



ba&sh

SUSTAINABILITY REPORT 2022

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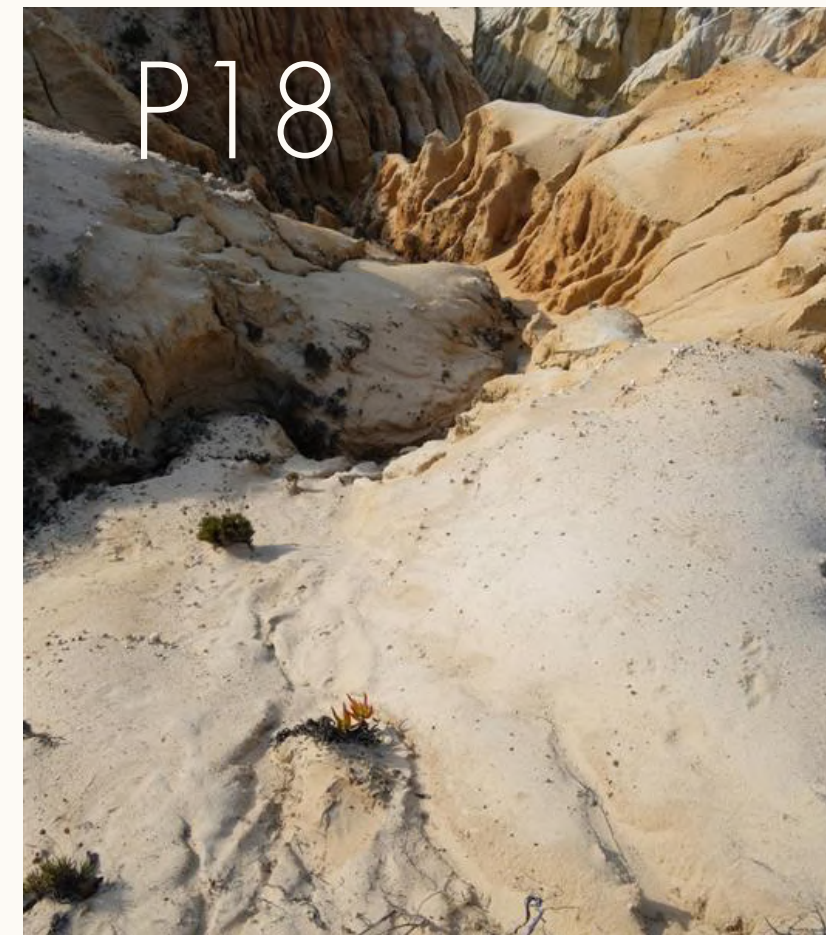
ba&sh world

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#bashblossom



ba&sh

WORLD

ba&sh world

ABOUT BA&SH

ba&sh was launched in 2003, the brand name being a contraction of the first names of the founders, Barbara Boccara and Sharon Krief. The French womenswear label is inspired by the bold spirit of sisterhood with the guiding principle 'born collective'. ba&sh has been actively engaged in charitable projects since it was founded, namely campaigns against breast cancer and violence against women and children.

ba&sh is a dynamic brand with a strong international dimension coupled with a real awareness of the ecological and societal imperatives of its time. It is through this commitment that ba&sh introduced its sustainable development program, BLOSSOM, in 2017. The brand's CSR policy (corporate social responsibility) revolves around five key pillars: climate action & biodiversity, social compliance & traceability, certified & innovative materials, circularity and community, and diversity & inclusion.

Well aware of the long road that lies ahead, ba&sh's approach is one of continuous improvement: it considers involving its entire ecosystem in this transformation process as essential to a significant impact.

**SISTERHOOD
OPTIMISM
ENGAGEMENT
FREEDOM**



AN AMBITIOUS DEVELOPMENT

A 'smart fashion' pioneer, ba&sh is at the forefront of innovation in its sector and in its commitment to social responsibility. The brand is represented in more than 70 countries, including in Europe, Asia and North America, with almost 307 stores contributing to its continued success.

In 2022, the brand had achieved a turnover of EUR 310 million, an increase of 22% compared to 2021 (60% of which was generated in international sales).

ba&sh aims to generate a turnover of EUR 500 million by 2025.

ba&sh world

BA&SH AND THE SUSTAINABLE DEVELOPMENT GOALS

Approved by the 193 member states of the United Nations in 2015, the SDGs were developed in response to the economic, social and environmental challenges faced by our planet.

These 17 goals span a wide range of issues, including poverty, discrimination, inequality, education, energy, water, biodiversity and climate.

ba&sh's sustainability program BLOSSOM was conceived as part of this framework and contributes to the achievement of 13 goals.

Details of our contribution to the SDGs can be found in the annexes.



ba&sh world

RELATIONSHIPS WITH STAKEHOLDERS

As part of its CSR policy, ba&sh believes in communicating transparently and involving its stakeholders both internal (directors, employees) and external (NGOs, clients, suppliers) in its decision-making.

In line with its sustainable materials and sourcing strategy, ba&sh is a member of the NGO Textile Exchange and its working groups: Regenerative Agriculture Community of Practices, Leather Round Table, Animal Fibers Round Table and Man-Made Cellulosic Fibers Round Table. ba&sh is also a member of the Leather Working Group and takes part in its traceability working group. As part of its animal welfare policy, ba&sh works with animal protection Four Paws NGO and is a member of the Fur Free Retailer Program run by French One Voice NGO. ba&sh has also voiced its support for PETA NGO concerning the ban on the use of angora by fashion brands. Furthermore, ba&sh is a partner of the Canopy NGO and a signatory of the CanopyStyle initiative and Pack4Good. The objective? Forest conservation, favouring viscose and packaging produced using cardboard from sustainably managed forests with no deforestation risk.

As far as our social compliance and traceability policy is concerned, ba&sh joined the Amfori social and environmental compliance initiative (BSCI & BEPI) in 2021. Our aim is to improve

social performance along our supply chains. We work closely with all our suppliers in order to integrate them in our transformation process. To this end, in September 2022 we invited several of our suppliers to our annual convention to participate in workshops on cotton and viscose with our employees. With a view to achieving a better level of traceability, we work with Fairly Made, a tool for traceability and measuring the environmental impact of items.

When it comes to circularity, ba&sh is a member of the Club Circul'R, a community dedicated to driving forward the circular economy in France. Today Club Circul'R comprises more than 100 companies and institutions, from major corporations to communities, including ESG funds (environment, social, governance) and dedicated start-ups. Each participant is playing its part in the transition towards a circular economic model at its own level.

ba&sh also works with specialised consultancy firms. ba&sh's carbon footprint is calculated on an annual basis by EcoAct, and the auditing of the 15 non-financial performance indicators in this report is entrusted to the consultancy firm Mazars. We also exchange with several other brands and institutions on a regular basis.

ba&sh's CSR policy is integrated across all its departments. It's a collective project involving all our teams. Each head office employee has one or more CSR goal(s) to achieve each year. For members of the executive board, part of their bonus is indexed on the achievement of CSR goals. In terms of governance, a Sustainability Advisory Board comprising four external experts meets twice a year to analyse, review and foster ba&sh's CSR strategy.

And finally, ba&sh is making efforts to boost transparency towards its customers. This is put into practice in particular by the QR codes on the labels of our items, which provide information about their life journey/origin. Furthermore, annual surveys are conducted to measure the level of familiarity with our sustainability program and subjects of interest to our customers.

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ba&sh world

OUR KEY FIGURES FOR 2022

Stores

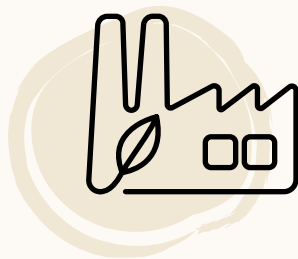


307
Stores across
the world

Distribution of production

52% of production in 2022 took place in nearby countries, 30% of which in Europe

Social compliance and traceability



68%

of our production sites, as of the end of 2022, had undergone a social audit of at least two years in accordance with one of the most exacting methodologies recognised by ba&sh (BSCI, ICS, SMETA, WCA).



45%

of our items were traceable to tier 2 or 3 (Autumn–Winter 2022 and Spring–Summer 2022 season)



30

references traced via the Fairly Made tool in the Winter 2022 season

Carbon footprint

-29%

less CO₂e emitted on average by a ba&sh product in 2022 than in 2021

-11 461 tons of CO₂e
emitted by ba&sh between 2022 and 2021

Transport (upstream and downstream)



72% road transport in 2022

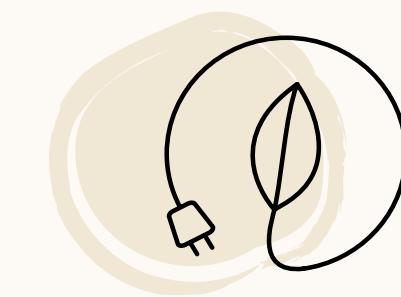


-10% air transport in 2022 vs 2021

Packaging

- **93%** of packaging used at ba&sh is made of at least **50% recycled paper**, **58% of which FSC or PEFC-certified**
- **87%** of our plastic packaging is made of at least **30% recycled plastic**

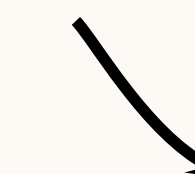
Energy



-77%

CO₂ emissions generated by our scopes 1 & 2 between 2022 and 2021

Indeed



64% of the carbon intensity of ba&sh's electricity mix

Because



the proportion of renewable energy used in our sales outlets and warehouse

ba&sh world

OUR KEY FIGURES FOR 2022

Materials

57%

certified materials (as a percentage of total weight) in 2022 production (Autumn–Winter 2022 and Spring–Summer 2023 season)

69%

of items contained at least 70% certified materials or materials with less environmental impact, such as linen or raffia



50%

of **cotton** is grown in organic production



65%

of certified **viscose** is produced using wood pulp from sustainably managed forests



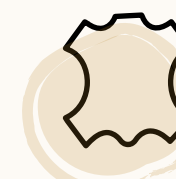
55%

of **wool** comes from a certified spinning facility that guarantees animal welfare and sustainable pasture management, is of recycled origin or is grown in organic production



40%

of **polyester** is of recycled origin



97%

of **leather** is provided by a tannery certified by the Leather Working Group

ba&sh world

OUR KEY FIGURES FOR 2022

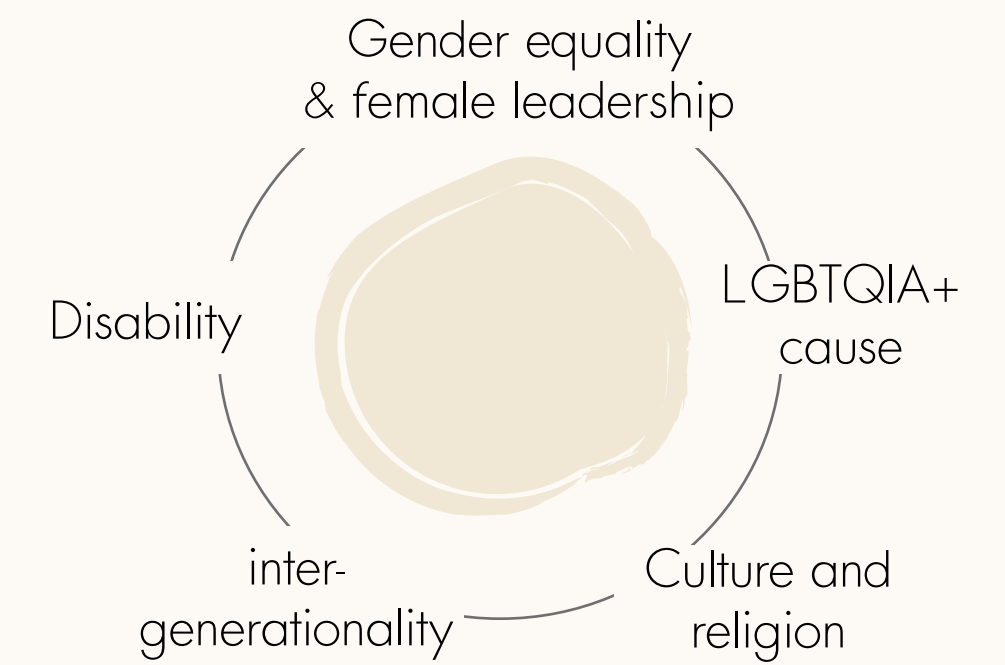


Circularity

4 focuses to prolong the lifespan of items



Five pillars of diversity and inclusion



Societal

610 284 €

donated to our partner organisations via the philanthropic program Fund and Action

76%
Women on the executive board of the company

90%

of employees say they are proud of working at ba&sh

2 921 hours

of training provided to company employees



ba&sh

SOCIAL

Social

SOCIAL COMPLIANCE

Here at ba&sh, we have been working with the majority of our suppliers for more than 10 years. These years of collaboration have allowed us to build up very strong bonds of trust. We work together closely to improve the quality and durability of our items. We have even involved these suppliers in the sustainable and ambitious transformation project we are pursuing.

Social compliance policy

ba&sh has implemented a strict social compliance policy: a code of conduct signed every year by all suppliers, a social & environmental performance analysis before every new partnership (scope 1), a compulsory social audit followed by corrective action plans, a rating system for suppliers at the end of the season (scope 1), identification, location and traceability from the suppliers of the finished product to the origins of the raw material, a policy of suspending collaboration in the event of a failure to comply with ba&sh's standards...

ba&sh code of conduct

Every year, all our suppliers sign our Code of Conduct, which is based on fundamental principles and rights defined by the International Labor Organization (ILO). Our suppliers undertake to respect and comply with the ethical principles and requirements stated therein.

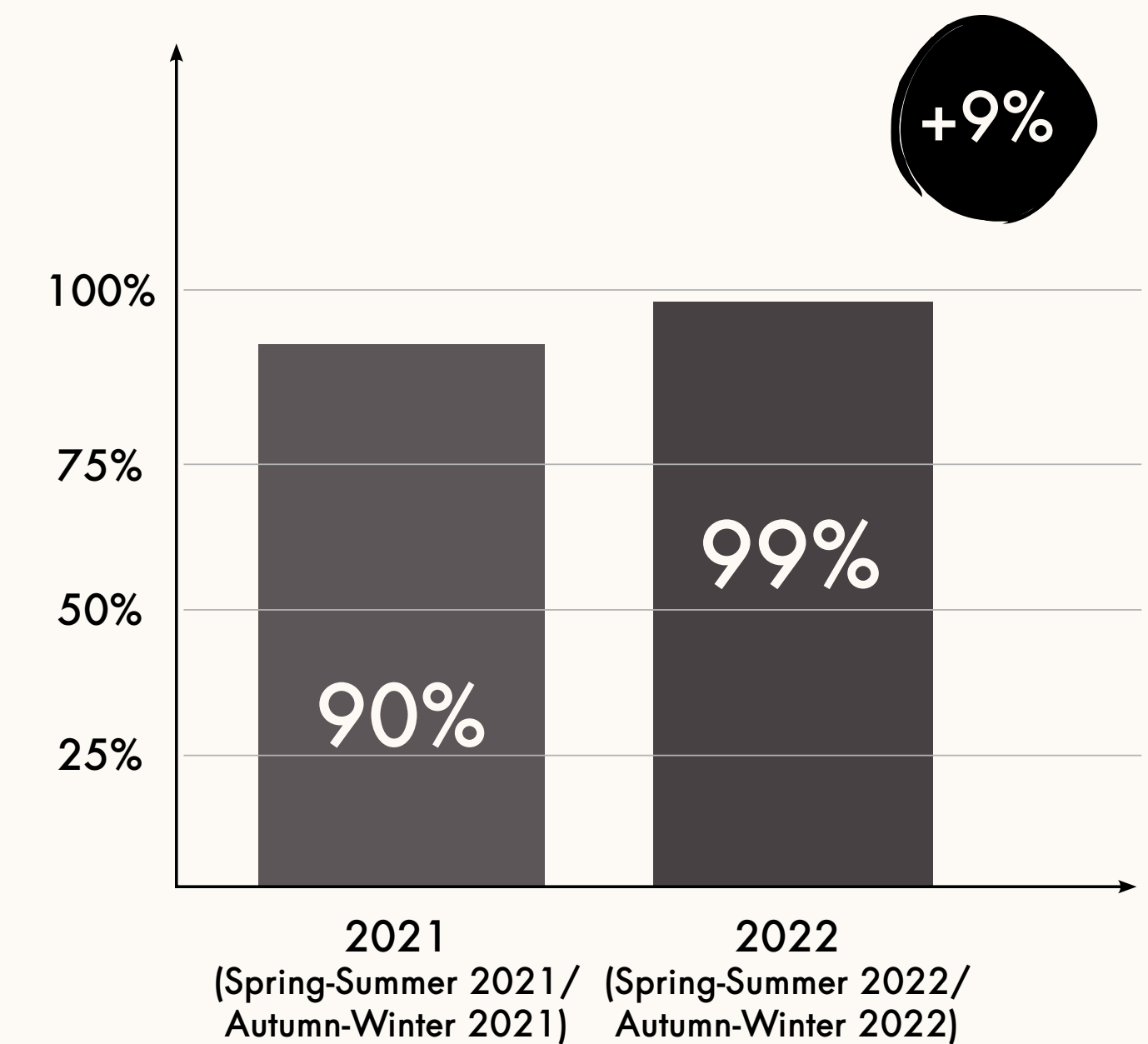
They will distribute this Code of Conduct to all their employees and suppliers. We provide this document in several languages (French, English, Italian, Portuguese and Chinese).

AUDITED INDICATOR

99% of our tier-1 suppliers signed the supplier code of conduct in 2022
Spring–Summer 2022 and Autumn–Winter 2022

Scope and methodology: This indicator took into account all our finished product (tier 1) suppliers in the Spring–Summer 2022 and Autumn–Winter 2022 seasons. Consumables and textile suppliers were excluded (tier 2).

Percentage of tier 1 suppliers signing the code of conduct in 2021 vs 2022



OBJECTIVES 2023

Signing of the code of conduct by 100% of our tier 1 suppliers

Social

SOCIAL COMPLIANCE

Social audits and corrective action plans

ba&sh has been financing social audits since 2020. In 2022, ba&sh decided to apply a strict compulsory social audit policy to all its direct suppliers, i.e. its production sites (tier 1) and any of their potential sub-contractors (where sub-contracting has been authorised by ba&sh). In this regard, any new supplier must provide a social audit in accordance with ba&sh requirements before the first order.

To be considered valid, the social audit must be less than 24 months old and have been conducted by an accredited independent third party. ba&sh only recognises the strictest international methodologies: BSCI, SMETA, ICS and WCA. If the audit score is less than a C, the supplier must submit to a follow-up audit within 12 months of the initial audit.

After conducting a social audit, **ba&sh helps its suppliers to implement action plans to correct any identified non-compliance.**

Post-audit, suppliers have 30 days to formalise their corrective measures. They must then implement these within a period of one month for critical issues of non-compliance, three months for major issues and six months for minor issues.

ba&sh uses the Amfori BSCI manual system to draft recommendations and areas for improvement for its suppliers.

ba&sh member of Amfori BSCI & BEPI, a social and environmental compliance initiative



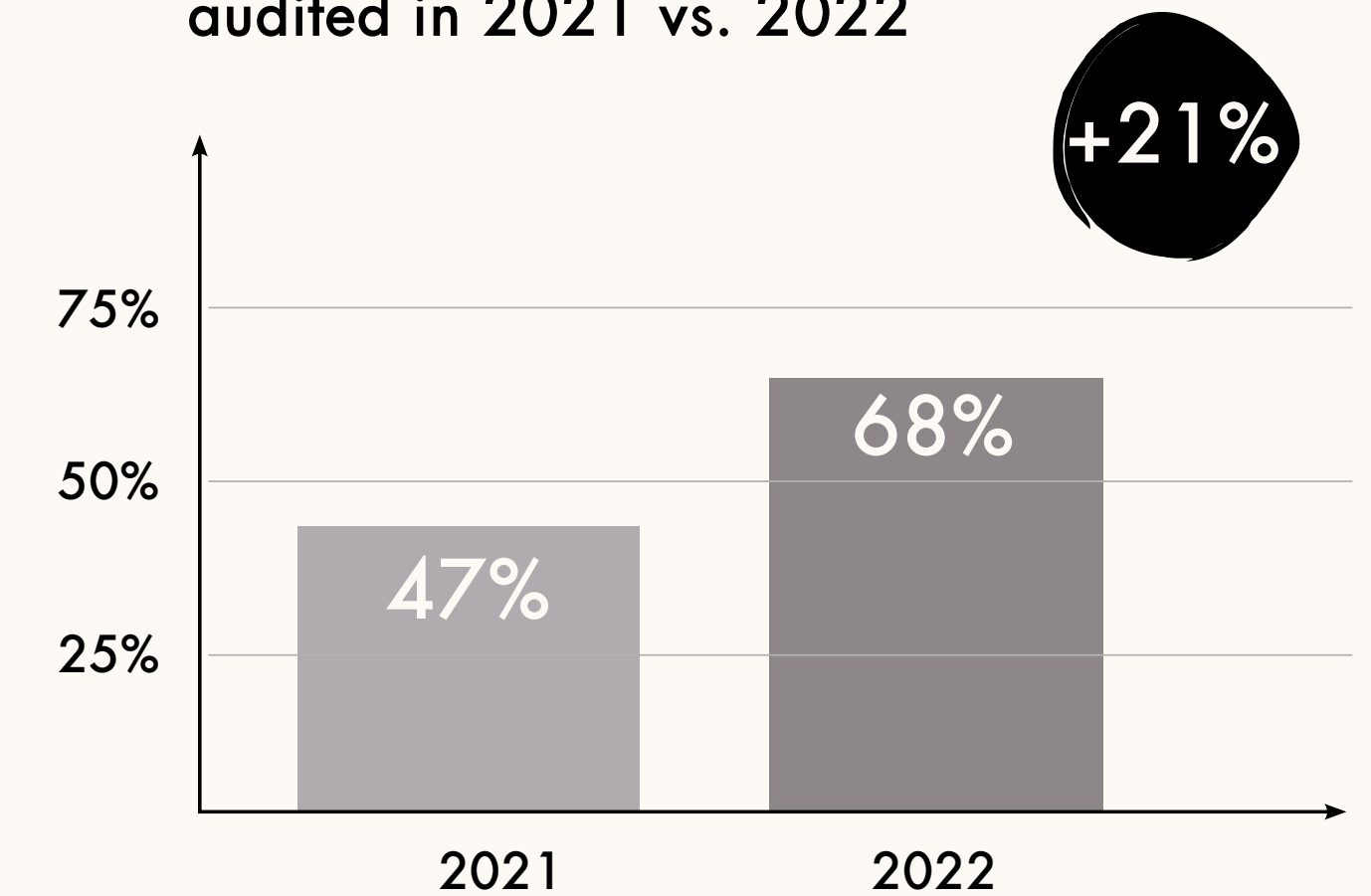
Since August 2021, ba&sh has been a member of Amfori, an organisation dedicated to social and environmental compliance. On the social front, the aim is to improve working conditions and, more generally, social performance along our supply chains: mapping suppliers, launching and following-up on social and environmental audits, following-up on corrective measures, detecting problems at an early stage, and providing our suppliers with resources and training in several languages.

AUDITED INDICATOR

68% of tier-1 production sites had a valid audit by the end of 2022
Autumn–Winter 2022 and Spring–Summer 2022

Scope and methodology: All the production sites that produced finished products for ba&sh for the Autumn–Winter 2022 and Spring–Summer 2022 collections were factored in. If a production site was used by several suppliers, this site was accounted for only once.

