts ✓

RESULTS 2023

- Pre-registration producer organization UPV Textile Foundation ✓

RESULTS 2023

- Industry consultation through VVGW, MidPoint Brabant and competitors to ensure adequate and consistent supply of worn clothing. ✓

Looking forward to 2024

In 2024, Tricorp will focus on the topics below to take further steps towards better understanding Eco Design and efficient reverse logistics of worn clothing and its processing.

- Work with supplier to achieve longer life of item and high quality recycling where possible
- 50% clothing return by 2025, at least 20% of it offered for reuse, up to 30% for recycling
- Apply eco design: designing with reuse and optimal recycling in mind

“TRANSPARENCY”



Tricorp aims to better understand the entire production chain (tier 1 to 4). Expected European legislation CSDDD, CSRD, EPR holds us responsible to know what social and environmental risks are in the chain and to improve them. External parties (customers, consumers, government, NGOs, Fair Wear ...) must be able to access information on product details. Modern technology and digital tools are important here.

- tier 1 clothing & logo
- tier 2 cloth & trim & D&F
- tier 3 yarn
- tier 4 fiber

ESPR: Ecodesign for Sustainable Product Regulation

This EU legislation is expected to be adopted in 2024 and regulates product design requirements for circular textiles (Eco Design) and the creation of a Tricorp data system to easily share product information (Digital Product Passport).

CSDDD: Corporate Sustainable Due Diligence Directive

This is a European objective (2023). Producers are expected to know the risks to humans and the environment in production sites and to take actions for improvement.

UPV: Expanded Producer Responsibility

The producer organization Foundation UPV Textiles implements the legislation Extended Producer Responsibility (UPV) on behalf of its 700 members. It works with members to set up a return system and for suitable application for the second life of worn clothing.

Goals 2023

Supply chain mapping

Tricorp aims to map 100% of tier 1 and 2 by 2023 (see pillar 1 & 2). The product specification (Bill of Material) will be completed.

The product information must be recorded in such a way that it can be viewed by multiple people inside and outside our organization. Tricorp is working with Tex.tracer to record the information through blockchain technology and is using the analysis method through the bAware of industry association Modint to calculate the footprint.

Social: by 2025: Tricorp aims to have insight into tier 2 and 3 at its four main production sites in order to monitor social audit results as they progress. This insight is the basis for a risk analysis on social issues.

WE CAN DO
ANYTHING.
— YES,
ANYTHING.

Product Passport

By 2024, Tricorp wants to make a digital product passport (DPP) available to consumers, companies and, for example, a recycling company to give more insight into the environmental impact of the item. This can be done through a QR code in the label.

The DPP contains per item the product BOM, chemicals used, LCA, ability to repair, lifespan, social and environmental due diligence, circularity of the item plus links to external data for e.g. certificates and Life Cycle Analyses. etc. Tricorp follows the EPR legislation in this.

RESULTS 2023

- Conduct data platform tex.tracer pilot 1 with three suppliers. For each article, product information will be collected and the chain will be mapped. ✓

RESULTS 2023

- make tex.tracer platform data available to external ✓

Report

Tricorp reports on its sustainability policy. Tricorp is not yet formally required to comply with CSRD legislation but is already following the principles.

- Identify the impact of chosen materials, production locations, policies etc and assess the risk to the environment
- use data that has been verified by an external party
- involve the entire production chain and internal organization in sustainability policies
-

RESULTS 2023

- Digital Product Passport set up - make data available via QR code ✓

RESULTS 2023

- Make LCA calculation for new developments RWS, REWEAR, RE205, Accent Line. Vlgs YourQuestion, bAware. ✓

LOOK
GOOD.
WORK
BETTER.





**TRICORP**
WORKWEAR