

# ***STANLEY/STELLA***

OUR PATH TO SUSTAINABILITY



**THE COVER IS MADE OF  
100% RECYCLED COTTON**



“ We are an innovative Belgian apparel company producing premium and sustainable clothing. We believe that premium quality and timeless fits are key for a sustainable slow fashion industry. And, we are totally committed to working in a different way and contributing to driving positive change in the textile industry as a whole.

From the beginning, our mission has been to create high-quality garments in the most responsible and ethical way. We therefore integrate sustainability into everything we do. Every day we make deliberate, conscious decisions about who we work with, how we work and what materials we use. Exacting in our standards of production, we insist on respect for the planet and its people throughout our supply chain, in line with the UN. Sustainable Development Goals.

Ecological and ethical imperatives ensure that we deliver products season after season, products that our dealers are proud to sell, products that people love to wear, products that help our future generations. ”

*Jean Chabert, Founder and CEO Stanley/Stella*



A handwritten signature in black ink. It features a vertical line on the left side, followed by a stylized 'J' and 'C' that are connected. Below this, the name 'J. CHABERT' is written in a more formal, blocky font.

## SUSTAINABLE SOURCING

P.08

Organic cotton  
Better for the planet  
Better for people  
We are GOTS certified  
The cotton journey  
Recycled polyester

## OUR CERTIFICATIONS

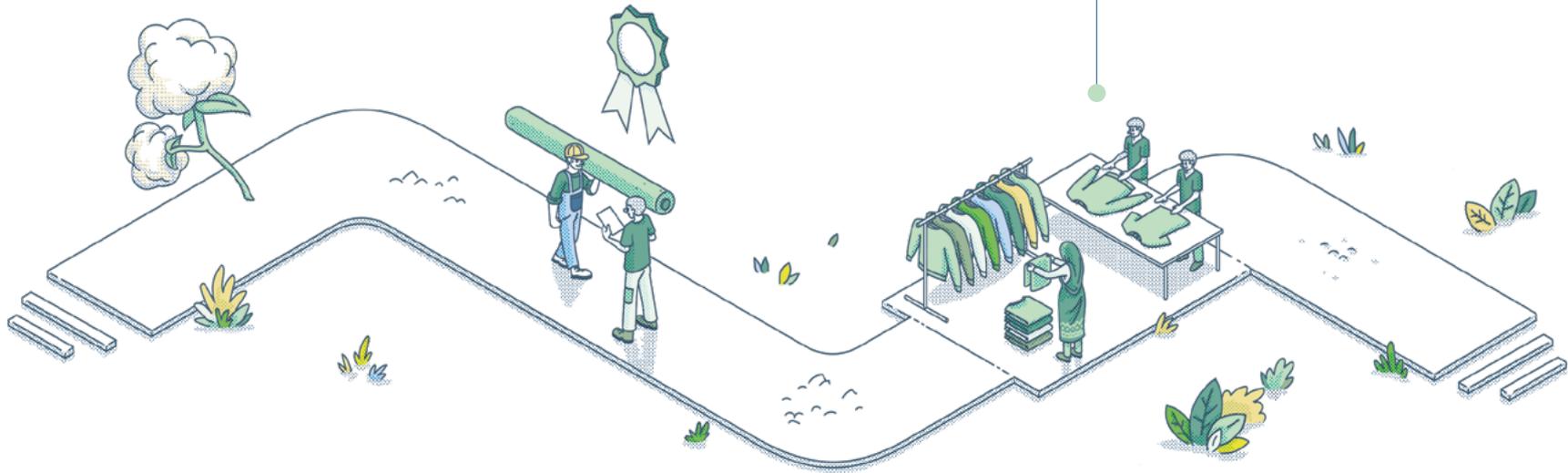
P.24

p.09 Global Organic Textile Standard  
p.11 Global Recycle Standard  
p.13 People for the Ethical Treatment of Animals  
p.17 Organic Content Standard  
p.19 OEKO-TEX  
p.21

## RESPONSIBLE PRODUCTION

P.28

p.25 Proudly made in Bangladesh  
p.25 We are a member of Fair Wear Foundation (FWF)  
p.25 Towards a living wage  
p.25 Good working conditions  
p.25 Selecting partners  
p.29  
p.31  
p.35  
p.36  
p.37



## INSIDE OUR FACTORIES

P.40

Transparency  
Monitoring  
Ahsan  
Dird  
Interstoff Apparels  
Meghna  
Aus Bangla Jutex  
Shuangxi Garment Co

## OUR ENVIRONMENTAL FOOTPRINT

P.52

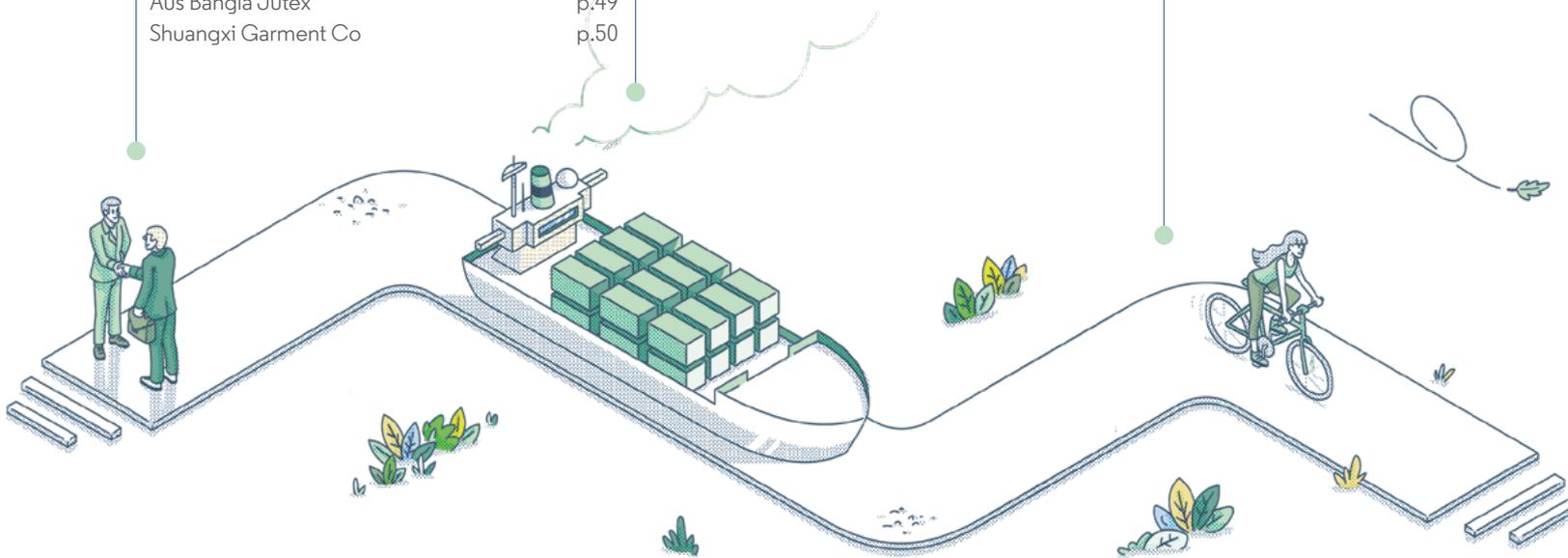
p.41 CO<sub>2</sub> emissions, energy  
p.42 Water consumption  
p.43 Transport  
p.44 Warehousing  
p.47  
p.48  
p.49  
p.50

## THE ROAD AHEAD

P.60

p.53 Path to sustainability  
p.54 Fair-priced Grocery Shops  
p.57 Recycling fabric waste  
p.57 Cotton traceability project  
GOTS certified printing  
Stanley/Stella HQ

p.61  
p.62  
p.65  
p.66  
p.69  
p.70





# SUSTAINABLE SOURCING

“Organic cotton. Renewable resources. Recycled materials.  
It’s our blueprint for a better footprint.”

*Tereza Hugerman, Product Development and Quality Manager*

## ORGANIC COTTON

### WE WORK EXCLUSIVELY WITH ORGANIC COTTON

From day one, we have chosen to work sustainably using only 100% organic cotton because for us, using conventional cotton can never be ethically justified.

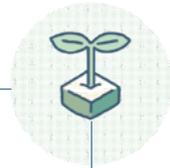
**Organic cotton comes from seeds that have not been genetically modified (non-GMO) and is grown without the use of chemical pesticides or fertilisers.** Organic cotton farming uses natural methods, such as crop rotation, which benefit not only the soil, fauna and the environment, but create biodiversity and promote good health and quality of life for farmers and their communities.

A cotton plant needs roughly 180-200 days from planting to be ready for harvest. Cotton is one of the world's oldest known fibres. Seeds represent 66% of the weight of cotton balls.



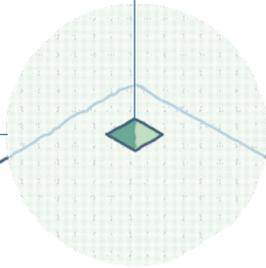
**ORGANIC COTTON REPRESENTS ONLY**

**0.7%** OF THE 25 MILLION TONNES  
OF COTTON PRODUCED ANUALLY



**CONVENTIONAL COTTON REPRESENTS**

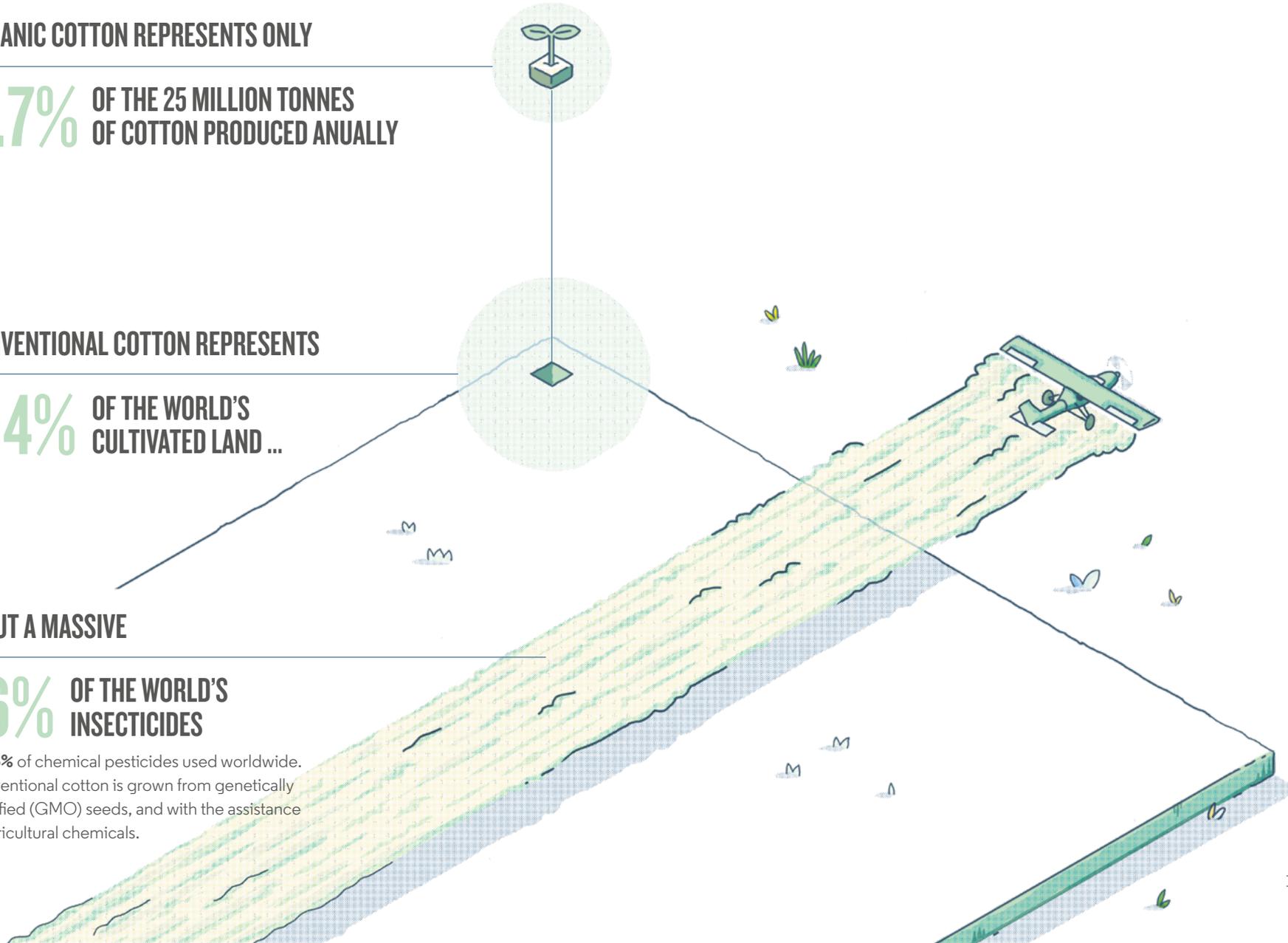
**2.4%** OF THE WORLD'S  
CULTIVATED LAND ...



