

HAVEP



IMPACT REPORT

2025 ↗

YOU'LL NEVER WORK ALONE



HIGHLIGHTS WHAT WE ARE PROUD OF

Certified



Corporation

Score

91.9

Not just a promise.
Proof.

Carbon intensity shows how much CO₂e is emitted for every euro of revenue generated. It decreased in 2025.

Our carbon intensity dropped by 4%

meaning we now emit 4% less CO₂ for every euro of revenue we generate.



264 workers and **96** managers & supervisors

Participated in training programmes on labour rights, social dialogue, and working conditions across own and partner garment factories.

fourth consecutive year.



Score **77%**

h. atelier

launched.

Our social workshop within HAVEP accompanied 11 participants in 2025

Green Gear Alliance

28,258 kg

collected. More than ever before – together with industry peers who are normally competitors.

TEXTILE-TO-TEXTILE RECYCLING



From pilot to prototype. First working garments made from recycled polyester, modacryl and aramid, coming from post-consumer textile.

NPS +15 up from +10

Customers value our expertise, service and sustainability ambition most.



2025 was the year we became a proud B Corporation.

It is a recognition of our tangible results, but also a compass pointing where to go.

What makes me most proud is not any one of these results in isolation. It is what they show together: that sustainability at HAVEP is not a separate agenda. It lives in every department, every decision, every partnership. From colleagues in Macedonia sharing expertise with Tunisian ateliers, to the women at Atelier h. sitting behind a sewing machine for the first time. From cotton farmers in India with whom we are building fairer supply chains, to customers asking us to help shape their own sustainability strategies.

But we would not be honest if we only told the good news. Almost half of the fibers we use are still conventional. Living wages remain out of reach for too many workers in our supply chain, despite real efforts to close the gap. The biodiversity and climate crisis is accelerating faster than any single company can respond to. Scope 3 emissions are falling, but remain vast. Textile-to-textile recycling works, but needs to reach scale. We are proud of what we have achieved – and clear-eyed about how much further there is to go.

That is precisely why this work continues to drive us.

You'll never work alone.

Carl

Carl Schulze
CEO of HAVEP



A MESSAGE FROM OUR CEO

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01 WE ARE HAVEP

For 160 years, the royal family-owned company HAVEP has combined deep knowledge of workwear with down-to-earth craftsmanship. Our drive to improve never stops - because the world keeps changing, and HAVEP changes with it. We create products that go beyond safety and comfort to leave a positive mark on people and the planet. We listen, think alongside you, and look for solutions that work - today and tomorrow.

We build that future on three levels:

- **Planet:** we work towards a circular value chain by eliminating waste and pollution, extending the lifespan of our products, and minimizing our environmental impact from fiber to end-of-life.
- **People:** we invest in our own people, go beyond compliance in our garment factories, and work with partners from fiber to fabric to create safer, more inclusive, and economically resilient supply chains.
- **Progress:** we make environmental and social impact measurable and transparent, using data to understand impact, improve where it matters most, and move forward together with our partners.

We offer qualitative and comfortable garments that protect you in your work situation, and we don't stop there. Our proactive teams and flexible service are always ready for you and your colleagues. Because whether it is about protection on the job or fair chances in the supply chain: you'll never work alone.

This report covers the impact performance of HAVEP in 2025.

Our history: 160 years of looking ahead

HAVEP was founded in 1865 in Goirle, Brabant, as a family-run textile mill. What began with just a few looms has evolved into a leading producer of workwear and protective clothing. Each generation has built on the legacy of the last, while embracing new ideas and innovation. In 2022, we moved into a new, sustainable headquarters in Goirle - a building that reflects our ambition and creates space for cooperation, inspiration, and growth.

In the early years, we wove linen and sturdy fabrics for farmers and laborers. As the need for practical workwear grew in the 20th century, HAVEP evolved from fabric maker to specialist garment producer for many sectors. Through all these changes, we have stayed true to our roots: a family company with a social heart, unafraid to look forward.

From a local weaving mill to a circular frontrunner, our story is one of hard work, innovation, and building a better future together. That mix of tradition and renewal makes HAVEP what it is today - and with 160 years of experience, we face the future with confidence, knowing it can only be shaped together.





Our business model

For more than a century, HAVEP was a fully integrated garment manufacturer; combining spinning, weaving, finishing and assembly under one roof. Over the years, fabric production and garment assembly were gradually relocated abroad. However, the expertise we developed in integrated production still exists and has enabled us to build strong partnerships with our suppliers and manufacturers, based on knowledge, support and mutual understanding.

Garment factories

Our primary production countries are North Macedonia and Tunisia, which together account for 90% of our total production. We have been active in both countries for several decades, where production is carried out on a Cut-Make-Trim (CMT) basis.

In North Macedonia, we operate our own factory, established in 2013, where we produce more complex styles. The factory serves as a best-practice example, with a highly experienced team that enables knowledge sharing across our supply chain, and accounts for 24.13% of our total production. In addition, we have worked with a partner factory in North Macedonia, names Stenjeteks, but we have recently ended our collaboration. We did this through a responsible exit strategy and fair settlement where we minimised social impact while honouring many years of strong partnership.

In Tunisia, we work with partner facilities and operate a HAVEP office in Akouda, where our local team oversees quality and production processes. This team is also responsible for developing digital drafts, cutting patterns,

and prototypes. Dedicated Quality Control (QC) officers collaborate closely with suppliers on a daily basis, providing production support, training, quality checks, and progress updates.

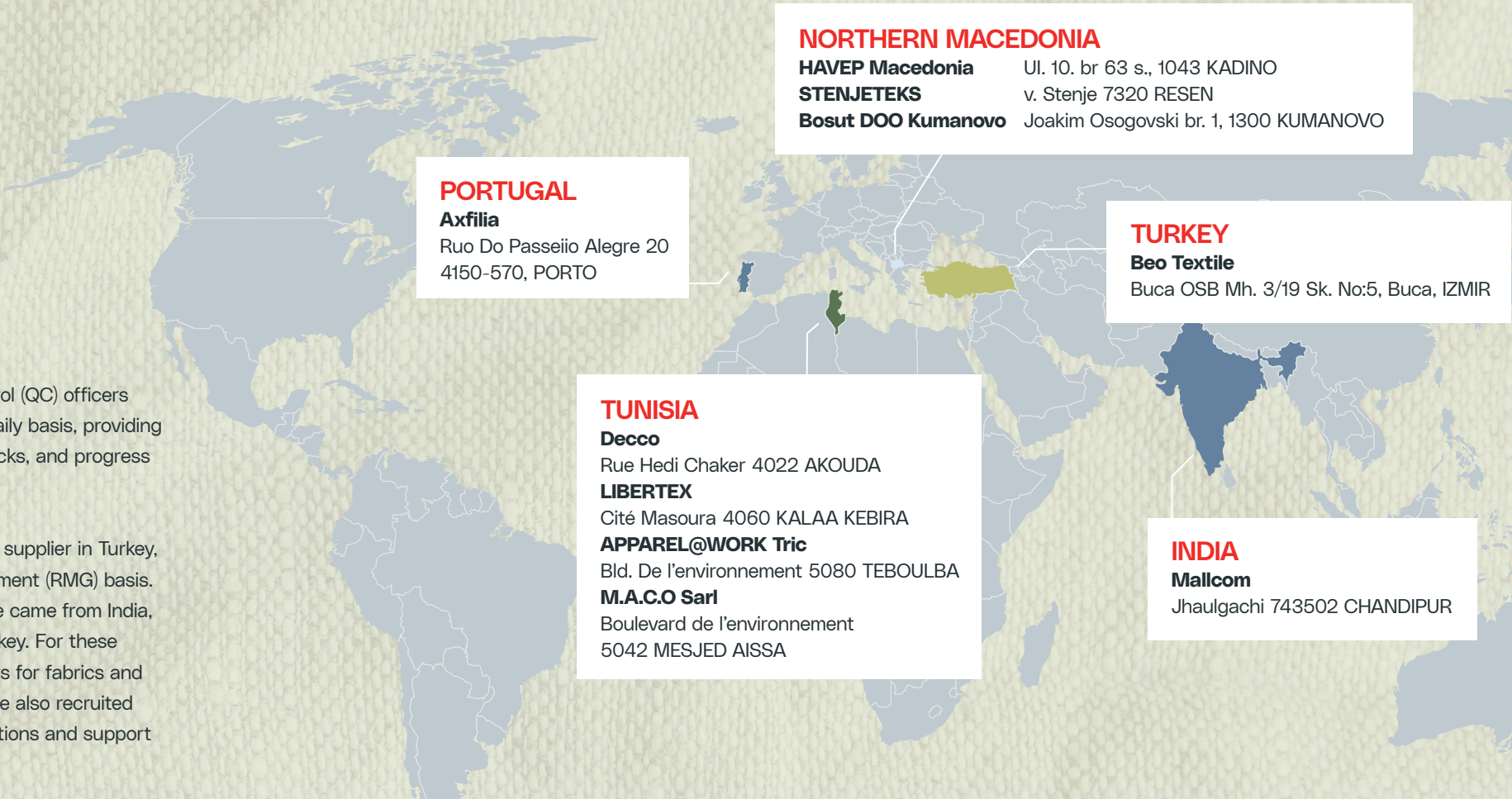
Since 2022, we have also worked with a supplier in Turkey, Portugal and India on a ready-made-garment (RMG) basis. In 2025, 8,42% of our production volume came from India, 1,20% from Portugal and 0.75% from Turkey. For these partnerships, we use nominated suppliers for fabrics and maintain regular communication. We have also recruited two colleagues in India to oversee operations and support sustainability initiatives.

We always verify that production takes place at the agreed facilities. Subcontracting is not allowed, as stated in all agreements and reinforced through on-the-ground verification. If production cannot be managed internally, we first explore options within the existing partner or network. If needed, we consider proposed external parties or conduct our own search.

Fabric and trim suppliers

The Quality of our garments is key focus; therefore, we invest on long-term relationships with our suppliers and manufacturers.

We mainly operate according to the CMT (Cut, Make, and Trim) model. Our tailoring department in Goirle designs each garment, while our fabric specialists - in close collaboration with purchasing colleagues - handle sourcing. Once fabrics arrive in our warehouse in Goirle, they are shipped together with patterns and required trimmings to our production sites for assembly. In India, Portugal and



Country	# of factories	Share of production
North Macedonia	3	49.53%
Tunisia	4	40.14%
India	1	8.42%
Portugal	1	1.20%
Turkey	1	0.75%

Turkey, we have also built partnerships where fabrics are sourced and garments produced locally in the same region. We maintain close oversight to ensure that quality and working conditions meet our standards.

Although we operate internationally, most of our supplier costs remain in Europe. All major fabric and trim suppliers are located within the European Union. In fact, the vast majority of the suppliers that together account for at least 80% of our total purchasing costs are based in Europe.

Products, markets, and customer segments

Within our own Research & Development- and category management teams, we design and develop products with a clear focus on market needs. By actively engaging with our customers and end users through regular feedback sessions, on-site visits, and ongoing dialogue about their needs and industry developments, we ensure that our collections align with real working conditions and practical requirements. This continuous exchange also enables us to keep improving comfort, functionality, and durability.



Our collections are applicable to a broad range of sectors, including manufacturing, construction, logistics, chemicals, food processing, and the public sector. Within these sectors, our customers range from large industrial companies and public institutions to SMEs and specialized service providers. They all value the same need: protecting their employees while maintaining a professional and consistent appearance. HAVEP operates across multiple European markets, with a strong presence in the Benelux, Germany, and France, and positions itself as a partner that combines safety, sustainability, and practical usability.

The workwear and personal protective equipment market is evolving, with growing demand for circular solutions, transparency, and compliance with stricter regulations. Customers are no longer looking for products alone, but for partners who can support them with data, innovation, and long-term solutions. Clear insights into environmental and social impact have become essential, making sustainability a core factor in purchasing decisions.

Member of the VP Textile Group
HAVEP is part of the family-owned VP Textile Group, alongside VH and Hydrowear. Being part of this wider group gives us access to shared purchasing power, research and development resources, and textile expertise spanning the entire value chain - from fiber sourcing to end-of-life solutions.

Within the group, each brand retains its own identity and market focus. For HAVEP, that means zero compromise on workwear and protective wear performance, and a continuous drive towards circular design. The group structure also allows us to scale innovations - such as dissolvable yarns or PFAS-free finishes - more quickly, while applying common standards for quality, ethics, and environmental stewardship across all sister companies.

Our value chain
Understanding and improving our value chain depends on close collaboration with partners at every stage. We know that working together - from raw material producers to recyclers - is essential to building transparency, sharing knowledge, and addressing challenges throughout the chain.

Upstream
The upstream part of our value chain covers all activities related to sourcing and processing raw materials. While we don't yet have full visibility of every partner down to the fiber level, we are committed to mapping our supply chain as thoroughly as possible. For cotton products, this includes cotton seed breeding, farming, ginning, spinning, weaving, and finishing. For synthetic fibers, it involves polyester and filament production.

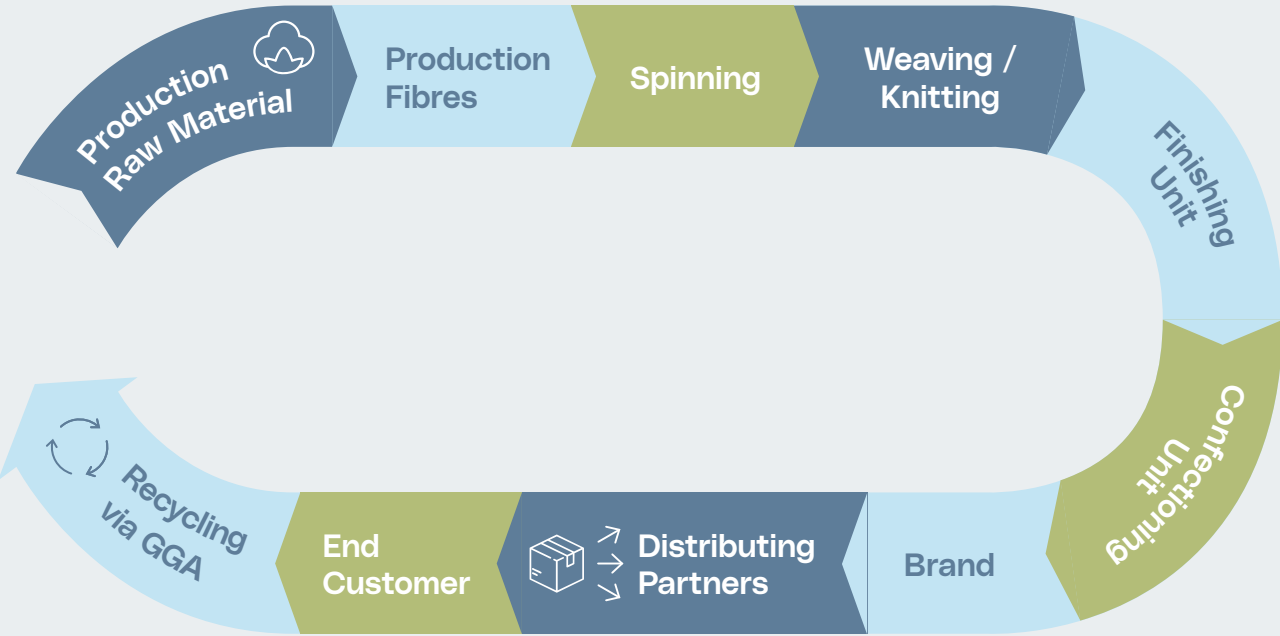
Building transparency here is a gradual journey, and we acknowledge that there is still progress to be made. We continue to engage with suppliers and partners to improve traceability, foster long-term relationships, and raise social and environmental standards throughout the supply chain.

