EARTH POSITIVE®

Social Report 2026

Reporting period: **1st January - 31st December 2025**
Fair Wear member brand since October 2006
www.earthpositiveonline.com

EARTH POSITIVE is a member of FAIR WEAR fairwear.org LEADER



CONTENTS

ABOUT US	3
YEAR IN REVIEW	5
OUR MONITORING SYSTEMS	7
OUR SOURCING MODEL AND PRACTICES	9
TRAINING AND CAPACITY BUILDING	12
TRANSPARENCY AND COMMUNICATION	13
FACTORY PROFILES	15
LOOKING AHEAD	19



ABOUT US

Continental Clothing Company is a multi-award-winning company who design, manufacture, and distribute high quality, responsibly manufactured clothing and accessories for the wholesale markets such as fashion retail, music merchandise, corporate promotions, personalisation and leisure.

Through our brand, Earth Positive®, we lead the way in value-driven premium clothing that reflects our commitment to quality, sustainability and ethical practices.

Since our founding in 1998 in London, we have pursued a pioneering path in ethical and sustainable fashion. In 2004, we became the first company to produce certified organic cotton garments in vibrant colours beyond the natural ecru hue. In 2006, we led the charge in advocating for an end to child labour in Uzbekistan's cotton fields by publicly committing to trace the origin of our cotton. By 2007, we achieved a 90% reduction in the carbon footprint of our Earth Positive® garments while maintaining the highest standards of quality and ethical and sustainable production.

We are proud that social responsibility is ingrained in our company's DNA and takes a front seat in all our decision-making. As an SME, we benefit from a short chain of decision-making that allows us to integrate our social aspirations into all operations of the company. We also value our concise supply chain, only working with a handful of partners with whom we share close and longstanding relationships.

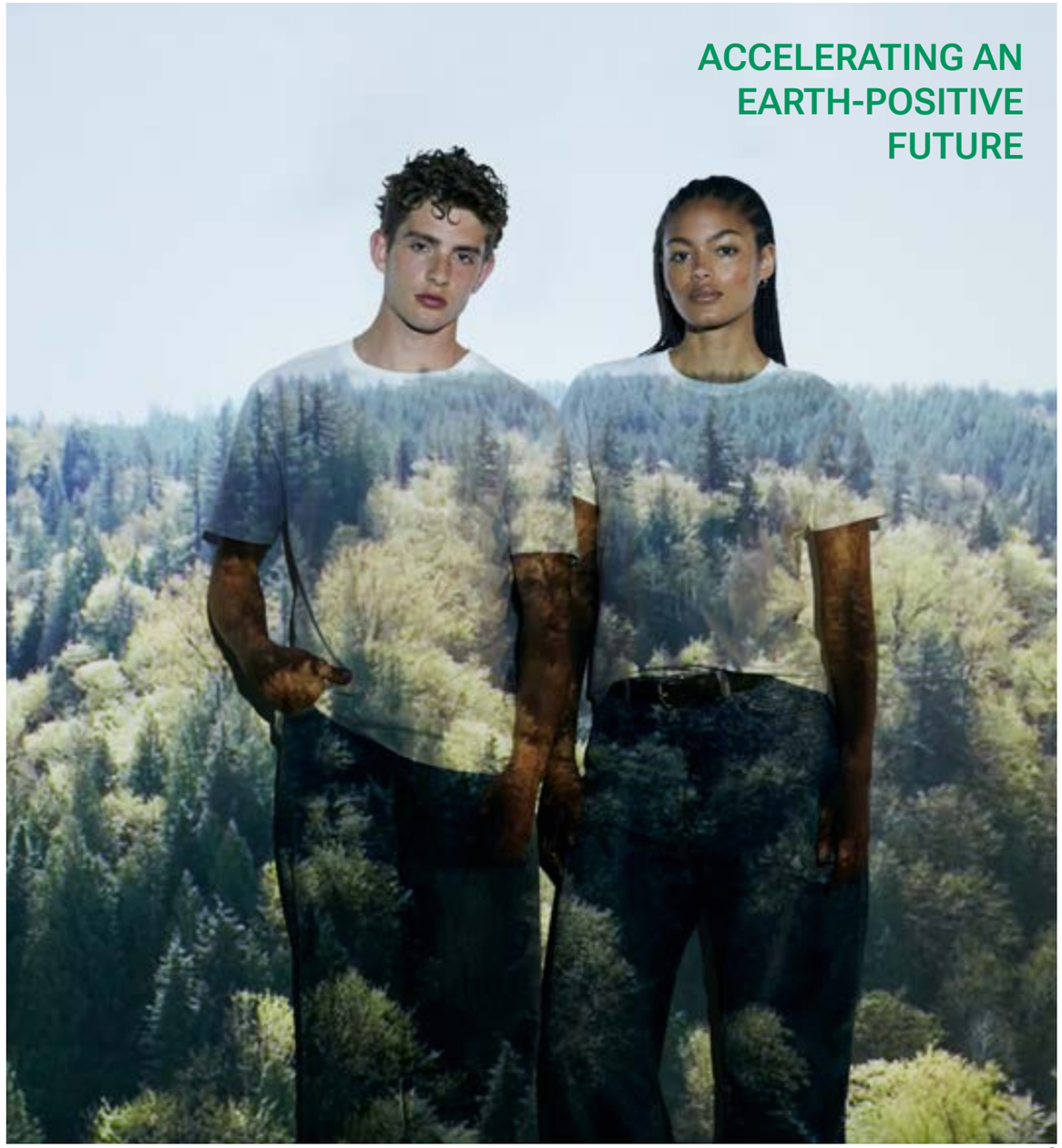
Since 2006, we have pursued a proactive social responsibility programme as a committed member of the Fair Wear Foundation. In 2025, we maintained our position as a Fair Wear Leader brand for the thirteenth consecutive year, reflecting our sustained commitment to systematic human rights due diligence and responsible business practices. Our social standards apply to all suppliers, ensuring ethical practices across our supply chain. All suppliers undergo regular social compliance audits in line with the eight core labour standards set by the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), and the United Nations Declaration on Human Rights.