**... BUT A MASSIVE**

**16%** OF THE WORLD'S  
INSECTICIDES

and **6%** of chemical pesticides used worldwide. Conventional cotton is grown from genetically modified (GMO) seeds, and with the assistance of agricultural chemicals.



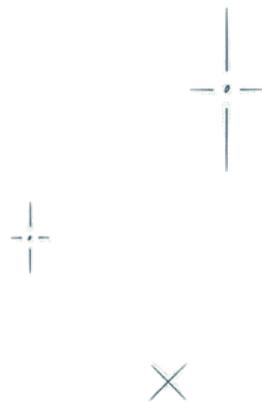
## BETTER FOR THE PLANET

### WE CHAMPION PRACTICES THAT DON'T HARM THE EARTH

Cultivating organic cotton ensures that no chemical insecticides, fertilisers or pesticides flow into the soil or into adjoining rivers, lakes or seas. This also means that the water used for organic farming is not considered as lost water, as it can be reused again and can return to the soil and other water sources without causing any harm. The overall positive effect on water, animals and biodiversity means that the well-being and livelihood of cotton farmers and their communities is respected and protected.



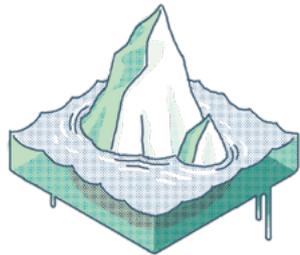
There is only one planet Earth. It's up to all of us to consider how our methods of production affect the soil, lakes, rivers and oceans, the air and countless communities across the globe.



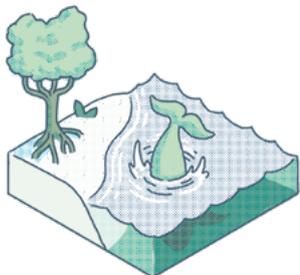
## BENEFITS OF ORGANIC COTTON



**26%** LESS POTENTIAL FOR SOIL EROSION



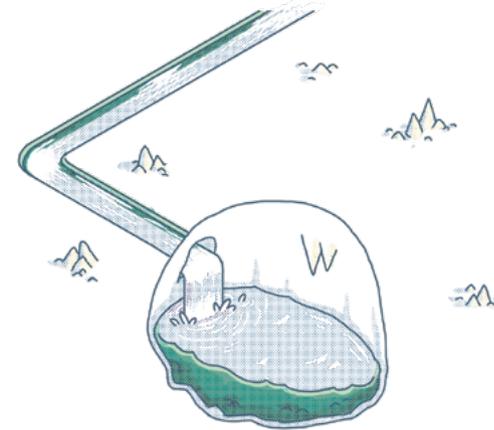
**46%** LESS IMPACT ON GLOBAL WARMING



**70%** LESS ACIDIFICATION OF LAND AND WATER



**91%** LESS SURFACE AND GROUNDWATER USE

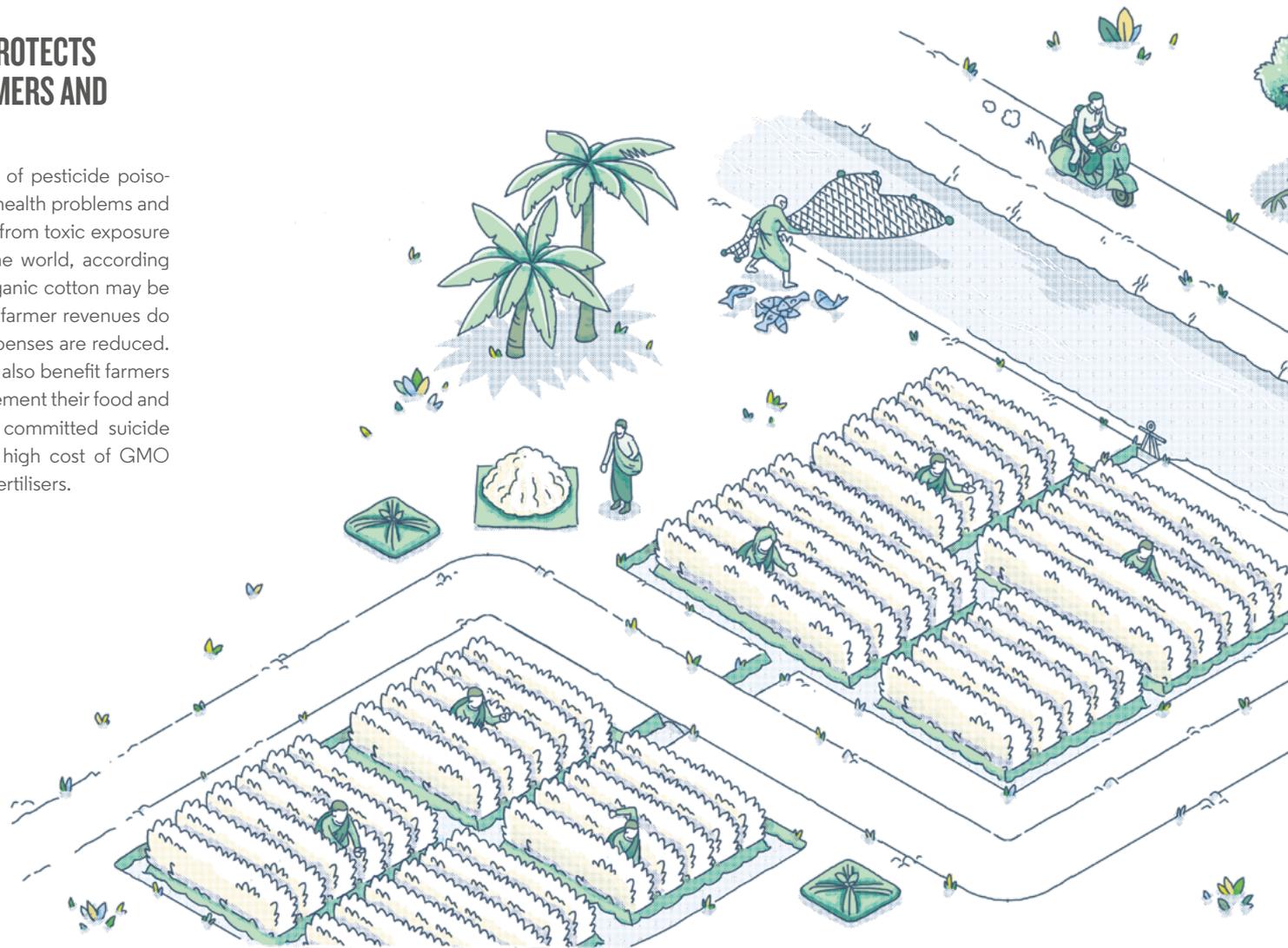


Source: Textile Exchange. (2017, June). Quick Guide to Organic Cotton.

## BETTER FOR PEOPLE

### ORGANIC CULTIVATION PROTECTS THE WELL-BEING OF FARMERS AND THEIR COMMUNITIES

Organic cotton avoids any kind of pesticide poisoning which can lead to multiple health problems and even death. 200,000 people die from toxic exposure to pesticides per year across the world, according to the UN. While the yield of organic cotton may be lower than conventional cotton, farmer revenues do not decrease, as their overall expenses are reduced. Crop rotation and intercropping also benefit farmers as it allows them to further supplement their food and income. 300,000 farmers have committed suicide since 1995, in response to the high cost of GMO seeds, pesticides and chemical fertilisers.







← **Rich organic soil, untouched  
by chemical fertilisers or pesticides**

*Madhya Pradesh,  
India – 2019*

Organic cotton farmers in India use traditional, natural fertilisers, like cow dung, to keep the soil rich in nutrients.

→ **Visiting the home of  
an organic cotton farmer**

*Telangana State,  
India – 2019*

Organic cotton is often used as currency or to barter with in exchange for food. Picture taken during a Stanley/Stella cotton traceability trip.



## WE ARE GOTS CERTIFIED

From day one, we have chosen to work sustainably using only 100% GOTS certified organic cotton in our range of t-shirts and sweatshirts. It is a stringent certification that guarantees cotton is organically grown without the use of genetically modified seeds or any harmful chemical products (such as pesticides, fertilisers and insecticides) that are dangerous for the environment or the health of farmers or factory workers. It ensures traceability of products from the field to the final customer, including transaction certificates at each and every stage of production. While there are many other certifications related to organic cotton, we have chosen to work with GOTS, the most respected and rigorous certification with the most demanding criteria. Crucially, it covers not only raw materials and production but also covers social aspects related to the health and well-being of people in the supply chain.



The Global Organic Textile Standard (GOTS) is a worldwide leading textile processing standard for the production of organic fibres, and is based on both ecological and social criteria.

<https://www.global-standard.org/>



Combed organic cotton sliver

## GOTS STANDARDS



### ORGANIC TEXTILE

If the organic content is at least **95%** of the product weight.



## STANLEY/STELLA GOTS CERTIFIED PRODUCTS

Most of our t-shirts are certified organic, as their **organic** content is **above 95%**.



### MADE OF "X"%

If the organic content is between **70%** and **95%** of the product weight.



Most of our sweatshirts are certified **made with 85%**, as their organic content is **85% of the product weight**. (The remaining 15% of the product is recycled polyester.)



