



Dedicated Sustainability report

2023

DEDICATED.

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About this report

Welcome to Dedicated's second CSR report. CSR stands for Corporate Social Responsibility, but this report covers much more. It's a clear and honest picture of our mission and how we are working towards it.

The objective of this report is to present our work with more depth. We are using this space to explain how we deal with the most impactful topics in our industry. That goes from product design, and resource use, to logistics and packaging.

We aim to build this report in accordance with the Global Reporting Initiative¹ (GRI) rules, the main framework for reporting about sustainability developments. The data ought to be accurate and comparable with previous years' reports, the context in which this data is presented is explained, and all of it must be verifiable. Even more importantly, this report isn't a hall of fame. We aim to present a fair picture of our activity: both positive and negative practices should be represented. By going through our strategic choices and challenges openly, we are holding ourselves accountable to our stakeholders. We welcome all comments and feedback, they always make us more motivated to do better.

The graphic charts and data of this report are based on the 2023 financial year, apart from the logistics and carbon footprint data, which show 2022 data. Carbon footprint takes place end of the year for us, delaying the results too much to be shown in this report. We are working on harmonizing the timelines in the coming years.



Statement from our founder

Dedicated's business is based on an honest and clear purpose: To be a role model for a better way of making clothes, and by better we mean: clothes made of materials with a lower environmental impact than the industry norm.

Our slogan *"Support Your Local Planet"* is our way of conveying our holistic approach to responsible business practices for the benefit of our planet's biodiversity and people. This philosophy is the driving force behind our work to become B Corp certified. It is up to all of us who are alive and able, to take action now. The expression *"If not us, then who? If not now, then when?"* is very applicable in our mindset, as it illustrates that everyone is needed and that it is urgent.

We see a great net benefit – in Swedish: *"Nettonytta"*, by designing and producing cool and durable casualwear that the modern citizen can relate to and thereby help them avoid the carbon-intensive and chemical-heavy fast fashion brands that dominate the market.

This sustainability report is a testament to our never-ending quest to be the better choice and to do our utmost to improve our practices. We as a team are proud to share our progress in areas such as material use, energy use, product life cycle, and transparency.

Since we embarked on this journey in 2006, we've fought hard to be recognized as a kind of pioneer on the market. This has given us credibility, not only to set an example but also to teach other brands how to improve their business practices.

In this report, you find detailed information about our supply chain due diligence, our social and environmental impacts, and the measures we are taking to minimize them.

There will always be room for improvement, and we find a great meaning in pursuing this ambition.

– Johan Graffner, CEO & Founder



**Where it all began –
about Dedicated**

1

The story

The initial business idea behind Dedicated was to make garments using materials less impactful than the industry norm. Instead of polyester or genetically modified cotton, we started with using Fairtrade and Organic cotton. Later we extended our effort to the whole supply chain, with the help of certifications. Now we are trying to build a more holistic approach, adopting best practices throughout the whole value chain, from raw materials to end of use.

2006



Stockholm Tshirt Store – Creative Tshirts made of Fairtrade & Organic cotton.

2012



Dedicated Brand – Extended product range & wholesale channel.

2015



1st new fabric: Swimwear made of Recycled Polyester.

2017



2nd new fabric: Shirts made of TENCEL™ Lyocell by Lenzing.

2019



First Plant Friday campaign.
Contract for distribution in Japan.

2020



Dedicated becomes GOTS certified.

2021



3rd new fabric: Mix Hemp Cotton for jerseys.

2022



4th new fabric: Recycled wool for winter coats.
Corporate Carbon Footprint Calculation.

2023



First investment in Regenerative Organic Certified® Cotton
Won the Drapers Award

FUTURE GOALS



Become B Corp certified.



The brand

How it started

We started Dedicated in 2006 because we realized that the available brands calling themselves responsible weren't fashionable in their design, and the fashionable brands did not take their responsibilities for the environmental impact of their production.

Today's mission

Dedicated's mission is to lead the development of a more sustainable fashion industry, using fibers with a lower environmental impact than the industry norm, and to take market shares from the conventional fashion industry. Sustainability is not just a word we use. It's our everyday goal.

Fashion vision

At Dedicated, we create great creative styles. Our collections provide you with all the key pieces you need for a more relevant wardrobe – designed only with natural, organic or recycled fabrics. We've got your basics covered with organic cotton T-shirts, socks, and underwear. But we also have clothes to match your lifestyle and style preferences. Our puffer jackets are perfect for the dark, cold months (we are a Swedish brand, after all), and our flowy dresses and patterned resort shirts are simply must-haves on a warm summer day.

Mission Disclaimer

While we are aware that seeking growth can seem contradictory to our objective to reduce resource use and corporate carbon footprint, we believe that currently, at our scale, we must still grow for two reasons. First, because one of our missions is to be a better option than fast fashion, and therefore take market shares from these worse alternatives widely available today. Secondly, to reach a fully viable size. The economy of the fashion industry relies on very high production volumes, which isn't our target because overproduction is a major part of the problem. However, the factories we work with also require minimum quantities, which exist to ensure optimal production: meaning less fabric waste, better production management, and more stable businesses on all sides. Since we aspire to be a viable and affordable alternative for customers and use part of our profit to push for change in the industry, it is still necessary to grow.



THE MANIFEST

- Focus on contemporary and expressive every day fashion to lower the hurdle for customers to switch to more sustainable clothing.
- Offer products at a price point that is accessible to the majority.
- Always design durable and practical clothing that can stay beautiful and in use for as long time as possible.
- Always use organic, natural fibers when possible, or recycled synthetic fibers when needed for the product's performance.
- Always use the strictest certifications available.
- Always ensure maximum traceability in our supply chain to minimize environmental and social risks.
- Always prioritize healthy profitability to secure the longevity of our business.
- Be respectful towards customers, colleagues, suppliers, and external stakeholders.
- From production to office management, always choose options that can minimize our carbon footprint.
- Use part of profits to cause political debate and thereby forcing other clothing companies to lower their negative impact.
- Always try to learn new things and have fun, since life is short.



The business

Let's talk about our business and structure.

Dedicated Sweden AB originated in 2006 as Stockholm Tshirt Store in Stockholm, Sweden. It started as a retail concept only and extended to wholesale and retail in 2012 as the brand was renamed Dedicated.

The company is privately owned by four people, three of which are working for the brand as CEO, CFO, and Print Designer. Our headquarters are still in the heart of Stockholm, and we have three owned shops: two in Stockholm and one in Gothenburg, Sweden.

All our styles are designed in-house by our talented team and manufactured in two countries: India and China. We also work with external artists and licenses to add to our collections. We do not own any factories; we work closely with a few trusted suppliers. We do not own warehouses either, all our garments are shipped to Vänersborg, Sweden to our partner's warehouse. Since 2023, we have centralized all our European stock in Sweden for more efficiency. For the wholesale part of our business in North America, we work with a distribution company in Canada. Our distributor directly receives the orders from our suppliers to their warehouse in Toronto.

Dedicated is sold to 200 wholesale retailers across 35 countries

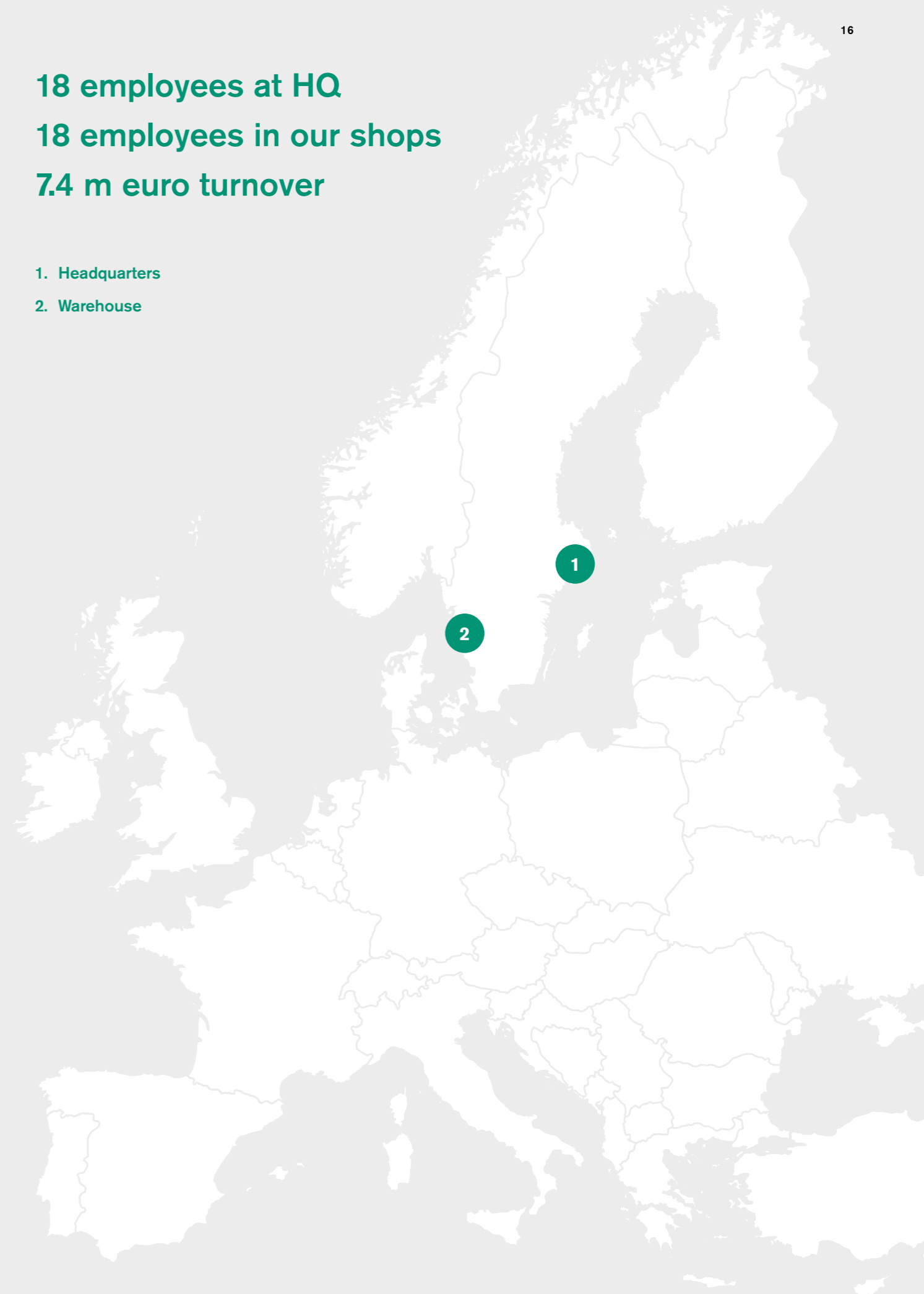
Turnover is divided into:
58% physical and online shops
42% wholesale

Top 3 markets online:

- 1. Sweden**
- 2. Germany**
- 3. Belgium**

18 employees at HQ
18 employees in our shops
7.4 m euro turnover

- 1. Headquarters**
- 2. Warehouse**



Our way of working

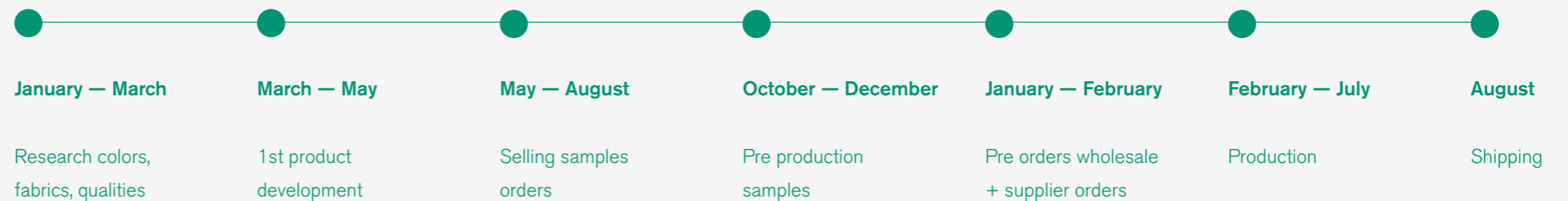
In our industry, the conventional production process rhymes with cost efficiency and fast pace. Thanks to the work of activists and unions, the world realized that this means harsh working conditions for garment workers, and disastrous environmental impacts from fields to manufacturing surroundings. On top of this, the current economic system has established that higher quantities mean lower costs. It's more profitable to produce extra, even without a matching demand, creating yet another issue: millions of garments being used once or unsold, and then discarded mainly in the global south.

