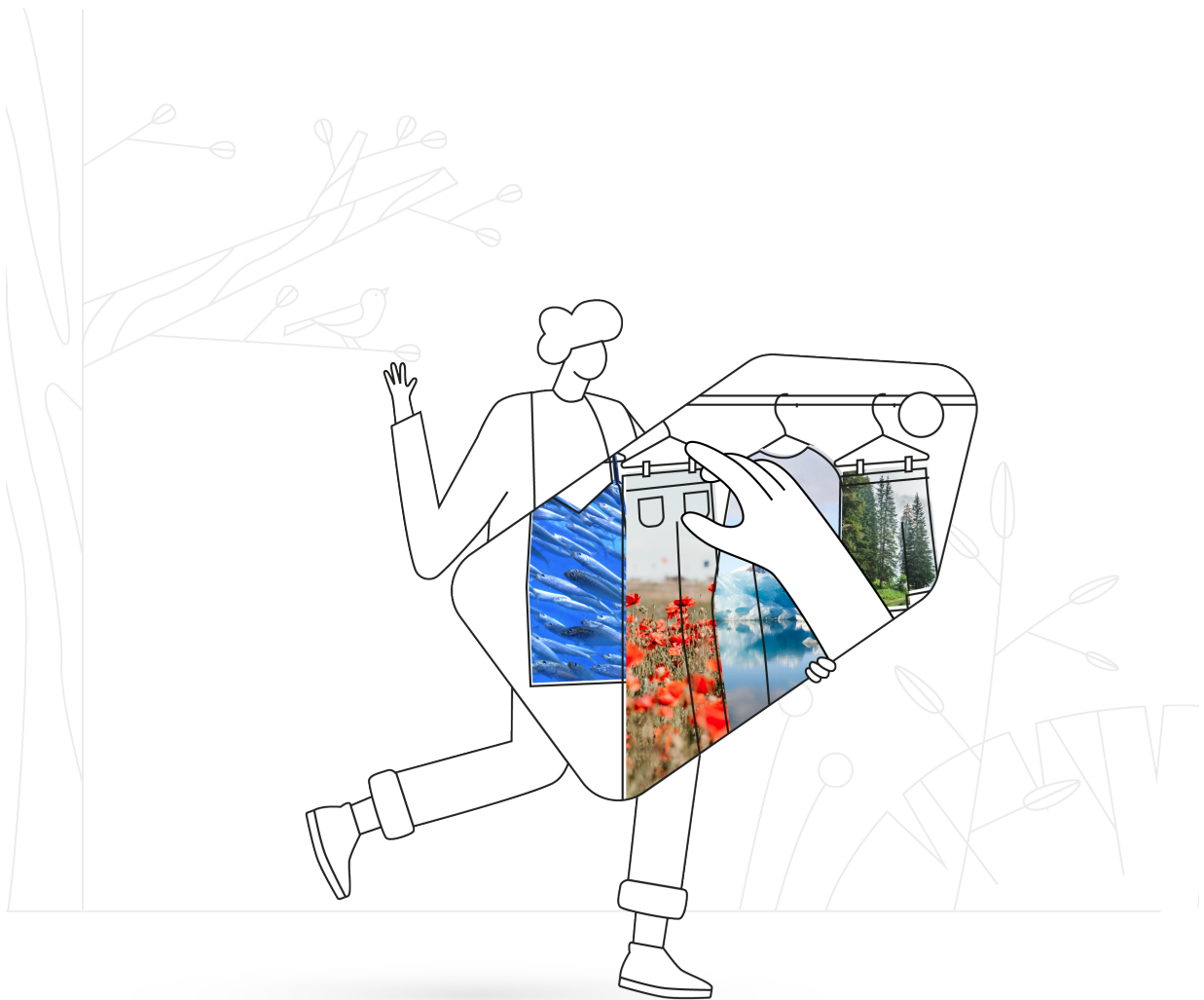


2022 BRANDS TO ZERO REPORT

Protecting the planet by reducing the fashion and footwear industry's chemical footprint



BRANDS
to Zero By ZDHC

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SECTION 1

Introduction



"Our Brands to Zero Programme is a heavy investment that we make into the organisation's public credibility, and for the industry. Its worth lies in joint implementation efforts, and holding contributors accountable for making a meaningful and measurable impact a reality."



Executive Director,
Frank Michel



Dear Brands,

This Brands to Zero report marks the completion of the fourth successful assessment year of the Brands to Zero Leader Programme. In the years following the COVID-19 pandemic, the world has been perpetually changing and new challenges continue to emerge. With time, there has been a shift and policymakers, now more than before, are beginning to place their attention on regulating fashion - assuming that fashion is one of the most polluting industries around the world. And within this context, the ZDHC Foundation has established itself as a successful industry initiative, a sustainable chemical management solution, and a credible leader within the fashion industry, all while proving the impact and effectiveness of volunteer initiatives when done well.

Our Brands to Zero Programme is a heavy investment that we make into the organisation's public credibility, and for the industry. Its worth lies in joint implementation efforts, and holding contributors accountable for making a meaningful and measurable impact a reality. In this report, we will highlight not only the significance of our leader programme but also the significance of brand upskilling and brand participation within our Brands to Zero Programme in this very context.

"ZDHC plays the role of harmonising the efforts and processes of brands towards an industry aligned framework."

With that said, it brings me great pleasure to share that since our last report, we have reached a total of 37 participating brands in our Brands to Zero Programme, and we expect to see continued steady growth in the coming years. Our programme enables us to gauge the implementation progress of brands, thus, allowing us to benchmark where they currently stand and identify their points for improvement. This allows us to hold brands accountable to our set sustainable chemical management goals in a transparent manner.