Own activities
Our own activities form the core of our value chain and cover a wide range of processes, from product development to sales and after-sales support. We operate our own production atelier in North Macedonia and have a coordinating office in Tunisia. Within HAVEP, departments such as R&D, pattern design, sales, marketing, sustainability, innovation, and back office (including finance, planning, and warehouse) all contribute to shaping our products and services. Research and Development (R&D) is central to our approach. Here, we decide which products to develop, which fabrics to purchase, and where production will take

place. Product design and technical decisions are closely linked to our sustainability ambitions and customer needs.

HAVEP sources its fabrics and accessories, which are then sent to selected ateliers for assembly into finished garments. This gives us greater control over fabric selection, quality, and compliance with our social and environmental standards. By keeping design, sourcing, and key coordination activities in-house, we ensure that responsible and innovative choices are embedded throughout our operations.

Downstream
The downstream phase covers the distribution, use, and end-of-life of our products. Finished garments are distributed via our network of partners to the professionals who wear HAVEP clothing daily. After use, we actively promote the return and recycling of worn workwear through the Green Gear Alliance. This circular approach helps us close the loop by maximizing reuse and recycling, reducing waste, and supporting our broader sustainability goals. More about this initiative can be found in the 'Planet' chapter.





Our stakeholders

Engaging with a broad network of stakeholders is essential to fully understand the impact of our activities and make responsible decisions. We recognize that no single organization has all the answers, so we actively seek input and collaboration throughout the value chain. As outlined earlier in our upstream and downstream supply chain, we see collaboration as essential to creating lasting impact.

To further strengthen our social and environmental impact, we build networks with local textile organizations and knowledge partners in every country where we operate.

These collaborations provide valuable insights, deepen our understanding of local challenges, and help us develop effective and innovative solutions. On the environmental side, we partner with universities and research institutes to advance circularity and impact measurement. On the social side, we collaborate with labour rights organizations and local experts such as social workers, psychologists, and trainers to gain deeper insights and translate these into meaningful actions on the ground.

	Description	Involvement	Purpose of the collaboration
Employees	Foundation of HAVEP, central to culture and growth.	Onboarding, training, feedback sessions, wellbeing initiatives.	Cultivate talent, increase engagement, ensure culture of transparency and sustainable growth.
Customers: distributors and laundry	Partner with HAVEP to support customers through product distribution, laundry and logistics services, and expert guidance.	Account management, joint campaigns, product and sustainability trainings, customer satisfaction surveys.	Enhance service, reliability, and market reach for HAVEP's products.
Customers: wearers	End users / professionals who wear HAVEP garments daily.	Wearer trials, customer satisfaction surveys, continuous feedback loops.	Protect wearers, improve products, ensure safety and satisfaction, strengthen loyalty.
Garment Manufacturers	Production partners in North Macedonia, Tunisia, India, Turkey and Portugal.	Local quality control teams, regular visits, social dialogue, Fair Wear audits.	Ensure good working conditions, high quality, fair and sustainable supply chain.
Fabric Producers	Supply the materials that form the basis for HAVEP products.	Long-term collaboration, joint innovation, periodic audits on quality and sustainability.	Secure high-quality, certified, and more sustainable materials; accelerate innovation.
NGO's: UN Women Tunisia	Partners offering expertise on human rights, local labor issues, and social impact.	Ongoing cooperation, knowledge exchange, joint projects focused on social challenges.	Deepen local insights, identify risks and opportunities, achieve lasting positive change.

	Description	Involvement	Purpose of the collaboration
Shareholders VP Capital	Family owners who drive HAVEP's strategy, sustainability, and long-term growth.	Board of Directors, strategic sessions, annual evaluations.	Ensure strategic direction, continuity, and financial health of HAVEP.
Universities and Research Institutes Saxion University of Applied Sciences HoGhent University of Applied Sciences Avans University of Applied Sciences	Support HAVEP with expertise and research on circularity, materials, and sustainability.	Collaborative research projects and innovation pilots.	Drive innovation and develop new technologies.
Industry Association Modint Febelsafe	Represent interests of the textile sector; support sector-wide topics such as working conditions.	Sector consultations, joint initiatives, knowledge sharing.	Share knowledge, stimulate industry-wide improvements, help shape regulations.
Knowledge partners Inosculation Hub bAwear Impact Institute MVO Nederland Raddis Cotton	Offer expertise on human rights, impact measurement, due diligence, and innovation.	Ongoing cooperation, knowledge exchange, joint projects, reporting, impact assessments.	Achieve measurable and transparent impact, integrate best practices, accelerate sustainability.
Membership and certification partners B Lab Better Cotton Initiative Fair Wear Foundation ISO14001 (through DNV) CO2 Logic Southpole Dune Partners	Independent organisations that assess HAVEP's social and environmental performance.	Regular audits, certification processes, expert evaluations.	Ensure transparency, credibility, and continuous improvement in line with international standards.



SHAPING CHANGE IN PLANET AND PEOPLE

As a family-owned business, HAVEP looks beyond short-term results. We aim to leave the world better for the next generation and take responsibility where we can make real impact in an industry facing major challenges. Our approach is guided by data, transparency, and long-term partnerships.

Our double materiality assessment helps us focus by looking at both our impact on the world and the impact of societal changes on our business. We integrate ethical practices into our daily operations and continuously improve towards transparent, CSRD-aligned reporting.

Because meaningful change requires action on multiple fronts, our strategy is built around three key themes: Planet, People, and Progress. Here's how we put this into practice.

PLANET

A circular future

The textile industry is one of the world's most resource-intensive sectors, generating significant volumes of waste, consuming vast amounts of water and energy, and releasing pollutants across its value chain. Shifting to a circular model means breaking away from the traditional take-make-dispose approach, keeping materials in use for longer, reducing the need for virgin resources, and designing out waste from the start. For a company operating at scale, embracing circularity is not just an environmental responsibility; it is a smarter, more resilient way to do business.

Our ambition is to build a circular chain, inspired by the Ellen MacArthur Foundation, and based on four core principles:

- **Eliminate waste and pollution.** We cut down on waste and keep harmful chemicals out of our products

wherever possible. We are phasing out forever chemicals, switching to safer alternatives, and researching smarter solutions for microplastics.

- **Longevity:** which is about circular products and materials. Every design starts with the end in mind. Durability, repair, and recycling are built from the beginning. High-quality products also mean our garments last longer. We are scaling up our recycling efforts, aiming to collect and recycle 10% of our volume by 2028, and pioneering in textile-to-textile recycling.
- **Fiber choices that reduce our impact on nature.** We work to reduce our impact on biodiversity loss, choosing the most sustainable fibers possible without compromising on protection and quality.
- **Tackle climate and energy.** We track our emissions across the value chain and have targets validated by the Science Based Targets initiative. Our own operations run on renewables and are carbon neutral, and we are committed to reducing emissions further in the chain.

PEOPLE

A future with perspective

Protecting people goes beyond caring for our end users. In the textile industry, too many people still work in conditions that are not safe and do not enable a secure future. We take responsibility by focusing on building a value chain that is inclusive, safe, and offers genuine economic opportunities. These elements are closely interconnected and only create lasting impact when they are all in place. We translate this into concrete actions across different steps in the value chain:

- **Garment factories: beyond compliance.**
In the garment factories, we maintain 100% oversight of working conditions through regular independent assessments. Every assessment is followed by a targeted corrective action plan. We also invest in prevention, supporting social dialogue, training workers about their rights, and tackling root causes.

Our approach is step-by-step and opportunity-focused, not just problem-driven. Responsible purchasing and ongoing partnerships anchor our commitment to Fair Wear leadership and lasting improvement.

- **From fibre to fabric:** we look for both risks and opportunities to drive meaningful change. By collaborating with our suppliers and their partners, conducting joint research, and sharing insights, we create solutions for a safer, more inclusive, and economically resilient sector. We partner only with those who share our values and uphold our Responsible Business Conduct Policy.
- **Our People: Engage, Include & Grow.** Positive change starts in our own organization. We highly value employee well-being, whether they are in the office, on the road, or at our production sites. We also stay connected to the communities we are part of and take responsibility for contributing, especially to those who need extra support.

PROGRESS

Driving Real Impact

By making impact visible and understandable, we are able to steer our decisions, improve where it matters most, and work together with our partners towards meaningful change. We bring this approach to life through three key focus areas:

- **Business impact measurement.**
Tracking our performance to understand and improve how we create positive impact as a company. Frameworks such as CSRD and B Corp help us structure this, while we actively guide our business towards long-term value for people and planet.

- **Product impact measurement, across the chain.**
We make the impact of our products visible from fiber to end product, including both environmental and social aspects. By bringing these together, we can better understand trade-offs and place impact in the right perspective.
- **Customer empowerment.**
Supporting customers with data, insights, and innovations to align with their sustainability strategy.

You'll never work alone.



OUR DOUBLE MATERIALITY ASSESSMENT



To align with the Corporate Sustainability Reporting Directive (CSRD), we put our sustainability strategy ‘Shaping change in people and planet’ to the test through a Double Materiality Assessment (DMA).

A DMA looks at two things at once: how VP Textile’s activities affect people and the planet, and how ESG-related risks and opportunities could in turn affect our business.

Following the framework set out by the Corporate Sustainability Reporting Directive, our DMA examined every part of our value chain; from the sourcing of the raw materials, over locations of garment factories to the upstream and downstream steps involved in producing and delivering our products. This included mapping our key stakeholder groups: customers, employees, partners, suppliers, investors, NGOs, and industry federations.

We built a long list of potential impacts, risks, and opportunities by benchmarking against industry peers, reviewing relevant regulations, and conducting internal expert interviews.

To broaden the input, 40 stakeholders completed an online survey, and eight external stakeholders took part in in-depth interviews. Their responses helped connect the assessment to the real experiences of the people who work with, and are affected by, what we do.

Our ESG Steering Committee, with representatives from all three companies, then scored each topic. Impact topics were rated on a 1–15 scale, based on how significant, how widespread, and how reversible each impact would be. Financial topics were scored 1–5, weighing potential financial consequences against the likelihood of occurrence. A topic was considered material if it scored at least 9 out of 15 on impact, or at least 2.5 out of 5 on financial relevance.

The resulting list of material topics was formally reviewed and approved by the ESG Steering Committee.

Material topics

These material themes form the backbone of HAVEP’s sustainability strategy and contribute to a future-proof textile sector. Our focus will be on Planet (a circular future), People (a future with perspective) and Progress (delivering transparent, measurable impact).



PLANET

- Climate
- Energy use
- Phase-out of hazardous substances
- Alternative fibers and material efficiency
- Circular textile chain



PEOPLE

- Working conditions in garment factories
- Employee engagement
- Diversity, equity, and inclusion (DEI)
- Training and development
- Working conditions across the value chain



PROGRESS

- Consumer empowerment
- Ethical business practices
- Responsible purchasing
- Innovation partner



PLANET: A CIRCULAR FUTURE

Our ambition is to transform the way workwear is made, used, and given a new life, guided by the four principles of the Ellen MacArthur Foundation's circular economy model. These principles form the backbone of our Planet strategy, and each one comes with concrete goals.

1

The 1st principle is **eliminating waste and pollution**. From the very first design decision, we consider what happens at the end of a garment's life. We avoid material combinations that are hard to separate, favour mono-materials where possible, and apply fastenings, coatings, and labels in smarter ways. We are phasing out harmful chemicals, working towards PFAS-free alternatives where possible, and researching better solutions for microplastics (microfibres released during production and washing of garments) .

2

The 2nd principle is **a long lifetime of our products**. The most sustainable garment is the one that lasts. We build durability into every piece, through; reinforced stitching, industrial wash testing, and long-term relationships with fabric suppliers whose quality systems we know and trust. When a garment has reached the end of its life, our Green Gear Alliance take-back system ensures it is collected and processed at the highest possible value: recycled back into fibers, repurposed, or (only as a last resort) used for energy recovery.

3

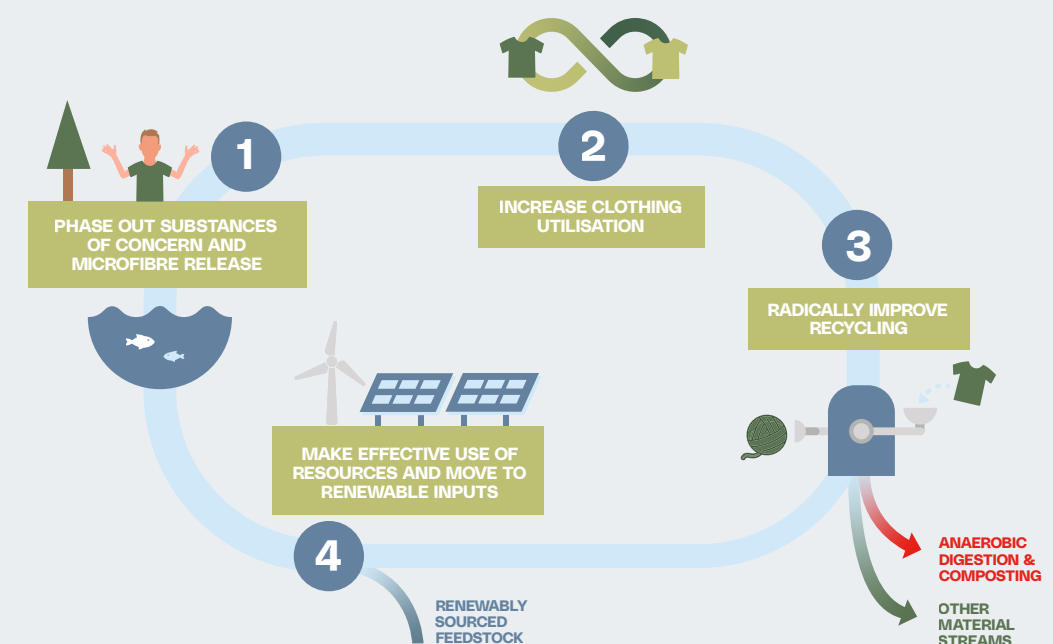
The 3rd principle is **choosing fibers that reduce our impact on nature**. We actively move away from conventional, resource-intensive fibers. More than

70% of our HAVEP collection is already made with more sustainable alternatives, including; organic and regenerative cotton, recycled polyester, lyocell, and bio-based fibers such as Sorona.

4

The 4th principle is **tackling climate and energy**. Our own operations in Gairle and North Macedonia already run on renewables and are carbon neutral for scope 1 and 2 emissions, confirmed by the CO₂logic Silver certificate. Our climate targets across the full value chain are validated by the Science Based Targets initiative, aligned with a 1.5°C reduction pathway. This means our emission reduction targets are scientifically validated and aligned with what is needed globally to limit climate change to 1.5°C, in line with the Paris agreement.

