



**THE  
SUSTAINABILITY REPORT**

2024 Year in Review

**Reformation**

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# Oh hi,

2024 was the ten-year anniversary of our sustainability team. A big milestone and a good chance to look at all the progress we've made since we started. And get excited about everything that's still ahead of us. Some things haven't changed—sustainability still is at the core of our business, and we're still on a mission to bring sustainable fashion to everyone.

We're super proud to have earned your trust and be recognized as a trailblazer in sustainability. We look at our work from a holistic point of view—from our material innovations, to our people practices, even our office supplies, and everything in between. And over the years, we've grown and evolved. We now consider it our responsibility to share our secrets, like when we've published our roadmaps or other tools we use to innovate and do better for people and the planet. We realize we have the chance to influence more than just our company and customers, but an entire industry. We want to set a high standard for fashion brands and prove that we can deliver both impressive financial and sustainability results.

And we are still all about transparency. We measure the success of our business not just with the typical financial reporting but also through the lens of sustainability—tracking real, tangible progress toward our goals and the environmental impact of all of our stuff. We are on track to be Climate Positive by the end of this year and circular by 2030. We can't control or predict the future, and honestly 2025 will pose more challenges than ever to our efforts. But we are genuinely committed to doing this, and pushing for progress. We'll use this report to really walk through last year's wins and where we still have work to do.

Thanks for following along and doing this all together.

# Love, Ref

## Sustainability Scorecard

At Ref, we put sustainability at the core of everything we do, including the small stuff. Because it all adds up to a big impact for people and the planet. Read about our sustainability strategy in our [Sustainability Framework](#), and check out our self-assessment below to see how we're tracking toward our goals. We aim to lead in every area while we set new standards for climate action and circularity.

Super Proud	Circularity Better Materials Reporting & Transparency
On Track	Climate Action Resource Efficiency Clean Chemistry Low Impact Care Traceability Social Responsibility
Work to Do	Packaging Innovation

Our current Sustainability Framework was our guide from 2019-2025. Now, we're working on a materiality assessment—basically, a structured way to hear from our board, team, customers, and suppliers about what is most important to them and what will drive the most impact in our business over the next five years. We'll share the results in a report like this next year and we'll use them to update our sustainability scorecard. We also plan to align our reporting to the Task Force on Climate-related Financial Disclosures (TCFD) framework and similar standards.

So, sorry, the Appendix is going to get even longer.



# *Circularity*

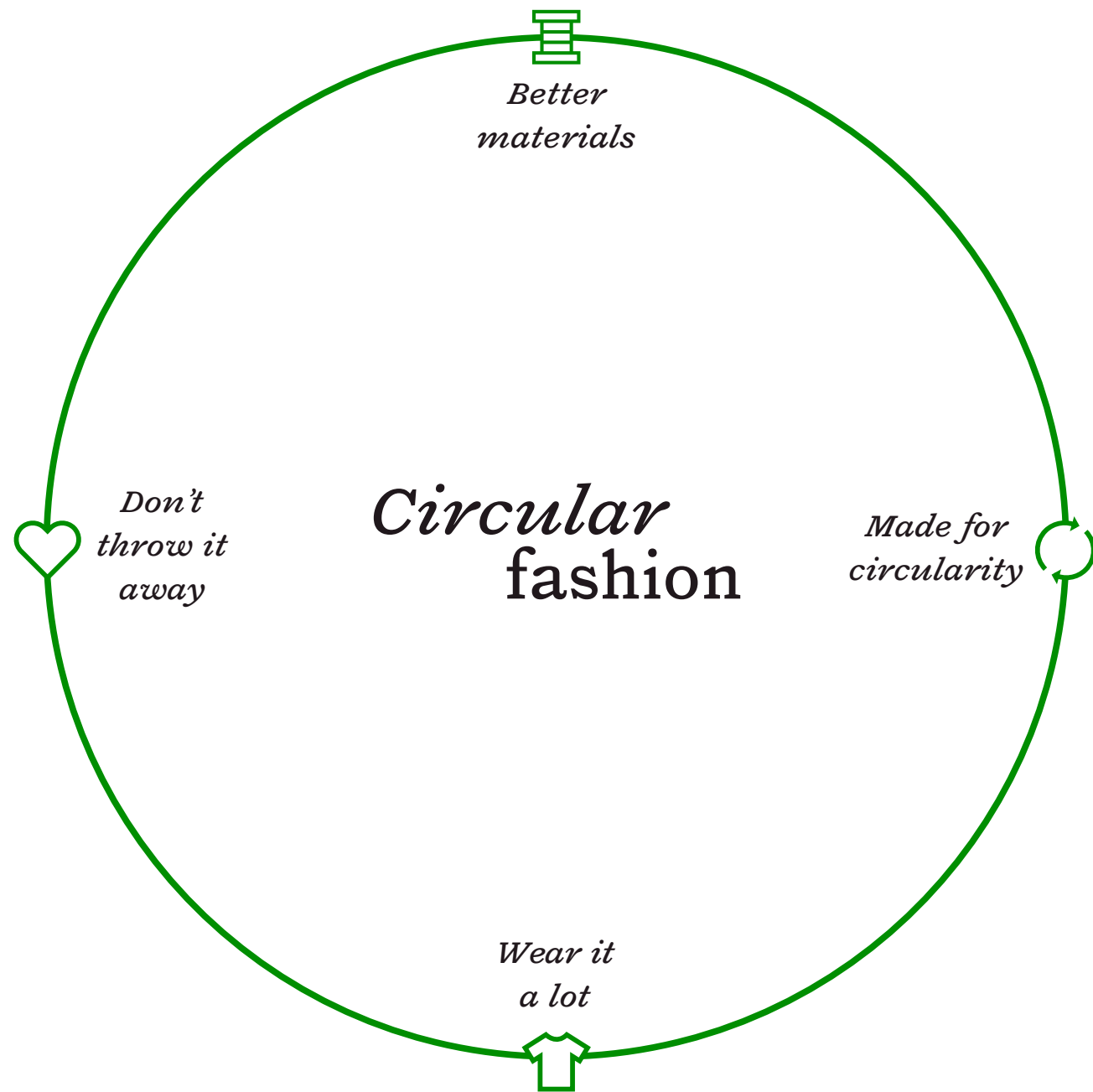
Our goal is to be circular by 2030.

We believe the future of fashion is circular, and making something new shouldn't have to mean using virgin materials. So we want to make really cute, recyclable products that last longer, with as close to zero virgin materials as possible. We looked at where we still have gaps in our operations and product development and found twelve things we need to focus on to be circular. Check them out in our [super detailed roadmap](#).

# Progress

A commitment like this sounds great, but we want to be accountable for making real progress. Here's how we did in 2024:

- **98%** of materials used are recycled, regenerative, or renewable<sup>1</sup>
- **26%** of materials used are deadstock, recycled, or next-gen (AKA not virgin)
- **69%** of stuff made is recyclable through RefRecycling<sup>2</sup>
- **9%** of business volume<sup>3</sup> represented by resale, vintage, and rental units<sup>4</sup>
- **<1%** of garments were unsold/donated<sup>5</sup>
- **78%** waste diversion (AKA recycled or composted) and 913 tons of waste generated



*Better materials*

Make cool stuff from non-toxic, recycled and regenerative materials.

*Made for circularity*

Make stuff that lasts, is designed to be recyclable, and in a way that creates less waste.

*Wear it a lot*

Keep everything in use for as long as possible with care, repair, and love.

*Don't throw it away*

Keep things around through resale and recycling. We're too cute to go to waste.

<sup>1</sup> Renewable raw materials are typically not depleted when used. Regenerative materials are made using regenerative agricultural practices and land management techniques, with focus on soil health and biodiversity. Recycled materials include materials made from recycled feedstock and deadstock materials.

<sup>2</sup> This percentage reflects the number of units produced during the period that are either currently recyclable through the RefRecycling program or have the potential to be recyclable due to the fabric composition and will be added to the program in near future.

<sup>3</sup> Total business volume by units; based on net sales = gross units sold minus returned units.

<sup>4</sup> Rental is calculated by looking at the number of times a product is rented and shipped out to a customer.

<sup>5</sup> This percentage is based on the number of units sold vs. the number of units donated/recycled.

# Circular Design Guide

We created [Ref's Circular Design Guide](#) to keep circularity top of mind in the design process. We did a half-day workshop to train the product teams in 2023 and plan to offer continued training so that we design all of our stuff with at least one circularity attribute.<sup>6</sup> Like meeting our better material or chemistry standards, or being designed for low-impact care. This is a new process for us, so 2024 will be our baseline at:

- **100%** products designed with 1 attribute
- **84%** with 2 attributes
- **43%** with 3 attributes
- **24%** with 4 attributes
- **8%** with 5+ attributes

We'll stay focused on this so we will hopefully see increased consideration each year.

We want to source more deadstock fibers, with the goal of 10% or more of our sourcing coming from materials that already exist (AKA aging, excess, or over-ordered stuff) versus making new ones. We made this a core goal for our team in 2024 and saw real progress. In 2023, 7.5% of our sourcing came from deadstock, and in 2024, that jumped up to 13.6%. This includes using it for smaller and novelty fabrications—like sparkly things during the holidays—but also a new strategy to source bulk and large-volume fabrics, too.

## Mmm, leftovers

<sup>6</sup> There are seven circularity attributes: (1) made from deadstock, regeneratively grown, renewable, recycled, or next generation materials, (2) made from materials with clean chemistry certifications, (3) pre-tested style, (4) multi-occasion or classic style, (5) designed for low-impact care, (6) designed for disassembly, (7) designed for textile-to-textile recycling.

# Scaling recycled & next-gen materials

If we really want to maximize non-virgin materials, we know we have to invest a lot more in innovative recycled and next-gen stuff. In 2024, we partnered with Ambercycle and made a few things with cycora®, a new circular material made through fancy regenerative science. It turns discarded synthetic textiles back into new ones, which means hopefully fewer new fibers made with fossil fuels.

We also finalized new fabrics using CIRCULOSE®. Earlier in 2024, CIRCULOSE®'s supplier, Renewcell—the world's first textile-to-textile, next-gen pulp mill—filed for bankruptcy. It was a big wake-up call for the industry, reminding us that to make fashion circular, we need to translate our commitments into action and bring our suppliers along with us. We submitted letters of commitment and kept our CIRCULOSE® orders. Thankfully, a new owner stepped in, and CIRCULOSE® continues to operate. We are doing more research now to hopefully scale up our use of this fiber in 2025.



## Jimmy Fairly x Ref

We collaborated with Jimmy Fairly on sunglasses made with plant-based materials, instead of plastic. So your environmental impact can go incognito too. The frames are crafted from a bio-acetate, which looks and feels a lot like conventional acetate but is made using FSC-certified wood pulp. The lenses are made from castor oil-derived resin and are BPA and phthalate-free. They aren't compostable, but the majority of the materials are biodegradable, which basically means they will break down under specific conditions eventually. If you ask us, it's a pretty good option given there aren't a lot of solutions to recycle most materials in sunglasses today.

## Getting scrappy



An important part of our Circularity Roadmap is to recycle manufacturing waste, which can be 10-20% of a fabric roll. That's a lot, so we're working with our suppliers to find solutions for post-industrial textile waste, with a goal that all strategic suppliers will have a recycling solution in place by 2030. That's where [Reverse Resources](#) comes in. In 2023, we laid the groundwork and mapped textile waste streams at our manufacturing facilities. In 2024, we encouraged our manufacturing partners to track their waste on the Reverse Resources platform and plug into existing textile recycling networks in their region. So far, we helped nine facilities in Asia begin using the platform.