In short: the fashion industry has been careless for years, for the environment and for the workers. It's important to understand that what we just described is the norm for most garments on the market. Trying to create clothes with care nowadays is an active choice. Care means: taking our responsibility for all the negative impacts involved and trying to minimize them.

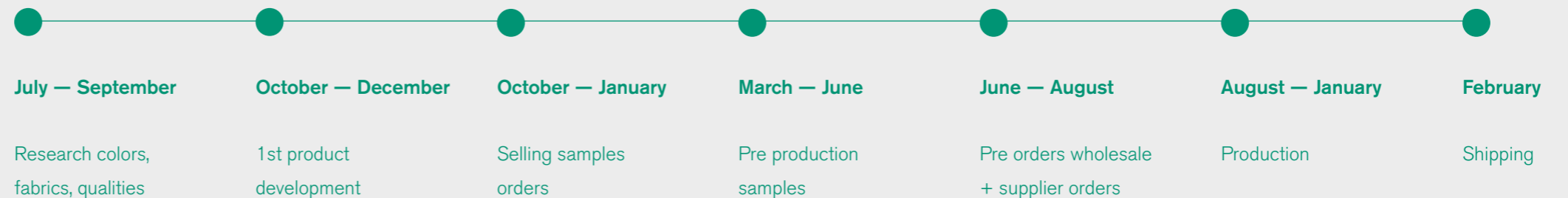
That starts with slowing down the whole process. Designing and making garments takes time, considering all the environmental and social impacts as well, that's why what we do can be called slow fashion. Let's be reasonable and respect that time.



Autumn / Winter



Spring / Summer



Understanding where to focus

We work in an industry that has become extremely important for the world's economy over the years. As the textile industry is growing, so does its impact on the people who work within it and on the environment that surrounds it, from cotton fields to landfills. In that context, we must know where to focus our efforts, if we want to minimize our company's impact. To do this, we continuously analyze our activity through the eyes of our stakeholders: what matters to them – and through a business perspective: what is important to our business, given the industry we evolve in. Our stakeholders are all the people that have an impact on, or are impacted by our business, whether it is internally such as Dedicated's employees, consultants, agents, or externally, our customers and suppliers. We also need to consider the other groups that play a role in our decision-making process, NGOs, industry organizations, and academics.



Over the years, we have collected feedback from them, directly or through research, and thus identified topics of importance:

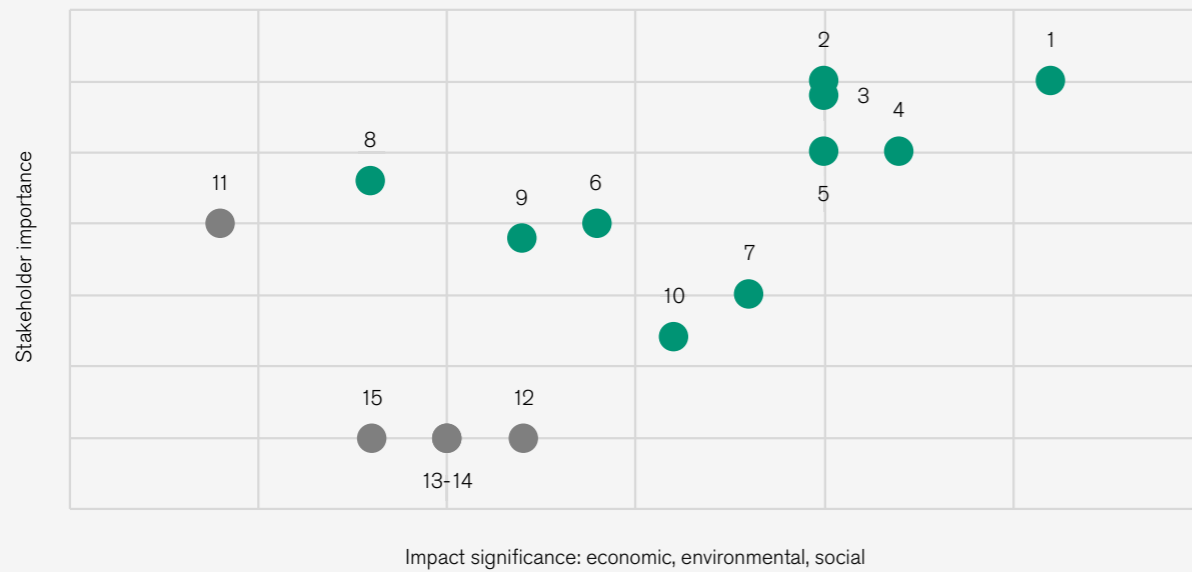
Stakeholders	How do we collect feedback	Main topics of interest
Customers (BtoC)	Social medias, customer service, market research, store employees.	Shipment methods and timing, traceability, certifications, cruelty free garments, quality, price.
Retailers / Agents (BtoB)	Feedback surveys, meetings twice a year, tradeshow.	Traceability (availability of information); Deliveries on time, prices, Quality; Sampling; Communication means, Due diligence/ sustainability management in general.
Employees	Yearly interviews.	Working conditions (work environment and workload); Remunerations; Career development; Work/life balance.
Owners	Open door policy, owners are part of the work force.	Economic performance; Minimizing our impact; Change the industry's practices.
Manufacturing suppliers & Workers	Daily contacts, meetings, site visits, industry surveys.	Order quantities; Pricing; Lead Times; Communication; Meeting our material requirements; Quality; General due diligence.
Farmers	Fairtrade reports, visits with Fairtrade, academic research.	Wages; Working Conditions; Community.
Distribution centers and warehouse	Regular visits and emailing.	Deliveries; Communication; Planning; Stock/quantities.
Regulators	Surveys and public reports.	Traceability; Due diligence on social rights; Climate impact; Durability.
Academics	Website, emails.	Systemic change, waste pollution, wages.
NGOs	Surveys, hubs and forums, tradeshow, benchmarks.	Wages, Health and Safety, Freedom of Association, Chemical pollution, climate impact, Waste pollution.



To choose what to prioritize, we took two steps. First, we ranked the importance of each topic of interest from our stakeholders' point of view: what environmental and social topics come back the most? Secondly, we used a third-party risk assessment tool that highlighted how important these topics are for our business and at what stage of our value chain.

From there, we were able to create what is called a materiality Matrix. You can see it below: On the right side, the topics are ranked by importance, and on the left side, where they are most present in our value chain. In short, this matrix is a way to highlight the main subjects of interest for our company, where we can make the biggest difference. This methodology is based on the GRI Standards and allow us to connect these topics to bigger societal objectives such as the Sustainable Development Goals.

Materiality analysis



Materiality matrix

	GRI	SDG	Raw material	Fabrics	Manu- facturing of end garment	Own operations	Downstream activities
1 Climate & energy	302 305 301	13 7	High impact	High impact	High impact	High impact	High impact
2 Product quality	301 201 202	12	Low to no impact	Low to no impact	High impact	High impact	High impact
3 Working conditions and wages	401 403 407	8	High impact	High impact	High impact	Low to no impact	Low to no impact
4 Water consumption & water availability	303	6	High impact	High impact	High impact	Low to no impact	High impact
5 Waste	306	15 12	Low to no impact	High impact	High impact	Low to no impact	High impact
6 Biodiversity & deforestation	304	15	High impact	Low to no impact	High impact	Low to no impact	High impact
7 Air pollution	305	3	Low to no impact	High impact	High impact	Low to no impact	Low to no impact
8 Hazardous chemicals	416 403 306	3 12	Low to no impact	Low to no impact	High impact	Low to no impact	Low to no impact
9 Soil & (ground) water pollution	306 303	14 15	Low to no impact	Low to no impact	High impact	Low to no impact	High impact
10 Impact on the local community	413	1 11 16	High impact	High impact	High impact	Low to no impact	Low to no impact

11: Animal Welfare 12/13: Illegal employment, 14: Corruption, 15: Land use & property rights



Low to no impact Significant impact High impact

The bigger picture – Sustainable development goals

The 2030 Agenda for Sustainable Development was adopted in 2015 by the United Nations Member States. The agenda is a plan of action for people, the planet, and prosperity, setting specific goals that all organizations should work on.

As a purpose-driven brand, our strategy, and the tools we work with are directly connected to the SDGs. They are all interconnected but the targets shown here are the ones most related to our activity. Throughout our report, you will read more about the concrete ways we contribute to these goals. It's about seeing the bigger picture, and the SDGs help us to connect our strategy with global societal objectives.



Building a more conscious society

We started in 2006 with one type of fiber: 100% Organic and Fairtrade cotton in jersey and sweat fleece. During the following years we expanded to 4 more: recycled polyester, TENCEL™ Lyocell, recycled wool, and hemp. We have informed customers, suppliers, and fellow brands about the advantages of low-impact fibers. We work with organizations and companies to raise awareness and change behaviors.



- 12.6** Encourage companies to adopt sustainable practices and sustainability reporting.
- 12.8** Promote a universal understanding of sustainable lifestyle.



- 17.17** Encourage effective partnerships.
- 17.16** Enhance the global partnership for sustainable developments.

TARGETS

Monitor and reduce social risks

The fashion industry is an example of globalization pushed to its extreme, exploiting the differences in regulations and costs, to the expense of people. We must face these risks, and try to reduce inequalities at our scale, with the support of specialized certifications such as Fairtrade.



- 1.2** Reduce poverty by at least 50%
- 1.A** Mobilize resources to implement policies to end poverty.
- 1.1** Eradicate extreme poverty.



- 8.8** Protect labor rights and promote safe working conditions.
- 8.7** End modern slavery, trafficking, and child labor.

TARGETS

Reduce environmental risks and restore resources

Today most garments are made without consideration for our planet's boundaries. From water pollution to energy use, there are plenty of areas to work on. We make garments using waste, organic agriculture, sustainable forestry, and non-toxic inputs. We measure our impact and set objectives in line with scientific recommendations.



- 15.2** End deforestation and restore degraded forest.
- 15.3** End desertification and restore degraded land.



- 6.4** Increase water-use efficiency and ensure freshwater supplies.
- 6.5** Implement water resources management.



- 12.4** Responsible management of chemical waste.
- 12.5** Substantially reduce waste generation.

TARGETS

Highlights of 2023

2

Highlights

The Non-Violence Project

We created a capsule collection to highlight the important work of global NGO The Non-Violence Project. The Non-Violence Project is a non-political, non-religious organization, actively working for a non-violent society. NVP started in Stockholm, and in times when violence is rising in Sweden and around the world, it felt like a relevant partnership. Through the sales of our homemade designs, we were able to raise 83 500 SEK, and still going. Read more on our Partnership page.

Winner of the Drapers Sustainable Fashion Awards 2023

Drapers has been a leading authority on fashion retailing in the UK since the 1800s, documenting the fashion industry online and in their timeless magazine. Every year they organize the Drapers Sustainable Fashion Awards, and we were honored to receive the 2023 Award for Brand of the Year under 10million \$ turnover. The judges were impressed by our *"comprehensive entry across all sustainability criteria and "thorough" work across its whole supply chain, rather than tinkering around the edges."*

Beginning of our Regenerative Organic Certified® journey

We started investing in Regenerative Organic Certified® cotton with the help of our new key partner the Rajlakshmi Cotton Mills. Regenerative Organic Certified® is a certification that promotes organic regenerative agriculture, an ancient practice that is regaining momentum for its many environmental benefits, from increased soil health to social justice. If regenerative agriculture isn't new, having a framework to define and a logo to promote it, is innovative. We're proud to be one of the first clothing brands to promote the work of the Regenerative Organic Alliance through their certification.

GOTS labelling

After 3 years of being a GOTS-certified brand and 17 years working with GOTS-certified cotton, we are finally able to close the loop by labeling our garments. The reason why it took so long was purely administrative: GOTS requirements for traceability are fairly strict but hard to apply to our company's structure. With the help of trustworthy suppliers and distributors, we are now able to show the GOTS logo on the majority of our organic cotton garments. More and more products, season after season, will now bear the GOTS logo on the care labels.



The products

3

The strategy behind our fabrics

A garment with a lower environmental impact starts with a good choice of fiber. According to a 2020 McKinsey study, on average about 38% of the fashion industry's carbon footprint comes solely from material production². But there are a lot of things to consider when defining a lower-impact fiber: how is it grown or made, how is the fabric manufactured, is it chemical-heavy, does it solve an issue or add value to our offer, how durable is it, will it create toxic waste, is it available at our scale...

So, to help all decision-makers at Dedicated to stay on the right track, we created a fabric classification. And even if we know our fair share about fibers, we also base this classification on industry tools and benchmarks³, to keep it more neutral.