Our materiality assessment also identifies being an **innovation partner** as a material topic in its own right. We see this as inseparable from our environmental goals. Progress on circularity, detox, and climate requires collaboration with suppliers, researchers, recyclers, and competitors alike. That is why the projects and partnerships described in this chapter are not side initiatives. They are how we make change happen.





1 Eliminate Waste and Pollution

HAVEP makes protective workwear that has to perform under tough, high-risk conditions. People rely on our garments for visibility, heat and flame protection, chemical resistance, and durability. These performance demands often require complex materials - multi-layer fabrics, blends, coatings, and reflective trims - as well as functional chemistries. Complexity keeps people safe, but it can also lock in waste and make end-of-life recycling difficult. Some finishes raise concerns about toxicity and downstream environmental effects if not carefully controlled. Eliminating waste and pollution is about disciplined design and supply-chain choices aimed at reducing material loss, enabling circular flows, and keeping harmful substances out of people and the environment. Where safety requirements force trade-offs, we address them transparently and work towards better solutions over time. We focus on two main areas:

1. Design: start with the end in mind. Integrate circularity criteria into product development so garments are easier to reuse, repair, disassemble, and recycle.
2. Detox: no more toxics. Drive safer chemistry throughout the supply chain through standards, certification, and data transparency

Design: Start with the End in Mind

We design with the future in mind. That is why we actively embrace design for recycling and design for circularity. During the concept phase we make deliberate choices about materials, construction, and finishing, so that our workwear is easier to reuse or recycle at the end of its life. This means avoiding material combinations that are hard to separate, choosing mono-materials whenever possible, and applying fastenings, labels, and coatings in smarter ways. Despite our design aims, the safety and protection of our customers must always come first. In the world of protective workwear, this sometimes requires materials or techniques that complicate recycling. We continue to invest in innovation, run pilot projects, and participate in several industry working groups.

Soluble Yarn for easier recycling

To make our garments easier to disassemble at the end of their life, we are piloting the use of dissolvable yarn. This innovative design choice allows clothing to be taken apart more efficiently, paving the way for high-quality recycling. Today, recycling clothing back into new garments remains limited. Barriers include garment types, material compositions, collection and sorting methods, and the

scale of available volumes. At HAVEP, we continue to invest in innovation and expand what is possible through pilot projects and industry collaborations.

One example is the use of a soluble yarn in selected garments, which makes it easier to dismantle clothes at the end of their life. After testing several techniques, we chose a yarn that dissolves in water at 120°C - similar to the conditions inside a pressure cooker or in practice, similar to the conditions in a HT-dyeing equipment in the textile industry. We apply this yarn to components that must be removed before recycling, such as zippers and buttons. At this stage, the yarn is only suitable for workwear but not yet for protective wear.

We are also taking steps to eliminate fabric waste where possible. By using digital, machine-operated cutting and efficient inlays, we work to minimise these losses although it is not possible to reduce them to zero.

At the same time, we are looking to process cutting waste into more sustainable alternatives. We are actively exploring higher-value applications for this waste, although currently most of it used for energy recovery or recycled into non-wovens. This is not yet optimal and we continue to search for better solutions.

Targets:

- Increase the recycling of cutting waste to 50% recycling - 50% combustion



Detox: No More Toxics

We strictly comply with the European REACH regulation (Registration, Evaluation, Authorisation and Restriction of

Chemicals) and, in addition, implement our own Restricted Substances List (RSL) and Manufacturing Restricted Substances List (MRSL).

All the fabrics we use are OEKO-TEX® STANDARD 100 Class II certified, which guarantees that the clothing contains no harmful residues for the end user.

By actively collaborating with suppliers and investing in alternative finishes - such as PFAS-free treatments - we are gradually reducing the impact of harmful chemicals.



An innovation combining longevity and detox is the use of a Mint finish on our garments. Developed for hard workers, HeiQ Mint is the natural alternative to synthetic antimicrobial

substances. Extracted from the mint plant, HeiQ Mint has a lower ecological impact. It inhibits odor-causing bacteria, keeping your workwear fresher for longer, reducing the need for washing, and prolonging its life. That's why we've added this technology to our HAVEP® Revolve collection. Benefits include:

- Natural and renewable source
- Reduced use of chemicals
- Long-lasting freshness and clothing life



And there is more sustainable technology used in the HAVEP Revolve collection. The coffee grounds left over after brewing a cup of coffee give polyester fibers special properties. Integrating these with nanotechnology creates odor-absorbing properties and gives the fabric moisture-regulating capabilities. This keeps garments, such as our polos and T-shirts from the Revolve collection, fresher for longer and means they need to be washed less often. Another nice bonus is that the Coffee Yarn makes the fabric supple and soft to the touch, making it very comfortable to wear.

Target:

All suppliers have in place Oekotex 100 Appendix 4 class 1 of 2, Oekotex 100 appendix 6 class 1 of 2 or the VP Textile RSL + MRSL standard



PFAS: Ongoing Challenge

PFAS (poly- and perfluoroalkyl substances) have long been valued for their exceptional water-, oil-, and soil-repellent properties, qualities that are essential in high-risk environments. At the same time, we acknowledge their environmental and human health impact, and we are actively pursuing innovative alternatives.

The picture is more nuanced than a simple PFAS-free or not. For protection against water-based chemicals with a surface tension above 40 mN/m, we are already able to replace PFAS-containing finishes with fully fluorine-free alternatives, and we make that switch wherever testing confirms performance is maintained. For oil- and solvent-based chemicals with a surface tension of 40 mN/m or below, PFAS-containing finishes remain necessary to guarantee the repellency and barrier protection that workers depend on. No fluorine-free alternative currently meets this standard.

This distinction matters in practice. We are testing and validating PFAS-free alternatives across our product range on an ongoing basis. Where a garment has successfully passed testing without PFAS, we make the switch, and we are transparent about where we are not yet there. Customers can expect clear product-level information so they can make informed purchasing decisions and plan ahead for their own compliance requirements.

Beyond our own product development, VP Textile is actively involved in the development of European standards. We are working to update EN13034, the norm for protective clothing against liquid chemicals, to reflect this distinction between water-based and oil-based chemical protection. Embedding these two criteria into the regulation would create clearer guidance and more working space for the industry to apply PFAS-free finishes for PPE where it is genuinely safe to do so.

European legislation allows a transition period until 2037 for critical applications, and we are using that time to accelerate innovation. Our objective remains to develop technologies and materials that combine safety with environmental responsibility. Until PFAS-free solutions are fully validated for oil- and solvent-based protection, wearer safety will remain our top priority.

The invisible impact of microplastics

Microplastics are everywhere: in the air we breathe, the water we drink and even in our bodies.

Microplastics are extremely small plastic particles that are often invisible to the naked eye. An important type of microplastic is microfibers, which are tiny fibers released from textiles.

These particles do not easily break down in nature. Instead, they fragment into even smaller pieces and spread through water, soil and air. Research shows that microplastics are now found worldwide, including in ecosystems, food chains and the human body, where they may have harmful effects.

Textiles play a significant role in this issue. Microfibers are released throughout the entire lifecycle of clothing during production, such as spinning, weaving and finishing, during use, such as washing and drying, and at the end of life, such as landfilling, recycling or incineration.



These fibers end up in water, air and soil, where they are difficult and often impossible to remove.

That is why we are committed to reducing microfiber emissions. We are researching which materials, constructions and finishing processes have the highest impact, enabling us to make more informed choices and reduce our environmental footprint.

We continue to work with research partners and academic institutions to better understand microfiber release in professional textiles and to develop practical solutions that reduce emissions at source.

Circulate Products and Materials: long lifespan for our products

We start from a simple truth: the most sustainable garment is the one that stays in use for as long as possible and ultimately becomes the raw material for a new one.

That is why we examine every HAVEP piece from 'Who will wear it?' all the way to 'What happens after the final wash?' This end-to-end view drives us to design not only for toughness and repairability, but also for easy disassembly and material reuse.

We focus on two pillars:

1. Long lifespan is about durable fabrics, robust construction, and strong industrial washing performance.
2. Innovative recycling addresses the textile-to-textile recycling barrier through dissolvable yarns, mono-material designs, and close collaboration with recyclers that can (chemically) recover fibers.

Alongside this innovation journey, we offer our customers a take-back system. Together, these pillars form the backbone of our effort to keep resources in the loop and reduce our environmental footprint step by step.



Long Lifespan of Our Garments

Extending the working life of a garment is one of the simplest and most reliable ways to cut its environmental footprint. Most of an item’s climate, water and resource impacts occur during raw material production, dyeing, and manufacturing. When a jacket or pair of trousers lasts twice as long, the ‘production footprint’ is effectively spread over twice as many wear-hours, reducing the impact per use – even before any recycling takes place. Longer life also means fewer replacements are ordered, which lowers transport emissions and keeps textiles out of waste streams for longer. In short, durability directly supports the Ellen MacArthur principle of ‘circulating products and materials’ by slowing the flow of resources through the economy and providing more time – and higher-quality feedstock – for eventual recycling.

Our garments are built with durability in mind. Firstly, we source all core fabrics and trims from reputable, mostly European partners whose quality systems are proven and audited. Consistency in yarn quality, dyeing, and finishing is essential for a long service life.

Secondly, garments are tested for durability. Stress points are reinforced with double- or triple-needle stitching, bar-tacks, and high-strength threads, while pattern guidelines ensure sufficient seam allowances and stitch densities to withstand repeated wear and industrial laundering. We test for colour-fastness, dimensional stability, and mechanical strength using the ISO 15797 protocol to simulate real-world industrial wash conditions. The test results feed directly back into our design and sourcing decisions.

An example

We calculated the True Price of our Attitude trousers under two scenarios: a lifespan of 18 months with 50 wash cycles, and 12 months with 30 cycles. The result is clear – a garment that lasts 50% longer carries a True

Price of €26.15 versus €35.32, a difference of 35%. Every additional month of use spreads the production footprint further, making durability one of the most direct levers we have for reducing environmental and social impact per wear.



The extra production spike drives the higher True Price over the same 18-month period.

In addition, our Quality department works closely with all suppliers to uphold consistently high standards across our supply chain. These long-term relationships ensure mutual understanding and alignment on quality expectations, further reinforcing the longevity and reliability of our garments.

Extended Producer Responsibility (EPR)

EPR means that producers remain responsible for the collection, reuse, and recycling of the textiles they put on the market. It helps reduce textile waste and supports a more circular economy.

The regulation was introduced under the European Green Deal through the revised EU Waste Framework Directive and became mandatory in the Netherlands in July 2023. HAVEP complies with these requirements through our membership of Stichting UPV Textiel, contributing to a collective system for responsible textile processing. In the coming years, EPR for textiles will be further harmonized across the European Union, setting common standards for circular textile practices.

Innovative Recycling

Recycling is only circular when the recovered material feeds back into new, useful cycles that keep fibers circulating longer and reduce dependence on virgin raw materials.

We approach this challenge from two complementary angles. First, we focus on collection and recycling **today**, giving every end-of-life garment the best possible second life through our Green Gear Alliance. Second, we look ahead to breakthrough recycling tomorrow, investing in innovation to make true textile-to-textile recycling the norm rather than the exception. Both efforts are guided by the R-ladder, prioritising the highest forms of reuse and recycling, and pushing materials as far up the hierarchy as regulations and technology allow.

Today – the Green Gear Alliance

In 2025, HAVEP took a next step in scaling circular workwear by co-founding the Green Gear Alliance (GGA). Building on many years of collect & recycle activities within VPTextile, we have long invested in closing the loop for workwear. At the same time, our experience made one thing increasingly clear: circularity is not something we can solve alone. Volumes remained too low, logistics too complex, and for customers the process was often too fragmented. Competing on circular solutions slowed down real impact.

The Green Gear Alliance was created as a direct response to these challenges. By joining forces with industry peers, we introduced one shared take-back system for workwear, safety footwear and PPE in the Benelux, making it significantly easier for customers to return products, independent of brand. At the same time, this collective approach increases volumes – a critical condition to make sorting, recycling and innovation viable at scale.

In its first year, the alliance moved from concept to execution. A reverse logistics system was established, partnerships were set up for sorting and recycling, and a growing group of organisations across the value chain joined the initiative. Together, we significantly increased collection volumes compared to individual efforts, marking an important step towards scaling circularity in practice.

At the same time, we remain realistic about the road ahead. Circular infrastructure for textiles is still developing, high-quality recycling options remain limited, and aligning competitors, partners and value chain actors takes time. In addition, product design, material blends and cost structures continue to limit full circularity.

The Green Gear Alliance is therefore not a finished solution, but a necessary step: moving from competition to collaboration, from pilots to scale, and from ambition to shared action.

Target:

- collect and recycle 28.000 kgs



Tomorrow – Innovative textile to textile recycling

Collecting used garments is an important first step, but the real challenge is what comes next. Today, most end-of-life workwear is still downcycled into products like insulation, wiping cloths or filling materials. Turning old garments back into new fibers of similar quality – textile-to-textile recycling – remains one of the biggest challenges in our industry.

Workwear makes this more complex. Our garments are built for durability and protection, often using blends like polyester-cotton or high-performance fibers such as aramids and modacrylics. These materials are difficult to recycle, especially at scale.

At the same time, we are moving beyond theory. For all key materials, we have already developed fabrics and prototype trousers made from recycled fibers. This proves that textile-to-textile recycling is technically possible. The next step is scaling.



• Polyester

We use chemical recycling technologies that break polyester garments down into their original building blocks. These can be used to produce new fibers with quality comparable to virgin polyester. We have already developed fabrics and prototype garments using these fibers. Scaling depends on increasing recycling capacity and securing enough suitable input material.



• Polycotton and cotton

Blends like polyester-cotton are among the hardest to recycle. We are testing processes that recover both fiber types, including techniques to remove colour so fibers can be reused. This has resulted in fabrics and prototype garments with high recycled content. The main challenge is maintaining consistent quality and scaling these processes.



• Aramids

Aramid fibers are essential for protective clothing but difficult to recycle. We have developed methods to reuse fibers from end-of-life garments in new fabrics. We have produced fabrics and prototype garments with recycled aramid. To meet safety standards, recycled fibers are still combined with virgin material. Increasing the recycled share remains a challenge.



• Modacrylics

We are working with our partners on recycling technologies that convert garments back into raw materials, which can be used to produce new fibers. These recycled fibers can achieve strong performance, including improved flame-retardant properties compared to virgin material. We have already developed fabrics and prototype garments. The focus now is on increasing volumes and integrating these fibers into regular production.

Most of these solutions are still in the early stages. Volumes are limited, processes are not yet widely available, and costs remain higher than conventional materials.

At the same time, we are convinced that by piloting these solutions in practice together with our customers we can accelerate learning, increase volumes, and move faster towards scalable circular solutions.