Percentage of tier 1 production sites audited in 2021 vs. 2022



OBJECTIVES

2023

100% of tier-1 production sites will have a valid social audit in accordance with ba&sh requirements

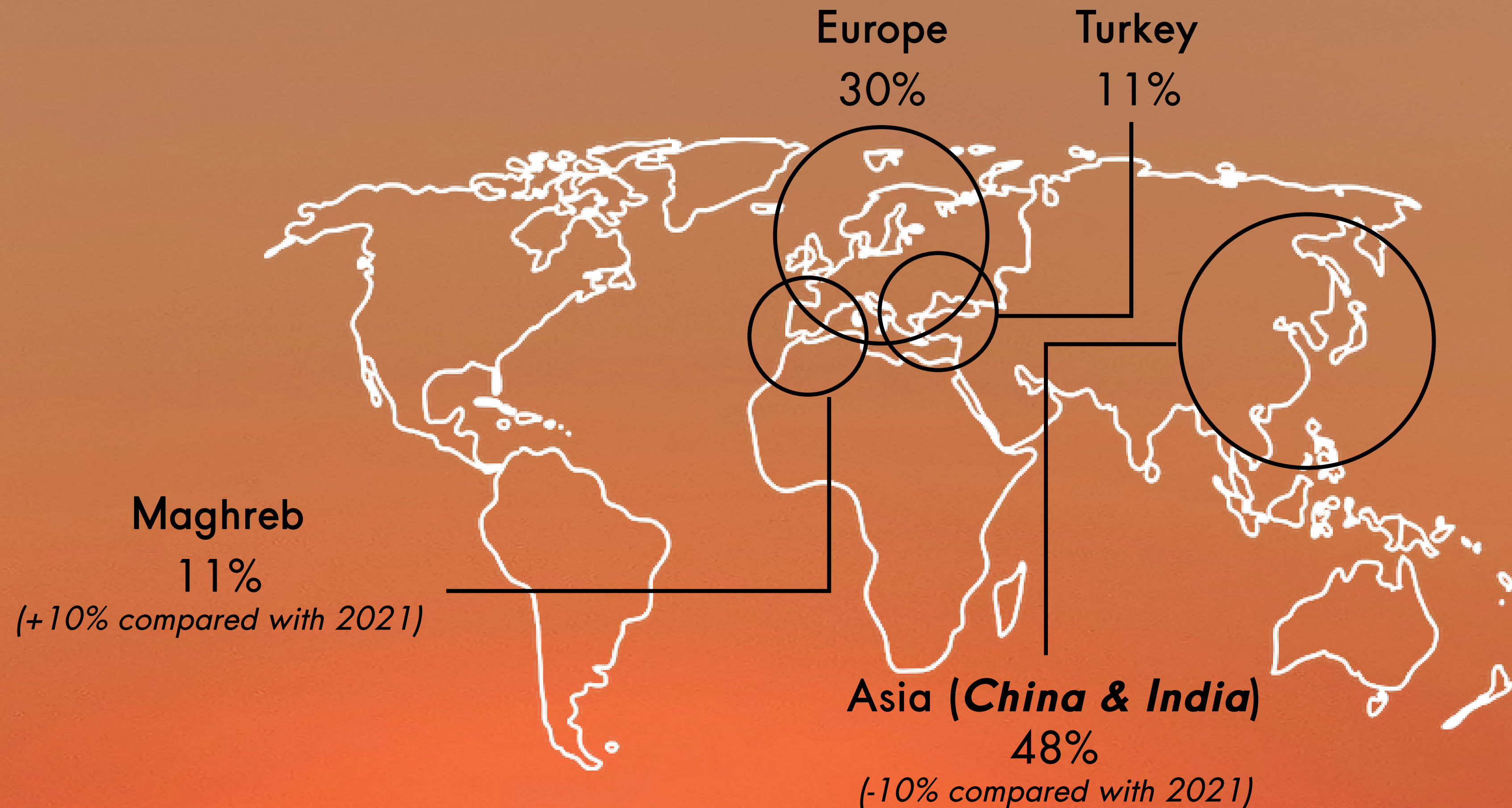
2025

100% of tier-2 suppliers will have been audited and 30% of tier 3

Social

GEOGRAPHICAL DISTRIBUTION OF PRODUCTION

10% of our production was relocated from Asia to Europe and the Maghreb between 2022 and 2021



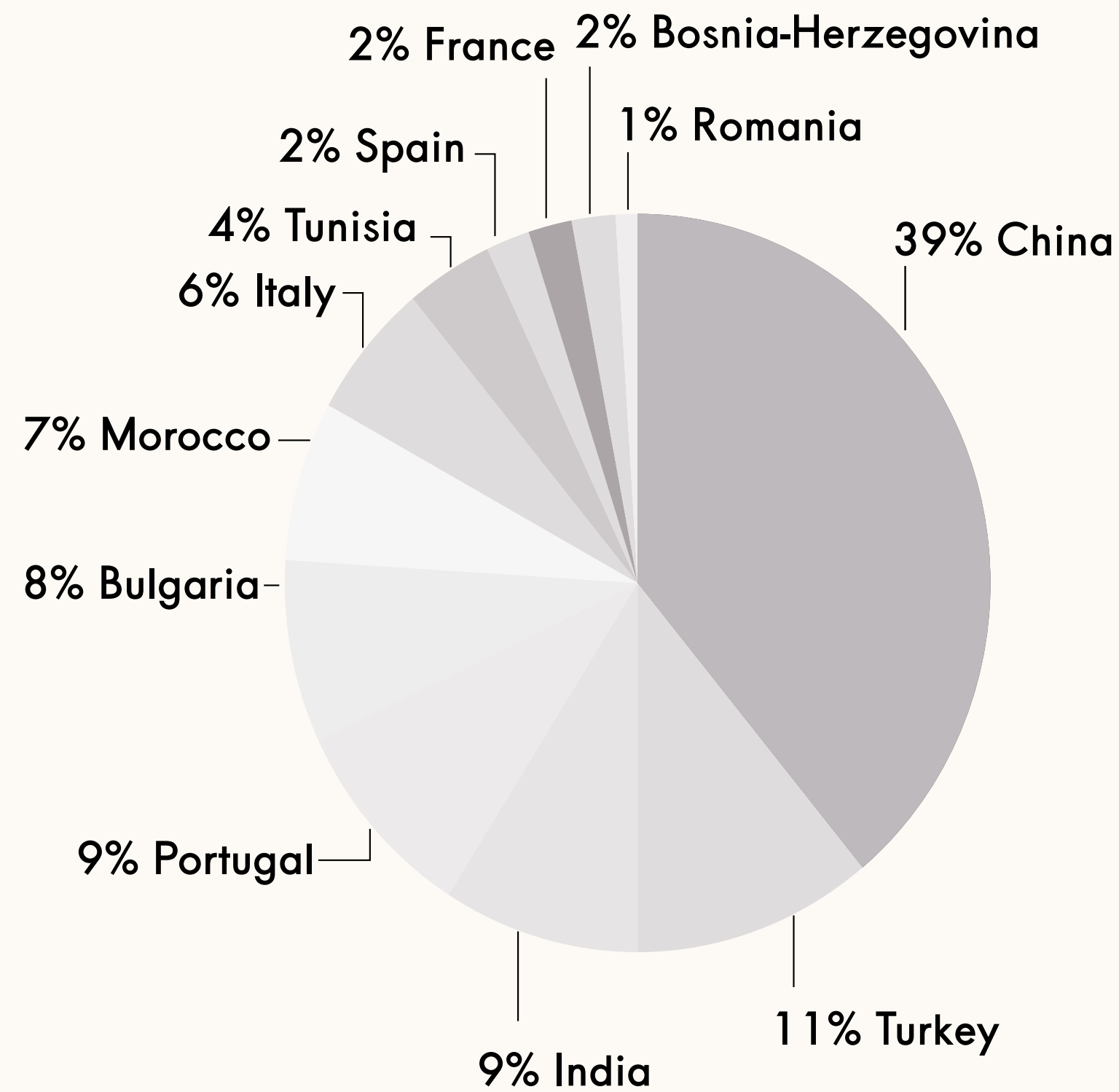
Social

GEOGRAPHICAL DISTRIBUTION OF PRODUCTION

AUDITED INDICATOR

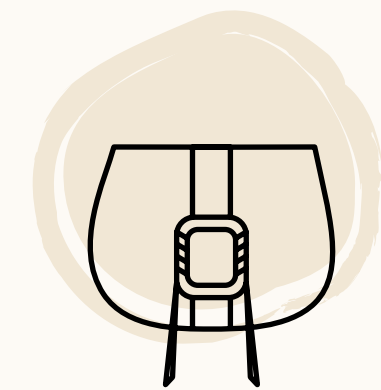
Scope and methodology:

This indicator was calculated taking into account all production sites that produced ba&sh items for the Autumn–Winter 2022 and Spring–Summer 2023 seasons. This scope is identical to that of the carbon footprint. As the textile sector works on the basis of a staggered calendar, we have opted to analyse the two seasons produced in 2022. ba&sh produces its clothes in five other countries that have been removed from the infographic for better legibility: Serbia (0.2% of production), Madagascar (0.2%), Brazil (0.1%), Thailand (0.03%) and Belgium (0.01%)

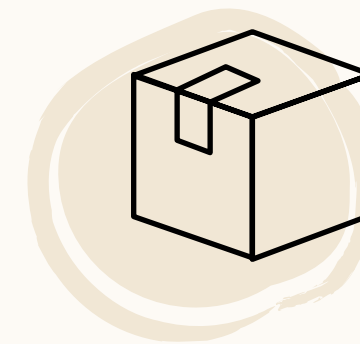


Distribution of production of ba&sh leather accessories (shoes, belts, leather goods) in 2022 (Spring–Summer 2023 and Autumn–Winter 2022)

97% of our leather accessories were produced in Europe: 41% in Portugal, 29% in Spain, 25% in Italy, 2% in France.



97%
of our leather accessories are produced in Europe



52%
near import production, 48% long-distance imports

🔍 OBJECTIVE 2025

70% near import (Europe, Maghreb, Turkey), 30% long-distance imports (20% China, 10% India)

Social

TRACEABILITY AND TRANSPARENCY

Supply chains are complex and globalised. They vary by material and the category of product. Traceability is essential. ba&sh teams are motivated in their pursuit of the 2020 pledge to reach a higher level of traceability in supply chains and provide our customers with more transparency.

This is stipulated in ba&sh’s responsible purchasing policy, which is signed by our suppliers. On request, the suppliers must provide ba&sh with information on everything from the origin of the raw material to the manufacture of the finished product for each material and each category of item.

For the Winter 2021 and Summer 2022 seasons, we worked with the start-up named TrustTrace, thanks to which 30 references were traced. This partnership came to an end at the start of 2022 due to issues of scaling up.

We then turned to Fairly Made, a French tool that serves as a solution for traceability and measuring the environmental impact of items. In the Winter 2022 collection, 30 references were traced and analysed.

For the Autumn-Winter 2022 collection, 30 references were traced and analyzed.

This tool also helps us to fulfil the obligations regarding the display of environmental characteristics and the traceability of items to which we will be subject from 1 January 2023 (Art. 13 AGECE).

Alongside this tool, each season ba&sh identifies, locates and traces its suppliers, production sites and subcontractors and their different processes:

- Mapping of direct suppliers and affiliate production units
- Mapping of laundries
- Mapping of tanneries
- Mapping of the viscose producers used by our viscose item suppliers in collaboration with the NGO Canopy in line with our commitment within the context of the CanopyStyle initiative

Undeclared sub-contracting is not authorised without the prior agreement of the brand.

AUDITED INDICATOR

45% of references were traced in tiers 1, 2 and 3 in 2022

Autumn–Winter 2022 and Spring–Summer 2022

Scope and methodology: This analysis included all product references for the Autumn–Winter 2022 and Spring–Summer 2022 collections. The following references were considered traced:

- **Viscose:** all items made from at least 70% viscose
- **Leather:** all items made primarily from leather
- **Denim:** all denim items
- **All items traced to ba&sh by third-party organisations:** TrustTrace and Fairly Made.

OBJECTIVES

2023

100 references traced on the Summer 2023 season and 300 on the Winter 2023 collection, at least until rank 3.

Addition of the responsible purchasing policy as an appendix to the General Terms of Purchase.

2024

100% of the references traced at least until rank 3.



Social

TRACEABILITY AND TRANSPARENCY

What is a supply chain?

From the raw material to the finished product, a series of different steps unfold: extraction or cultivation of over all its links. Tracing the chain of production requires control over all its links. Supply chains are generally split into four stages, with tier 1 the closest to the final item of clothing and tier 5 the furthest removed.

- Tier 1: Manufacture and factory assembly of product
- Tier 2: Textile processing (dyeing, printing)
- Tier 3: Textile manufacture (weaving or knitting)
- Tier 4: Raw material transformation (spinning)
- Tier 5: Raw material production (growing cotton, farming)

This is a simplified outline of a supply chain. Each product category has its own chain with various production stages.





ba&sh
ENVIRONMENT

Environment

A holistic approach: tackling climate and biodiversity issues jointly

ba&sh is alert to the interactions between different environmental issues. Climate change is one of the dominant factors driving the erosion of biodiversity.

The erosion of biodiversity limits the possible solutions for tackling climate change (mitigation and adaptation).

With this in mind, ba&sh has put in place a climate strategy and a biodiversity strategy with complementary actions. This vision avoids alignment with misguided solutions that might tackle climate challenges, but which are detrimental to the preservation of biodiversity.

SINCE THE LAUNCH OF OUR SUSTAINABILITY PROGRAM BLOSSOM, WE HAVE FOSTERED A HOLISTIC APPROACH THAT TAKES INTO CONSIDERATION THE INTERDEPENDENCY OF CLIMATE AND BIODIVERSITY.



Environment

CARBON FOOTPRINT

What is a carbon footprint?

The term greenhouse gases refers to gases naturally present in the atmosphere that trap the sun's rays and keep the earth at a habitable temperature. However, for several decades, human activity has caused an accumulation of these climate change gases.

CO₂e (carbon dioxide) is one of the gases that contributes to the greenhouse effect and thus to global warming. As the most common greenhouse gas, we use it as a reference to measure our carbon footprint. It is measured in tonnes (tCO₂e).

CO₂e is short for 'carbon dioxide equivalent'. It is a measure used to quantify the impact of different greenhouse gases (GHGs) on global warming, converting them into CO₂ equivalents.

The carbon footprint represents the total amount of carbon emitted by an individual, a product, a process, a country or a company.

The greenhouse gases present in the atmosphere are carbon dioxide, methane and nitrous oxide.

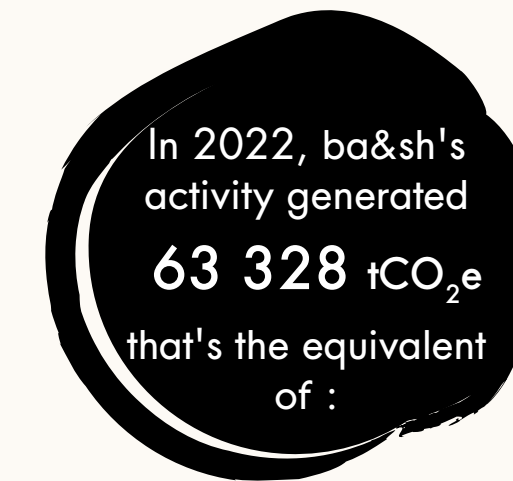
Carbon footprint 2022

ba&sh has calculated its carbon footprint annually since 2020 based on financial year 2019 (excluding financial year 2020 due to the COVID-19 pandemic).

The methodology chosen is the GHG Protocol. This international framework for evaluating carbon footprints was developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). This calculation methodology covers all the company's activities, i.e. scope 1, 2 and 3 activities (see annex for more details).

Our carbon footprint is calculated by an independent third party. ba&sh works with EcoAct, a consultancy firm specialising in climate action.

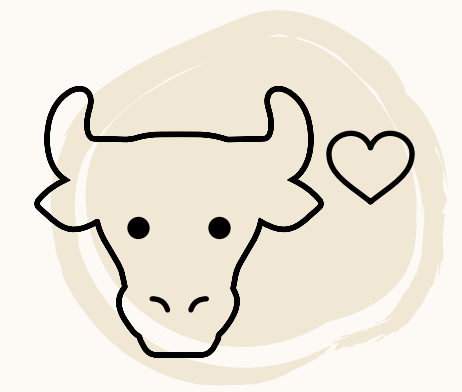
Between 2021 and 2022, ba&sh reduced its carbon footprint by 11,461 tonnes CO₂e.



7 200 trips
around the world by car



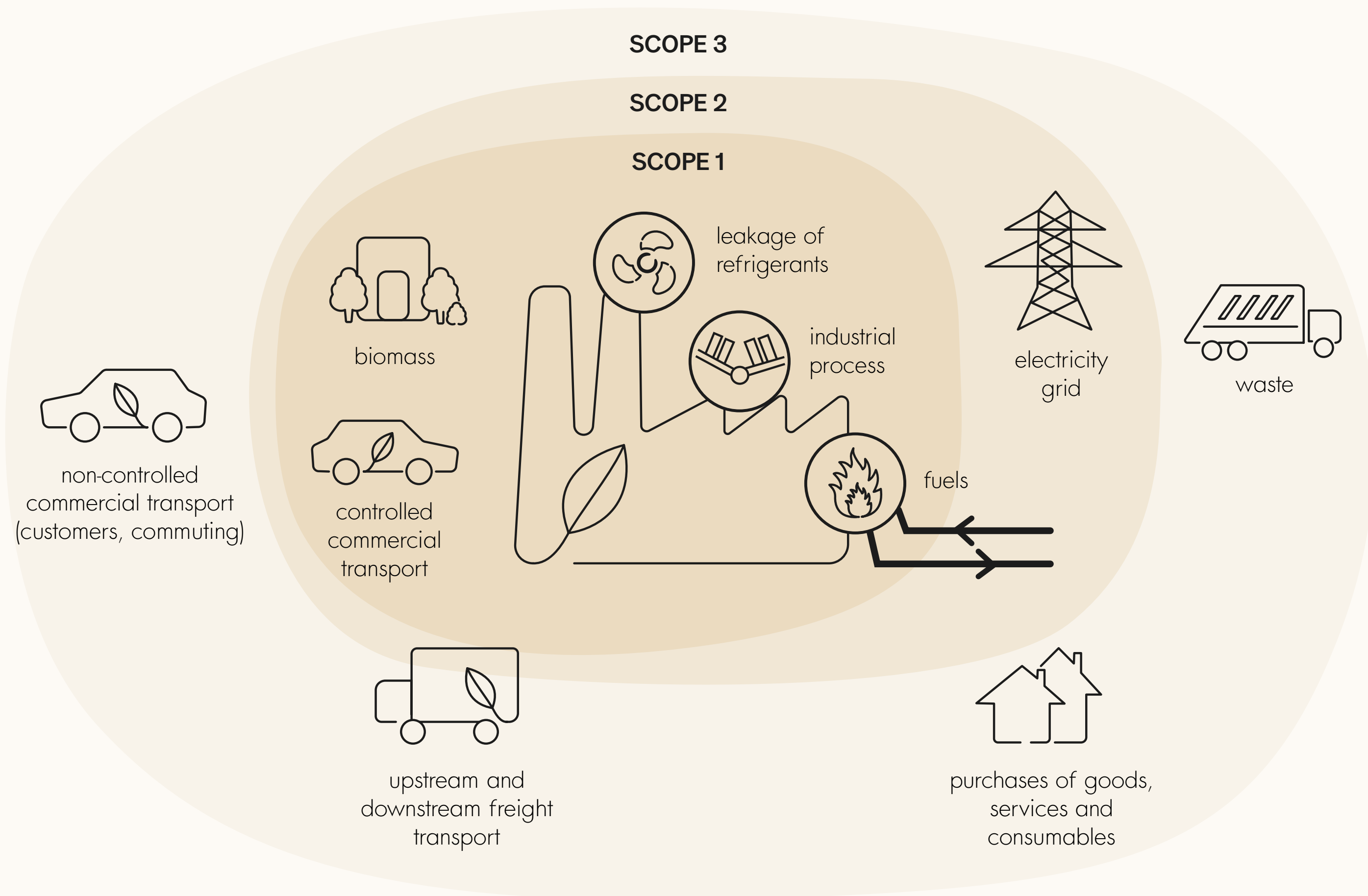
31 500
Paris/New York round flights
by plane



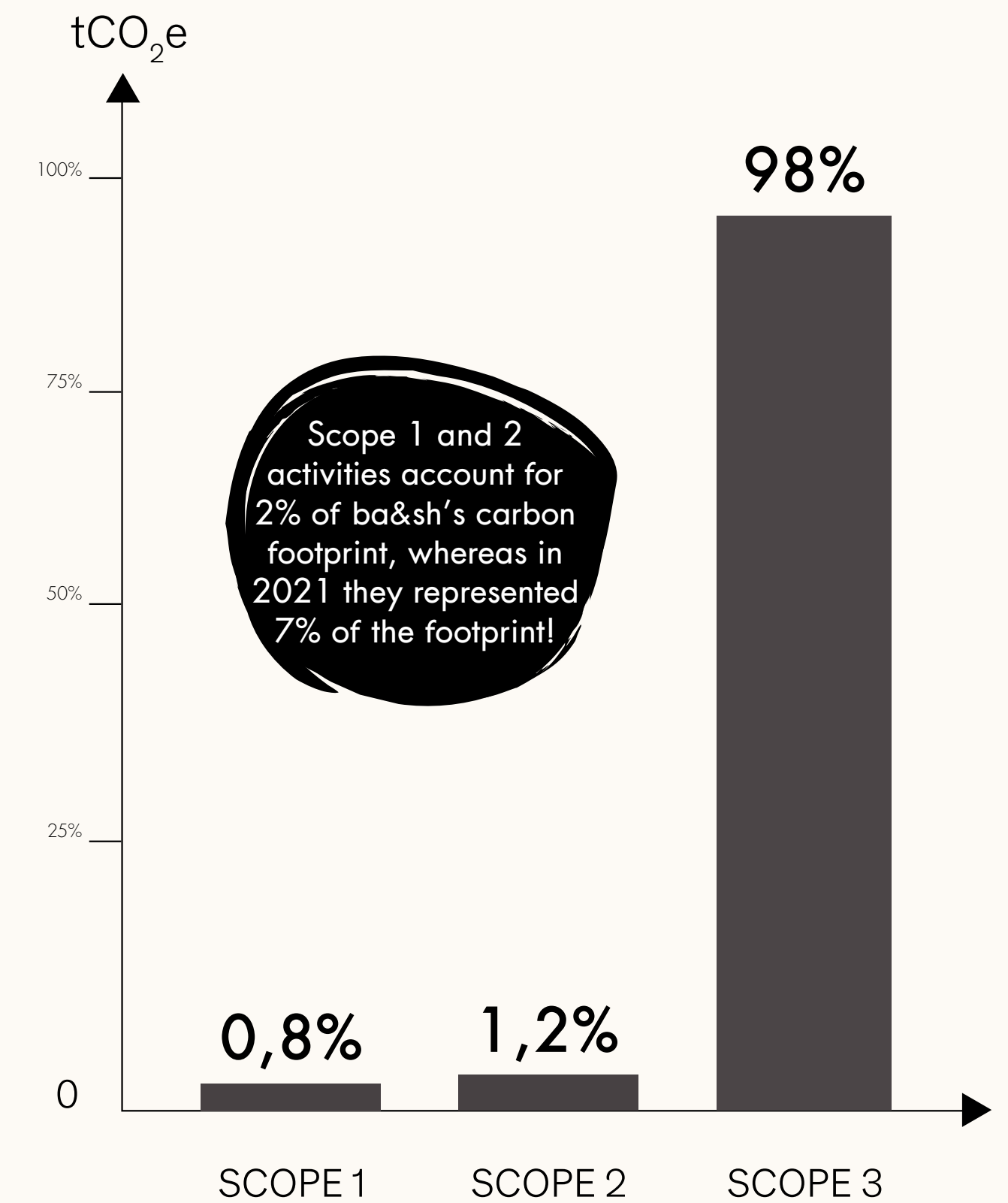
4 800 tonnes
of beef

Environment

CARBON FOOTPRINT



Breakdown of emissions by scopes 1, 2 and 3 in 2022

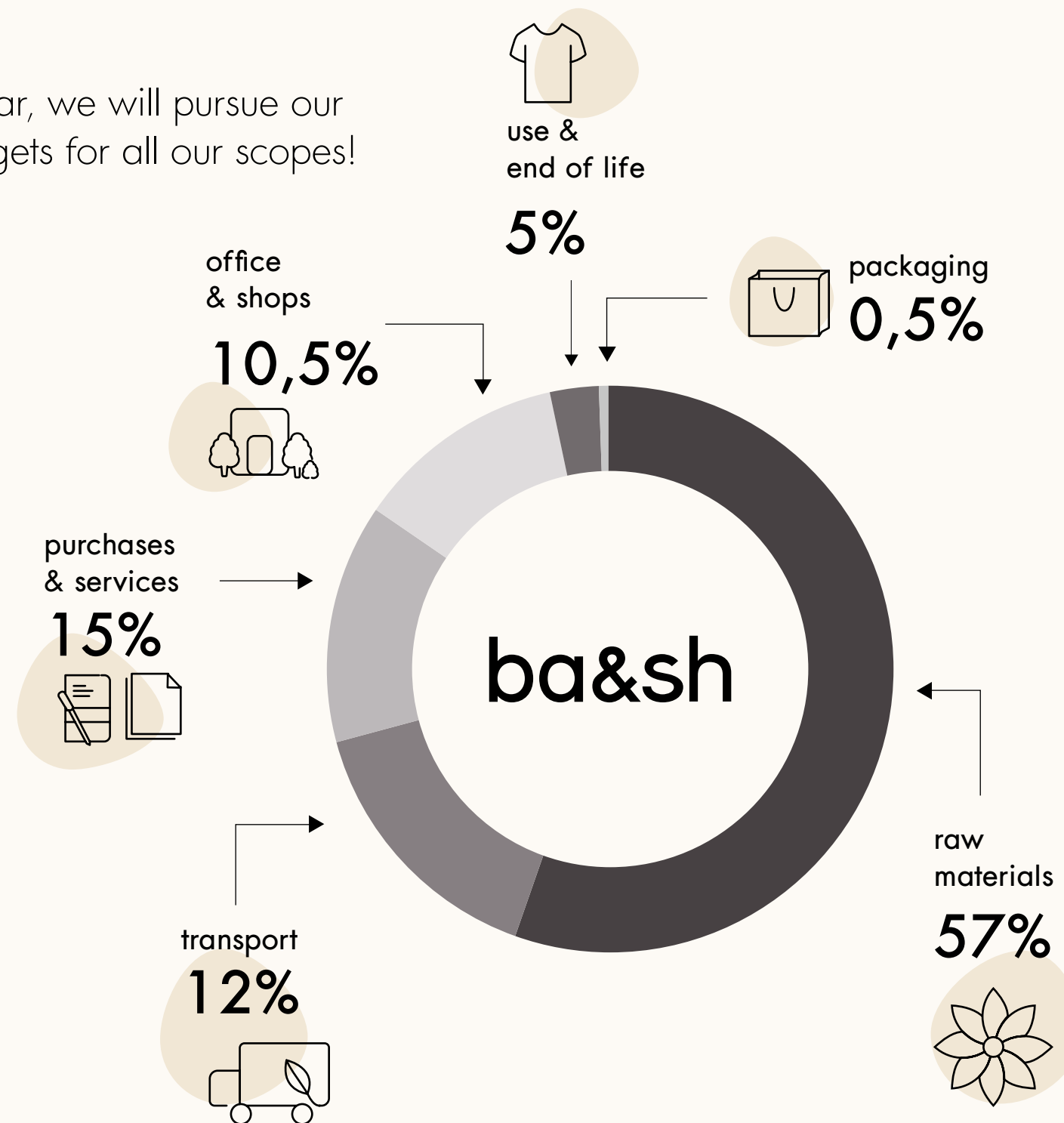


Environment

CARBON FOOTPRINT

Breakdown of ba&sh's CO₂ emissions in 2022.