CLASS A

- Regenerative Organic Certified Cotton
- Certified recycled cotton & other recycled natural fibers
- Certified organic + Fairtrade cotton
- Organic bast fibers (linen, hemp, jute)

CLASS B

- Certified organic cotton & in-conversion cotton
- Certified recycled polyester/nylon
- Conventional bast fibers
- Innovative natural fibers (Pinatex, Kapok)
- TENCEL™ Lyocell

CLASS C

- Innovative bio-based polyester
- Innovative bio-based nylon
- FSC and PEFC-certified viscose

CLASS D

- Virgin polyester & other conventional synthetics
- Generic Viscose
- Conventional & BC cotton

UNCLASSIFIED

- Virgin animal fibers & silk

Preferred choice: promote durable agriculture practices, reuse already existing resources, can be biodegradable, encourage innovation

To avoid when possible. Some of our garments still contain conventional elastane for performance and durability.

The benefits of our fabrics

Dedicated started with Organic and Fairtrade cotton back in 2006. This was our way to support farmers from extreme poverty and encourage a more durable agricultural system. Later, the brand grew to a full clothing range. That meant new types of garments, made of new fabrics.

To make durable swimwear and outerwear we started using recycled polyester. To make breathable and soft shirts, dresses, and blouses, we chose TENCEL™ Lyocell. For more performant and durable winter garments, we added recycled wool to our fabric mix. We always want new fibers to add value to our garments, but these materials also have real environmental benefits compared to their conventional alternatives, some can even restore the environment.

Additionally, we want to promote better alternatives. In 2023, the fashion industry was dominated at 65% by synthetic fibers⁴, because they are cheap to make, and easy to decline in different feels and functions. But there are plenty of more durable alternatives that are not made of crude oil in a pool of toxic chemicals. Incorporating different natural or recycled fibers, such as hemp or linen, in our colorful and versatile garments is a way to show what's possible, and that alternatives are out there.



Organic, Fairtrade and Regenerative Organic Certified® Cotton

Conventional cotton farming goes against nature, requiring a tremendous amount of toxic chemicals, and poisoning farmers. That is why we made the early choice to work with organic cotton. Organic agriculture works with nature. No genetically modified seeds or toxic inputs are added, only natural management of pests and insects. This guarantees a healthy soil and a preserved ecosystem. Together, they will retain much water and absorb CO₂.

As for the farmers, they require support to live from their harvest and to switch from conventional methods. For that, we buy Fairtrade-certified cotton. Fairtrade empowers farmers, through financial support and capacity building, for the benefit of their whole community. Read more: Focus on Fairtrade.

On top of that, we now buy Regenerative Organic Certified® cotton. This new certification puts a framework on the ancient regenerative agriculture practice, with the main goal of ensuring that the soils regenerate over time. The certification can then help the farmers claim a higher price for their crops and raise awareness in the industry. Read more: Regenerative Organic Certified Cotton.

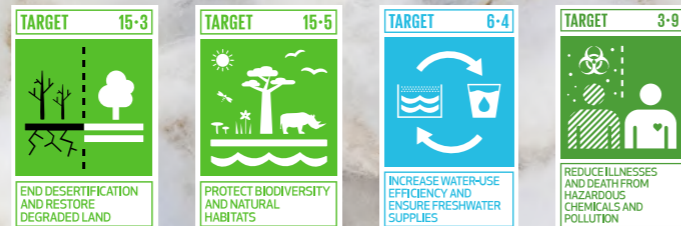
In 2023 only 1.36% of all cotton in the world was organic or Fairtrade.⁴



TENCEL™ Lyocell, by Lenzing

TENCEL™ Lyocell is a more environmentally friendly version of viscose, made by the Austrian company Lenzing. Lenzing sources 99% of its wood from FSC and PEFC-certified forests, eliminating the risk of deforestation.

To make pulp from wood is usually very chemical and water-intensive, but Lenzing developed a closed-loop system reusing 99% of the non-toxic solvents and water. Additionally, the Austrian production sites are powered by renewable energy. Here we make sure our suppliers source from Lenzing offices in India, so they buy from a stock of fiber that was shipped efficiently in bulk from Europe to India.

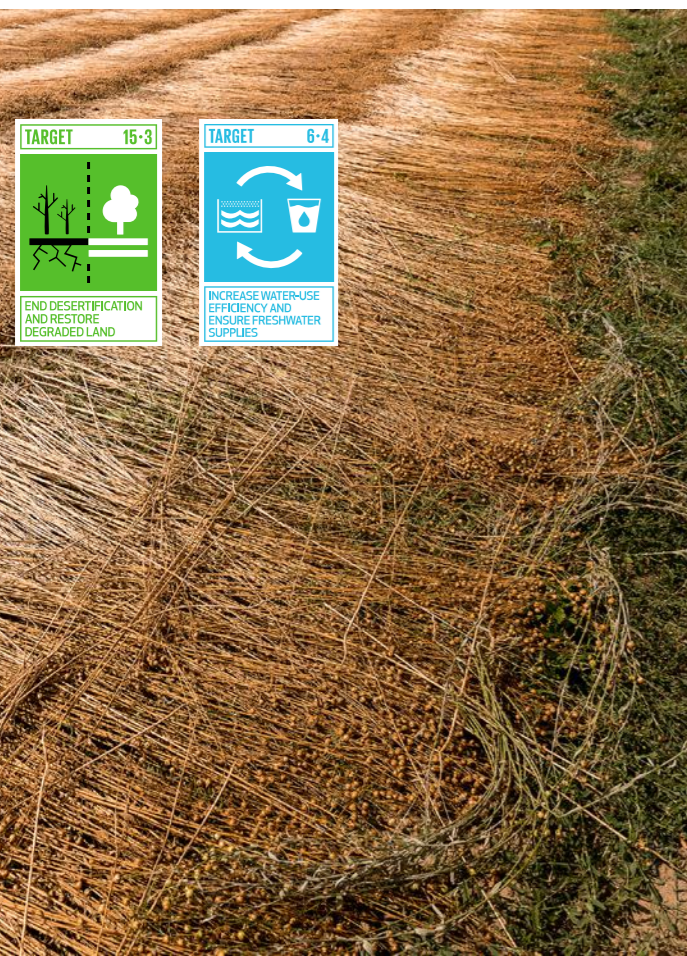


Hemp & Linen

Hemp and Linen are both from the same natural fiber family: flax fibers. They have a lot in common: they grow very fast and they are naturally resistant to pests. These characteristics make them easy to grow without much synthetic inputs, genetically modified seeds, or even extra irrigation.

Hemp also has anti-erosion properties and can drain soil from poisonous substances and heavy metals. Linen is a long line fiber, meaning the plants themselves grow very high, up to 3 feet tall, resulting in long fibers with a lower pillage rate. They are both sturdy, durable fibers, that show the potential of natural fibers to design modern and flavorful garments.

For Linen, our supplier is sourcing the fibers from Europe, and we are working on getting the EUROPEAN FLAX Certification, to promote European linen farmers, and their excellent linen farming practices.⁵



Wool, polyester, and polyamide made from waste

Reusing already-made fibers is always a good choice. Especially if the material would originally be made from oil, like polyester and polyamide. It's not easy for all fibers, but if we can bypass the use of crude oil to make textile fabric, we should do it. Naturally, by skipping the raw material extraction we can reduce the CO₂ emissions related to this production.

As for wool, we use both post- and pre-consumer waste to make our knitted sweaters and woven coats. The post-consumer wool is waste from old textiles, which can be wool mixed with other synthetics, that is sorted by colors, shredded, and re-spun into a new yarn. The pre-consumer wool is 100% wool fabric waste from factory floors, that is then shredded, re-spun, and mixed with other recycled synthetics to guarantee a longer and therefore stronger fiber. Either way, this is waste that would otherwise be discarded.

Our challenge here is that even recycled, synthetic fibers shed microplastics when being washed. That's why we try to use them for garments that don't need frequent laundry.

Criticism about recycled polyester

Polyester made from recycled content has a lot of advantages, but it also has flaws. Recycled polyester is mostly made of recycled PET bottles, first because it is easy and cost-effective, but also because the technology to recycle used polyester fibers into new ones isn't up to scale yet. PET bottles, however, can be recycled over and over, it's a closed-loop system. Of course, we shouldn't hinder this system by taking bottles out of that closed loop, in order to recycle them into a new product that cannot be recycled. However, at the moment, we are far from a 100% recycling rate for used plastic bottles. But this is something to keep an eye on for the future.

Additionally, even made of recycled waste, polyester garments still shed microplastics during washing. That's why we only use that material when necessary, and for garments that don't need frequent wash. We also recommend investing in innovative washing tools such as the Guppy friend bag, that traps microplastics before it leaks into waste waters. Check our Laundry advice and care instructions on our website for more information.

Trims and accessories – focus on Corozo nuts

When designing a garment, the fabric is the main component and has the biggest impact, so this is where our focus has been for years. We would request certain trims from our suppliers such as recycled polyester buttons, or coconut buttons. Two years ago, we started looking more precisely into our trims, as we needed information for our carbon footprint, and wanted to find more innovative solutions. That is when we got the opportunity to work with corozo buttons, originally called tagua, its indigenous name. Tagua nut is native to South America and grows a lot in Ecuador. It is known as vegetable ivory due to its similarity with animal ivory but comes from a nut.

Corozo has been used since the 1800s to make buttons and was very common in Europe until plastic became popular and later, cheaper. Later in the 60s, natural materials regained popularity, and even if plastic is still the cheapest and most used solution for buttons, corozo buttons are now used by many brands. That allows over a thousand people from local communities in Ecuador to participate in the collection and raw material transformation, thus improving livelihood in these remote parts of the country⁶. Today the main exporter of corozo buttons has relocated to Panama, with local importers in India who transform this natural material into Dedicated buttons.

The other types of trims we use in our garments are zippers, elastic drawcords, metal buttons, elastic bands, and cord stoppers.

Challenges with trim sourcing:

- Hard to control provenance.
- Environmental and social risks linked to raw material production.
- The chemicals used can be toxic.
- Reduced recycling possibilities.
- Prices and deliveries for our suppliers.

How are the risks mitigated:

- Source from renowned suppliers such as YKK when possible.
- Ask our suppliers to inform us about local innovations.
- Reduce the number of trims with only decorative purposes.
- Switch hard trims to threads or sewn solutions.
- GOTS production: all trims must be Oeko-Tex standard 100 certified.

"Tagua nut is native to South America and grows a lot in Ecuador. It is known as vegetable ivory due to its similarity with animal ivory but comes from a nut."

With a production team of 2 persons, it's hard to control trim sourcing as well as we would like. So we rely on certifications, collaboration with our suppliers, and design solutions. In the last seasons we have replaced metal eyelets with sewn eyelets made of polyester thread, we switched bikini top metal closing systems with knotted systems or elastic drawcords with main fabric drawcords.



The fabric certifications

To ensure the verifiability of our fabric claims, we work with recognized certifications that mandate third-party verification. Certified auditors regularly inspect the factories to ensure compliance with all requirements. Our production is then authenticated by "transaction certificates," the sole documents attesting that they have been manufactured in accordance with the standards.



Organic & Fairtrade Cotton

We are GOTS certified (certified by IDFL-015691) because it is the strictest standard for organic cotton manufacturing. With GOTS, every manufacturing stage is audited against strict environmental (chemical restrictions, water management...) and social rules. However, it is an administrative heavy process, which also requires distribution centers and warehouses to be certified. That's how traceability is guaranteed, but also why some of our garments are still not GOTS labeled. In 2023 we sold our first garments bearing the GOTS logo care labels, and we are working to expand this to all our organic cotton garments.

44% of our cotton produced in volume is also Fairtrade certified. Fairtrade is a unique certification working with and for cotton farmers directly on the field, ensuring a minimum price for their crops and empowering their community. We have been working with Fairtrade since 2012 and still proudly labeling our garments with the Fairtrade logo. Read more about their work in Focus on Fairtrade.

Regenerative Organic Certified® – Cotton

Regenerative Organic Certified® (ROC™) certifies cotton that has been produced not only organically but also following a set of principles ensuring the regeneration of soils, animal welfare, and farmers' social empowerment. GOTS does not work at farm level, and ROC™ does not work at manufacturing level. Therefore, the latter requires the whole manufacturing process to be certified GOTS, to ensure that the farming efforts are not undermined by poor environmental practices during the rest of the production. They are highly complementary, if you see a garment ROC™, it means it is also GOTS certified. This farm-level standard also approves multiple Fairtrade requirements, making it easier for farmers to produce under both frameworks.