In 2025, we marked nine years of our living wage programme, which directly finances wage premiums for workers at our primary supplier, representing almost 70% of our manufacturing volumes. We also celebrated two years of maintaining a completely plastic-free supply chain by using exclusively organic cotton across all products.

In order to enhance transparency and align with evolving regulatory standards, we introduced Digital Product Passports for all products in our range, providing verified information about supply chain traceability, materials, and environmental impact, 3 years ahead of the planned regulatory introduction.

Our work extends beyond just compliance. We work collaboratively with local experts, including local trade union partners, to address gender-based violence and harassment prevention at our factories. We have invested in on-site facilities including a dormitory for female workers facing safety risks from long-distance commuting. These initiatives reflect our belief that conducting responsible business means listening to workers and responding with tangible improvements to their working lives.

Our mission is to continue to inspire and accelerate an Earth-positive future by building ethical apparel brands with values and authenticity to drive sustainable business growth for the benefit of our people, our planet, and the future. We remain dedicated to crafting high-quality, expertly designed garments for fashion retail, music merchandise, and corporate promotions, ensuring that ethical and sustainable values are embedded in every piece.



Our mission is to continue to inspire and accelerate an **Earth-positive future** by building ethical apparel brands with values and authenticity to drive sustainable business growth for the benefit of the people, the planet, and the future.

YEAR IN REVIEW

NINE YEARS OF LIVING WAGE LEADERSHIP

2025 marks nine years since we launched our pioneering living wage programme at SSG Green Factory in Tirupur, India. This initiative earned us Fair Wear's Best Practice Award shortly after launch, and has now operated continuously for nine years as a central part of our responsible purchasing approach.

Since 2016, we have directly financed per-shift wage premiums for every worker, bridging the gap between legal minimum wages and actual living costs. As the factory has grown from 200 to 900 workers, our financial commitment has scaled proportionally. This programme now covers the substantial majority of our production volume.

As we approach our 10th anniversary in 2026, we are reassessing our premium calculations based on updated living wage benchmarks for the Tirupur region, ensuring our model continues to reflect workers' real needs and remains a cornerstone of our commitment to worker welfare.

UPDATING OUR CARBON FOOTPRINT CALCULATIONS

In November 2025, we initiated a full-scale project to update the carbon footprint calculations of our Earth Positive® product range, refreshing the work we first completed in 2007-2009 as a pilot project with the Carbon Trust.

This project involves collecting primary data from across our entire supply chain, from organic cotton farms through to spinning, dyeing, and final manufacturing at our facilities in India. By updating the calculations we started nearly two decades after our original carbon footprint and reduction calculations were certified by the Carbon Trust, we aim to verify that our 90% reduction claim remains accurate and to identify any additional opportunities for mitigating negative environmental impacts that may still exist.

The recalculation extends our previous methodology to account for improvements in renewable energy use, water treatment systems, and manufacturing technological advancements implemented since our original assessment. Verification of these updated calculations is scheduled for early 2026, ensuring our environmental claims continue to meet high standards of substantiation, credibility and accuracy.

FAIR WEAR LEADER STATUS FOR 13th CONSECUTIVE YEAR

2025 marks our 13th consecutive year achieving Fair Wear's highest performance category: Leader status. With a benchmarking score of 86 in our most recent Brand Performance Check, we continue to demonstrate an advanced systematic approach to human rights due diligence.

This sustained achievement has earned us eligibility for Fair Wear's biennial performance check system, an assessment cycle for brands with a consistent track record of advanced performance. Our next Brand Performance Check is scheduled for 2027, reflecting Fair Wear's confidence in our established systems and advanced level long-term commitment to ethical practices.

Achieving Leader status year after year is more than just about maintaining compliance. It reflects our ongoing investment in preventative measures, transparent communication, and collaborative remediation at every level of our supply chain.

INTRODUCING DIGITAL PRODUCT PASSPORTS

In June 2025, we launched Digital Product Passports (DPPs) for every product in our Earth Positive® range, providing comprehensive transparency across the entire garment lifecycle.

Digital Product Passports are becoming central to EU sustainability policy, requiring brands to provide verified information about environmental impacts, supply chain traceability, materials composition, and end-of-life options. Our passports include detailed information about our garments, from their organic cotton farm origins to Carbon Trust verified footprint data, water usage metrics, and guidance on care and circularity.

While not yet mandatory, early adoption of DPPs positions us ahead of regulatory requirements and reflects our commitment to substantiated transparency over empty marketing claims.

YEAR IN REVIEW

PREPARING FOR THE EU DIRECTIVE ON EMPOWERING CONSUMERS

In 2025, we closely monitored the EU Directive on Empowering Consumers for the Green Transition (EmpCo), new legislation aimed at preventing greenwashing by restricting generic sustainability claims and requiring independent verification for social and environmental labels.

While we are UK-based and not directly subject to EU law, many of our customers operate in EU markets where our products are widely distributed and sold. More importantly, we recognise that regulations like EmpCo exist because unsubstantiated claims have undermined genuine sustainability efforts across the industry. As a company focused on tangible outcomes, we view these developments as reinforcing what we have always prioritised: transparency, verification, and action over empty messaging. Staying informed about evolving regulatory standards ensures our communications continue to reflect the substance of our commitments.

TWO YEARS PLASTIC-FREE: SUSTAINING OUR NATURAL FIBRE COMMITMENT

2025 marks the second year of our completely plastic-free product range. Following our 2024 decision to eliminate polyester from all fabrics, regardless of whether virgin or recycled, we have successfully maintained our commitment to 100% natural fibres in every product.

By using exclusively organic cotton, we continue to ensure that our products don't contribute to microplastic pollution or expose workers to the elevated health risks associated with synthetic fibre production. This sustained commitment reinforces our dual focus on environmental and social justice: the materials we choose impact both planetary health and the people who make and use our garments.