<sup>7</sup> The SMEP project was established and funded by the United Kingdom's Foreign, Commonwealth and Development Office (FCDO) and is implemented in partnership with the United Nations Conference on Trade and Development (UNCTAD).

We also signed on to support the Sustainable Manufacturing and Environmental Pollution (SMEP) program jointly by Reverse Resources and National Textile University (Pakistan) to build the capacity for a structured framework for managing textile waste in Pakistan<sup>7</sup>. One part of the SMEP program is helping to formalize and share better practices for waste handlers that can literally clean up the process for the benefit of the people on the ground. Super important work.

And we obviously divert textile waste from our own Ref Factory. 22,164 lbs of manufacturing waste from the Ref Factory was recycled in 2024. We partner with a local non-profit, [Homeboy Threads](#), to divert our manufacturing waste. Homeboy trains and employs people committed to transforming their lives after incarceration. We love second chances—for people and fabric.

## Ellen MacArthur Foundation & Fashion ReModel

### Putting our feet together

### Never not circulating

In 2024, we joined the Ellen MacArthur Foundation's Network as a Member. We're also participating in [The Fashion ReModel](#), a Foundation project that is accelerating a new way of doing business in fashion—one that's circular. So this project aims to identify solutions and unlock barriers to scaling circular business models and begin to decouple revenue from production. As part of the project, we'll double down on repair, rental, resale, and remaking.

We teamed up with some other brands and [EarthDNA](#) to launch [The Footwear Collective \(TFC\)](#), a non-profit initiative dedicated to uniting the global footwear industry to accelerate the transition to a circular economy. Most circularity efforts in the fashion industry have been focused on apparel because shoes are complex and hard to recycle. We're excited to work with leading footwear producers and industry stakeholders to create solutions for the industry and drive change toward a circular system. Plus, it gives you another reason to love our shoes.

There's lots of great work being done to make circularity possible for our whole industry. We took part in Enabling Systemic Circularity in Fashion, an industry initiative led by Forum for the Future that aims to support the reconfiguring of textile and fashion value chains toward more regenerative models. Forum convened and led brands, retailers, and manufacturers across the fashion industry to research existing innovations to understand the barriers preventing them from scaling. And, we explored prototypes for new ways of collaboration in the sector. A big, sexy, sustainable think tank. The insights and recommended actions from the first phase of this program are in this [report](#).

# Happy Endings

According to the US Environmental Protection Agency, the US alone throws away around 13 million tons of clothing and footwear a year, most of which sits in landfills for pretty much ever. Which is really sad for the clothes and for our planet. We work hard to make clothes more sustainable from the start. Once you take them home, we have a bunch of resources to give your clothes a happier, more sustainable ending.

## Care

We design our clothes to last longer, which means you're going to have to take care of them for longer, too. We're making that easier with [tools by Steamery](#) and [Guppyfriend](#), plus [hot tips](#) for product care.

## Hemming & repairs

In 2024, we introduced simple, custom alterations and repairs with [Hemster](#) to extend the lifespan of garments and keep them in use. This service is available to our US customers in all stores and online.

**Since launching, we've repaired or altered nearly 30,000 items.**

This year, free alterations will become an exclusive perk for our most loyal customers but we'll continue to offer convenient in-store and online alterations through Hemster for a fee.

## Resell, really fast

In 2024 we launched a partnership with [Poshmark](#) to make resale even easier. US and Canadian customers can easily resell their Reformation items by visiting the "Order History" section on our website and clicking the "Resell on Poshmark" button. This automatically generates a pre-filled Poshmark listing with all the item details. All you have to do is tell us how much you want to make from it. We launched in late October, and already in 2024, 581 items were listed using one click, and 92 garments were resold.

## ThredUp

If you have non-Ref clothes you aren't wearing, grab a [ThredUP](#) kit and pass them on. We'll give you Ref Credit for every gently used item you sell.

**Over 248,897 garments were resold, donated, or recycled via our partnership with thredUP in 2024, which is pretty damn cool.**

## RefRecycling

A big way we'll reach our circularity goal is by developing a closed-loop, circular system for everything we make. [RefRecycling](#) is powered by our friends at SuperCircle, and since our launch in 2022, almost 10,223 people have joined, and over 2,386 people have actively recycled their Ref.

**That has helped us divert over 6,659 pounds of Ref from the landfill.**

We started this for just our product categories with textile-to-textile recycling solutions, but this year, we'll start accepting all product categories. We aren't able to textile-to-textile recycle all of them yet, but we feel good about the recycling partnerships we've built, and think it's important to start collecting those materials so we can put them to good use once we have more advanced solutions. To get in on the action, drop off your pre-loved Ref stuff at any of our US or Canada retail locations or request a shipping label online. As a thanks for keeping materials out of the landfill, you'll get a little something for every item you bring or ship back. Win-win.

## Low-impact care

It's on us to consider the full lifecycle of our stuff. 77% of our garments are designed for low-impact care<sup>8</sup>—a 10% increase from last year. Something as simple as changing the temperature of your wash can save as much as 500 pounds of carbon dioxide per year<sup>9</sup>, plus low-impact garment care methods make our stuff easier and cheaper for you in the long run. The biggest obstacle to increasing this further is a few core fabrics we primarily use in dresses, which require professional cleaning to maintain their quality. As we add more innovative materials to our lineup, we're focused on making sure you can wash them at home instead of taking them to a fancy dry cleaner.

## Clean Chemistry

### 86% of our materials come from dyers and printers have a clean chemical certification<sup>10</sup>

To eliminate waste and pollution, we focus on clean chemistry. We partner closely with our printers, dye houses, and tanneries to ensure they are using chemical, water, and energy resources responsibly because we want our products to be safe for everyone and everything they touch. In the last year, we prioritized working with suppliers who are proactive in sustainable chemistry management at their facilities. And, since joining [bluesign®](#) as a system partner in 2022, we've identified improvements that we need to make toward our goal of sourcing 100% of our materials from suppliers with clean chemistry certifications and/or sustainable chemical management practices.

<sup>8</sup> Includes garments that are safe for machine wash cold or hand wash

<sup>9</sup> World Wildlife Fund, Green Tips

<sup>10</sup> Percent of clean chemical certifications or ZDHC MRSL conformance of Level 2 and higher for dyers, tanneries, and printers is calculated by total fabric yardage for apparel and upper fabric volume for shoes. This excludes all deadstock materials.

## Pack it up

We wanna say bye to plastic in our packaging. Right now our packaging is 100% recycled, but we're still working on a 100% plastic-free solution. One of our biggest challenges will be replacing our polybags, which protect our products while they're on the move. We've tried bio-based plastics and compostable materials, but since composting in the US isn't widely accessible yet, we switched to 100% recycled plastic bags with a biodegradable polymer (BDP) that allows them to break down in landfills. In 2022, we launched a program to collect our own business waste and use it to create new recycled polybags. We've collected around 71,000 lbs of polybag waste since launch so we can work on closing the loop and cutting waste. This year, we've been testing a different kind of bag that is made from FSC™ Certified paper and is curbside recyclable. We hope to start shipping these bags soon, so be on the lookout.



# *Climate Positive*

The fashion industry is responsible for somewhere between 4-8% of global carbon emissions, and is on track to double that by 2050. That's why we made a commitment to be [Climate Positive by 2025](#). Basically, as we grow, we'll work to cut our emissions by about half across our operations and within our supply chain.

We're defining this as meeting science-based<sup>11</sup> reduction targets and removing more emissions than we produce. Our targets are officially confirmed and validated by the [Science-Based Target Initiative](#). We looked at where most of our emissions come from and identified steps to reduce our footprint in a few key areas: better materials, transportation, circularity, and energy. Check out our [roadmap](#) and our 2024 progress below. We still have some work to do this year and expect headwinds from supply chain disruptions and other economic factors, but we're currently on track to meet our goal right on time.

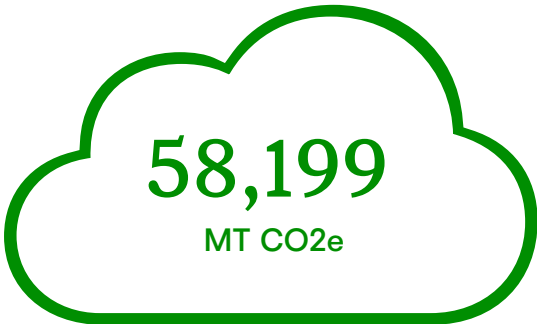
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<sup>11</sup> Targets are considered "science-based" if they are in line with the level of decarbonization required to keep the global temperature increase below 1.5°C compared to that of pre-industrial temperatures, as described by the Intergovernmental Panel on Climate Change (IPCC).

# Progress

To know where to start, we calculate our total carbon footprint. Our footprint measures all the emissions associated with our onsite operations and our entire supply chain. It gives us an idea of our impact and where we have room to improve.

Here's our 2024 footprint:

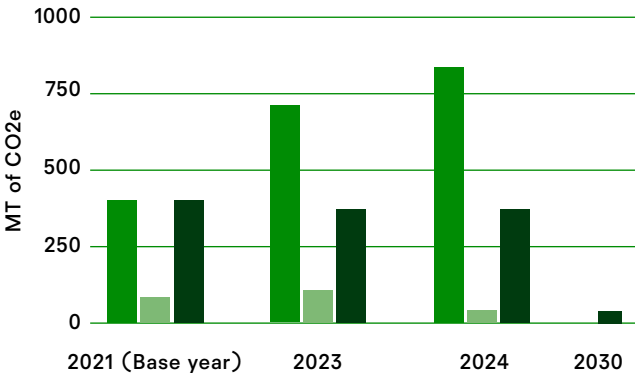


	MT CO2e	% of total emissions
Materials	23,922	41%
Transport	17,313	30%
Other purchased goods & services	6,734	12%
Capital goods	3,093	5%
Garment care	2,206	4%
Commuting	874	2%
Manufacturing	810	1.5%
Electricity	807	1.5%
Business travel	618	1%
Waste & end of life	617	1%
Fuels	30	<1%

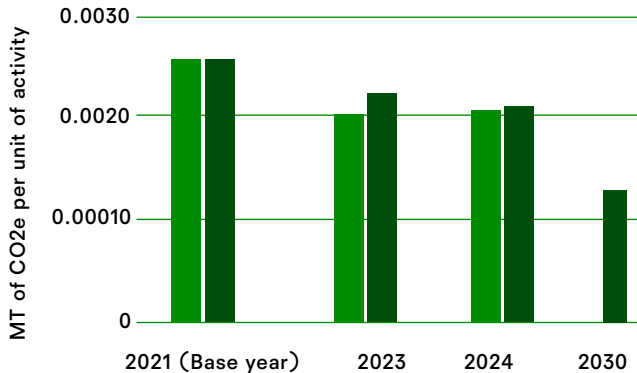
# Emission reduction versus targets

Our science-based targets are to reduce absolute scope 1 and 2 GHG emissions by 42% and scope 3 emissions by 48% per value added by 2030 from a 2021 base year. We also committed to continue annually sourcing 100% renewable electricity through 2030.

