



MARCCAIN

RETHINKING  
TOGETHER  
FOR MORE  
SUSTAINABILITY

SUSTAINABILITY REPORT 2020



Dear Readers,

We are pleased to present our first sustainability report. This, for the first time, comprehensively communicates our sustainability management, our goals for the future and the challenges we face. It illustrates that we are taking a decisive step towards more transparency.

We have been manufacturing in Germany since the company was founded almost 50 years ago. Our knitting facilities in Bodelshausen has grown steadily, and is now one of the most modern knitting parks. For many years now, we have been investing in more resource-efficiency at our site. Examples here include heat recovery, our photovoltaic system, and our rainwater cistern. These are just a few areas of sustainability that we are constantly reinterpreting and developing.

Marc Cain corporate policy determines that there are the highest standards in every area of our company. At all times, a holistic view is a matter of course for us as well the basis of our actions. We also make no compromises when it comes to sustainability. That is why we have firmly anchored sustainability in our corporate strategy and are working to integrate it into all parts of the company.

Rethinking together for more sustainability - this is not only the title of this report, but also describes the understanding with which we live sustainability at Marc Cain. This is because we all have to rethink together, act mindfully and take responsibility. For our common future and to preserve our planet for future generations. That is why we have developed the label "Rethink Together". It is not only for our particularly sustainable products, but also for the idea of "tackling the whole subject together".

We have already achieved a substantial amount in the area of sustainability, but we still have a way to go. We know that it is a continually evolving process that can only be successful through continued communication and collaborative work on sustainable solutions.

We look forward to taking you with us on this journey as we explore innovations and face challenges to further integrate our approach to sustainability into everything we do.

This is because it is: Our responsibility. Our goal. Our future.

We hope this is an exciting read and we look forward to receiving your feedback!

Yours

A handwritten signature in black ink, appearing to read 'H. Schlotterer', written in a cursive style.

Helmut Schlotterer  
Chairman of the Board, Founder & Owner

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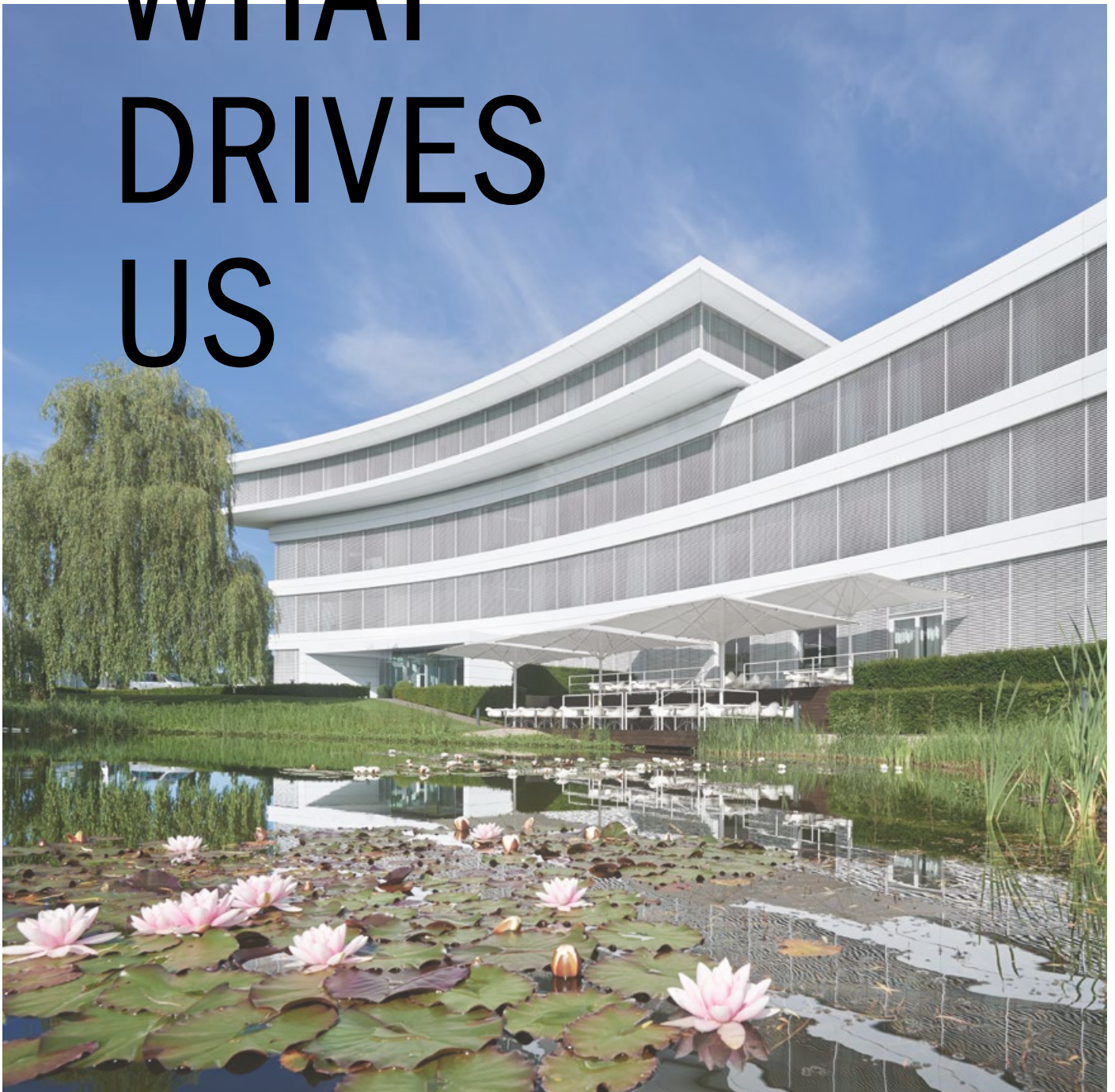
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# WHAT DRIVES US