CONTINUING ENGAGEMENT ON GENDER-BASED VIOLENCE PREVENTION

Building on our 2024 partnership with the Tamil Nadu Textile and Common Labour Union (TTCU), we continued our collaboration in 2025. The programme delivers training across all levels of the workforce at our primary supplier in Tirupur — from shop-floor workers to senior management — covering the prevention of gender-based violence and harassment, the functioning of elected worker representatives, and effective social dialogue. We remain committed to deepening this work and continue to explore how to build on the awareness and capacity generated through the programme over time.

FEMALE WORKER DORMITORY: NOW OPERATIONAL

The on-site dormitory for female workers at our primary supplier, the construction of which we initiated and oversaw throughout 2024, became fully operational in 2025. The facility provides heavily subsidised accommodation to female workers who, through our social dialogue work, had raised concerns about the safety risks and personal burdens of long-distance commuting. Residents benefit from subsidised cooked meals. The dormitory represents a tangible, worker-informed response to concerns raised directly by female workers.

CHALLENGES

While 2025 was a year of meaningful progress, it also presented challenges that tested the strength of our commitments to responsible business conduct. We believe that reporting openly on these difficulties is as important as highlighting all that we've achieved.

The most significant of these was the abrupt and unilateral end of our relationship with our longest-standing supplier, APK in Türkiye, in August 2025. Orders already in production were cancelled without a transition arrangement, disrupting our planning and our commitments to customers. We consider the manner of this termination to have fallen well short of the standards we apply and expect, and we describe it more fully in the factory profiles section. The experience reinforced our conviction that responsible exit practices matter for both suppliers and brands, and that long-term partnerships must be underpinned by mutual accountability on both sides.

The year also presented a more diffuse set of pressures from the wider trading environment. Volatility in United States import tariffs, and the resulting uncertainty in India's export markets, created a more complex operating context for our manufacturing partners. As a business built on close, long-term supplier relationships, we recognise that such pressures on our factories are, in turn, challenges for us and that their stability is implicated in our own. We continued to prioritise steady production planning and open dialogue with our suppliers throughout this period, mindful that the responsible sourcing model we've built throughout the years is tested most in years like this one.

OUR MONITORING SYSTEMS

Human Rights Due Diligence

"Social responsibility is embedded within our Company's culture and informs our decision-making at every level."

STEP 1: THE RBC POLICY

We continued to operate under our Responsible Business Conduct (RBC) policy, which explicitly commits us to maintaining the highest ethical standards across all our business activities, including our approach to long-term supplier relationships and responsible disengagement. This policy remains publicly available on our website and is binding for all our employees and suppliers.

"

This Responsible Business Conduct (RBC) Policy sets out the standards and commitments that guide our business activities and relationships. It establishes the expectations we place upon ourselves, our suppliers and our business partners and provides a framework for accountability, continuous improvement and respect for human rights.



HUMAN RIGHTS DUE DILIGENCE

STEP 2: RISK SCOPING AND ASSESSMENT

In 2025, we continued to develop and refine our approach to risk scoping and assessment across all levels of our operations. Following our expansion of risk scoping to include all OECD risk levels in 2024, this year we focused on maintaining and deepening that assessment using the tools available through the Fair Wear Member Hub, including country-level risk scoping for India, our sole active sourcing country in 2025 following the end of our Türkiye relationship.

COUNTRY LEVEL

We scope country-level risks in India using the Fair Wear Member Hub's Risk Scoping tool and country profile resources, which help identify key issues including the risk of child labour, excessive overtime, gender-based violence and harassment, restrictions on freedom of association, living wage gaps, and health and safety concerns. Our risk scoping is conducted at an aggregated country level, with factory-level assessments built from that foundation.

FACTORY LEVEL

We continue to update supplier-level risk assessments by drawing on audit reports, monitoring visit observations, worker committee records, complaints and grievance mechanism, and direct communication with factory management. These assessments are reviewed and updated throughout the year and inform our action plans and purchasing decisions.

PRODUCT LEVEL

We assess risks associated with our specific product types and production processes, including T-shirts, hoodies, sweatshirts, sweatpants, shorts, skirts, and woven fabric bags. Our products are all reliant on machinery-based production processes, which we have confirmed through audits to carry a very low risk of homework. Special finishing processes, including our garment washing, sueding, and tie-dyeing, are carried out at SSG Green Factory's dye house and are considered as part of our health and safety risk assessment for that facility.

BUSINESS MODEL LEVEL

The most significant risk within our business model remains the potential for irresponsible sourcing. We continue to mitigate this through direct, long-term supplier relationships, transparent annual production planning, and responsible pricing and purchasing practices embedded in our supplier agreements.

SOURCING MODEL LEVEL

Our sourcing model is characterised by direct relationships with long-term suppliers and no involvement of intermediaries, agents, or subcontractors. Our supply base remains deliberately small to maximise leverage, transparency, and effective oversight; an approach recognised as best practice in the sector.

OUTCOME OF RISK ASSESSMENTS

Risk assessments conducted in 2025 resulted in updated risk profiles for each of our active suppliers. These profiles continue to inform our specific action plans and direct our monitoring and follow-up activities.

STEP 3: CEASE, PREVENT, MITIGATE HARM

Following risk scoping and assessment, we continued to prioritise actions based on their significance and likelihood. Where assessments identified actual or potential harm, we implemented corrective measures and preventive steps in collaboration with suppliers and, where relevant, external stakeholders including worker representatives and trade union contacts.

> Stakeholder input, from workers, worker representatives, our trade union partner, and fellow Fair Wear members, is treated as a direct input to this process, and examples of outcomes are described in the factory profiles.