## Scope 1 & 2 SBTs



## Scope 3 SBTs

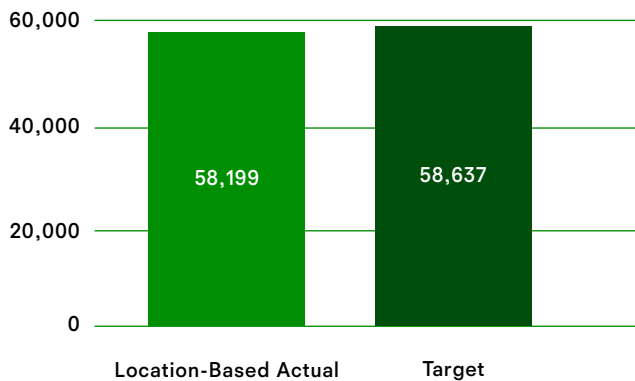


- Location-Based Method Actuals<sup>12</sup>
- Market-Based Method Actuals
- Targets

- Scope 3 Intensity Actuals
- Scope 3 Intensity Targets

Scope 1 & 2 emissions (basically our direct energy use and what we source from utility providers) represent <1.5% of our total emissions. Given that we already sourced 100% renewable energy in our baseline year and have continued to do so, achieving the absolute reductions for Scope 1 & 2 has been a challenge, especially as we open new stores each year. The increase we saw in 2024 was all based on adding new facilities. But we invested in an EV shuttle, are focusing on energy efficiency in all our facilities, and will be electrifying as much infrastructure as we can in new stores. So even if we continue to miss the target here, we plan to make up for the emission reductions in Scope 3. To be on track with our overall reduction goals we had a 58,637 MT target footprint for 2024, and we still managed to come under that by 438 MT. Whew.

## 2024 GHG Inventory Results

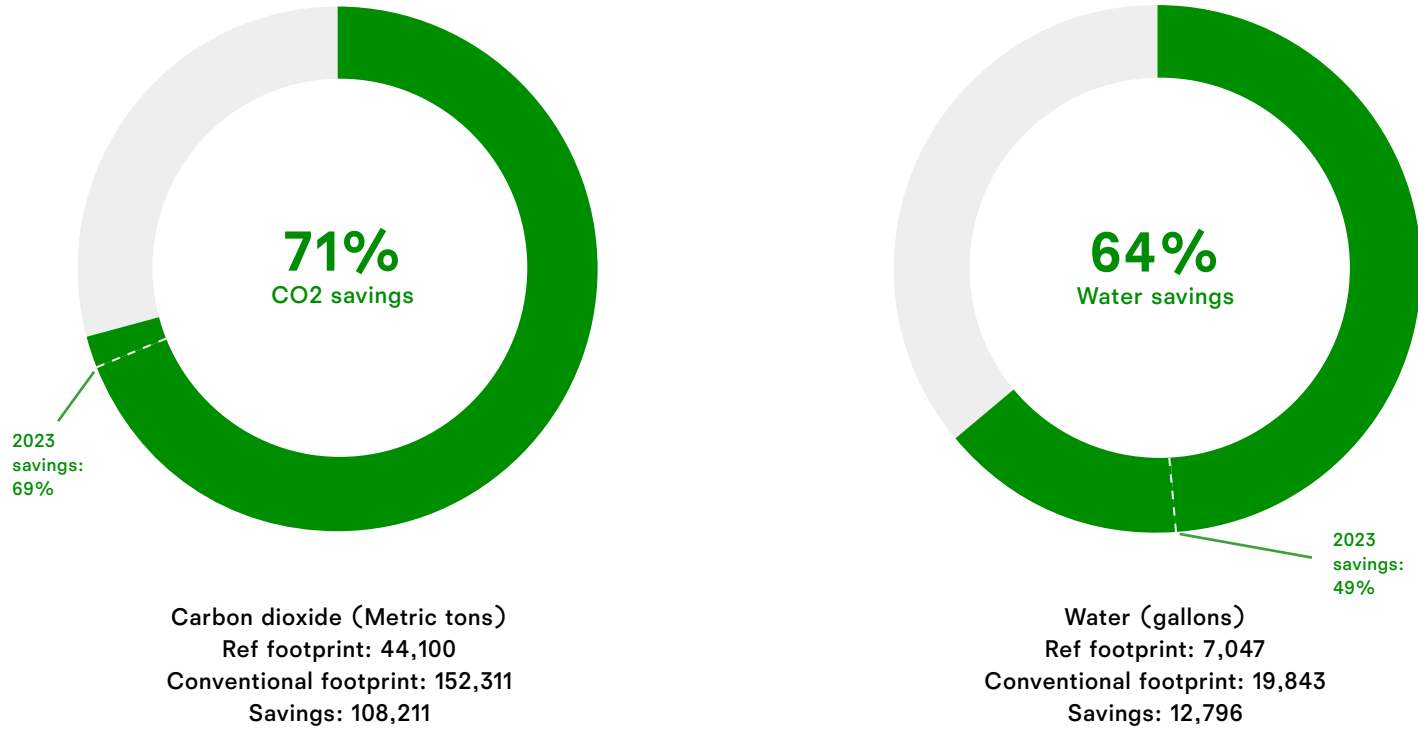


<sup>12</sup> The location-based method uses regional grid averages to calculate electricity emissions, while the market-based method reflects renewable energy purchases or other specific electricity contracts. Learn more in the [GHG Protocol guidance](#).

# More sexy math

[RefScale](#) tracks our product environmental footprint by adding the estimated pounds of carbon dioxide emitted and gallons of water used. Then, we calculate how much Reformation saves compared to conventional clothes bought in the US. The whole equation follows the lifecycle of clothes—everything from growing textile fibers and making fabric, dyeing, transporting materials, manufacturing, packaging, shipping, garment care, and even recycling clothes when you’re done with them.<sup>13</sup> While this doesn’t capture all of our business emissions, it’s another helpful way to look at our footprint. It also gives us important reporting on water impacts. Plus, it helps us track our real-time reduction progress because we can’t practically measure our complete footprint more than once a year. Here’s a summary of the impact of our products in 2024:

## 2024 Product Footprint

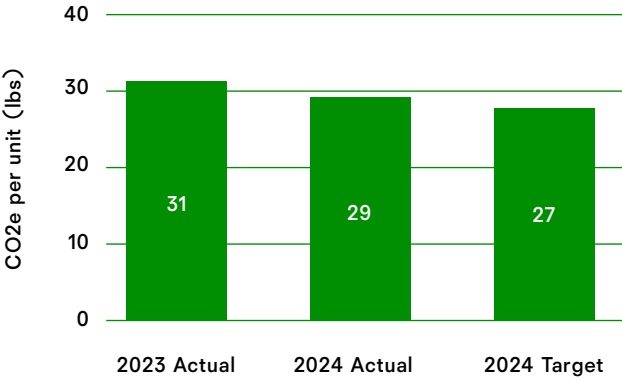


**That’s like removing 25,241 cars off the road and reusing 19.5 Olympic-sized pools of water<sup>14</sup>**

<sup>13</sup> We define conventional clothes as garments made with typical industry materials and production methods. Ref pieces are measured against this baseline—see the [RefScale Methodology](#) for more details.

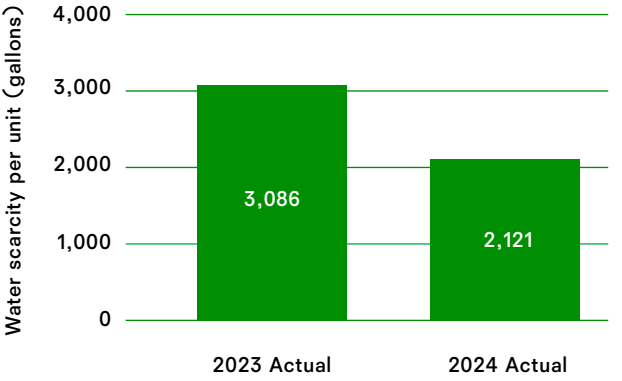
<sup>14</sup> CO2 equivalency comes from the EPA Greenhouse Gas Equivalencies Calculator and Water from the Patagonia Alliance.

## Carbon Intensity of Our Products



This year, our carbon intensity was higher than our target because of increased production in a few categories, like cashmere sweaters, and more transportation activity than we anticipated. But don’t worry—we have a plan, which we’ll get into in the updates below.

## Water Scarcity Intensity of Our Products



We talk a lot about carbon, but fashion is also really water-intensive. So we prioritize material sourcing and other business practices that reduce water use (think the dying and printing side of things), especially in water-stressed locations. In 2024, we reduced our water scarcity<sup>15</sup> footprint per unit by over 30% compared to last year, mostly by trading silk for some other smooth, less thirsty alternatives.

<sup>15</sup> The MSI measures water scarcity using the AWARE method, which assesses the availability of water in different regions and the potential environmental impact of its use. This method accounts for regional water stress levels to provide a more accurate assessment of water-related impacts. For more details, you can access the Higg MSI online at [Higg MSI Portal](#) and learn more about the AWARE methodology at [WULCA Water LCA](#).

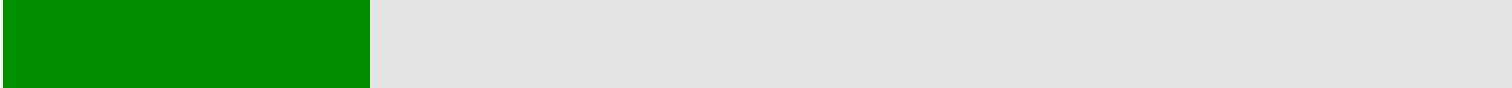


We have our own Ref Fiber Standards that are super comprehensive, taking into consideration water input, energy input, land use, eco-toxicity, greenhouse gas emissions, human toxicity, availability, and price. We also look at garment care implications like microfiber shedding. We aim to have ~95% of our fabric sourcing for apparel to meet our top ratings, always.

## 94% of our fabrics meet our A/B ratings<sup>17</sup>

### A - All Stars 35%

Key fibers: Tencel™ Lyocell, Recycled Cotton, Regeneratively Grown Cotton, Deadstock, Naia™ Renew, Naia™ Renew ES



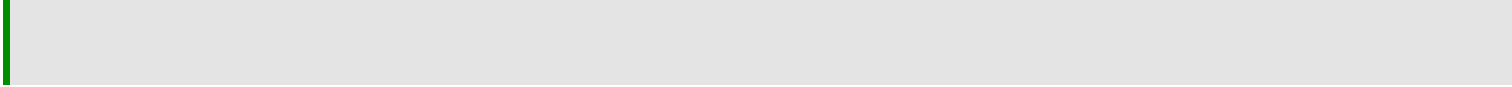
### B - Better than most 59%

Key fibers: Linen, Organically Grown Cotton, Better Viscose, Modal, NAIA™ Acetate, Recycled Cashmere



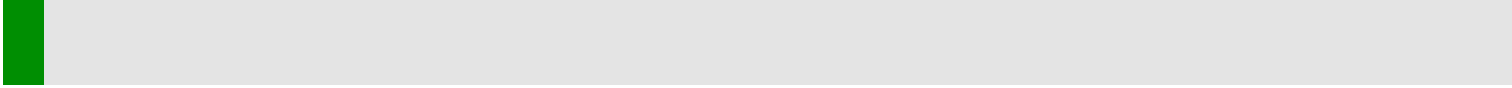
### C - Could be better <1%

Key fibers: RAS Alpaca, REPREVE™ Polyester, EcoLycra®, ECONYL® Regenerated Nylon



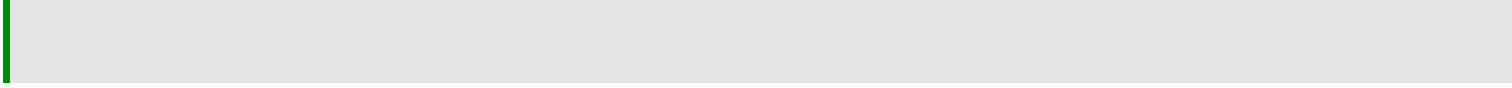
### D - Don't use unless certified 5%

Key fibers: Silk, LWG-Certified Leather, RWS Merino Wool



### E - Eww, don't use <1%

Key fibers only used in blends: Cashmere, Polyester, Spandex



### [Learn more about Ref Fiber Standards](#)

<sup>17</sup> Fiber performance is calculated by total fiber volume usage. Leather and deadstock are measured by total material volume usage. Percentages have been rounded up. If Spandex is needed for construction, the percentage per fabric can go up to 15%. For other e-rated fibers, the percentage can go up to 10%. The e-rated fibers that fall under these thresholds are excluded from this KPI.