I would also like to extend a warm thank you and congratulations to all our participating brands. Your participation in our Brands to Zero Programme is an essential component for us to identify and share the progress of our leader programme and the overall Roadmap to Zero

Programme. You are setting a precedent for the industry to uphold and strive towards. I would also like to shed light on the significant increase in the number of Friends of ZDHC this year, which further demonstrates the heightening need for viable sustainable chemical management solutions within the fashion industry.



ZDHC, as a sustainable chemical management framework, plays the role of harmonising the efforts and processes of brands towards an industry aligned framework. We provide brands with guiding documents and implementation tools to apply our framework across their value chains. As this report will detail, we have successfully achieved this harmonisation, significant public awareness, and effective collective impact over the course of the last years. To continually improve and enhance ZDHC and its framework, we will continue to take note of the voices within the industry to further ameliorate the credibility of our organisation as a whole.

In the spirit of furthering our transparency, we have decided to stage the leaders of our Brands to Zero Programme (brands that have achieved Aspirational Level at the end of this year's assessment) in this report and to release ZDHC's part of the report to the public. Another exciting development in our pursuit of transparency has been the launch of ZDHC Detox Fashion Radar. With this radar, we aim to increase the visibility of the brands participating in our Brands to Zero Programme and the Roadmap to Zero Programme in an effort to reduce and, eventually, phase out harmful chemicals from their value chains. In referencing a ship's radar we want to show that just as a radar helps a ship navigate through low visibility terrains, we too, aim to do the same for brands participating in our programmes. We aim to increase the industry's visibility around sustainable chemical management activities which are currently only 'visible' within a limited capacity.

Moving forward, we are also going to further enhance our reporting, and refine our data on DETOX.Live, and present brands with the opportunity to communicate their commitments and achievements to their relevant stakeholders. I firmly believe that we can only affect real change when we progress together. With collaborative and streamlined efforts, we can make a sizeable impact in the fashion industry for our future generations.

Sincere collective action is the only feasible roadmap to phasing out the release of harmful chemicals into our environment. I look forward to our continued collaboration toward this shared goal, and towards accelerating our present efforts.

Frank Michel
Executive Director,
The ZDHC Foundation



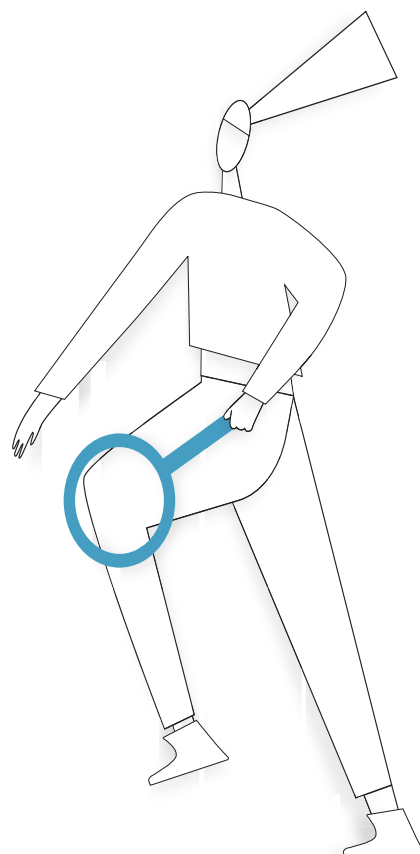
General Disclaimer

Disclaimer:

Whilst ZDHC takes every reasonable effort to make sure that the content of and information contained in this BRANDS TO ZERO REPORT 2022 is as accurate and correct as possible at the time of publication, ZDHC makes no claims, promises, or guarantees about the accuracy, completeness, or adequacy of the contents of this document.

In no event will ZDHC (and/or any related ZDHC majority owned legal entities) or the Directors or staff thereof be liable and ZDHC expressly disclaims any liability of any kind to any party for any loss, damage, or disruption caused

1. by errors or omissions, whether such errors or omissions result from negligence, accident, or any other cause and/or
2. from any use, decision made or action taken or any other kind of reliance on the BRANDS TO ZERO REPORT 2022 by a reader or user of it and/or
3. for any results obtained or not obtained from the use of the BRANDS TO ZERO REPORT 2022





Guiding the industry through collaborative engagement, standard setting and implementation

Our mission is to enable brands and retailers in the textile, apparel, and footwear industries to implement sustainable chemical management best practice across their value chains. Through standards setting, collaborative engagement and facilitating implementation, we will progress, together towards zero discharge of hazardous chemicals.

Our vision is the implementation of sustainable chemistry, driving innovations and best practices throughout the textile, apparel and footwear industries to protect consumers, workers and the environment.





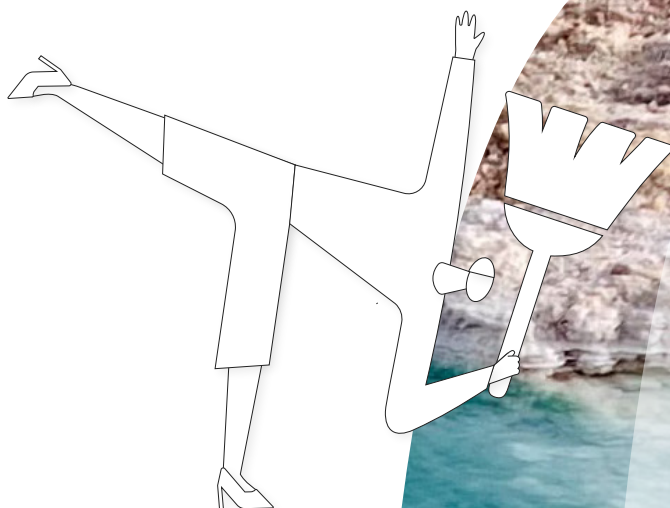
— The ZDHC Roadmap to Zero Programme

Joint implementation - from collaborative engagement to collective impact

We are a multi-stakeholder collaboration based initiative consisting of **more than 175 Contributors** within the industry. Our Contributors are the driving force behind our progress and achievements.