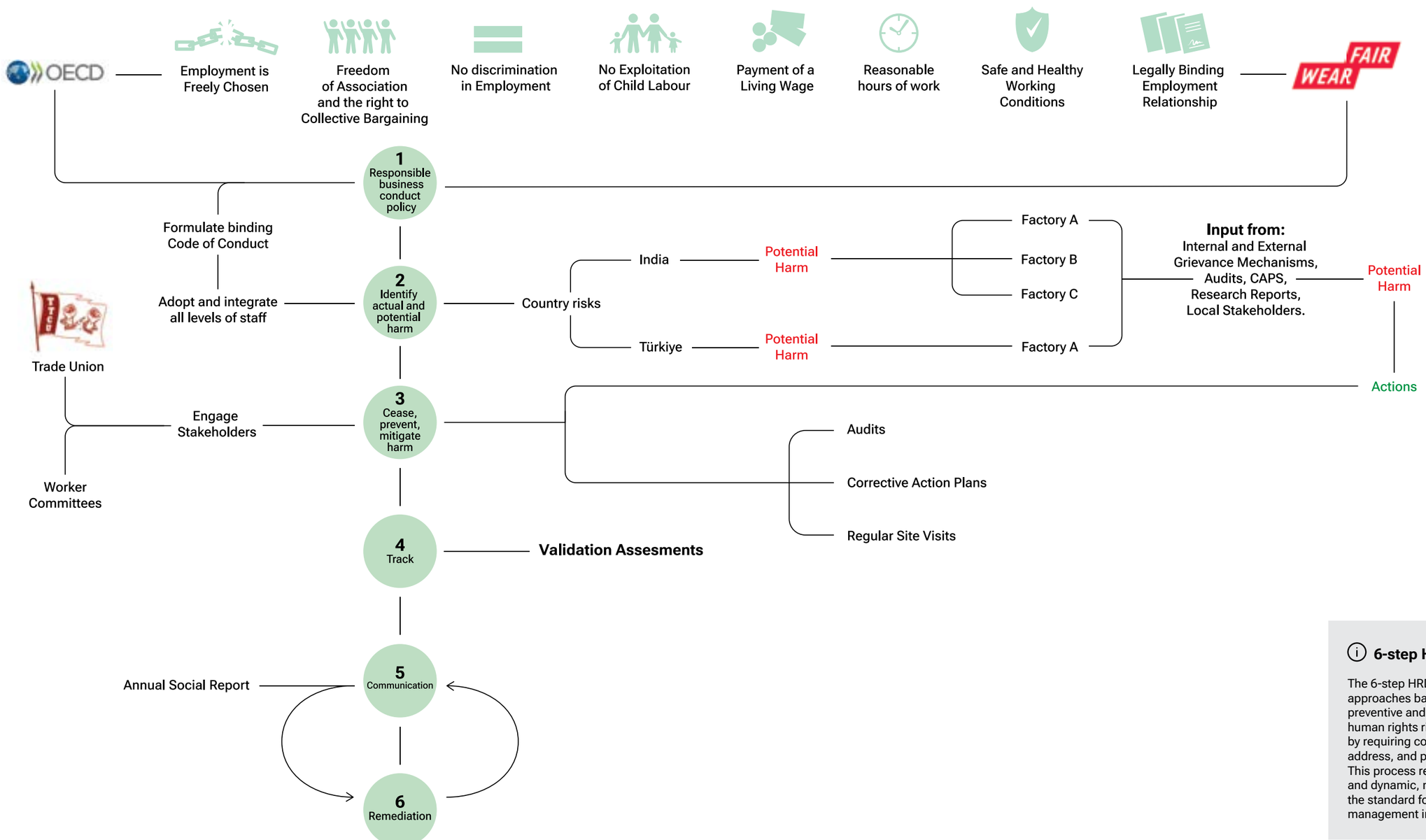
STEP 4: TRACK

In 2025, we continued to monitor and track the effectiveness of our actions. Supplier evaluations were conducted for our suppliers assessing performance across business conduct, ethical factors, and production quality. These evaluations were shared with the relevant suppliers and used to inform ongoing dialogue. We also continued to engage with the FWF Member Hub's shared Corrective Action Plan (CAP) platform, through which SSG Green Factory participated directly in the follow-up process for findings from the 2024 validation assessment.

STEP 5: COMMUNICATE

We have continued to prioritise clear and transparent communication about our progress in Human Rights Due Diligence (HRDD). Our ongoing reporting, including this document, ensures we maintain transparency about our efforts and commitments, in line with Fair Wear's HRDD policy, the OECD Due Diligence Guidance, and the Corporate Sustainability Reporting Directive (CSRD).

OUR SOURCING MODEL AND PRACTICES



6-step HRDD

The 6-step HRDD framework marks a shift from approaches based on harm-reaction toward a preventive and continuous approach of assessing human rights risks. It moves beyond ticking boxes by requiring companies to proactively identify, address, and prevent harm before it occurs. This process recognises that risks are ongoing and dynamic, not one-time events. HRDD sets the standard for responsible supply chain management in today's global garment industry.

OUR SOURCING MODEL AND PRACTICES

SOURCING MODEL: CONCISE SUPPLY CHAIN, LONG-TERM PARTNERSHIPS

Our sourcing strategy continues to focus on building long-term partnerships with a small group of carefully selected suppliers that share our commitment to responsible and ethical production. This approach is recognised as best practice by global garment industry organisations for two principal reasons: it reduces the risk of adverse social impacts, and it enables us to build meaningful leverage and influence with our suppliers.

In 2025, our active production was concentrated entirely in India, with three long-standing suppliers in Tirupur, Tamil Nadu. Our relationship with our Türkiye-based supplier came to an end in 2025 and is described in further detail in the factory profiles section.

SUPPLIER AGREEMENTS: FORMALISING RESPONSIBLE BUSINESS RELATIONSHIPS

While our commitment to responsible sourcing is embedded in our company culture, we recognise the value of formalising these principles through explicit agreements with our suppliers. Our long-standing relationships are underpinned by mutually signed supplier agreements that formalise our values and expectations across pricing, payment terms, working hours, wages, and human rights due diligence.