Fabrics made of recycled content: polyester, wool, polyamide

For our garments made of recycled content, we require our to source GRS-certified fabric. Combined with traceability work, it is the only way we can make sure our garments are made of actual recycled fabric. Most of the recycled polyester we use is from post-consumer PET bottles. Dedicated is not certified GRS as a brand, but we verify that our production has been made according to the requirements. However, we cannot publicly use the logo.

Regenerative Organic Certified® Cotton

In the last 50 years, farming has tremendously evolved. The soil biology used to sustain itself and the surrounding ecosystem, growing healthy crops naturally, without the need for chemical inputs. Farmers could provide for their families and live off their harvest. Since the last century, we have developed an economy that focuses exclusively on volume and profit creation beyond human essential needs. Ever since colonization, the global south was forced and then encouraged to use its lands mainly for commercial export and financial enrichment. However still today, this enrichment remains very unequal between the the northern and the southern parts of the world, and between farmers and users of these crops. Farmers all over the world can't live off their activity and climate change brings yet more instability, especially in the global south.

The industrial methods used today have started to prove their limits. According to a 2020 McKinsey study, agriculture accounts for about 20% of global greenhouse gas emissions and a total of 27% if we had forestry and land-use change⁷. These sectors contribute greatly to climate change.

If we want to keep feeding everyone, ensure farmers a stable livelihood, and grow natural fibers for textiles without worsening the situation, change is needed.

Organic agriculture already limits the flaws of conventional agriculture, with a legally defined set of rules that makes it sometimes already regenerative. However, each ecosystem has its own needs, and a fixed set of rules will not provide the same benefits everywhere. While organic agriculture focuses exclusively on practices, regenerative agriculture's practices are outcome-focused: on biodiversity conservation, social justice, carbon sequestration, and soil health, among many others. Dedicated has been working with organic cotton for more than 15 years, so we also wanted to invest in a solution that maintains organic requirements.

The Regenerative Organic Alliance created a certification based on this approach: Regenerative Organic Certified® (ROC™).





“Regenerative organic agriculture is a collection of practices that focus on regenerating soil health and the full farm ecosystem. In practice, regenerative organic agriculture can look like cover cropping, crop rotation, low- to no-till, compost, and zero use of persistent chemical pesticides and fertilizers.”¹⁰

Regenerative organic agriculture principles lead to more adaptive farms: crop diversity means more biodiversity and income sources, and no chemical inputs mean lower financial charges, healthier soils, and more carbon sequestered. The result is more resiliency to natural adversities that are reinforced by climate change, and increased financial stability.

This concept is nothing innovative. It has been around for hundreds of years and is still used by many indigenous communities around the world, that continue to value and respect the lands' boundaries. “Indigenous Peoples are the stewards of 80% of the remaining biodiversity.”¹² ...and they have always known how to protect it. Brands in the global north investing in regenerative agriculture programs should acknowledge that we are not inventing a solution. With programs like Regenerative Organic Certified®, we can help to shine a light on the benefits of this concept, and partially finance the transition towards it where needed.

However, what the Regenerative Organic Alliance created is an intersectional farming certification scheme, that can be controlled, and marketed, to ensure value creation for all stakeholders.

At Dedicated, our founders have been following the development of regenerative agriculture for many years. For a long time, there was a lack of a framework to define its rules and measure its benefits, leading to many false claims. For a company our size, we needed to rely on a certification that can guarantee benefits creation. The Rajlakshmi Cotton Mills (RCM) founder informed us about his collaboration with the Chetna organic cooperative, a pioneer in sustainable farming in India. We had the opportunity to invest in some of the cotton that had been grown under ROC™ requirements.

To promote garments as Regenerative Organic Certified®, the rest of the supply chain must be compliant with the GOTS standard. We were therefore in a perfect position to invest in ROC™ Cotton as soon as our collaboration with RCM started in 2023, and we are grateful and proud to promote it in our SS24 collection.

In numbers: our production and challenges

In 2023, the core of our production is clearly still cotton. However, its share in volume has dropped from 80% to 73%. Since one of our long-term objectives is to diversify our fiber mix to be more resilient, this is good news. However, some challenges remain.

In 2022 we introduced two new fibers to our collections: recycled wool and hemp, which then represented 0.6% of our production in volume of fibers. If we look strictly at the wool fibers, the quantity produced was multiplied by 5 in 2023, reaching 2.3% of our overall production. As for our hemp fiber production, it was multiplied by 7. This is due to the 70% organic cotton/30% hemp program in our SS23 collection.

We started using TENCEL™ Lyocell in 2017, and yet its production share in volume was stuck under 5% for a long time. Now we are reaching a share of almost 10%, which is great news, but as we sold more TENCEL™ Lyocell, we also had more returns and production issues. It's becoming clear that doing colorful all-over prints on this fabric can be hard for our suppliers. Despite trying different methods and changing the care instructions, the print quality over time isn't up to our durability standards. We are looking into new options, because despite the great environmental performance, our main concern is for our customers to keep their clothes as long as possible.

The share of synthetic fibers also went up significantly. That is explained by the introduction of recycled wool in our collection, which is mixed with synthetic fibers. These can be made of post or pre-consumer, but we would like to source recycled wool mixes with a higher wool content. Additionally, our production of socks went up by 22%, and they are partly made of recycled polyamide. Even if recycled, synthetic fibers can shed microplastics. We recommend washing your synthetic garments only when necessary and using microplastic filtering bags during wash, such as the Guppy friend bag.

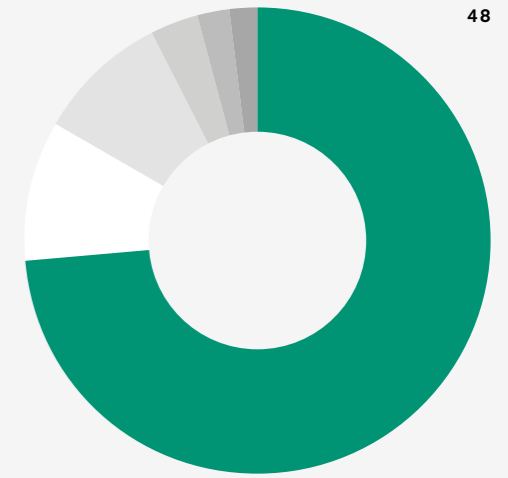
Overall, the amount of non-certified fibers in our production went down (1.3% from 1.9%). It can be hard to source recycled or organic fabrics from suppliers that are not used to the administrative burden of having to prove the raw material characteristics. In 2023 we made progress with some suppliers: all the cotton's attributes (organic/recycled) were verified, and some suppliers helped us find fully certified mixes such as the recycled wool mix. While we are trying to keep that number low, it is sometimes impossible to be completely sure of the fabric's origin.

When comparing our portfolio of products in 2023 with the actual production volume, we can see that in theory, the diversification of fibers is more advanced than in practice. In our 2023 collections, 67% of the garments referenced were mostly made of cotton, but in volume, these garments represented 73% of our production.



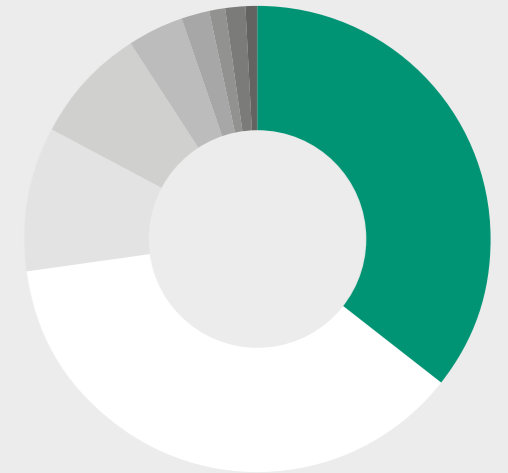
PRODUCTION VOLUME PER TYPE OF FABRIC

- 73,83% Cotton
- 9,77% TENCEL™ Lyocell
- 8,97% Polyester
- 3,32% Elastane, Polyamide, Acrylic
- 2,29% Wool
- 1,83% Hemp



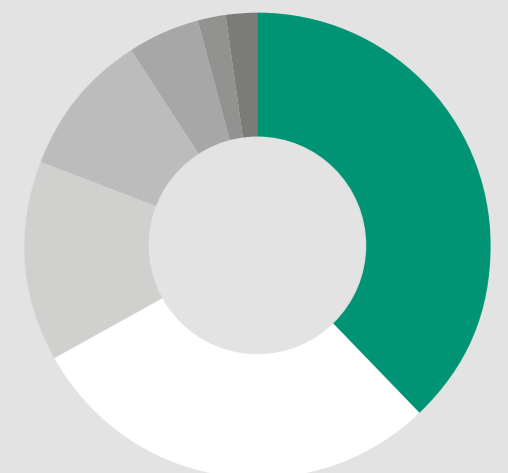
VOLUME OF ALL FIBERS AND THEIR CERTIFICATION PRODUCED IN 2023

- 35,6% Fairtrade + GOTS - incl 3% ROC™
- 37,5% GOTS cotton
- 9,8% TENCEL™ Lyocell
- 8,1% Polyester from recycled PET bottles
- 4,0% Recycled wool mix
- 1,8% Hemp
- 1,3% Non-certified (conv. synthetics)
- 1,2% Recycled polyamide
- 0,8% Recycled cotton



PORTFOLIO 2023 PER CERTIFICATION, MAIN COLL.

- 38% Fairtrade + GOTS
- 29% GOTS organic cotton
- 14% Polyester from recycled PET bottles
- 10% TENCEL™ Lyocell
- 5% Organic cotton + hemp
- 2% Recycled wool mix
- 2% Organic cotton + TENCEL™ Lyocell



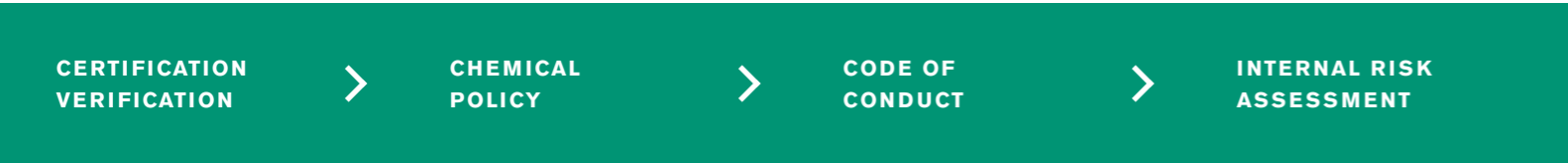
Chemical management

This was a 2021 goal that we accomplished: going beyond certifications for our chemical management. By carrying out our own tests with a third party, we show our suppliers that we are proactive and that they must follow our explicit rules. We are limited in the number of tests we can carry per season, but that's why we do a careful risk assessment where we choose what is potentially the riskier production.

We have created a Chemical Policy to explicitly communicate our requirements to our suppliers, beyond certifications. They know we can decide to test fabrics when they don't pass our risk assessment. Our Restricted Substance List (RSL) is based on industry recommendations from Greenpeace Detox Campaign¹⁰ to ZDHC¹¹.

We cover the cost of the tests and build a database with the results, which help us evaluate the chemical risk for future new fabrics.

*Manufacturing Restricted Substance List



- GOTS: MRSL*+ RSL for all production stages.
- Compliant with Greenpeace Detox Campaign
- GRS: RSL compliant with REACH and ZDHC
- Okeo-Tex Standard 100

- RSL: GOTS 6.0 + AFIRM RSL V05
- MRSL: ZDHC/GOTS/GRS
- Corrective Action Plan in case of non-conformity

- Environmental section: must read and sign our chemical policy.

- Seasonal assessment to choose what products need to be tested. Based on certifications used in production and supplier's track record.



**Together for a better
tomorrow**

4

Our supply chain

An efficient supply chain with trustworthy suppliers is key to ensuring a qualitative and timely production, and to work effectively on minimizing our environmental impact.

Our supply chain is small but classic in its structure. We work directly with our garment manufacturers to inform them of our requirements, and they source from their own suppliers, where they know they can find the fabrics and qualities we desire. A lot of our suppliers carry out several production steps in-house, further simplifying the supply chain.

We try to have a collaborative relationship with the factories making our clothes. First, because they are experts in garment making and can provide valuable inputs, but also to create a two-way dialogue. We want our suppliers to feel free to discuss issues with us.

This isn't always easy, as the fashion industry has been based on very impersonal business relationships, with factories doing everything they can, sometimes beyond legal regulations, to satisfy the client's request. This is precisely what we want to avoid, and this how we proceed to work differently.