3 Impact of used materials: more sustainable fibers

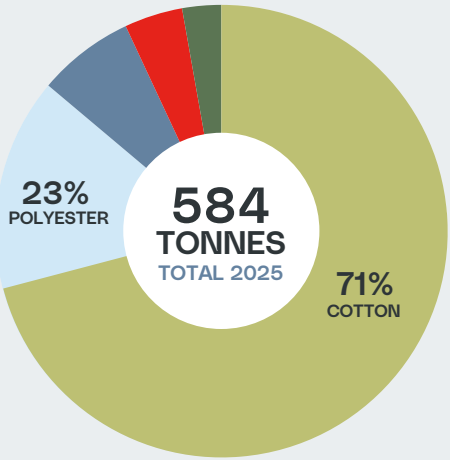
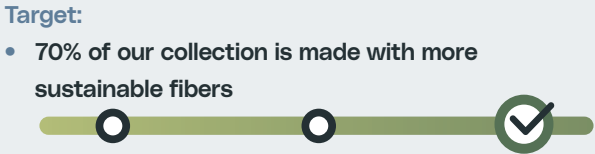
Choosing the right fibers is one of the most important ways we can reduce the impact of our products. We aim to move away from conventional, resource-intensive fibers and actively explore alternatives that are better for people and planet - without compromising on quality, comfort or protection for the wearer.

Next to environmental impact reduction, this shift offers more opportunities: it strengthens our position as a sustainability leader, helps us access markets with higher standards, and makes us less dependent on conventional, often volatile raw materials. At the same time, there are challenges. Sourcing sufficient certified fibers can be difficult, especially as global demand rises, and integrating new materials often requires rethinking design or supply chains.

Our goal is to significantly reduce the environmental

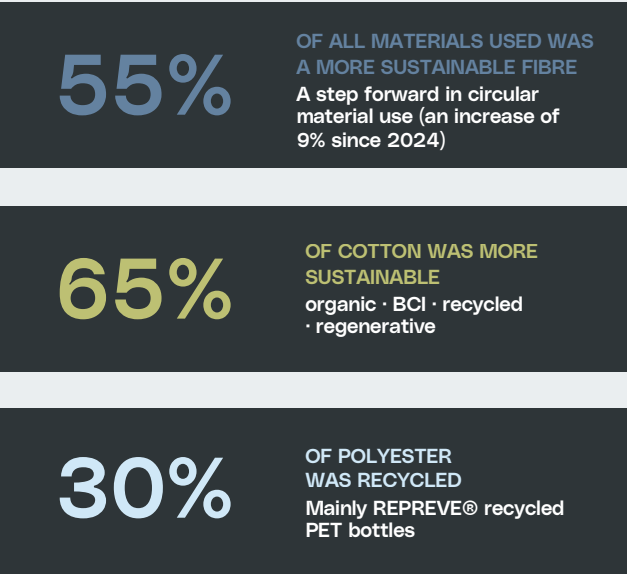
footprint of each garment while meeting growing customer demand for more responsible materials. For each application, we seek the optimal balance between performance, sustainability, and price. The protection of the people who wear our garments always comes first, but we also choose the most achievable sustainable option. We measure the impact of our fabrics in terms of water use, CO₂ emissions, energy consumption, and land use, and we also calculate social impact. To enable comparison, we translate results into True Price.

More than 70% of our HAVEP collection is made with more sustainable fibers such as organic cotton from the Better Cotton Initiative (BCI), or regenerative cotton, recycled cotton, lyocell, and recycled polyester. Across our total product portfolio, the share of these materials is 55%.



MATERIAL BREAKDOWN BY TYPE

COTTON POLYESTER NYLON MODACRYL LYOCELL



OVERVIEW OF MORE SUSTAINABLE FIBERS

Better Cotton Initiative Cotton

Cotton is a key material for HAVEP and remains the most important fibre in our products. Its comfort, breathability, and durability make it well suited for professional workwear. In 2025, 71% of all fibres purchased by HAVEP consisted of cotton. As a Better Cotton Member, we support the Better Cotton Initiative (BCI), a programme that helps farmers in conventional cotton production improve water stewardship, reduce the use and impact of crop protection products, and strengthen farm management practices.

Organic Cotton

Organic cotton is grown without synthetic pesticides and fertilisers, helping to protect soil health, biodiversity, and water quality. It supports farming systems that rely on natural processes and can reduce exposure to synthetic agrochemicals for farmers and surrounding communities. As part of our responsible cotton sourcing strategy, we continue to increase the use of organic cotton within our product range.

Regenerative Cotton (Raddis cotton)

Regenerative cotton goes a step further than organic cotton. By growing different crops on the same land, the soil becomes healthier and biodiversity improves. This way of farming helps restore the land instead of exhausting it. At the same time, we pay a premium to cotton farmers directly, supporting a fairer and more stable income at the start of the value chain.

Recycled Cotton (PurFi)

PurFi rejuvenated cotton gives new life to existing textile waste. By using pre-consumer cotton waste and processing it in a controlled way, high-quality fibers can be recovered without the need for new raw materials. This reduces waste and lowers the environmental impact compared to virgin cotton.

Recycled Polyester (rPET)

We are increasing the use of recycled polyester in our collections, helping to keep valuable materials in use and reduce reliance on virgin resources. Recycled polyester is made from post-consumer plastic bottles and textile waste, which lowers the carbon footprint compared to conventional polyester. Recycled polyester from textiles is still in the pilot phase.

Lyocell

Lyocell is a fiber made from wood pulp, produced in a closed-loop process that reuses water and solvents, making it one of the more environmentally friendly alternatives available. The material is soft, strong, and breathable - well suited for workwear that needs to be both comfortable and durable. By choosing lyocell, we reduce reliance on resource-intensive fibers and support more responsible forestry and production practices. However, for performance reasons we cannot always use lyocell in our collections, as it can lose strength in industrial laundries if not properly treated (for example, when overdried).



Biobased Polyester (Sorona®)

In our latest RWS+ line, we introduced Sorona®, a partially biobased polyester made from renewable plant materials such as corn starch. Sorona® combines the durability of traditional polyester with improved softness, comfort, and stretch, while requiring less fossil resource input. Choosing Sorona® helps us lower the environmental footprint of our collection without compromising performance for demanding workplaces.



Resource use	
Total 2025	KGS
BCI Cotton	265.067
Cotton	144.797
Organic Cotton	5.977
Recycled Cotton	1.481
Polyester	92.322
Polyester (recycled)	39.319
Modacrylic	9.608
Modified Acrylic fibre type-F	114
Modacrylic (Protex®)	2.169
Protal	2.108
Modal	9
Acrylic	47
Polyamide	3.846
Lyocell	3.221
Sorona®	2.759
Aramide (Nomex®)	335
Meta-Aramid	2.357
Aramide (Kermel®)	185
Para-Aramid	183

Resource use	
Total 2025	KGS
Aramid	113
PU (Polyurethane)	1.982
PU Laminate	201
TPU	95
Anti-Static	942
Negastat®	96
Carbon	57
Clearstat	7
Viscose	645
Recycled Polyamide	577
Elastane	281
Elastomultiester	248
Spandex	31
Elastofine	17
Elastodiene	1
Nylon	161
Nylon (Cordura®)	73
Grand Total	584.091

Environmental impact of sustainable fibres

	Cotton	Cotton organic	Cotton Recycled
⚡ Energy MJ	12,04	7,74	3,87
CO ₂ Kg CO ₂ -eq	2,35	1,01	0,36
⚡ Land use m²	9,72	13,4	0,01
💧 Water use L	800	328	0,003

	Polyester	Polyester Recycled PET	Polyester Textile to Textile Recycled
⚡ Energy MJ	82,16	76,6	2,99
CO ₂ Kg CO ₂ -eq	4,27	3,84	1,32
⚡ Land use m²	0,07	0,06	0
💧 Water use L	54	42	0,42

Source: bAwear



Tracking down the cotton chain: environmental costs and recycling

Cotton is one of the most resource-intensive fibers in the world; demanding in terms of water, land, pesticide use, and the labour conditions of those who grow and process it. That is why we joined **Cotton in Common**, a coalition led by Avans University of Applied Sciences that brings together brands, producers, researchers, and NGOs to investigate how cotton can be used more sustainably.

For HAVEP, this means exploring what responsible cotton use looks like across the full lifecycle. Cotton in Common helps us explore alternatives and improvement

pathways that go beyond certification, examining soil health, water use, biodiversity, and the systemic conditions that make or prevent progress. Within the project, we are also testing cascaded recycling cycles: a lab jacket is recycled into a towel roll, which is then recycled into root cloth. Each cycle extends the useful life of the fiber and delays its end-of-life as long as possible.

We do not yet have all the answers, and our role in the project is still developing. But Cotton in Common gives us a structured way to investigate the options, on sourcing, recycling, and everything in between, alongside others facing the same challenges.



Tackling climate change

The production of workwear and protective clothing requires significant inputs, from raw materials to energy-intensive processes and global distribution. At HAVEP, we recognise that addressing climate change means taking responsibility across our entire value chain.

We start with what we can directly control: our own operations. Our focus is first and foremost on structurally reducing emissions through energy efficiency and renewable energy in our own facilities, setting the right example for the rest of our value chain. Where emissions cannot yet be avoided, they are currently compensated, enabling us to operate carbon neutral in scope 1 and 2, as confirmed by the CO₂logic Silver certificate (see Annex).

Our headquarters in Goirle is a key driver in reducing our operational emissions. The building was designed with circular principles at its core, using reused and recyclable materials to significantly lower embedded carbon. It is highly energy-efficient and contributes significantly to our renewable energy supply through solar panels and rooftop wind turbines. Smart design choices, such as insulation, natural light, and efficient climate systems, further reduce energy demand. This makes the building not just a workplace, but a structural part of how we reduce our footprint in practice.

In 2025, HAVEP consumed a total of 857 MWh of energy, of which 642 MWh was electricity for locations and vehicles and 215 MWh fuels. A large share of our electricity consumption (524 MWh) is renewable.

We generate a significant amount of renewable energy ourselves. In 2025, HAVEP generated 528 MWh of renewable energy. Because generation and consumption do not always coincide, 246 MWh is used directly within our operations, while 283 MWh is returned to the grid.

In the Netherlands and North Macedonia, this means we supply electricity to the grid at times, and draw from it when our own generation is insufficient, with the balance in the Netherlands being nearly even. In North Macedonia, solar panels at our production facility contribute to

reducing operational emissions, although electricity use still largely relies on non-renewable sources due to the local energy mix. In Tunisia, energy use is limited due to the small size of the office but remains fully non-renewable as renewable energy is not yet accessible.

Our climate ambitions go beyond our own operations. Our targets are validated by the Science Based Targets initiative (SBTi), aligning our emissions reduction pathway with the 1.5°C goal of the Paris Agreement. As an SME (SBTi ID: 40008450), we commit to:

Total Energy Consumption	Total 2025 (MWh)
Electricity	641
Renewable	524
Non-renewable	118
Fuels	215
Total	856

Renewable energy generation	Total 2025 (MWh)
Total renewable energy generated	528
Self-consumed	246
Exported (to grid)	283
Fuels	215
Total	856

Target

- reduce scope 1 and 2 emissions by 42% by 2030 (from a 2021 baseline)



- to actively measure and reduce scope 3 emissions,



- and to reduce our total scope 1, 2, and 3 emissions by 90% by 2050, compared to a 2021 base year.



This ambition is translated into measurable impact. HAVEP's total carbon footprint decreased to **7,187 tCO₂eq in 2025**, continuing a downward trend over recent years. Our **GHG intensity improved from 0.00024 to 0.00023 tCO₂eq per euro revenue**, showing improved carbon efficiency.

Our own operations now represent only a small share of total emissions, with **57 tCO₂eq in scope 1** (mainly mobile combustion) and **77 tCO₂eq in scope 2** (purchased electricity, including electric vehicles). These emissions are actively reduced, with the remaining share compensated.

The majority of our impact (over 7,000 tCO₂eq) sits in scope 3, linked to our supply chain, logistics, and product lifecycle. The largest contributors are purchased goods and services, upstream transportation, the use phase of our products, and end-of-life treatment. This highlights that material choices and supply chain decisions are our most important levers for change.

We therefore focus on increasing the share of lower-impact and recycled materials, improving logistics efficiency, and designing products with longer lifetimes and circular end-of-life solutions. At the same time, trade-offs remain. Performance requirements for protective clothing, material availability, and economic considerations can limit the pace of change. Business travel is another example, where reducing emissions must be balanced with the value of in-person collaboration for quality, innovation, and long-term partnerships.

With a strong foundation in our own facilities, our focus increasingly lies with our value chain partners, where the greatest impact can be achieved.

Scope 1, 2 & 3 GHG emissions	
Total 2025	tCO2eq
Scope 1 GHG emissions	57
Scope 2 GHG emissions	77
Scope 3 GHG emissions	7,187
Total	7,332

GHG intensity		
	Total 2024	Total 2025
GHG intensity (tCO2eq / revenue)	0.000240	0.000226

Scope 3 GHG Emissions Breakdown	
Total 2025	tCO2eq
Purchased goods and services	5178
Capital goods	0
Fuel and energy-related activities	61
Upstream transportation and distribution	908
Waste generated in operations	11
Business travel	22
Employee commuting	114
Upstream leased assets	0
Downstream transportation	0
Processing of sold products	0
Use of sold products	588
End-of-life treatment of sold products	301
Downstream leased assets	0
Franchises	0
Investments	0

VINCOTTE VALIDATED

CO2LOGIC APPROVED

Taking Climate Action

SILVER COMPANY

Calculate

We calculate part of our carbon footprint and we estimate value chain emissions to understand our impact

Reduce

We implement reduction strategies to lower our direct and value-chain emissions

Contribute

We help fund climate projects matching part of our impact to accelerate the global climate transition



PEOPLE: A FUTURE WITH PERSPECTIVE

05

A future with perspective, for workers throughout our value chain, for our own employees, and by exploring how we can make an additional positive contribution to the communities around us.

We believe greater awareness is needed around the labour behind garments: even a single work trouser is touched by around 30 people before it is finished, just within garment manufacturing. This highlights how labor-intensive the beginning and end of the supply chain are, such as fiber processing and cut-make-trim, and why we place strong emphasis on labour standards in these stages.



WORKING CONDITIONS IN GARMENT FACTORIES

We protect you with safe and durable workwear. But our responsibility goes further: everyone in our supply chain deserves fair and safe working conditions. Human rights violations are still far too common. That’s why we actively work to improve workplace safety and build long-term partnerships. Our goal is clear: to create real opportunities and perspectives for everyone involved in making our products.

In 2025, 25% of our production took place in our own HAVEP workshop. But fair work doesn’t stop at our own doors, it’s just as important to safeguard it throughout our entire supply chain. That’s why we follow a continuous due diligence process, based on the OECD Guidelines and the UN Guiding Principles on Business and Human Rights.

This process consists of six steps:



We’ve been a proud Fair Wear Foundation member since 2004, and we truly see them as a partner in driving real change. Not just as an independent assessment body, but through the tools and support they provide along the way. Together, we go beyond ticking compliance boxes on paper—we focus on what really matters: improving conditions for workers in practice.

01 Responsible business conduct policy
HAVEP’s Responsible Business Conduct (RBC) policy outlines our expectations for supply chain partners on human rights, labour rights, environmental responsibility, and ethical business conduct. It reflects our commitment to responsible entrepreneurship and aligns with the expectations of external stakeholders, including Fair Wear.

The policy applies to all suppliers and is based on internationally recognised standards, including the UN Guiding Principles, OECD Guidelines, ILO Conventions, and the concept of a living wage, complemented by HAVEP’s extensive expertise built across the textile value chain. The RBC Policy serves as a foundation for our partnerships. It supports supplier selection, guides ongoing collaboration, and helps identify, prevent, and mitigate potential adverse impacts in our supply chain.