These Supplier Agreements establish a common understanding of Responsible Business based on the OECD Guiding Principles, the UN Bill of Human Rights, and Fair Wear principles. The agreement serves five core purposes:

> To ensure responsible business practices and fairness in implementing decent work across the supply chain, provide stability to both parties and commitment to long-term orders, embed financial stability and predictability of business, enable conditions for workplace dialogue and freedom of association, and facilitate human rights due diligence processes.

Key commitments formalised in these agreements include fair pricing and wages, reasonable lead times, timely payments, provision of support and training and worker grievance mechanisms. These supplier agreements are published on our website and represent our formalised commitments to responsible and ethical business relationships with long-term suppliers.

- "Both parties commit to setting prices in a fair and equitable way, ensuring the prices paid by the Buyer cover the full cost of labour, materials, overheads, and a reasonable profit margin for the Supplier."
- "Regardless of circumstances, there should be no late payments. Any deferred payments must be mutually agreed in advance and account for any interest or other costs incurred by the Supplier."
- "The Buyer will actively support the Supplier to meet the requirements of the code of conduct. Long-term relationship offers an important element of support,"
- "The Supplier will maintain an effective mechanism to allow workers to make complaints without a risk of reprisal in any form, at any time."
- "Suggestions/complaints boxes should be maintained in easily accessible places throughout the premises. They should be locked and secure. The boxes should be frequently opened by and/or in the presence of elected worker representatives, and all content recorded on file."

PRODUCTION CYCLE PLANNING — REALISTIC TIMELINES WITHOUT REPERCUSSIONS

As always, we prioritise steady and continuous production output throughout the year. We agree on timelines and delivery dates based on a standard working week with no overtime. Our production planning aligns with the commitments in our Responsible Business Conduct and Sourcing policies, ensuring our practices remain in line with our values.

PRICING

The leading principle for setting prices in 2025 remained unchanged: ensuring that all parties are satisfied with the contracted price, that profit margins support stable and sustained growth throughout the supply chain, and that agreed prices cover the real costs of materials and enable the payment of negotiated wages.

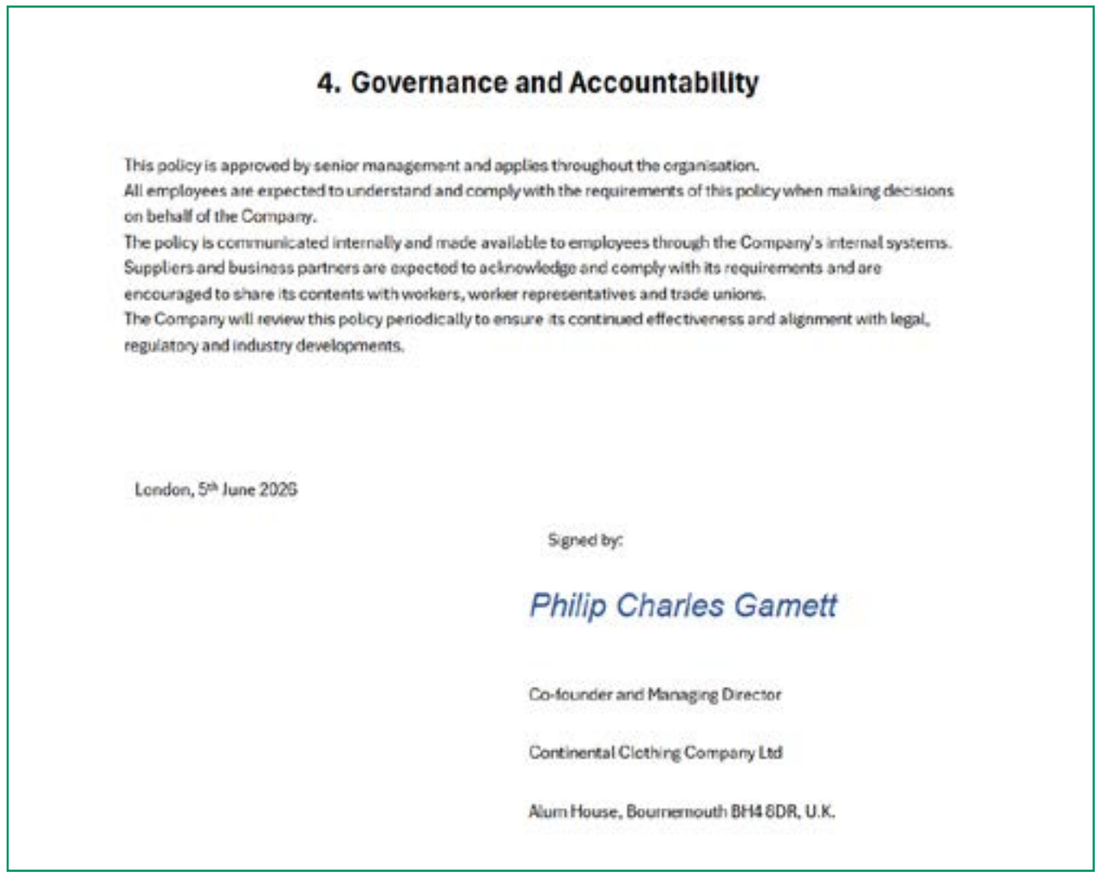
"Both parties commit to setting prices in a fair and equitable way, ensuring the prices paid by the Buyer cover the full cost of labour, materials, overheads, and a reasonable profit margin for the Supplier."

OUR SOURCING MODEL AND PRACTICES

MANAGEMENT SYSTEM INTEGRATION

Social responsibility remains central to our company's operations and decision-making. Our relatively small team benefits from a short chain of decision-making that allows us to integrate our social values into all aspects of the business. The RBC policy is circulated to and recognised as binding for all our employees and suppliers, and is available on our shared server database.