## WHAT DRIVES US – OUR ORIGINS. OUR PHILOSOPHY.

The international fashion company Marc Cain was founded as a knitwear brand by Helmut Schlotterer, Chairman of the Management Board. Today, we are a globally operating premium brand for women's fashion with our own production facilities in Germany. From its headquarters in Bodelshausen, Marc Cain GmbH manages the worldwide business.

For over 45 years, we have been creating unique fashion in Germany. All this with passion, dedication and attention to detail. This includes impressive knitwear highlights, unusual patterns and brilliant colours that make every fashion heart beat faster. From the very first day of the company's foundation, the highest standards in every area of our business have determined Marc Cain's corporate policy. At all times, a holistic view is a matter of course for us and the basis of our actions.

- |                |  |
|----------------|--|
| <b>1973</b>    | Company foundation in Carpi, Italy   |
| <b>1976</b>    | Return to Bodelshausen to paternal knitwear factory.<br>The facility is filled to capacity with orders for Marc Cain.  |
| <b>1983-88</b> | Short excursion into men's fashion.  |
| <b>1999</b>    | Development of the Marc Cain Sports label.<br>Over time, further labels are added:<br>Marc Cain Essentials, Marc Cain Additions<br>and Marc Cain Bags & Shoes. |
| <b>Today</b>   | Marc Cain City with main building, outlet and logistics<br>building with automated warehouse. Sewing, printing<br>and knitting production in three shifts.     |

WE CONNECT BUSINESS ACTIONS WITH  
THE WELFARE OF HUMAN BEINGS, ANIMALS  
AND NATURE.

We do not compromise when it comes to sustainability either. Moreover, we aim for the best possible success. That is why our approach includes not only the highest quality of our products but also the continual pursuit of innovative, environmentally friendly raw materials and production processes.

In addition, we attach great importance to a clear understanding of the origin and production methods of our apparel, as well as business relationships with our suppliers, which are based on partnership.

In this way, we acknowledge our responsibility to reconcile entrepreneurial action with the well-being of people, animals and nature and thus make a contribution to preserving our world for future generations.

## MARC CAIN AT A GLANCE

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**873** employees in Germany of which:  
**628** female  
**245** male  
**198** part-time  
**52** on parental leave  
**10** Trainees  
**40** Apprentices  
**2** Bachelor students



**65.8%** of the management team are female



The average age of the employees is **44 years**. The average length of service is **9.27 years**.



**168** Marc Cain Stores in 30 countries  
**302** Shop-in-Stores  
**270** Depot customers  
**12** Marc Cain Outlets  
**15** Showrooms  
**727** upmarket specialist shops in countries  
**59**



