

A woman with her hair in braids, wearing a long-sleeved, floor-length blue dress with a white and black pattern, stands barefoot on dark volcanic rocks. She is looking down and to the right. The background shows a rocky coastline and the ocean under a soft, hazy sky at sunset or sunrise. The text 'FABIENNE CHAPOT' is overlaid in large white letters across the center of the image.

FABIENNE CHAPOT

SUSTAINABILITY REPORT 2021



LETTER OF FABIENNE

In 2006 I started this eponymous brand under the name of Fab. The brand was born and raised in Amsterdam, where our headquarters are still based today. Fabienne Chapot started as an accessory brand, mainly focusing on bags, shoes and accessories. My vision of adding a bold and colourful twist to the, at that time, rather grey and black toned accessory spectrum, quickly caught on. In 2016 we decided to rebrand the label and launch a ready-to-wear collection. The bold and colourful brand DNA that cemented the success is still at the core of our business today, but in a more matured, evolved and feminine way.

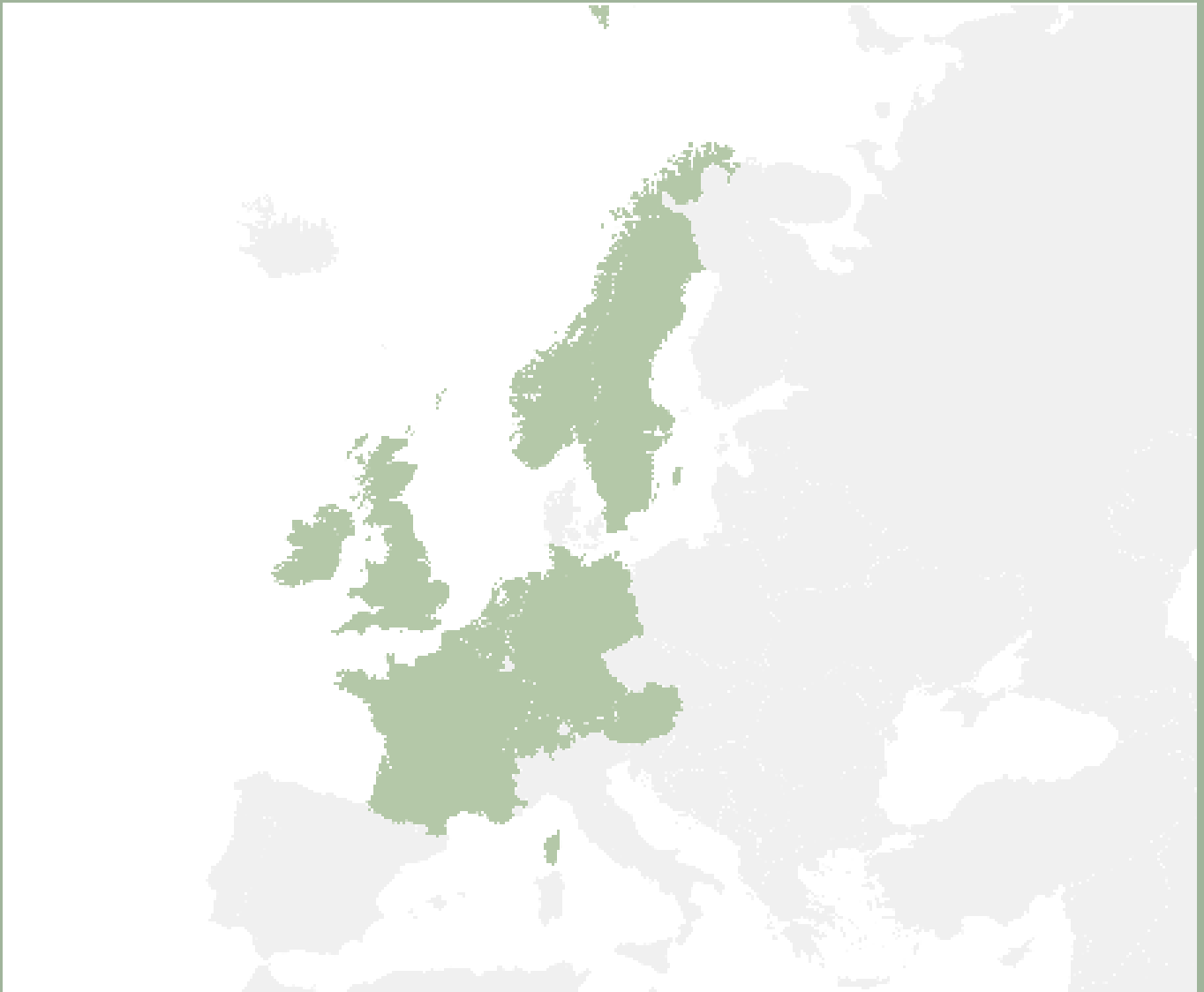
I realize that as a ready-to-wear fashion brand we leave our mark on this earth. Therefore we believe it is our responsibility to invest in innovative sustainability and a fair and sustainable future. In a few years, our brand has grown very fast and our supplier base transformed from a small production location in Bali (Indonesia) into a mature landscape with production locations mainly in China, Turkey and India. We are still at a starting point of growing our brand and we want it to grow in a responsible way. That is why I signed the Dutch agreement on Sustainable Garments and Textile three