# THE COTTON JOURNEY

## FROM FIELD TO FASHION - HOW OUR T-SHIRTS ARE MADE

It's a long journey from the cotton field to the final product and at every step of this complex supply chain we aim to ensure the highest level of responsibility. Ultimately, our aim is to have a positive impact on the society, the environment and the economy. Our organic cotton, sourced from India, goes through a number of stages as it moves from the cotton farm to a finished decorated garment to be sold in Europe. We only and exclusively source organic cotton which is certified according to the GOTS standard.

### ORGANIC COTTON FOLLOWS THIS JOURNEY:

**India** - Organic cotton farms

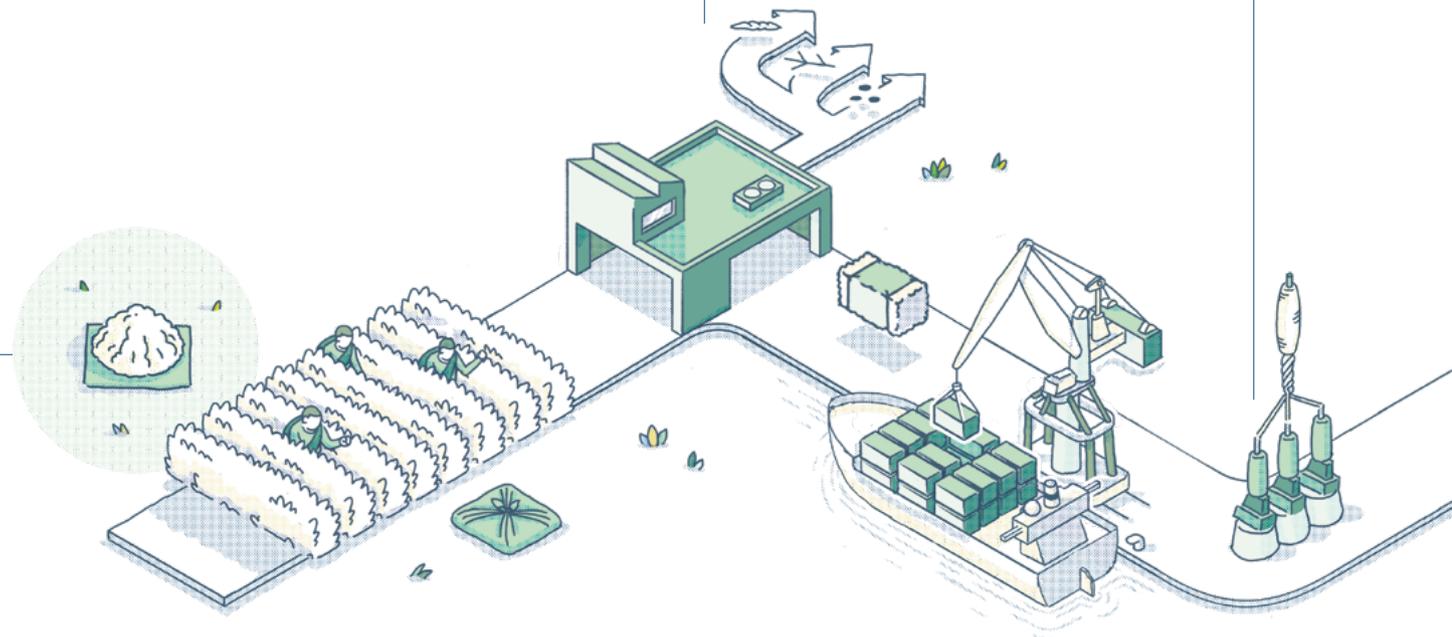
We buy our organic cotton from a selection of smallholder farmers.

**India** - Ginning mill

Cotton lint only represents around 32-35% of the entire cotton ball. The remnants are used as oil and cattle fodder.

**Bangladesh** - Spinning mill: Yarn manufacturing

The fibres are twisted and spun into yarn. We only use ring-spun, combed yarn.



**Bangladesh - Partner factories**



We work with integrated partner factories meaning that everything from fabric knitting to ironing and packing happens in the same factory. Our Quality Controllers are present in all facilities, making sure that they comply with social and safety regulations and that all stages of production are running smoothly.

**Bangladesh - Fabric knitting**

A process of constructing fabric by interlocking series of loops of one or more yarns. We at Stanley/Stella use the weft knitting method for our t-shirts, polo shirts and sweatshirts.

**Dyeing & washing**

**Cutting & sewing**

**Ironing & packing**

**Bangladesh to Brussels**

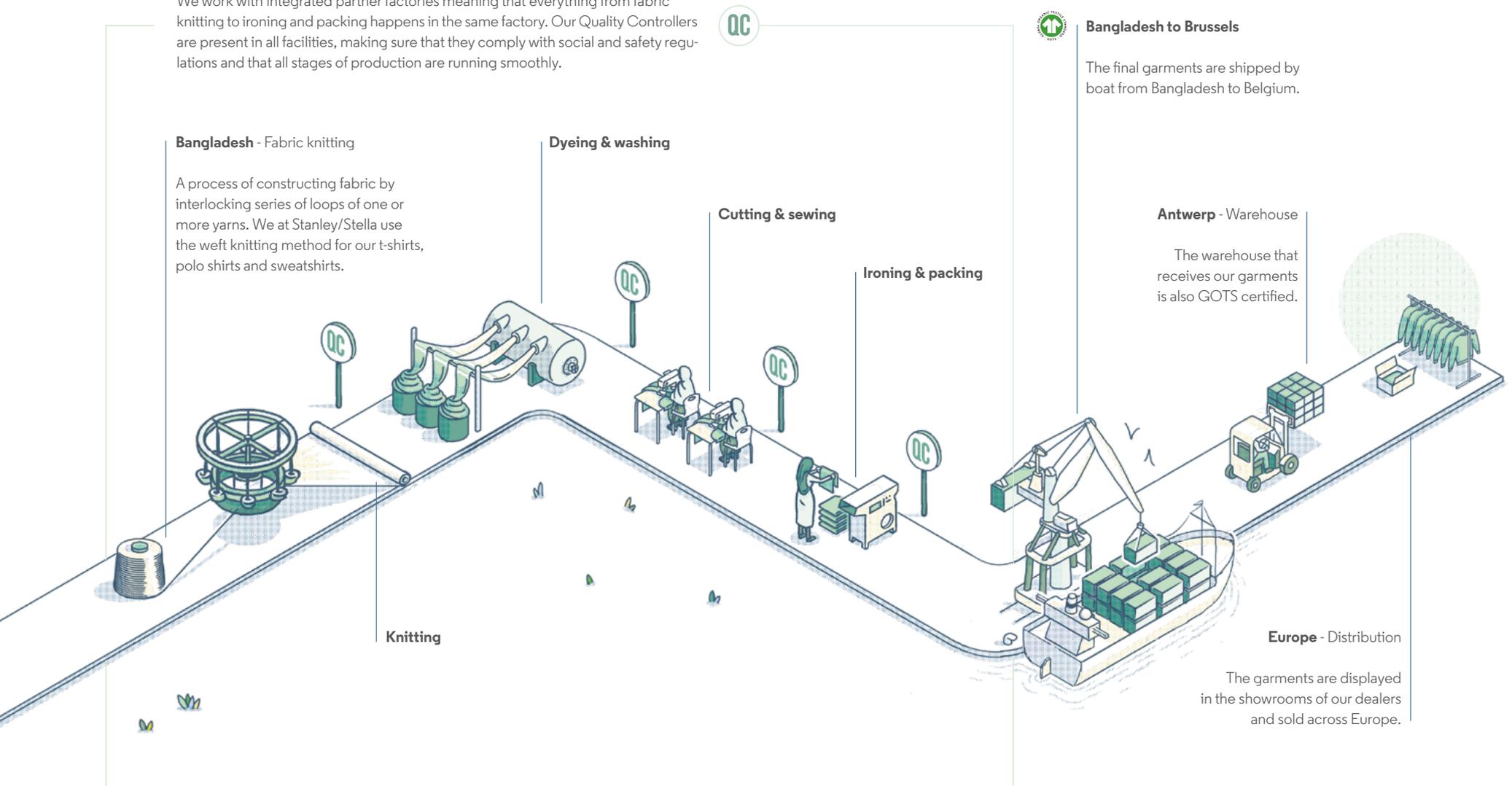
The final garments are shipped by boat from Bangladesh to Belgium.

**Antwerp - Warehouse**

The warehouse that receives our garments is also GOTS certified.

**Europe - Distribution**

The garments are displayed in the showrooms of our dealers and sold across Europe.



## RECYCLED POLYESTER

### WE RECYCLE TO REDUCE WASTE

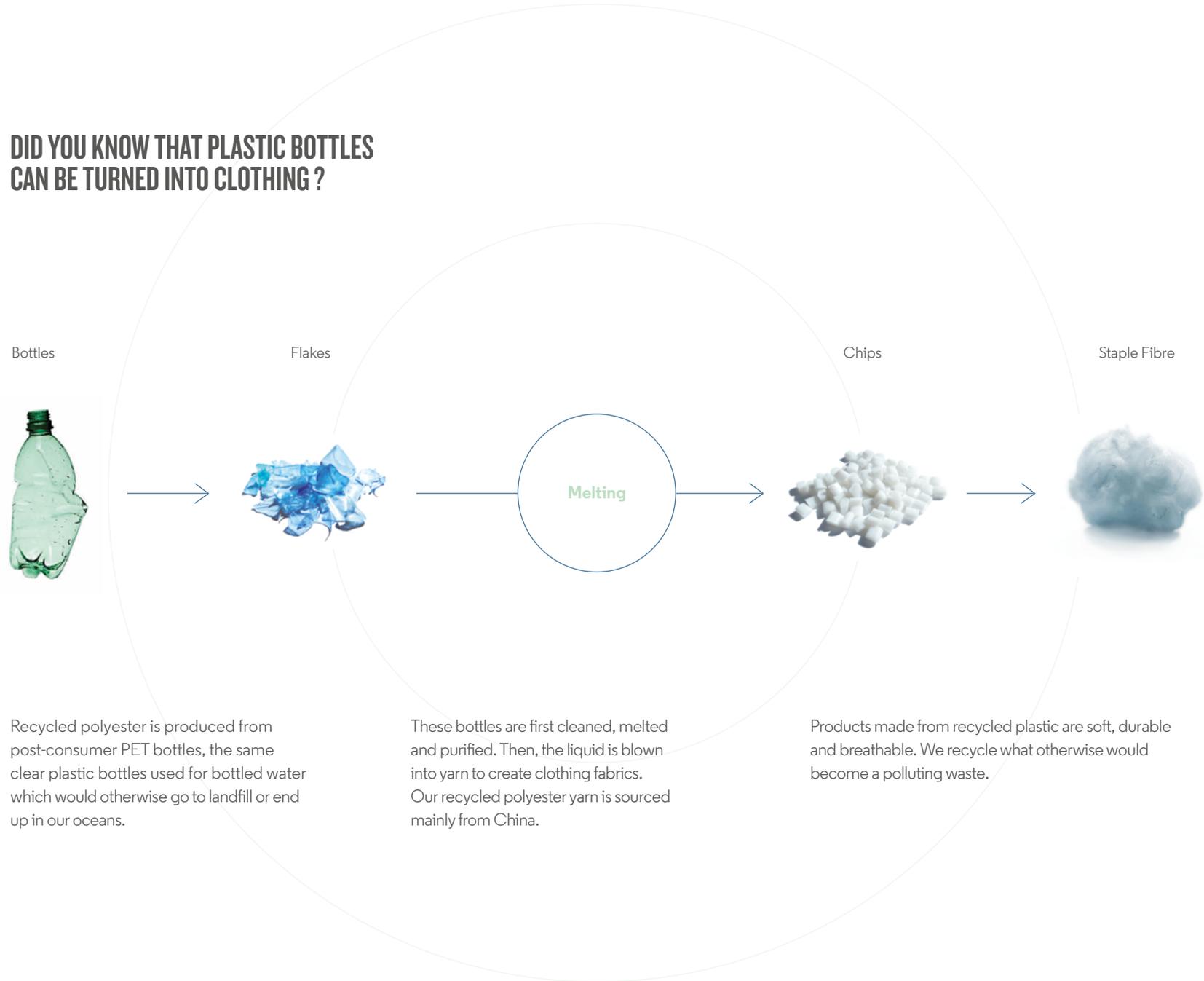
At Stanley/Stella we use recycled polyester to add stability to our sweatshirts, strength to our accessories and sustainable aspects to our jackets.