All suppliers receive the policy as part of our cooperation, and it is available to customers and other stakeholders upon request.

To further support supplier understanding and

implementation, we aim to develop a more concise and accessible version of the RBC. This is planned as an action for 2026.

02 Identifying actual and potential risks
Our risk assessment combines independent Fair Wear assessments, regional and thematic research, and continuous input from our own operations and local expert networks. Fair Wear provides the primary independent basis through in-depth factory assessments, including confidential worker interviews inside and outside the workplace, helping us understand actual working conditions rather than documented compliance alone.

To strengthen this understanding, we continuously expand and maintain local networks of experts, including labour rights organisations, social workers and psychologists. Together, these sources create a continuous feedback loop that enables us to identify and prioritise the most relevant risks for workers in a dynamic, evidence-based and context-specific way.

Risk identification applies to both existing and potential suppliers. Before entering into a new business relationship, we conduct a pre-screening to assess factory-level and regional risks. Garment suppliers must subsequently undergo a Fair Wear assessment and meet our minimum requirements (see Social Impact Ladders, Annex 2) before sourcing can begin.

We conduct Fair Wear assessment every 3 years in a normal cycle, every 2 years when the factory is in a



context with higher risk or a new relationship. The Turkish supplier shown in the overview did not undergo a Fair Wear assessment within the three-year cycle, as the facility successfully completed an OEKO-TEX® STeP assessment in 2025. We are currently discussing the timing of the next Fair Wear assessment.

Target 100% of factories assessed via FWF cycle



- Target:
- 100% of Fair Wear posters displayed in factories.



These posters communicate the Code of Labour Practices, including the eight core principles we use to assess and monitor working conditions. They also provide workers with access to a local contact number linked to Fair Wear’s grievance mechanism.

Factory Name	Country	Previous Fair Wear Assessment	New Proposed Fair Wear Assessment
BEOTEKS TEKSTIL LTD.	Turkey	2022	2026
Decco	Tunisia	2025	2028
Bosut DOO Kumanovo	North Macedonia	2025	-
HAVEP Macedonia	North Macedonia	2024	2027
Libertex	Tunisia	2023	2026
M.A.C.O Sarl	Tunisia	2024	2027
Apparel@Work Tric	Tunisia	2025	2028
Mallcom Chandipur	India	2025	2027
Axfillia	Portugal	n/a low risk region	n/a low risk region

The Fair Wear grievance line enables workers to safely and anonymously report concerns or violations, making it a crucial tool for early detection and remediation of issues. To ensure accessibility, we consistently verify during factory visits and assessments that the posters are visibly displayed and up to date with the correct contact number.

03

Stopping, preventing, or mitigating harm

Based on our risk analysis, we focus on the most significant risks and take targeted action. HAVEPs approach:

- Action plans – tailor-made per factory, with clear priorities, responsibilities, and timelines, based on insights from step 2.
- Root cause analysis –we focus on the underlying causes of complex and material issues, rather than only addressing low-hanging fruit.
- Embedding awareness across all layers – we build awareness throughout factories, from management to the shop floor, ensuring expectations and worker rights are understood and applied in daily practice.
- Empowering the worker – through training and social dialogue, workers are equipped to understand their rights and raise concerns.

- Target:
- 100% of factories provided with worker rights training



In 2025, we supported a Fair Wear training at our partner Mallcom and M.A.C.O. Sarl, which increased the participation rate and brought us closer to our target. We also repeated the training in our own factory in North Macedonia to keep workers there up to date.

In addition, we organized training programmes with external experts. In total, in 2025, 264 workers and 96 managers and supervisors participated in programmes aimed at strengthening labour rights awareness, social dialogue, and working conditions across our own and partner garment factories. Reported figures represent training participations rather than unique individuals, as some participants attended multiple sessions.

- Worker representation – worker representatives support dialogue between workers and management on key topics such as wages, working hours, and safety.
- Strengthening grievance mechanisms – the Fair Wear helpline provides an independent channel, while we also invest in strong factory-level systems. Multiple channels help identify and address issues early.

04

Tracking progress

We track progress through continuous follow-up on action plans, combining strong local presence with regular digital check-ins. In North Macedonia, production takes place in our own facility; in Tunisia and India, local HAVEP teams visit sites weekly, bringing essential understanding of the local context. This is complemented by ongoing digital engagement, allowing us to verify whether improvements are implemented in practice, monitor key risks, and adjust our approach where needed.



Suppliers are evaluated through a balanced scorecard covering quality, operations, and sustainability. The Social Impact Ladder forms the basis for assessing social performance, helping us track progress from compliance to positive impact. A detailed overview is included in the annex.

05

Communicating
Here we are, communicating. Transparency is key, both externally and towards workers.

- Target:
- Publicly disclose our garment factory partners via our impact report and the Open Supply Hub



We communicate publicly on our HRDD: the risks we identify, the actions we take, and the dilemmas we encounter. Disclosing our factory base is an important part of this. By being transparent about where we produce, we enable information to surface, strengthen accountability, and create opportunities for collaboration with stakeholders.

At the same time, communication at factory level is essential. Worker representatives act as a key channel here. After each assessment, key findings are shared and discussed with them, so workers are informed and involved.

06

Providing or enabling remediation
Step 6 focuses on addressing actual harm. Where we have caused or contributed to an adverse impact, we take responsibility to actively contribute to remediation. If we are directly linked to an issue through a supplier or business partner, we work closely with the factory to ensure the situation is understood and effectively addressed, providing support where needed to achieve sustainable improvements. We ensure careful and timely follow-up in handling each case.

In 2025, we received three grievances through the Fair Wear helpline. Each grievance is taken seriously and followed up closely. Our aim is not to have zero grievances. On the contrary, it is important that workers can raise concerns, as this helps bring issues to light that might otherwise remain under the radar.

- Target:
- Maintain Fair Wear Leader status

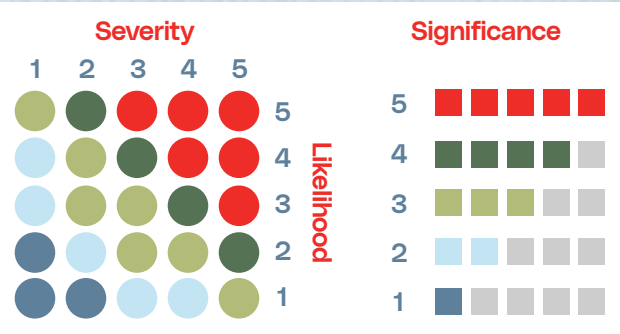


Our progress as a brand is independently assessed by Fair Wear through the Brand Performance Check, with the results publicly available here. We are proud to have achieved Fair Wear Leader status since 2021. This status is awarded to brands that demonstrate advanced and consistent implementation of human rights due diligence, take a proactive approach to improving working conditions, and show transparency and measurable progress across their supply chain. In our last check we scored 77%.

Risk analysis production countries

Below is an overview of the risks per production country, ranked by likelihood and severity, as reflected in the risk matrix. **These are country-level risks, reflecting the wider national context. They do not represent findings in our own factory or in those of our partners.** Actual risks at factory level may differ depending on the region and on measures taken locally by our partners, supported by us.

A high-risk rating therefore does not mean violations have been found, but signals the need for closer attention and preventive measures such as training. In the following sections, we describe the risks, performance, and actions taken for each principle of our Code of Labour Practices.



Tunisia	
Indicator	Score
Non-payment of living wage	■■■■■
No occupational health and safety	■■■■■
No freedom of association	■■■■■
Discrimination	■■■■■
No legal employment relationships	■■■■■
Excessive overtime	■■■■■
Child labour	■■■■■
Employment is freely chosen	■■■■■

Turkey	
Indicator	Score
Non-payment of living wage	■■■■■
No legal employment relationships	■■■■■
No freedom of association	■■■■■
Discrimination	■■■■■
Excessive overtime	■■■■■
No occupational health and safety	■■■■■
Child labour	■■■■■
Employment is freely chosen	■■■■■

North-Macedonia	
Indicator	Score
Non-payment of living wage	■■■■■
No occupational health and safety	■■■■■
No freedom of association	■■■■■
Excessive overtime	■■■■■
No legal employment relationships	■■■■■
Employment is not freely chosen	■■■■■
Discrimination	■■■■■
Child labour	■■■■■

India	
Indicator	Score
Non-payment of living wage	■■■■■
Excessive overtime	■■■■■
No freedom of association	■■■■■
No legal employment relationships	■■■■■
Child labour	■■■■■
No occupational health and safety	■■■■■
Discrimination	■■■■■
Employment is not freely chosen	■■■■■

Employment is freely chosen

Forced labour, as defined by the International Labour Organization (ILO), is work performed under threat of penalty and without voluntary consent. Workers must always be free to choose their employment and to leave at any time.

The risk of forced labour remains high in the textile industry, particularly in upstream stages such as cotton production and spinning, where visibility is limited. While Fair Wear assessments show no indications of forced labour at our tier 1 factories, risks may still occur through indirect pressure and therefore remain an area of ongoing attention.

Our approach focuses on:

- **Clear standards:** All suppliers must meet our requirements on freely chosen employment, including no forced labour, no forced overtime, and full freedom for workers to leave their job.
- **Monitoring:** We assess forced labour risks through audits, including off-site worker interviews to ensure workers can speak freely and safely.
- **Grievance mechanisms:** Workers have access to channels such as the Fair Wear helpline and factory-level systems to raise concerns, which we actively promote and strengthen.
- **Worker awareness:** Through training and communication, workers are informed about their rights and how to report potential issues.
- **Supply chain transparency:** We are increasing visibility beyond tier 1, with a focus on higher-risk stages such as spinning and raw material sourcing, where risks are typically higher.

Freedom of Association and the Right to Collective Bargaining

Freedom of association depends on workers being able to organise, speak up, and engage in dialogue with management without fear. At HAVEP, we focus on whether this works in practice, not just whether structures are in place.

Target:

- 100% of factories have worker committees in place.



This target is met across our tier 1 factories: all factories have worker committees in place. While this provides a solid foundation, effectiveness varies. Having committees in place on paper does not automatically lead to active dialogue or improvements in working conditions.

We therefore assess how worker representation functions day to day: whether representatives can speak freely, whether issues are discussed openly, and whether follow-up actions are taken. Where needed, we actively support suppliers in strengthening these systems, with a focus on communication, worker awareness, and practical use of grievance mechanisms.

In higher-risk contexts such as India, the challenge lies in making existing structures effective. This is why we invest in targeted capacity building, as shown in the following example.



In practice: strengthening worker committees in India

In 2025, we partnered with Inosculation Hub, a local expert in worker dialogue and labour rights, to strengthen worker committees at our partner factory in India. The programme focused not only on the existence of committees, but on how they are organised and function in practice.

Through interactive training sessions, participants worked together on practical exercises based on real workplace situations, strengthening collaboration, communication, and problem-solving skills.

Committee members from different groups (including grievance, health & safety, and internal committees) worked on:

- **Roles and structure:** reviewing how committees are set up and how responsibilities are divided
- **Communication:** identifying gaps between workers, representatives, and management, and how to improve dialogue
- **Grievance handling:** strengthening how complaints are received, discussed, and followed up
- **Labour rights awareness:** building understanding of worker rights, local labour law, and Fair Wear standards
- **Action planning:** defining concrete next steps to improve committee functioning and worker dialogue.



No Discrimination in Employment

Under Fair Wear, No discrimination in employment means that all workers are treated equally, regardless of personal characteristics such as gender, age, or background. Employment decisions must be based on skills and qualifications.

At HAVEP, we look beyond policies and assess how equality is experienced in practice. We apply a gender lens to identify where certain groups may face barriers or feel less able to speak up.

We recognise that discrimination is often complex and not always visible in data alone. Therefore, we focus on targeted initiatives that create awareness and strengthen dialogue.

Target:

- **Implement initiatives that promote inclusive and respectful workplaces.**

In practice: empowering women and strengthening communication

In 2024, we launched a resilience programme at Apparel@Work in Tunisia, together with sister brand VH and led by feminist psychologist Sheriffa Tili. The programme created a safe space for women workers to share experiences, build confidence, and strengthen communication and leadership skills.

In 2025, we expanded this approach by training supervisors, based on input from workers. This focused on improving communication between workers and management, recognising that inclusive workplaces require engagement at all levels.

No Exploitation of Child Labour

Poverty and insufficient household income remain key drivers of child labour. In global textile supply chains, these risks are particularly relevant in labour-intensive production stages and regions where access to education and social protection is limited. According to the latest ILO and UNICEF estimates, nearly 138 million children were engaged in child labour in 2024, including 54 million in hazardous work.

To date, no cases of child labour have been identified in our tier 1 factories through Fair Wear assessments and our own monitoring activities. Nevertheless, we continue to focus on the identification and prevention of child labour through three key pillars:

- **Age verification:** We verify age documentation during audits and require suppliers to apply clear policies on minimum age. At some Tunisian partners, workers aged 16–18 may be employed in supporting activities, such as packaging work, often as a holiday or part-time job. In these cases, we verify compliance with legal requirements designed to protect young workers, including restrictions on working hours and tasks not permitted for young workers.
- **Production control:** Production may not be subcontracted without our prior approval. Through regular on-site visits by our local teams, we verify that production takes place at approved facilities. This helps prevent unauthorised subcontracting and reduces exposure to informal production, where child labour risks are typically higher.
- **Supply chain visibility:** We continue to increase visibility beyond tier 1 to better identify, understand, and address child labour risks further upstream. More information on our approach can be found in the subchapter ‘From Fibre to Fabric’.

Living wage

The living wage goes beyond the legal minimum. It reflects the income needed for workers and their families to meet basic needs, such as food, housing, healthcare, and education, while allowing for a small margin of financial security. This is fundamentally different from minimum wages, which in many countries does not cover the true cost of living. The gap between minimum wage and living wage differs per country and context, as shown below.

Country	Gap between Minimum Wage and Living Wage (%)
North Macedonia	10–20%
Tunisia	20–30%
India	30–40%
Turkey	15–30%
Portugal	0–10%

At HAVEP, we anchor this topic in our agreements with suppliers. As a minimum requirement, all tier 1 suppliers are contractually obliged to pay at least the legal minimum wage. In addition, we expect full transparency on wages, including sharing wage data and payroll information. This enables us to assess wage levels in practice and identify gaps.

Building on this baseline, we actively work towards closing the gap to a living wage. We analyse wage data, compare it to benchmarks, and assess whether our pricing enables suppliers to increase wages. This includes labour-minute pricing, productivity, and wage structures within factories. To better reflect real-life conditions, we use the assumption of 1.8 income earners per household, recognising that not all adults can work full-time.



While steps have been taken, closing the gap remains challenging. Inflation and rising living costs have increased pressure across all production countries, making it more difficult for wage growth to keep pace.

Closing the gap therefore requires a combination of actions: responsible purchasing practices, supporting suppliers in wage growth and efficiency, and ongoing dialogue on realistic, context-specific pathways towards a living wage.

Reasonable Working Hours

Legal working hours vary across countries (typically 40–48 hours per week). At HAVEP, we go beyond compliance by engaging with suppliers on what constitutes a healthy and realistic work-life balance in their context.

Excessive overtime remains a key risk in the garment industry. We address this by tackling the root causes: production pressure and poor planning.