How do we maintain a good collaboration

We email daily and organize online meetings anytime needed or regularly when we start a new collaboration. We have a Product Lifecycle Management software for design and production developments, that our suppliers can use freely and where they can communicate directly with the design and production team for quality control. We have a quality manual to make sure all quality checks are done equally in our office and at our suppliers. Our production team requests regular quality control especially when we work with new suppliers or new fabrics. This whole process allows better collaborative issue management and less waste of time for both sides. And when our production team visits the suppliers' factories, they go over all these tools together.

INDIA
8 GARMENT SUPPLIERS
1 SOURCING AGENT
2 PACKAGING SUPPLIERS

CHINA
2 GARMENT SUPPLIERS
1 AGENCY
1 PACKAGING SUPPLIER



Traceability and transparency

Without a clear view of our supply chain, we don't know where the environmental and social risks are, nor do we know where improvements can be made. Traceability is an ongoing mission. Even if our supply chain is small, the textile industry is still very complex and fractioned into many small actors. Given our current organization, we are usually dependent on the cooperation of our direct suppliers. Additionally, our production is sometimes not big enough to maintain a stable set of manufacturers.

Bigger factories will have more resources to follow our strict requirements in terms of production processes and will follow regulations more strictly, minimizing the risks of non-compliance. But it's not always worth it for big factories to handle our small orders. On the other hand, smaller factories can handle our production but not all the processes we work with.

That is why choosing our suppliers well is key, and making sure they're willing to disclose their supply chain and production processes before we even start our partnership is necessary.

We have presented our direct suppliers for years on our website. There you can read more about all the suppliers that have produced the garments currently sold on our website.

We are transparent about what we know, and about what we don't know. We publish at least once a year a list of all our known suppliers on the Open Supply Hub¹². On our website, all our products are connected to a widget powered by Retraced platform (read more under Supply Chain Management), which shows the factories involved in each manufacturing stage. If a stage is left blank, it's because we lack traceability. Traceability at garment level is also necessary to calculate an accurate carbon footprint and take adapted measures. Transparency at garment level, on the other hand, is necessary to inform our customers and be kept accountable in case of non-compliance incidents in these factories.



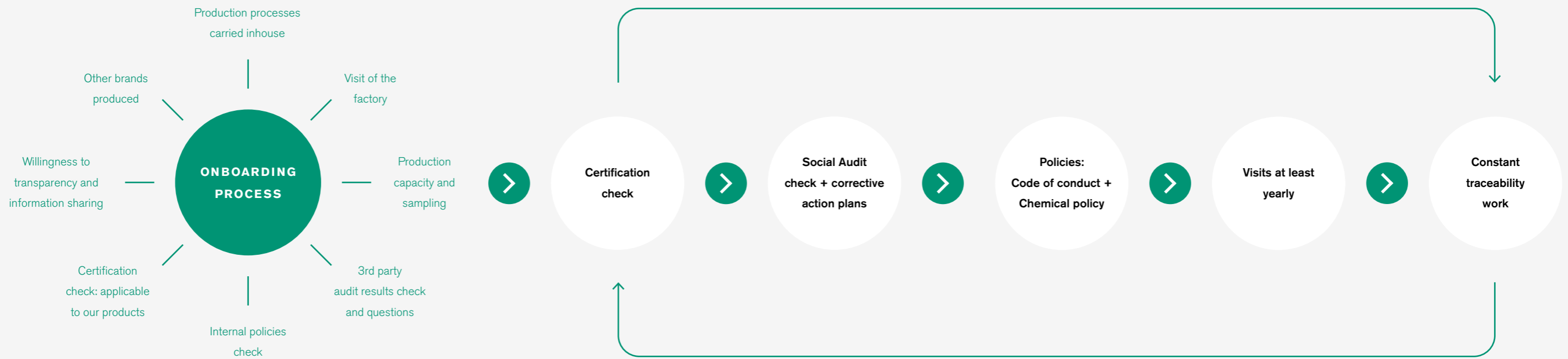
The Open Supply Hub is a non-profit organization that powers an open-data tool, mapping facilities worldwide by linking them to the brands they work for. The main value is that if there are social issues

in a factory, it is easier to inform the related brands and push for change. We share a list of all our suppliers, to the best of our knowledge at least yearly. It's the best comparable database, neutral, collaborative, in short: transparent with a purpose.

We have visited all our direct suppliers in the last 12 months.

Supply chain management

All these challenges show that working with like-minded suppliers is key. The production and CSR teams are working closely to choose the right suppliers when needed, and to maintain due diligence both at production level and factory management level. Potential new suppliers must go through a strict onboarding process, and current suppliers are being re-assessed yearly. Visiting the factories regularly makes the due diligence process much more human and efficient.



The Retraced platform, is our solution to maintain good sustainability data management, and accurate transparency. It can be hard to keep track of all the changes and certifications status. If you click on the green icons on our product pages, you will find more information about our suppliers, their certifications,

the fabrics, and more. That is thanks to our partnership with Retraced, an innovative company that helps us to collect and efficiently store useful data from our supply chain. Using blockchain technology, it guarantees accurate and comparable data, so we can identify information gaps.

We choose to show the traceability for all our products via Retraced on our webshop, even when we don't have all the information we wish. This is a way to push us to do better and hold us accountable.



In numbers: how does it look in practice?

These are the social audits performed by our suppliers and their requirements:



amfori @ BSCI

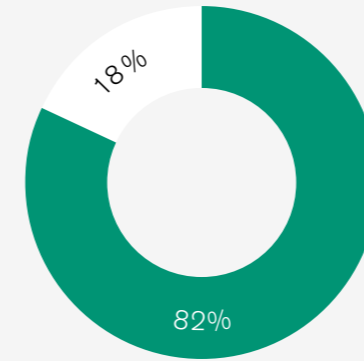


Sedex

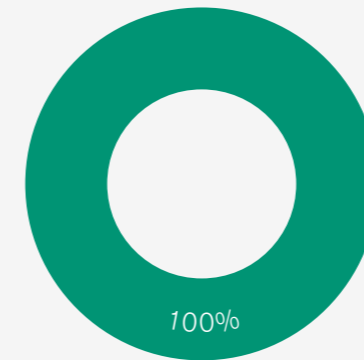
- No Child Labor
- No forced or Compulsory Labor
- Health and Safety
- Freedom of Association and Right to Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours
- Fair Remuneration
- Management System: compliance with laws and regulations

These requirements are in line with our Code of Conduct. They also usually require certified factories to assess their own suppliers, against these requirements, which is important for us since we do not have the possibility to audit all tiers. This is also why working with GOTS, a certification that guarantees compliance with ILO-aligned requirements all along the supply chain is key to minimizing the risks.

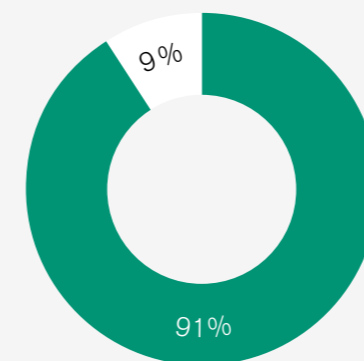
We don't usually have the leverage necessary, in terms of financial weight in the factories we work with, to push for changes, although we always try. That is why choosing suppliers well from the start is key. When we spot non-compliances, we try to understand where it comes from, as it could also be due to our practices, and we try to improve the situation together. Ideally, we would work with organization like the Fair Wear Foundation, to perform more thorough audits down the supply chain and benefit from their help for leverage, but we haven't reached the minimum size they require to start a partnership.



Direct manufacturers with a social audit = 82%



Direct manufacturers visited 2023 = 100%



Production per country 91% India • 9% China



2023 supply chain situation

- 2023, a transition year**

There has been a big shift in our supply chain in the last year. Due to our need to work with factories more adapted to our volumes, we moved a big part of our production to the north of India. In 2022, 80% of our production in volume was divided between 3 factories, with 1 factory supplying 50% of it all. In 2023, the production is more evenly distributed, because we are in a transition year. We want to find a good balance: we don't want to depend too much on just one or two factories, but we also don't want to work with too many small ones.

- Visits in China**

We were finally able to visit our suppliers in China. It was a long overdue, and we were very happy to see that Lime China, our outerwear supplier, had increased their production capacity, and is putting a lot of effort into knowing their impact and building a team of loyal and satisfied workers. They calculate their carbon footprint thus helping us with ours, and they are very knowledgeable about less impactful fabrics and production methods.

We also visited EK Fashion, our swimwear trader working with two factories for production, which we were visiting for the first time. EK Fashion is a highly innovative company, always looking and investing in new fabrics. Together we visited the two CMT factories and discussed non-compliances that had been pointed out already in 2022. They have already solved some of them on our request, and we are awaiting the next audit to assess whether any efforts are being made.

- New key supplier**

We started working with The Rajlakshmi Cotton Mills (RCM) in 2023, as our new suppliers for Fairtrade, GOTS, and Regenerative Organic Certified® Cotton. In 2023 they supplied 9% of our production. The 3% Regenerative Organic Certified® Cotton in our production were “blanks” t-shirt that were printed in our Swedish warehouse and printing house, that recently got GOTS certified to handle printing on Regenerative Organic Certified® fabric.



PRODUCTION VOLUME PER SUPPLIER



Living wages

At this point, we don't have a living wage system that goes beyond minimum wage.

We know and follow other brands that have implemented such systems, in collaboration with third-party verifiers such as the Fair Wear foundation. The concept created is that each brand pays part of the gap between minimum wage and living wage, based on the capacity they use in the factory. If every brand does so, the gap can be filled proportionally to their share of production in the factory. The extra premium must be distributed to all workers and that must be verified through audits.

That is a concept that we find relevant, but we haven't reached the size required to work with Fair Wear foundation yet, and we do not have the internal resources to start such a procedure without external help.

The second challenge is one of pricing. As a small brand, we are not reaching the minimum order quantities which means our margins are already reduced for a big part of our production. It is complicated to reduce them further while ensuring that we can stay solvable with our current production partners. Our objective is to be part of a solution in the long run and keep working with suppliers that can fulfill our sustainability requirements, which also has a cost.

We are constantly trying to optimize our collections and to work with suppliers that have lower minimum quantity requirements. We are keeping an eye on the minimum wage VS living wage, to see to what extent we could participate in filling that gap in the different factories we work with.

All the factories' audits showed that minimum wage was paid, with one factory paying its employees 10% above minimum wage, and all Indian factories paying a fixed monthly wage.



Focus on Fairtrade

Fairtrade has been one of our first commitments to make sure we bring positive value to those most at risk in our supply chain. It is the only label that actively works with cotton farmers on the ground, mainly known for ensuring a fair minimum price to protect farmers against volatile market prices. But there's more to it.

When buying Fairtrade, we finance the Fairtrade Premium. This Premium is then used based on democratically made decisions between farmers, something encouraged by Fairtrade, to invest in essential infrastructure for the community and/or agricultural tools.

Challenge

Our share and volume of Fairtrade-certified cotton in 2023 significantly decreased, going against our objectives. The first reason is that our overall production volume in 2023 decreased. We had a lot of stock left, mainly of Fairtrade-certified products, which we included in our main collection, thus reducing the need for new Fairtrade-certified production. Increasing our share of Fairtrade cotton remains one of our objectives, that's why we made sure to work with new suppliers that are Fairtrade certified, even if some fabrics remain hard to source for our quantities.

In November 2022, our CEO and founder Johan Graffner went on a trip to visit some Fairtrade-certified farms with Fairtrade Sweden. They visited training centers for farmers that are aiming to convert their farming methods to thus of organic and Fairtrade-certified standards.

He also visited the research and development project for non-genetically modified (GM) seeds. In India there is a 95% monopoly on the seed market, in favor of GM seeds, which are prohibited by Fairtrade. Instead of simply imposing a requirement on farmers, Fairtrade has been supporting a long-term project to develop non-GM hybrids that are pest-resistant, drought tolerant, and meet the fiber parameters of the industry. These seeds are commercially produced and made available to farmers at a lower price than the market price.

The premium can also serve community projects. Johan visited a school that was entirely financed by the Fairtrade Premium, where 363 pupils are now studying for a (50%) lower fee than the region's average.

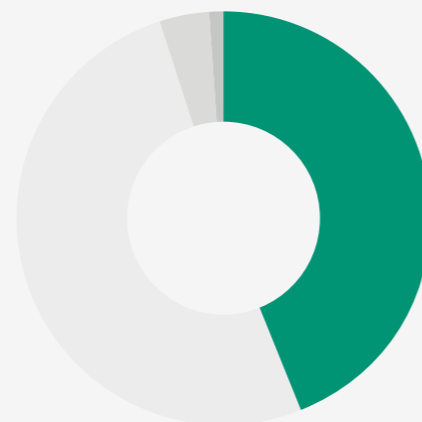
Fairtrade is the most concrete certification that exists to empower farmers' communities in the global south. We are proud to represent such a unique movement since day one and grateful for all the work Fairtrade does.