## 95% recycled cashmere

Virgin cashmere has a giant carbon footprint. And even though it represents under **0.5%** of the material we source, it accounts for nearly **27%** of our material footprint due to its high carbon intensity. That's not cozy, so we're doing something about it. We started by introducing our 90% recycled cashmere sweaters in 2022. In 2024, we took it a step further by launching our 95% recycled cashmere yarn. We still have work to do to design out the last 5% of virgin cashmere, but we have a few ideas for 2025. More soon.

## Can't believe it's not silk

Silk was nearly 3% of our fiber uptake and 11% of our estimated fiber CO2e footprint last year. To limit this impact, we're increasing our sourcing of silk alternatives. We used them in 46% of our silk or silk-like sourcing in 2024, up from 18% the previous year. These fabrics were made with fibers like Naia™ Renew, a cellulosic fiber produced from 60% sustainably sourced wood pulp and 40% certified recycled waste materials in a closed-loop process. We also released more styles with Naia™ Renew ES, made with 60% recycled content. Like silk, but better.

## Silky stats

Right now, there's limited impact data for silk. Since silk represents a small proportion of global fiber use (~0.25%), it is not a top priority for most industry efforts. But, it has a disproportionate impact on sourcing for premium and luxury brands. For instance, in 2024, silk was nearly **3%** of our fiber uptake and **11%** of our estimated fiber CO2e footprint. We want to invest in better data on silk's impact while we work on material innovations like our Naia™ Renew fabrics. So, we organized a coalition of other brands, like our friends at Eileen Fisher, who are interested in a better lifecycle assessment of silk. We completed the research in 2024 with the help of our suppliers and Textile Exchange (TE). We plan to publish the findings publicly in 2025 in alignment with TE's Impact Data Call to Action and other industry databases to help everyone make better decisions.

## Half naked never looked so good



Synthetics are made from petroleum and petrochemicals, which are non-renewable and tied to a range of issues from climate change to microplastic pollution and human health concerns. Gross. We don't think fashion should be made from plastic, so we have worked towards eliminating fossil fuel-derived materials from our products. We aim to source out all virgin synthetics by 2030. In 2024, synthetics represented 10% of our fiber use, but just 20% of that (~2.1% of our total sourcing) was virgin synthetics. 76% were synthetic deadstock materials and 4% were recycled synthetics.

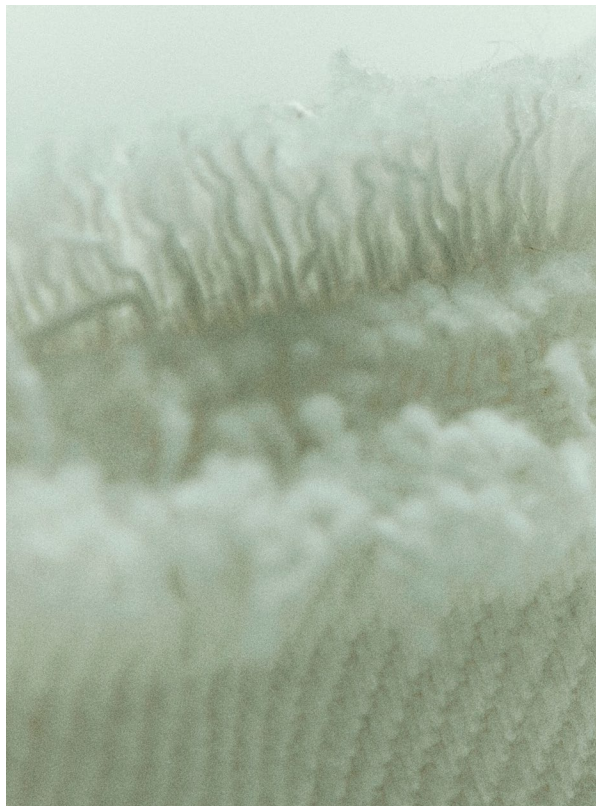
One way we're cutting synthetics out is by innovating in our categories that still require them. The last time we made swimsuits, we used regenerated nylon, but it [wasn't sustainable enough for us](#). So this time around, we used our regenerated nylon leftovers and also sourced a renewable, super soft, plant-based fiber. EVO by Fulgar® is made from castor plants instead of plastic. Creating swim without synthetics is super challenging, so we're really proud to offer a new core fabric that is 80% plastic-free. We've made a lot of progress on our swimwear, but we'll keep innovating until it's the most sustainable option out there, or until skinny dipping is widely accepted. Whichever happens first.

## Scaling regen cotton

Over the last year, we started transitioning more of the organically grown cotton in our denim to regeneratively grown cotton through our partnership with Artistic Milliners. Artistic Milliners has been successful in validating and certifying its own Milliners Cotton Initiative (MCI), which supports local cotton farmers' use of regenerative farming practices.

Since 2021, we've been working with FibreTrace to provide more visibility into our supply chain down to the farm level. In 2024, **41%** of our denim styles were made with FibreTrace technology and cotton from Good Earth Cotton®, the world's first carbon-positive farm in Australia.

Since 2022, we have been working with [California Cotton & Climate Coalition](#)—AKA C4—a coalition of like-minded brands, farmers, and researchers that aim to collectively demonstrate the positive impact of regenerative farming practices. The benefits of regenerative farming include better soil health, biodiversity, water retention, and more prosperous farming communities.



## Mirum

In 2024, we launched a few handbags in [Mirum®](#), an innovative, plastic-free leather alternative. Made from natural, bio-based materials, Mirum® eliminates the need for petrochemicals (AKA plastic), making it a low-impact alternative to traditional leather.



## Better leather

We only source leather from Leather Working Group Gold and Silver rated tanneries to ensure super high-quality water usage and treatment, and top-notch chemical management practices. We also partner with Land to Market to drive meaningful change in the fashion industry by supporting farmers and ranchers transitioning to regenerative agriculture. Through Ecological Outcome Verification (EOV), [Land to Market](#) connects brands with verified regenerative farms, ensuring measurable improvements in soil health, biodiversity, and carbon capture. For over three years, we have invested in this movement, helping build the necessary community, resources, and support for a shift away from conventional farming. While we continue exploring plastic-free leather alternatives, we prioritize traceable, regenerative leather sourced from our farm partner in Uruguay. We'll plan to start launching products using our regenerative supply chain in 2025.

# Happy sheep

We're still making styles made with [NATIVA™](#) regenerative wool. It helps restore the Earth through holistic farm management that prioritizes soil health, responsible grazing, and cuts chemicals. Our latest collection features wool sourced from transitional regenerative farms in Uruguay. Transitional regenerative basically means the farm raises its sheep ethically—like with more space to graze on native plants—and that it's on its way to producing wool that helps remove CO2 from the atmosphere. Supporting transitional regenerative farms helps us reduce our carbon footprint and also helps grow and scale the regenerative movement. A very warm and cozy win-win.

# Ref x TENCEL™

We've been using TENCEL™ Lyocell fibers for almost a decade, but this past June, we introduced Ref x TENCEL™—a collection of summer staples engineered to help you look hot and stay cool. TENCEL™ Lyocell fibers are made from wood, a natural and renewable raw material carefully sourced from responsibly managed forests. TENCEL™ Lyocell fibers are made with at least 50% less carbon emissions and water consumption compared to generic lyocell.<sup>18</sup> Oh, and they're all certified compostable and biodegradable. What more could you ask for.

# Investing in innovation

We're never not innovating, so we continued pilot projects with several fiber innovations in 2024. For example, we're hoping Kintra Fibers will help us find the best viscose and polyester alternatives out there. Kintra has developed a bio-based and biodegradable polyester, estimated to potentially result in a 95% reduction in GHG emissions, a 30% reduction in water usage, and a 20% reduction in energy consumption compared to conventional polyester.<sup>19</sup> Great for us and the wider industry's climate targets, bad for fossil fuel fabrics. It is still in the early stages, but we're already testing fiber and yarns to meet our specific fabric needs.

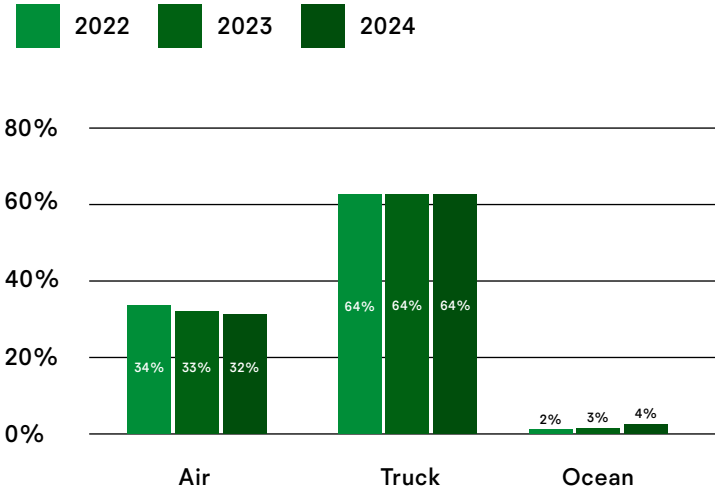
<sup>18</sup> Results based on LCA standards (ISO 14040/44) and available via Higg MSI (Version 3.8)

<sup>19</sup> The estimate from Kintra is the result of a preliminary cradle-to-gate LCA conducted by a 3rd party, which compared the production of Kintra resin pellets to PET resin pellets.

# Transportation

Transporting our raw materials and finished goods to our warehouses, retailers, and customers takes a lot of fuel and represented a big chunk (about 30%) of our total emissions last year. We need to fly less if we want to hit our carbon reduction targets. That's because air transport is around 45x more carbon-intensive than using a cargo ship.<sup>20</sup> We have a task force of basically everyone at Ref who makes decisions about how we move stuff, from our COO to our Production Managers. We've made some progress shifting ~1% of stuff each year from air to boat. Not nothing, but we'd like to do more. We've asked this group to take some serious action in 2025. We'll be tracking our progress to transit mix shifts as we take actions like shipping fabrics we always make, replenishment inventory, and categories with longer lead times, via boat. All aboard.

Transit Mix Year-Over-Year



<sup>20</sup> Based on emissions factors from GLEC Framework v2



# Energy

## Factory Forward

Most of our total carbon footprint comes from our supply chain. So reaching our Climate Positive goal means influencing real action within our supplier relationships more than anything else. That's why we're insetting, or investing in carbon reduction within our own supply chain. We do this through Factory Forward, a whole suite of programs aimed to help our suppliers get better at measuring, reporting, and assessing the biggest opportunities for reducing business and environmental costs. Then, we actually help them do it with solutions like on-site renewables, energy/water efficiency, wastewater treatment, and clean chemistry.