The ZDHC Roadmap to Zero Programme provides a clear path to accelerate more sustainable chemistry by:

1. Creating aligned, industry-endorsed guidelines, platforms and solutions for sustainable chemical management.
2. Driving effective implementation of these guidelines on the ground.
3. Engaging a network of relevant stakeholders to empower every point of the supply chain to manufacture safer products.





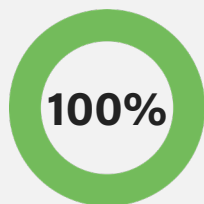
We have formulated our strategy and tactics for brands, suppliers and other stakeholders to phase out the intentional use of harmful chemicals from the global fashion value chain in close consultation with ZDHC's community.

ZDHC's critical achievement through the Brands to Zero and Roadmap to Zero Programme has been to transform the way in which chemistry is managed and monitored. We are moving the industry away from a reactive system that focuses on products and uses RSL (Restricted Substances List) testing, and instead moving it towards a holistic system which proactively manages input chemistry with the use of MRSL (Manufacturing Restricted Substances List) testing. Accordingly, our collective aim remains to prevent harmful chemicals entering the global value chain in the first place.

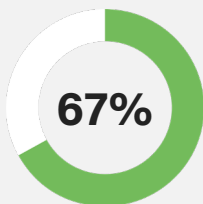


Our Impact in 2021

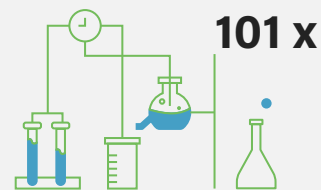
We are proud of the progress we have made in improving production conditions across the globe. Below we report on our impact over 2021:



100%
of ZDHC Signatory Brands are committed to adopting the ZDHC MRSL.



67%
of ZDHC Signatory Brands are committed to the ZDHC Wastewater Guidelines.



101 x
testing laboratories are approved by ZDHC to conduct accurate wastewater testing.



125 x
certification standards and global testing laboratories are approved by ZDHC as MRSL Conformance Indicators.



12.000 x
wastewater test reports published on the ZDHC Gateway - Wastewater Module.

Recent analysis shows that

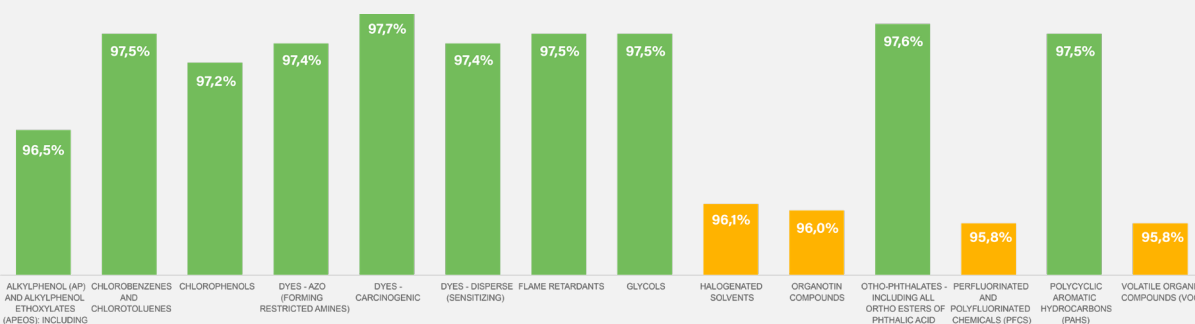
98%

of suppliers who carried out wastewater testing in 2020 had no detections of restricted substances from the ZDHC MRSL parameters for wastewater.

Disclaimer: the issue that's preventing us from phasing out 100% of MRSL Noted substance groups is that of Unintentional Use.



% of facilities with non-detections per analyte group



Most significantly, we have witnessed the uptake of safer chemistry among the ZDHC community following the requirements of the ZDHC MRSL, resulting in cleaner production processes and improved discharge of wastewater.

Recent consecutive wastewater testing shows that on average, 97% of suppliers met the requirements set by the Wastewater Guidelines for tested ZDHC MRSL parameters, or have no detections for chemical substances listed as hazardous.



SECTION 2

The Brands to Zero Programme & 2022 Report



"The Leader Programmes work as a flywheel towards zero discharge of hazardous chemicals."



— ZDHC Leaders to Zero Programmes

To accelerate industry wide convergence on ZDHC Guidelines, platforms and solutions, and the scaling of ZDHC's positive impact, we have initiated three leader programmes: Brands to Zero, Supplier to Zero and our forthcoming Formulators to Zero.

Leaders to Zero: ZDHC leader programmes form a flywheel to create a culture of change.

At ZDHC, we compare the energy of the growing interaction between brands, suppliers and ultimately chemical suppliers created by our Leaders to Zero Programme, to a flywheel. It is vital part of the solution to the epic challenge of eliminating harmful substances from the entire fashion supply chain:



When **brands** demand better chemistry for their products, suppliers meet these requirements (verified through InCheck reports) which in turn accelerates their implementation of the ZDHC Programme. Success and progress is acknowledged in Brands to Zero.