Target:

- Workers in factories producing for HAVEP do not exceed legal overtime limits.



Risk levels differ across our supply chain: low in North Macedonia, limited in Tunisia and Turkey, and higher in India. Our approach focuses on predictability and responsible sourcing:

- Stable production flow: Long-running collections and consistent weekly orders reduce peak pressure.
- Long-term partnerships: Most suppliers have worked with us for over five years, supporting better capacity planning.
- Forward planning: A six-month rolling forecast provides visibility (2 months fixed, 4 indicative).

- Joint planning: Production is aligned with regular working hours, holidays, and realistic lead times.
- Focused monitoring: We monitor high-risk areas, such as finishing departments, and intervene when needed.
- Continuous dialogue: We engage factory management on overtime risks and work-life balance.

In India, the risk is structurally higher. A key driver is the use of piece-rate wages for part of the workforce. This is the only factory in our supply chain where this system is applied. While it can increase earnings, it also creates pressure to work longer hours.

We supported the development of a Working Hours and Leave Policy in India, but a 2025 assessment still identified excessive overtime. This remains a clear focus area.

Safe and Healthy Working Conditions

Safe and healthy working conditions are a fundamental requirement across all factories we work with. While health and safety findings are identified in every assessment, the nature and urgency differ per factory. As highlighted in our risk analysis, health and safety risks are higher in Tunisia and India, requiring stronger focus, while in North Macedonia risks are lower due to more mature systems and direct oversight.

In addition to Fair Wear assessments, we conduct regular on-site checks ourselves to reinforce expectations and identify risks early. More importantly, we focus on how health and safety is embedded in daily practice. For example, providing protective equipment alone is not sufficient, workers must understand why and how to use it.

We therefore encourage factories to strengthen their health and safety monitoring systems, including regular internal checks, active health and safety committees, and ongoing worker training. Awareness and behaviour are key: standards only have impact when they are consistently applied on the work floor. For example, at partner factory

Apparel@Work, a training was organised together with the United Nations Office of the High Commissioner for Human Rights, titled “From Representation to Action: Workers’ Committees and Safety Laws,” focusing on strengthening the health and safety committee and building its capacity to act effectively in practice.

While the focus is often on physical safety, we also encourage attention to mental well-being. Creating a safe workplace includes fostering a respectful environment where workers feel secure and supported.

Legally Binding Employment Relationships

Stable and legally binding employment relationships are essential for providing security and long-term perspective for workers. Clear contracts help ensure access to wages, social protection, and fundamental labour rights.

At HAVEP, we focus on how employment relationships are structured in practice, particularly in contexts where intermediaries are involved or where contract types may impact job security.

In some contexts, such as India, employment relationships are often mediated by contractors who recruit and manage workers. While common, this can create ambiguity around responsibilities and worker rights. We therefore closely monitor whether all workers receive a contract, a copy of this contract, and whether key terms are clearly defined. Together with our local partner Inosculation Hub, we work to strengthen understanding of social compliance among intermediaries and improve alignment between workers, contractors, and factory management.

At the same time, we monitor the balance between temporary and permanent employment to assess job security. In contexts like Tunisia, where short-term contracts were historically more common, we see a shift towards more stable employment, supported by regulatory developments and increased awareness among factory owners.





WORKING CONDITIONS FROM FIBER TO FABRIC

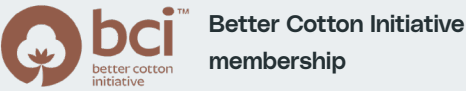
Much of our focus is on our garment-making partners, our first-line suppliers. But transparency deeper in the chain is just as important.

When we analyse the social-cost component of the True Price of our products, we see that a large share sits at the start of the chain. Research by the ILO shows that ‘the worst working conditions are often found at hard-to-reach SME suppliers in tier 2 and beyond,’ while more than 65 percent of buying departments have little or no visibility past their first-tier suppliers. The 2013 Rana Plaza disaster, in which an eight-story garment factory in Bangladesh collapsed, killing more than 1,100 people, was a painful reminder. Because brands had no view of their subcontractors, rescuers had to search the rubble for clothing labels to find out which brands were involved.

OECD guidelines for the garment and footwear sector are clear: full-chain due diligence is a core duty, not something limited to direct suppliers.

At HAVEP, we maintain an open dialogue with our fabric suppliers to increase transparency across each step of the production process. We request information on the upstream supply chain, including transaction certificates where applicable, social compliance reports, and other relevant documentation that helps us better understand and assess social and environmental risks.

In this chapter, we highlight our social impact efforts in the cotton supply chain, where we see both significant risks and opportunities. Cotton is a key fibre for HAVEP, accounting for more than 70% of our fibre consumption. Its comfort, breathability, and durability make it particularly well suited for professional workwear. At the same time, cotton remains a labour-intensive supply chain, creating both social risks and opportunities to improve working and living conditions for the people involved.



- Target:
- become a Better Cotton member in 2025



Through Better Cotton, we contribute to improving farming practices at scale. The initiative focuses on equipping farmers with knowledge and support to reduce harmful pesticide use, improve water stewardship, and strengthen labour conditions, including the prevention of child labour and forced labour.



I have used the additional income to purchase more land and on my children's education [books etc].

Better Cotton Farmer Punamchand Jalela

Photo Credit: Better Cotton/Morgan Ferrar Location: Bhavnagar district Gujarat, India. 2019



While Better Cotton does not yet offer full physical traceability to individual farms, it operates on a mass balance system that enables us to support more sustainable cotton production globally. For HAVEP, this is an important step in increasing our impact at the raw material level, alongside our more direct and traceable initiatives such as Raddis Cotton.

By combining Better Cotton with in-depth supply chain projects, we work towards a more complete understanding of working conditions in the cotton chain, and towards scalable improvements where they are needed most. Please see proof of our membership in Annex 3.

Tracking down the cotton chain: social costs

While Better Cotton helps us drive improvements at scale, it does not yet provide full traceability to farm level. To better understand the actual working conditions in our own cotton chain, we therefore complement this with in-depth, traceable research. That’s why HAVEP has been part of a research project together with Raddis Cotton, GVK Society and the Dutch Social Sustainability Fund (SSF). Together, we mapped the full cotton chain from seed to fiber.

In 2025, we completed the research phase. We now have a clear picture of what life and work looks like across the entire chain; for farmers, day labourers, ginners, hamali workers (porters), and their families. What we found is serious. Incomes are far below what people need to live on. Workers are exposed to pesticides and physically demanding conditions, often without protective equipment. Child labour still occurs in cotton seed farming. Women frequently work without contracts or social protection. And hamali workers, who carry heavy loads for long hours, have no insurance if they get injured.

Regenerative farming, which Raddis Cotton promotes among small-scale farmers in the region, makes a real difference. It lowers costs, reduces chemical use, and helps farmers cope better with drought and extreme weather. But it is not enough on its own to close the income gap. Broader change is needed across the whole chain.

From research to action: a three-year plan

With the research now complete, 2025 was the year we moved from findings to action. Together with our partners, we developed a three-year plan built around four priorities:

- Farmers’ Knowledge Hub: setting up local centres where farmers can get training, share knowledge, and learn how to apply regenerative practices in their daily work.
- Blueprint for a fair ginning unit: building a model ginning centre that shows what fair, safe, and sustainable cotton processing can look like – and that others in the sector can learn from.
- Insurance for hamali workers: giving porters access to insurance, so that an injury at work doesn’t mean financial ruin for them and their families.
- Fair pricing through the chain: developing a system that stops margins from being swallowed up by intermediaries, so that farmers actually receive a decent income for their work – not just what’s left over.

Raddis Cotton in our garments

2025 also brought a concrete next step: HAVEP started buying Raddis Cotton for use in our garments. This directly connects our products to the farmers at the start of our supply chain. By choosing Raddis Cotton, we support regenerative farming and contribute to fairer incomes. It is our way of showing that this work is not just research, it shapes the choices we make every day.





OUR PEOPLE: ENGAGE, INCLUDE & GROW

Working at HAVEP means being part of a family-owned business with over 160 years of history, where personal growth and job satisfaction come first. Our slogan, “You’ll never work alone,” reflects how we work together every day. Just as our customers rely on our clothing for a safe and productive workday, our employees can count on a strong and supportive organization. With 269,6 FTE colleagues, it is our people who make HAVEP unique.

Employee Engagement

Our employees are the foundation of HAVEP. We believe that engaged employees are essential for long-term success, and we actively invest in a working environment where people feel supported, energized, and connected.

As part of our focus on continuous development, we aim to further leverage group-level initiatives such as the VPT Textile Academy to expand learning opportunities for our employees in the coming years.

Employee engagement is monitored across key themes such as daily work experience, working conditions, development opportunities, leadership, and communication.



What it means to work at HAVEP in practice:



Hybrid working for flexibility and work-life balance



A modern workplace in our circular headquarters, designed with sustainability and comfort in mind



Sports scheme offering discounts on gym memberships and other fitness activities



Bicycle plan encouraging sustainable commuting



Employee discounts on our products



An active employee association organising events throughout the year



Healthy and inclusive canteen (Ruud’s Rugzak) combining nutritious meals with social impact by creating employment opportunities for people with a distance to the labour market

Target:

- Conduct employee engagement surveys at headquarters and our garment factory



In december 2024, we conducted an employee survey in our North Macedonian factory, with a participation rate of over 95% and satisfaction scores ranging between 65% and 80%. In 2025, a similar survey is being conducted at the headquarter to further strengthen insights across the organisation.



Target:

- Celebrate HAVEP’s 160-year anniversary together with employees, former colleagues, and retired staff and their partners.



In 2025, HAVEP turned 160. Not many companies get to say that. What started in 1865 with a few looms in Brabant has grown into something we could never have imagined then, and are still building today. We marked the occasion by bringing together everyone who has been part of that story: current and former colleagues, partners, and friends. The afternoon and evening that followed was remarkable, full of warmth, laughter, and a real sense of what makes HAVEP who we are.

The turnover rate improved to 8% in 2025, which is in line with European benchmarks. This stability is partly driven by improved retention in North Macedonia compared to the previous year, where the majority of our workforce is based (180.8 FTE out of 269,6 FTE). No employee outflow was recorded in Tunisia, while turnover at headquarters remained within a typical range.

We ensure that employee voice and representation are structurally embedded. All employees in the Netherlands, Tunisia, and North Macedonia are covered by collective bargaining agreements (100%), and employee representation bodies in the Netherland and Macedonia play an important role in advising management regarding workers welfare.

A safe and supportive working environment remains a priority. In 2025, we recorded six minor work-related accidents, reflecting a strong safety culture across our operations. All our HR related KPIs can be found in the tables on the right.



Information on Employees	
Total 2025	FTE
FTE employees - total	269,6
FTE employees by gender - male	61
FTE employees by gender - female	208,6
FTE employees by gender - other	N/A
FTE employees by gender - not disclosed	N/A
FTE by country - NL	71,4
FTE by country - TN	10
FTE by country - MK	180.8
FTE by country - DE	4,3
FTE by country - BE	2
FTE by country - FR	1

Non-employees	
Total 2025	headcount
Number of non-employees - total	12
Self-employed working exclusively for HAVEP	12
Temporary workers	0

Employee turnover	
Total 2025	%
Employee turnover	8,2

Health & Safety	
Total 2025	Number
Number of recordable work-related accidents	6
Number of fatalities	0
Collective bargaining coverage - NL	100%
Collective bargaining coverage - TN	100%
Collective bargaining coverage - MK	100%

Diversity, Equity and Inclusion (DEI)

we believe that a workplace where everyone feels safe, valued, and included is not just the right thing to do, it makes us stronger as a company and as a community. People do their best work when they can be themselves. That is why we invest in concrete measures: a Code of Conduct on Unacceptable Behavior that applies to everyone working for or on behalf of HAVEP, active monitoring of gender representation and pay, and community initiatives like Atelier H that extend our commitment beyond our own walls. We are honest that our approach is still developing, what we do not yet have is a fully integrated DEIB policy that ties all of this together. That is a gap we recognize, and closing it is a priority for the period ahead.

The measures are outlined in our internal Code of Conduct, which applies to everyone working for or on behalf of HAVEP, regardless of contract type or location. The code sets out what constitutes unacceptable behaviour, how employees can respond, and who they can turn to for support. To ensure accessibility and confidentiality, we have appointed a trained confidential advisor. Where necessary, appropriate disciplinary action is taken.

Target:

- Expand our DEI policy and implement site-specific action plans at all operational locations by 2025



Several measures have already been introduced to promote DEI, such as facilities for individuals with physical disabilities, monitoring of workforce diversity and management representation, and gender pay equity analyses. Clear procedures are in place for reporting and addressing discrimination and harassment, supported by our confidential advisor. Still, we recognise the need for

a more structured and integrated DEI policy. While the objective was to develop and implement this in 2025, it has not yet been fully achieved. Further analysis and development will be prioritized in the coming reporting period.

Gender remains an important focus area within our DEI efforts. As shown in the KPI table, women represent 78.5% of HAVEP's total workforce. However, this strong female representation is not yet fully reflected in leadership positions. In 2025, the average gender diversity ratio in management was 0.5, indicating that there is still room to improve the balance between women and men in leadership roles.

Our overall gender pay gap was 18%. The gender pay gap is influenced by differences in the representation of women and men in management positions across our locations. In North Macedonia, our largest production site, women occupy 80% of management roles. By contrast, in the Netherlands, Belgium and Germany combined, women hold approximately one third of management positions. In Tunisia, our team of 10 FTE is led by a male manager. Since management positions are generally associated with higher remuneration, these differences in leadership representation contribute to the overall gender pay gap.

We will continue to monitor both gender representation and pay equity across the organisation and use these insights to support further progress towards a more balanced and inclusive workplace.

Pay gap	
Total 2025	%
Total gender pay gap	18%

Gender ratio of management			
Total 2025	Ratio	#female	#male
Total (women:men)	0.5	9	10
The Netherlands	0.4	5	8
Tunisia	0	0	1
North Macedonia	3	4	1

Diversity Ratio in the Governance Body		
	Total HAVEP 2025	Total VP Textile 2025
Gender diversity ratio of governance bodies	N/A	0.33





Atelier h.

HAVEP works hard to make a positive difference in the places where our products are made; in North Macedonia, Tunisia, and India. But we believe that responsibility also starts close to home. In Goirle, where our headquarters is, people face barriers to work and participation too. Atelier h. is our way of doing something about that, in our own town, on our own doorstep.

Atelier h. started as Vanhulley, a social initiative that found a home in our building in Goirle. We offered space, materials, and connections to customers interested in upcycling and social impact. In 2025, we took the next step: Vanhulley became Atelier H, now fully embedded within HAVEP. Same mission, deeper roots.

The idea is simple. People who are new to the Netherlands, many of them refugees or newcomers finding their footing, come to Atelier h. to learn, create, and connect. They work with discarded textiles and workwear, giving materials a second life while building something for themselves: skills, confidence, a network, and a sense of belonging. No experience needed. Just the willingness to show up.

What gets made matters. Every product carries a story, of the material it came from, and of the person who made it. But the real impact goes further than the products. Participants grow. They find their voice. They make friends. They take language classes. And many of them move on to jobs, further education, or other opportunities they might not have imagined when they first walked through the door. That ripple effect, from one person to their family, their neighbourhood, and beyond, is exactly what we hoped for.