Mill partners representing ~30% of our volume (fabric by weight) enrolled in Factory Forward programs in 2024.

Last year, Reformation teamed up with Eileen Fisher and Everlane to launch carbon reduction programs led by [Apparel Impact Institute \(Aii\)](#). We identified suppliers we had in common and were able to combine our influence to more effectively work with these partners to drive climate actions. So far, we have co-sponsored a total of 5 decarbonization projects through Aii's Climate Action framework. Those range from target setting to implementing technical solutions. It was a good start, and we plan on keeping it up in 2025.

As a part of Factory Forward, we also encourage our manufacturing partners to use industry tools like the [Higg Facility Environmental Module \(FEM\)](#) that helps streamline environmental data collection and analysis.

## Case study

Through one Aii-led program, our facility partner worked with some experts to identify its carbon reduction potential, develop carbon reduction targets, and set an action plan through 2030. Together, they established a baseline of energy use, waste outputs, and emissions, watched a few webinars on carbon savings opportunities, and participated in a two-day site assessment. From there, the facility and experts determined which measures can save energy and water and reduce emissions with the facility's layout, operations, and expected business growth in mind.

The facility used this information to set their target, the priority interventions, and clear their action plans. These range from capital investments in machinery (like high-efficiency laundry machines) to updating operating procedures to do simple, smart things, like turning off the lights or automating shut-offs to conserve energy. Ref and the co-sponsors participated in these milestone meetings to learn more about the facility's perspectives and its commitment to decarbonization. And to cheer them on along the way.

Next up, the facility will assess the interventions that will bring the biggest carbon and cost-savings ROI and start implementing them. Ref will be there, too, so we can figure out how we can best support the facility and showcase the positive outcomes of its carbon reduction programs.



## Green stores

Six of our California retail stores and our corporate office are [Green Business Certified](#), which basically means we're operating to improve energy savings, water efficiency, resource stewardship, and reducing CO2 emissions. We created our own internal green business checklist modeled after the same framework so we could expand this across our 50+ retail stores globally. Our goal is to have 100% of our stores qualify for Green Business Certification. Here's where we're at:

**66%** of stores meet our standards based on green business best practices.

For stores that don't meet our standards, we have clear strategies for improvement. This year, we're rolling out a new supplies ordering platform, standardizing our operating guides, and repulsing Recycling 101 training to ensure consistency across all locations.

## Renewable energy for Ref

We already purchase renewable energy credits (RECs) to offset 100% of the energy we use in our factory, offices, and retail facilities. In 2024, we purchased 2,727 RECs and 198 Renewable Energy Guarantees of Origin (REGOs). In 2023, we upgraded our company van, used for things like moving people and product samples between our headquarters, to a 100% electric vehicle. We charge it at our Factory, where we also encourage our employees to make the switch by offering dedicated EV charging spots. We plan to continue to invest in on-site renewable energy as we expand our facilities.

## Offsets

We will rely on offsets to meet our Climate Positive commitment. We're currently climate neutral, which means we measure our carbon emissions, have them independently verified, and then offset 100% of our footprint. In 2024 we did just that, and purchased **58,199 MT** of offsets to offset our entire footprint. We invest in a mix of different projects that support clean energy infrastructure and forest conservation and restoration. Carbon credits must also be verified according to one of the following standards: Gold Standard, Verified Carbon Standard, Climate Action Reserve, American Carbon Registry, or European Biochar Certificate.

# *Social Responsibility*



None of these big-picture, save-the-planet goals happen—or matter—without people. So here's how we take care of ours.

# Supplier practices

Throughout our supply chain, we work with incredible partners who share our values of accountability, transparency, and sustainability. We know we're not perfect, but we always do our best to be transparent and keep pushing for positive change. We require all of our direct cut, sew, and finish manufacturing partners and subcontractors (AKA Tier 1) to adhere to our [Code of Conduct](#), which is basically our requirements for ethical operations. We are also working towards extending the same requirements to our strategic mills (AKA Tier 2—dyers, printers, weavers, and knitters). These requirements ensure fair and safe labor conditions and fundamental labor rights, like the prohibition of child labor or forced labor and the meeting or exceeding of local legal minimum wage requirements.

Our suppliers participate in independent, third-party social assessments to ensure fair, safe, and healthy working conditions. These assessments are conducted not only to ensure that they're meeting our Code of Conduct but also to identify areas for improvement. All substandard audit findings should be remediated in a timely manner. We know an audit is just a snapshot in time, so we prioritize active continuous improvement, root cause analysis, and development of necessary management systems.

You can access our factory list and more information [here](#).

**99% by facility count & 98% by volume Tier 1 audited in 2024<sup>21</sup>**

**21% by facility count & 62% by volume Tier 2 audited in 2024**

We use a color-coded rating system for our supplier audits and continuous improvement efforts. Our goal is to maintain a "Green" or "Yellow" rating for 95% or more of Tier 1 facilities. This year, we closed at 93%. We're always working toward improvement with facilities that don't meet our standards.

**100% of suppliers with Orange/Red initial ratings actively engaged with us in corrective actions**

**85% of suppliers with Orange/Red initial ratings improved over course of 2024**

<b>Green:</b> Authorized for production	Facility meets our standards
<b>Yellow:</b> Authorized for production	Facility has some minor/moderate issues. Corrective action plan required.
<b>Orange:</b> Authorized for production on a probationary basis	Facility has safety, health or labor-related violations of our standards. Corrective Actions and Prevent Actions required. Onsite support visit or follow up assessment required as needed.
<b>Red:</b> Not authorized for production	Facility has one or more Zero-Tolerance Violations and/or has failed to remediate major safety, health or labor-related violations. Corrective Actions and Prevent Actions required. Onsite support visit or follow up assessment required as needed. We will exit the facility if unable or unwilling to remediate.

<sup>21</sup> The only facility not audited in 2024 was our in-house (Reformation owned and operated) Ref Factory, which we audit on a bi-annual basis.

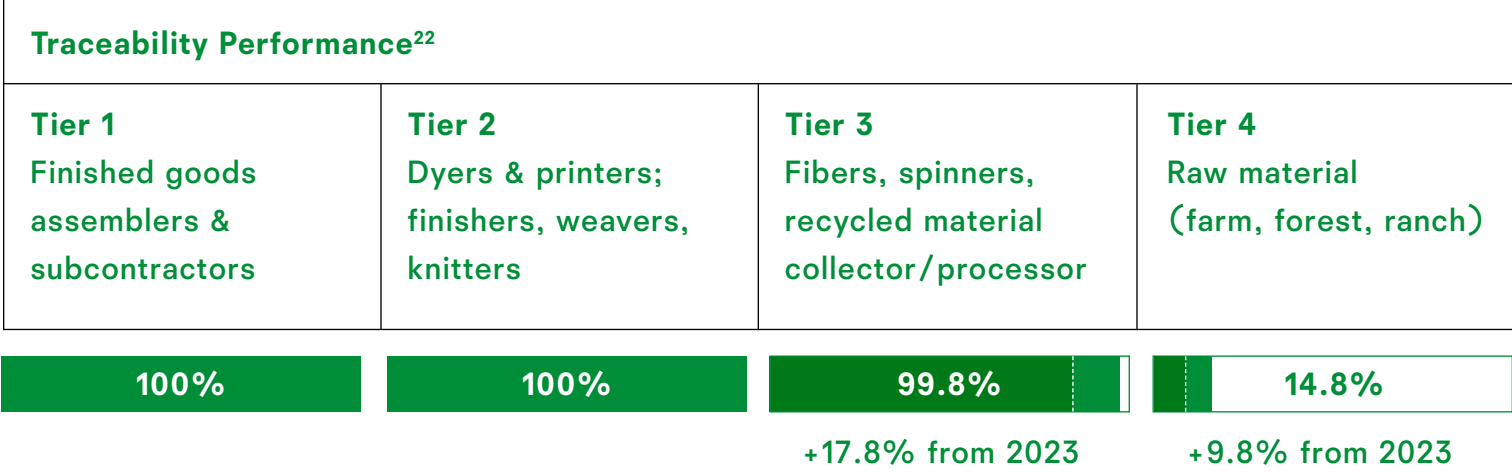
# Better Buying

[Better Buying's](#) vision is that buyers and suppliers work together with responsible purchasing practices to achieve shared goals of profitability and social and environmental sustainability. We've used Better Buying's purchasing practices surveys since 2019 so we can get feedback, learn, and take action. So far, we've incorporated feedback about things like lead times, raw material sourcing, product design, product development timelines, sampling and testing, and on-time delivery.

# Traceability

Traceability is about knowing exactly where our stuff comes from. We want to be able to answer "who made our clothes" at every level of the supply chain.

**Our goal is to maintain 100% traceability into our Tier 1 & 2 suppliers.**



<sup>22</sup> Traceability is calculated by total fabric yardage for apparel and by upper fabric volume for shoes. This excludes all deadstock materials.

We've also gone deeper with our supply chain partners and suppliers—which means we're asking more questions and learning so much about who is doing what at each step in the process, including all the way to Tier 4. We made a ton of progress in 2024, and increased our traceability for both Tier 3 and Tier 4. This includes a focus on farm-forward programs (like NATIVA™) so that we can support sustainability from the ground up—literally. By connecting directly with the farmers who grow the fibers we use in our clothes, we learn how to support more sustainable farming practices and make them the norm. Our traceability efforts also help us ensure that we uphold our commitment to the Call to Action by the [Coalition to End Forced Labor](#) in the Uyghur region and ensure our cotton is not sourced from China.

Transparency is a big part of accountability, which is why we disclose 100% of Tier 1 finished goods manufacturers and subcontractors within our [supply chain](#). We aligned with the [Transparency Pledge](#) and are participating in the [Open Supply Hub \(OS Hub\)](#) to expand on the details that are made public so we can be more accountable for the working conditions in our partner factories.

# People & Culture

We want Ref to reflect our global, diverse customer base so we can understand and appreciate all of the unique perspectives, experiences, and backgrounds of our team and customers.

As we continue to grow and refine our talent strategy, we're super focused on what makes Ref special. We know that our biggest strength is our culture and how aligned, engaged, and committed our teams are. For our 2024 engagement survey, we asked Refs if they agreed with a couple of big affirmations. Here's how it went:

- "I know what I need to do to be successful in my role" - **89%**
- "I know how my work contributes to the goals of Reformation"- **88%**
- "I am proud to work for Reformation"- **85%**
- "I can be my authentic self at work" - **84%**
- "The work we do at Reformation is important" - **83%**

According to [Culture Amp](#) research, Reformation employees are more motivated to go above and beyond for our customers and communities (+6 points above industry benchmark) and this represents our competitive advantage.