Suppliers that implement and meet brands' requirements and position themselves as a sustainable facility will naturally gain more business. This will incentivise a 'race to the top' in which providing and using better chemistry will be a competitive advantage in the marketplace.



As **chemical formulators** strive towards the challenges set by brands and suppliers, they will lead the change by increasing their investment in the vital R&D needed to build better chemistry. Their innovations will facilitate ever improving substitutes for chemicals on the ZDHC MRSL Candidate List. Servicing the needs of their customers will drive the positive change the industry needs.



ZDHC Leader Programme Levels

All participating contributors in the leader programmes are graded into three performance levels: **Foundational**, **Progressive** and **Aspirational**, being the highest level. Each programme has its own scoring and grading criteria based on its sector specific characteristics. The ambition to progress through the levels serves as an ongoing incentive for our contributors to continually improve their performance in the implementation of ZDHC standards and protocols. More broadly it creates and nurtures a culture of leadership in sustainability and a commitment to ongoing improvement.



BRANDS

to Zero By Ø ZDHC

Brands to Zero is our leader programme for Contributor Brands. Each year, brands are assessed on their progress in implementing ZDHC Guidelines platforms and solutions, according to a set of key performance indicators.

By celebrating the success of the most effective Brands through our Sustainability Radar, ZDHC is proactively fostering a culture of progressive and aspirational leadership in the fashion industry.

In our Brands to Zero Assessment 2021, a brand achieves the 'Aspirational Level', the highest of the three possible categories of success, when they, firstly, attain a minimum total score across all KPIs and, secondly, achieve success in a number of critical KPIs highlighted by ZDHC. The KPIs assess the way ZDHC Guidelines, platforms and solutions are embedded into a Brand's corporate strategy, and implemented in their supply chain practices.



SUPPLIER

to Zero By Ø ZDHC

Supplier to Zero is our leader programme designed to align and accelerate the implementation of ZDHC Guidelines, platforms and solutions throughout the supply chain. It allows us to closely monitor the Roadmap to Zero performance on the ground, at factory level, a vital expansion of ZDHC's reach and ability to effect long-term change.

The programme's Foundational Level provides suppliers with access to the ZDHC Chemical Management System. They learn how to implement ZDHC Guidelines, platforms and solutions. Supplier to Zero is connected to the ZDHC Gateway - the industry's leading database of safer chemicals to use.

Advanced suppliers demonstrate their performance and leadership in the Progressive and Aspirational Levels.



ZDHC Leader Programme Levels (continued)



SUPPLIER
to Zero

By ZDHC

Although Supplier to Zero was launched in 2020, the full rollout of the Foundational Level started in 2021. We saw a significant increase in the number of facilities participating. The rollout of the Foundational level is driven by the large-scale adoption of Supplier to Zero by Contributor Brands. 2021 also marks the year in which the Progressive level of Supplier to Zero was launched. The Progressive Level allows suppliers to demonstrate continuous improvement. It includes an independent performance review.

LEADER PROGRAMME FOR CHEMICAL SUPPLIERS

(coming soon)

Our third leader programme is specifically designed for chemical suppliers. The programme will facilitate the holistic evaluation of chemical formulations according to their sustainability ratings. This allows manufacturers and brands to make informed choices in order to implement best practices in sustainable chemistry.

Based on science-based targets, this leader programme will classify chemical formulations:
Foundational Level formulations conform to the ZDHC MRSL requirements.
Progressive Level formulations meet the product performance requirements including limits on chemicals in final products.

Chemical formulations at the Aspirational Level achieve high standards of safe use as measured across key areas, including hazard, water use, energy use, exposure scenarios, recyclability, and waste.



Innovation in action

"ZDHC demonstrates how a multistakeholder industry can strive towards sustainable chemical management best practices. The Roadmap to Zero Programme offers guidelines and a continuously evolving ecosystem for Brands to reach their set sustainability goals. Brands to Zero enables the most committed brands to increasingly improve their implementation performance of sustainable chemical management best practices. Brands to Zero emphasises a unified voice with minimised obstacles of working with value chain partners. It is great to see the benefits of our Brands to Zero Programme being recognised by participating brands. It creates the much needed drive to reach our most ambitious goals."



Implementation Director,
Klaas Nuttbohm



Innovation in action

"I have recently been thinking about the word 'commitment'. 'Commitment' means to be dedicated to a cause or to an activity'. With our Brands to Zero Programme, it is amazing to see the incredible impact of this dedication within the fashion industry. Brands are working together with their value chain partners to make their vision a reality. And specific to chemical management, what is really fascinating to me is that the deeper you go into the implementation of it the closer you get to a full understanding of all its benefits. It is the sole pathway to walk, not only to reduce the chemical footprint of the textile and leather industry, but also to address the sustainability challenges that we face today to make our planet a wonderful place to live in."



Southern Europe Regional Director,
Elisa Gavazza



— The Brands to Zero Programme

Brands to Zero provides brands and retailers with a **harmonised** approach and a clear path to achieving sustainable chemical management in their own corporations and throughout their supply chains.

Alongside its guidelines and solutions, the programme also allows brands to measure, communicate and celebrate their role in ZDHC's success.

Joint implementation

The Brands to Zero Programme comprises an integrated package of ZDHC Guidelines, platforms and solutions that streamline and create a single common implementation approach. This eliminates **duplicative efforts** and supply chain complexity resulting in enhanced supplier engagement and consistent benchmarking of implementation performance.

Implementation leadership

In order to measure the overall impact of ZDHC's efforts it is important to align **implementation** and make it comparable. The Brands to Zero Programme makes this possible by providing a consistent and quantifiable assessment. It also helps to drive implementation and improvement of ZDHC by providing individual roadmap development plans.