Year after year, we will pursue our reduction targets for all our scopes!



AUDITED INDICATOR

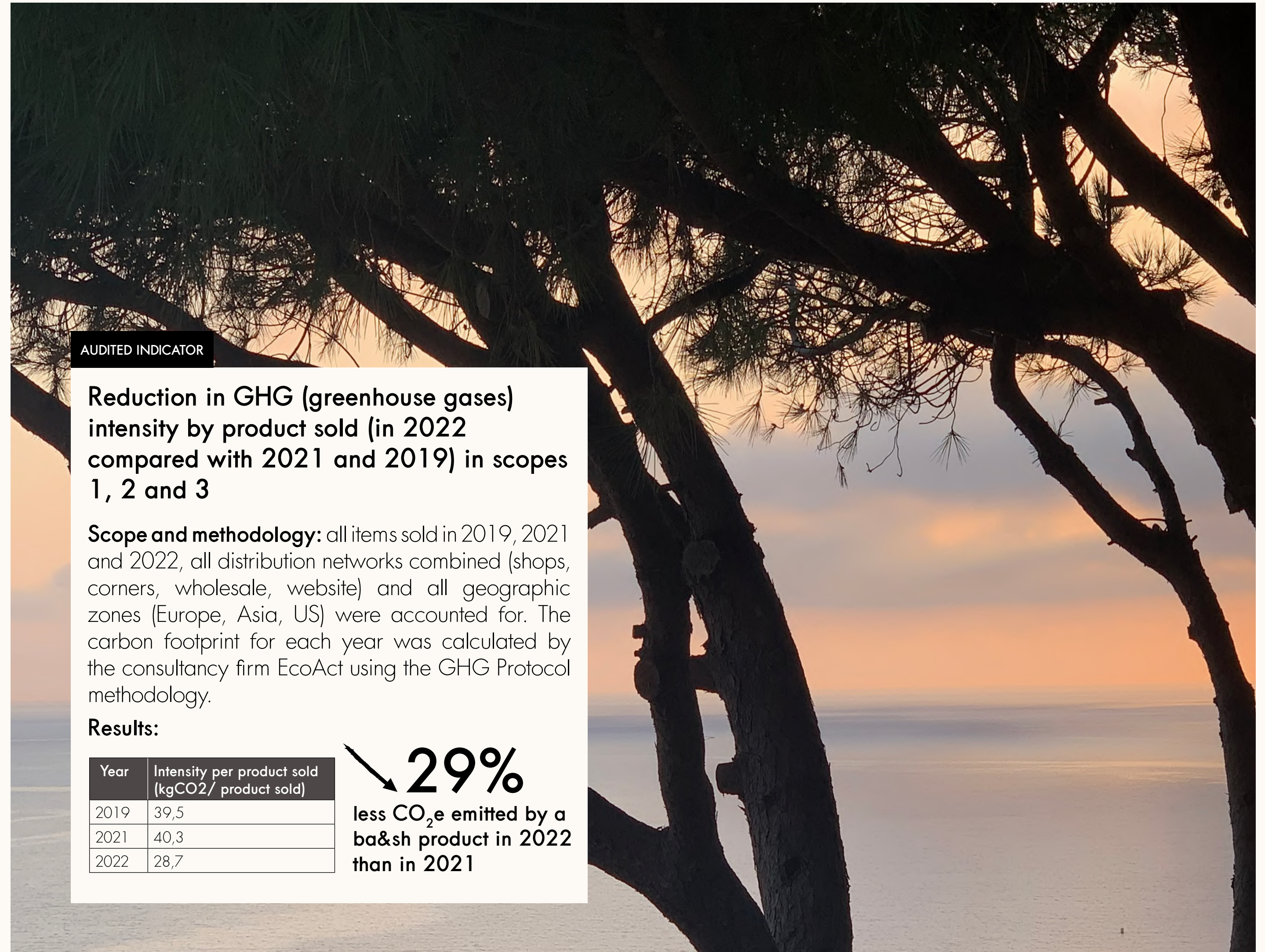
Reduction in GHG (greenhouse gases) intensity by product sold (in 2022 compared with 2021 and 2019) in scopes 1, 2 and 3

Scope and methodology: all items sold in 2019, 2021 and 2022, all distribution networks combined (shops, corners, wholesale, website) and all geographic zones (Europe, Asia, US) were accounted for. The carbon footprint for each year was calculated by the consultancy firm EcoAct using the GHG Protocol methodology.

Results:

Year	Intensity per product sold (kgCO ₂ / product sold)
2019	39,5
2021	40,3
2022	28,7

29%
less CO₂e emitted by a ba&sh product in 2022 than in 2021



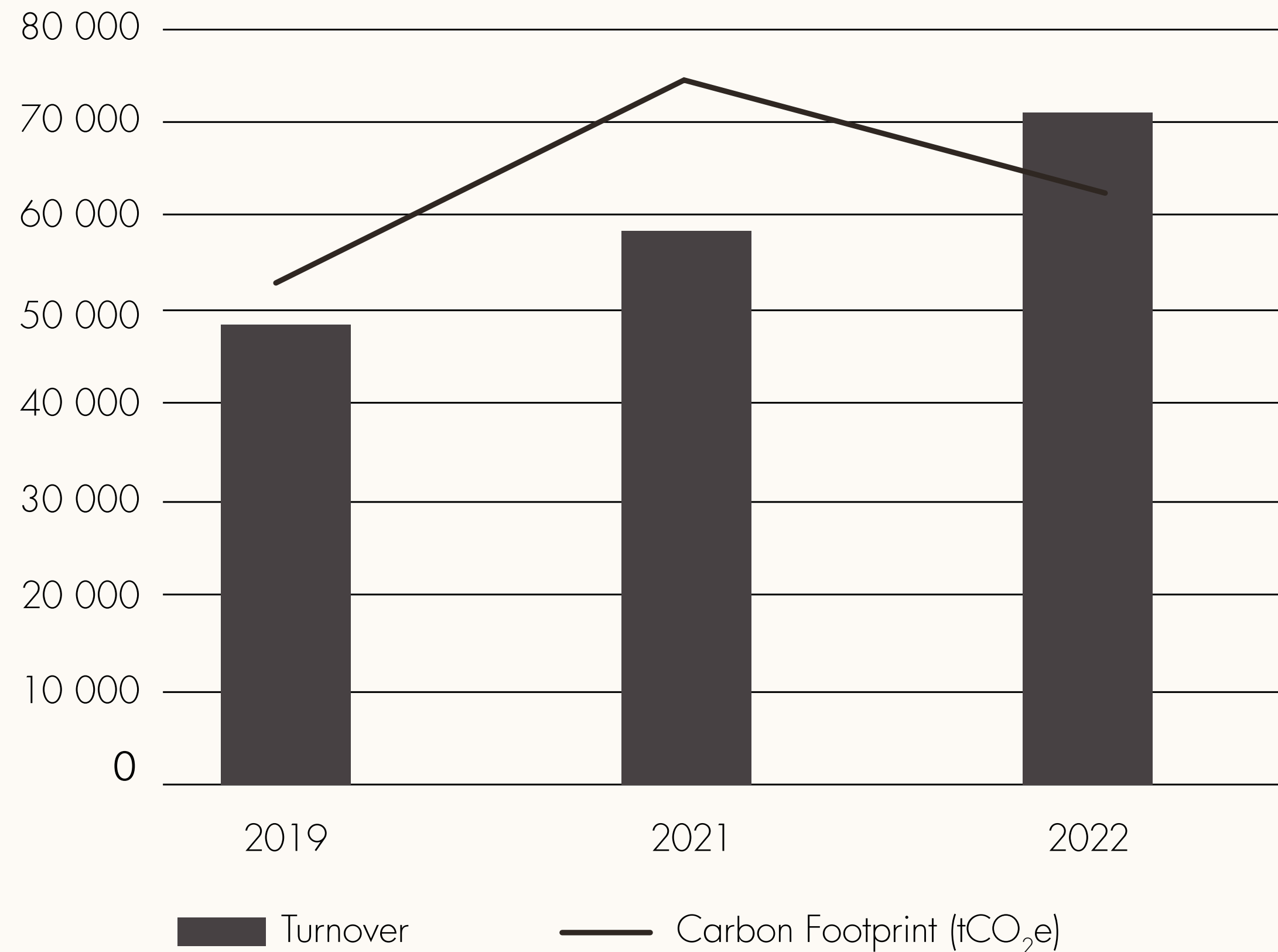
Environment

CARBON FOOTPRINT

ba&sh reduced its CO₂ emissions between 2021 and 2022

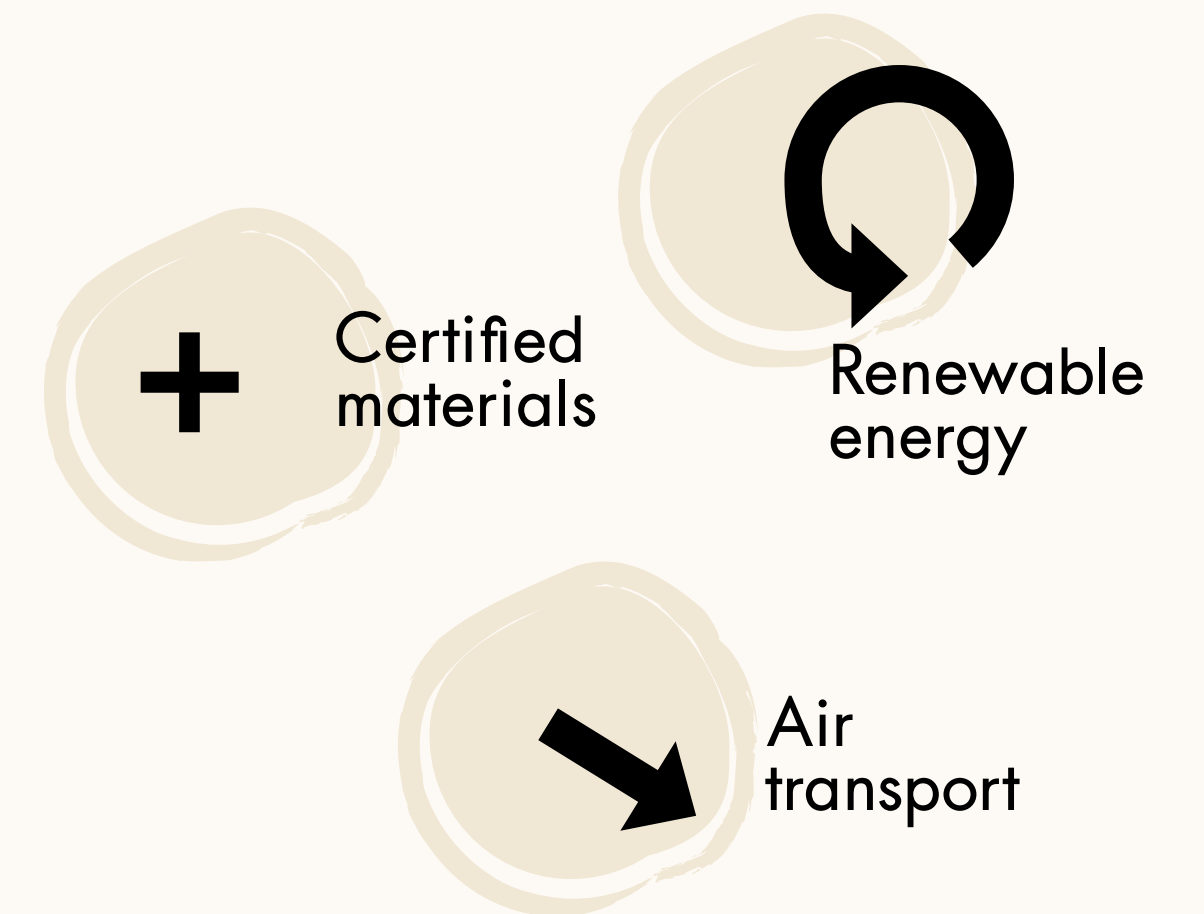
Despite growth of +22%, ba&sh succeeded in reducing its carbon footprint by 15% between 2021 and 2022; that's 11,461 tonnes of CO₂e.

While ba&sh continues to grow, its carbon footprint is decreasing. This is the fruit of collective efforts led by all the departments within the company, revolutionising the way they work.



-15%
Reduction in emissions between 2022 and 2021, or more than 11,000 tonnes of CO₂e

Three most impacting reduction actions:



Environment

BIODIVERSITY FOOTPRINT

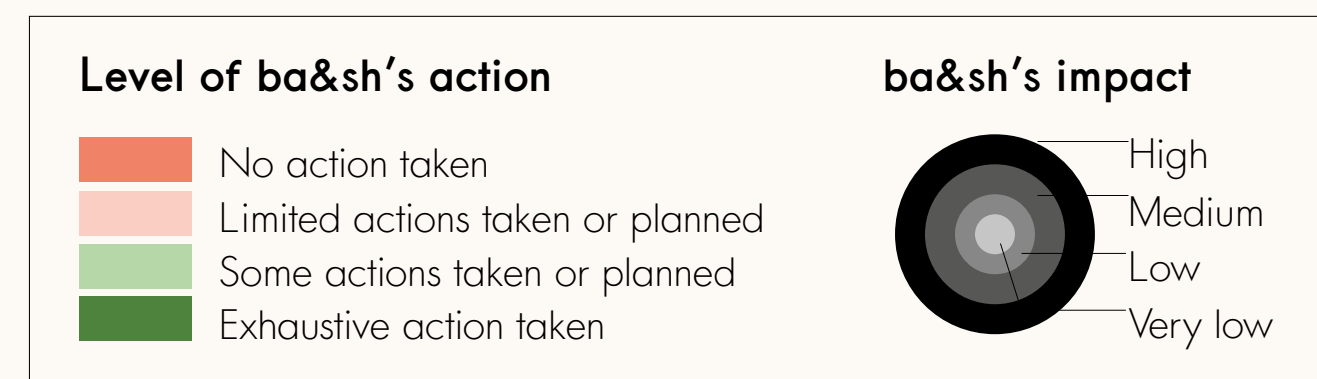
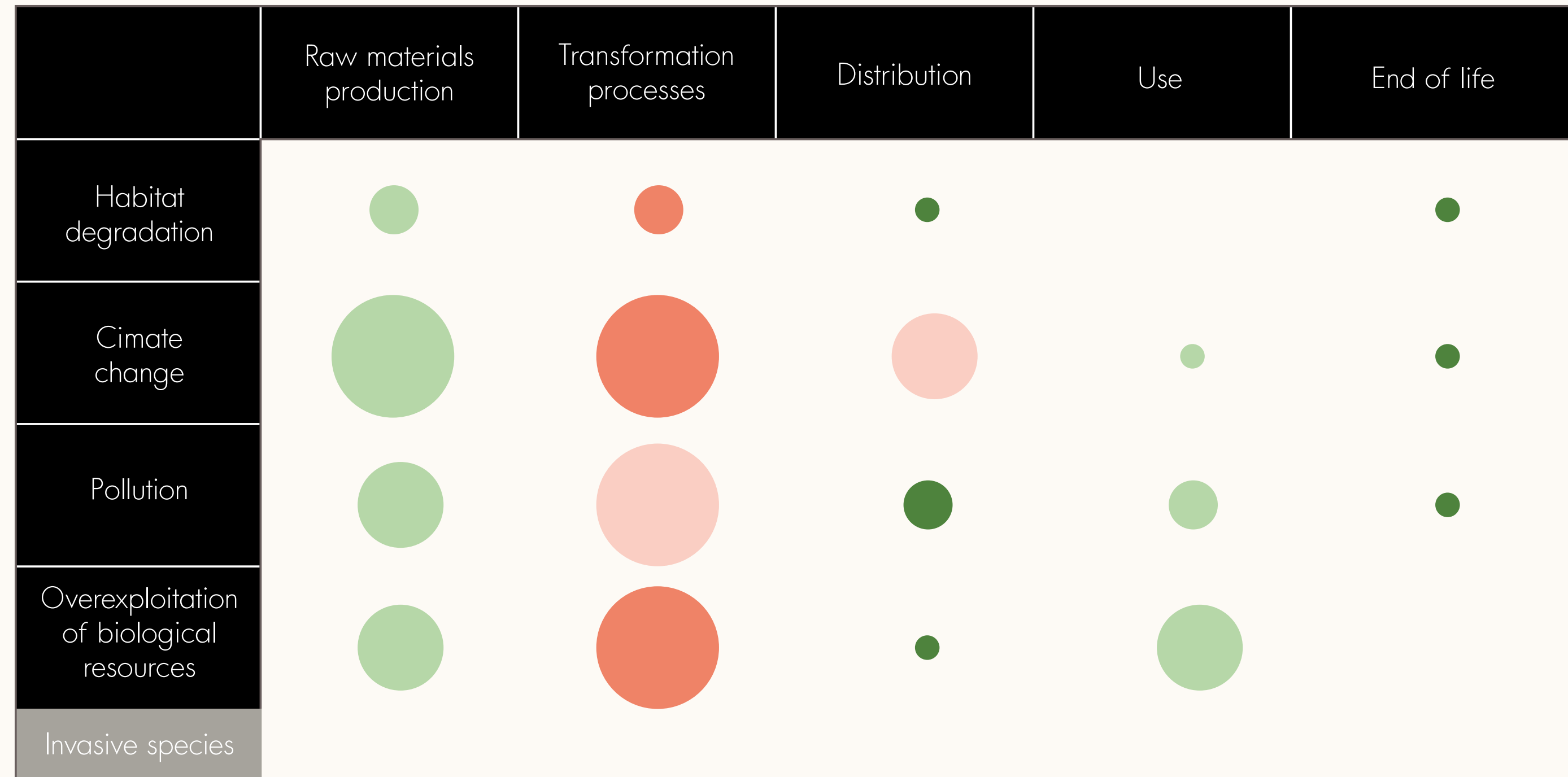
Impact study

Companies take two approaches when it comes to biodiversity. Through our activity, we impact and exercise pressure on biodiversity. At the same time, our activities are dependent on various ecosystem services.

ba&sh pursues a holistic approach whereby climate and biodiversity are treated as two profoundly interconnected entities.

That's why we teamed up with consultancy firm I Care & Consult in 2021 to conduct a diagnosis of ba&sh's contribution to the pressures exerted on biodiversity. In other words, a study of the impact of our activities on the five pressures exerted on biodiversity – from the production of the raw material to the end of the product's lifecycle.

There is no consensus to date on the accounting methods for biodiversity, so we have opted for a qualitative approach, as recommended by the Science Based Targets Network (SBTN), as an initial approach. This study has enabled us to identify our primary spheres of influence and levers for action, but also to prioritise on the basis of impact categories – throughout the entire value chain and by raw material type.



Environment

BIODIVERSITY FOOTPRINT



Key objectives

Building upon this, we developed a biodiversity strategy in 2022.

All actions taken in 2022 are detailed in the following sections. Generally speaking, we work along the following broad themes: preservation of natural ecosystems, sustainable and organic agriculture, forest conservation, soil preservation, reducing water consumption, air pollution, water and ground pollution, and greenhouse gas emissions.

We have set ourselves ambitious targets and clearly identified our priorities with a view to implementing the next steps.

Some of our short-term targets:

🔍 OBJECTIVES

END OF 2023

- Join the NGO Textile Exchange
- Launch a regenerative agriculture program for wool
- Increase the proportion of our denim products with low EIM (Environmental Impact Measuring) scores
- Conduct environmental audits (Amfori BEPI) of our denim laundries
- Join the initiative Deforestation Free Call to Action, launched by Textile Exchange and the Leather Working Group

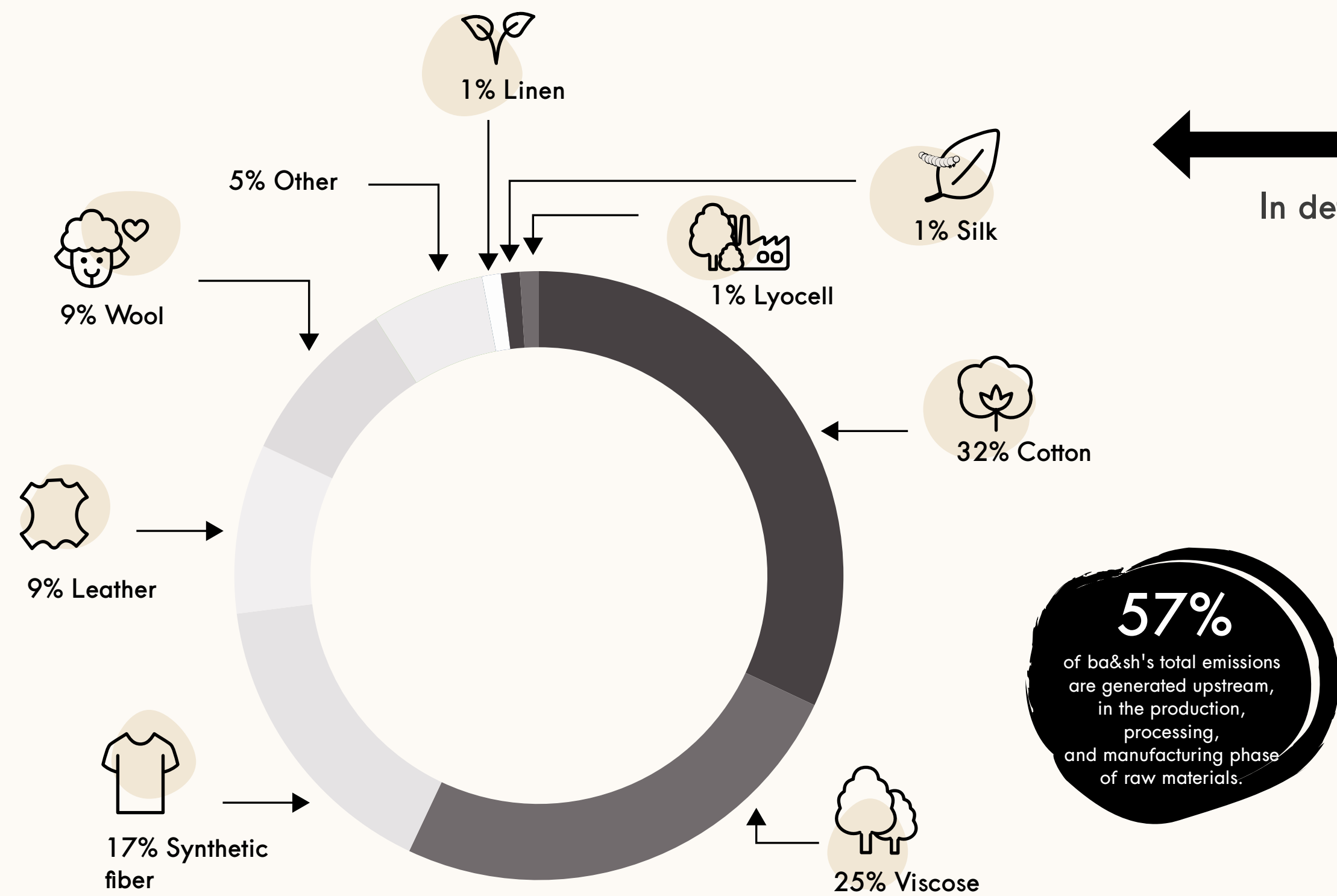
END OF 2025

- Conduct a study of our water consumption and water pollution in our supply chains, and develop an associated action plan
- Reduce the use of chemical products in our supply chains, first and foremost during the transformation of the raw material
- Work on the types of dyes used in our collections and find other methods with less impact

Environment

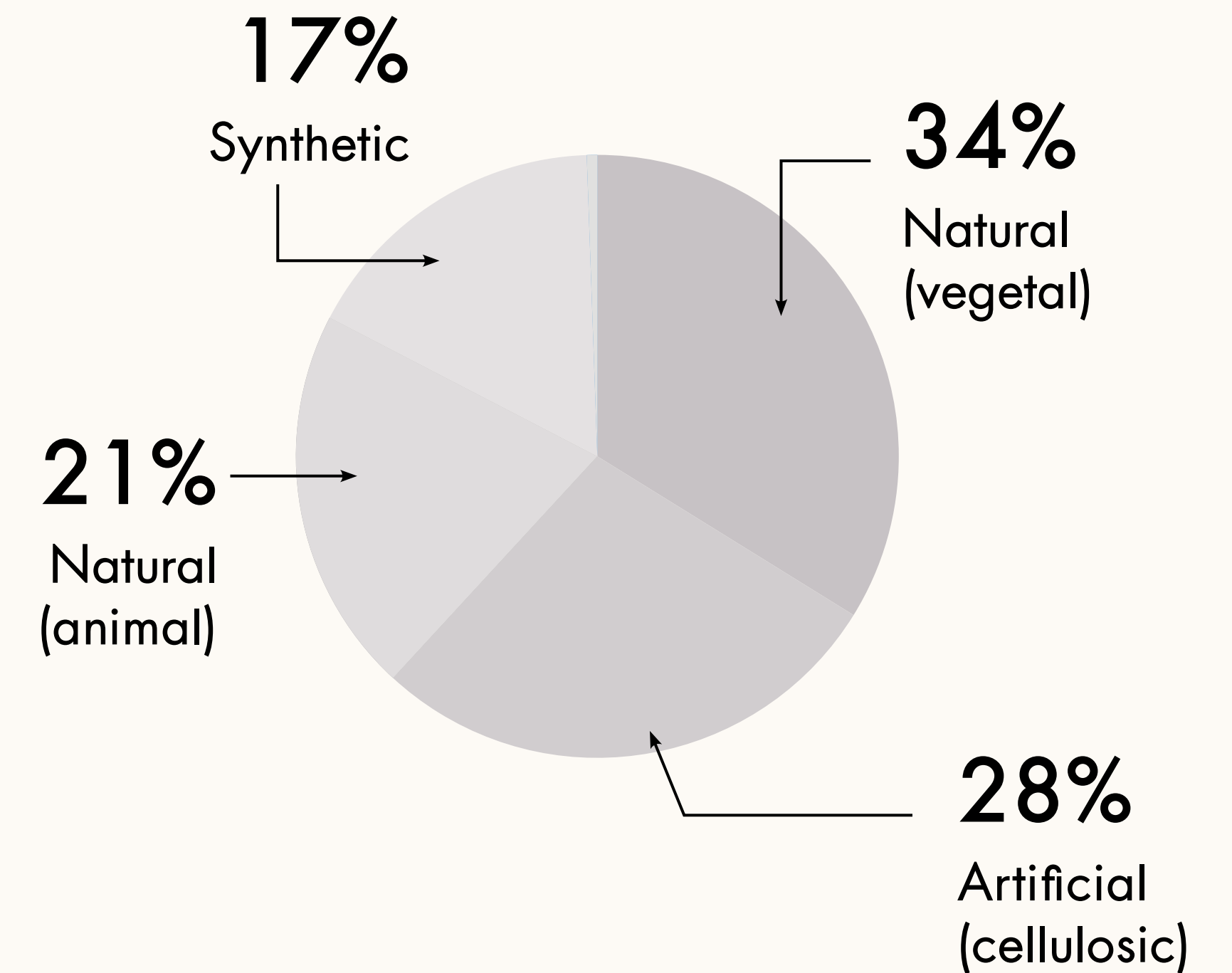
REDUCING OUR IMPACT

RAW MATERIALS



← In details Per family →

WHICH MATERIALS DO WE USE?