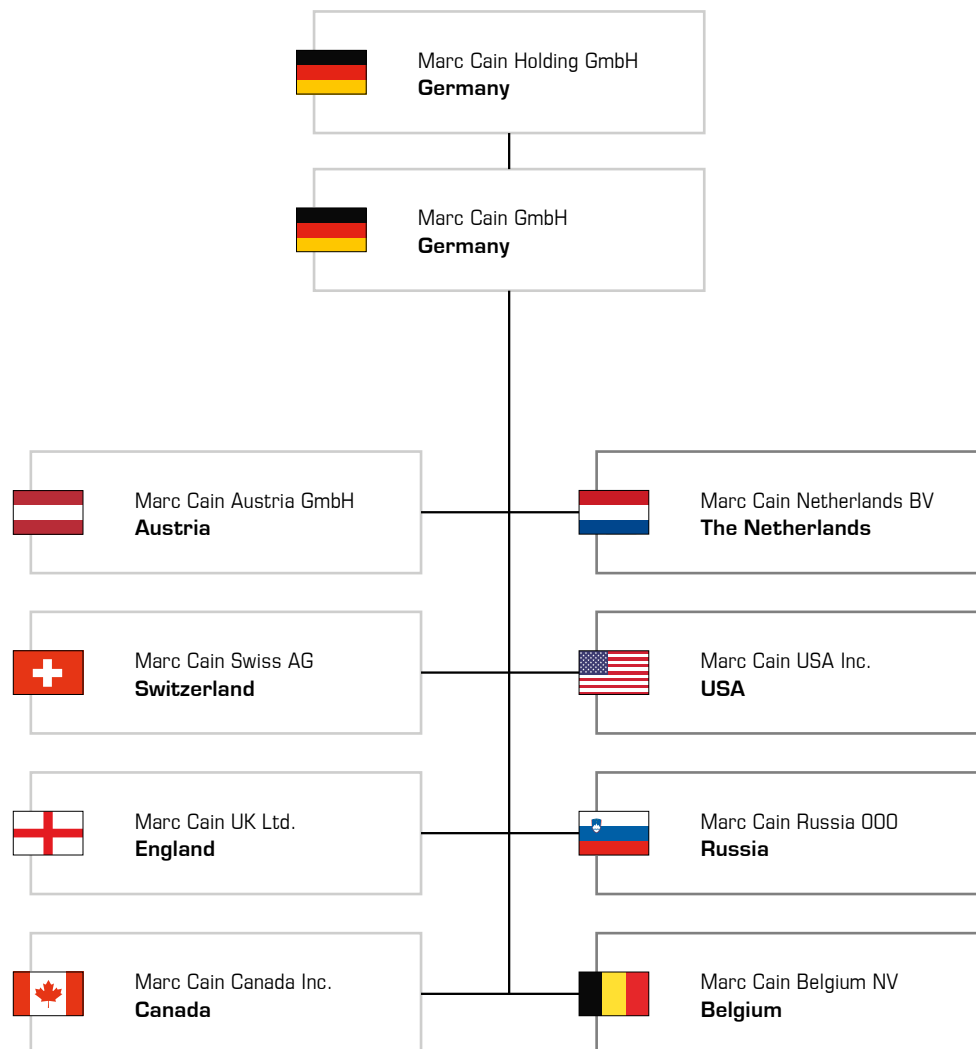
**since 2013**  
 Quality label for 3D Knit pieces: "100 % Made in Germany"



**since 2020**  
 Sustainability label: "Rethink Together"



Own Production in Bodelshausen, Germany, as well as **10** production countries: Romania, Croatia, Hungary, Portugal, Bulgaria, Italy, China, India, Tunisia, Turkey



Marc Cain GmbH is a 100% subsidiary of the Marc Cain Holding GmbH.  
The foundation holds a stake in Marc Cain Holding GmbH.

As a clear commitment to Germany as a business location and in connection with securing jobs in the region, an amount in the three-digit million range has been invested in administration, production and research and development since 2007.





The trainees at Marc Cain: Fun, commitment and team spirit.

The encouragement of young talent is significant to us. That is why we train people in many different professions, and at the same time, offer internship opportunities in all areas of the company.

**We are currently training in the following professions:**

- Machine and plant operator (m/f)
- E-commerce clerk (m/f) (for the first time as from 09/2021)
- Management assistant in retail trade (m/f)
- Textile and fashion seamstress (m/f)
- Wholesale and foreign trade clerk (m/f)
- Production mechanic (m/f)
- IT specialist (m/f)
- Digital and print media designer (m/f)
- Personnel service clerk (m/f)



In addition, our wholesale and retail trainees spend 2-3 months of their training period in the Corporate Responsibility department.



## WHAT SET US APART FROM OTHER FASHION COMPANIES

Knitwear was, and is, not only our core competence but also something we are greatly passionate about. Since the very beginning, we have loved creating luxurious knitwear pieces of the highest quality, which provide outstanding comfort – enrapturing our customers. As early as the 1970s, we invested in electronically- steered knitting machines making us a pioneer in this field. In the meantime, our knitting machine facility in Bodelshausen is considered one of the most modern.