Reflecting our size and horizontal structure, oversight of our Responsible Business Conduct policy and HRDD programme is direct and closely held. The RBC policy is adopted at the highest level of the company and carries the signature of our Managing Director, making the commitments it contains binding across the business. Responsibility for human rights due diligence sits with our Head of Product and Sustainability, working together with our CSR Coordinator on its day-to-day implementation, including risk assessment, monitoring, supplier engagement, and Fair Wear reporting. The short chain of decision-making that characterises our company means that findings from our due diligence work reach decision-makers directly and inform sourcing and remediation decisions without intermediary layers.



4. Governance and Accountability

This policy is approved by senior management and applies throughout the organisation.
All employees are expected to understand and comply with the requirements of this policy when making decisions on behalf of the Company.
The policy is communicated internally and made available to employees through the Company's internal systems.
Suppliers and business partners are expected to acknowledge and comply with its requirements and are encouraged to share its contents with workers, worker representatives and trade unions.
The Company will review this policy periodically to ensure its continued effectiveness and alignment with legal, regulatory and industry developments.

London, 5th June 2026

Signed by:

Philip Charles Gamett

Co-founder and Managing Director

Continental Clothing Company Ltd

Alum House, Bournemouth BH4 6DR, U.K.

COMPLAINTS AND REMEDIATION

We actively encourage workers to use internal complaints systems and the confidential Fair Wear helpline to report any incidents or grievances. Information on how to lodge a complaint is displayed prominently at each facility in the workers' native languages and includes a free phone number connecting them directly to local complaint handlers.

Upon receiving a complaint, our immediate priority is to take prompt and effective action, in collaboration with factory management and worker representatives, to ensure a comprehensive and fair resolution process. We maintain ongoing communication with our suppliers and conduct follow-up visits to ensure that resolutions are satisfactorily implemented and effective.

COMPLAINTS IN 2025

No complaints were submitted to the confidential Fair Wear helpline in 2025. We continued to monitor the functioning of grievance mechanisms at all active production locations and ensured that information on how to access them remained available and visible to workers throughout the year.

TRAINING AND CAPACITY BUILDING

STAFF MEMBERS

We continue to ensure that all staff members are trained in and aware of our social responsibility commitments. This is done through the circulation of CSR-related policies including our Responsible Business Conduct and Sourcing policies, and through CSR-specific performance criteria included in relevant job descriptions.

SUPPLIERS

We believe that education and skill development are essential to empowering workers, improving workplace conditions, and fostering effective social dialogue. In 2025, we continued training activities at our primary supplier in Tirupur, with a particular focus on gender-based violence and harassment prevention, the role of worker representatives, and effective social dialogue — building on the programme established with the TTCU in 2024. We also continued to develop our approach to training at our supplementary suppliers, guided by the findings of our monitoring systems and the priorities identified in each supplier's action plan.



TRANSPARENCY AND COMMUNICATION

We have actively communicated our various initiatives and Fair Wear membership since 2006, across our products, marketing materials, and website. Our alignment with Fair Wear's transparency requirements is reflected throughout our public communications and business practices.

We are proud to have maintained Leader status (Fair Wear's highest performance category) for thirteen consecutive years. Our most recent Brand Performance Check, published in May 2025, awarded a benchmarking score of 86 and placed us in the Leader category. As a recognition of this sustained performance, we have qualified for Fair Wear's biennial assessment cycle, reserved for brands with a consistent track record of advanced Human Rights Due Diligence (HRDD) practice. Our next Brand Performance Check is scheduled for 2027.

The 2025 Brand Performance Check report provides the following summary:

> Continental Clothing Company Ltd has shown advanced results on performance indicators and has made exceptional progress. With a total benchmarking score of 86, the member is placed in the Leader category.
>
> In 2024, Continental updated its Responsible Business Conduct policy to explicitly mention its commitment to long-term business relationships and its responsible exit strategy. It also expanded its risk scoping to include all OECD risk levels, and started cooperating with a trade union representative in Tirupur to provide training on the prevention of gender-based violence and the role of various worker committees.

The assessment also identified areas where we are continuing to develop our approach, including deepening our systematic engagement on living wages across all production locations, strengthening the link between training programmes and our ongoing risk monitoring, and embedding explicit long-term commitments in our supplier contracts. These remain active priorities for the period ahead.

In 2025, we continued to build on our commitment to substantiated transparency. The launch of Digital Product Passports for the Earth Positive® range provides verified information about supply chain traceability, material composition, carbon footprint data, and end-of-life guidance, reflecting our view that transparency should be grounded in evidence.

POLICY ENGAGEMENT

We also continued to monitor regulatory developments including the EU Directive on Empowering Consumers for the Green Transition (EmpCo), ensuring our communications remain aligned with evolving standards for environmental and social claims. Our engagement with public policy takes place primarily through our membership of Fair Wear, including participation in its meetings, webinars, and member consultations on the development of human rights due diligence practice across the sector. We did not undertake direct engagement with governments or regulators during 2025. We continued to monitor relevant regulatory developments, including the EU Directive on Empowering Consumers for the Green Transition, to ensure our practices and communications remain aligned with emerging requirements.

Social responsibility remains central to our company's operations and decision-making. Our relatively small team benefits from a short chain of decision-making that allows us to integrate our social values into all aspects of the business.

FACTORY PROFILES

Factory	AKM [5825]	APK [2385]	SSG [2388]	SSPK [36568]
Country	India	Turkey	India	India
Location	Tirupur	Denizli	Tirupur	Tirupur
Relationship since	2008	1998	2007	2007
Other FAIR WEAR members	1	0	0	0
Total workforce	511	159	750	460
Female workers	69%	72%	59%	45%
Share of annual production	1.38%	8.87%	68.96%	21.19%
No. of visits in 2025	1	0	1	1
Leverage*	1.999%	15.800%	70.249%	4.901%

FACTORY PROFILES

SSG, TIRUPUR, INDIA

FACTORY CODE 2388

RELATIONSHIP SINCE 2007

WORKFORCE 750

FEMALE WORKERS 59%

SHARE OF ANNUAL PRODUCTION 68.96%

LEVERAGE 70.249%

MOST RECENT SOCIAL AUDIT: October 2025

RELATIONSHIP

The factory remains our principal manufacturing facility, fully vertically integrated and producing the Earth Positive® range of organic certified products since 2007. In 2025, the factory continued to account for the substantial majority of our production, reflecting the depth and stability of a relationship now approaching two decades. Our monitoring systems at this facility are well-established, with frequent day-to-day communication, multiple site visits throughout the year, and close engagement on quality, social, and environmental matters alike.