We have been using only recycled polyester, as opposed to virgin polyester, since 2018. Studies show that recycling polyester allows for considerable energy savings in the manufacturing process (33-53%), and it is undeniable that tackling plastic waste has become one of the major environmental challenges of this decade. Globally, about 450 million metric tons of plastic are produced every year and 9.5 million tons of plastic are thrown into the ocean annually, most of it single-use.



The Unisex Padded Hoodie Jacket enables the recycling of approximately 20 PET plastic bottles.

## DID YOU KNOW THAT PLASTIC BOTTLES CAN BE TURNED INTO CLOTHING ?



Recycled polyester is produced from post-consumer PET bottles, the same clear plastic bottles used for bottled water which would otherwise go to landfill or end up in our oceans.

These bottles are first cleaned, melted and purified. Then, the liquid is blown into yarn to create clothing fabrics. Our recycled polyester yarn is sourced mainly from China.

Products made from recycled plastic are soft, durable and breathable. We recycle what otherwise would become a polluting waste.



# OUR CERTIFICATIONS

“We don’t just say we’re sustainable. We are monitored, regulated and approved by some of the world’s leading bodies.”

*Sharif Nehal Rahman, Sustainability Officer*

← An Indian traditional cotton farmer,  
harvesting organic cotton from the field.

## OUR CERTIFICATIONS

### WE ADHERE TO THE HIGHEST STANDARDS

Our supply chain is certified by various independent bodies and standards. Each of these certifications help to demonstrate that we are working towards building healthy environmental practices and greater respect for the planet, every step of the way.



### GOTS

The Global Organic Textile Standard (GOTS) is the worldwide leading certification body for the production of organic fibres and is based on both ecological and social criteria. It guarantees that cotton is organically grown without the use of GMO seeds, or any harmful chemical products (such as pesticides, fertilisers and insecticides) that are dangerous for the environment or the health of farmers or factory workers. It ensures traceability of products from the field to the final customer, including transaction certificates at each and every stage of production.

<https://www.global-standard.org/>



### GRS

The Global Recycle Standard (GRS) is the world's leading standard for recycled textiles and certifies recycled materials based on environmental and social practices.

<https://textileexchange.org/standards/recycled-claim-standard-global-recycled-standard/>



## PETA

Stanley/Stella is a PETA-Approved Vegan company, as we do not conduct or commission any animal tests on ingredients, formulations, or finished products and none of our products contain any animal derived components.

<https://www.peta.org.uk/>

## OEKO TEX

OEKO-TEX® is a safety standard for the assessment of harmful substances in fabrics. Its aim is to ensure products are free from harmful substances and follow REACH, the EU regulation which restricts the toxicity of chemicals and heavy metals in all consumer products.

<https://www.oeko-tex.com/en/>

## OCS

The Organic Content Standard (OCS) verifies the presence and amount of organic material in a final product. It also tracks the flow of the raw material from its source to the final product, but does not take into account social criteria, such as working conditions.

<https://textileexchange.org/standards/organic-content-standard/>



# RESPONSIBLE PRODUCTION

“Only by being open about who we work with and where,  
can we have healthy working relationships and make a positive impact.”

*Bruno Van Sieleghem, Head of Sustainability and Internal Communication*

## PROUDLY MADE IN BANGLADESH

### WE WORK WITH THE BEST FACTORIES IN BANGLADESH

With around **15 million pieces bought every year from Bangladesh**, Stanley/Stella is proud to have contributed to the country's economic upgrade, and the social advancement of its workers. Since the beginning, we have worked closely with our partner factories to improve working conditions for the people who make our clothes and we know that we still have a lot of work to do.

# 99.6 %

### OF OUR TOTAL PRODUCTION TAKES PLACE IN BANGLADESH

including t-shirts, polo shirts,  
sweatshirts and bags.



41<sup>ST</sup>



**ECONOMY OF THE WORLD**

20



**MILLION PEOPLE HAVE BEEN LIFTED OUT OF POVERTY IN THE LAST 20 YEARS**

4.4



**MILLION BANGLADESHIS EMPLOYED BY THE TEXTILE INDUSTRY**

Twenty years ago, Bangladesh was one of the poorest countries in the world, yet today its economy is ranked 41st in the world. In the space of just two decades, 20 million people have been lifted out of poverty. In fact, Bangladesh is now considered a rising lower middle-income country thanks to innovation and ambitious economic plans. The textile industry is one of the most critical drivers of annual GDP growth and accounts for 80% of the total of Bangladesh's exports (worth USD 35 billion) and employs 4.4 million people, most of whom are women.



## WE ARE A MEMBER OF FAIR WEAR FOUNDATION

### WE ALWAYS ADVANCE WITH OUR WORKERS' LIVELIHOODS IN MIND

Fair Wear Foundation (FWF) is an independent organisation that works with apparel brands, garment workers and textile industry influencers to improve labour conditions in garment factories. FWF are active in Bangladesh where they audit factories and support trade unions to lobby European governments and other organisations to increase wages and improve working conditions. FWF representatives carry out audits in all our partner factories every three years and put in place Corrective Action

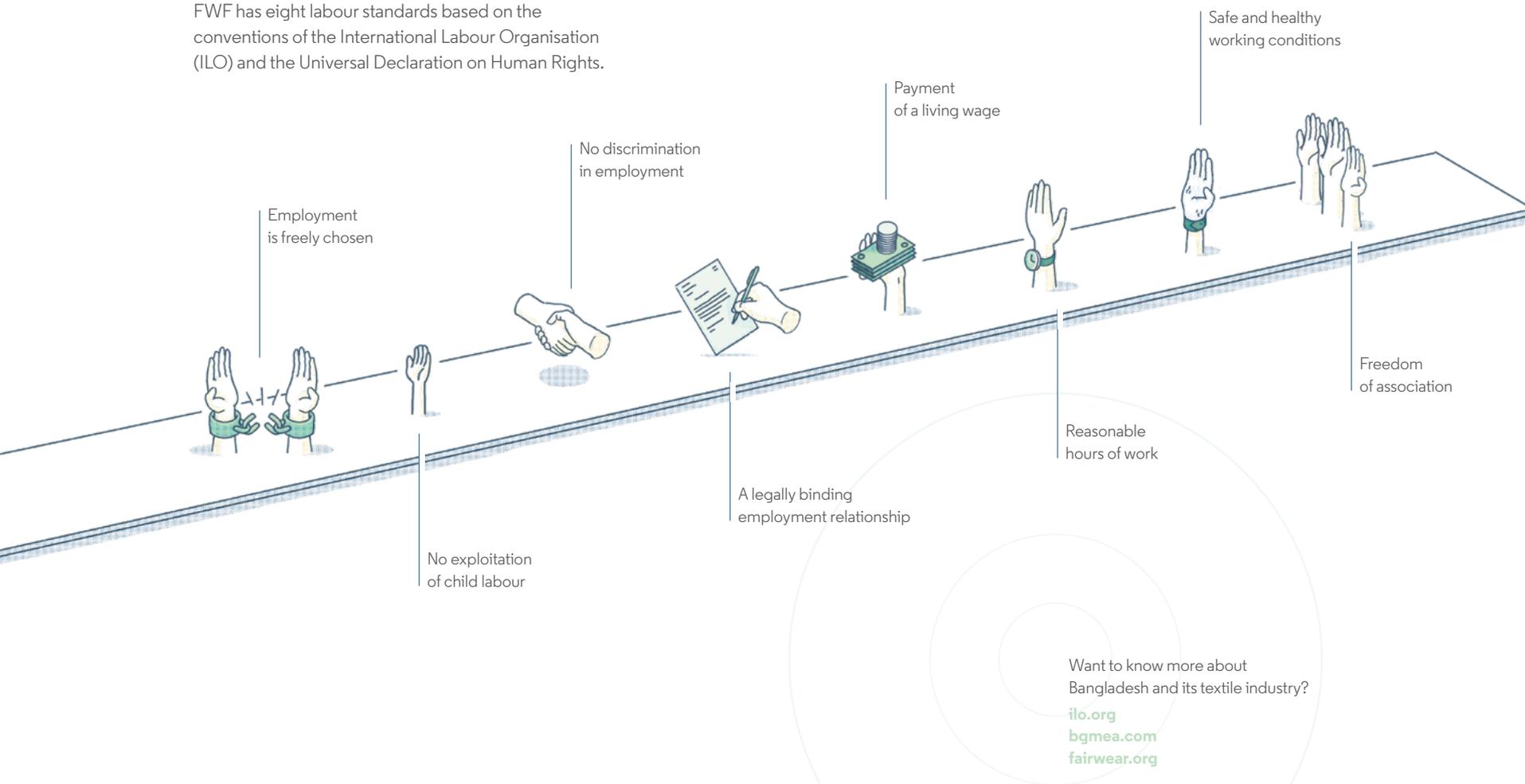
Plans (CAPs), as necessary. They also regularly organise Workplace Education Programs (WEPs) in partnership with brands, including Stanley/Stella, to help factories reduce and eliminate workplace violence and harassment. FWF also runs an independent helpline number which ensures complaints are heard and taken care of, should the factory's internal grievance-handling mechanism fail.

Stanley/Stella has been a member of FWF since 2012 and publishes a report every year, detailing the work done on social and environmental issues and the outcomes of monitoring and remediation measures in each of our partner factories.



## THE EIGHT PILLARS OF FWF

FWF has eight labour standards based on the conventions of the International Labour Organisation (ILO) and the Universal Declaration on Human Rights.



**Our Sustainability Officer from the BLO introducing a Workplace Education Program**

*Bangladesh Liaison Office,  
Dhaka – 2019*

Our Sustainability Officer from the BLO presents the FWF's Workplace Education Program (WEP) to partner factories. WEPs provide factory managers and workers with tools to start an open dialogue about issues and opportunities in the workplace. Furthermore, increased awareness about labour standards, together with functioning grievance systems, contribute to improved working conditions. All our factories are now running the same or similar programs.