We continue to listen and learn about what is most important to our teams. This year, we've been working to offer more resources to help Refs think about their personal and professional growth. We focused on career development, leadership, and belonging, all available through our learning platform, RefU. There, we offer programs like StrengthsFinder, Extraordinary Leader, Reach (a partnership with Paradigm) and more. We brought many of these

resources to leadership meetings, company-wide All Hands, and team discussions. In addition to our annual compliance requirements, some of the more popular topics on RefU include:

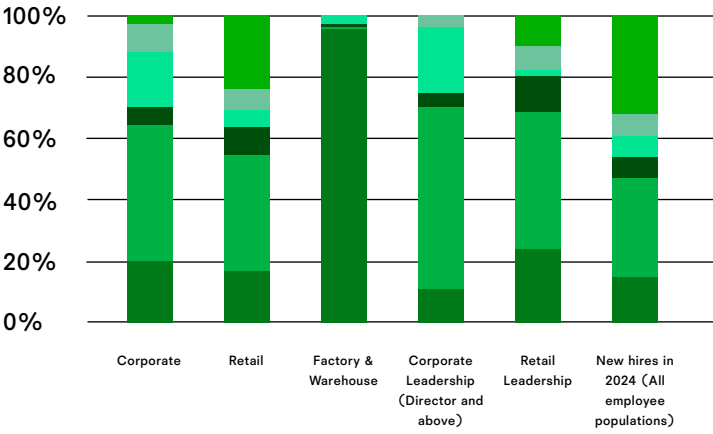
- Hiring practices
- Belonging and inclusive leadership
- Management skills
- Communication
- Performance management

There were a lot of other people and culture highlights in 2024. Like the introduction of Learning Fridays every quarter, launching a leadership development program and senior leader scorecards, dedicating time for our company to get to know their leaders, and celebrating Ref Values Week, when Refs take time to give back to their local communities

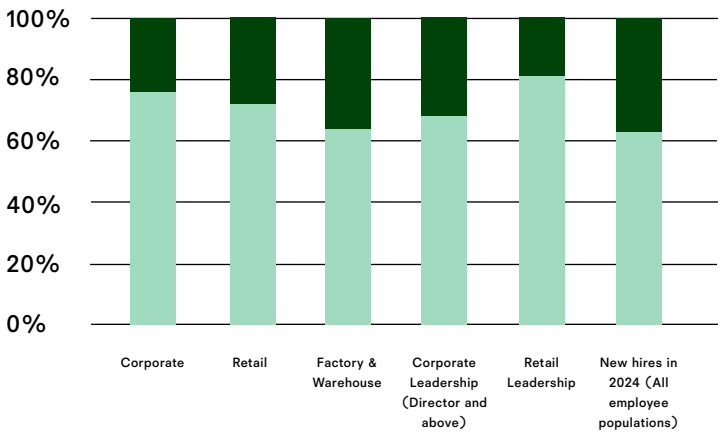


# Here's our 2024 end-of-year snapshot of team demographics.

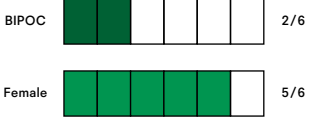
## Race



## Sex



## Board



# Community engagement & impact

## Factory tours

If you wanna see where the magic happens, we host public tours of our Factory in Los Angeles. We started them back up in 2024 after taking a break during the pandemic, and we're super excited to share our space with you again. To learn more and save your spot, email [love@thereformation.com](mailto:love@thereformation.com) and come meet some of the amazing people who make your clothes.

## Better together

We want to be leaders and create a community around the sustainable fashion movement, so we are involved with the Textile Exchange, Fashion for Good, Cascale (formally the Sustainable Apparel Coalition), and other initiatives.<sup>23</sup> We act as industry cheerleaders, friends, provocateurs, leaders, and generally just another force pushing for better things in fashion.



<sup>23</sup> You can see all our memberships and commitments in the report Appendix.



## We've got the power

In February, we launched a campaign with Monica Lewinsky and [Vote.org](https://www.vote.org). Monica's been empowering women to use their voices and feel powerful for a long time. So it just makes sense that she'd help us do the same in some great workwear. Through this nonpartisan campaign, we reminded everyone how important it is to participate in our democracy—AKA, vote—and we made a \$25,000 donation to Vote.org, the largest nonprofit, nonpartisan voting registration and get-out-the-vote technology platform in America. We also made a limited-edition sweatshirt and donated all the proceeds to help make voting more accessible for everyone.

It's important that we use our platform to advocate for legislation that makes a more sustainable fashion industry possible, like the [Fashion Act](#). While it didn't make it to a vote in the last legislative session, its influence is undeniable—the movement continues, and momentum is building for future sessions. The bill would hold fashion brands doing business in New York accountable for their impacts on both people and the planet. We're into this because it's an important signal of what consumers want from the industry and gives us a chance to raise everyone's standards.

In California, we're in support of [SB 707 \(California's Responsible Textile Recovery Act\)](#). This legislation requires brands to take accountability for the full lifecycle of their products, shifting the cost burden away from communities and toward the companies creating the waste in the first place. Textiles are the fifth most common material and the fastest-growing category in California's residential and commercial waste streams. Overproduction of hard-to-manage materials creates waste that can tangle, combust, or contaminate recycling streams. That's why we signed a letter of support for this bill, which passed in 2024—marking a major step toward producer responsibility in fashion.

## Giving back



For Earth Week, we launched Climate Tees to help raise awareness and funds for climate action. Turns out you really liked them. We donated 50% of the proceeds—a total of \$46,048—from all the tees sold to our friends at [Accelerating Circularity](#). They're a nonprofit that catalyzes new circular supply chains and business models to turn spent textiles into mainstream raw materials. Super worthy cause.

We also encourage our teams to take paid volunteer time off (VTO) at least once a quarter. We share a volunteer database to make it even easier for Refs to get connected to causes that matter most to them. We organized company-wide events like a beach cleanup on Earth Day. Various teams also organized their own local events by participating in park clean-ups, a clothing drive for Dress for Success, and sorting food at the LA Food Bank.

Total VTO Hours in 2024: **1,915**

Total Volunteers in 2024: **462**

% of Ref team who used the VTO benefit: **42%**

## Always learning

It's important to us that our team understands why we do what we do. We have a whole library of trainings accessible to all Refs, including a Sustainability series and micro-trainings on our Better Materials. Our Sustainability team also facilitates department-specific Sustainability Scorecard workshops so that team members from across the company can understand our mission better, and most importantly, how their work can help us meet our goals.

For Earth Month in 2024, we used fabric scraps from our Factory to make [Climate Ribbons](#) for our team to share what we love and hope to never lose to climate change, tying (literally) a more personal connection to this work.

For a more global context, we partner with [The Wardrobe Crisis](#) to offer a Sustainable Fashion 101 training course available to all Refs. The course demystifies the science and the complexity of really important issues like climate change and social justice. The [course is open and available to everyone](#), so you can join too.



*Geek out  
on the  
details*

## KPI Summary Table

Category	Section	KPI Name	Unit	Reporting period	2024 Result	2023 Result	Target Year	Target Result		
Circularity	Progress	Materials used that are recycled, regenerative, or renewable	%	2024	98%	97.5%	2025	100%		
		Materials used that are deadstock, recycled, or next-gen (aka not virgin)	%	2024	28%	19.6%	2030	75-100%		
		Stuff made that is recyclable through RefRecycling	%	2024	69%	39%	2030	100%		
		Business volume represented by resale, vintage, rental	%	2024	9%	17%	2030	10%		
		Garments that were unsold/donated	%	2024	<1%	<1%	Maintain	<1%		
		Waste diversion (aka recycled or composted) in our Ref factory	%	2024	78%					
		Waste generated in our Ref factory	tons	2024	913					
		Products designed with 1 circularity attribute	%	2024	100%		2025	100%		
		Products designed with 2 circularity attributes	%	2024	84%					
		Products designed with 3 circularity attributes	%	2024	43%					
	Better Materials	Products designed with 4 circularity attributes	%	2024	24%					
		Products designed with 5 or more circularity attributes	%	2024	8%					
		Deadstock share of our sourcing	%	2024	13.6%	7.5%	2030	10%		
		Units repaired or altered via our Hemster program	Number of units	LTD	30,000	9,946				
		Units listed on Poshmark via one-click partnership	Number of units	2024	581					
		Units sold on Poshmark via one-click partnership	Number of units	2024	92					
		Units resold, donated, or recycled via our thredUP partnership	Number of units	2024	248,897	332,703				
		RefRecycling diversion volume	pounds	LTD	6,659	2,500				
		Garments designed for low-impact care	%	2024	77%	67%	Maintain	>60%		
		Dyers and printers that have a clean chemical certification	%	2024	86%	82%	2030	100%		
Climate Positive	Progress	Polybag waste recycled	pounds	LTD	71,556	37,500				
		Manufacturing waste from the Ref Factory that was recycled	pounds	2024	22,164	23,668			Baseline Year	Baseline performance
		Scope 1 & 2 Location-based GHG Emissions	MT of CO2e	2024	837	725	2030	235	2021	405
		Scope 1 & 2 Market-based GHG Emissions	MT of CO2e	2024	30	135	2030	235	2021	84
		Greenhouse gas emissions per unit of Value Added (GEVA)	MT of CO2e	2024	0.000203	0.000196	2030	0.000133	2021	0.000256
		GHG Inventory	MT of CO2e	2024	58,199	45,864	2030	103,253	2021	34,028
	Better Materials	Carbon Intensity per unit	lb of CO2e	2024	29.3	31.4	2030	14.4	2021	37.2
		Water Intensity per unit	gallons	2024	2,121	3,086				
		Fibers that meet our A/B ratings	%	2024	94%	91%	Maintain	95%		
		Fibers that are A-rated	%	2024	35%	32%				
	Fibers that are B-rated	%	2024	59%	59%					
	Fibers that are C-rated	%	2024	<1%	<1%					

Category	Section	KPI Name	Unit	Reporting period	2024 Result	2023 Result	Target Year	Target Result
Climate Positive	Better Materials	Fibers that are D-rated	%	2024	5%	7%		
		Fibers that are E-rated	%	2024	<1%	1%		
		Silk alternatives share of silk and silk-like sourcing	%	2024	46%	18%		
		Synthetic share of our total sourcing	%	2024	10%	7.8%		
	Transportation	Virgin synthetic share of our total sourcing	%	2024	2.1%	2.1%	2030	0%
		Transportation share of our GHG Inventory	%	2024	30%	26%		
		Proportion of transportation by air	%	2024	32%	33%		
		Proportion of transportation by truck	%	2024	64%	64%		
	Energy	Proportion of transportation by ocean	%	2024	4%	3%		
		RECs Purchase	Number of RECs	2024	2,727	2300		
		REGOs Purchase	Number of REGOs	2024	198	2300		
	Offsets	Stores that meet our standards	%	2024	66%	0		
		Offsets purchased	MT of CO2e	2024	58,199	63%	2025	100%
Social Responsibility		Tier 1 audited by facility count	%	2024	99%	45,319		
		Tier 1 audited by volume	%	2024	98%	100%	Maintain	100%
		Tier 2 audited by facility count	%	2024	22%	100%	Maintain	100%
		Tier 2 audited by volume	%	2024	62%	15%		
		Suppliers with Orange/Red initial ratings actively engaged with us in corrective	%	2024	100%			
		Suppliers with Orange/Red initial ratings improved over course of the year	%	2024	85%			
Traceability		Traceability into Tier 1	%	2024	100%	100%	Maintain	100%
		Traceability into Tier 2	%	2024	100%	100%	Maintain	100%
		Traceability into Tier 3	%	2024	99.8%	82%		
		Traceability into Tier 4	%	2024	14.8%	5%		

## Commitments, Certifications, and Policies

Commitments & Targets	
Climate Positive Commitment	Reformation is committed to becoming Climate Positive by 2025. This means we will meet our science-based targets and remove more emissions than we produce. Learn more about our commitment <a href="#">here</a> .
Science Based Initiative Targets	<p>We've set science-based targets that have been verified by <a href="#">SBTi</a> as aligned with the latest climate science to meet the Paris Agreement's goal of limiting global warming to 1.5°C.</p> <p><u>Our targets:</u>            Reformation commits to reduce absolute scope 1 and 2 GHG emissions 42% and scope 3 emissions by 48% per value added by 2030 from a 2021 base year. We also commit to continue annually sourcing 100% renewable electricity through 2030.</p>
UN Fashion Industry Charter for Climate Action	Reformation was an original signatory of the <a href="#">Fashion Industry Charter for Climate Action</a> 2019-2024 with the collective vision to achieve net-zero emissions by 2050.
Circularity Commitment	Reformation is committed to becoming circular by 2030. Learn more about our commitment <a href="#">here</a> .
Deforestation-Free Call to Action for Leather Commitment	Reformation is committed to eliminating deforestation and conversion in our leather supply chains. We will work within our own operations and through our suppliers to achieve the protection of forests and natural ecosystems through deforestation-free sourcing. We are prioritizing our focus in South America where risks to deforestation and conversion from cattle production are highest. These commitments are aligned with the <a href="#">Accountability Framework</a> definitions of deforestation, natural forest, conversion, and natural ecosystem.
Transparency Pledge & Open Supply Hub	Transparency is key to accountability, which is why we disclose 100% of Tier 1 finished goods manufacturers and subcontractors within our supply chain. We have aligned with the <a href="#">Transparency Pledge</a> and are participating in the <a href="#">Open Supply Hub (OS Hub)</a> to expand on the details that are made public so we can be more accountable for the working conditions in our partner factories.
Sustainable Forest Commitment	Our policy is to ensure that all our forest-based products come from sustainably managed forests. Learn more about our commitment <a href="#">here</a> .
Synthetic Phase Out Commitment	Reformation is committed to phasing out virgin synthetics by 2030.