Progress is monitored through three structured assessment moments: after approximately six weeks, halfway through the programme, and at the end. At each point, participants complete the MSI assessment, alongside evaluations of language development, talent development, and workplace skills. Beyond formal assessments, each participant is paired with a language buddy, a colleague they practise with for at least one hour per week. Once a month, a half-day is dedicated entirely to talent development, giving participants dedicated time and space to grow beyond the day-to-day work.



The impact of Atelier h. is perhaps best measured in the paths people take after leaving.

- Nishmin completed a Fashion level 2 qualification at Yonder and now works as a beautician in Breda, a step she cared enough about to relocate for.
- Maryem earned the same diploma and is continuing her studies with the goal of becoming a teacher.

* Gip and Violeta both found their way into care work, while Liliane works as a teaching assistant at the Entreecollege.

- Hayat volunteers at a primary school, where she teaches sewing to children. Each path is different, but they share a common thread: people who came to us with talent and ambition, and left with the tools and confidence to act on it.

Learning and Development

We believe employee development is key to both individual growth and organisational success. To support this, we follow a structured performance and development cycle that combines clear goal-setting with continuous learning. Each employee defines annual objectives in January, discusses progress in June-July, and has a final evaluation in December. These conversations focus equally on performance and personal growth, ensuring development remains a year-round priority.

We offer a wide range of learning opportunities, from on-the-job training to formal courses and customised development programmes. Employees are encouraged to discuss their ambitions with their managers, who help identify relevant opportunities. We distinguish between mandatory training (e.g. safety- or compliance-related, fully funded by HAVEP) and optional training (e.g. career development or self-initiated learning), which may be partially or fully funded depending on its relevance and value.

New colleagues follow an onboarding programme with sessions on sustainability, textiles, innovation, and introductions to each department. Knowledge-sharing continues throughout the year, with interdepartmental sessions, quarterly update lunches, and external exchanges through the VP textile brands network.

Target:

- 100% participation in the performance and development cycle



In 2025, 100% of employees participated in the performance and development cycle. Training needs identified in these dialogues led to courses ranging from language classes (French, German, Dutch) and ChatGPT, to forklift operation, situational leadership, prevention officer training, and physical workload management. While we do not yet track training hours systematically, we plan to introduce this for more accurate reporting.

Looking ahead, we aim to launch a VP Textile Academy to expand our training offer. We are also working on a knowledge dashboard, to make progress measurable, and on a long-term platform for consolidating and sharing expertise across the organization.



PROGRESS:
DRIVING REAL
IMPACT

Progress starts with being transparent about where we stand. That means measuring what we do, both at company level and at product level, and being open about the outcomes.

We track our impact through clear data and use this to guide decisions and improvements. Not everything is perfect or complete yet, but we aim to be as honest and consistent as possible in how we measure and report. In this chapter, we show our progress through two lenses: business impact measurement and product impact measurement. Together, they help us understand what is working, where we need to improve, and how we can move forward in a more structured way.



Embedding Sustainability Across HAVEP

We work to embed sustainability across all layers of our organisation, as we believe this is essential to creating real impact. It is part of onboarding, daily operations, and decision-making, supported by continuous exchange between teams across regions and functions.

Progress on sustainability and ethical business practices is discussed at management level and reported to the Board of Directors and Supervisory Board, keeping accountability high and aligned with our long-term goals, as embedded in our company statutes and mission statement.

Target:

- Organize a Sustainability Get Together to align teams across regions and translate strategy into concrete actions in local operations



In 2025, colleagues from North Macedonia, Tunisia, India, and Romania came together in the Netherlands and Belgium to share experiences, challenges, and best practices. Key topics included strengthening social dialogue and worker representation, improving monitoring of social policies, advancing circular solutions, increasing transparency in the supply chain, and sharpening impact measurement. These insights help bring strategy and ideas to life in our production countries, where we encourage colleagues to always “wear their impact hat.”

Business impact measurement

In this report, we aim to be as transparent as possible about our impact, both in terms of where we make progress and where challenges remain. To strengthen this,

we also use external assessments to test and validate our performance. Through VP Capital, we undergo a periodic due diligence process, providing an independent review of how we manage environmental, social, and governance topics. This helps us stay sharp, identify gaps, and continuously improve.

At the same time, we aim to be a frontrunner by aligning ourselves with leading international standards. For us, B Corp is one of the most robust and credible benchmarks. It looks at impact across the full organization, assessing companies across five pillars, Governance, Workers, Community, Environment, and Customers, and requires companies to demonstrate, with evidence, how impact is embedded in daily operations. To achieve certification, companies must score a minimum of 80 points out of 200.

Target:

- Achieve B Corp certification.



In 2025, HAVEP became B Corp certified with a score of 91.9. This is above the required minimum of 80 and the median industry score of 50.0, and serves as a solid starting point for further improvement. This follows an intensive assessment process of over 1.5 years. As we operate across multiple countries, the process was carried out through two separate assessments: one at our headquarters and one across our production locations in North Macedonia and Tunisia, providing a more complete and representative view of our impact.

For us, the B stands for proof. It’s about showing what we do, not what we promise. It also pushes us to think



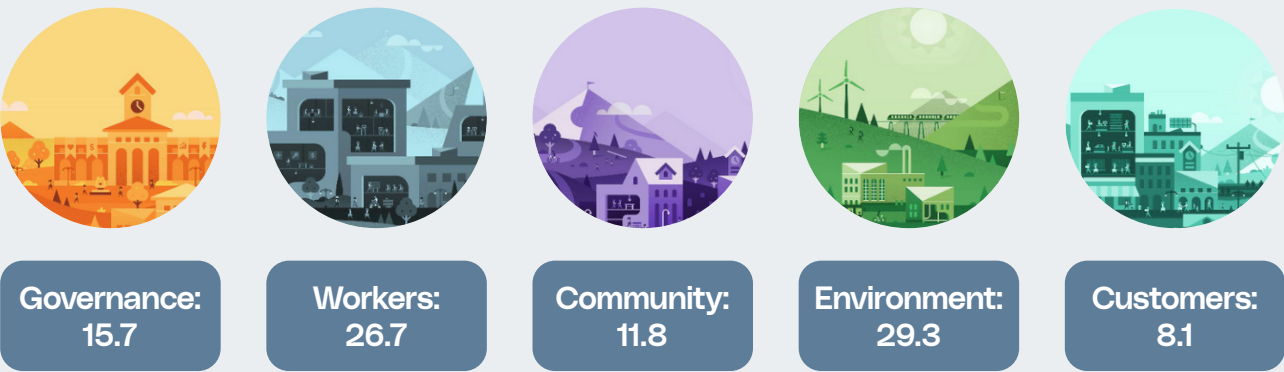
beyond our direct actions and continuously ask ourselves what impact our actions create, and how we can reduce negative impact or turn it into something positive. It reflects the choices we make every day; from improving working conditions and acting as a responsible partner in the supply chain, to making conscious material choices and developing circular solutions.

What makes HAVEP a B Corp is not one single initiative, but the combination of efforts across the organization. This includes our role as a chain regisseur, our Fair Wear

Leader status with ongoing monitoring, the use of more sustainable fibers, pilots in textile-to-textile recycling, and tools such as True Pricing to make both environmental and social impact more transparent and measurable. The Customer pillar, for example, provides us with new insights and adds another dimension to how we look at sustainability, pushing us to go beyond our own operations and better understand the impact we create for and together with our customers. It also reinforces our approach of continuous learning, helping us to keep improving and adapting our way of working.



Based on the B Impact Assessment, HAVEP achieved a total score of 91.9 across the five pillars:



B Corp is not an endpoint. It is a confirmation of the path we are on, and at the same time a clear incentive to keep improving. It challenges us to stay critical, continue learning, and further strengthen how we create positive impact, in our value chain and beyond. At the same time, we value being part of the B Corp community, where we can learn from others and continue to develop together. With the recent updates to the B Corp standards, the bar continues to rise, keeping us sharp and pushing us to take the next steps in 2026.

Product Impact Measurement

Measuring impact enables us to understand where we stand, identify where improvement is needed, and make informed decisions about our sustainability strategy. To understand the real footprint of our products, we work with bAwear for detailed life cycle assessments (LCAs). bAwear Environmental Impact Measuring

Target:

- Environmental impact data are accessible for all fabrics through our internal data systems



In 2025, we made a significant step in embedding environmental impact data throughout the organization. By integrating LCA data into our internal systems, all relevant departments can now easily access and compare the environmental impact of different fabrics. This enables more informed decision-making across product development, sourcing, and customer engagement, and strengthens our ability to communicate transparent and measurable progress.

Before selecting any fabric, we run a life cycle assessment (LCA) to determine its environmental footprint. This allows our designers, buyers, and sales teams to work with verified data and support customers with clear insights, particularly in reducing the impact of the fibers we use. For the HAVEP collection, we calculate cradle-to-gate impacts for our garments.

Each LCA includes key environmental indicators such as climate change, energy use, land use, water consumption, air and water pollution, soil impacts, and the use of scarce materials. We use SimaPro data, verified by bAwear, and apply the ReCiPe 2016 midpoint method.

In addition to production impacts, we continue to expand our scope: Production (cradle-to-gate): from raw material extraction to finished fabric. This remains our most robust model, supported by primary supplier data. Use phase: estimates impacts from washing, drying, and repair, based on standard user behaviour. This will be further refined as more real-life data becomes available. End-of-life: through the Green Gear Alliance, we track collected products, recycling destinations, and associated environmental impacts. As better data and new recycling technologies emerge, we continue to improve the accuracy and relevance of our calculations.

Further development of environmental metrics

Following our double materiality assessment, we continue to evaluate how well our product-level measurements reflect the most relevant environmental topics. In 2025, we have taken steps to further strengthen our insights into material performance and chemical-related aspects

by introducing additional indicators such as the Limited Oxygen Index (LOI) and Total Organic Fluorine (TOF). LOI indicates how much oxygen is needed for a material to keep burning and is therefore relevant for flame-retardant performance. TOF measures the total amount of fluorine present in a material and helps identify the potential presence of fluorinated substances such as PFAS.

At the same time, measuring the environmental and health impact of chemicals (toxicity) remains a major challenge. As also highlighted by bAwear, the textile industry uses a wide range of chemical formulations, of which the exact composition is often unknown or only partially disclosed. In addition, the behavior of these chemicals during production, use, and end-of-life is highly complex and situation-dependent. Because of this, existing models for (eco-)toxicity would lead to highly unreliable outcomes, potentially 10 to 100 times too low or too high. Reporting such data would therefore risk being misleading rather than informative.

For this reason, toxicity-related indicators are not included in our LCA calculations. Instead, we focus on improving transparency, increasing insight through complementary indicators such as LOI and TOF, and continuing to support industry developments towards more reliable and standardized approaches.



True Price method

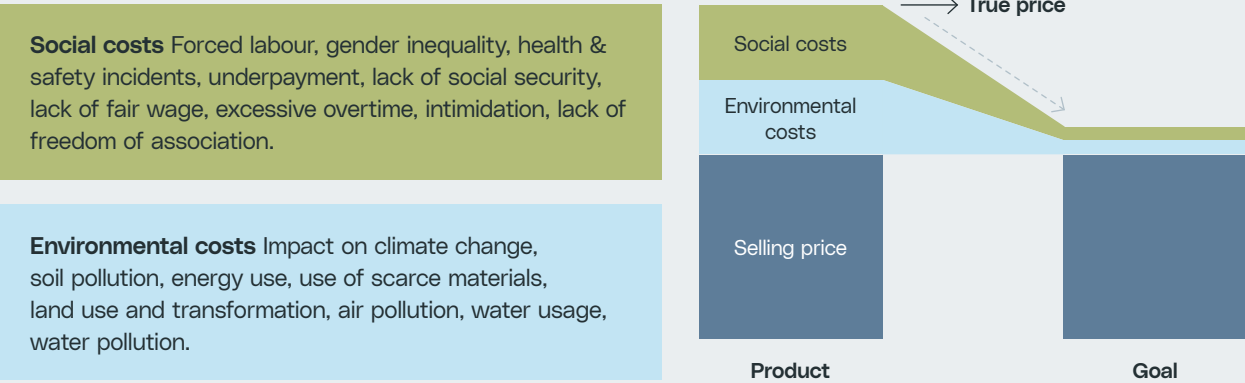
Environmental data alone cannot guide real change. That’s why we translate our impacts into monetary values using the True Price method. This approach shows the full cost of each product, including the social and environmental effects that usually stay hidden in market prices. Monetizing our impacts makes it clear where urgent action is needed - whether on water use, emissions, or social conditions in our supply chain

True Price builds on traditional cost calculations - which include materials, labour, logistics, and overhead - by adding the cost of restoring the damage caused during production. It reveals the hidden impacts and pinpoints where reductions matter most. For HAVEP, the most effective levers have proven to be prolonging product use, fiber choice and making social impact also beyond Tier 1.

The process also highlighted areas where our knowledge is still developing. Some impact categories remain complex or lack sufficient data, underlining the need for further research to gain a complete picture of our products’ true environmental and social costs.

True Price Calculation

True Price is an economic concept that reflects the real cost of a product or service by incorporating all hidden costs such as environmental impact and social inequality. The goal is not to charge these costs to our customers; we use it as guidance to set priorities in order to reduce these external costs as much as possible.



Expanding Primary Data on Social Costs

Our experience with the True Price methodology shows that social costs can be as significant as, or even higher than, environmental impacts. In 2025, we focused on improving the quality of underlying data by collecting more qualitative, primary insights on topics such as wages, working conditions, and child labour risks at raw material level.

This process also highlighted key challenges. Reliable data collection in early supply chain stages is complex, time-intensive, and often dependent on local partners. In addition, translating qualitative insights into quantified outcomes remains methodologically difficult and requires careful validation to avoid misleading results.

Our goal is not to calculate social costs down to the exact euro, but to identify the most critical pain points in our value chain and make them measurable in a way that supports real improvement. Although we do not directly source raw materials, they are part of our value chain, and we recognize our responsibility to address impacts at that level.

A key example is our project in India with Raddis Cotton, where we assess the social impact of conventional and regenerative cotton. The insights from this project help us better understand where the biggest risks occur and how targeted actions can contribute to improved conditions. More on this project can be found in the chapter “People: a future with perspective”.

By first strengthening data quality and then moving towards quantification, we are building a more practical and meaningful approach to managing social impact.



Customer empowerment

Our protective workwear is designed for demanding environments, where workers and their clothing face high expectations. Reliable protection is critical - not only at work, but also as part of a broader vision of a safer, fairer, and more sustainable world. That is why, beyond producing certified protective clothing, we also provide services that strengthen the social and environmental impact of our clients' organizations.

Protecting workers from health and safety risks is at the heart of HAVEP's mission. Every collection is certified according to the latest ISO and EN standards by recognised inspection bodies. Our in-house textile specialists advise on safety requirements and innovations, helping customers make informed choices. Through continuous product development, we ensure that our solutions meet evolving needs.

Our customer service team combines fast response with in-depth technical expertise. Among them are PPE (Personal Protective Equipment) specialists who hold the same certifications as professionals in the field. Internal experts on textiles, innovation, and sustainability regularly deliver workshops and publish position papers to keep colleagues and clients up to date. Topics include PFAS regulations, EN-ISO risk assessment methods, relevant legislation, and social standards such as Fair Wear. Collaboration with our customers is central to our approach: wearer trials, satisfaction surveys, and direct dialogue with both clients and end users help us align our products and services with real-world needs.