**On-site childcare**

*Interstoff factory,  
Bangladesh – 2020*

All our factories offer childcare on site and most offer scholarships to workers' children.

## TOWARDS A LIVING WAGE

### WE ARE WORKING ON CLOSING THE GAP

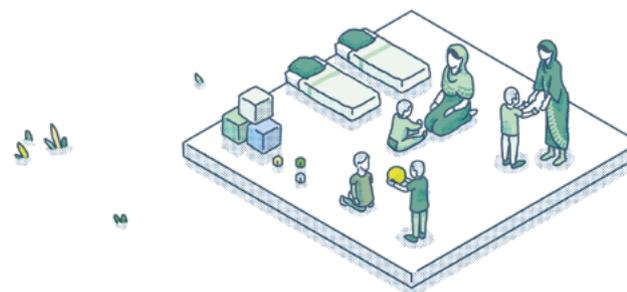
We choose to work with some of the most ethical and responsible factories in the country. Our partners not only guarantee the legal minimum wage and fundamental legal requirements such as in-house childcare facilities, maternity leave and medical cover, but also offer additional benefits to their workers. These benefits include free transportation, performance and attendance bonuses and increasing pay scales. Other positive measures factories have taken are listed under “Notable achievements” on pages 43 to 48.

On our side, we invest in projects such as the Fair-priced Grocery Shops \*, which subsidise purchases of basic food items for garment workers with a view to increasing their buying power and disposable income.

Through experience, we have found these types of projects to be the best way of increasing worker spending power and improving livelihoods. Increasing the amount we pay per t-shirt does not necessarily translate to a direct wage increase for the factory workers, and often, when wages go up in an area, so do general costs like rent and food.

Local government sets the minimum wage to ensure fair remuneration for garment workers, but also to maintain competitiveness for Bangladesh. The last wage increase in Bangladesh was implemented in December 2018, increasing the minimum wage by over 40%. But we certainly won't leave things there, and remain committed to finding new and innovative ways of paying workers a truly living wage.

Childcare structure

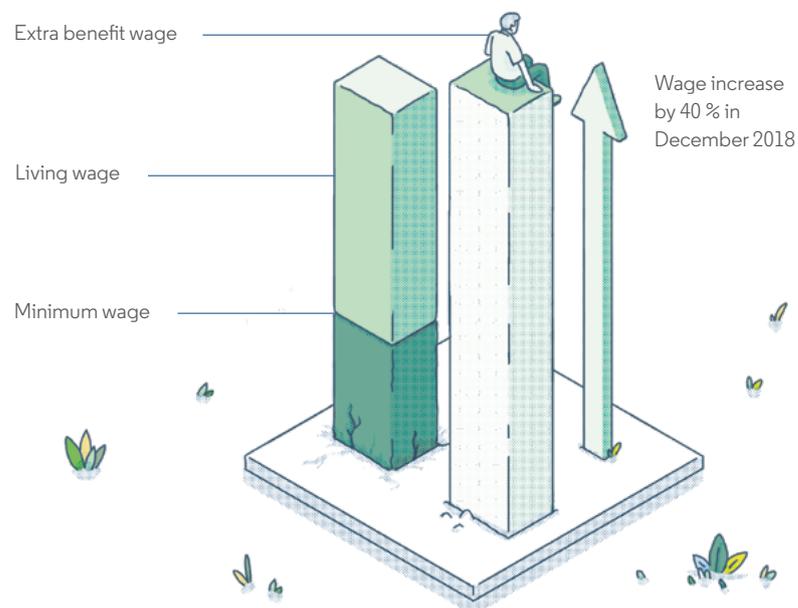


\* See “The road ahead” section for more information

## GOOD WORKING CONDITIONS

### WE ARE DEDICATED TO MOVING FORWARDS

To ensure the safety of all our workers, we work closely with the Fair Wear Foundation (FWF). We also support our partners with their Corporate Social Responsibility (CSR) approach, and have put a number of mechanisms in place to ensure decent working conditions, such as CSR monthly reports, an internal Code of Conduct (CoC), and support of anti-harassment committees.



### COMPLAINTS PROCEDURE

It is important to us that all complaints by workers in our partner factories are heard and addressed fairly and promptly. Workers from Stanley/Stella's partner factories are all informed of the complaints procedure by the FWF and postings on factory floors. At Stanley/Stella HQ, the Sourcing, Quality and Sustainability Manager handles complaints and discusses them with the suppliers involved.

### CSR MONTHLY REPORT

Our CSR monthly report works in parallel with the FWF's formal monitoring. Developed by our local team of Quality Controllers and Sustainability Officers, it allows us to have an update on the working conditions in all our partner factories on an almost daily basis. The report includes checks on social and environmental issues, as well as building and fire safety assessments.

### STANLEY STELLA'S CODE OF CONDUCT

In 2018, Stanley/Stella created its own Code of Conduct based on the eight fundamental conventions of the International Labour Organisation (ILO.) It has to be signed and respected by all the factories we work with. A full copy can be found on our website.

## SELECTING PARTNERS

### WE ONLY WORK WITH PARTNERS WHO SHARE OUR VISION

In order to put sustainability at the forefront of our operations, we are very careful when choosing who to work with. New partner factories are sourced, visited and validated by HQ staff as well as the Stanley/Stella Bangladesh Liaison Office (BLO) team. We use rigorous audits and assessment tools to select and monitor suppliers, paying particular attention to health & safety and environmental policies and practices, Code of Conduct compliance and openness to investing in long-term CSR.



## A LIMITED NUMBER OF PARTNERS IN A LIMITED NUMBER OF COUNTRIES

### SO THAT WE CAN BUILD LONG-TERM RELATIONSHIPS



We have worked with some of our partner factories for over seven year.

### SO THAT WE CAN CLOSELY MONITOR OUR SUPPLY CHAIN



We work with a team of 22 people in our Dhaka office (BLO) with 8 Quality Assurance Officers and one Quality Manager who visit these factories on a daily basis. Moreover our Sustainability Officer and Country Manager from BLO also visit the factories on a bi-monthly or monthly basis.

### SO THAT WE CAN HAVE AN ONGOING, OPEN AND TRANSPARENT DIALOGUE



We collaborate with our suppliers daily to ensure that lead times are realistic and overtime is not excessive.

STANLEY/STELLA

ORGANIC



I made your clothes

I made your clothes

I made your clothes

I made your clothes

# INSIDE OUR FACTORIES

“Our understanding of our company’s sustainability ambitions combined with our physical presence and inherent local knowledge means we can help to drive positive change in the textile industry in Bangladesh.”

*Abdulla Al Rumi, Country Manager-BLO*

# TRANSPARENCY

## WE ARE TOTALLY OPEN ABOUT WHO WE WORK WITH

Transparency is a fundamental component of any sustainability policy, which is why we made the move in 2018 of publishing the names and contact details of all our suppliers in our Annual Report. At present, we work with only **five** partner factories in Bangladesh and **one** in China, ensuring that we can build supportive, long-term and collaborative relationships with them.