"ZDHC Guidelines, Platforms and Solutions that streamline and create a single common implementation approach"

Supporting you to communicate your impact and progress

The Brands to Zero Programme allows brands and retailers to concentrate on their engagement with their supply chain. Furthermore, it allows brands to communicate to their own organisation their work and progress in being part of ZDHC's mission to phase out the use of hazardous chemistry.

A report is produced by a third-party assessor (KPMG) for each brand to provide key information on their level of implementation. Each report is based on defined KPIs and metrics.

Overall, this approach **streamlines** the implementation of ZDHC Guidelines, platforms and solutions by bringing these individual approaches together. The key is collaboration and reporting. Because if it is not measurable, it is not a joint effort.



— DETOX.Live



DETOX.Live is a global map reflecting suppliers and their wastewater performance with respect to the ZDHC Wastewater Guidelines. It lets Brands show their industry connections and the location where they produce their products. The DETOX.Live global map displays relevant facility data collected on output verification. The tool is designed for brands, consumers, the media and environmental groups to assess how facilities are performing in implementing the ZDHC Roadmap to Zero programme. In this way, transparent reporting allows the world to track our collective progress.

The DETOX.Live data is based on MRSL parameters and includes latest wastewater test results generated by suppliers, which is publically accessible at <https://www.detox.live>.

Why is DETOX.Live so important ?

Detox.Live is designed to promote and enhance transparency on supply chain performance on sustainability: a critical success factor in the global, collaborative effort to phase out hazardous substances from the industry. The public map not only gives our industry frontrunners a platform to position themselves, but builds capacity and encourages not only facilities but also consumers to join the path of sustainability. We give brands the opportunity to show their customers where their clothes are coming from and the impact they make on a global level!



How DETOX.Live works



Our Data

The DETOX.Live map displays the latest verified reports published by more than 2415 suppliers on the ZDHC Gateway. Verified data comprises data from the ZDHC wastewater and sludge testing programme conducted and uploaded by ZDHC Accepted Laboratories.

Showing Brand x Supplier Connections

In response to the strong recommendation of various ZDHC's stakeholders we are enabling Brands to also disclose their supply chain relationships to accelerate our Programmes impact through increasing transparency.



Coloured Indicators

Colour coded indicators on the map show if suppliers meet ZDHC's requirements. Green indicator means the suppliers met these requirements, red not yet, and yellow means that they are taking corrective action to improve their wastewater performance.



Zoom in for more information

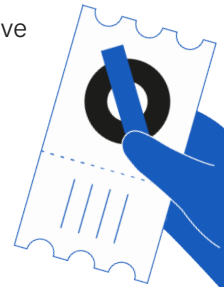
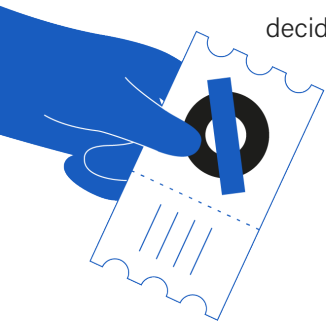
A 'zoom-in' functionality also gives DETOX.Live visitors extra information on particular suppliers, such as data yielded from related wastewater test reports, addresses and contact details.



ZDHC Tokens



In the past years ZDHC has been heavily investing in infrastructure to enable the global scalability and implementation of the Roadmap to Zero Programme at a moderate cost. To further remove financial barriers around implementation and focus supply chain investments on specific areas of improvement (as identified in the annual Brands to Zero assessment), the ZDHC Board and ZDHC Management have decided to introduce a system of Implementation Tokens. These Tokens are included in Brands' annual Contribution Fees.

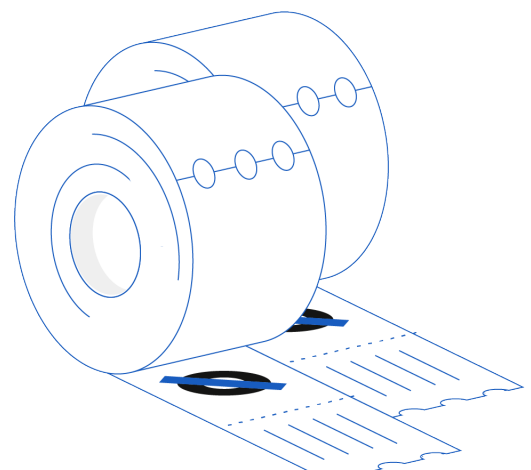


The BIST can be spent on the following items within the ZDHC Service and Solutions portfolio:

- Supplier to Zero certificates for the Foundational level
- ZDHC Academy Introduction to ZDHC E-Learning