Deadstock sourcing target	We're committing to sourcing over 10% of our materials from deadstock by 2030.
Circular design target	Every product we make will have at least one circular design attribute.
Supplier circularity target	We aim to support our strategic suppliers so that they all have a recycling solution in place by 2030.
Supply chain traceability target	Our goal is to maintain 100% traceability into our Tier 1 and Tier 2 suppliers.
Clean chemistry target	By 2030, we're aiming for 100% of our materials to come from suppliers with clean chemistry certifications and/or sustainable chemical management practices.
Preferred fiber sourcing target	Our goal is to maintain that 95% of our fabric sourcing meets Ref's top ratings (A/B). More on our fiber standards <a href="#">here</a> .
Green business certified stores	By 2025, 100% of our stores will qualify for Green Business Certification.
Social compliance audit rating target	Our goal is for 95%+ of our Tier 1 suppliers to maintain a "Green" or "Yellow" rating.
Supply Chain & Labor Rights Policies	
Supplier Code of Conduct	Our Supplier Code of Conduct and benchmarks reference the Fair Labor Association (FLA) Workplace Code of Conduct and Compliance Benchmarks which are based on International Labor Organization (ILO) standards and internationally accepted good labor practices that we require all our direct cut, sew & finish manufacturing partners to adhere to. <a href="#">View PDF</a> .
California Transparency Act	We support California's efforts to protect human rights and enforce ethical labor practices under the California Transparency in Supply Chains Act of 2010. <a href="#">View PDF</a> .
Forced Labor and Responsible	Our requirements for responsible recruitment and fair treatment of migrant workers in our global supply chain. <a href="#">View PDF</a> .

Supply Chain & Labor Rights	
Worker Voice Program	<p>Giving workers a voice is integral to empowering employees so that they feel comfortable and confident to raise concerns without the fear of suffering any prejudice or retaliation of any kind. Workers should know that their feedback is important and that they are heard. Grievance mechanisms are procedures that provide a clear and transparent framework for addressing employee concerns in the workplace. Grievance mechanisms such as suggestion boxes, grievance hotlines, and worker surveys are reviewed during our audits to ensure that functional measures are in place in all of our partner facilities.</p> <p>We administer Worker Sentiment Surveys during some of our annual audits via a smartphone app that allows us to reach hundreds of workers. These are anonymous surveys that provide us with insights needed to drive continuous improvements in each facility. The survey covers questions related to happiness at work, relationships with supervisors, trust in grievance mechanisms, working hours, and wages. Some of the most common findings we have seen are: workers do not feel comfortable talking to their direct supervisor if they have a suggestion or complaint; workers do not think their feedback will be treated seriously by the management team; workers do not understand how their wages are calculated. We address the results from these surveys through our Corrective Action Plan management system, where we provide recommendations for each issue reported. This allows us to track progress with facility management to ensure workers' concerns are being addressed proactively.</p>
Responsible Purchasing Practices	<p>Reformation expects our suppliers to strive to meet our requirements and demonstrate a commitment to our core values of transparency, open and ongoing communication, accountability, and continuous improvement. We recognize that this requires a collaborative approach with our suppliers and are committed to continuously improving our responsible purchasing practices.</p> <p>To better understand our purchasing practices, we have participated in surveys through the Better Buying initiative since 2019. The <a href="#">Better Buying initiative</a> assesses seven categories of brand and retailer purchasing practices that affect overall working conditions. Participation in this program allows us to receive anonymous feedback and data-driven insights into our purchasing activities and provides recommendations on making improvements to provide safe and fair work environments for all workers.</p>
Commitment to Responsible Recruitment	<p>We signed the AAFA/FLA Apparel &amp; Footwear Industry Commitment to <a href="#">Responsible Recruitment</a> to proactively address potential forced labor risks for migrant workers in the global supply chain.</p>

Social Responsibility Trainings	<p>Reformation Supply Chain, Sustainability, and Procurement teams receive training on recognizing and preventing forced labor, company workplace standards, bribery and corruption, responsible purchasing, forced labor, sexual harassment, effective worker-management communication channels, union engagement, collective bargaining, and remediation in accordance to California Transparency in Supply Chains Act. The Sustainability team also attends seminars and conferences.</p> <p>We require all of our suppliers to complete periodic trainings as they relate to social compliance, forced labor, health &amp; safety, and environmental responsibility within the garment industry. Training requirements are based on local laws and our code of conduct and examples include sexual harassment training, bloodborne pathogens, Lockout/Tagout training, and required employee documentation training.</p>
Environmental Impact & Climate Action	
Carbon Disclosure Project (CDP)	<p>We complete the <a href="#">Carbon Disclosure Project (CDP)</a> assessment annually to report on environmental issues such as climate change, forests, water security, and biodiversity.</p>
GHG Scope & Boundary	<p>Our reporting is aligned with the Greenhouse Gas (GHG) Protocol. Read more about what is included in our carbon footprint <a href="#">here</a>.</p>
Annual GHG Verification	<p>We work with a third party consultant each year to review and verify our GHG methodology. See the most recent verification <a href="#">here</a>.</p>
Annual RefScale Verification	<p>We work with a third party consultant each year to review and verify our methodology for our internal life cycle assessment tool, Refscale. See the most recent verification here and hyperlink the work <a href="#">here</a>.</p>
Environmental Plan and Energy Management Policy	<p>This policy outlines various environmental management plans for things like waste management, energy management, and hazardous waste. <a href="#">View PDF</a>.</p>
Multi-Stakeholder Initiatives & Partnerships	
Ellen MacArthur Foundation, The Fashion ReModel Project	<p>In 2024, we joined the Ellen MacArthur Foundation's Network as a Member. We've joined <a href="#">The Fashion ReModel</a>, an Ellen MacArthur Foundation project that is accelerating a new way of doing business in fashion. We need a circular economy for fashion. So, this project aims to identify solutions and unlock barriers in order to scale circular business models and begin to decouple revenue from production. As part of the project, we'll double down on repair, rental, resale, and remaking.</p>

Fashion for Good	We have been a member of <a href="#">Fashion for Good</a> since 2022, a global initiative with the mission to support the needed systemic change of the fashion industry by fostering impactful innovation.
Canopy Style Initiative	We're committed to making sure the forests we source from are conserved, protected and restored. In 2019, we started working with the non-profit group <a href="#">Canopy</a> to drive positive change for all our forest products, including viscose, to ensure that they come from sustainably managed forests.
Pack4Good	In 2020, we signed Canopy's <a href="#">Pack4Good Initiative</a> to ensure we do not source paper from Ancient and Endangered Forests, that all our paper packaging comes from sustainably managed forests and that we work towards reducing our packaging footprint through the use of smart design, recycled fibers, and Next Generation Solutions through packaging supply chains.
CanopyStyle Next Generation Vision for Viscose	We are supporters of <a href="#">Canopy's Next Generation Vision for Viscose</a> . It enhances Canopy's commitment to protecting ancient and endangered forests and promotes the rapid scale-up of Next Generation solutions to aid in reducing biodiversity & climate crises.
California Cotton & Climate Coalition (C4)	We are a founding brand member of the <a href="#">California Cotton &amp; Climate Coalition</a> —AKA C4. Through this first-of-its-kind coalition, we teamed up with like-minded brands, farmers, and researchers to collectively demonstrate the positive impact of regenerative farming practices.
Changing Markets Roadmap Towards Responsible Viscose & Modal Fiber Manufacturing	As a signatory to the Changing Markets Roadmap we are committed to reducing the environmental impact of our viscose sourcing and pushing for responsible production practices across our supply chain. Learn more <a href="#">here</a> .
Coalition to End Forced Labour in the Uyghur Region	We've signed onto the Call to Action by The <a href="#">Coalition to End Forced Labour</a> in the Uyghur region. The Coalition's Call to Action is endorsed by over 300 civil society organizations and labour groups who want to end human rights abuses against Uyghur people.
Corporate Fiber and Material Benchmark (CFMB)	We participate in <a href="#">Textile Exchange's</a> annual Corporate Fiber and Material Benchmark to report on our progress in sourcing fibers and materials that are better for people and the planet. The Material Change Index (MCI) is a ranking system for participating brands to promote transparency and continuous improvement.
Cascale (formerly Sustainable Apparel Coalition)	Reformation is a member of <a href="#">Cascale</a> , an industry coalition that is committed to measuring and improving social and environmental sustainability impacts.

Worldly	We work with <a href="#">Worldly</a> , a platform that helps brands navigate and manage the complexities of global supply chains.
Textile Exchange	We are a member of <a href="#">Textile Exchange</a> , a global non-profit that works to inspire and prepare people to accelerate sustainable practices in the textile value chain.
Land to Market	We work with <a href="#">Land to Market</a> , the world's first outcomes-based verified sourcing solution for regenerative agriculture. Land to Market works with the Savory Institute's Global Network of hubs to verify the land for regenerative outcomes using the Ecological Outcome Verification protocol. As a brand member, we are working to scale up regenerative management in our supply chains so we can have a net positive effect for the land and the farmers.
Accelerating Circularity Working Group	We're part of the <a href="#">Spent Textile Hierarchy Working Group</a> , supporting the development of tools based on its framework as part of the Accelerating Circularity initiative. This collaboration advances sustainable solutions to textile waste and drives circularity across the fashion industry.
AAFA/NRF/RILA/USFIA Forced Labor Working Group	We're part of the <a href="#">AAFA/NRF/RILA/USFIA Forced Labor Working Group</a> , collaborating with industry leaders to combat forced labor and promote transparency and accountability across global supply chains
<b>Certifications &amp; Industry Standards</b>	
Climate Neutral Certified	From 2021 to 2024, we had our footprint and offset purchases certified by the <a href="#">Change Climate Project</a> (formerly Climate Neutral) to verify our efforts in reducing emissions across our operations and supply chain.
Fair Labor Association Participating Company	In 2020, Reformation joined the <a href="#">Fair Labor Association (FLA)</a> as a Participating Company. The FLA is a multi-stakeholder initiative committed to promoting fair labor standards around the world. We're committed to expanding programs to support workers and protect their rights throughout our supply chain with the support and collaboration of the FLA and its members.
bluesign® System	In 2021, we joined the <a href="#">bluesign® SYSTEM</a> and since then we've been a bluesign® SYSTEM PARTNER. We're committed to meeting the highest criteria in regards to resource efficiency, environmental impact, occupational health and safety, and consumer protection. The bluesign® SYSTEM is a holistic approach developed for brands, facilities, and chemical suppliers aimed at tracking, managing, and reporting inputs, like chemicals, water, waste, and energy, to ensure resources are used responsibly and products are safe for people and the environment.