Meghna, Bangladesh, since 2018

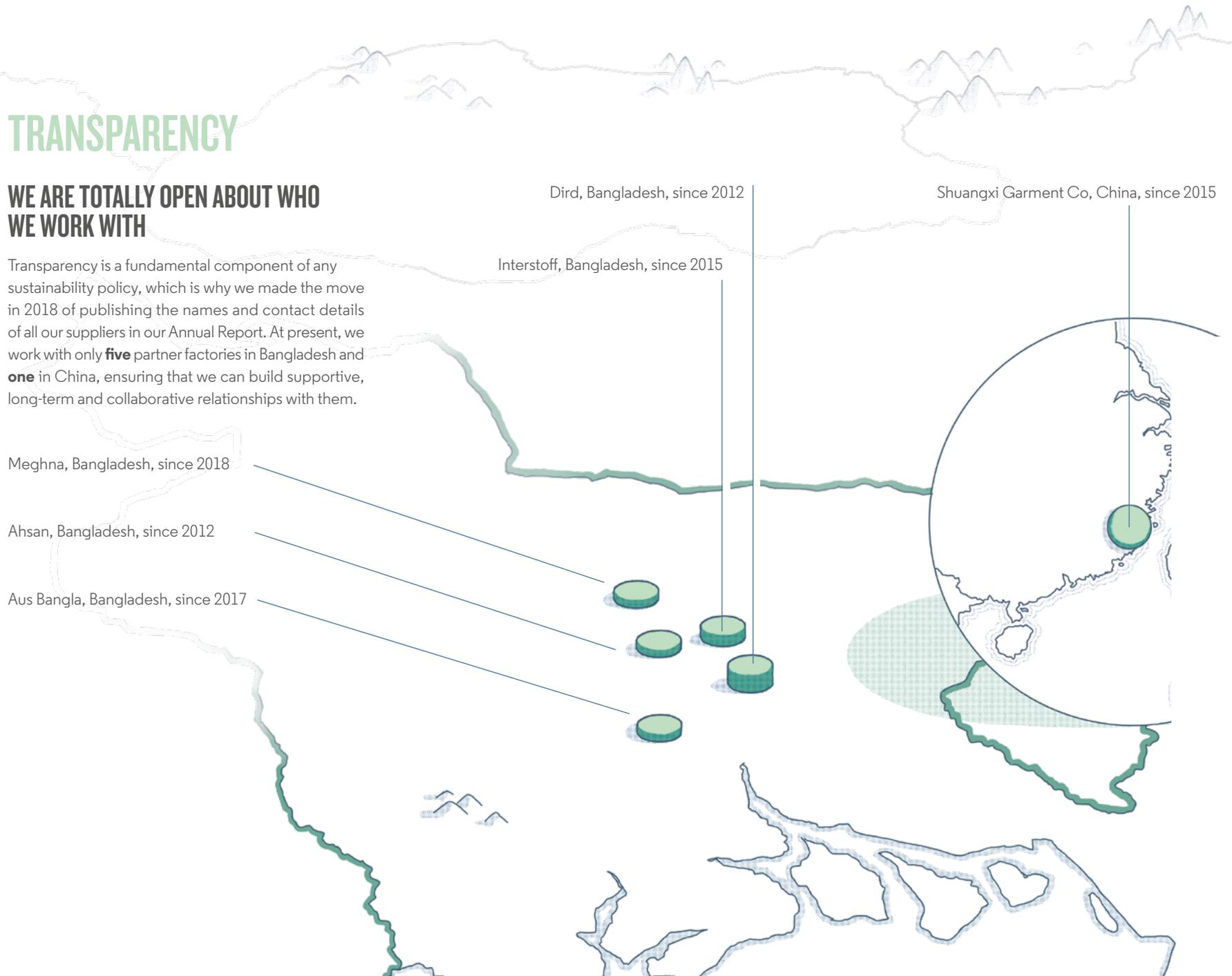
Ahsan, Bangladesh, since 2012

Aus Bangla, Bangladesh, since 2017

Dird, Bangladesh, since 2012

Interstoff, Bangladesh, since 2015

Shuangxi Garment Co, China, since 2015



# MONITORING

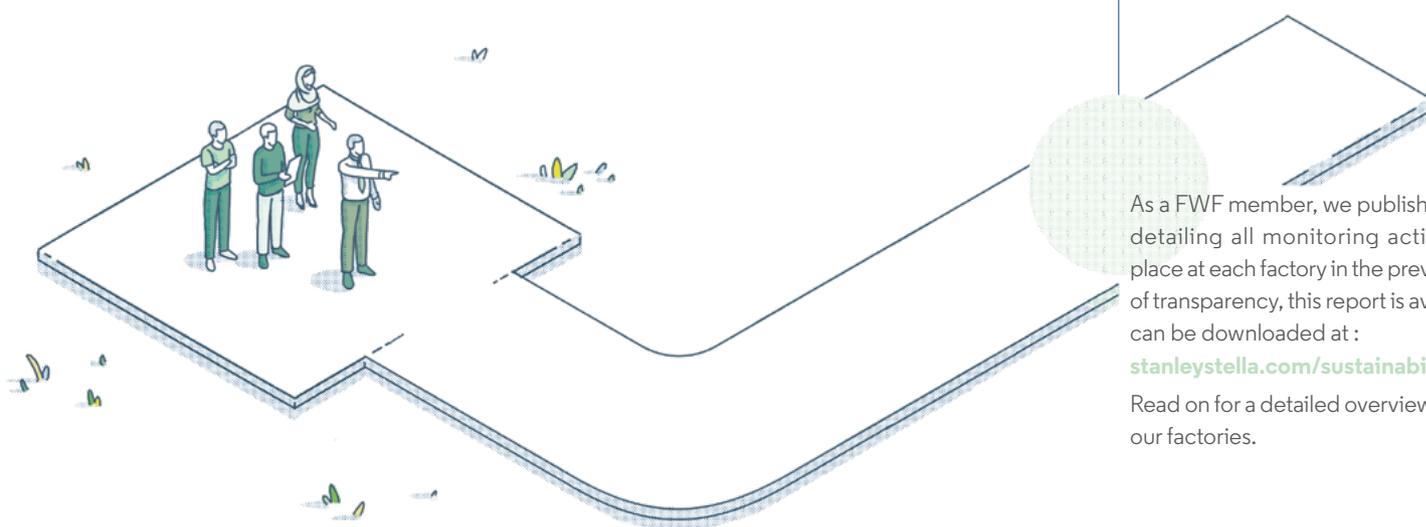
## WE MONITOR WORKING CONDITIONS DAILY

We work closely with the Fair Wear Foundation (FWF) to systematically monitor the working conditions and practices in our partner factories, and to implement concrete action plans to improve them. Monitoring is carried out in three ways:

- Regular visits from HQ (2-3 times per year)
- Daily factory visits by our local team in Dhaka
- Formal FWF audits (once every 2-3 years)

During our visits, Stanley/Stella staff monitor, among others, the following :

- ✓ Health & safety policies and practices
- ✓ Environmental issues
- ✓ Factory site visits and quality assurance
- ✓ Certification verification
- ✓ Code of Conduct adherence
- ✓ Internal and independent audits
- ✓ A factory's general approach on social responsibility



As a FWF member, we publish an annual report detailing all monitoring activities that have taken place at each factory in the previous year. In the interest of transparency, this report is available to everyone and can be downloaded at :

[stanleystella.com/sustainability](https://stanleystella.com/sustainability)

Read on for a detailed overview of each of our factories.

# AHSAN

**21.3%** OF OUR TOTAL PRODUCTION

**3,200** TOTAL EMPLOYEES

**30% WOMEN**  
**70% MEN**

## CERTIFICATION



GOTS



OEKO-TEX



OCS

## PRODUCT RANGE

Knitted garments:



Chandar,  
Kaliakoir Gazipur-1740,  
Bangladesh

## ! NOTABLE ACHIEVEMENTS FOR 2019

- Set up fire-fighting systems in the new knitting and store building
- Fire Safety Committee Training
- Fire Safety training for all employees
- Enrolment of women in supervisory roles

## FWF AUDIT

S006 Ahsan	18 & 19 May, 2013
	14 & 15 Feb, 2015
	6 & 7 Oct, 2018

# DIRD

**39.2%** OF OUR TOTAL PRODUCTION

**9,804** TOTAL EMPLOYEES

**36% WOMEN**  
**64% MEN**

## CERTIFICATION



GOTS



Oeko-tex



OCS



GRS

## PRODUCT RANGE

Knitted garments:



Rajendrapur,  
Sreepur, Gazipur-1740,  
Bangladesh

## ! NOTABLE ACHIEVEMENTS FOR 2019



Scholarship programme for children of workers



Bus service for workers



Performance bonuses



Training on health, fire safety,  
environmental and social issues



Childcare



Medical services



Provision of factory uniforms

## FWF AUDIT

	First FWF Audit	Second FWF Audit	Third FWF Audit
S003 Dird unit	8 & 9 Aug, 2012	27 & 28 May, 2017	To be confirmed
S003 Dird unit	8 & 9 Aug, 2012	27 & 28 May, 2017	To be confirmed



← **Mohammad Shahin Alam,**  
**one of our most efficient sewing operators**

*Dird factory,  
Bangladesh – 2020*

Mohammad has been working at Dird for seven years now. He is one of the most efficient sewing operators working for Stanley/Stella at the factory. We were able to meet with him during a factory visit with the BLO team in February.

→ **Stanley/Stella's dedicated sewing line**

*Dird factory,  
Bangladesh – 2020*

Stanley/Stella's dedicated sewing line at Dird factory. We have nine staff members from our Bangladesh Liaison Office who visit our factories every day. They not only monitor production but also make sure that CSR measures and safety regulations are followed and respected.



# INTERSTOFF

**21%** OF OUR TOTAL PRODUCTION

**4,700** TOTAL EMPLOYEES

**47% WOMEN**  
**53% MEN**

## CERTIFICATION



GOTS



OEKO-TEX



OCS

## PRODUCT RANGE

Knitted garments:



Chandar,  
Kaliakoir Gazipur-1740,  
Bangladesh

## ! NOTABLE ACHIEVEMENTS FOR 2019



Training to promote career progression for women



Awareness-raising project around issues

of health and personal hygiene



Supervisor well-being programme



Scholarship programme for children of workers



Donations to local schools



Worker health insurance



Coalition dealing with anti-harassment

and investigation procedures



Helper to Operator training scheme



Vaccination programme



Employment of trainees from the Centre

for the Rehabilitation of the Paralysed

## FWF AUDIT

S014 Interstoff	7 & 8 Nov, 2015
	8 & 9 Dec, 2018
	To be confirmed

# MEGHNA

10.1% OF OUR TOTAL PRODUCTION

2,850 TOTAL EMPLOYEES

40% WOMEN  
60% MEN

## CERTIFICATION



GOTS



OEKO-TEX



OCS

## PRODUCT RANGE

Knitted garments:



Gilarchala,  
Shreepur, Gazipur-1740,  
Bangladesh

## ! NOTABLE ACHIEVEMENTS FOR 2019



Awareness-raising project around issues of health and personal hygiene



Training to promote career progression for women



Mother @ work programme to support new mothers and pregnant women



Vocation training for young people



Skills training for new workers



Fair-priced Grocery Shop



Return to Work scheme, helping injured workers



Supervisors Behavioral Training Program



Donation of machines to the Centre for the Rehabilitation of the Paralysed

## FWF AUDIT

S021 Meghna	29 & 30 Sep, 2018
	To be confirmed
	To be confirmed

# AUS BANGLA JUTEX

**2.6%** OF OUR TOTAL PRODUCTION

**270** TOTAL EMPLOYEES

**76% WOMEN**  
**24% MEN**

## CERTIFICATION



GRS

## ! NOTABLE ACHIEVEMENTS FOR 2019



Election of Workers' Participation Committee



Training on health & safety



PPE training and the environment

## PRODUCT RANGE

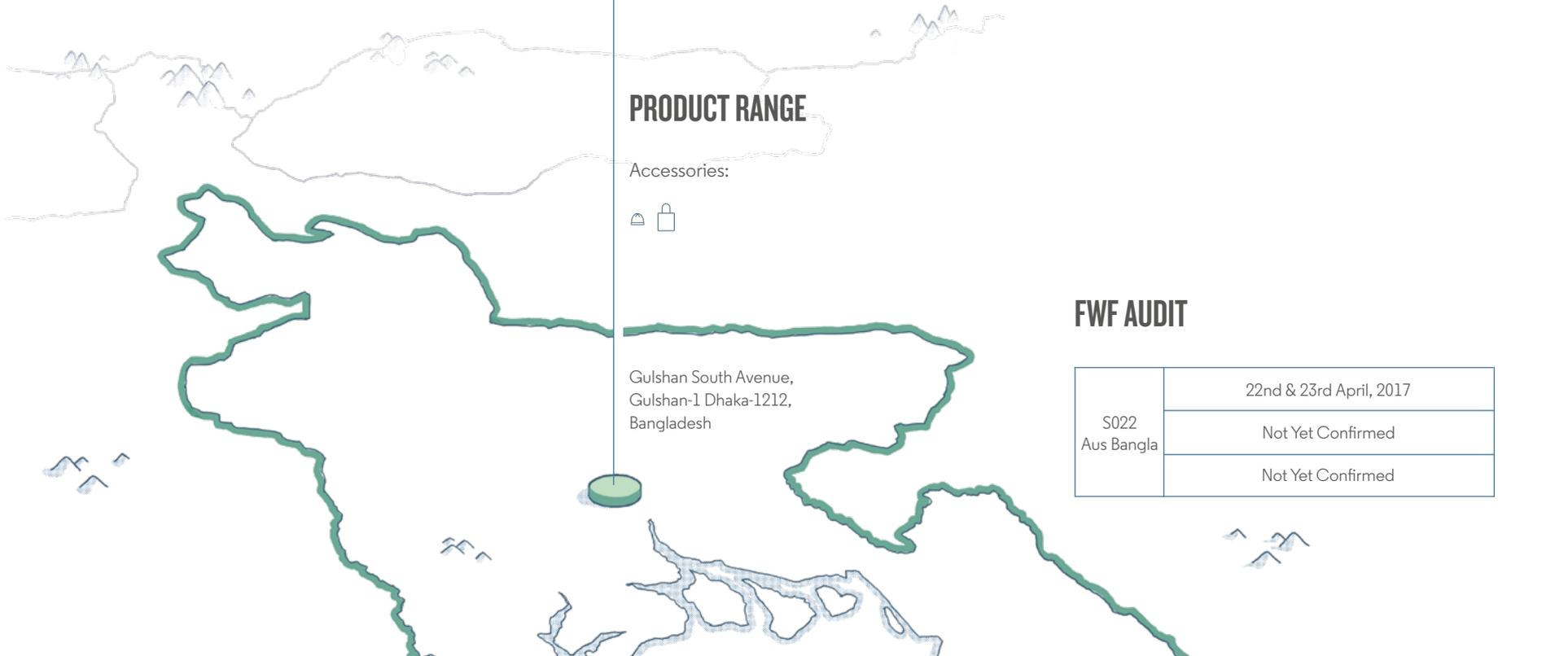
Accessories:



Gulshan South Avenue,  
Gulshan-1 Dhaka-1212,  
Bangladesh

## FWF AUDIT

	22nd & 23rd April, 2017
S022 Aus Bangla	Not Yet Confirmed
	Not Yet Confirmed



# SHUANGXI GARMENT CO

0.4% OF OUR TOTAL PRODUCTION

400 TOTAL EMPLOYEES

80% WOMEN  
20% MEN

## CERTIFICATION



## PRODUCT RANGE

Woven garments:



Luoyang Industrial Area,  
Quanzhou, Fujian,  
China



**Close The Loop Project**  
By  
**Stanley/Stella**  
at  
**Dird Composite Textile Lim**

**Close The Loop Project**  
By  
**Stanley/Stella**

**The Loop Project**  
By  
**Stanley/Stella**  
at  
**ile Limite**

**STANLEY /STELLA**  
RECYCLING PROCESS  
**JUTE**

# OUR ENVIRONMENTAL FOOTPRINT

“The earth is what we all have in common and we need to be conscious of our environmental impact.”