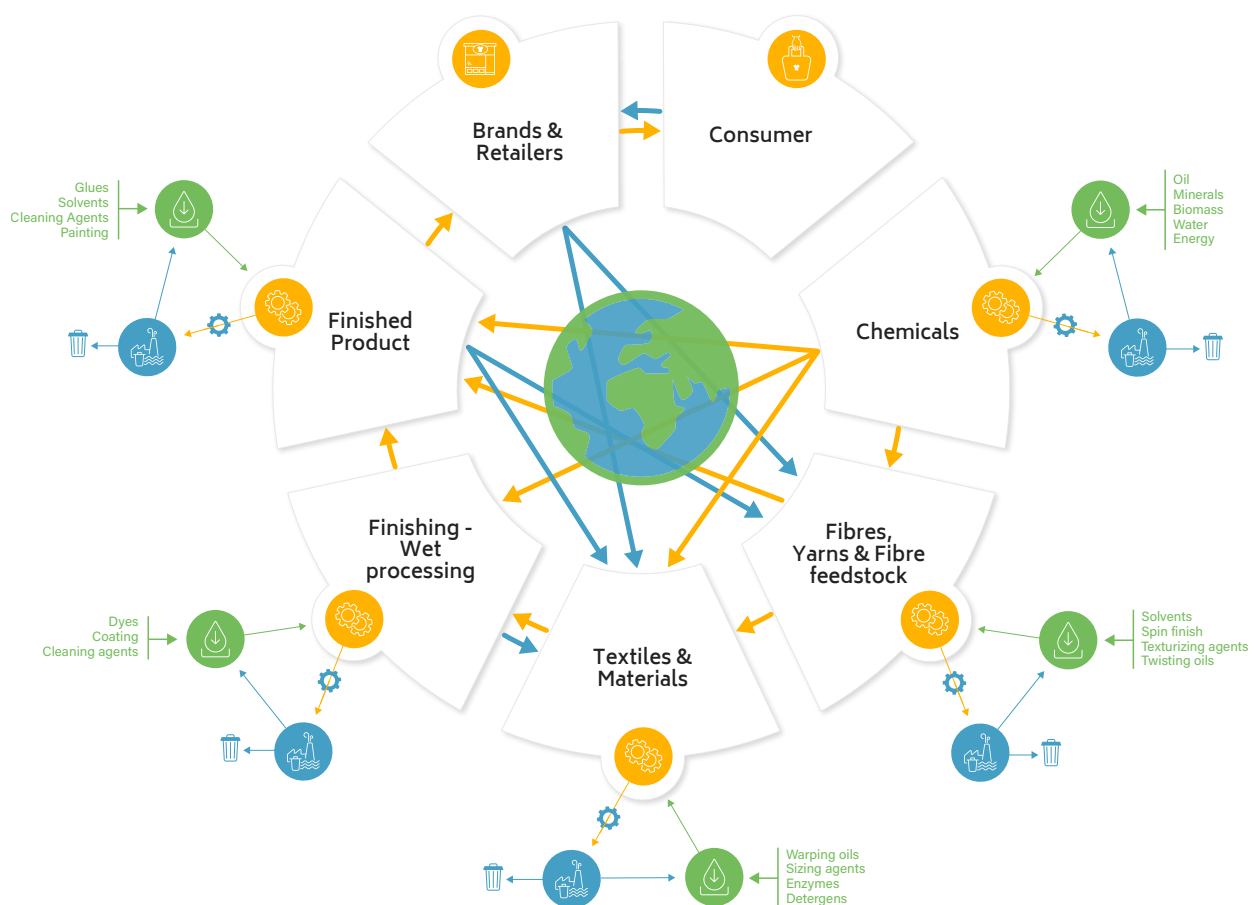
2021 was the first year in which tokens were available to Contributor Brands. The uptake of the tokens in 2021 was very successful. The majority of brands used their tokens, while over 45% of the brands utilised over 90% of their allocated tokens. The majority of the tokens have been used for Supplier to Zero Foundational Level certificates and have been a very successful driver of the implementation of Supplier to Zero. The roll-out of the Tokens has been supported by various webinars that Brands and ZDHC organised to inform suppliers of ZDHC and the Supplier Platform.



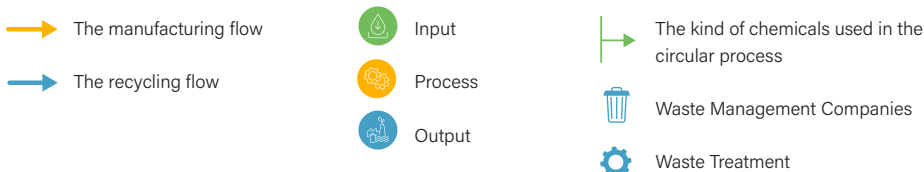


— ZDHC Systems Map - Chemicals

The Systems Map visualises the different elements which are part of the value chain



The fashion value chain is deeply interconnected. Our systems map shows how every element is linked within the system through flows of material, commercial and manufacturing activity and environmental impact. When all the parts of the value chain coordinate and work together, a circular approach can be established. At ZDHC, one of our core strategies is to drive coordination, collaboration and circular thinking across the value chain in order to accelerate the industry-wide implementation of sustainable chemical management processes. This is how we will achieve our ultimate goal of significantly reducing our impact on the environment. We drive systemic change, at scale through collective action.





— Brands to Zero: Assessment and Scoring

An annual assessment process evaluates the progress of each brand

Brands to Zero provides ZDHC Contributor brands and retailers with a sustainable chemical management approach in a clear, harmonised pathway with the goal of transforming collaborative implementation into collective chemical and environmental impact. All ZDHC brands are subject to an annual assessment process which evaluates the progress of each brand against ZDHC-set KPIs. The objective of the assessment is to harmonise the implementation of the ZDHC Roadmap to Zero Programme, measuring and benchmarking brand performance and thus supporting their improvement.

The results are based on a quantitative, point-based evaluation of a brand's effort to implement best chemical management practices on both a corporate and a supply chain level and their success in aligning with ZDHC Guidelines.

To emphasise the importance of unified and consistent messaging for supply chain partners, deviations are also penalised in the form of negative scoring/minus points.





The Brands to Zero 'Assessment Questionnaire' is structured into four segments. These are:



Context Questions

Context Questions help understand both the scope of the Brands to Zero assessment, and the way in which the brand approaches the respective topics. This will subsequently influence the KPIs, and the Brands to Zero scoring.



Calculation Model

The Calculation Model segment quantitative assessment determines the coverage of ZDHC implementation at the supply chain level. This segment has been revised to enable a high-level comparison in brands' supply chain implementation approaches. The Calculation Model is directly linked to Monitoring Questions of the Supply Chain Performance Segment.