Fairtrade's objectives are aligned with the following SDGs:



COTTON VOLUME PRODUCTION PER CERTIFICATION

- 44% Fairtrade + GOTS
- 51% GOTS organic cotton
- 4% ROC™ cotton
- 1% Recycled cotton mix



Responsibilities

5

Climate impact.

Mapping our emissions

Calculating a carbon footprint must be done according to standardized rules and principles, set by the Greenhouse Gas Protocol. Only by following a strict methodology can we produce a real Greenhouse Gas (GHG) emissions map. We decided to work with an expert to start this highly regulated project. Together with ClimatePartner AB, we set the framework: calculating our Corporate Carbon Footprints (CCFs), including the footprint of all our garment production. The CCF is the sum of the GHG emissions released by the company within the defined system boundaries over a specified period of time, translated into CO2 equivalent emissions.

Our calculation timing is a little late, we have sent all our data for the year 2022 at the end of 2023. Meaning this report is displaying the results of our corporate carbon footprint for 2022, and not 2023. We are working on closing this timing gap in 2024.

Scope 1 includes all emissions generated directly by Dedicated Sweden AB, for example by company-owned equipment or vehicle fleets.

Scope 2 lists emissions generated by purchased energy, for example electricity and district heating.

Scope 3 includes all other emissions that are not under direct corporate control, such as employee travel or product disposal.



We chose ClimatePartner AB for their 15 years of expertise, 500+ climate experts, and their local team in Stockholm. ClimatePartner AB's mission is in line with global climate targets, they are about methodology and actions before communication. Their solution includes tools and services we can use in the long term, and they are supporting us with the after-mapping: communication, reduction, and compensation. These pages were reviewed by their team to ensure that we do not oversell our carbon footprint project.



Greenhouse gas emissions

- Purchased electricity, steam, heating & cooling for own use



- Use of raw materials
- Purchased goods and services
- Fuel and energy needed for production
- Transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting

- HQ & Stores

- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products

UPSTREAM ACTIVITIES >

REPORTING COMPANY >

DOWNSTREAM ACTIVITIES >



The methodology

The process of calculating our 2022 CCF, and methodology changes

This process required very close collaboration between the Head of CSR, the production team, the accounting department, and our suppliers. ClimatePartner AB provided us with tools and regular check-ins to follow up on our progress and difficulties. For the textile calculations, we were able to mainly work with primary data, which gave us more trustworthy and detailed results. ClimatePartner AB helped us to collect the best information available, and when needed, complemented it with secondary data from highly credible sources¹³.

Calculating a corporate carbon footprint is also a good way to reflect on data collection and supply chain transparency. Knowing our supply chain as well as we do is a major advantage to avoid too many assumptions.

However, some challenges remain:

- Traceability and information on trims and components: we do not always appoint specific trim suppliers to our manufacturers, but by sourcing locally, the trims often lack traceability information. We are gradually remedying this by appointing more specific suppliers.
- Some production factors are missing in the calculation tool: we cannot differentiate printed products from non-printed, and the results of our CCFs are therefore based on averages in the industry.
- Overall, data collection is still a challenge. Collaboration between teams internally, early in the design and production process is crucial if we want to spend more time analyzing our results and taking actions, than collecting information to produce accurate results.



Review previous year CCF and review methodology.

List of data to keep from previous CCF + list of data to collect.

Data collection and analysis: collaboration with suppliers, warehouse, production team, accounting department.

Regular check-in with ClimatePartner AB to verify the data accuracy and format.

Handover data to ClimatePartner AB + meetings to verify the information.

Calculation of our CCFs by ClimatePartner AB + review of the results.



Overall decrease and methodology changes

Our carbon footprint actually decreased between 2021 and 2022, by more than 10%. But that isn't something we celebrated, because it is due to different factors most of which were either out of our control or even against our other objectives. As explained in this report, we are still trying to grow to reach a more viable size, which means our carbon footprint will most likely increase in the next years. The main objective of the 2022 calculation was to fix some of the methodology gaps and assumptions we had made for 2021, in order to get a more accurate picture for 2022. Here are some of the changes we have made:

Logistics tier 4 to 1 change of methodology

For our first CCF, the transportation of the materials between the production stages was assumed in a very conservative way. It's very common in our industry to import parts of the product from different countries, which is what was assumed for us, despite our production being handled in India or China from raw material to finished product, except for some trims being imported. This resulted in a 93.5% decrease in emissions linked to Tier 4-1 logistics.

TENCEL™ Lyocell raw material emissions

our CCF 2021 results showed very low emissions for the raw material phase of TENCEL™ Lyocell fibers. It was actually a mistake in the methodology and not representative of the reality. The TENCEL™ Lyocell garments do not have the lowest carbon footprint at fiber level as we stated in our previous CSR report 2022.

Dyeing emissions became more accurate

Climate Partner is in the process of adding more granular emissions factors for the dyeing process. Whereas before an average emissions factor was used for all garments, we have now specified which garments were yarn dyed. Average figures are still used for other dyeing processes, but they are more accurate for 2022, which results in higher emissions. For our CCF 2023, we will be able to select even more accurate dyeing and finishing processes.

More accurate data for outbound emissions

We used a different database for the outbound emissions which resulted in more accurate data, and a decrease in our emissions linked to transportation to our customers.

Additionally, we saw a **decrease in production volume**: this wasn't planned but due to overstock from the pandemic years, we have been reusing fabrics and garments, repeating styles over several seasons without having to produce new ones. That naturally resulted in less emissions linked to our purchased goods, which is the biggest share of our corporate emissions.



Measures we implemented

After analyzing our 2021 carbon footprint results, we looked into the “low-hanging fruits” of reduction measures. With the help of Climate Partner, we identified measures that we could act on straight away, even if some cannot be accounted for with the current calculation methodology.

Purchase of Energy Attribute Certificates (EACs)

EACs certify that a company bought energy from renewable sources. We have acquired EACs to cover the electricity used for our production, in our Tier 1 manufacturing sites in India and in China. Purchasing EACs is like financing a small part of the renewable energy share in the country's overall energy mix. We did this to encourage our suppliers to buy these certificates for bigger parts of their production. Since investing in a renewable energy infrastructure is very costly, it can be a first step to actively reduce the share of fossil fuel used in the national electricity mix, and therefore, reduce their share of fossil-fuel-based energy. The more companies invest in such certificates, the higher the demand for renewable energy is, and this can accelerate the transition towards renewable energy sources in the country. These EACs do not show a reduction of our emissions linked to manufacturing because we have bought them on behalf of our suppliers. Nevertheless, their positive impact remains the same.

Packaging solutions

Emissions linked to packaging production represent 2.1% of the Manufacturing of products' carbon emissions. It is not a hot spot per se, but it is something we can make quick changes to. We are investigating the possibility of reducing our polybags' size in half for certain products. That would reduce their weight and therefore the waste created and the related emissions. We have also tested cardboard boxes made of recycled paper for shipping, and have started using them for smaller shipments to customers. We have switched from hard cardboard boxes to paper bags for small orders from our webshop too.



Other topics that we discussed that will not directly reflect in our carbon footprint calculation because they are hard to measure, are customer information topics. The use phase of the garment isn't being calculated in a corporate carbon footprint, but we know from industry reports that it can account for a big part of a product's carbon footprint over its entire life cycle. We have recently added care instructions to our website and we would like to make this information even more available for example at check-out or through post-purchase follow-up. Informing our customers about returns, having better size guides, or explicitly showing the shipping alternatives with the lowest carbon emissions first when choosing a shipping option, are other possibilities we are testing.



Result analysis

The analysis of our carbon footprint is mainly centered on the Production of Materials section since this category represents more than 84% of our overall carbon footprint.

The inbound logistics emissions are linked to the transportation of goods from factories to our warehouses. The default transportation mode is by sea, but we still had to fly some goods in 2022, due to various reasons, read more under Logistics. Better production planning and prioritization from factories can help reduce our need to fly goods, and therefore our carbon footprint.

The product disposal emissions are not based on the actual durability of our clothes or on the way our customers dispose of their clothes, but based on average figures and the materials our clothes are made out of.

In seeing the distribution of our emissions, we understand that the focus needs to be made on the Production of materials and consumables, meaning our garments. When looking closer at the emissions linked to the production of our clothes, we see that the yarn production, the dyeing process, and the fabric production are the highest emitting production stages. These emissions are mainly linked to the electricity used and its source. In countries like India and China, a big part of the electricity is still produced from fossil fuel energies, hence the importance of investing in EACs, or working with factories that are powered by renewable energies.

In 2021 when the lyocell fibers' carbon footprint wasn't accounted for, the share of emissions linked to the fiber level was around 4% of all manufacturing stages, which is much lower than the industry average. Now that all fibers are accounted for, that share went up to 6%, which confirms that using only lower-impact fibers compared to the industry norm is making a huge difference.

We also chose to look more precisely at the carbon footprint per type of garment. The carbon footprint of a garment depends obviously on its size, and on its complexity. A heavy puffer jacket with more trims will have a higher carbon footprint than a 100% cotton t-shirt.

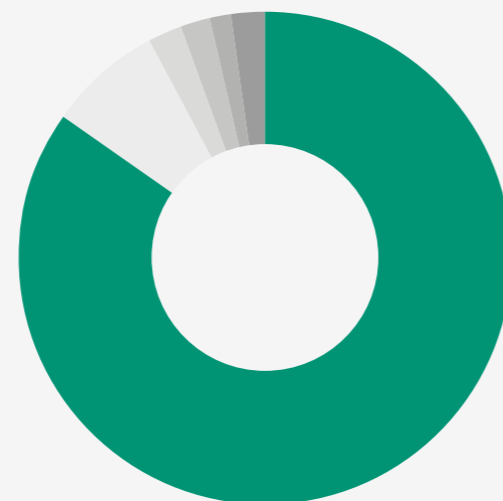
Therefore, for our result analysis, we chose to look at the carbon footprint per kilo of garment, for a fair comparison. When looking at the carbon footprints from cradle to gate, the products with the highest carbon footprint were our Cotton/Polyester Parka Jackets, or our Padded Corduroy Jackets. Both have in common a mix of fibers, but also both are complex, heavy garments. When looking at the highest carbon footprints per kilo of garments, it's our swimwear and some cotton dresses that have the highest emissions. These later are also garments we sell more, so this is where we need to focus.

The results analysis also showed challenges that make reduction measures hard to implement in our supply chain.

LARGEST EMISSIONS SOURCES

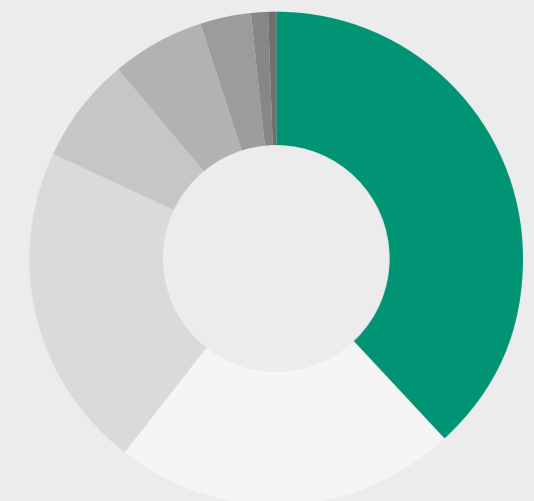
– SCOPE 3

- **84,8% Production materials and consumables**
- **7,5% Inbound logistics**
- **2,1% Product disposal**
- **1,9% Packaging materials**
- **1,4% Business trips - flights**
- **2,2% Remaining emissions**
(of which outbound logistics is 0,9%)



CARBON EMISSIONS PER MANUFACTURING STAGE*

- **38,3% Yarn Production**
- **22,5% Dyeing process**
- **21,4% Fabric production**
- **6,9% Finishing**
- **6% Fibers**
- **3,5% Manufacturing**
- **1,1% Logistics tier 4-1**
- **0,3% Components**



*kg CO₂ eq., raw material to finished product



Challenge: supply chain measures

As explained, our sourcing strategy is heavily dependent on our collaboration with the final manufacturing supplier, and the emissions linked to this stage are quite low in our carbon footprint analysis from cradle-to-gate (3.5%). In order to tackle yarn, fabric, and wet processing-related emissions, we need better control and collaboration with the factories handling these stages. For example, we have visited continuous dyeing plants in the south of India, and this innovative process saves a lot of water and energy. However, since it's a continuous process, it can only work with very long fabric rolls, which we do not purchase given our small quantities. Our sourcing strategy is limiting, and so are our quantities.