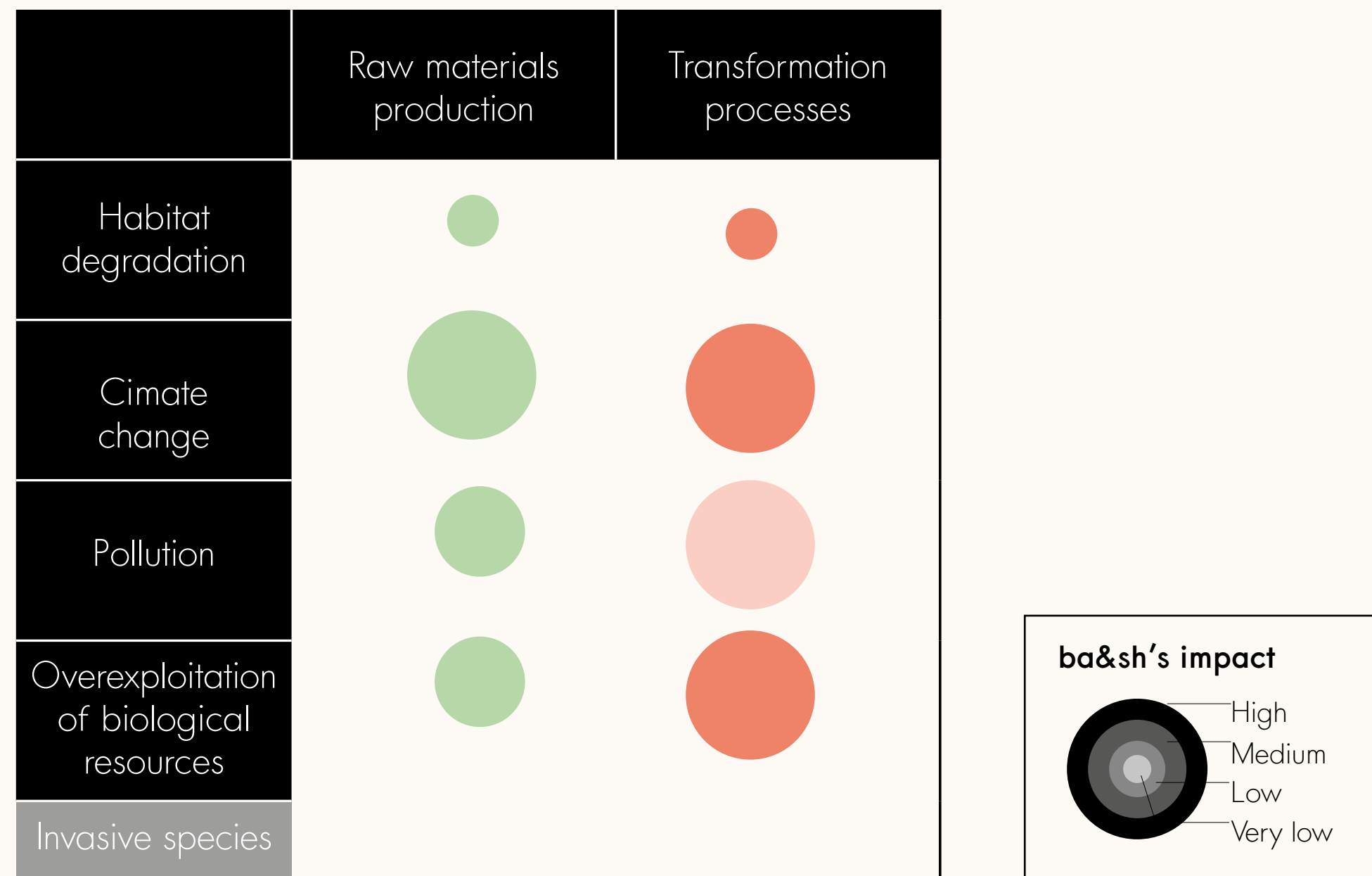
*Source: Carbon Footprint 2022, EcoAct
Calculations are based on material weight

Environment

REDUCING OUR IMPACT

Impacts on biodiversity

The production of our raw materials and the production and transformation steps involved in the manufacture of our items are also identified as having a significant impact on biodiversity:



Source: study of ba&sh's impacts on biodiversity 2021, conducted by I Care & Consult



Environment

REDUCING OUR IMPACT

Focus on sourcing restrictions and ba&sh standards

In 2022, we conducted a critical review of ba&sh’s sustainable sourcing strategy with our partner Pur Projet.

Our sustainable sourcing policy specifically includes sourcing restrictions at local level and by material. All teams involved in the ba&sh product chain are committed to ensuring compliance with these restrictions concerning the top four materials used in our collections:

Cotton	ba&sh has a ban in place on cotton from the Xinjiang region of China, Syria, Uzbekistan, Turkmenistan and any other region considered as at increased risk of forced labour and/or child labour and war zones.
Wool	<p>In line with its animal welfare policy, ba&sh strictly prohibits the practice of mulesing (ablation of part of the perineal hide of sheep) and any other mutilation practices in its supply chains.</p> <p>In this regards, ba&sh prohibits conventional wool from Australia where there is an increased risk of mulesing. The National Wool Declaration (NWD) cannot be considered sufficient proof given that the practice of steining is authorised.</p>
Viscose	<p>Owing to the increased risk of deforestation, viscose from the Amazon region (Brazil, Colombia, Peru, Bolivia), Gran Chaco (Paraguay, Argentina), Cerrado (Brazil), Choco-Darien (Colombia, Ecuador), the Maya rainforest (Mexico, Guatemala) and eastern Australia is prohibited by ba&sh.</p> <p>Viscose originating from Indonesia must be FSC-certified*.</p> <p>In 2021, ba&sh launched a partnership with the NGO Canopy. A signatory of the CanopyStyle initiative, ba&sh is officially committed to the preservation of endangered forests. Thus, all viscose fibres producers must be classed as ‘green shirt’ producers according to Canopy’s Hot Button Report. Each season, ba&sh works with Canopy to carry out audits of viscose fibre producers.</p>
Leather	<p>ba&sh strictly forbids the use of exotic leather. Any leather sourced must be a by-product of the meat industry.</p> <p>It cannot be sourced from the Amazon region (increased risk of deforestation), regions featured on the IBAMA embargo list (the Brazilian Institute of Environment and Renewable Natural Resources) or countries at war.</p> <p>ba&sh prefers to source its leather from European farms, particularly for bovine leather. This poses limitations in particular for goat leather, which does not feature in the European meat market.</p> <p>As far as the tanning stage is concerned, ba&sh favours tanning in Europe. The EU has certain regulatory guarantees, relating specifically to the use of chromium. Conversely, no international regulations exist on leather processing processes and chromium management; for example, Morocco and India have no legislation in terms of effluent management.</p>

Environment

REDUCING OUR IMPACT

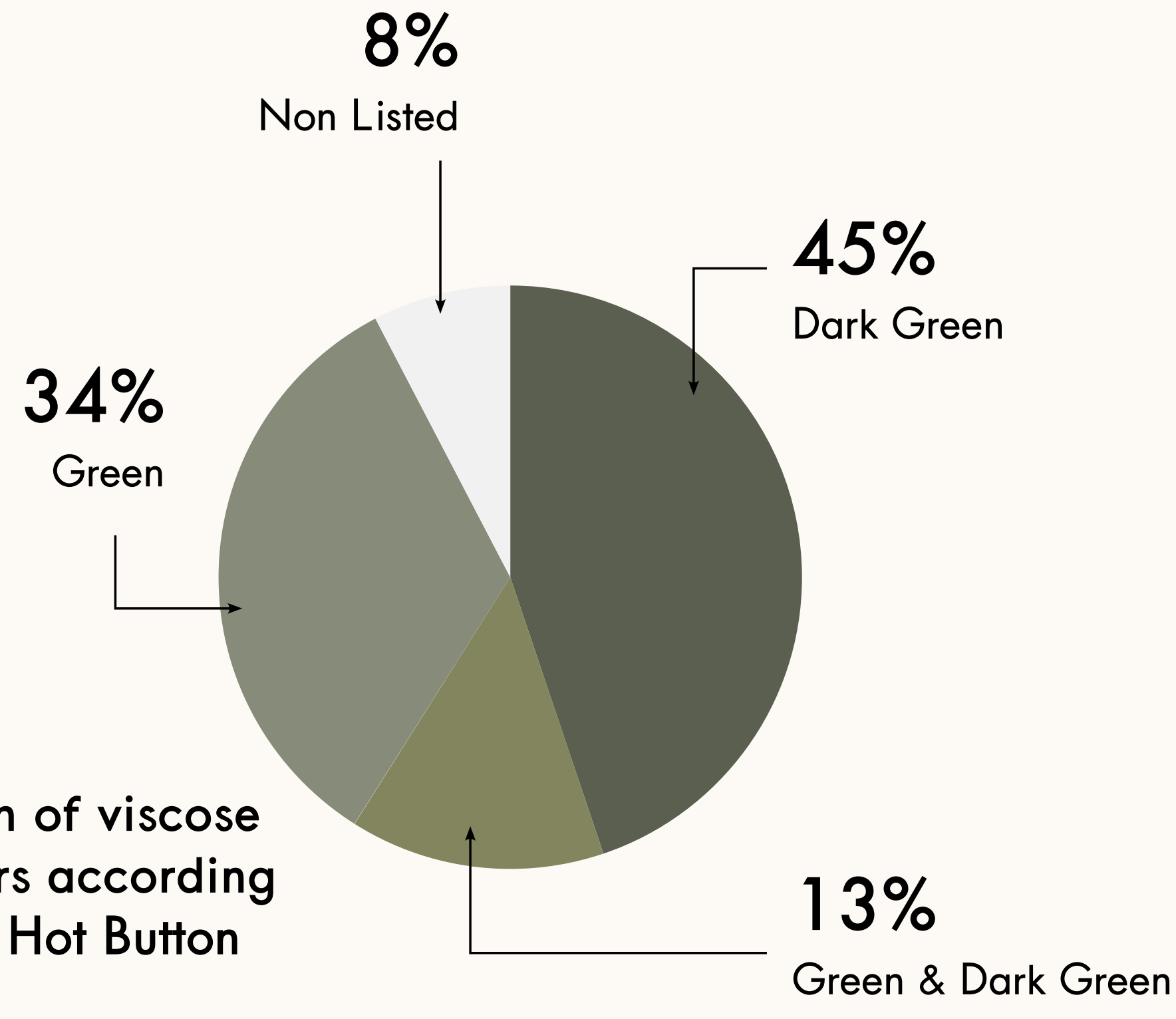
Canopy x ba&sh

Since January 2022, ba&sh has been a partner of the NGO Canopy and a signatory of the CanopyStyle initiative.

ba&sh works with Canopy to identify the viscose fibre suppliers (tier 3) within its supply chains each season, and has done so since the Autumn–Winter 2021 collection.

The preservation of forests is our primary objective. To guarantee this, we ensure that none of our viscose parts come from deforestation.

In the Autumn–Winter 2022 collection, 92% (of the quantity produced) of viscose fibres were 'Canopy-friendly', i.e. came from viscose producers classed as 'Green Shirt' producers according to the [Canopy Hot Button](#).



Classification of viscose fiber suppliers according to Canopy's Hot Button for 2022



92%
Canopy-friendly fibres for the Autumn–Winter 2022 collection

OBJECTIVES 2024

100% of the viscose fibres used in our collections will be sourced from 'Canopy-friendly' suppliers.

Environment

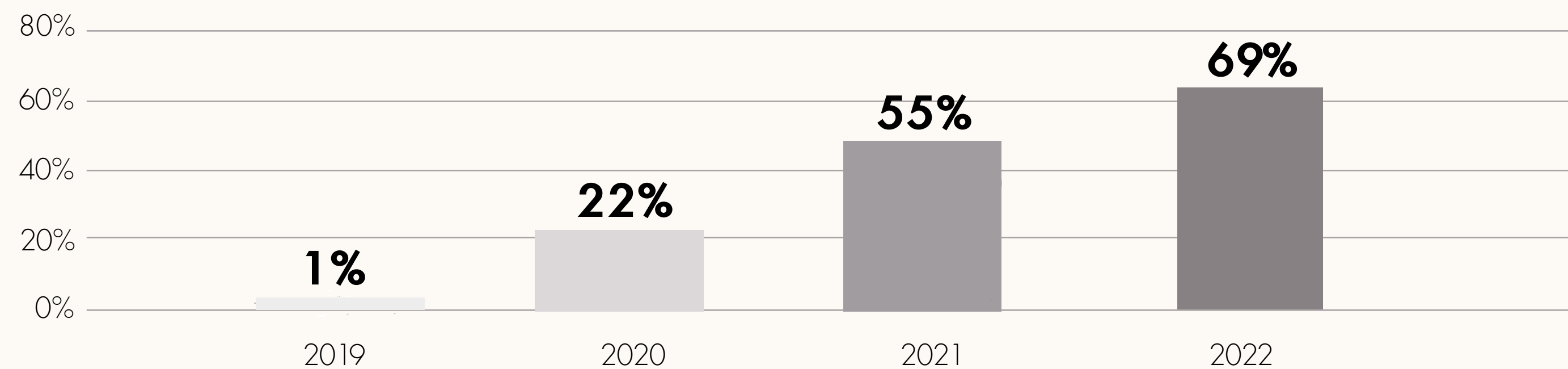
REDUCING OUR IMPACT

Proportion of ba&sh items made from at least 70% certified materials* and low impact materials (raffia, linen, hemp)

This is the result of the day to day work of ba&sh's teams.

To reduce our greenhouse gas emissions and limit our impact on biodiversity, we favour fibres from organic farming, certified sectors guaranteeing animal welfare and sustainable pasture management, recycled fibres and viscose made from wood pulp from sustainably managed forests.

* except for recycled fibres where the threshold is set at 40%

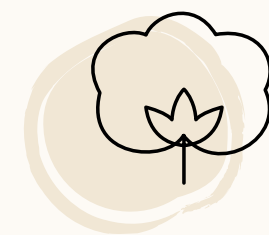


Environment

REDUCING OUR IMPACT

Certified materials (by 2022 for ready-to-wear)

(Autumn-Winter 2022, Spring-Summer 2023)



50%

of **cotton** is grown from in organic production (GOTS, OCS)



65%

of **viscose** comes from sustainably managed forests (FSC) and 14% of TENCEL™ Lyocell and Ecovero® from wood pulp and diluted with a natural solvent; these fibres have a lower impact than viscose in terms of CO₂e emissions generated, water and energy consumption



55%

of **wool** comes from a certified spinning facility that guarantees animal welfare and sustainable pasture management (RWS), was recycled (GRS) or grown organically (GOTS, OCS)



40%

of the **polyester** is of recycled origin

AUDITED INDICATOR

57% of the materials produced in 2022 were certified

Autumn-Winter 2022 and Spring-Summer 2023

Scope and methodology: This indicator was calculated taking into account all production sites that produced ba&sh items for the Autumn-Winter 2022 and Spring-Summer 2023 seasons. This scope is identical to that of the carbon footprint.

Given that the textile sector works on the basis of a staggered calendar, we have opted to analyse the seasons produced in 2022.

To find out more about these labels, please refer to annex 3

50%

of the materials used are cotton and viscose

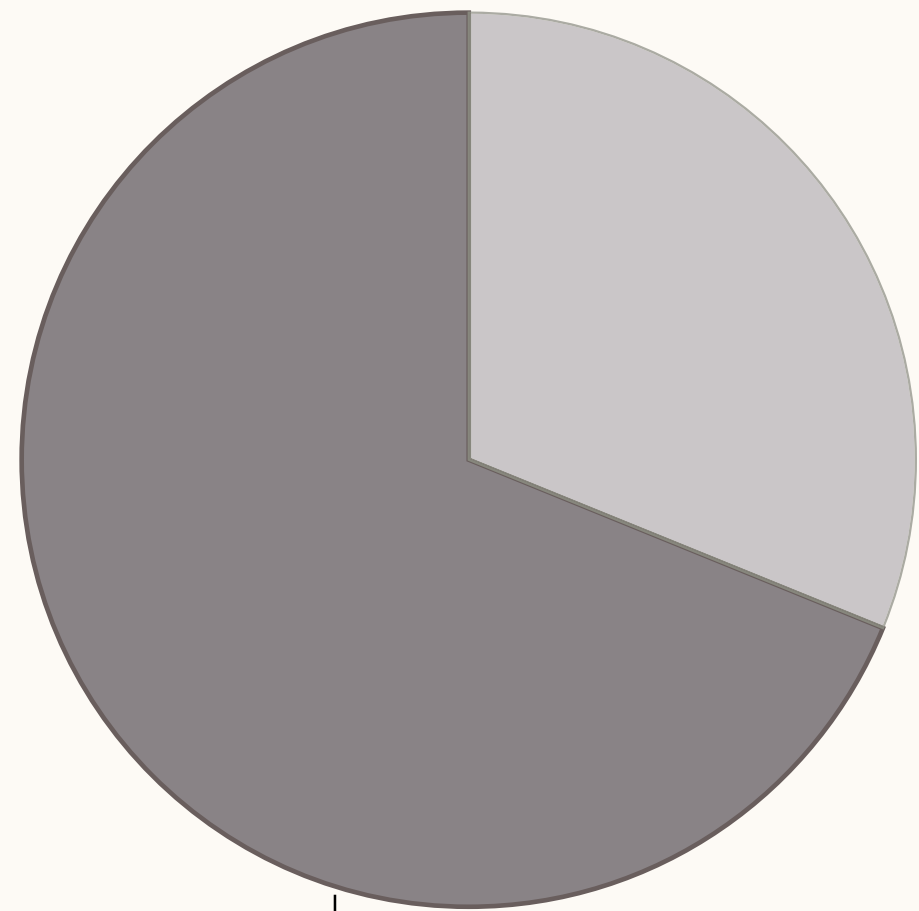
57%

of materials produced in 2022 are certified

Environment

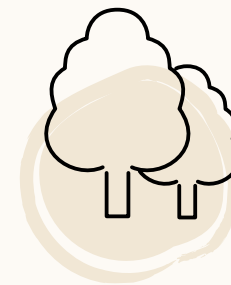
REDUCING OUR IMPACT

Focus on dresses



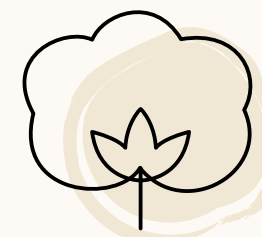
68%

of the materials used in our dresses are certified



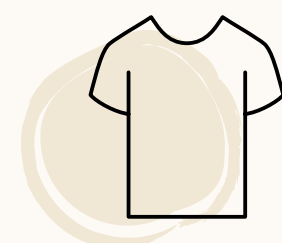
73%

of our **viscose** comes from sustainably managed forests (FSC) and 11% is **Tencel** and **Ecovero** made from wood pulp and diluted with a natural solvent; these fibres have a lower impact than viscose in terms of CO₂e emissions generated, water and energy consumption. Our dresses are made from **57%** viscose.



45%

of the **cotton** used is grown in organic production (GOTS, OCS).



52%

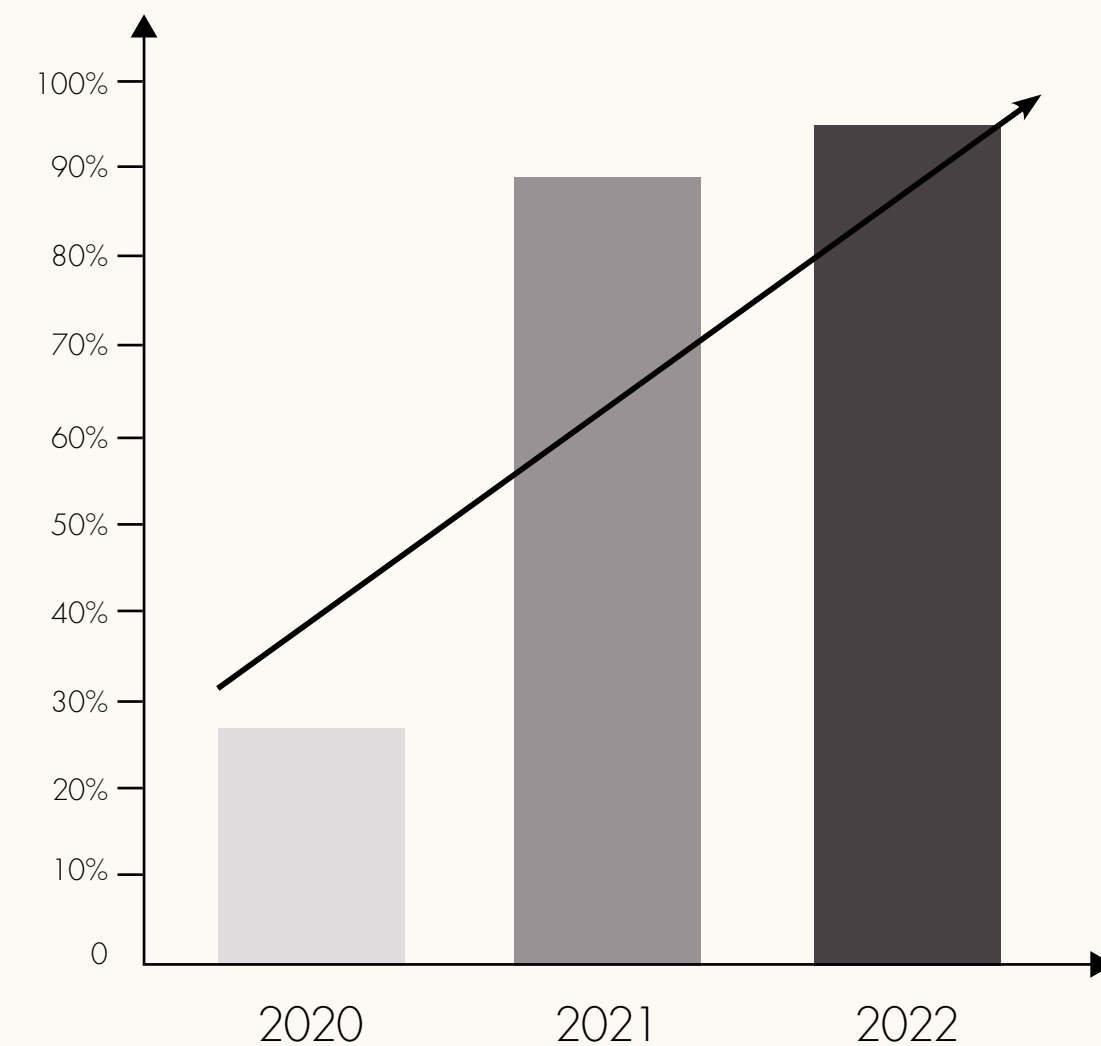
of the **polyester** used is of recycled origin.

Focus on leather

Thanks to the collective efforts of our teams, **95% of our leather items and accessories (leather goods, shoes, belts) comes from tanneries certified by the Leather Working Group (LWG)**; that's **6%** more than in 2021 and **68%** more than in 2020. The distribution of tanneries according to their gold, silver or bronze grade can be found in the section *Environmental performance of suppliers*.

ba&sh works with Italian and Spanish tanneries certified by the Leather Working Group, attesting to the environmental performance of the tannery (water consumption, energy, use of chemicals...)