Corporate Level

Corporate Level segment evaluates the Brand's performance with regards to implementing and aligning their chemical management practices with ZDHC Guidelines on the brands' corporate level.



Supply Chain Performance

The Supply Chain Performance segment focuses on the brand's general approach to each of the ZDHC's Guidelines, platforms and solutions to reduce duplicative efforts in the supply chain. This segment deals with the brands' adoption practices of ZDHC Guidelines, platforms and solutions, and how they monitor the implementation scale of ZDHC in their supply chain. Furthermore, this segment evaluates the corrective action practices that brands have in place if the suppliers do not meet the expectations.





Brands to Zero Segments

1. Context Questions

Context Questions do not impact the actual Brands to Zero scoring. The information gathered is used to understand the scope of the Brands to Zero assessment and how the brand approaches the broader topics that impact the KPIs which impact the Brands to Zero scoring. Answers to the context questions are displayed in the Assessor's Final Report.

Scoring: No scoring

2. Calculation Model

The Calculation model informs the basis for assessing the Brand's efforts in implementing ZDHC guidelines, platforms and solutions in its supply chains. It analyses a Brand's statements on the scale of implementation, meaning what portion of the supply chain is covered, either by the Brand's own implementation efforts or the efforts of other brands or self-motivated supplier facilities.

ZDHC expects brands to have set implementation goals or targets in accordance with ZDHC Guidelines, platforms and solutions also expects Brands to set up the monitoring systems necessary to either understand the state of implementation or measure their success.

The Brands to Zero doesn't differentiate between the types of brands and retailers that are ZDHC Contributors. Hence, to ensure the Brands to Zero produces an objective report of a brand's scale of implementation, the Calculation Model follows a sequential approach to breaking down a brand's internal calculation method so that it can be assessed objectively.

The Calculation model is designed to:

1. Confirm Product Portfolio and Scope
2. Confirm Implementation Scope and Approach
3. Outline Brand's internal Calculation Model
4. Translate into numbers of Supplier Facilities or Business Volume

Scoring: No directly attached scores. Directly impacting scores in Supply Chain Performance Segment.



KPIs, Metrics & Scoring: High-level overview

In the Brands to Zero Programme, everything is assessed by points. The assessment is divided into four segments. Two of the four segments impact scoring directly: the Corporate Level Segment, in which you can reach 208 points, and Supply Chain Performance Segment, in which brands can attain 285 points. The information below explains the degree to which each element is weighted.

3. Corporate Level

Performance Area	Scoring percentages
Corporate Policy and Strategy	22%
ZDHC Commitment	19%
Internal Enablement	7%
Supply Chain Engagement	38%
Business Integration	14%

Scoring:
Maximum points to achieve: 208

4. Supply Chain Performance

Performance Area	Scoring percentages
Chemical Management Practices	32%
ZDHC MRSL	16%
ZDHC Gateway Chemical Module	22%
ZDHC Wastewater Guidelines	14%
ZDHC Wastewater Module	16%

Scoring:
Maximum points to achieve: 285



— Updates from 2021 Assessment

KPIs update:

After brand consultations several KPIs have been reviewed and improved based on feedback.

In addition, new KPIs have also been added due to developments and introductions of new ZDHC guidelines, platforms and solutions.

Selection of the new KPIs introduced this year:

The general brand approach to the roll-out of the ZDHC guidelines, platforms and solutions is now examined within the Context Questions, with a specific focus on the following segments.

The brands' commitment to ZDHC MMCF Guidelines has been formalised as a scored KPI. Due to the COVID impacts this was done with a year delay, as the MMCF guidelines were already launched in Q1 2020.

Also Supplier to Zero Foundational Level certificates related KPIs have been implemented, acknowledging and rewarding earlier adopters.

Brands' usage of the ZDHC tokens (BIST) is now also being assessed.

Reworked KPIs:

The selection of possible answers for the strategic goals KPIs have been reworked, offering three options split into Input, Output and Process.

ClearStream related answer options have been clarified and clearly connected to the Wastewater module. Additionally, the 'reporting process' element has been emphasised.

Language improvements have been implemented throughout several KPIs, clarifying terms as recommendation, request and consequences in the CAP questions.

— The Detox Fashion Radar

Just as a ship's radar ensures that a ship navigates safely on its course, manoeuvring through bad weather, difficult waters and low visibility, ZDHC's Detox Fashion Radar too acts as a navigation tool for the industry. Our radar aims to increase the industry's visibility around sustainable chemical management activities which currently remain 'visible' within a limited capacity.

In order to increase visibility for interested audiences, our radar provides a single place of reference for brand implementation performance in the Roadmap to Zero Programme and other comparable sustainable chemical management tools (like the Higg FEM).

With our radar, the participating brands for the Brands to Zero Programme and the Roadmap to Zero Programme will be able to transparently showcase their implementation journey of reducing and, eventually, phasing out harmful chemicals from their value chains.





Brand Leaderboard

As part of Brands to Zero, brands and retailers harmonise expectations towards suppliers and remove obstacles to allow responsible chemical management to thrive throughout their value chains. While all ZDHC Contributor Brands are recognized for their leadership within the industry, ZDHC measures and benchmarks the implementation performance within the Brands to Zero.

We are pleased to announce that these brands have achieved the 'Aspirational Level' in the ZDHC Brands to Zero Assessment 2021 and ZDHC Brands to Zero Assessment 2022* by accelerating their implementation of sustainable chemical management across their value chain.