Green Business Certified (California Stores & HQ West)	Six of our California retail stores and HQ West are <a href="#">Green Business Certified</a> , which basically means we're operating to improve energy savings, water efficiency, resource stewardship, and reducing CO2 emissions.
Fur Free Retailer Program	We joined <a href="#">Fur Free Retailer Program</a> , an international initiative created by the <a href="#">Fur Free Alliance</a> . We have never permitted the use of real fur in our products.
<b>Product Sustainability &amp; Chemical Management</b>	
Sustainable Partners Guidebook	Our Sustainable Partners Guidebook outlines our standards and expectations for partners, including our Code of Conduct, Additional Policies, Fiber Standards, our Chemical Management program, and our Restricted Substance List. It provides resources, and outlines how we will support our suppliers in achieving our standards and moving beyond compliance. <a href="#">View PDF</a> .
Fiber Standards	Our fiber standards outline the fabrics and certifications required to use various fibers. Our standards classify fibers based on their combined social and environmental impact. Learn more about the methodology and sources <a href="#">here</a> , and view standards in this <a href="#">PDF</a> .
Banned Materials	Our <a href="#">banned materials</a> list all the items that we don't allow.
Manufacturing Restricted Substance List (MRSL)	A Manufacturing Restricted Substance List (MRSL) sets limits of chemicals that are used in the manufacturing process of textile materials and trim in apparel and footwear. Our MRSL is in accordance with the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL V3.1. A full version of our MRSL can be downloaded <a href="#">here</a> .
Restricted Substance List (RSL)	A Restricted Substance List (RSL) defines limits of hazardous substances in finished fabrics and finished products, so we ensure our products are safe, and comply with international laws. Our RSL is consistent with AFRIM Group industry level standards. A full version of the AFRIM RSL with concentration limits can be downloaded <a href="#">here</a> .
Animal Welfare Policy	Reformation is committed to humane conditions and treatment of animals. Our policy references animal welfare & traceability requirements that ensure our standards are followed throughout our supply chain. <a href="#">View PDF</a> .

### [Sustainable Development Goals](#)

The fashion industry has a major impact on the global economy and the environment. That's why we aligned our [sustainability framework](#) with the [United Nations Sustainable Development Goals](#) (SDGs) to make sure we're tackling the most important issues like climate change and economic inequality.



### [Sustainability Organizational Strategy & Governance](#)

Sustainability at Ref is led by our Chief Sustainability Officer (CSO) who reports directly to our CEO. Our CSO also presents impact performance and strategy updates to our Board in quarterly Sustainability Committee meetings. The Sustainability department works to integrate practices necessary to support our commitments across the business. Any team members at the Manager level or above are assessed by their progress toward sustainability-related goals, and it is a formal part of remuneration review and eligibility.

### [Data Privacy & Cybersecurity Policy](#)

Reformation has a Privacy Policy available [here](#). We also have proactive cybersecurity policies and protocols which align to The NIST Cybersecurity Framework (NIST CSF). All employees complete annual training. In 2024, we conducted a third-party NIST CSF audit to ensure we identified any gaps and implemented improvements.

### [Corporate Fibers and Materials Benchmark \(CFMB\) Disclosure](#)

The [Material Change Index \(MCI\)](#) is a key component of Textile Exchange's Corporate Fiber & Materials Benchmark (CFMB) program and is the largest peer-to-peer comparison initiative in the textile industry built on voluntary company disclosure. Here at Ref we have completed this questionnaire since 2019 and would like to share our most recent [MCI Progress card](#) for the calendar year of 2024.

### Recent Recognition

- TIME100 Next 2024
- Fast Company Brands that Matter 2024
- Glossy Fashion Awards - Best Brand Campaign - 2024
- Fast Company Most Innovative Companies 2023
- Entrepreneur 100 Influential Women 2022
- Inc. Best in Business 2022
- Marie Claire Sustainability Awards - Best for Carbon Footprint - 2022
- Drapers Sustainability Awards - Best Carbon Footprint Initiative - 2023

### Sustainability Accounting Standards Board (SASB) Disclosures Table

Code	Accounting Metric	Category	Unit of Measure	Reformation's Response
<b>Management of Chemicals in Products</b>				
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	Please refer to the Commitments, Certifications, and Policies appendix in our end-of-year report (MRSL and RSL section) and our <a href="#">Sustainability at Ref page</a> (Made Smarter section).
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	Please refer to the Commitments, Certifications, and Policies appendix in our end-of-year report and our <a href="#">Sustainable Partners Guidebook</a> (pages 21-24).
<b>Environmental Impacts in the Supply Chain</b>				
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	All sites must ensure that they comply with and possess up-to-date certifications, permits, licensing, and/or registrations pertaining to all local and national environmental laws. (1) All Tier 1 suppliers must be audited on an annual basis to maintain authorization for production with Reformation. This assessment process includes a review of all the required permits and respective compliance for the facility. (2) We expanded our supplier assessment requirements into Tier 2 in 2023, starting with our strategic suppliers. Suppliers are also expected to expand their EMS to move beyond compliance and begin identifying and tracking all significant environmental impacts and develop a long-term strategy aimed at minimizing those impacts. Reformation recommends the use of the Higg Facility Tools to support this work. For additional information, please refer to our <a href="#">Sustainable Partners Guidebook</a> .
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental	Quantitative	Percentage (%)	(1) Approximately 60% of our annual production was completed by Tier 1 facilities that completed the FEM in 2024. (2) Approximately 87% of our materials were sourced from Tier 2 facilities that completed the FEM in 2024.  *Please note that Tier 1 business volume was calculated using the number of units produced and Tier 2 business volume was calculated based on the annual material volume produced by each facility on behalf of Reformation and divided by the total volume sourced in that year. These percentages exclude deadstock volume.

Labor Conditions in the Supply Chain				
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	(1) 97.7% of Tier 1 suppliers were audited in 2024. (2) 61.8% of Tier 2 suppliers were audited in 2024. (3) 100% of audits are conducted by third-party auditors.
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	The Priority Non-Conformance Rate (PNCR) and Corrective Action Plan rate (CAP) are critical metrics that we monitor in our supplier Workplace Code of Conduct audits. We use a color-coded system to indicate compliance status and assign severity ratings to non-conformities. Remediation of priority and zero-tolerance non-conformities should be completed within 30 days, unless otherwise agreed upon.  For additional information, please refer to our <a href="#">Sustainable Partners Guidebook</a> subsections: Assessment Rating/Matrix and Remediation and Continuous Improvement, (pages 15-20).
CG-AA-430b.3		Analysis	N/A	(1) Greatest Labor risks: Wages and benefits, Freedom of Association & Grievance, Hours of Work (2) Greatest Environmental, Health, and Safety risks: Emergency Preparedness, Employee Protection & Machine Safety, Environmental

Raw Materials Sourcing																								
CG-AA-440a.1	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	Please refer to our <a href="#">Fiber Standards</a> and our <a href="#">methodology</a> . For additional details about our material sourcing and <a href="#">Material Change Index (MCI)</a> score, please refer to our annual sustainability report.																				
CG-AA-440a.2	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Quantitative	Metric tonnes (t)	<table border="1"> <thead> <tr> <th>Certification</th> <th>Metric tonnes (t)</th> </tr> </thead> <tbody> <tr> <td>FSC</td> <td>234</td> </tr> <tr> <td>GOTS</td> <td>126</td> </tr> <tr> <td>OCS</td> <td>98</td> </tr> <tr> <td>GRS</td> <td>124</td> </tr> <tr> <td>RCS</td> <td>26</td> </tr> <tr> <td>RWS</td> <td>13</td> </tr> <tr> <td>OEKO-TEX® Standard 100</td> <td>403</td> </tr> <tr> <td>STeP by OEKO-TEX®</td> <td>182</td> </tr> <tr> <td>Bluesign</td> <td>243</td> </tr> </tbody> </table> <p>Please refer to our <a href="#">Fiber Standards</a> and our <a href="#">methodology</a>. For additional details about our material sourcing and <a href="#">Material Change Index (MCI)</a> score, please refer to our annual sustainability report.</p>	Certification	Metric tonnes (t)	FSC	234	GOTS	126	OCS	98	GRS	124	RCS	26	RWS	13	OEKO-TEX® Standard 100	403	STeP by OEKO-TEX®	182	Bluesign	243
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CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	(1) Tier 1: 44 facilities in 2024 (2) Tier 2: 67 facilities in 2024 For additional information, please refer to our <a href="#">Factories</a> page.																				

## Offsets Disclosure

Project Name	# of credits purchased	Vintage Year	Project Type	Verifier*	Verification ID	Project Location	Offset Seller
Columbia River Forest	8,000	2020-2022	Forestry	ACR	616	USA	Bonneville Environmental Fund
Ningxia Xiangshan Wind Farm	22,906	2021	Renewable Energy	VCS	1867	China	Bonneville Environmental Fund
UnitorREDD+	5,000	2019	Forestry	VCS	2508	Brazil	Bonneville Environmental Fund
Rio Grande LFG	4,000	2021	Renewable Energy	CAR	512	USA	Bonneville Environmental Fund
Akres Wind Project	7,293	2021-2022	Renewable Energy	GS	GS955	Turkey	Bonneville Environmental Fund
Katingan REDD+ Forest Protection	7,000	2019	Forestry	VCS	1477	Indonesia	Patch
Laguna OM Restoration and Improved Forest Management	4,000	2021-2022	Forestry	CAR	1568	Mexico	Patch

\*VCS = Verified Carbon Standard, ACR = American Carbon Registry, CAR = Climate Action Reserve, GS = Gold Standard

With the exception of forestry and land use, all carbon credits must represent avoided emissions or removals from within the four years up to and including the emissions year. For forestry and land-use projects, all credits must represent emission reductions within the seven years up to and including the emissions year, which includes any vintage year from 2018 through 2024.

## California AB 1305 Disclosure

We define carbon neutral as: (1) reducing our carbon emissions aligned with our science-based targets, (2) offsetting the balance of our emissions with carbon credits. Our science-based targets have been verified by SBTi. We work with a third-party consultant each year to review and verify our GHG methodology. Our offset procurement is aligned with Change Climate's (formerly Climate Neutral) standards. See Offsets Disclosure above for more info.

### Report review & disclaimers

This 2024 Sustainability Report (and the other disclosures included above) contains forward-looking statements that we believe are based on reasonable assumptions given our current understanding and expectations but may change since we can't predict the future. We also cannot guarantee that the data provided will be consistent year over year, as data quality, particularly climate-related data, improves. Reformation management has reviewed this report along with subject matter experts on the team and believes the contents to be accurate and fair. This report has not been externally verified or assured. The contents of any website linked above is not incorporated by reference into this report.

**Okay, that's all for now.**