Evolution of the share of LWG-certified tanneries



x3,5
between 2020
and 2022



Environment

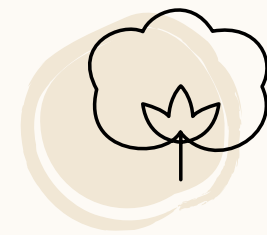
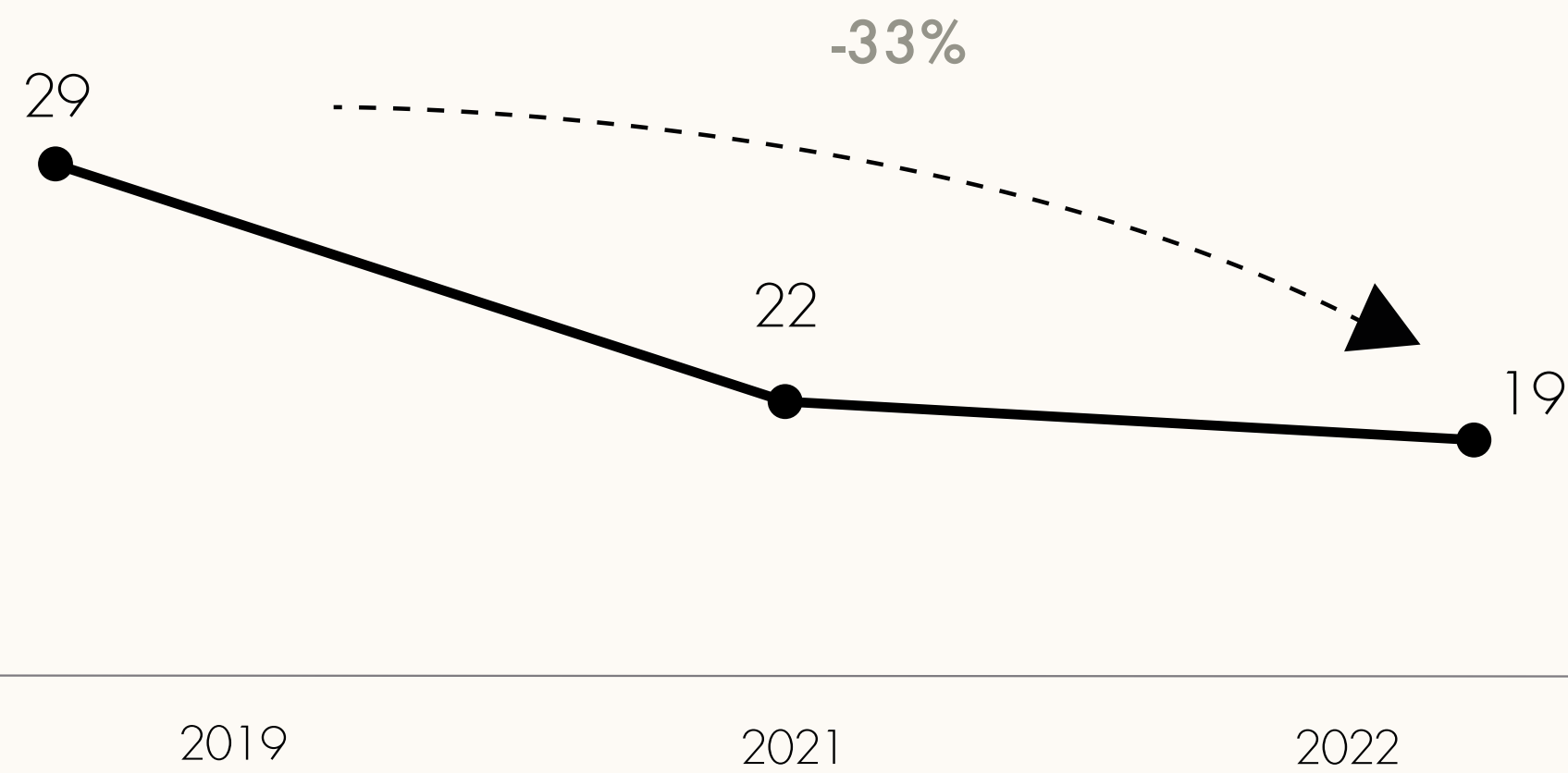
REDUCING OUR IMPACT

Carbon intensity of raw materials

Carbon intensity, i.e. the amount of carbon dioxide (CO₂) emitted from our material mix, decreased by 33% between 2019 and 2022, while the quantities of raw materials purchased increased.

The use of certified materials with less impact than conventional materials explains this decrease.

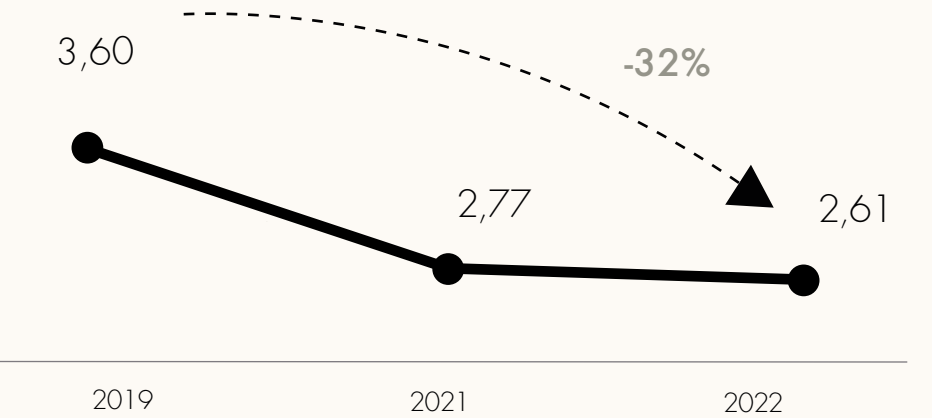
Carbon intensity of materials mix (kgCO₂/kg)



Cotton

The carbon intensity of cotton used in ba&sh collections **fell by 32% in comparison with 2019**. Our cotton items contain more organic or recycled cotton every year.

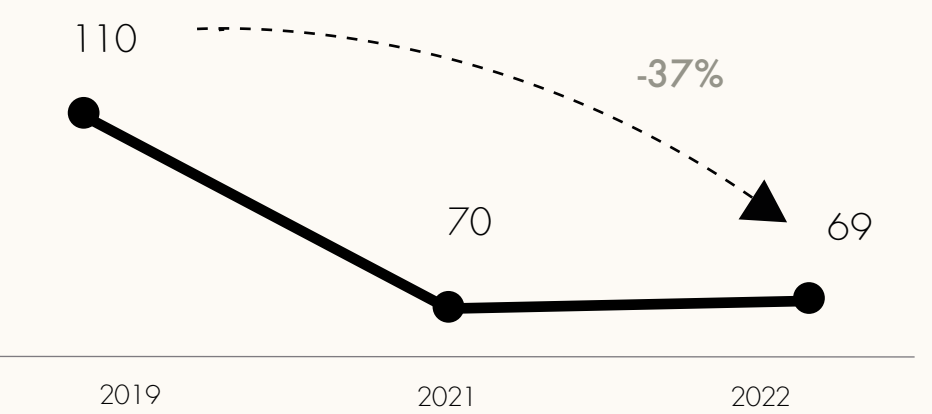
Overall cotton intensity (kgCO₂/kg)



Wool

The carbon intensity of wool used in ba&sh collections **has dropped by 37% since 2019**. Our woollen items contain more certified (RWS) or recycled wool.

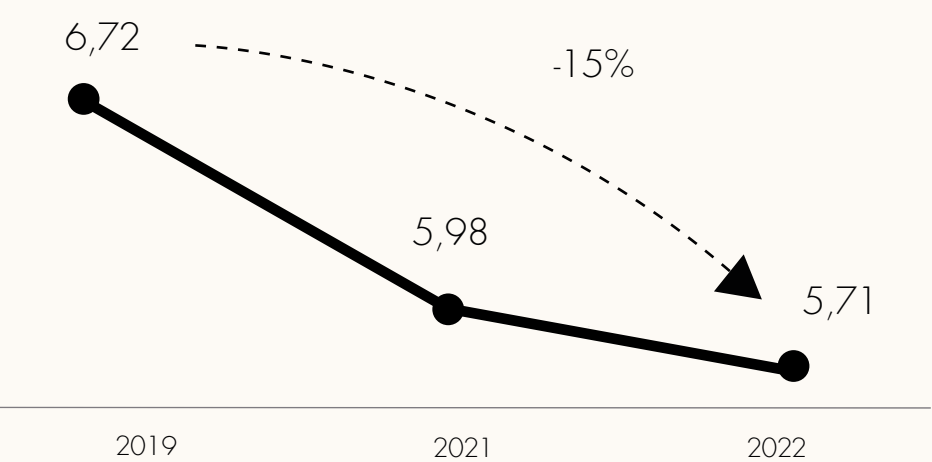
Overall wool intensity (kgCO₂/kg)



Polyester

We are continuing our efforts to reduce the use of synthetic materials. Polyester accounts for 11% of ba&sh's material mix (as a percentage of total weight) in the Autumn–Winter 2022 and Summer 2023 seasons. We use recycled polyester whenever possible. As such, the carbon intensity of polyester **has decreased by 15% since 2019**.

Overall polyester intensity (kgCO₂/kg)



With complete transparency, we use this material when the colour fastness or the drape requires it, especially for pleats where the viscose is not adapted. There are also different grades of polyester. Our teams carefully select each material used, including for recycled fibres.

Environment

REDUCING OUR IMPACT

OBJECTIVES - RAW MATERIALS

BY THE END OF 2023

75% organic or recycled cotton

100% FSC & Canopy-friendly viscose, of which 40% alternative viscose types Ecovero, Tencel, Modal

75% RWS, recycled (GRS) or organic (GOTS, OCS) wool

100% RMS mohair

20% RAS alpaca

100% recycled cashmere

100% leather from LWG tanneries

Less than 10% synthetic materials in ba&sh collections, 50% of which recycled (GRS, RCS)

BY THE END OF 2025

100% organic, recycled or regenerative cotton

100% FSC & Canopy-friendly viscose, of which 50% alternative viscose types Tencel, Ecovero, Modal, Circulose, Refibra, Enka, Naïa,...

100% certified wool, of which 30% RWS, 30% recycled (post-consumer), 30% regenerative wool, 10% French wool

100% RAS alpaca (2027)

100% post-consumer recycled cashmere

80% from LWG Gold tanneries, 20% from silver tanneries

Less than 5% synthetic materials in ba&sh collections, 75% of which recycled (GRS, RCS)

Environment

REDUCING OUR IMPACT

Animal welfare

At the end of 2022, ba&sh strengthened its animal welfare policy with animal protection NGO Four Paws. This document is an annex to the General Terms & Conditions of Purchase, which is signed by our suppliers every year.

It is based on the five fundamental freedoms defined by the Farm Animal Welfare Council (FAWC) and the World Organization for Animal Health (WOAH) and now also on the 5 Domains recommended by the Four Paws NGO in its Animal Welfare in Fashion report in 2021.

ba&sh's commitments in connection with animal welfare include:

- Ban on fur
- Ban on exotic leather (e.g. crocodile, snake)
- Ban on angora
- Ban on mulesing; a very common cruel mutilation practice used on sheep, originating mainly from Australia
- Exclusive use of recycled cashmere

🔍 OBJECTIVES 2023

- Reach 75% certified animal fibres
- Definitive ban on the use of feathers and/or down in ba&sh collections. This will come into effect from the Autumn–Winter 2023 collection, conceived and designed in 2022
- To go further in our commitment to a ban on mulesing, we intend to sign the Brand Letter of Intent of the NGO Four Paws
- Become a member of the Fur Free Retailer Program
- Become a member of the NGO Textile Exchange's Animal Fibers Round Table and Leather Round Table working groups, and the Leather Working Group's traceability working group, which addresses animal welfare issues in leather supply chains

🔍 OBJECTIVES 2025

ba&sh is committed to sourcing 100% certified animal fibres, guaranteeing animal welfare and sustainable pasture management; or recycled by 2025 (RWS, RMS, GRS) and 2027 for alpaca (RAS).



Environment

REDUCING OUR IMPACT

Transport

At ba&sh, transport is the second highest contributor. In 2022, it represented 12% of our global carbon emissions.

Three factors are essential in calculating the impact of transport :

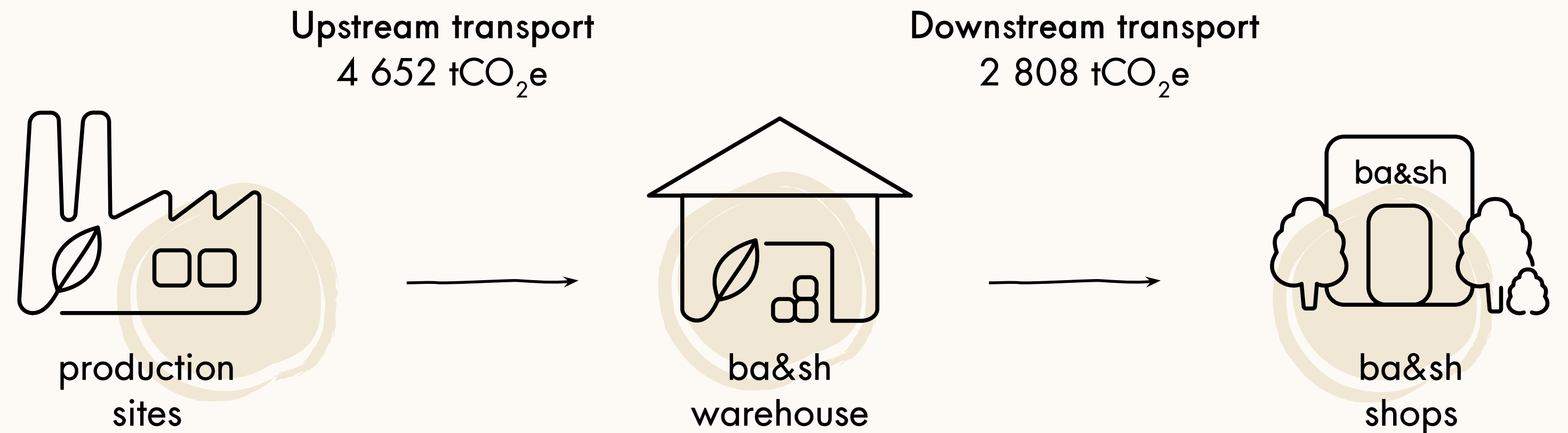
- **Weight:** the heavier the pieces, the greater the impact.
- **Distance:** the greater the distance travelled, the greater the impact.
- **Mode of transport:** different modes of transport have varying levels of impact on the environment. Air freight generates 205 times more carbon emissions than maritime freight and 21 times more than road freight*.

*Source: Source: Carbon footprint evaluation ba&sh 2022 conducted by EcoAct:
Air cargo, over 100 T, 1,000–3,500 km, with drag, mainland France, Base Carbone > Emissions factor: 1.73815
Articulated, 34 to 40 T, road diesel, 7% biodiesel, mainland France, Base Carbone > Emissions factor: 0.0823
Container ship, Dry, average value, mainland France, Base Carbone > Emissions factor: 0.00847

Our transport flows are divided into two categories: upstream and downstream. Upstream refers to transport between our production sites and our ba&sh warehouse, located in Ile-de-France, France. Downstream means delivery of our pieces to our stores and to our customers who order via our ba-sh.com website.

The high proportion of emissions from inbound transport is partly explained by the variety of countries in which our suppliers are based.

Breakdown of CO₂e emissions by flows transport (upstream and downstream)



Environment

REDUCING OUR IMPACT

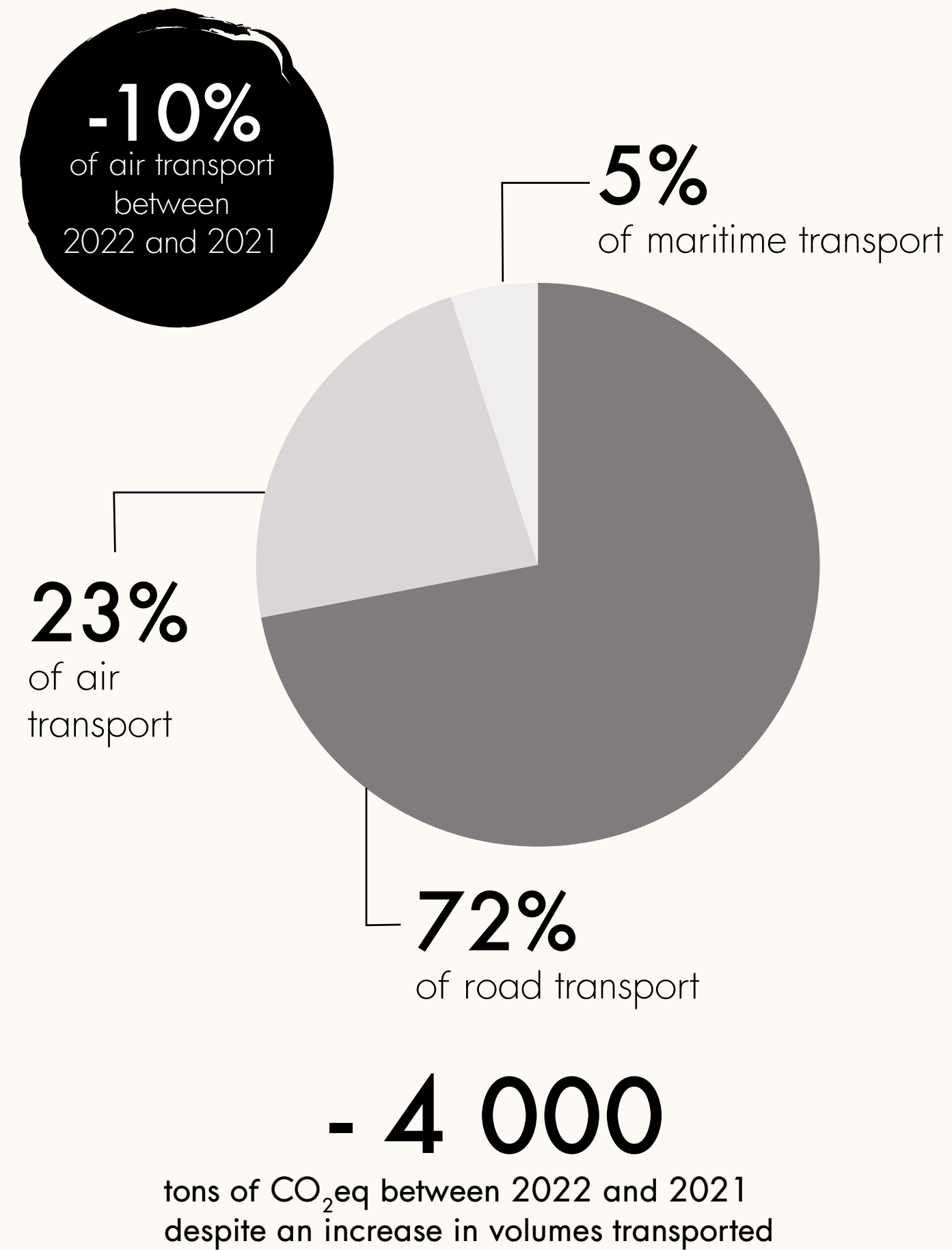
AUDITED INDICATOR

Breakdown of transport modes in 2022: 72% road, 23% air, 5% maritime

Scope: All transport flows in 2022 were included.

- Upstream comprises pieces arriving at our warehouse between 1 January 2022 and 31 December 2022.
- Downstream flows comprises parts dispatched by our suppliers between 1 January and 31 December

Modal split in 2022



Environment

REDUCING OUR IMPACT

Why did our share of air transport rise between 2019 and 2021?

The COVID-19 pandemic had numerous repercussions for ba&sh, particularly on its supply chain. The closure of sales outlets and factories disrupted our logistics operations. Delivery times also lengthened considerably, and the sudden resumption of operations following the lockdowns forced us to rely on air transport rather than maritime transport. This adaptation was necessary in order to meet the supply deadlines of the stores in a challenging scenario. As soon as the international circumstances made it possible, we readjusted our transport mix by reducing the share of air transport.

In 2022, ba&sh set itself targets for reducing CO₂eq emissions generated by upstream transport, which represents 12% of ba&sh's transport footprint.

Our two main levers of action to achieve these targets for upstream transport:

- **Modifying the purchasing calendar:** the product chain teams are gradually changing the way they work and how they design pieces. By conceiving the collections earlier in the year, we can plan for longer transport times. This enables us to prioritise transport by sea and road rather than air. This approach has been in place since the Autumn–Winter 2023 season.
- **Relocation of production from nearby countries:** 70% of production from nearby countries by 2025 and 30% from further overseas by 2026 in terms of the number of items. This will effectively reduce the distance that our pieces travel before arriving at our warehouse

In 2022, to step up the reduction of our upstream transport footprint, ba&sh also launched a project to collect data and improve traceability. Our aim is to clearly identify the carriers we use, to introduce the internal publication of a monthly report on all our flows from our suppliers and to continuously improve the quality of our data in order to give us the greatest accuracy possible in terms of our flows and the impact of our transport.

In 2021, conservative estimates were used to calculate the carbon footprint of our transport. The reduction of about 4,000 tCO₂e between 2022 and 2021 is attributable to the improved quality of the data in 2022.

OBJECTIVES 2023

In order to go further, in 2023 ba&sh will join the FRET 21 program and work on identifying levers to be used in downstream transport and formalise a related transport action plan to be completed by the end of 2025. Levers already identified include:

- Introduction of standard delivery throughout Denmark, the Netherlands, Germany and the UK
- Introduction of delivery relay point (delivery to collection points) in France, Germany and the UK
- Implementation of the last kilometre by bicycle in inner Paris
- Use of alternative fuel for 20% of our Colissimo fleet

Implementation of all the levers over a three-year period would enable a 40% reduction in CO₂e emissions in the scope defined in the FRET 21 initiative.

Environment

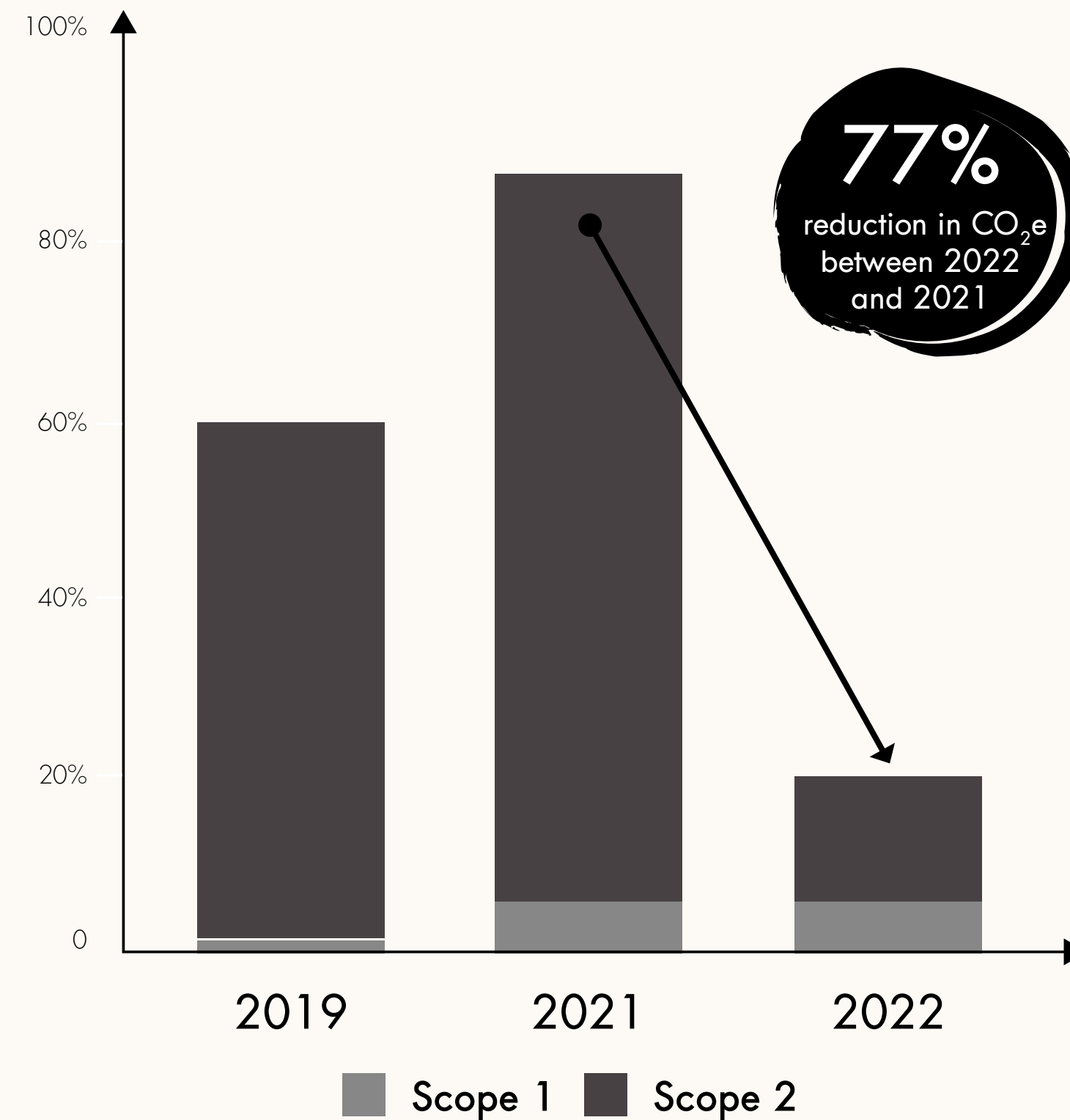
REDUCING OUR IMPACT

Infrastructure (stores, head offices, warehouse)

Between 2022 and 2021, our greenhouse gas emissions for Scopes 1 and 2 (i.e. ba&sh direct emissions) were reduced by 77%.