Our groundbreaking "3D Knit & Wear" technology enables the creation of knitted jumpers, blazers, trousers, scarves and much more in a single step in our knitting facility in Germany. This means

that a finished product comes straight out of the machine. A specialty with these creations is that they are knitted entirely without seams and thus offer an incomparable feeling when worn. The quality label "100 % Made in Germany" is sewn in at the very end.

The use of these "3D Knit & Wear" machines offers great benefits: The articles no longer have to be sewn together in the sewing room, so there is no need to transport them there. In addition to saving time, this also protects the environment by reducing CO<sub>2</sub> emissions. Furthermore, the production cycle times are shorter overall, which also saves energy.

TO THIS DAY, WE CONTINUE TO FOLLOW  
OUR PASSION FOR KNIT AND PRODUCE  
HIGH-QUALITY KNITTED CREATIONS IN  
OUR IN OUR OWN KNITTING FACILITIES  
AT THE COMPANY'S HEADQUARTERS.



MARCCAIN





## INNOVATION FROM PASSION

Since 1999 we have had our own in-house printers. This is continually being modernised and expanded. We also have our own laboratory at our headquarters in Bodelshausen. This ensures the quality and thus the longevity of the products. Here, all materials are put to the test. During the comprehensive process, about 31,000 tests are carried out (including pilling behaviour, light fastness, water fastness).



WE  
WANT TO  
RETHINK  
TOGETHER



## RETHINK TOGETHER – OUR VISION OF SUSTAINABILITY

AT MARC CAIN, WE THINK  
TOGETHER ABOUT PREMIUM  
QUALITY FASHION FOR THE  
WOMEN OF TODAY AND  
TOMORROW. THIS INTEGRATES  
OUR VALUES INTO  
INNOVATIVE AND  
SUSTAINABLE  
SOLUTIONS FOR  
ENVIRONMENTALLY-  
CONSCIOUS  
PROGRESS AND  
SOCIAL JUSTICE.

**This is how our sustainability vision was created and this is an important step in the development of the Marc Cain sustainability strategy:**

In spring 2020, we started developing criteria for a sustainably-produced product.

In summer 2020, taking into account the defined criteria<sup>1</sup>, our first sustainable products were produced for the “Spring/Summer 2021” season.

Through our “Rethink Together” label, which is attached to the collection item in the form of a hangtag and sewn-in woven label, our customer can directly recognise that this is a product with an even more sustainable claim.

In winter 2020, we decided that “Rethink Together” should not only be the label for our sustainable products, but also the motto with which we want to live sustainability at Marc Cain.

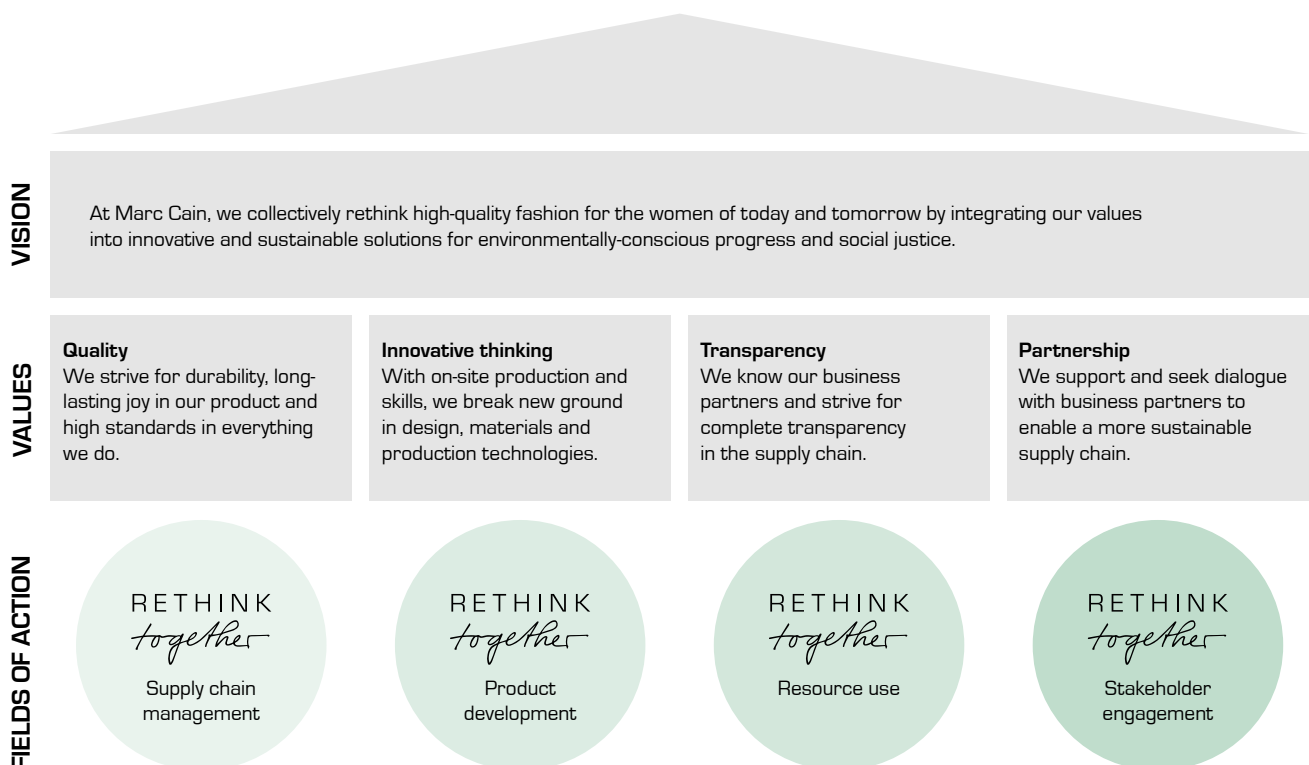
We find the concept “Rethink Together” an important one as we all have to rethink, act mindfully and take responsibility. For our common future and to preserve our planet for future generations.