ENVIRONMENTAL SUSTAINABILITY

SSG Green Factory continues to operate entirely on renewable energy, utilising both solar photovoltaic panels and wind turbines, with any excess electricity sold back to the state grid. The factory's zero liquid discharge system ensures all water used in production is treated and reused. The factory also maintains its OEKO-TEX Detox-to-Zero and STeP certifications, ensuring the absence of hazardous chemical discharge and residue across production. All special finishing processes in the Earth Positive® range, including stone washing, sueding, tie-dyed, and dip-dyed techniques are carried out at the factory's dyehouse, which operates under these same environmental standards.

All Earth Positive® products carry the Made In Green and GOTS certifications.

NOTABLE PROGRAMMES AND INITIATIVES

LIVING WAGE PROGRAMME

In 2025, we continued our living wage programme at the factory, now in its ninth year. All workers (100% of the workforce) are paid above the Tamil Nadu state legal minimum wage, and the factory has calculated a living wage benchmark using a combination of our own Fair Share calculations and the Anker methodology. We are actively engaged with the factory in clarifying and aligning on the most appropriate benchmark for ongoing assessment, and remain committed to developing a transparent, systematic approach to living wage provision in the years ahead.

GBVH PREVENTION AND SOCIAL DIALOGUE

We continued our collaboration with the Tamil Nadu Textile and Common Labour Union (TTCU) in Tirupur into a second year. The programme delivers training across all levels of the workforce from shop-floor workers to senior management on the prevention of gender-based violence and harassment (GBVH), the functioning of elected worker representatives, and effective social dialogue. We maintained regular contact with the union throughout the year and continued to refine the programme based on findings and feedback from its implementation.

WOMEN'S CAREER DEVELOPMENT AND PROMOTION PATHWAYS

Through our social dialogue work with the TTCU, female workers raised concerns about the lack of a clear process for career advancement, identified as a key reason women were underrepresented in managerial applications. Following these discussions, we engaged with SSG Green Factory on the development of a defined promotion process, with the explicit aim of enabling more women to apply for and progress into supervisory and managerial roles.

FEMALE WORKER DORMITORY

The on-site dormitory for female workers, the construction of which we initiated and oversaw in 2024, became fully operational in 2025. The facility provides heavily subsidised accommodation to female workers who, through our social dialogue work, had raised concerns about the safety risks and personal burdens of long-distance commuting. Residents benefit from subsidised freshly cooked meals on site. We have reviewed and are satisfied with the factory's housing policy governing the dormitory, including the provision of security and the conditions under which residents are free to enter and exit outside working hours.

With capacity for 300 residents, the dormitory accommodated between 150 and 280 female workers over the course of the year, equivalent to roughly a third to two thirds of the factory's female workforce. As occupancy remained within capacity throughout, all workers who wished to take up a place were able to do so, with the remainder choosing alternative arrangements.

PERIOD DIGNITY

We continued to provide and monitor systems for the provision of free menstrual products at the factory. Monitoring throughout the year confirmed that access remains consistently available, anonymous, and adequate for the needs of the workforce.

AUDITS AND CAPS

We continued to engage with the corrective action follow-up from the FWF validation assessment conducted in late 2024. SSG Green Factory engaged directly with the FWF Member Hub's shared Corrective Action Plan (CAP) platform, providing management responses and supporting documentation for 14 outstanding findings. Several findings, including those relating to living wage benchmarking and clerical accuracy of working hours records, remain under active discussion.

In addition, the factory participated in a SEDEX SMETA audit conducted by LRQA (27-30 October 2025), which evaluated health and safety management systems and workplace conditions. The audit identified non-conformities related to first aid supply maintenance and machinery safety guarding, specifically that one first aid box lacked mandatory supplies and two sewing machines in Building 3 were missing pulley guards. Both findings were addressed through CAPs and closed via desktop audit verification by late November 2025. The facility implemented enhanced monitoring systems to ensure regular replenishment of first aid boxes and machinery guarding compliance.

FACTORY PROFILES

SSPK, TIRUPUR, INDIA

FAIR WEAR CODE 36568

RELATIONSHIP SINCE 2007

WORKFORCE 460

FEMALE WORKERS 45%

SHARE OF ANNUAL PRODUCTION 21.19%

LEVERAGE 4.901%

MOST RECENT SOCIAL AUDIT: October 2025

RELATIONSHIP

Having re-entered our supply chain in 2024, SSPK continued as a secondary overflow production facility in 2025. The factory shares an operational history with SSG Green Factory and is located in close proximity, meaning the same local risk context and monitoring approach apply. In practice, production volumes at SSPK in 2025 were limited, as SSG Green Factory was able to manage the majority of production demand without requiring significant overflow capacity. We maintained regular communication with the facility throughout the year and continued to monitor conditions there in line with our approach to all active production locations.

AUDITS AND CAPS

Three audits were conducted at SSPK in 2025 against SEDEX-SMETA (05/2025), SA8000 (10/2025), and WRAP standards (10/2025). The assessments identified minor non-compliances primarily in management systems and worker communication areas. Key findings included gaps in health and safety monitoring procedures, the visibility and accessibility of standard requirements and worker policies to the workforce, and training system documentation. These findings were addressed through CAPs that included the implementation of enhanced monitoring frameworks, translation and prominent display of key documents and policies in local languages, and the establishment of structured training schedules and record-keeping systems. All identified non-compliances were addressed through documented CAPs.