Between 2019 and 2022, the carbon intensity of ba&sh's electricity mix was significantly reduced by 64% through our greater proportional use of renewable energy.

The following sections detail our actions taken to achieve this reduction.



Environment

REDUCING OUR IMPACT



Stores

To calculate the carbon footprint of our stores, four sources of emissions are considered:

- Electricity consumption
- Air conditioning and heating
- Waste
- Your journey to our stores

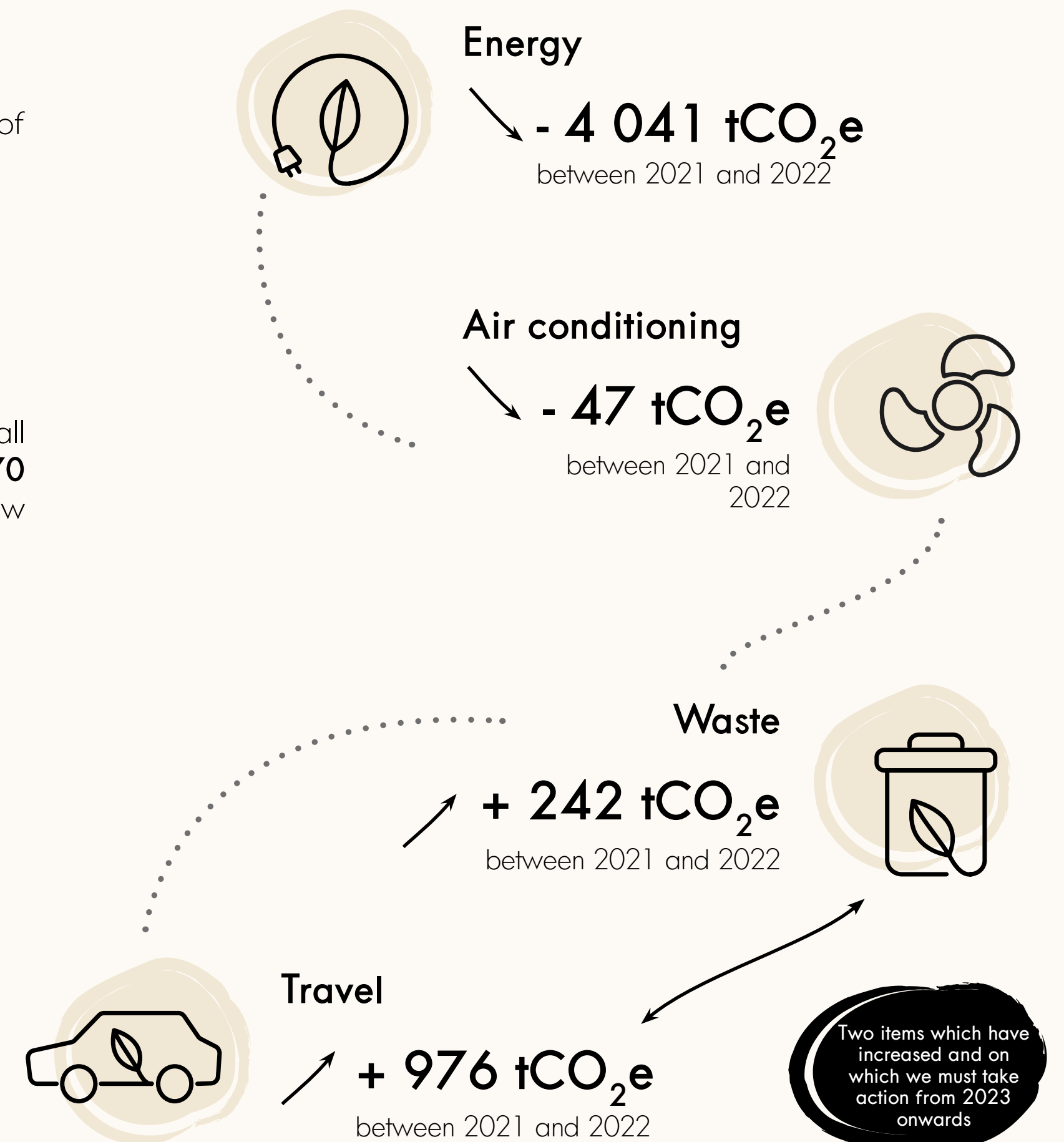
In 2021, the impact of our stores accounted for **11%** of our overall footprint versus **8.5%** in 2022, which means a reduction of **2,870 tonnes of CO₂e**, or the equivalent of two flights from Paris to New York or 28 car trips from Paris to Lyon*.

* 2,870 tonnes = 12,480 km by plane. The distance between Paris and New York is 5,836 km
2,870 tonnes = 13,189 km by plane. The distance between Paris and Lyon is 466 km.

Source: <https://datagir.ademe.fr/apps/impact-co2/>

How was the reduction made between 2021 and 2022?

- The switch to renewable electricity for 97 stores in 2022, equivalent to 31% of our stores
- Increasingly accurate data collection every year, thanks to ongoing work by ba&sh teams



Environment

REDUCING OUR IMPACT

Responsible stores policy

In 2022, ba&sh set out to implement a plan for the eco-friendly transformation of its stores, in particular in the choice of eco-friendly materials for their construction.

To help achieve this objective, a charter for environmentally friendly stores was produced in the same year. This best practice guide for both existing and newly opened stores is available to all teams involved in the transformation of our stores, as well as to our sales teams: choice of materials, energy consumption, air conditioning, furnishings, waste management, etc. All the key elements of our stores are set out, along with recommendations.

The charter also includes clear instructions that comply with the regulations that apply in the countries where our stores are located. These recommendations are frequently reiterated to sales teams: optimum temperature in stores, heating, air conditioning, window and point-of-sale lighting switched off at night, doors closed if heating or air conditioning is on, etc.

In 2023, ba&sh aims to continue to apply the recommendations of the stores charter.

Energy

In order to cut the direct emissions generated by ba&sh's activities, we have taken steps to reduce energy consumption at our stores.

In 2021, almost 100% of our stores were equipped with LEDs, a form of lighting that consumes three times less energy than traditional low-energy light bulbs and nine times less than incandescent bulbs.

In 2021, ba&sh targeted supply of 100% of its stores in countries with a carbon-emitting energy mix* with renewable energy by the end of 2022.

*Countries with a carbon-emitting energy mix China, Germany, Belgium, Denmark, Spain, Luxembourg, Netherlands, Portugal, UK, US, Canada

The partial objective: **by the end of 2022, 20% of stores worldwide (Belgium, Denmark, Spain, the Netherlands and Portugal) will be powered by renewable energy out of the total number of stores in countries with a carbon energy mix.**

This represents a 20% reduction in CO₂e emissions versus 2021.

The fact is that ba&sh has faced several obstacles that have hampered its ability to achieve this target. The two main ones:

Reliability of contracts and renewable energy certificates in certain countries

Impossibility in the short term of modifying our contracts for our stores in shopping centres, for example in China



🔍 OBJECTIVE 2023

We will continue to work towards achieving our target of 100% by the end of the year.

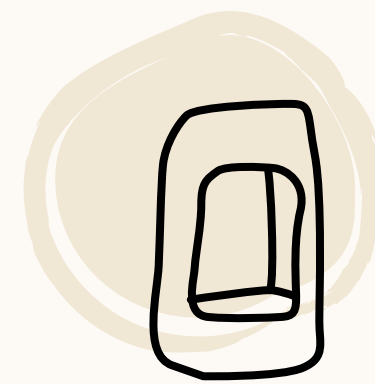
Environment

REDUCING OUR IMPACT

New stores

In 2022, ba&sh opened 15 new stores. ba&sh prioritises opening in existing locations by taking over premises or setting up in unused spaces in shopping centres.

Did you know? Construction of new sites on virgin land has a harmful effect on the environment and more specifically on biodiversity: destruction of habitat, land artificialisation, creation of obstacles to the movement of other species, generation of noise and light pollution.



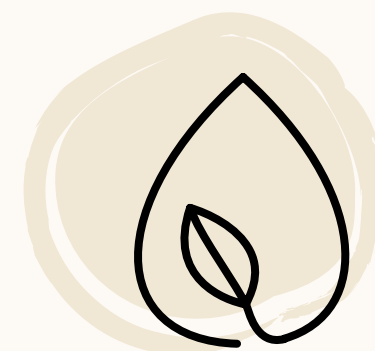
Scenery

Display scenery from our shops windows and various marketing events organised by ba&sh is donated to the association La Réserve des Arts. This organisation serves as a link between designers and the business world, with the aim of creating a virtuous circle in the circular economy. The scenery is recovered, modified if necessary, and then reused by designers, scriptwriters and art school students.



Waste

ba&sh is to work on recycling and/or upcycling waste generated by stores (cardboard, paper, etc.). This will begin in 2023 with the introduction of polybag recycling at stores in France.



Water

In 2023, work will start on collecting data on water consumption at our stores. In a second phase, ba&sh will draft a plan to reduce water consumption at all its stores.

🔍 OBJECTIVES 2023

- Continue to implement the recommendations of the ba&sh eco-friendly stores charter from the construction stage of a store
- Switch 100% of our stores to renewable energy in countries with a carbon-intensive energy mix
- Introduce polybag recycling at 100% of our stores in France
- Collect data on water consumption at all our stores

Environment

REDUCING OUR IMPACT



Head offices

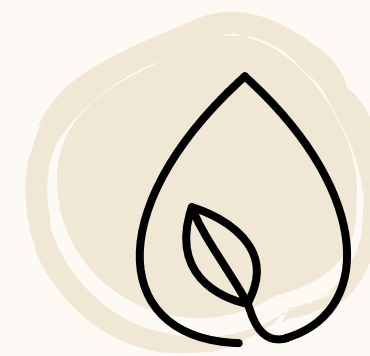


Waste

For the sorting and recycling of our waste at our Paris head offices, we set up a partnership with Lemon Tri in 2021.

Lemon Tri is a BCorp-certified social economy organisation. Its subsidiary, social integration company Lemon Aide, is responsible for collecting, packaging and sending our waste to eco-friendly outlets. This partner recycles 100% of our waste in France. Our waste is collected on a weekly basis (paper and cardboard, bottles and cans, paper cups, glass, other waste).

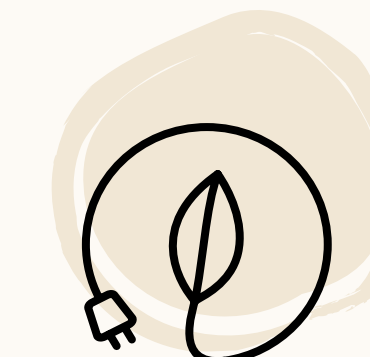
In 2022, 3.2 tonnes of waste were collected from our offices and recycled, saving 67,000 litres of water, 7.5 tonnes of raw materials and 15,000 kWh of energy.



Water

The data collection work on water consumption to be carried out in 2023 for ba&sh sales outlets will also be completed for all our offices.

Our aim is to obtain an accurate picture of our consumption in order to implement a reduction plan.



Energy

We have a classic electricity contract for our offices in France, based on the French energy mix, which consists mainly of nuclear energy, a low-carbon energy source.

Our offices in the US and China are also supplied via conventional electricity contracts based on the energy mix in those countries. In contrast to France, the energy mix in these two countries is based on carbon.

OBJECTIVES

2024

100% renewable energy for our offices in France

2025

100% renewable energy for our offices in the US and China

Environment

REDUCING OUR IMPACT

Warehouse

Our warehouse is "High Environmental Quality" (HEQ) certified, level excellent

Located north of Paris in Louvres, it is the hub for all our logistics activities.

95% of the site's waste was recycled while it was being built. The toilets are fed from rainwater collection tanks. The natural lighting is optimised in the warehouse via continuous window. In order to limit soil and water contamination, ponds have been installed around the warehouse. The water is treated by means of reeds and rhizome plants. A photovoltaic power plant was due to be installed on the roof of the building in 2023, but as a result of work 'delays this will be installed at a later date.

Zoom on the HEQ certification

HEQ ("High Environmental Quality") certification strikes a balance between respect for the environment, quality of life and economic performance during construction of a building. Created in 2004, rather than a collection of standards, HEQ is a set of objectives defined at the design stage

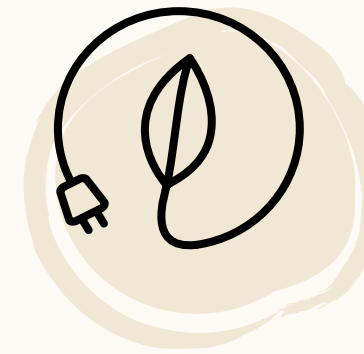
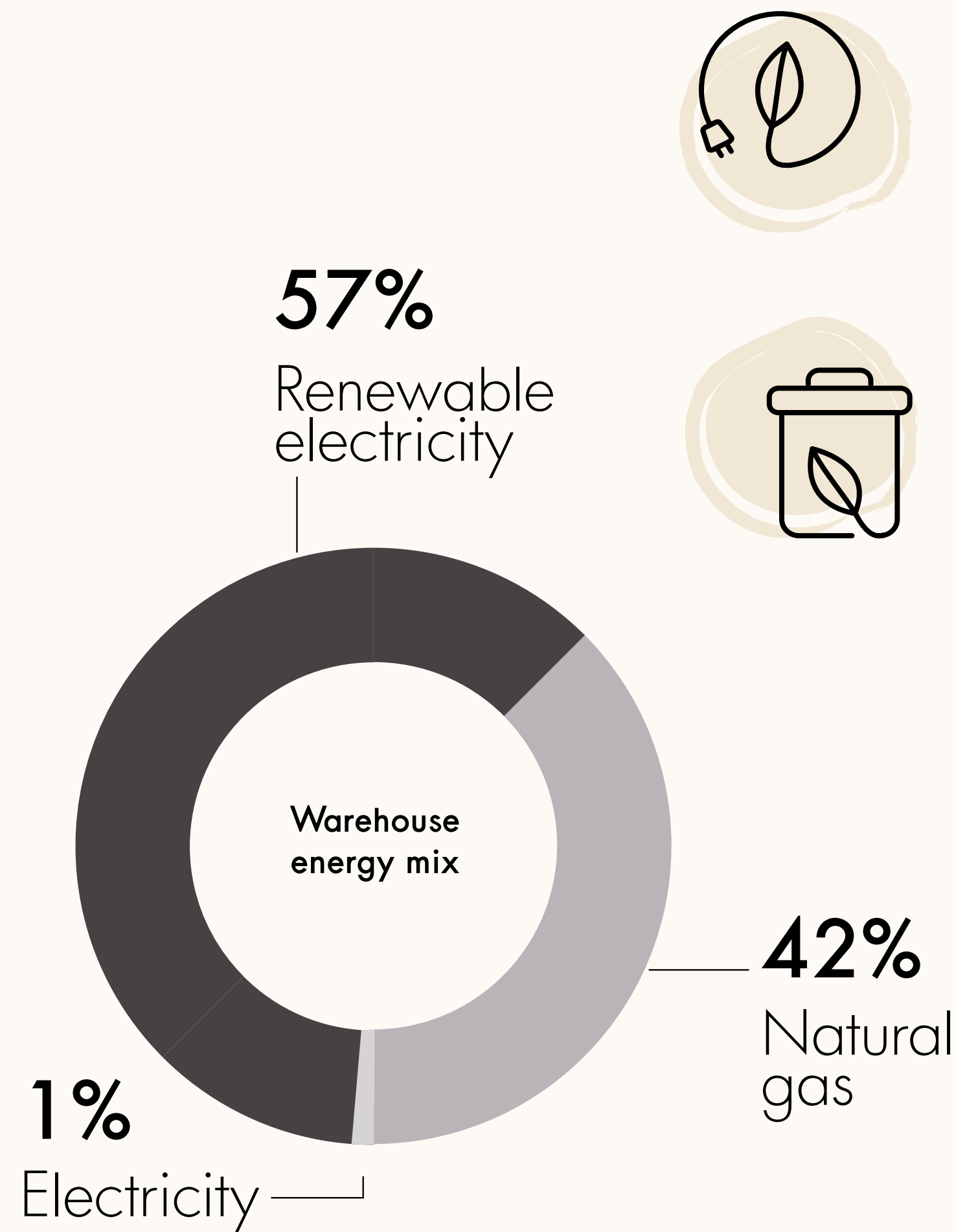
The HEQ approach comprises four themes:

- **Eco-construction goals:** harmonious relationship between the building and its immediate environment, integrated choice of construction processes and materials, low- nuisance construction sites
- **Eco-management goals:** energy management, water management, waste management, repair and maintenance management
- **Comfort goals:** hygrothermic, acoustic, visual, olfactory comfort
- **Health goals:** sanitary conditions for spaces, air, water



Environment

REDUCING OUR IMPACT



Energy

Since 2022, our warehouse has run on electricity from renewable sources (58%) and gas (42%).



Waste

The waste generated from ba&sh's logistics activities in our warehouse is collected for recycling by the company Paprec (plastic, paper, cardboard and non-hazardous industrial waste).

Waste generated by employees is collected and recycled by Lemon Tri, a company already used by ba&sh for its Paris headquarters.

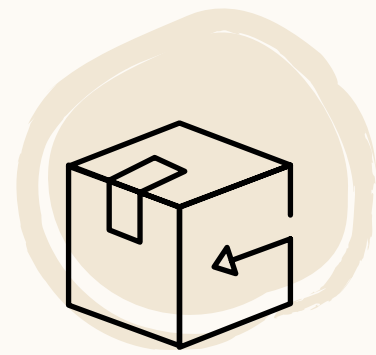
🔍 OBJECTIVE 2023

we will take out a BIO GAS contract. Our warehouse will thus be entirely powered by carbon-free energy sources.

Environment

RECYCLING AND UPCYCLING

Paper & cardboard



In January 2022, ba&sh signed up to the Pack4Good initiative from the NGO Canopy. ba&sh is committed to the preservation of forests and the combating of deforestation as part of its paper and cardboard sourcing.

ba&sh avoids sourcing from companies that illegally exploit forests, from tree plantations created after 1994 within natural forests, from areas exploited in violation of the rights of local peoples and communities without their voluntary, prior and informed consent, and from other controversial suppliers.

ba&sh is committed to encouraging its suppliers to reform their practices and is reassessing its relationship with them if the brand's requirements are not met.

— Our retail bags are made from 80% recycled paper and are FSC-certified

— Our e-commerce boxes are made from 100% recycled paper and are FSC-certified



AUDITED INDICATOR

93% of the packaging used at ba&sh is made from at least 50% recycled paper.
58% of this packaging is FSC or PEFC-certified.

Scope and methodology: We took into account all our B2C packaging (intended for customers) and B2B packaging (used in our warehouse). This indicator was calculated in volume (total weight). Excluded from the analysis:

- Paper reels used for bank terminals at our stores in the US and Canada due to a lack of data.
- Wooden pallets used in our warehouse, which were deemed irrelevant for this analysis.

Environment

RECYCLING AND UPCYCLING

PROGRESS WE MADE IN 2022:

- Silk paper used to wrap our pieces, made from virgin paper in 2021, will be made from 100% recycled paper.
- Stickers previously made from 30% recycled paper are now made from 100% recycled paper.
- Our return conditions cards have been eliminated from our e-commerce parcels; these are now available electronically on our website. This will enable us to save more than three tonnes of paper.

OBJECTIVES 2023

100% of packaging to be made exclusively from recycled and FSC-certified paper and cardboard, meaning that it comes from sustainably managed forests.

Environment

RECYCLING AND UPCYCLING

Plastic

Plastic releases micro-particles throughout its lifecycle, polluting soil, water and air. Reducing the quantity of plastic is a priority, either by eliminating it or by switching to an alternative material such as paper. As a last resort, where no alternative is possible, we use recycled plastic.

In 2022, ba&sh changed the composition of several of its plastic packaging products.

Our polybags, originally made from several plastics, are now made of 100% recycled LDPE monomaterial, making them much easier to recycle. A polybag is a plastic bag used to transport and protect pieces. At ba&sh, polybags make up 87% of the plastic packaging we use. Switching to recycled plastic polybags saved 140 tonnes of virgin plastic.

Before this decision, we carried out a six-month study with the firm Circul'R to examine all the options available to us. The possibility of using a bio-based, compostable polybag was explored in depth. However, we decided not to invest in this area, for two main reasons:

- The impact of the bio-based materials proposed was limited. No lifecycle analysis exists to compare with recycled plastic.
- The composting sector is still underdeveloped.

Furthermore, ba&sh is limited by very tight constraints due to its mechanised warehouse and was unable to switch to a paper-based solution.

We therefore opted for 100% recycled plastic, the best option to date given our constraints. We recognise that this decision is just the first step in identifying a more sustainable solution.

In 2022, only 12% of our packaging is still made from virgin plastic.

AUDITED INDICATOR

87% of plastic packaging consists of at least 30% recycled plastic

Scope and methodology : We took into account all our B2C packaging (intended for customers) and B2B packaging (used in our warehouse). This indicator was calculated in volume (total weight).

🔍 OBJECTIVE 2023

0% virgin plastic



Our polybags, originally made from several plastics, are now made from 100% recycled LDPE, making them easy to recycle.

Environment

RECYCLING AND UPCYCLING

Goodies

Reducing the amount of waste that we generate is a priority at ba&sh and this also applies to our goodies. Goodies are objects occasionally created by ba&sh for events, such as tote bags, mugs, candles and notebooks.

All our goodies are required to comply with our goodies charter, created in 2021. Our guidelines prohibits the manufacture of goodies that are single-use, non-reusable (with the exception of food and drink), made from virgin plastic or textile materials that are not labelled in countries where ba&sh does not produce.



Environment

ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS

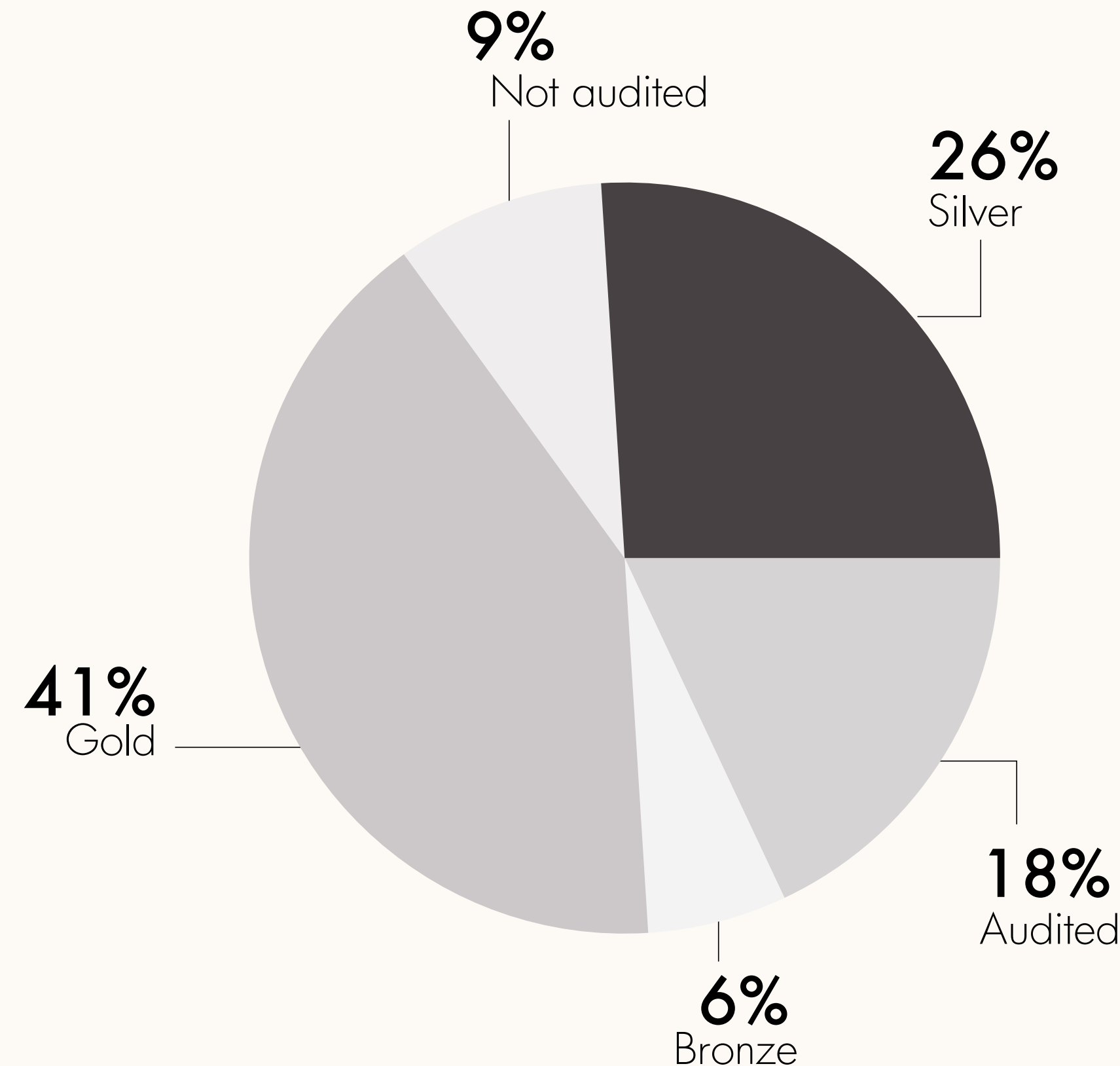
LWG tanneries

LWG (Leather Working Group) certification is a standard for certifying tanneries to guarantee its sustainability and environmental and social responsibility. The assessment protocol considers a number of criteria, including water management, waste management, energy consumption, air quality and the company's social commitment.