Whatever measures we think of, the factories where our garments are produced and their resources and willingness to collaborate are key. Choosing the right suppliers, once again, is of utmost importance for a small company like ours. When looking only at carbon emissions, a quick choice would be to only work with factories that are powered by renewable energies. However, these factories are not always adapted to our production, and they are not necessarily willing to comply with other requirements such as sourcing certified fabrics.

There are multiple factors to consider, but what is sure is that close collaboration is key. We are working on a better traceability system to get closer to the lower-tier factories. Only this way will we be able to at least collect better data and choose what meaningful measures we can consider.



Headquarters and stores

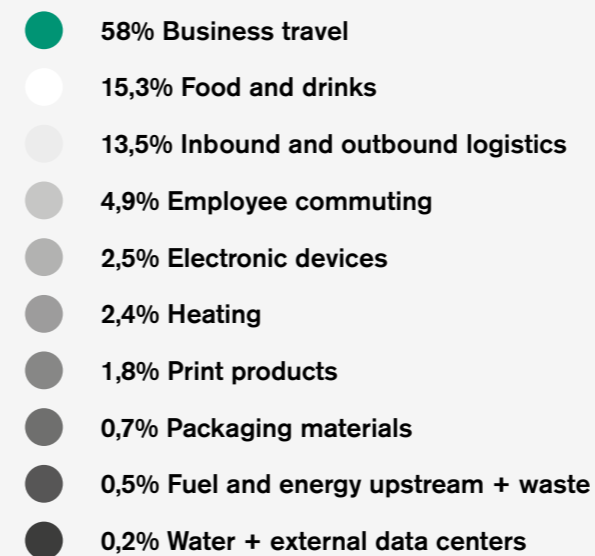
In 2022, the Headquarters emissions represented 3% of our overall carbon footprint, which is 2% more than in 2021. That is partly because we moved to a bigger office, and we have more employees. We have re-insulated some of the windows and changed some of the lighting to LED Lights, but there's still work to be done to optimize energy and heat use. As usual, we chose to buy only electricity from renewable sources for this new office, which is why we have 0 electricity-purchased-related emissions. The main increase is linked to our business travel emissions which were multiplied by 5 from 2021, when our trips were still limited due to travel restrictions. In 2022 we took the opportunity to go back to India twice a year. These trips are important for collaboration with our suppliers, but we now try to limit the trips to only the necessary employees.

Employee commuting and food and drinks emissions increased as well due to a decrease in home office. We have started gathering more often at the office, which is worth a few organic beers and vegetarian snacks-related emissions. We have a strict Food and beverage sourcing policy, where we only buy vegetarian food, and when possible organic and fairtrade certified products.

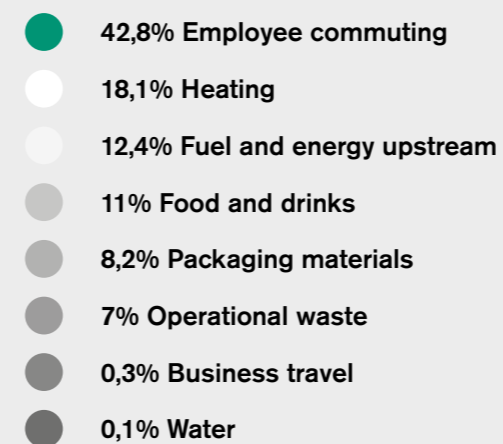
For our CCF 2022, we decided to group all the stores into one location, since they represent such a small percentage, 0.2%, of our overall carbon footprint. The main difference in our stores' carbon footprint is that the emissions went down compared to 2021 because we closed a shop. The biggest category otherwise is employee commuting, which says a lot since all our stores' employees are either taking public transport, biking or walking.

HQ and stores emissions represent a small part of our overall emissions, so they are not our main focus. However, every reduction is important, so they are also part of our reduction strategy, especially since we have more control over the factors influencing the results in our own operations. These measures are also more relatable and engaging for employees.

EMISSIONS FROM HQ



EMISSIONS FROM STORES



The next steps

- **Look into supply chain reduction measures**

We are actively working on sourcing better raw materials for both fabrics and trims and accessories, which is what we can influence the most. However, since we do not control the production sites, this will require close collaboration with our suppliers. From different dyeing processes, to discuss Electricity Attributes certificates procurements, we will need to evaluate the feasibility of all measures, in terms of accessibility and financial resources.

- **Set intensity targets**

Our carbon footprint decreased between 2021 and 2022, but that wasn't planned. If we had set an absolute reduction target, 2022 would have gotten us closer to this target, but without actual actions on our side. Instead of absolute targets, we want to focus on setting intensity reduction targets. For example, that could be, reduce the emissions linked to the production of 1kg of Cotton T-shirts, by 10% in 10 years. This way our product carbon footprint can go down, and increased emissions linked to increased production volume would be partially limited.

- **Allocate a budget for compensation**

Reduction measures require fundamental changes and will show results in the future. It is important for us to know that we already contribute to reducing the amount of CO₂ in the atmosphere through credible climate projects. Based on our financial capacity, we are looking into the % of turnover that we can allocate to compensations and what % of our carbon footprint we can buy carbon credits for. Based on this budget we will have to choose what projects to invest in, among the certified projects that are available to us with Climate Partner.



Packaging

Polybags, shipping bi-products, labels, gift boxes, transportation boxes... all these are types of packaging. Garments are quite easy to pack compared to other products, but packaging in our industry can become a branding tool. We try to keep it efficient, choosing our packaging so it fulfills its primary functions: protect the product during transportation and storage, facilitate display in our stores, and provide information about the product. Our different types of packaging are:

- On-product: hangtags, care labels, polybags and other labels
- Product specific: socks hangers and boxes, underwear boxes, gift boxes
- E-com packaging: cardboard boxes and plastic bags
- Transportation packaging: cardboard boxes
- In-store packaging: hangers, shopping bags

For each of these, we are constantly looking for the most efficient solution that limits the resources needed in production and creates the least amount of waste.

We work with Rudholm & Haak, a Swedish company that owns packaging factories in India and Hong Kong. They make GRS-certified polybags made of 100% recycled plastic. These are enhanced with the BDP® patented technology¹⁴ which accelerates the biodegradation of the plastic in an environment limited in oxygen. This product will biodegrade in a few years as opposed to regular plastic, which can take a hundred to thousands of years. We also choose to keep this packaging on the product from the factory to the final customers, to ensure that the product stays protected, and because we do not believe in repackaging our products for the sake of hiding these polybags from the customer.

For the hangtags, boxes, and socks headers, we work with recycled cardboard. For woven labels, such as care labels, neck labels, or branding labels, we use only recycled polyester fabric. When possible, we try to print information directly on the main fabric.

We are trying different types of packaging to ship our web orders. We have always prioritized cardboard which is easily recycled in most countries, and this cardboard can be either FSC-certified or made of recycled content. For bigger orders, we use climate-neutral plastic bags.

This is far from perfect. Ideally, we would like to further reduce synthetic materials for our packaging. We have been trying labels made of cotton and lyocell mixes and we are looking for more certified cardboard boxes for our webshop orders. Since our production is still increasing it is crucial that we keep looking for better solutions, such as lighter-weight packaging, and recyclable materials. From on-product labels to transportation packaging, this is an ongoing battle.

ON-PRODUCT & E-COM PACKAGING PER CERTIFICATION, IN VOLUME 2023

- 57% Made from recycled content
- 19% No certification
- 11% FSC certified + climate neutral
- 13% FSC certified & recycled



Rudholm & Haak

Working with one company ensures that all our suppliers use the same required packaging, with the same benefits. Rudholm & Haak is an innovative company with their own factories, maintaining a due diligence system to control working conditions and material origins. This way we can more safely claim the benefits of our packaging.

Packaging policy

We have a policy with a restricted list of packaging that we will never use. Everyone in charge of sourcing new packaging or labels in the company must follow these requirements.

The policy also set rules on how to pack in our warehouse and encourages all employees to reuse or at least recycle all packaging.



Logistics

Inbound shipments 2022 – from factories to warehouses

We make two collections per year. For the manufacturing of our cotton and polyester garments, all steps from raw material to finished products are carried out in one country each (India for cotton and China for polyester). The bulk production, meaning the shipment of our fully finished collections, is then shipped to our warehouses in Sweden and Germany.

We prioritize boat shipments for our bulk productions. To favor the sea option, our design and production teams follow a strict yearly calendar, which matches our suppliers' production lead times and the boat transportation time. Our suppliers always get a special mention on their orders: *"Freight Forwarder: Due to our environmental policy, our default mode of transportation of bulk orders is always by sea. Please make sure to always use our nominated forwarding company."* However, in 2022, we still had to fly 19% of our goods in volume. It is a slight improvement compared to the 20% in 2021, but nothing to be proud of. The calculation of our carbon footprint highlights the need to reduce the air transportation as much as possible, given its disproportional share in our emissions.

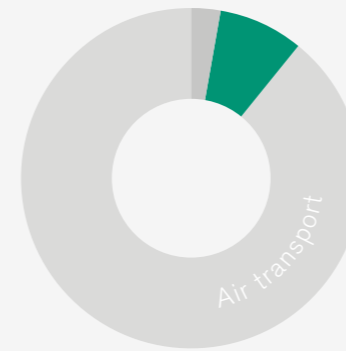
We use air transportation only in case of a delay that could cause cancellations from our clients. We thought 2022 production would be more seamless, and we can already say that 2023 wasn't much better with logistics routes disturbed by world conflicts. But we made the choice in 2023 to group our two warehouses into one in Sweden, which will save logistic costs and emissions.

Outbound shipments 2022 – from warehouses to customers

From our warehouse, we ship all orders, BtoC (online and in our own shops) and BtoB (retailers). We work with external partners, and therefore have limited control on the transportation mode. We started working with a centralized third-party logistics company in 2023, that can provide more data, and help us improve our strategy in the future.

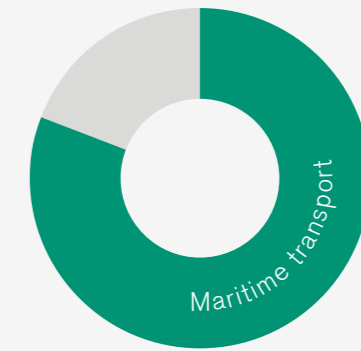
Even if the outbound shipments represent less than 1% of our whole carbon footprint in 2021, this emission source will have a higher impact as we are selling more on our web shop every year.

In the meantime, we are still trying to widen our delivery options with better alternatives. In 2022 we started working with partners such as Budbee that offer climate-neutral deliveries to pick-up points which avoids multiple individual deliveries.