years ago. It has helped us become more transparent and - by collaborating with other brands and retailers in the fashion industry - improve the way we run our business in a sustainable way.

Sustainability is of high importance to me. Within the next couple of years we strive to be a more sustainable brand. We encourage all of our suppliers to work with us on this important topic and make a change. This cannot happen at once, but every step we take is one step closer to a better world. These combined small steps will make the change we would like to see in our industry and to which we are dedicated, now and in the future.

The past few years have been full of challenges and opportunities for us, but also for our suppliers. We kept close contact with all our partners during these times. With stores closing and lock downs in different countries, it was not easy. We value now, more than ever, the long term partnerships we have with our suppliers. We are proud of how we operated during this pandemic and believe we can grow further with all our partners.

Fabienne Chapot



ABOUT FABIENNE CHAPOT

Fabienne started her eponymous brand under the name of Fab. in 2006. The brand started as an accessory brand, mainly focusing on bags, shoes and accessories. Her vision of adding a bold and colourful twist to the at that time rather grey and black toned accessory spectrum quickly caught on. In 2016 she decided to rebrand the label and launch a ready-to-wear collection. The bold and colourful brand DNA is still at the core of our business today.

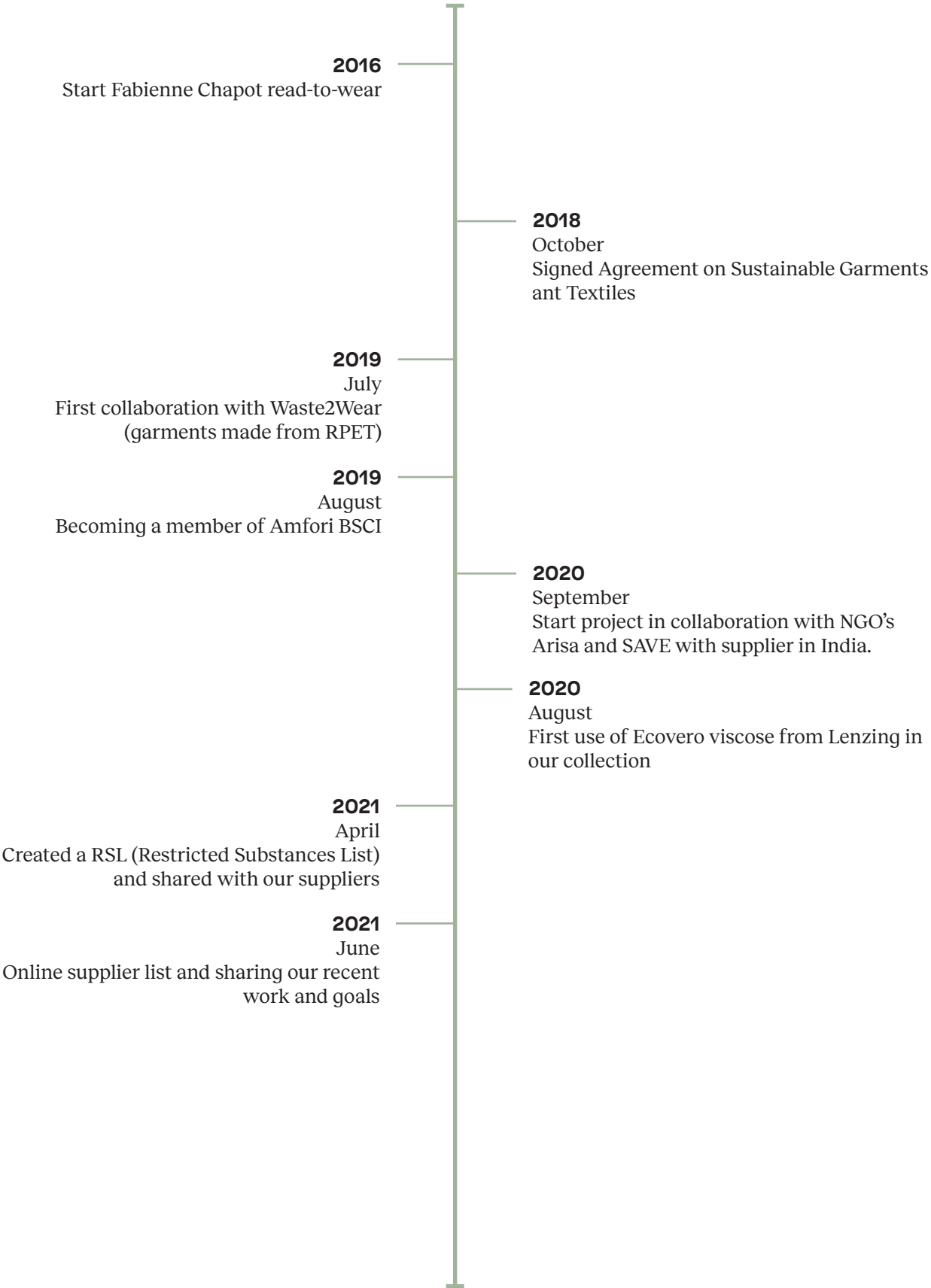