*Matthieu Leclercq, Head of operations*

## CO<sub>2</sub> EMISSIONS, ENERGY

### WE ARE WORKING ON IMPROVING OUR CARBON FOOTPRINT

At present, we cannot fully estimate the carbon footprint of our garments. A lot of factors are involved, including which region the cotton comes from, the weight of the product, the colour of the product and which factory it is made in. We will continue to collect data from across our supply chain with the goal of understanding and improving our environmental impact. We do have data from two of our partner factories, showing figures for energy consumption, water usage and CO<sub>2</sub> emissions per piece.

It is important to note that the consumption figures are subject to many variables based on: the metering and data acquisition procedures; calculation methodologies used; respective fabric shades and garment styles manufactured by respective factories in any given time period etc.

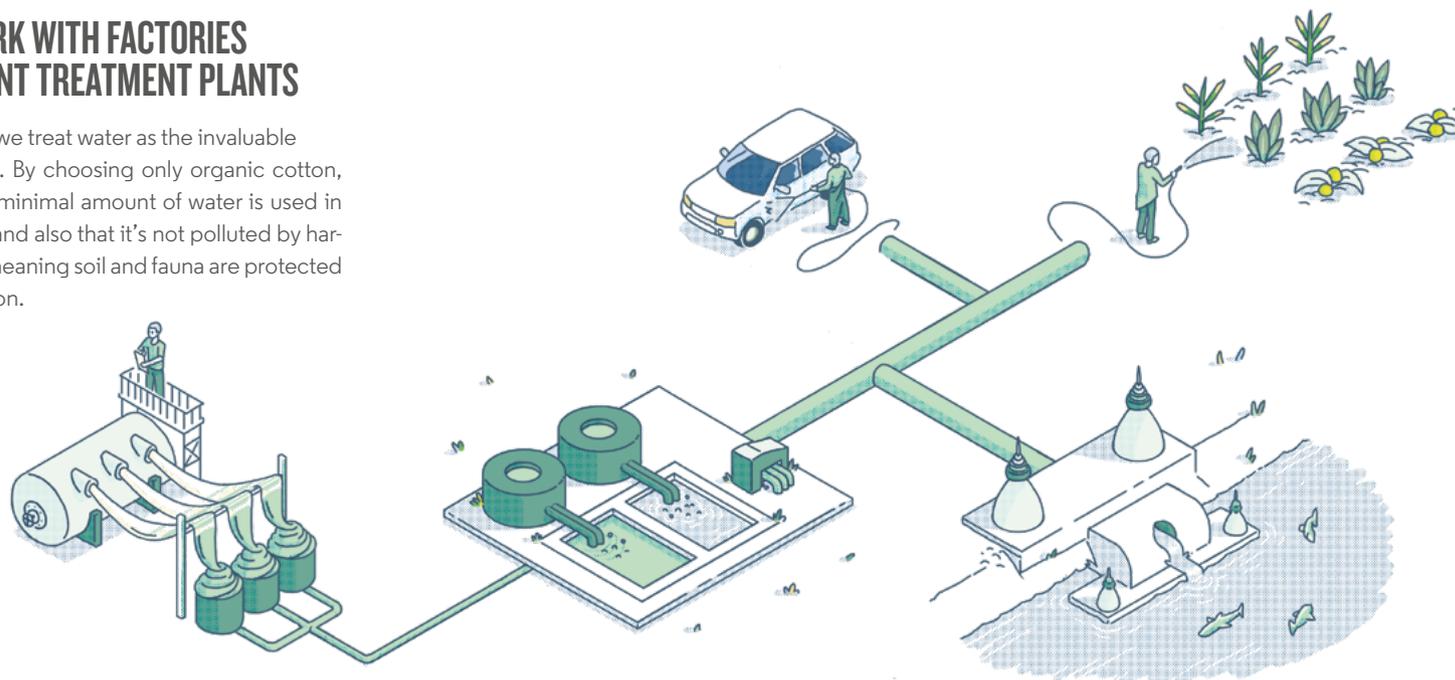
	0.32	Energy consumption (kWh / garment piece)
	24.5	Water consumption (litres / garment piece)
	0.27	CO <sub>2</sub> emissions (kg / garment piece)



## WATER CONSUMPTION

### WE ONLY WORK WITH FACTORIES WITH EFFLUENT TREATMENT PLANTS

At Stanley/Stella, we treat water as the invaluable resource that it is. By choosing only organic cotton, we ensure that a minimal amount of water is used in crop production and also that it's not polluted by harmful chemicals, meaning soil and fauna are protected from contamination.



## WATER TREATMENT

Water treatment at the fabric and dyeing stage of production is also a key concern for us. The apparel manufacturing process uses water for dyeing, washing and printing textiles, and inevitably generates water-based toxic waste, or effluent. According to legal requirements this waste water must be treated so that it can be released back into the natural environment.

Waste water is treated in Effluent Treatment Plants (ETPs), large scale industrial systems that remove all toxic elements to ensure that the treated water is safe enough to be discharged back into inland surface water. The treated water is also reused for car washing and gardening at the factories.

All our partner factories in Bangladesh have state-of-the-art ETPs with in-house specialists and testing facilities. Stanley/Stella periodically monitors the treated waste water for pH, DO, BOD, COD and TDS both in the factory and government laboratories, to ensure its safety.

### **An Effluent Treatment Plant**

*Meghna factory,  
Bangladesh – 2020*

On a visit to our partner factory Meghna, we were given a tour around the Effluent Treatment Plant (ETP). We discovered how this technologically advanced plant works and how it makes water reusable at the end of the treatment procedure.





**Our warehouse in Antwerp,  
one of Europe's largest ports**

*Katoen Natie, Antwerp,  
Belgium – 2020*

Our employees all get to visit our warehouse in Antwerp to better understand the complexity of warehousing, and to meet the people who work on Stanley/Stella orders. Based in one of the largest ports in Europe, Katoen Natie is state-of-the-art, very advanced on questions of sustainability and shares our vision.

## TRANSPORT

### WE WORK WITH PARTNERS WHO ACT IN A SUSTAINABLE WAY

Based on high-level calculations, we estimate that our garments travel nearly 24,000 km to get from the cotton fields in India, to our factories in Bangladesh and then finally to the Port of Antwerp, the Belgian city where our stock is warehoused.

## WAREHOUSE

Our aim is to always work with partners who consider sustainability to be as important as we do. Our warehouse in Antwerp is managed by Katoen Natie (KTN) which has taken impressive measures to be as green as possible. By adjusting their infrastructure, KTN have managed to save about 7,000 tons of CO<sub>2</sub> and are today almost fully sustainable. Among other initiatives, they use renewable energy produced by local turbines, LED lighting, and 90% of their sourced cardboard comes from fully recycled materials.

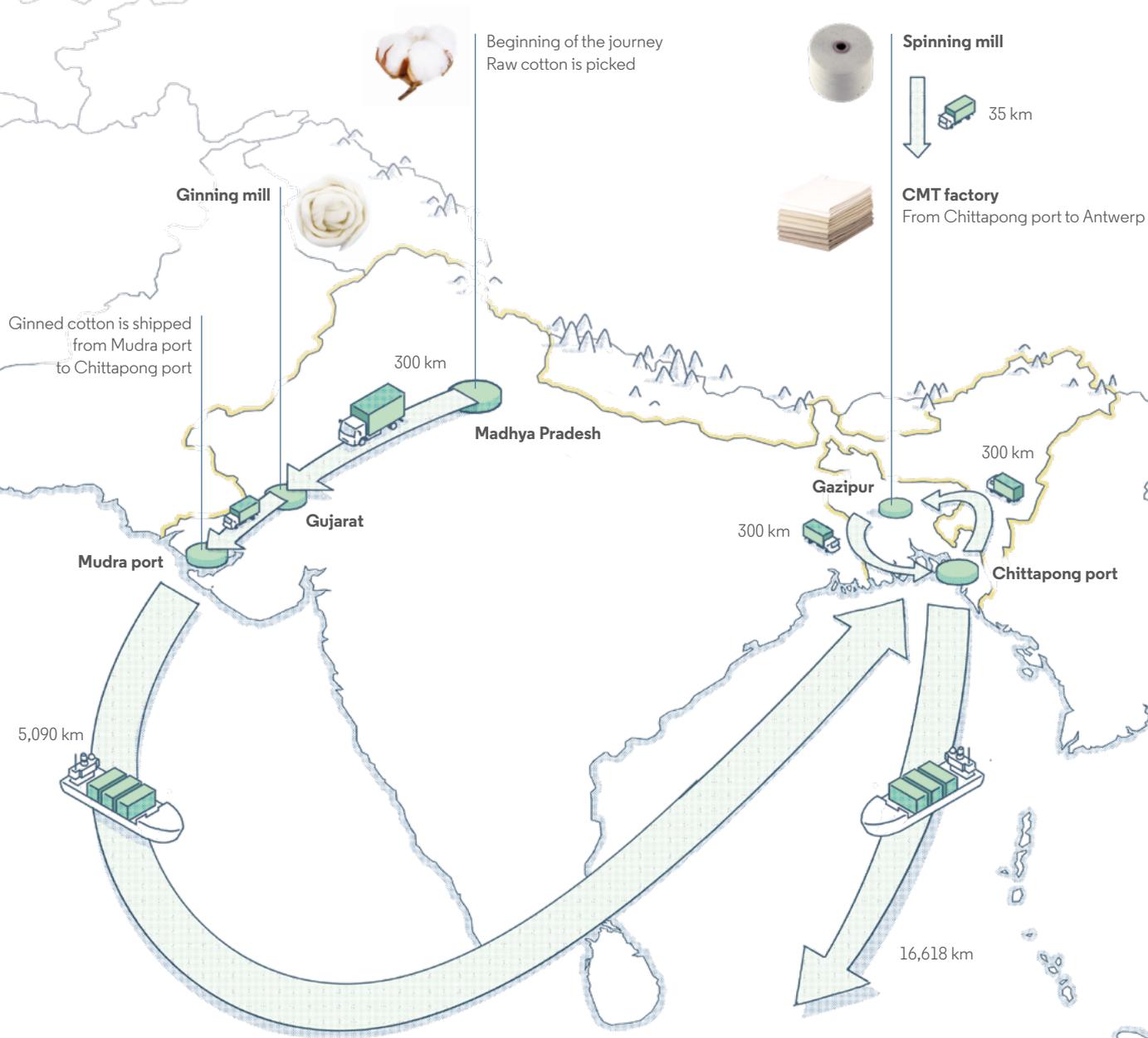


### KATOEN NATIE

Finished garment arrives at Antwerp port after a journey of

**23,650 KM**







# THE ROAD AHEAD

“We can’t do everything. But we can do something. And that’s what drives us. We refuse to let what we cannot do interfere with all the good we can do.”