Sustainability is embedded in our offering from the design stage onwards, as outlined in the chapter Planet: A Circular Future. In addition, we support clients in their own sustainability strategies by engaging in transparent discussions, sharing knowledge, and providing practical tools. These include our annual sustainability report, product footprint calculations that can be translated into a True Price, and end-of-life solutions available through Green Gear Alliance.

Customer satisfaction

Satisfied customers are the foundation of a lasting relationship. We measure satisfaction annually to understand where we deliver on our promises – and where there is room to do better.

Target:

- Increase customer satisfaction score compared to 2024, measured through the annual customer satisfaction survey in 2025.



Net Promoter Score (NPS)

The Net Promoter Score increased from +10 in 2024 to +15 in 2025, reflecting a positive shift in how customers perceive HAVEP.

Customers particularly value our strong expertise, high level of service, consistent quality and reliability, and the clear ambitions we show as a company. At the same time, the feedback also highlights areas for improvement. We see opportunities to differentiate ourselves more clearly from competitors, to further modernize our brand image, and to strengthen market demand through increased visibility and pull from end users.

Customer Feedback

Our sales and customer service teams are in daily contact with customers – picking up signals, answering questions, and building relationships that go beyond the transaction. On top of that, we actively seek structured feedback: testing new concepts, products, and ideas with a broad and diverse group of customers through fairs, panels, and direct conversations. That combination of everyday dialogue and deliberate input keeps us connected to what really matters on the work floor.





A+A fair in Düsseldorf

At A+A, one of the leading international trade fairs for safety and workwear, HAVEP actively engaged with customers to strengthen our approach to customer empowerment. The event was not just about showcasing products, but about creating meaningful dialogue around innovation. Alongside a range of new product introductions, we dedicated space to present our sustainability journey, including developments in recycling and next-generation fibers. This allowed us to explore with customers which innovations hold the most potential, where interest is strongest, and how we can jointly initiate pilot projects.

Another key focus area was smart textiles, where we shared progress on PFAS-free solutions and technological innovations such as integrated heating and cooling systems. These conversations provided valuable, direct

insights from users and buyers, helping us better understand real-world needs and priorities. We see these interactions as essential: customer feedback is not an endpoint, but a starting point for co-creation. By working closely with our customers, we try to accelerate the development of relevant, scalable solutions that meet market demands.

We were present at the fair with colleagues from different teams, including product development, innovation, sustainability, and commercial roles. This cross-functional presence helped us to have well-rounded conversations and respond directly to a wide range of questions and ideas. At the same time, the event provided an open and positive setting to connect with customers, prospects and partners.



KEY PERFORMANCE INDICATORS (KPIs)

Financial figures		
VSME B3	Total HAVEP 2025	Total VP Textile 2025
Size of the balance sheet	21 million	65 million
Turnover	32 million	75 million
Total FTE	269,6	989,9

Total energy consumption (MWh)		
VSME B3	Total HAVEP 2025	Total VP Textile 2025
Electricity	641	1336
Renewable	524	630
Non-renewable	118	705
Fuels	215	661
Renewable	0	0
Non-renewable	215	661
Total	856	1997

Scope 1 & 2 GHG emissions (tCO2eq)		
VSME B3	Total HAVEP 2025	Total VP Textile 2025
Scope 1 GHG emissions	57	171
Scope 2 GHG emissions (location-based)	77	324
Gross scope 1, 2 en 3 GHG emissions	7.322	20.043

GHG intensity (tCO2eq / €)		
VSME B3	Total HAVEP 2025	Total VP Textile 2025
Scope 1, 2 & 3 GHG intensity	0,000226	0,000266

Scope 3 GHG emissions (tCO2eq)		
VSME B3	Total HAVEP 2025	Total VP Textile 2025
Scope 3 GHG emissions	7187	19547
Purchased goods and services	5178	14524
Capital goods	0	0
Fuel and energy-related activities (not included in scope 1 or scope 2)	61	226
Upstream transportation and distribution	908	1878
Waste generated in operations	11	42
Business travel	22	52
Employee commuting	114	158
Upstream leased assets	0	0
Downstream transportation	0	0
Processing of sold products	0	0
Use of sold products	588	1909
End-of-life treatment of sold products	301	747
Downstream leased assets	0	0
Franchises	0	0
Investments	0	0

Waste (ton)		
Indicator	Total HAVEP 2025	Total VP Textile 2025
Annual waste generation - Total	38	99
Hazardous	0	0
Non-hazardous	38	99
Total annual waste diverted to recycling or reuse	17	26

Resource Use (kg)		
Indicator	Total HAVEP 2025	Total VP Textile 2025
BCI Cotton	265.067	265.067
Cotton	144.797	446.173
Polyester	92.322	482.150
Recycled Polyester	39.319	106.029
Modacrylic	14.055	54.737
Organic Cotton	5.977	19.425
Recycled Cotton	1.481	1.544
Polyamide	6.432	7.605
Lyocell	3.293	23.514
Sorona®	2.759	2.782
Aramid	3.173	9.390
PU (Polyurethane)	2.278	49.753
Anti-Static	1.103	5.983
Viscose	645	12.136
Recycled Polyamide	577	577
Elastane	580	920
Nylon	234	752
Total - all materials	584.091	1.488.538
Total - recycled	41.377	108.150
Total - sustainable fibers	277.096	310.787
Total - Other	265.618	418.937
Total % recycled	7%	7%
Total % sustainable fibers	47%	21%
Total % recycled/sustainable fibers	55%	28%



Employee turnover (%)		
VSME B8	Total HAVEP 2025	Total VP Textile 2025
Employee turnover	8,2	12

Health & Safety		
VSME B9	Total HAVEP 2025	Total VP Textile 2025
Number of recordable work-related accidents	6	33
Number of fatalities as a result of work-related injuries and work-related ill health	0	0

Pay gap (ratio)		
VSME B10	Total HAVEP 2025	Total VP Textile 2025
Gender pay gap	18%	14%

Collective bargaining agreement coverage (%)		
VSME B10	Total HAVEP 2025	Total VP Textile 2025
Percentage of employees covered by collective bargaining agreements - NL	100%	100%
Percentage of employees covered by collective bargaining agreements - TN	100%	100%
Percentage of employees covered by collective bargaining agreements - MK	100%	100%

Information on employees		
VSME B10	Total HAVEP 2025	Total VP Textile 2025
FTE employees - total	269,6	989,9
FTE - male	61	150,7
FTE - female	208,6	839,3
FTE - NL	71,4	94,9
FTE - TN	10	684,9
FTE - MK	180,8	180,8
FTE - BE	2	23,9
FTE - DE	4,3	4,3
FTE - FR	1	22

Gender ratio of management		
VSME C5	Total HAVEP 2025	Total VP Textile 2025
Gender ratio of management	0,5	0,9

Non-employees		
VSME C5	Total HAVEP 2025	Total VP Textile 2025
Number of non-employees - total	12	16
Self-employed without personnel that are working exclusively for the undertaking	12	16
Temporary workers provided by undertakings primarily engaged in employment activities	0	1

Convictions of Corruption and Bribery	
Total 2025	Number
Number of convictions for violations of anti-corruption and anti-bribery laws	0
Total amount of fines incurred for violations of anti-corruption and anti-bribery laws	0

Diversity Ratio in the Governance Body		
	Total HAVEP 2025	Total VP Textile 2025
Gender diversity ratio of governance bodies	N/A	0,33



ANNEX

08



Annex 1 CO₂ logic certificate



Taking Climate Action label certificate
COMPANY LABEL - SILVER LEVEL



Client reference: N° 25/343
Certification start date: 05/09/2025
Certification end date: 05/09/2026

CO2logic certifies that **VP Textile** has calculated its **company** carbon footprint, set up a concrete reduction plan and contribute to fund climate projects matching part of its emissions by supporting certified climate projects.

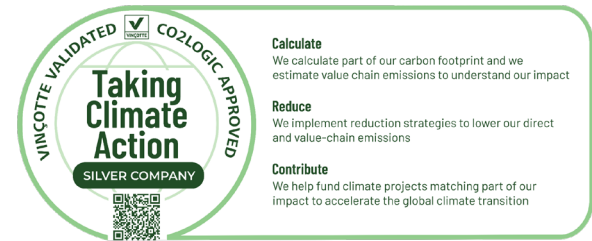
Calculate: the calculation scope covers scope 1, scope 2 and partial scope 3 (fuel and energy related activities not included in scopes 1 and 2, waste generated by operations, business travel and employee commuting) as well as an estimation of the value chain emissions. For emissions of **FY 2024**, this amounts to **896 tCO₂**.

Reduce: **VP Textile** ambition is to reduce its **company** emissions as follows: to reduce scopes 1 and 2 emissions by 42% by 2030 in comparison with 2021, and to reduce scope 3 emissions by 22,5% over the same time period.

Contribute: **VP Textile** also commits to yearly fund climate projects matching its emissions from scope 1, 2 and partial 3 through certified carbon credits (**896 tCO₂ for FY 2024**)

Every Taking Climate Action label is reviewed and validated by Vinçotte, an independent international certifying authority. Through an in-depth audit, Vinçotte controls the implementation of the CO2logic approach.

All information related to the CO2logic approach and the process can be consulted on our [website](#) and all the information related to this label is made available through the individual QR code present on the label:



Certificate prepared and issued by
CO2logic NV/SA, a South Pole company
47 Cantersteen, 1000 Brussels, Belgium

David Charlier
Country Lead Advisory



Annex 2 Social impact ladder

Ceasing, preventing, or mitigating harm & tracking progress

To prioritise improvements and determine next steps, we use the Social Impact Ladder. This tool helps us go beyond simply identifying shortcomings in working conditions.

It also supports us in exploring how companies can create a positive impact in the communities where they operate.

All HAVEP colleagues visiting partners abroad apply the Social Impact Ladder during factory visits. It enables constructive and meaningful dialogue: identifying risks, prioritising actions, and acknowledging efforts that go beyond compliance. In this way, progress becomes tangible and improvement a shared responsibility.

We believe that a future with perspective is not only about compliance, but about using business as a force for good, by inspiring partners and recognising those already leading the way.

		 The Economic Opportunity	 Every Worker is Equal and Has a Voice	 Safe and Healthy
STEP 06		• Living wage excl. Bonuses • Career Guidance • Good Work-Life Balance • Comprehensive Secondary Benefits • Economic Community Initiatives beyond the workplace		
STEP 05		• Living Wage incl. Bonuses • Trained for Further Development • Opportunities for Vulnerable Group • Pension Plans	• Inclusive Culture • Proactive Inclusion Initiatives • Engagement in Sector DEIB Initiatives • DEIB Community Initiatives	• Stress and Mental Health Programs • Workplace Innovation • Community Health Initiatives • Sector-wide Health Initiatives
STEP 04		• Worker Training for Skill Expansion • Regular Wage and Price Reviews • Secondary Benefits Beyond Legal Requirements • Opportunity to Negotiate Wages • Healthy Work Schedule	• Workers Involved in Policy Making • Equal Opportunities for Development • Equal Pay for Equal Work	• Healthcare Services and Insurance • Healthy Work Culture • Healthy Work Schedule
STEP 03		• Above Minimum Wage • Legally Binding Employment Contracts understood by workers • Clear and Transparent Compensation • Legal Secondary Benefits • Overtime is not exceeding legal limits	• Workers Informed About Labor Rights • Employee Representatives Are Trained • Interaction with Management • Well-functioning Complaints Mechanism • Democratically elected employee representatives	• Compliance with Full Health & Safety Nation Legislation • Preventive Measures • Health Checks and Screenings • Training and Information
HAVEP minimum level	STEP 02	• Labor agreements • Payment Details Shared • Receive 1 day off per 7 days of work	• Freedom of Association • Employee Representatives • Workers Can File a Complaint	• First Aid • Building Meets Safety Regulations
	STEP 01	• No Forced Labour • Legal Minimum Wage • No Child Labour	• No Discrimination • Workers Can Safely Raise Concerns • Effective Response to Harassment Complaints	• Basic Building Safety • Fire Safety Measures in Place • Safe Emergency Exits • Clean Drinking Water and Sanitary Facilities



Annex 3 - BCI membership



HAVEP
Parallelweg 6-06,
Goirle
5051HG
Netherlands

February 20, 2026

Confirmation of Better Cotton Membership

To Whom It May Concern

Better Cotton is multi-stakeholder initiative that exists to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future. To achieve this mission Better Cotton works with multiple stakeholders throughout the cotton supply chain.

I hereby confirm that the company listed below are in fact members of Better Cotton until the current validity period ends, at which point they may or may not renew

Member	BCI Number	Membership Start date	Current validity period end date
HAVEP	1021433	September 1, 2025	August 31, 2026

Please do not hesitate to contact us if you have any questions about this.

Sincerely,

Better Cotton Membership Team
email: membership@bettercotton.org

Better Cotton
Ch. de Balxert 7-9
1219 Châtelaine
Switzerland

info@bettercotton.org
 bettercotton.org
 [@BCICotton](https://twitter.com/BCICotton)

[better-cotton-initiative](https://www.linkedin.com/company/better-cotton-initiative)
 [bettercottonorg](https://www.instagram.com/bettercottonorg)

Annex 4 - ISO 9001:2015 certificate



MANAGEMENT SYSTEM
CERTIFICATE

Certificate no.: 10000347472-MSC-RvA-NLD Initial certification date: 10 March 2020 Valid: 18 April 2026 – 17 April 2029

This is to certify that the management system of
B.V. Textielfabrieken H. van Puijenbroek
Parallelweg 6-06, 5051 HG Goirle, Netherlands

has been found to conform to the Quality Management System standard:
ISO 9001:2015

This certificate is valid for the following scope:
The design, development and outsourced production of work wear. The purchase and sales of textiles and readymade garments and their logistic service.

Place and date:
Barendrecht, 19 March 2026



For the issuing office:
DNV - Business Assurance
Zwolsseweg 1, 2994 LB Barendrecht,
Netherlands

Eitjo Veentjer
Management Representative

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance B.V., Zwolsseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689. www.dnv.com/assurance



Annex 5 - ISO 14001:2015 certificate



MANAGEMENT SYSTEM
CERTIFICATE

Certificate no.: 10000347473-MSC-RvA-NLD Initial certification date: 10 March 2020 Valid: 03 May 2026 – 02 May 2029

This is to certify that the management system of
B.V. Textielfabrieken H. van Puijenbroek
Parallelweg 6-06, 5051 HG Goirle, Netherlands

has been found to conform to the Environmental Management System standard:
ISO 14001:2015

This certificate is valid for the following scope:
The design, development and outsourced production of work wear. The purchase and sales of textiles and readymade garments and their logistic service.
This certificate is issued on the basis of the ISO 14001 certification system from SCCM.

Place and date:
Barendrecht, 19 March 2026



For the issuing office:
DNV - Business Assurance
Zwolsseweg 1, 2994 LB Barendrecht,
Netherlands

Eltjo Veentjer
Management Representative

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance B.V., Zwolsseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689. www.dnv.com/assurance



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You'll never work alone

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