This brand has been built by a woman following her heart and trusting her intuition - and daring to dream big. And doing so by building a team of like-minded

strong people around her. This essence comes back in our designs and the women who wear them.

All our magic happens in our Amsterdam-based headquarters. The office is located in the city centre, right on the canals. Its rich history triggers our creativity and invites us to create the best items for women worldwide.

We launch 2 collections a year, each consisting of 5 chapters. Our items are sold in almost 1000 points of sale worldwide, our webstore and our brand boutiques.

SUSTAINABILITY JOURNEY





SUSTAINABILITY STRATEGY

“MAKING STEPS TOWARDS BECOMING A MORE SUSTAINABLE BRAND”

PRODUCT

PRODUCTION PROCESS

We focus on transparency throughout the whole production process

Make sure to use less harmful chemicals by using our Restricted Substances List (RSL)

Try to use less water and CO2 by choosing more sustainable materials.

MATERIALS

We work with certified organic materials like GOTS organic cotton, Ecovero viscose from Lenzing and Recycled polyester made from RPET which can be tracked by blockchain.

We ban certain materials coming from animals. If we use animal products, we make sure to have the right resources and certificates (f.e. mulesing free for wool and using leather which is a by-product of the meat industry)

TRANSPORT AND PACKAGING

We use recycled or FSC certified packaging when sending packages to our customers.

We keep an eye on our shipment methods from our production locations. Train and truck are the preferred options (we do use sea and air shipment as well). Where ever possible, we choose for train and truck.