A LWG-audited tannery provides us with a guarantee that our carbon footprint and the impact on biodiversity at the leather tanning stage is reduced.

LWG-certified tanneries are classified according to their level of compliance with the protocol: Gold, Silver or Bronze.

Breakdown of LWG certifications
(spring-summer 2022, autumn-winter 2022)



AUDITED INDICATOR

91% of tanneries were LWG-certified in 2022
Autumn–Winter 2022 and Spring–Summer 2022

Scope and methodology: This indicator was calculated for the Autumn–Winter 2022 and Spring–Summer 2022 seasons. All tanneries with which ba&sh worked over the two seasons were taken into account. Only pieces with leather as the main material were considered. Pieces with a very low leather content were excluded from the analysis (e.g. leather insert on a dress or pullover).

OBJECTIVES

2023

100% of leather from LWG-certified tanneries

2025

80% from LWG Gold tanneries, 20% from silver tanneries



Environment

ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS

Denim laundries

Reducing the impact of the ba&sh denim stripping process








In 2022, ba&sh worked on reducing the environmental impact of its denim models that are renewed over several seasons.

In order to reduce this impact, two key courses of action have been identified:

- **Use of certified materials**, in particular GOTS or OCS organic cotton. This guarantees that no chemicals have been used in cotton production or in other stages of production, and that no seeds from genetically modified organisms (GMO) were used.
- **Low-impact washing**: reduced consumption of energy, water and chemicals. More environmentally-friendly alternatives exist: laser washing, ozone washing, etc.

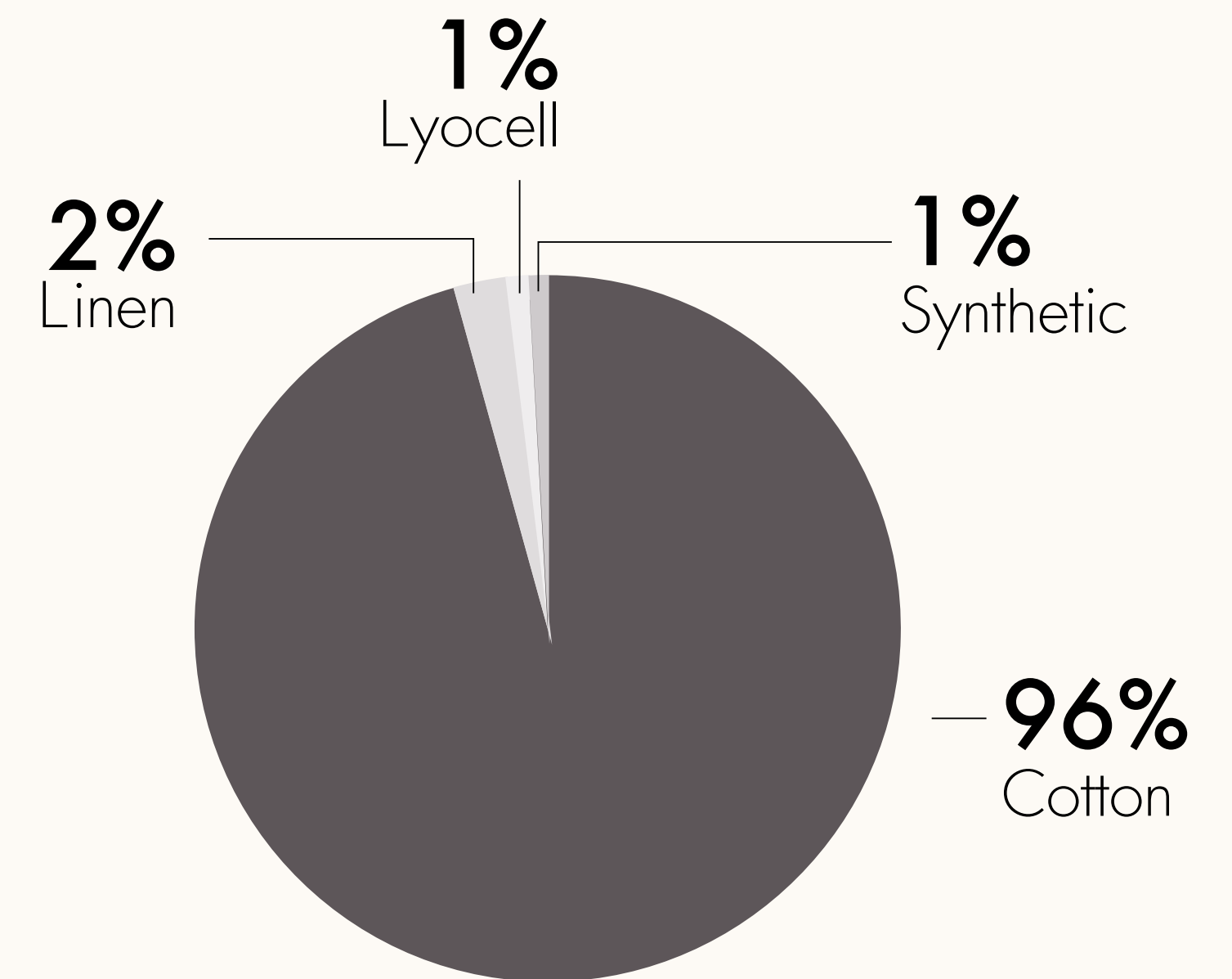
ba&sh took the EIM scores as its reference and point of departure. **The EIM (Environmental Impact Measuring) score** is calculated using software developed by Jeanologia and the University of Valencia in Spain. Designed for laundries and finishers, this software **measures the environmental impact of textile production according to four criteria: use of water, energy, chemicals and workers' health.**

A low EIM score indicates a dramatic reduction in the use of chemicals (low: 0 to 25, high: more than 50), water (low: up to 35 litres vs more than 80 litres) and energy (low: up to 2kWh vs. more than 4 kWh for a high score).

1	2	3
Assess the environmental impact in four individual categories:	Benchmark the results against a defined Environmental Threshold	Classify the process depending on the EIM score
 Water Consumption l/kg of garment	0-35 35-80 +80	 0-33 Low Impact
 Energy Consumption KW.h/kg of garment	0-2 2-4 +4	 34-66 Medium Impact
 Chemical Impact	0-32 34-66 +66	 +66 High Impact
 Workers' Health	0-13 14-29 +29	

Source: Jeanologia

Zoom: Denim (Autumn–Winter 2022, Spring–Summer 2023)



98%
of our denim is made from natural materials (cotton or linen)

54%
of the cotton used is organic

84%
of our denim is produced in Turkey and 16% in Tunisia

Environment

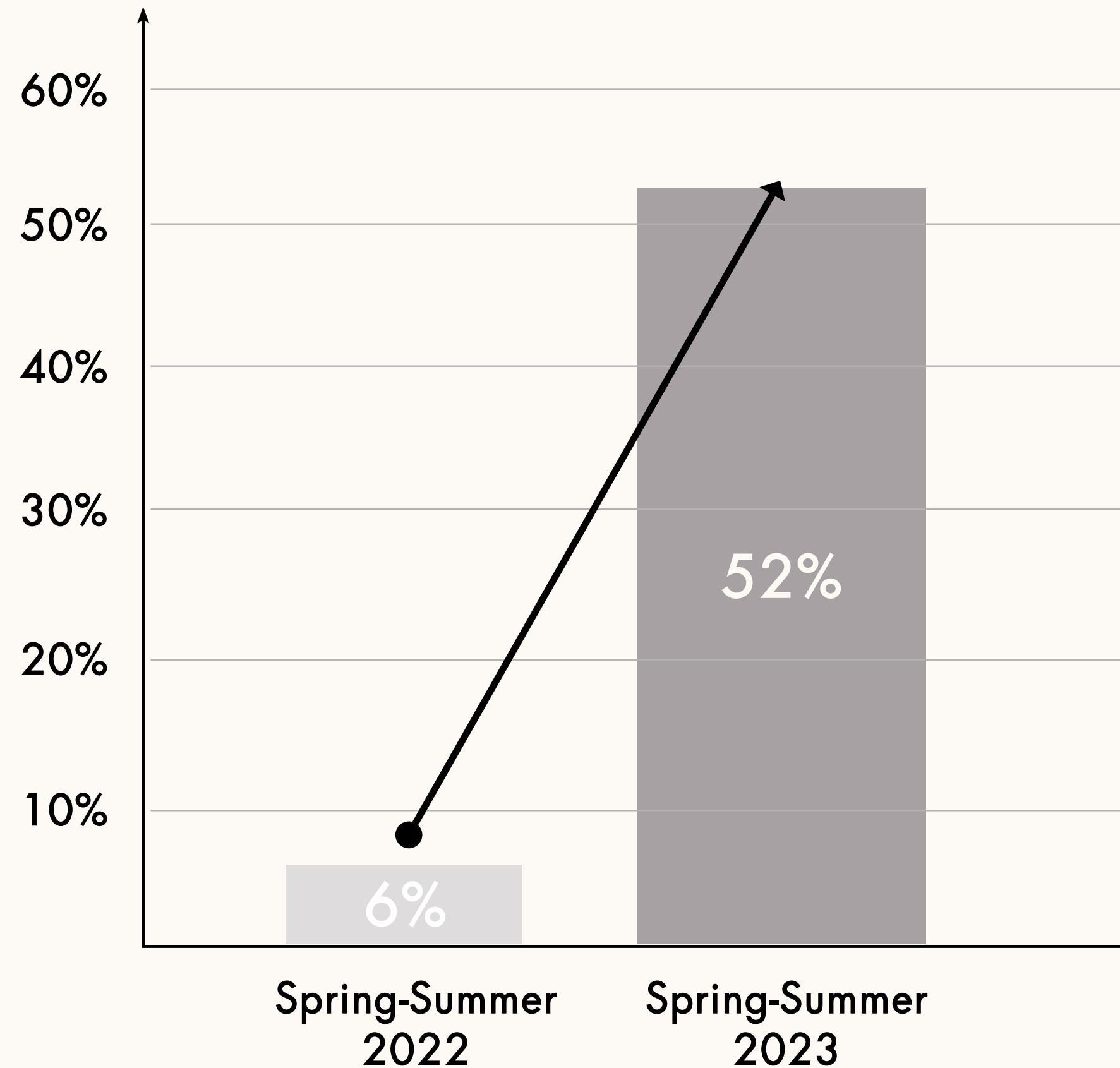
ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS

Based on 65 denim reference items in the Spring–Summer 2022 collection, 35% have a low impact (EIM score below 33), 46% have a medium impact (EIM score between 33 and 66), and 18% could not be analysed as our partner did not have access to the calculation software.

As a result of the collective effort by the product chain teams and our partners, the average EIM score for the Spring–Summer 2022 season is 35.

For the Spring–Summer 2023 season, more than half of the denim collection is made from organically grown cotton with a low-impact EIM score. This is 46% more than in the Spring–Summer 2022 season.

Share of organic and low-impact cotton and low-impact references (EIM<33)



+46%
between the two seasons

OBJECTIVES

2023

100% of ba&sh denim to be made from certified materials and have an EIM score of between 0 and 40

2025

100% of ba&sh denim to be made from certified materials and have a low impact EIM score of between 0 and 33

Environment

ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS



Focus on the main decarbonization actions in our supply chains

OBJECTIVES

2023

- Conduct AMFORI BEPI environmental audits at our partner denim laundries. This audit method is based on 11 evaluation criteria, including energy consumption, greenhouse gas emissions, water consumption, pollution prevention and the use of chemical products.

2024

- Carry out a study of our water consumption and pollution within our supply chains ('water assessment') and produce an action plan as part of our biodiversity strategy
- Reduce the use of chemicals at every stage in the production of ba&sh pieces
- Reduce energy consumption in our supply chains by analysing the energy mix in the countries where our partners are based, particularly at the raw materials processing stage

Environment

ESTABLISHING CIRCULAR BUSINESS MODELS AND PRACTICES

The circular economy is the set of strategies aimed at extending the life of pieces and reusing them in a positive way after their first life. Circular business models separate revenue from production and the use of resources, reducing the impact on biodiversity and greenhouse gas emissions.

The ba&sh teams work day-to-day on moving towards more circular practices. We implemented solutions for the maintenance, repair, reuse (hiring, second hand) and recycling of clothing by offering services that help our community to consume differently and extend the life of their pieces.

Care and repair

Since the start of 2021, ba&sh has provided repair tutorials and care advice on its ba-sh.com website to help customers extend the life of their ba&sh pieces.

In February 2023, ba&sh will offer its French customers an upcycling, repair and home alteration service in partnership with Tilli (a French home sewing company).

Rental

Rental services for ba&sh parts have been introduced in various countries. Since 2020, ba&sh has collaborated with Les Cachotières and has launched its Rent your ba&sh closet (RYBC) service in France. HURR was launched in the UK in the same year.

Since 2021, our Borrow rental service has been offered in the US in partnership with CaaStle.

Second hand

Since November 2022, a second-hand platform operated by Faume has enabled French customers to buy and sell second-hand ba&sh clothing.

During November and December 2022, 687 second-hand ba&sh pieces were sold. This avoided generating 22 tonnes of CO2e compared with the purchase of new pieces, the equivalent of about 10 round trip flights between Paris and New York, or the average carbon footprint of two people over a one-year period.

In December 2022, a pop-up outlet with a 100% second-hand product range was opened for a short period in the rue de Charonne shop in France.

OBJECTIVES 2023

By the end of 2023, we will target 5% of European e-commerce sales generated through the sale of second-hand pieces. Our objectives for 2023 to reach this threshold:

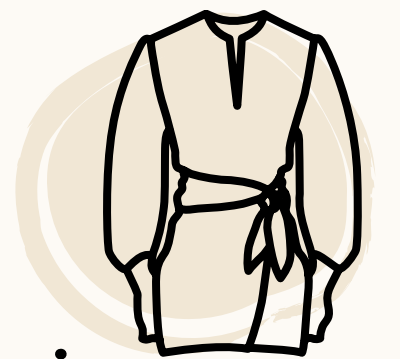
- Open another 100% second-hand pop-ups
- Launch a similar offering in the US with Archive Resale
- Sell at least 11,000 second-hand pieces in France
- Open a second-hand store in France and online sales in Germany

In 2022:



893

ba&sh pieces were rented via Les Cachotières and RYBC in France



229

pieces via Hurr in the UK



354

pieces in the US, 97 of which were later purchased

Environment

ESTABLISHING CIRCULAR BUSINESS MODELS AND PRACTICES

Upcycling of dormant fabric stock

ba&sh has never destroyed dormant fabrics. We donate our dormant fabrics and haberdashery to fashion schools or associations. We also use discounters that buy back our stock so that it can be reintegrated into the market.

Since 2020, we have also been reusing our old fabric stock to create Remake upcycled capsules.

Defective and unsold products

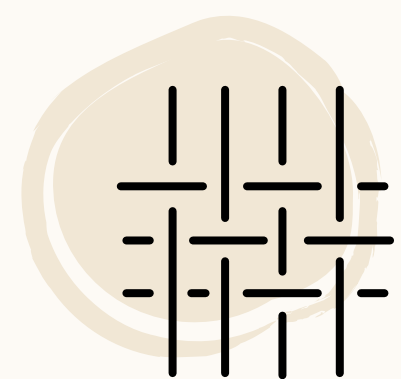
Unsold pieces are from former collections that remain the property of ba&sh. A ba&sh piece undergoes a 24-month

process before it is deemed unsold. In 2021, the unsold stock ceiling was set at 1%.

Pieces that cannot be put back into first choice are deemed **defective**. They cannot be put back into circulation in the various distribution networks and cannot be sold at staff sales.

No products are destroyed. Unsold and defective clothing is collected by the Le Relais recycling network, where it is recycled or upcycled.

In 2022, our partnership with Le Relais resulted in the upcycling of 10,653 defective or unsold pieces with a total value of EUR 242,000.



2 487 metres of our dormant fabrics

to create 1,281 pieces in our Remake collection.

🔍 OBJECTIVE 2024

ba&sh wants to develop a new partner to move towards a more circular model: investing in upcycling for our defective and unsold products and, as a last resort, recycling them in the form of thermal insulation or padding.





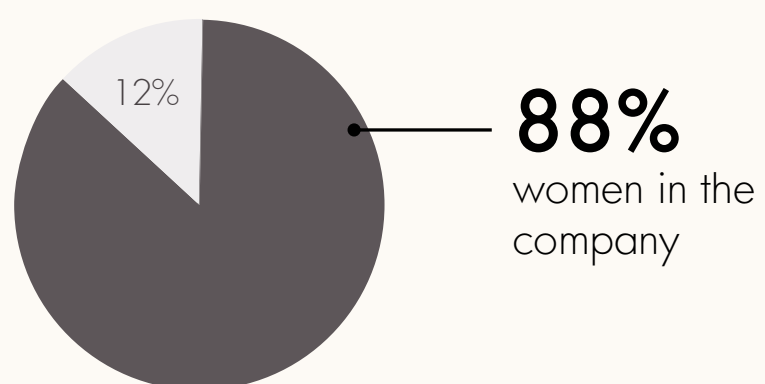
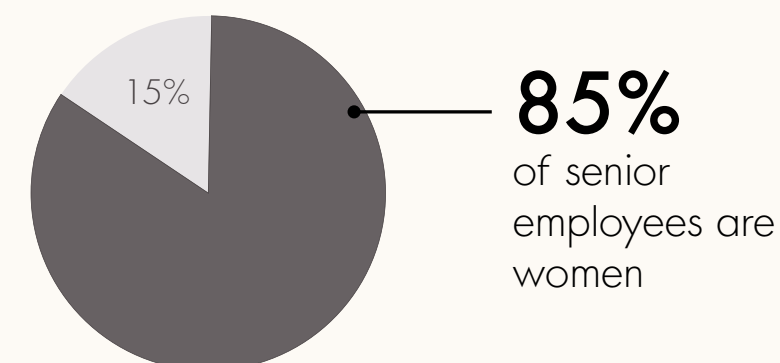
ba&sh

SOCIETAL

Societal

EMPLOYMENT & EQUAL PAY

At ba&sh, recruiting new talents, retaining existing teams, developing employees and their careers, and offering fair compensation are part of our values and firmly embedded in our DNA. Work-life balance, diversity and inclusion underpin all roles in all regions in which the brand operates.



Equal pay

At ba&sh, we practise inclusive recruitment for all positions, focusing only on skills, motivation, a strong work ethic and impeccable conduct.

Career opportunities, whether horizontal, vertical or geographical, are actively promoted internally.

The competence, performance and potential of each employee, regardless of their origin, nationality, gender, religion, age or sexual orientation, are the factors that drive growth and promotion.

We believe that our employees should be able to find the right balance between their professional and personal lives. We foster constructive communication by actively listening to and being fully available for all employees. Moreover, we have implemented, in line with ba&sh's adaptive and innovative approach, hybrid working arrangements for eligible roles.

In 2022, we hired a total of 295 employees on permanent contracts (CDIs).

Our professional gender equality index in 2022 is 65.

This index helps us assess and rate, out of 100, the level of equality between women and men in the workplace. It is calculated based on five criteria:

- Gender pay gap
- Annual pay-rise gap
- Promotions gap
- Number of employees who receive pay rises on return from maternity leave
- Number of people from the under-represented gender among the company's top 10 earners

At ba&sh, we guarantee equal pay between men and women in the same roles. Our scores in 2021 and 2022, at 63 and 65 points out of 100, respectively, were down on our score in 2020 of 79, owing mainly to the low level of representation of men in our company.

AUDITED INDICATORS

**Male-Female Equality Index
2022: 65/100**

**76% of places on the
executive committee held
by women**

OBJECTIVE

In 2023 and beyond, we will work on improving this score. To this end, we commit to continuing to promote our values and our professional equality policy among all our employees, from the moment they join us and throughout their professional journey within our company.

Societal

BUSINESS ETHICS GUARANTEE

At ba&sh, we make every effort to ensure that our business ecosystem is firmly committed to an ethical, positive and respectful approach towards others, the environment and the law.

Ethical Charter

The framework for our actions is the ba&sh Ethical Charter, which provides guidance in the event of practices that go against the moral principles set by ba&sh. This charter is intended to apply to all internal ba&sh stakeholders.

It is provided to employees on their arrival and is accessible at any time on the ba&sh intranet. At their induction, all employees receive and sign the ba&sh Ethical Charter.

Whistleblower program

ba&sh is committed to ensuring its activities are transparent and adhere to strict ethical standards. We prioritise the safety and well-being of everyone associated with our business.

In this regard, we operate an internal whistleblowing program through which employees can report any violations or potential breaches of ba&sh's Ethical Charter. Such violations may include concerns relating to the health and safety of our employees, discrimination and harassment, corruption, fraud, counterfeiting or data protection.

This fully anonymised whistleblowing program is in the form of a virtual and anonymous mailbox, developed in partnership with Whistleblowing. Only two designated individuals from the Human Resources department have access to the messages and can contact the whistleblower through the Whistleblowing back-office. The program is available in three languages, ensuring confidentiality and protection from retaliation across all our geographical locations.



Societal

PARENTAL POLICY

Achieving a balance between professional and personal family life is very important to ba&sh.

The company culture at ba&sh provides a conducive work environment for all forms of parenthood and offers great flexibility to parents.

In 2022, ba&sh introduced a formal policy to support breastfeeding mothers.

bliss.



OBJECTIVES 2023

ba&sh will sign the Parental Challenge Charter. The Parental Challenge is inspired by and is a free continuation of the 'Parental Act', the movement that led to the extension of second-parent leave. As part of this initiative, ba&sh will implement 12 measures:

- Allow all permanent employees, regardless of seniority, to benefit from parental support measures;
- Comply with the law and advise all employees of their rights;
- Provide enhanced support for extended periods of leave relating to parenthood (maternity, adoption, second parent and parental leave);
- Preserve the confidentiality of employees, so that they may assert their rights and benefit from measures without disclosing personal details;
- Allow employees who are applying for adoption paid time off for mandatory appointments during working hours;
- Ensure our managers have the right tools to support and embrace parenthood, and raise their awareness of discrimination issues;
- Give all eligible employees who are parents the opportunity to work from home full-time during the critical periods just before and after becoming parents;
- Arrange work schedules in such a way that they do not exclude any employee;
- Introduce paid three-day bereavement leave for miscarriage, applicable to both biological mothers and second parents;

- Encourage the involvement of second parents from the early stages of parenthood;
- Provide financial support for periods of maternity, second-parent and adoption leave, while reducing the related administrative burden; and
- Give five 'sick child' paid leave days.

To provide new parents with the best possible support on their parenthood journey, ba&sh will offer them additional days on their return from maternity and paternity leave.

Finally, to further our efforts to destigmatise parenthood in the workplace and truly transform our company into a safe space for future parents, ba&sh will roll out #Blissatwork for all employees in France. This will include:

- Month-by-month audio guides on pregnancy, a pregnancy booklet and audio support for postpartum care via the intranet
- Access, via the intranet, to 20 podcasts featuring bliss stories that address various forms of parenthood;
- An employee conference by Clémentine Galey, founder of bliss stories
- A bliss vanity kit offered on the announcement of a pregnancy containing essential products and care items to pack in the maternity bag

Societal

HEALTH AND SAFETY AT WORK

Health, safety and well-being

At ba&sh, employee well-being is key. To promote a better quality of work-life balance, we have implemented two key initiatives:

- On-site fitness classes: ba&sh offers yoga, aerobics and Pilates sessions at our headquarters
- Hybrid working: employees have the option to work remotely two days a week, if the nature of their role allows.

Safety

Ensuring the safety of everyone in the workplace is a priority for ba&sh. We have policies in place to minimise accidents and injuries in the workplace. Our safety procedures are easily accessible to all employees and visitors on-site.

We have clear health and safety objectives, and monitor specific indicators. We implement recommendations from occupational health professionals as outlined in the company records and during multidisciplinary audits.

Our facilities are designed according to the recommendations in the risk assessment conducted by the Works Council (CSE) and its Occupational Health and Safety Committee (CSSCT). It lists the hazards and risks identified within the company (relating to air quality, exposure to hazardous substances, psycho-social risks, etc.).

Societal TRAINING

An essential criterion during recruitment is the candidate's potential for professional development and their entrepreneurial value. That's why training is an integral part of our human resources strategy. Our teams are proactive and foster agility. We provide them with ongoing support to help them build up their skills and adapt to their roles.

ba&sh offers multidisciplinary training programs for career progression or transition (e.g. management training for non-executives). We also provide training for personal development (e.g. financial education, English as a second language).

2,921 hours of training provided in 2022

In parallel, we offer several internal training sessions relating to CSR, data and managerial topics, such as empathy, emotional leadership, retail expertise and more.

We also have a dedicated budget for external professional development opportunities, such as attending conferences or taking online courses.