AKM, TIRUPUR, INDIA

FAIR WEAR CODE 5825

RELATIONSHIP SINCE 2008

WORKFORCE 511

FEMALE WORKERS 69%

SHARE OF ANNUAL PRODUCTION 1.38%

LEVERAGE 1.999%

MOST RECENT SOCIAL AUDIT: June 2025

RELATIONSHIP

AKM is our third Indian supplier providing certified sustainable products. The factory is fully vertically integrated across four production sites, including two factories, a dyehouse, and a spinning mill. In 2025, production here consisted of our Earth Positive® woven fabric bag ranges. We continue to share social responsibility for this facility with a fellow Fair Wear member brand Nudie Jeans from Sweden, dividing audit responsibilities and CAP implementation between both brands.

2025 brought changes in the factory's management structure, including the departure of senior personnel with long-standing roles at the facility. We maintained our relationship through these transitions and continued to monitor conditions at the factory through remote communication and in-person engagement with the factory owners.

NOTABLE PROGRAMMES AND INITIATIVES

ANTI-FATIGUE MATS

Following the joint provision of anti-fatigue mats in 2024, implemented in collaboration with Nudie Jeans and through direct consultation with worker representatives, we continued to monitor their use and quality in 2025. Feedback gathered during the year confirmed that the mats are in active use, with sufficient quantity and quality reported across the facility.

LIVING WAGE

Discussions on living wage progress continued with the factory in 2025. We continued to encourage the factory to adopt a systematic approach to living wage calculation and to engage with available tools including the Fair Price App, and will carry this forward as a priority area in the relationship.

AUDITS AND CAPS

In 2025, Unit-II underwent significant facility construction and upgrade work, which impacted the regular audit schedule. An SA8000 assessment was deferred and is scheduled for 2026 following completion of renovations. A SMETA audit was conducted in June 2025, which identified minor non-conformities primarily in workplace health and safety areas including machinery installation and maintenance, handling of hazardous chemicals and requirements of electrical installations. Identified non-conformities were addressed through CAPs and closed via desktop audit verification. Unit-II currently maintains valid GOTS, OCS, Oeko-Tex and GRS certifications, with SA8000 certification expected following the scheduled 2026 audit.

FACTORY PROFILES

APK, DENİZLİ, TÜRKIYE
(relationship ended August 2025)

FAIR WEAR CODE 2385

RELATIONSHIP SINCE 1998

WORKFORCE 159

FEMALE WORKERS 72%

SHARE OF ANNUAL PRODUCTION 8.87%

LEVERAGE 15.800%

RELATIONSHIP

APK had been our longest-standing supplier relationship, having begun in 1998 and spanning nearly three decades. As reported in previous Social Reports, production volumes with APK had been declining gradually in recent years, reflecting both the economic environment in Türkiye and our increasing focus on the Earth Positive® product range. Despite this, we continued to place orders and remained committed to maintaining the relationship, in line with our principle of supporting long-term partnerships even where commercial volumes are under pressure.

END OF RELATIONSHIP

In August 2025, the relationship was terminated abruptly and unilaterally by APK, with no notice period or transition plan. Orders that were already in production at the time were cancelled without arrangement, causing significant disruption to our production planning and commitments to customers. The circumstances surrounding the termination raised serious concerns about conduct that we consider to be inconsistent with the standards of responsible business practice we expect of all suppliers.

We are committed to transparent and responsible exit practices in all our supplier relationships, and we consider the manner in which this relationship was ended to have fallen well short of the standards we apply and expect. We will continue to pursue the appropriate channels available to us.



LOOKING AHEAD

As we move into 2026, our focus remains on deepening the work described throughout this report. Several long-running programmes reach significant milestones in the year ahead, and we intend to treat these as opportunities to reassess and strengthen the approaches that have defined our position as a Fair Wear Leader brand.

2026 marks the tenth anniversary of our living wage programme at SSG Green Factory. We are using this milestone to revisit the foundations of the programme by reassessing our wage premium calculations against updated living wage benchmarks for the Tirupur region and working with the factory to align on the most appropriate methodology for ongoing assessment. Extending systematic living wage engagement beyond our primary supplier remains an objective we will actively work towards.

We also expect to complete independent verification of our updated carbon footprint calculations in early 2026, building on work first certified nearly two decades ago and ensuring our environmental claims continue to rest on substantiated and verifiable data.

Across our due diligence systems, we are continuing to strengthen connections between all stages of the Human Rights Due Diligence (HRDD) cycle. Areas highlighted for improvement by assessments such as Fair Wear's Brand Performance Checks are treated as opportunities to develop and expand our existing practices. With our next of these assessments scheduled for 2027, the coming year is one in which we intend to sustain the continuity and rigour of our process at the same standards we apply in any assessment year. Maintaining such discipline without an external prompt, for us, clearly expresses the strength of the systematic and continuous approach we have worked to embed over time.

The evolving regulatory landscape also remains central to our focus. Measures such as the EU Directive on Empowering Consumers for the Green Transition are designed to require of all companies what we have long sought to practise: claims grounded in evidence rather than empty messaging. Our early adoption of Digital Product Passports and proactive verification of our carbon data evidence a commitment to substantiating every claim we make. This, we believe, places us well ahead of the curve as these standards take mandatory effect.

Our outlook for 2026 and beyond reflect the convictions that have guided us since our founding in London in 1998. We believe meaningful progress comes from the patient, continuous work of listening to the people who make our products, building long-term relationships with trustworthy suppliers, and acting in ways that lastingly improve the lives of workers today while safeguarding the world we leave behind. That, as it always has been, is what 2026 will be about: our people, our planet, and our future.

ACCELERATING AN EARTH-POSITIVE FUTURE

Thank you for taking the time to read our Social Report. We are always glad to talk about our work.



Earth Positive is a registered trade mark of
Continental Clothing Co. Ltd
Alum House, 5 Alum Chine Road
BH4 8DT, U.K.

EARTH POSITIVE®

This report is published online:
https://www.fairwear.org/brands/earth-positive-apparel