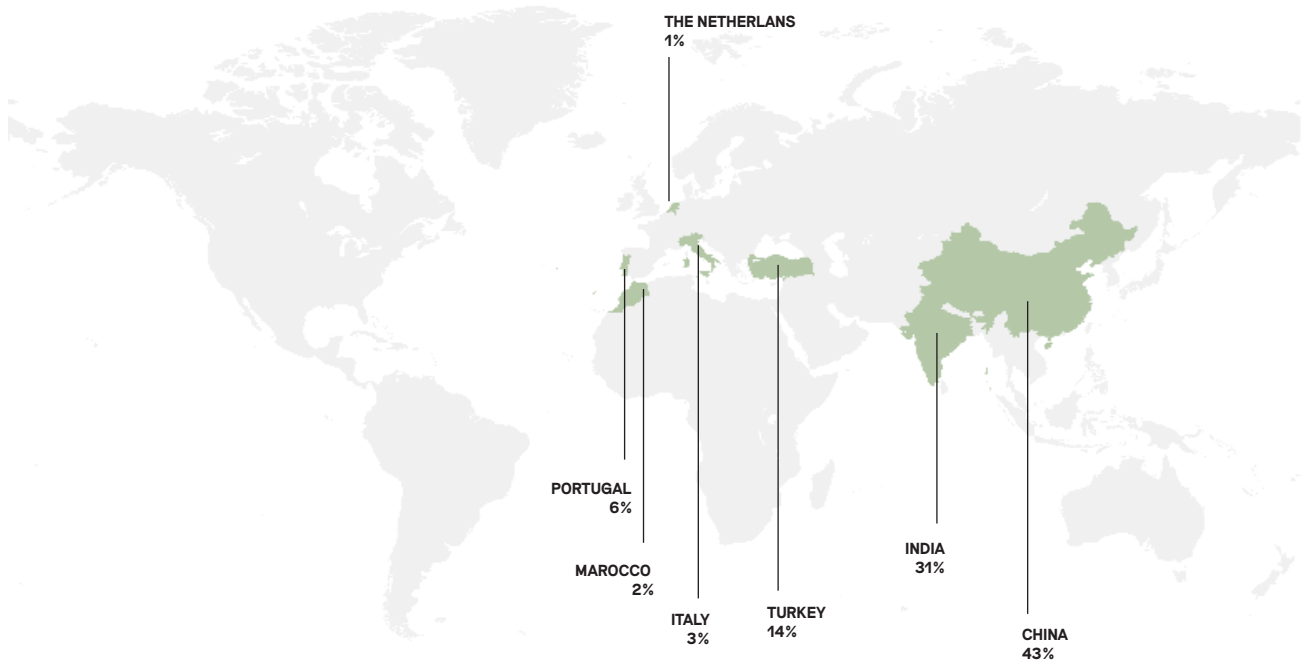
SOCIAL IMPACT

We are a member of BSCI and making sure every factory we work with has a social compliance audit.

We made our own Code Of Conduct and included a buyers agreement to let our suppliers know that we also have to take care of our side of buying practices.

We work together with NGO's and other brands to really make a difference in certain area's where our factories are located to work towards better working conditions and living wage.

FABIENNE CHAPOT



OUR PARTNERS, RISKS AND OPPORTUNITIES

PARTNERS

We work mainly with suppliers in China, India, Portugal and Turkey. A small part of our collection has been produced in Italy, Morocco and The Netherlands. 88% of our production takes place in high risks countries. Therefore we choose to work with audited factories (preferably with BSCI, since we are a member of BSCI).

Working with factories with an audit report means that we have more insight in the working conditions at the factories. By being a member of BSCI, our factories and their methods of production have become more transparent through reporting. This enables us to

drive the necessary improvements, and scan for more future possibilities of developing a sustainable strategy together.

When visiting our suppliers, we always follow up on the audit report results. All our suppliers have received our Code Of Conduct and Restricted Substances List so they know what we expect from them and what they can expect from us. When an order is placed, the production location per product is stated on the order, this is checked by the Production Manager when the order is shipped to our warehouse. All our Product Developers have access to the overview the Sustainability Manager keeps up to date with all information regarding audits, RSL, COC, wages. This can be checked before a meeting with the supplier.