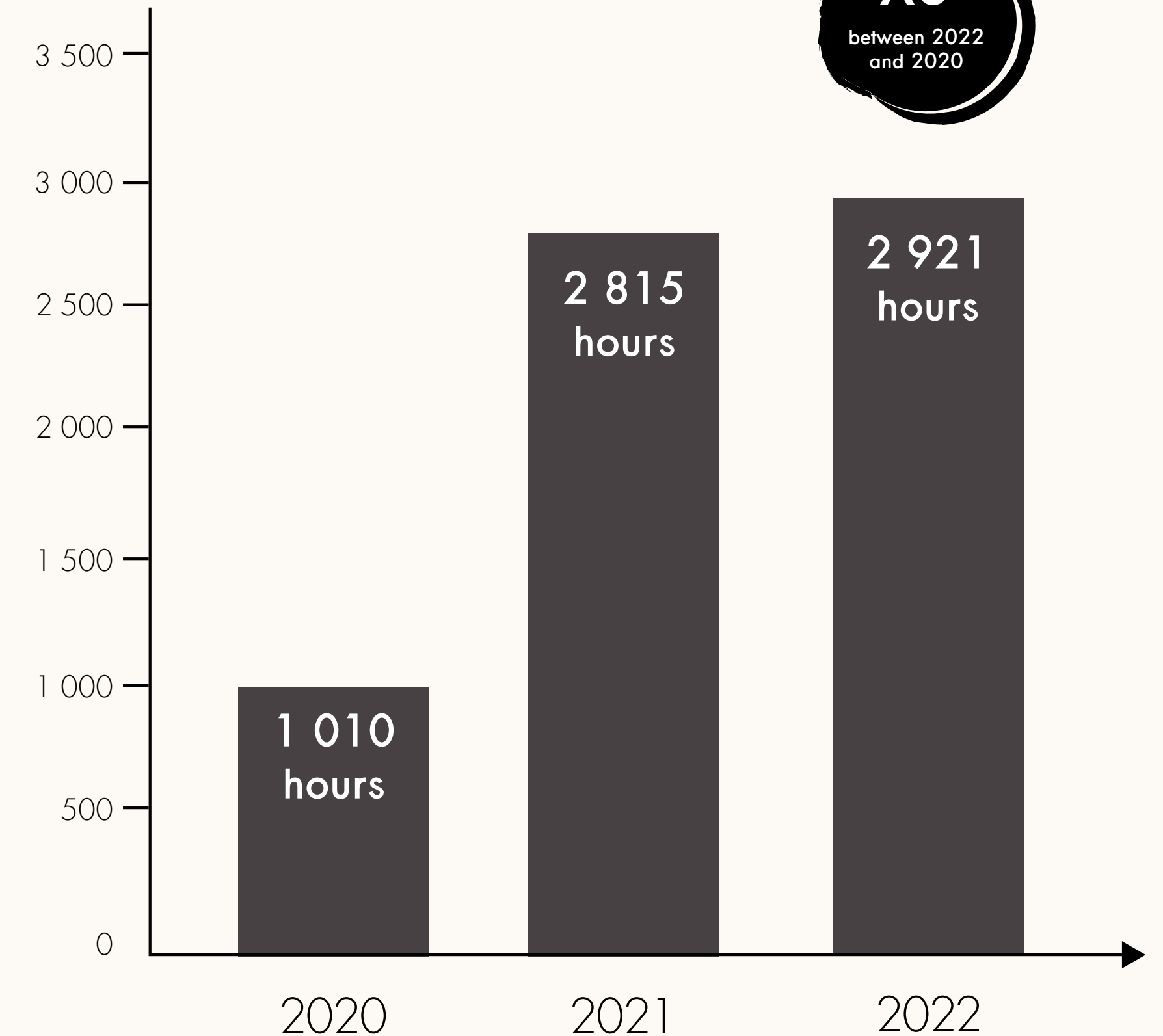
In addition, hybrid masterclasses (ba&sh breakfast & Curious) are regularly organised to share achievements and provide updates on ongoing projects. The aim of these sessions is to enhance visibility and improve communication, and thus unite teams around a common project.

Furthermore, as part of the onboarding process, ba&sh offers all employees an opportunity to work in our retail outlets, so that they can better understand the expectations of our end customers. Employees also have the opportunity to visit our warehouse, for greater insight into our operations.

AUDITED INDICATOR

31 training sessions delivered in 2022, equating to 21 hours of training per employee trained

Number of training hours per year



Societal

TRAINING

Focus on career development at ba&sh

As part of our career development and advancement policy, we launched the Challenger Club in May 2022.

What is it?

The Challenger Club is a group of aspiring employees working in our headquarters in France, the US and Asia. Over the course of 18 months, they receive guidance and support in their field of expertise, as well as in areas such as management, leadership and communication.

The objective is to develop their soft skills and provide each individual with the necessary tools for relationship building.

In addition, the Challenger Club actively contributes to numerous strategic cross-functional projects. At ba&sh, everyone's voice and ideas are heard and acknowledged.

A new cohort is due to start the program in January 2024.



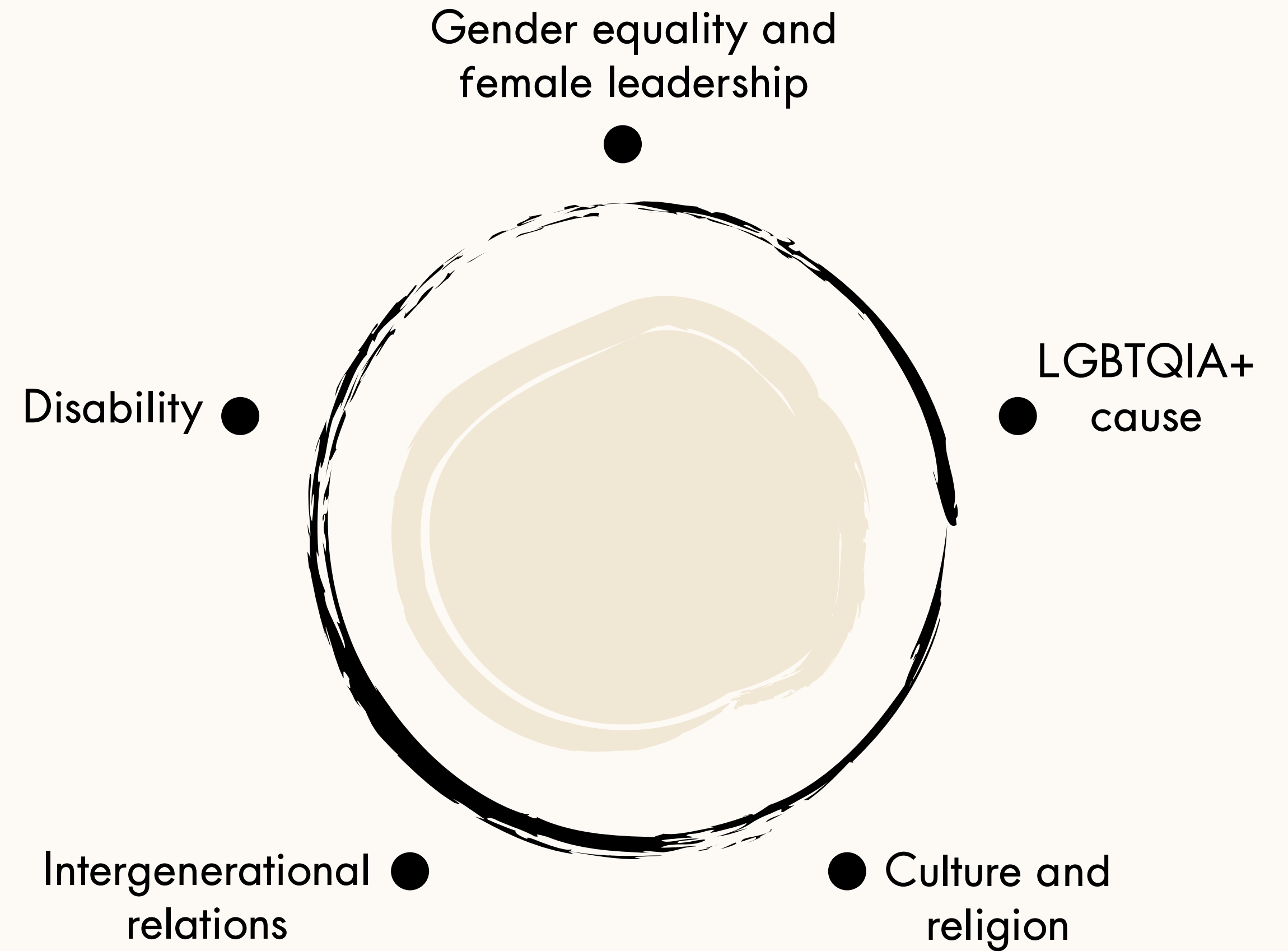
Societal

DIVERSITY AND INCLUSION

At ba&sh, we believe that diversity is a strength and we are committed to promoting it. Diversity in every form (gender, age, nationality, culture, religious beliefs, sexual orientation, etc.) enriches discussions and the working environment, thus promoting development of the company and the individuals who work within it.

Priority areas

In late 2021/early 2022, ba&sh developed a D&I route map together with SOS Consulting. The ba&sh plan of action revolves around five priority areas:



Societal

DIVERSITY AND INCLUSION

Action plan and 2025 objectives

These priority areas are divided into actions and sub-actions. Our flagship measures include:

Develop a sustainable governance system for diversity and inclusion issues

Ensure the sustainability of the D&I Committee's actions and establish it as the guarantor of ba&sh's 'diversity and inclusion' policy, highlighting the actions taken and fostering internal commitment.

Establish a monitoring system to better prevent risks or biases related to discrimination, and identify and assess employees' expectations of D&I issues.

Promote ba&sh's commitment to diversity and inclusion by signing up to relevant charters and labels.

Acknowledge and celebrate the diversity of our customer base to embrace all women

Gain a better understanding of the D&I expectations of our customers and incorporate them in the design, marketing and communication of ba&sh collections.

Ensure an inclusive customer experience in our retail outlets and train our sales teams accordingly.

Develop an inclusive work environment for all employees

Provide training and awareness-raising sessions for all employees on non-discrimination and challenge any existing stereotypes.

Promote the recruitment and inclusion of people with disabilities.

Raise awareness of and support front-line managers in managing cultural/religious diversity at work while ensuring respect for neutral/secular values.

Promote gender equality to ensure equal opportunities for all and address inequalities through the parental support policy. Set up a support system for parents in the first weeks following the birth of their child, including signing the Parental Challenge and implementing of the Bliss at Work program at ba&sh.

Support women's entrepreneurship through philanthropic partnerships or dedicated programs.

Facilitate the sharing of expertise between senior and junior staff, and provide professional development opportunities for employees with senior-level experience.

Promote and encourage societal commitment to diversity and inclusion

Develop and reinforce ba&sh's philanthropic strategy in terms of D&I.

Establish inclusive purchasing practices and incentive systems for suppliers.

Societal

DIVERSITY AND INCLUSION

The Diversity & Inclusion Committee at ba&sh

The D&I Committee was established in April 2021 and comprises 12 active ba&sh employees. Its purpose is to take action in France and internationally to **promote, develop, recognise and celebrate diversity and inclusion in all forms at ba&sh.** The Committee also organises internal and external events through partnerships with several associations, all in close collaboration with the sustainability team.

The Committee meets once a month.



Yasmina
Global Buyer Director



Laura
Marketing & Communication
Europe Manager & Global
Coordination



Fanny
Customer Care Director



Blandine
Seamstress



Giulia
Human Resources Manager



Tiphaine
Global Human Resources
Director



Houzmah
Customer Care Assistant
Manager



Julie
Sustainability Manager



Emma
Foundation Diversity &
Inclusion Project Coordinator



Julien
Leathergoods Collection
Manager

🔍 OBJECTIVE 2023

To organise a Citizen Day, a day of solidarity that allows employees to get involved in a charitable project of their choice. The aim is to encourage employees' commitment to an environmental or societal cause.

Societal

DIVERSITY AND INCLUSION

Promoting female leadership

ba&sh continued to support women’s entrepreneurship in 2022 with its Power Blazers initiative, donating all the proceeds from the sale of four new blazers to support female entrepreneurs internationally. All the profits generated from the sale of the blazer in France are donated to Glowee to support Sandra Rey’s project, while the proceeds from UK sales are given to LMF Network to support Sonya Barlow’s project. In the US, profits go to Vote Run Lead to support the work of Erin Vilardi, and in China they are donated to GENBEN to support Xinjie Ma’s project.

🔍 OBJECTIVE 2023

To support female entrepreneurship and empowerment by highlighting individual or collective initiatives internally. In March 2023, we are launching the Women are Fundamental capsule collection as a co-creation with members of the ba&sh Crew. 100% of the profits from this collection will be donated to Women Safe and Children in France, Step Up in the US and the Canadian Women’s Foundation in Canada.



Societal

DIVERSITY AND INCLUSION

Promote the recruitment and inclusion of people with disabilities

At ba&sh, we are convinced that an inclusive work environment is a major opportunity.

ba&sh has long been sensitive to the issue of disability and strives to recruit and include people with disabilities.

Since 2020, ba&sh has participated in several recruitment forums organised by CAP EMPLOI in the Île-de-France region. In 2022, the company also co-organised, with CAP EMPLOI, several internal recruitment sessions, particularly for positions in the logistics department in Louvres (Val d'Oise). ba&sh will continue this partnership in 2023 and aims to widen the scope of these recruitment sessions to include sales positions.

ba&sh is proud to repeat its inclusion initiative, launched in 2022, by participating in DuoDay France.

The principle of this day is simple: a person with a disability works in tandem with a voluntary professional from ba&sh. The agenda for this day includes learning about the job, active participation and immersion in the company. As a result, people get to meet, vocations are created and opportunities for future collaboration arise, since employment is one of the key drivers of inclusion.

Did you know?

In 2022, we made our website, ba-sh.com, accessible across all our markets to people with visual, hearing and cognitive impairments, and to those with epilepsy.

Our goal is to have ramps and doorbells installed in all our stores in France by the end of 2024, to ensure they can be accessed by people with reduced mobility.

EUR 11,497 raised in aid of Handicap International

AUDITED INDICATOR

Disabled people comprised 1% of the workforce in 2022

Scope and methodology: this calculation is based on the list of employees declared as having a disability by the occupational health department.

Societal

DIVERSITY AND INCLUSION

Fighting discriminations

In December 2021, ba&sh partnered with UNESCO and the International Institute for Human Rights and Peace.

A program of masterclasses was developed, featuring interactive, participatory modules designed to train people to understand, identify and stop racism and other forms of discrimination.

The content and activities included in the program have been specially developed for ba&sh staff, and aim to ensure that difference is valued, both within the business and beyond it.

🔍 OBJECTIVE 2023

The aim is to train our store teams to welcome customers in an inclusive way at retail outlets, avoiding stereotyping and the use of discriminatory practices and language, etc.



Societal PHILANTHROPY

For years, ba&sh has been committed to causes that are particularly close to the hearts of our founders, Barbara and Sharon: fighting breast cancer, supporting Assistance Publique-Hôpitaux de Paris (AP-HP), combating violence against women and more.

ba&sh has been committed to women for many years and, since 2019, has supported the Women Safe & Children Institute, a charity that provides housing and care for women and children who have suffered or witnessed domestic violence.

In 2022, a number of other initiatives were also organised:

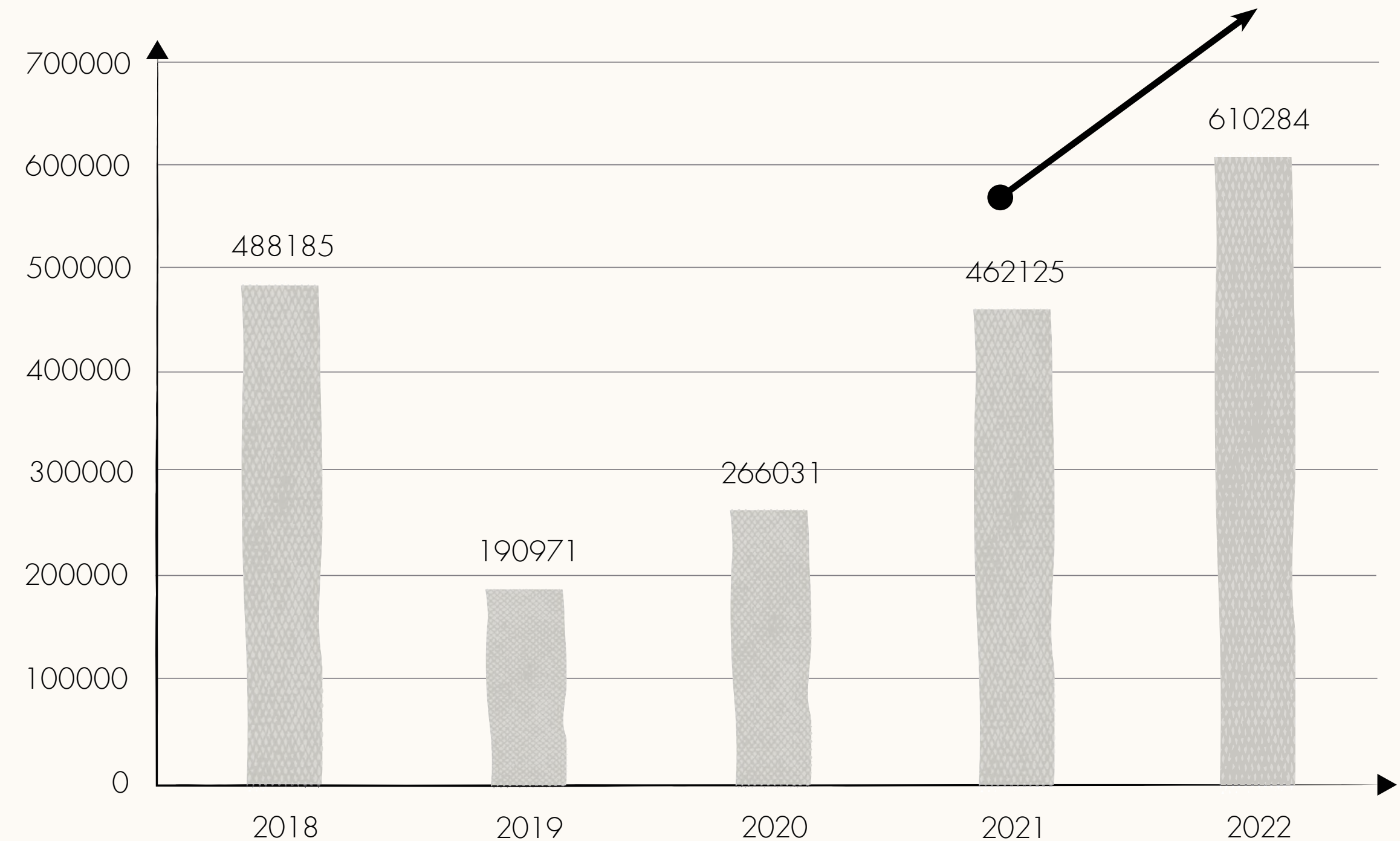
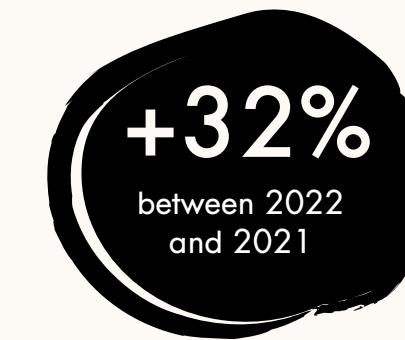
- **Funding was provided for nine Women in Tech scholarships** in partnership with Ada Tech School, using proceeds from the Power Blazers program.
- **June and October 2022, relooking atelier ba&sh co-organised a beauty workshop** in partnership with Institut Rafael, which provides integrative health services for people living with chronic illnesses. This workshop allowed a further 12 women to once again be supported in their breast cancer journey, helping them to feel more themselves again. A third workshop is planned for 2023.
- **Also in October, ba&sh was involved in a fashion show for patients at Necker Children’s Hospital.**

AUDITED INDICATOR

EUR 610,284 was donated to charities in 2022

Scope and methodology: all donations made between 1 January 2022 and 31 December 2022 were included

Amount of donations per year



Societal

PHILANTHROPY

B.A.ba&sh

ba&sh encourages its staff to mobilise every year for various charities, including the Women Safe & Children Institute and Les Restos du Cœur, and also encourages its employees to donate blood. Collections of food, clothing and toiletries are organised regularly at our head offices in Paris and at other sites.

In October 2022, an internal drive was held in support of the French national blood service, with employees given the chance to donate blood at mobile collection units close to the Paris offices.

🔍 PHILANTROPIC OBJECTIVES 2023

- ba&sh is set to launch its Fund&Action charity program, which aims to tackle violence against women and promote female empowerment by creating socio-economic opportunities for women in France and around the world.
- The company will maintain its support for the Women & Children Safe Institute, marking International Women's Day on 8 March with the introduction of its new Women are Fundamental capsule collection alongside the ba&sh crew.
- New beauty workshops will be held with Institut Rafael.
- The ba&sh Fund&Action Foundation will be launched on 8 March 2023.



A woman with long brown hair and bangs, wearing dark sunglasses and a light-colored denim jacket, is sitting on a couch. To her right, a small tan dog with black markings around its eyes and mouth is also wearing dark sunglasses. The background is a plain, light-colored wall.

Annexes

SUSTAINABILITY REPORT 2022

Annex

DEFINITION OF THE GHG PROTOCOL CARBON FOOTPRINT CATEGORIES

Category	Scope	Definition
Raw materials	3	Production of textiles, transport of raw materials to manufacturing sites, manufacture of pieces
Upstream and downstream transport	3	Transport of pieces from manufacturing sites to customers
Energy	1, 2, 3	Energy consumption of offices, warehouse and retail outlets
Purchase of services	3	Purchase of services to ensure the smooth running of ba&sh: insurance, advertising, maintenance, postage costs, etc.
Purchase of goods	3	Purchase of goods to ensure the smooth running of ba&sh's operations: packaging, logistics equipment, etc.
Travel	3	Employee travel (business trips and commuting), travel for customers to retail outlets
Use of garments	3	Energy consumption related to use of garments (washing, ironing, etc.)
End-of-life of garments sold	3	Estimations related to end-of-life of garments
Waste		End-of-life of waste generated at offices and the warehouse
Assets	3	Property, vehicle fleet, IT equipment, furniture acquired during the year under review
Non-energy	3	Air conditioning and servers

Annexe

MEANING OF LABELS



GOTS cotton

Organic cotton certified according to the Global Organic Textile Standard (GOTS) has a smaller environmental impact as it uses less water, generates fewer greenhouse gas emissions, uses fewer chemicals and ensures that workers' rights are protected throughout the supply chain.



GRS cotton

Recycled cotton certified according to the Global Recycled Standard (GRS) significantly reduces a fabric's environmental impact, primarily because it consumes less water. This certificate also guarantees limited use of chemicals and residues throughout the production process and upholds strict social standards.



GRS polyester

Recycled polyester certified according to the Global Recycled Standard (GRS) reduces the amount of oil consumed as a raw material. This certificate also guarantees limited use of chemicals and residues throughout the production process and upholds strict social standards.



Tencel

Lenzing™ Tencel™ fibres are produced from sustainable wood and wood pulp harvested from certified and controlled sources, with a closed-loop production process in which water is recycled and more than 99% of the solvent is reused.



EcoVero

Lenzing™ EcoVero™ fibres are produced from sustainable wood and wood pulp harvested from certified and controlled sources. The manufacturing process generates up to 50% lower emissions and water impact compared with generic viscose.

Annex

LABELS RECOGNIZED BY BA&SH

LABELS								
MATERIALS	Cotton	Polyester/Polyamide	Viscose	Leather	Wool	Mohair	Silk	Alpaga
	Organic 	Recycled REPREVE	From renewable resources 	Certified 	Organic 	Organic 	Organic 	Certified
ALTERNATIVES	Recycled 	Bio-sourced Rilsan® (Arkema) ecodear®PET (Toray) EVO® (Fulgar) 	Eco-friendly fibers Bemberg® EcoVero™	Recycled 	Certified 	Certified 	Recycled 	Recycled
	Agriculture régénératrice 					Recycled 	Recycled 	
CHEMICALS	 							

Annex

AUDITED INDICATORS

Audit conducted by Mazars on 15 indicators in 2022

Indicator	Validated data
Social	
Gender equality index	65
Share of women on Executive Committee	76%
Share of disabled people in 2022	1%
Sum of donations made to charities in 2022	610 284€
Training	
Number of training sessions delivered in 2022	31
Number of training hours per employee trained in 2022	21
Environment	
Materials	
Share of certified materials	57%
Carbon intensity per product sold	
Carbon intensity per product sold – 2019	39
Carbon intensity per product sold – 2021	40
Carbon intensity per product sold – 2022	28
Transport	
Share of air transport	23%
Share of maritime transport	5%
Share of road transport	72%

Indicator	Validated data
Packaging	
Packaging: share of recycled paper	93%
Packaging: share of recycled or certified paper (FSC or PEFC)	58%
Packaging: share of virgin plastic	12%
Share of recycled plastic packaging at more than 30%	87%
Company/governance	
Share of styles that can be traced to tier 1, 2 and 3 suppliers	45%
Share of audited production sites	68%
Geographic distribution of production	China 39%, Turkey 11%, India 9%, Portugal 9%, Bulgaria 8%, Morocco 7%, Italy 6%, Tunisia 4%, Spain 2%, France 2%, Bosnia-Herzegovina 2%, Romania 1%, Serbia <1%, Madagascar <1%, Brazil <1%, Thailand <1%, Belgium <1%
Share of tier 1 suppliers that have signed the Supplier Code of Conduct	99%
Share of tanneries LWG-certified in 2022	91%

ba&sh
BLOSSOM