

Hunkemöller Chemicals Policy

At Hunkemöller, we are working closely with our suppliers towards ensuring sustainable chemical management across our value chain, from our wet processing facilities to the final product sold in stores. We aim to reduce social and environmental impacts due to harmful chemical exposure at product- and process-level. Our chemical management approach is outlined below, focusing on both mitigation and remediation of potential risks. This policy has been shared internally and with our direct and nominated suppliers, who we encourage to cascade the responsible chemical practices outlined below down the supply chain. All parties must abide by all local, regional and international chemical regulations and laws.

Sustainability Commitment: Our chemical policy is a key part of our broader commitment to sustainability. We strive to reduce our environmental footprint by minimising the use of hazardous chemicals and promoting sustainable practices throughout our supply chain.

Chemical Risks at Product Level

It is crucial that our products, which are designed for close contact with skin, are free of high risk chemicals to limit exposure and any subsequent health impacts. It is vital that our products are tested to reduce human health and environmental risks. To mitigate against these risks we have a comprehensive Product Compliance process. This process includes product testing, a Restricted Substance List (RSL) found in Annex 1, and certification requirements which is in line with local, national and international chemical regulations and laws. We maintain and regularly update on the Restricted Substances List to identify and limit the use of chemicals that pose a risk to human health or the environment. Our suppliers are required to comply with this list.

Moreover, due diligence product testing is carried out and a Recall Process (as further described below) is in place to allow for effective and efficient remediation if any restricted chemicals are identified in products.

Product Compliance Requirements

Hunkemöller is committed to ensuring that all products delivered are of the highest for quality, fit and safety to our customers' expectations. Suppliers receive a file that outlines the performance standards and testing procedures to ensure the solution meets the requirements. It is ultimately the supplier's responsibility to ensure all fabrics are tested and meet the required standards and they reach a solution where standards fail. Any test failed should be submitted to HKM Buying/Technical¹ for a decision to progress forward. Variations to the performance requirements outlined below may be acceptable provided physical testing has been carried out and satisfied the results are fit for purpose and agreed with HKM Buying/Technical. Suppliers are fully responsible for the management and compliance of their products and must be aware of any changes to legislation, regulations and standards, and products must be tested & comply accordingly.

¹ productcompliance@hunkemoller.com

Recall Process

When a failed due diligence test contains hazardous chemicals all the products will be sent to the distribution centre in the Netherlands. Per recall we need to make sure it's handled in a responsible manner and always need certification for prove.

Chemical Risks down the Supply Chain

The textile industry is responsible for 20% of global clean water pollution. The biggest risk of chemical water pollution occurs at wet processing facilities, responsible for processes such as dyeing. Toxic chemicals are widely used in in the textile industry, from “forever chemicals”, which are long-lasting manmade chemicals, to heavy metals necessary for the manufacturing of textiles like polyester. The use of these chemicals down the supply chain pose substantial environmental and social risks.

Processes such as printing and dyeing release toxins into the air contributing to air pollution in facilities. The environmental impact can be more widespread if chemicals are not properly treated and remain in wastewater leaving wet processing facilities, resulting in water and soil pollution and having a detrimental impact on affected ecosystems, for example aquatic life. The environmental consequences have knock-on effects to communities in close vicinity of any polluting facilities, who are exposed to polluted air and water. The labour force can also suffer from health impacts from being exposed to chemicals in their work.

The steps being taken by Hunkemoller to mitigate and remediate these risks are outlined below. To mitigate against the adverse impacts of chemicals in the supply chain we are working towards utilising the ZDHC (Zero Discharge of Hazardous Chemicals) MRSL across our wet processing facilities, and we monitor the chemical management across our suppliers through environmental audits. Any release of dangerous chemicals over ZDHC-aligned thresholds into the environment will be remediated through the development of Corrective Action Plans.

Zero Discharge of Hazardous Chemicals

All Tier 1 and nominated Tier 2 facilities with wet processes are required to:

- Provide a ZDHC ClearStream Wastewater and Sludge Test report annually following the latest ZDHC MRSL.
- Provide two ClearStream reports a year, in line with the ZDHC Wastewater Guidelines, from 2025.
- Complete a Corrective Action Plan if any parameters exceed the ZDHC MRSL thresholds and retest the wastewater once remediation actions have been completed.

ClearStream reports ensure testing occurs in a standardised way and tests against the [ZDHC MRSL](#) parameters. The long-term goal is for all wet processing facilities to supply us with biannual ClearStream reports and for Hunkemöller to work towards becoming a ZDHC signatory.

Environmental Audits

All Tier 1 and nominated Tier 2 facilities are required to:

- Complete an environmental audit, independently verified by a third party, annually.

The preferred environmental audit is the Higg Facility Environmental Module (FEM), but the amfori Business Environmental Performance Initiative (BEPI) is also accepted.

Responsible Chemical Management Requirements

The following requirements must be abided by all facilities handling chemicals:

- Each chemical must be clearly labelled and have its respective MSDS (Material Safety Data Sheet), also known as SDS, displayed clearly visible and accessible, close by the container.
- Appropriate personal protective equipment must be used by workers.
- There must be an eyewash station in close proximity of the chemical storage.
- Precautions must be taken to minimize risk in case of leakage or spillage in the chemical storage room. Chemicals must be stored in secondary containers in a location with adequate ventilation, emergency exits, and separation walls.
- All workers handling hazardous chemicals must receive appropriate training.
- All chemicals and chemical waste must be disposed of in a safe and appropriate manner. Guidelines for chemical and sludge disposal can be found in the MSDS and ZDHC Wastewater guidelines respectively.

We also encourage our wet processing facilities to utilise the [ZDHC Wastewater guidelines](#) and substitute harmful chemicals for more sustainable choices (the [ZDHC InCheck](#) reports can be used as guidance).

Hilversum, 18 June 2024

Brian Grevy, CEO