We decide to publish the suppliers we work with online to become fully transparent about our tier 1 suppliers.

HOW A PRODUCT IS MADE



TIER 1 - Assembly factories including manufacturers, subcontractors and agents.



TIER 2 - Processing facilities: suppliers working with finishing untreated fabric rolls, including weaving, knitting, dyeing, printing, embroidery and finishing.



TIER 3 - Processing facilities: suppliers processing fibers and spinning yarn from raw materials like wool, cotton, linen.



TIER 4 - Raw material suppliers.

RISKS

The following risks are a result of the country studies (the risks per country) and the audit reports we go through every year. While we do this, we focus on where we can make the biggest impact, the suppliers we mostly work with and the severe risks. It is possible that the supplier we choose to focus on is not our biggest supplier but that they face most risks. Some issues are very big and we cannot solve them alone (for example the high amount of over hours in some of the countries). In this case we decided to first focus on Freedom Of Association so we can build on this together with the factory (and other brands).

BIGGEST RISKS IN OUR TIER 1 SUPPLIERS:

- Amount of over hours in China

We noticed in the audit reports there's a high amount of overtime in high risk countries. This is an issue we face in China. This does not only happen at our factories. It is an issues that the majority of Chinese suppliers deal with.

- Our suppliers do pay minimum wage but there is still a way to go towards living wage

Living wage is a very important topic in our supply chain. Our suppliers currently pay minimum wage according to the audit reports we received but working towards living wage is a next step. It is important for the workers to gain a living wage so they can provide for the families and unforeseen cost to meet minimum standards given the local costs of living.

- Freedom of Association (in China restricted by law, in Turkey and India a high risk)

Freedom of association is restricted in China (this is regulated by the government), in India and Turkey not all workers are member of a union. We see that this is an important first step towards workers' rights such as working towards living wage and lowering the overwork hours. This is different in every country and if Freedom of Association is hard to reach it is important for factories to have functioning worker committees. In this way workers can file complaints to their representatives.

- Environmental risks

There are risks within our supply chain when it comes to the use of chemicals. For example when printing or dyeing the fabrics, certain chemicals are used. We work with suppliers who do have certificates regarding producing fabrics (OEKO-TEX) and printing (Blue Sign).

- Working conditions in South of india

We got aware through a report from NGO Arisa that the working conditions in the area where one of our supplier produces are not meeting the human rights standards. Working together with Arisa, SAVE, and our production location in Tamil Nadu we've been addressing these issues by setting up the social dialogue between factory managers, workers, and trade unions, and we've partly implemented a training program for remediation for complaints filed by workers. We plan on continuing this project and implement the full training program.

OPPORTUNITIES

In 2021 we worked together with the AGT (Dutch Agreement on Sustainable Garments and Textiles), Arisa, SAVE, BSCI, FNV. We believe that in the fashion industry it is important to work with NGO's as well as other brands to make a difference together.



Member of amfori, the leading global business association for open and sustainable trade. We participate in amfori BSCI. For more information visit www.amfori.org



MATERIALS

By being a member of BSCI, our factories and their methods of production have become more transparent through reporting. This enables us to drive the necessary improvements, and scan for more future possibilities of developing a sustainable strategy together.

Viscose: In order to make viscose, it is quite common to use strong chemicals such as sodium hydroxide (caustic soda) and sodium sulfide to produce pulp. This process also requires large amounts of water. Our solution is to use Ecovero™ from Lenzing™. Sometimes it is mixed with regular viscose to obtain the same look and feel but we prefer to use 100% Ecovero viscose. Ecovero from Lenzing has up to 50% lower emissions & water impact versus conventional viscose and comes from sustainable wood and pulp sourcing/procurement. Another important point is that most of the chemicals used while producing the yarn, can be used again and again. These chemicals will not be released into the environment so the production process is significantly cleaner.