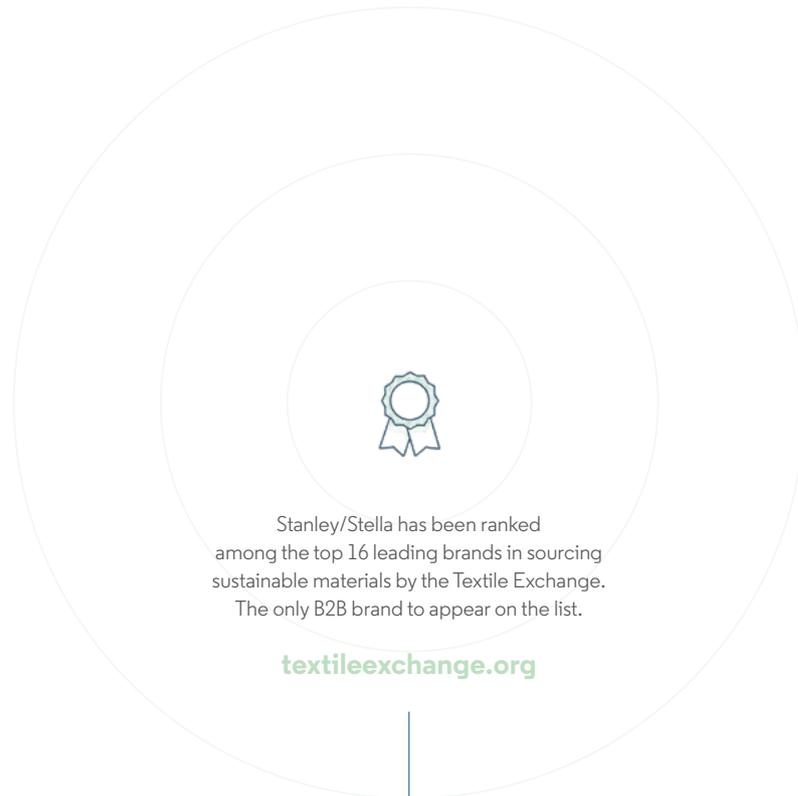
*Jean Chabert, Founder and CEO Stanley/Stella*

## PATH TO SUSTAINABILITY

### WE WORK WITH PARTNERS WHO ACT IN A SUSTAINABLE WAY

At Stanley/Stella we know there is no magic formula for achieving sustainability - it is a constant work in progress, based on ever-changing innovation and improvements. However, what we can do is make deliberate and considered choices in who we work with, how we work and what materials we use, to ensure respect for the people we work with and the planet we live on. Being engaged at every step of our supply chain keeps us on track, as well as having a sustainable and innovative company culture that pushes us to make a difference.

With the following projects and initiatives, we are aiming to close the loop and guarantee a fully sustainable business from the cotton field to the finished garment. Here are just some of the exciting projects we are working on right now:



## FAIR-PRICED GROCERY SHOPS

We are currently working with our partner factories to set up Fair-priced Grocery Shops (FGS) on site. By providing both practical and financial help, we are supporting factories to offer basic commodities such as rice, oil and other non-perishable daily essentials to their workers at a reduced price. The factories manage the shops themselves, or bring in a third-party service provider. The discounts in the FGS create significant monetary savings for workers, helping them to increase their purchasing power and improve the overall standard of living for themselves, their families and their communities.





**Raw cotton is checked for impurities** ←

*Telangana state,  
India – 2019*

Women in Telangana state picking through raw cotton to check for impurities, before it is sent off to the ginning mills.

**Our Sustainability Officer** →  
**with cotton farmers**

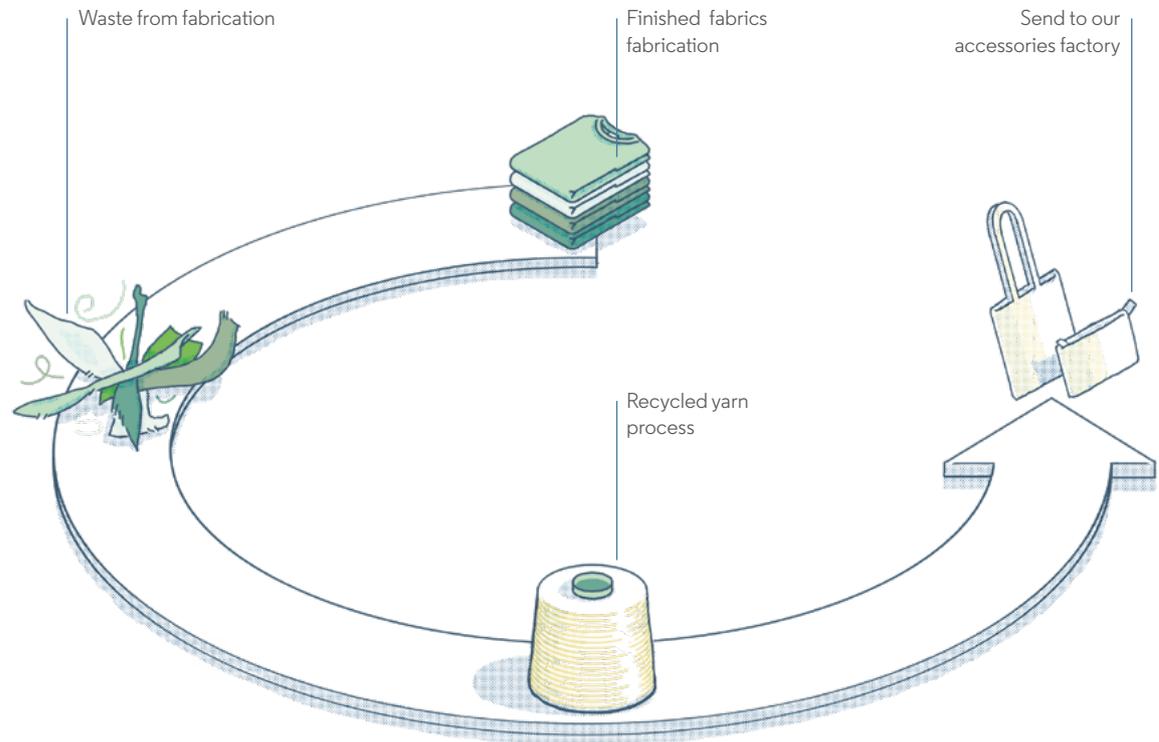
*Telangana state,  
India – 2019*

Sustainability Officer joins women farmers for the cotton harvest. Skilfully hand-picking fluffy white balls of organic cotton and carrying colourful textile bags around their waists, they can collect up to 100-150 kg of cotton a day.



## RECYCLING FABRIC WASTE

We have started collecting the offcuts of our organic fabrics from our partner factories. The aim is to use this manufacturing waste fabric to create recycled yarn for the production of our accessories range.



## COTTON TRACEABILITY PROJECT

Our organic raw material sourcing complies with GOTS and/or OCS protocol and is guaranteed by traceability certifications. But we want to take this even further and get closer to having end-to-end visibility on our full supply chain, from thousands of local Indian cotton farmers to the final product. We are currently identifying and tracing all the farmers, ginners, spinners and composite garment manufacturers that work with us. By starting to connect the local farmers and farm groups in our supply chain, we will be better able to understand and support them, and help improve their livelihoods in the future.

Cotton premium  
organic seeds  
used by the farmer





← **Organic cotton farmers  
greeting Stanley/Stella staff**

*Telangana state,  
India – 2019*

Organic cotton farmers in Telangana state warmly greet two Stanley/Stella staff members working in the Sustainability Department, with big smiles and garlands of flowers.

→ **Our Sustainability Officers join farmers  
for the cotton harvest during a Stanley/Stella  
cotton traceability trip**

*Telangana state,  
India – 2019*



## GOTS CERTIFIED PRINTING

We produce blank apparel and work with an exclusive network of Official Dealers who transform our garments using various decoration techniques, including screen printing. Once decorated, the garments are destined for merchandising, events and retail brands. We work closely with our Official Dealers to encourage and train them to implement GOTS-certified printing techniques, using non-harmful inks and sustainable production methods. By ensuring the sustainability of not only our garments, but also their decoration, we hope to further positively impact our supply chain and offer a fully sustainable product.



## STANLEY/STELLA HQ

We strive every day to have a sustainable mindset and apply this to our workplace and our everyday lives. We have set up a Sustainability Taskforce to look at initiatives that can help reduce our environmental footprint. For example, we source office snacks from local suppliers and provide all our teams with reusable water bottles to avoid plastic waste. We recently launched an initiative to co-fund electric bikes for our HQ staff to reduce reliance on cars and public transport for getting to work. We also regularly donate extra samples to local charities. Little by little, each of us can make a difference.





**HQ Staff visiting Dird factory with BLO team ←**

*Bangladesh Liaison Office,  
Dhaka – 2020*

At Stanley/Stella we believe that transparency and cooperation is integral to any sustainability work. That's why all staff members get to travel to Bangladesh at least once, to see the production process for themselves. Small groups of about five get to spend three days in and around Dhaka, visiting a cotton research centre, a ginning mill and one of our partner factories, as well as connecting with colleagues from the Liaison Office. Everyone returns changed and with a greater appreciation of how our garments are made.

**Electric bikes leased by Stanley/Stella →**

*Stanley/Stella HQ, Brussels,  
Belgium – 2020*

We are not just sustainable in our sourcing practices and through our partner factories' social measures. We also find ways to be sustainable in our daily lives at HQ. Thanks to our new 'green mobility initiative', we lease electric bikes for our staff and can therefore lower our carbon footprint.





We thank you for your loyalty, and for believing that the textile industry can act in a responsible way that puts people and the planet first. We don't need to tell you more about why we are fully committed to organic cotton, sustainability, and transparency because we know you feel the same as us. We thank you for being alongside us on our journey with your support, enthusiasm and ideas. If you'd like to find out more about our path to sustainability or get more involved:

## PLEASE CONTACT US

-  [stanleystella.com](https://stanleystella.com)
-  [@wearestanleystella](https://www.instagram.com/wearestanleystella)
-  [info@stanleystella.com](mailto:info@stanleystella.com)



Contributors:

Sustainability Manager: Bruno Van Sieleghem

Sustainability Officer: Veronika Szalai

Communication Officer: Lucie Slypen

Copywriter: Charlotta Odling

Country Manager, Stanley/Stella BLO: Abdulla Al Rumi

Sustainability Officer Dhaka: Nehal Sharif

Illustration: Benjamin Valla

Graphic Design: Benjamin Valla

Printed at:

ADM imprimerie contemporaine

44, rue Eugène Carrière 75018 – Paris.

On FABRIANO 100% COTTON TRADIZIONE 300 g/m<sub>2</sub> Blanc  
& Offset blanc 140 g/m<sub>2</sub> Extra white Arcoprint.