EMISSIONS PER TYPE OF TRANSPORT (INBOUND 2022)

- 8% Ship
- 89% Air
- 3% Road*

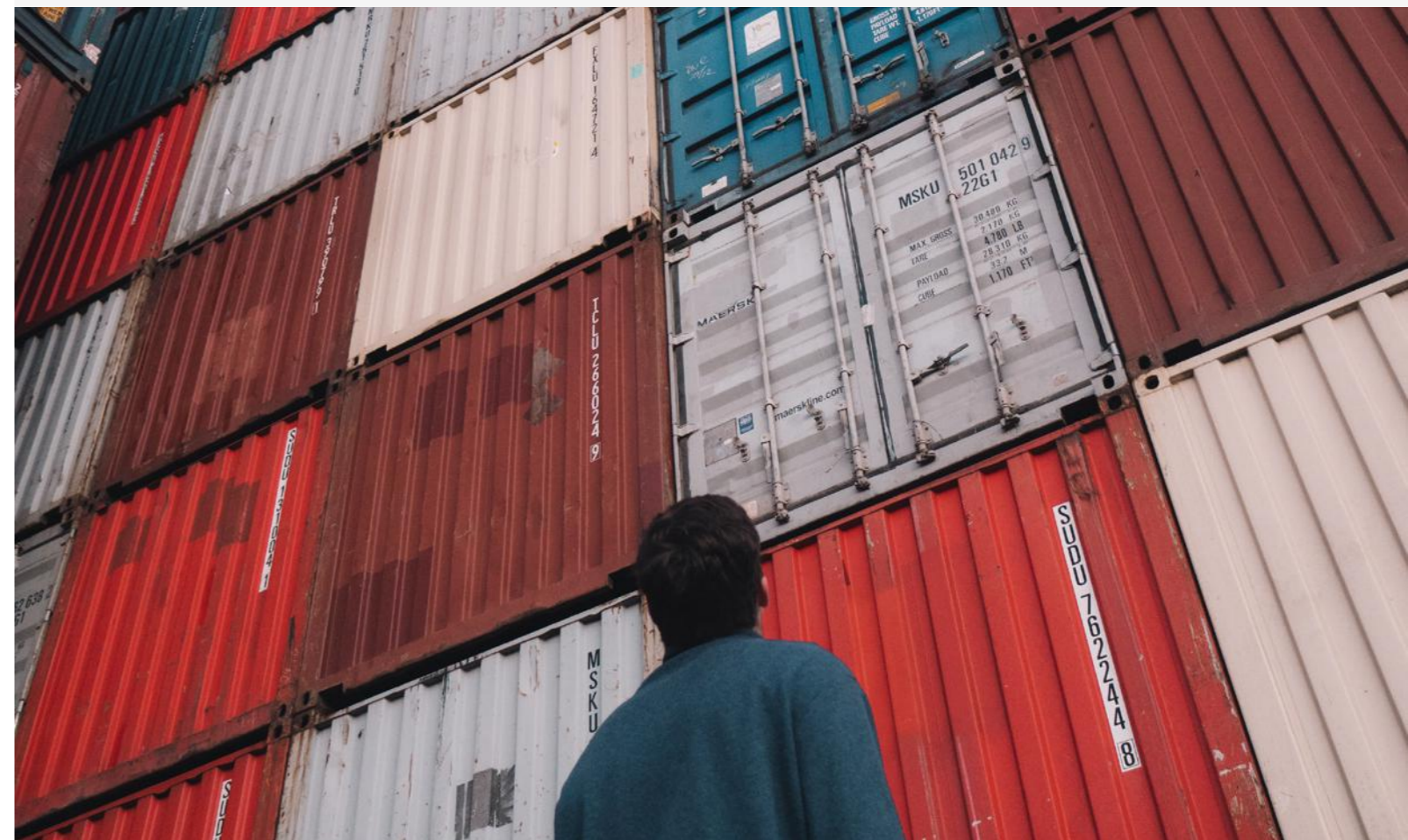


TRANSPORTATION MODES (INBOUND 2022)

- 81% Ship
- 19% Air
- 0% Road*

Note: this is for the upstream transportation from our suppliers to our warehouse, in weight in 2022.

*In the Transportation modes figure, the weight transported by road is included in the Sea transportation as it is complementary.

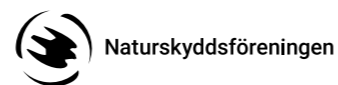


Partnerships

Partnerships have been at the core of Dedicated's identity from the start. The idea with our partnerships is to expand the positive impact we can have on communities that surround our company, whether it is here in Sweden or in India where we produce the vast majority of our garments.



NON-VIOLENCE



Plant Friday – One Tree Planted

Starting with our yearly Plant Friday campaign. In 2023, we financed 2255 trees via our 6th Plant Friday campaign with the non-profit One Tree Planted. Their mission is to reforest areas in different parts of the world after fires and floods but also to create jobs and protect habitats for wildlife. The project we support is in India, naturally, since it's where we produce 85% of our volumes. One Tree Planted works with local communities to plant fruit trees, that have various benefits. They provide extra food security, improve local economies, can help clean the air from pollution, and sequester carbon as they grow. India has lost a huge part of its rainforest over the years, because of mining, agriculture, and industrialization. Reforestation is also essential to maintain the diverse wildlife India hosts.

During Plant Friday, every order = one tree financed. We have also implemented a donation option to One Tree Planted, at checkout on our web shop. If you want to read more and support One Tree Planted, visit their website: onetreepanted.org

The Non-Violence Project

We have designed a capsule collection Dedicated x Non-Violence, with 6 designs shining a light on the incredible work of the global NGO The Non-Violence project.

Sweden is currently grappling with a significant challenge concerning violence and gang criminality. The increasing violence and gang-related activities have raised concerns about public safety, community well-being, and the overall social fabric. The Non-Violence Project (NVP) is a non-political, non-religious organization, actively working for a non-violent society. NVP's mission is to inspire, motivate, and engage young people to understand how to solve conflicts peacefully. This is accomplished through education, focusing on prevention and intervention. To date, NVP has trained and educated more than 9 million teachers, students, sports coaches, athletes, and volunteers in more than 30 countries on all five continents.

Our collaboration with The Non-Violence Project stands as a testament to our commitment to this pressing cause. You can read inspiring interviews of what we call Everyday Heroes, on our website, following the knotted guns designs. If you want to read and support Non-Violence, visit their website: nonviolence.com



Naturskyddsföreningen – Swedish Society for Nature Conservation

Dedicated has launched two t-shirts in collaboration with the Swedish Society for Nature Conservation, featuring motifs that celebrate two of Sweden's endangered species: the white-backed woodpecker and the lynx. By buying a t-shirt, you contribute 200 SEK to the Swedish Society for Nature Conservation's important work to preserve these species and their habitats.

The white-backed woodpecker is one of Europe's most threatened birds and only remains in a few areas in Sweden. It depends on old deciduous forests with a lot of dead wood, which has decreased significantly due to modern forestry.

The lynx is Sweden's only wild cat and a protected species. It is mainly threatened by illegal hunting and fragmentation of its habitat. The lynx is classified as vulnerable by the Swedish Species Information Centre, which means that it has a high risk of disappearing from the wild in the near future.



Creative Collaborations

Dedicated was created in 2006, a time when sustainability and creativity didn't rhyme in fashion. We wanted to promote organic and fairtrade cotton but with flavor. Aside from our talented in-house team of designers, we are always on the lookout for illustrators, and photographers, that prone a lifestyle matching our vision.

Over the last few collections, we have teamed up with several inspiring artists:

- Anders Andersson, a Swedish nature photographer who mastered the art of capturing the Swedish flora and fauna into vibrant pictures.
- Liv Lee, a Sydney-based illustrator who creates fun and bold drawings inspired by her childhood backyard. Eye-catching patterns of flowers, with a vintage feel to them, in touch with Dedicated identity.
- Stina Persson, a Stockholm-based fashion illustrator who uses watercolors to paint nature in a way you haven't seen before.
- Hans Arnold was a Swiss artist who lived in Sweden most of his life. His recognizable dark style characterized by surrealism and heaps of dark humor was a perfect addition to our AW23 collection.

With these creative collaborations, we are supporting various artists that shine a light on the beauty of our planet, while bringing extra flavor to our collections. A perfect win-win to us.



Communication

Communication in the fashion industry has recently become a topic of interest. Our industry has failed to regulate itself for years. There are more than 230 active ecolabels in the EU¹⁵, a lot of them created by brands trying to vouch for the minimal sustainability aspects of their products, without a significant verification system. The fashion industry is a champion of greenwashing.

Thanks to the work of many non-profits, journalists, and NGOs, the trick of greenwashing, which tries to distract from real environmental and social problems, was brought to light. To the point that the European Parliament is targeting our industry specifically, with a new set of laws as part of the European Green Deal. One of these legislation tackles greenwashing, to empower customers. Dedicated is welcoming these groundbreaking texts with high hopes.

Communicating is usually seen as a paradox for a company that promotes reasonable consumption and production. That is a daily challenge for our teams. However, part of our mission is to highlight the negative impacts of fast fashion business models and to show a possible alternative. We want customers to know that when they buy our clothes, they are supporting fair trade, organic and regenerative farming, responsible forest management, and the use of recycled materials. In other words: there is no point in trying to make clothes if these clothes cannot reach the customers. And for that, we need to communicate about what we do.

In light of the upcoming law, we also have come to rethink our way of communicating, and set new directives for our communication around sustainability-related topics:

- Be more specific.
- Avoid using misleading words without defining them.
- Not oversimplify at the expense of accuracy.
- Reinforce our claim verification process.

It is a work in progress, and in 2024 we are changing our content creation processes, to ensure that we always follow these principles, across all channels.

Ultimately, our communication is grounded in the efforts we dedicate to each other topic presented in this report. As we strive to achieve our sustainability goals and try to make a positive difference, it naturally becomes easier to communicate.

Strategy and tools

Communication Principles

Transparent and honest.
Light and bright tonality.
Unambiguous.

Internal Processes

CSR & Communication teams' close collaboration.
Constant revision of our wording and accuracy.
Internal mobilization around the mission.

Support the brand viability

- Webshop
- Social media
- Shops
- Advertisement

Educate costumers

- Articles
- CSR reports
- Social media
- Traceability widget by Retraced

Show an alternative to business as usual

- Creative collaborations
- Participation in external seminars
- Collaboration with non-profits

Internally promote the mission

- Internal trainings
- New employee trainings
- Agent trainings



Internal efforts

We know that our actions have more impact if they take place in the production process. But sustainability is at the core of our business, so we must do as we preach, even at the scale of our own operations: our office and stores, and as a brand. Whether it is to involve all employees and partners in our strategy, to help the industry collect data about production and projects, or to improve our environmental impact, our actions are not limited to the supply chain.

We bring structure to our efforts with several policies used internally to help conscious decision-making

- Environmental Management System
- Social Policy
- Employee Handbook
- Packaging Policy
- Logistics policy

We voluntarily report data about our production and practices to external companies working to improve the industry and increase transparency

- Textile Exchange CFMB
- Open Supply Hub
- Sustainable Brand Platform
- Clear Fashion (France)

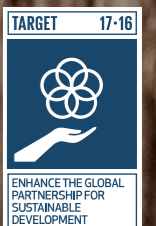


As part of our infrastructures and employees management, we have adopted specific measures

- Stores and office powered by renewable energy only.
- Employees and commercial agents' training about our sustainability strategy and actions.
- All new employees receive a sustainability training.
- New office in 2022: changes in the infrastructure to improve energy use.
- Office supply policy: only buy vegetarian food and organic and fairtrade certified when possible.
- CEO and Head of CSR participate in conferences or student research anytime they can.

We work with external brand assessments to identify risks and areas of improvement in our strategy. These go beyond the supply chain management; they help us with standardized methodologies and resources to implement best practices

- B Impact Assessment (B Corp)
- Various retailers' brand assessments



Future goals

6



Our objectives

We want to use our sustainability report to publicly keep track of our objectives. Here you can read what we aiming for in the midterm. Year after year we will report on our progress, whether good or bad with explanations, and present our next goals. This is our way to stay on track and to be held accountable for our promises.

Objective	Timeline	Comment
50% of total fiber production Fairtrade and/or ROC™	2030	We weren't expecting such a decrease in our share of Fairtrade cotton in 2023, which prompted us to reassess our objectives. In 2023, only 36% of our total production was Fairtrade or ROC™ Certified. Dedicated remains a pioneer in certified cotton fabrics, and we are committed to maintaining a minimum level of excellence in our cotton sourcing.
10% of all our fiber production is made from recycled content	2025 – Reached in 2023	That's an objective we already achieved in 2023. Compared to our cotton production, the share of recycled fibers increased more rapidly than anticipated. We know certain categories will decrease by 2025, hence we are maintaining a minimum of 10% for our share of fiber production derived from recycled content.
Diversify our fibers: reach 5% of our fiber production made of new preferred materials	2025	Diversifying our fibers is a goal to promote new alternatives in the industry and for the consumers. New materials for us would be fibers different from recycled polyester, organic/Fairtrade cotton, or Lyocell. The introduction of Hemp and Linen in 2023 is getting us closer to this goal.
Increase risk monitoring in our supply chain by performing due diligence in 95% of our Tier 2 and 50% of our Tier 3	2026	Mainly through social audit checks, and corrective action plans, with the help of our Tier 1 suppliers. We will prioritize the supply chains where we produce most of our garments. Lower tiers (fabric and yarn suppliers) can change regularly based on availability; therefore we cannot promise 100% control at all time.
Becoming a B Corp certified	2024 - 2025	We had the objective of submitting for certification in 2023. It became clear that we still had some work to do, particularly in formalizing our efforts. While we have made progress, it is unlikely that we will submit for certification in 2024, but rather in 2025. Becoming B Corp certified is more about the journey than the certification itself, so we are committed to taking the necessary time to implement the required long-term changes.
Calculate our carbon footprint earlier in the year	2024 - 2025	Our initial plan was to publish a carbon footprint report. However, we have opted to prioritize internal work and communication over external communication. The primary aim is to achieve results sooner and allocate more time to implementing reduction strategies rather than focusing on the calculation process.

Thank you for reading. If you have questions, comments, or if you want to discuss the content of this report, you can contact Margaux Schleder, Head of CSR: margaux.s@dedicatedbrand.com

Sources

DEDICATED.

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