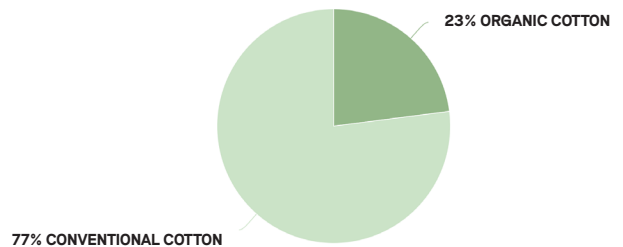
Polyester: Polyesters are made from petroleum from which the constituent acids and alcohols are derived. Petroleum is a non-renewable resource and therefore limited. Polyester production is energy intensive and is linked to high greenhouse gas emissions. Recycled polyester is nowadays widely available with the same

look and feel as regular polyester. This is why we started to use recycled polyester made from post-consumer recycled plastic bottles (RPET) from Waste2Wear with GRS certificate. RPET, compared to regular polyester, has a 70% lower energy consumption, 86% lower water consumption, and a 75% lower carbon footprint.

Cotton: Conventional cotton is a highly water and pesticide intensive crop. An estimated 8 to 12% of the pesticides used worldwide are applied on cotton fields. In developing countries this percentage is even higher while roughly only 2.5% of world's arable land is used for farming cotton. Cotton also requires a lot of water. Irrigation, often inefficient, is required for about 75% of all global cotton production. Using organic cotton means that there are no chemicals or pesticides used, soil depletion is prevented by using crop rotation and less water is used while growing the cotton.

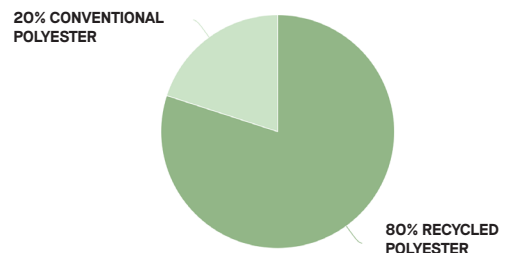
COTTON

Cotton accounts for 22% of the total materials produced in our 2021 collections. 23% of all cotton used is organic cotton certified by the Global Organic Textile Standard. 77% has remained conventional cotton.



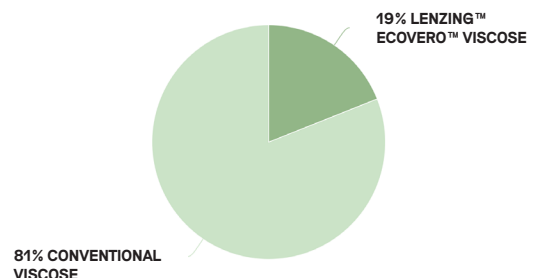
POLYESTER

Polyester accounts for 16% of the total materials produced in our 2021 collections. 80% of all polyester used is recycled polyester made from post-consumer recycled plastic bottles (RPET) from Waste2Wear with GRS certificate. 20% has remained conventional polyester.



VISCOSE

Viscose accounts for 39% of the total materials produced in our 2021 collections. 19% of all viscose used is LENZING™ ECOVERO™ Viscose. 81% has remained conventional viscose.



ACHIEVED UNTIL NOW

- In 2021 all assembly factories (tier 1) we currently and directly work with have a social compliance certificate and signed our code of conduct.
- We updated and published our 2021 factory overview.
- We participate in a project together with FNV and other brands (amplify) to strengthen our policy on Freedom of Association (to make steps towards living wage and decreasing over hours).
- We work on a project together with NGO's Arisa and SAVE and several other brands to improve the working conditions at our supplier in Tamil Nadu in India. Our supplier agreed to participate in this 3 year project.
- In 2021 we increased the use of responsible materials: 23% of the cotton used is organic cotton (GOTS), 19% of all viscose used is Ecovero™ from Lenzing™ and 80% of the polyester used is recycled polyester (RPET).



- We have a Restricted Substances List (RSL) so all our suppliers have more guidance on what chemicals they cannot use.

FABIENNE CHAPOT