**Sustainability Report**

**2019 key results:**

- We're reducing our packaging usage whenever possible and sourcing sustainable materials. Carbon is Canceled.
- We've started an internal Sustainability Advisory Board to help us make informed decisions.
- Our stores in California are now green business certified.
- As part of the Fashion Circular initiative, we're designing with circularity in mind.
- We joined the Jeans Redesign Project, which means our teams are designing with sustainability in mind.
- One of our goals is to have 100% of our team meet or exceed LA's living wage requirements.
- We're piloting traceability programs to ensure product accountability.

**2019 metrics:**

- We recycled 500,000 garments, which is equivalent to:
  - 655 metric tons of CO2
  - 24,000,000 gallons of water
  - 301 metric tons of waste

**2019 impact:**

- We partnered with Arcadia Power to learn more about our goals and programs for the next few years.
- We purchased Climate Credits to support wind energy projects.
- We partnered with Canopy to improve forest management practices.

**2020 priorities:**

- We're committed to making clothes with a smaller environmental impact in the places where we operate.
- We're working to make our supply chain more sustainable.
- We're piloting traceability programs to ensure product accountability.
- We're putting together a green building operations team to further reduce our energy and water use and waste.
RefScale tracks our environmental footprint by adding up the pounds of carbon dioxide emitted, gallons of water used, and pounds of waste generated. Then we calculate how much Reformation saves compared to conventional clothes bought in the US.

1. Living Wage is referencing “1 adult + 0 children”. Calculated as total compensation (regular + overtime + bonus) / total hours worked.

2. Traceability and fiber performance are calculated by fabric count for the following categories: apparel, lingerie, shoe uppers, shoe linings, and bags. This does not include other shoe components or trims yet and excludes all deadstock materials.

3. Clean chemistry statistics are calculated by unique printer, dyer and tannery count. Certifications included in this total are Oeko-Tex Standard 100, Bluesign, Global Organic Tex tile Standard (GOTS), Global Recycled Standard (GRS). Calculated for facilities that were used in Q4 2019.

We're committed to making clothes with a smaller environmental impact in places that treat workers well. We require all our direct cut, sew & finish manufacturing partners to adhere to our Code of Conduct (basically our requirements for ethical operations), and be monitored for compliance and continuous improvement.

We host tours of our factory in Los Angeles (we've hosted over 607 guests in 2019!) so you can see it IRL and meet the people who make your clothes. To save your spot, email us at love@thereformation.com.

2019 total footprint

<table>
<thead>
<tr>
<th></th>
<th>Water (million gallons)</th>
<th>Waste (metric tons)</th>
<th>CO2 eq. (metric tons)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ref foot</td>
<td>346</td>
<td>11,54</td>
<td>13,18</td>
</tr>
<tr>
<td>Conventional foot</td>
<td>565</td>
<td>1,154</td>
<td>23,090</td>
</tr>
</tbody>
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49% savings
43% savings