By committing to sustainable chemical management, embracing the implementation of sustainability throughout their corporate cultures, and actively monitoring goals and results, the following brands stood out as best practices and performance leaders committed to detoxing fashion industry.

*The reporting period of the Brands to Zero Assessment is defined as the previous calendar year. Therefore, the 2021 assessment focuses on implementation efforts of the reporting year 2020, while the 2022 assessment focuses on implementation efforts of the reporting year 2021.



BRANDS TO ZERO ASSESSMENT Aspirational Level

Leaderboard 2021:

BURBERRY LONDON ENGLAND	C&A	H&M Group	LEVI STRAUSS & CO.	VS&Co VICTORIA'S SECRET & CO.
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Leaderboard 2022:

BURBERRY LONDON ENGLAND	C&A	H&M Group	HUGO BOSS
K-mart Australia and New Zealand	LEVI STRAUSS & CO.	PUMA	VS&Co VICTORIA'S SECRET & CO.





The Road Ahead

As we conclude our fourth Brands to Zero report, I am reminded of the words of Rachel Carson. In her book, *Silent Spring*, she wrote:

"Only within the moment of time represented by the present century has one species - man - acquired significant power to alter the nature of his world."

Her words, though penned in 1962, ring true to this day. Collectively, as brands, multi-stakeholder initiatives, NGOs, governments, and most importantly as people we have the power and responsibility to remedy the harm that has been done to our planet by our own hands. The urgency around climate change is now being felt at a remarkable scale around the world as we advance into the final decade, our last chance, to repair the environmental damage before it becomes irreversible.

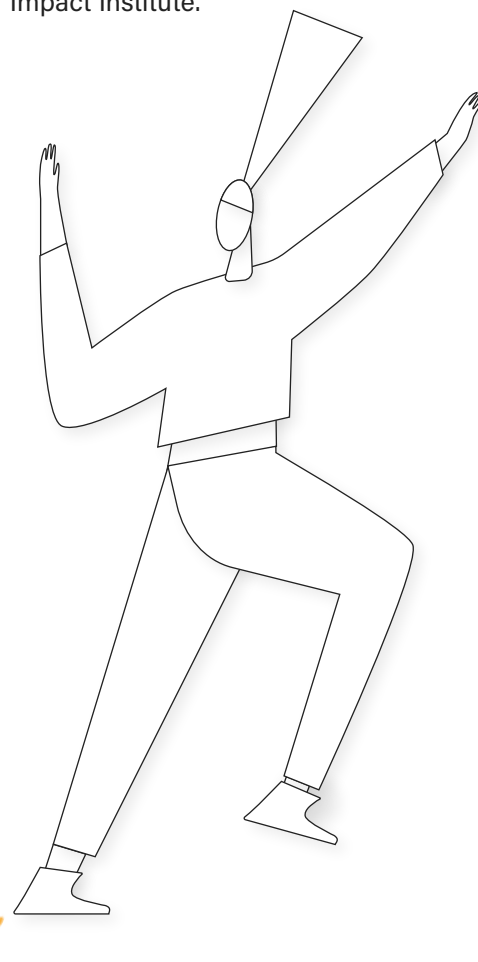
The growth of our Brands to Zero Programme and the active participation of brands within it **inspires hope for the future**. I strongly believe that the only way forward is industry-wide **collective action** and radical collaboration. The steady increase in your active engagement in our

programme kindles hope in us. Moving forward, we ask you to continually intensify your efforts and engage the entirety of your suppliers, not just the strategic ones, in your drive to implement sustainable chemistry across your complete value chain.

We encourage you to exercise your influence to promote responsible production, increase the uptake of safer chemistry and improve the discharge of wastewater. For the next report, we must see your corporate strategies strongly translated into value chain performance, continuous implementation of ZDHC Guidelines, Platforms and Solutions that **scale up the impact and affirm progress** within the industry.

As we usher in the new era for ZDHC, our focus remains on **fostering harmony** within the industry's approach towards sustainable chemical management, and advancing radical collaboration within the industry. To accelerate this collaboration, we aim to streamline the activities of our fellow sustainability organisations to offer a holistic facility journey. Through collaborative efforts, like the

Apparel Alliance, we will be able to **eliminate duplication** within the industry. The member organisations of the alliance encompass all stages of the apparel and footwear value chain with the aim of working together to achieve a minimum goal of 45% reduction in GHG emissions by 2030, and to direct the industry toward the seven interventions identified in the most recent "Roadmap to Net Zero Report" from the World Resources Institute and Apparel Impact Institute.



Beyond shaping collaborative efforts across our industry, we must also work towards lessening the gender gap within it. On my recent visit to India, I was reminded of the infrastructural changes that remain unaddressed yet paramount to effecting systemic change within our industry. Currently, a large majority of textile workers are women, while those driving chemical management within the industry are largely men. This gender diversity gap within textile and chemical management is yet another part of the puzzle that demands our industry's immediate attention. ZDHC's upcoming programmes and Academy training will rigorously

look at building capacity to drive women empowerment within our industry. On the road ahead, we will be expanding our efforts to train women on chemical management as it is imperative for the industry to train the people who actually work with the product and are, therefore, at risk of exposure to chemicals throughout the production process.

You, the brands, are part of the solution and I commend you for taking action. As we continue our efforts we must also continue to demand the fashion industry to hold itself accountable towards increasingly ambitious and radical goals.

Now is the time to put weight to our promises. Now is the time for our coordinated action.



Frank Michel
Executive Director,
The ZDHC Foundation

ROADMAP TO **ZERO**



For more information, please visit:

- ▷ [Roadmap to Zero Programme](#)
- ▷ [Brands to Zero Programme](#)
- ▷ [Detox Fashion Radar](#)