<sup>1</sup> criteria on page 49

## OUR VISION: A REFLECTION OF OUR CORPORATE VALUES

From the very first day of the company's foundation, the highest standards in every area of our business have determined Marc Cain's corporate policy. At all times, a holistic view is a matter of course for us and the basis of our actions. We also make no compromises when it comes to sustainability.

Therefore, our approach is a reflection of our corporate values, which we always keep in mind when rethinking together. Our corporate values include not only the highest quality of our products, but also innovative thinking, striving for complete transparency in our supply chain and dialogue at a partnership level with our long-standing business partners.



## HOW WE STEER OUR SUSTAINABILITY APPROACH

In order to manage sustainability holistically, the subject is being integrated into our corporate processes step by step.

The Corporate Responsibility (CR) staff position has been in place since February 2019 and reports not only to the Managing Director for Managing Director Design, Technical Development, Production, Purchase & Marketing, but also regularly to the entire Management Board. This is a clear indication of how important we consider sustainability. In addition, the “Sustainability” working group was set up in 2020, in which the Heads of design, procurement, quality, production, marketing and sales participate. In this way, all relevant internal stakeholders are involved in the development of new sustainability activities right from the start.

This means that those responsible for CR occupy a linking position in our company. Through close exchange with other departments, we are increasing the effectiveness of developing the defined fields of action holistically within the company and are all contributing to the joint achievement of common goals. Our main

focus is on the fields of action: supply chain management, product development, resource utilisation and stakeholder management.

In **2019** and **2020**, concentration was on supply chain management with a focus on good working conditions in the factories and on product development. In **2021**, the aim is to strengthen and further develop the measures and goals already established.

For example, we want to expand our risk analysis to include the criteria of the UN Guiding Principles on Business and Human Rights and define additional measures in countries with a particularly high risk. Furthermore, it is important to define a sustainable materials strategy for **2023** and to integrate the idea of the circular economy.

In addition, it is important for us to intensify the field of action “resource use” in particular by devoting ourselves to the topics “packaging” and “CO<sub>2</sub> balance”. By drawing up a CO<sub>2</sub> balance, we will be able to define a climate strategy that includes both compensation targets and reduction targets.



## SUSTAINABILITY AND DIGITALISATION

We see great potential in the strategic linking of sustainability and digitalization - something we want to exploit more and more in the future. For example, the increasing 3D simulations along the entire production process not only mean more speed and flexibility, but also reduced transport, material consumption and overproduction. A concrete example of this is the paper models, which were abolished in 2020. Instead of reproducing the cuts in paper, they are now completely simulated with 3D technology.

## HOW WE RECYCLE OUR RESIDUES

Before ordering raw materials, our cutters create cutting patterns to calculate the preliminary material requirements. Directly before production, when it is known whether small or large sizes are to be produced, the calculation is rechecked. This usually results in a material saving of about 10%. From these leftover materials, we produce basic articles with simpler styles - our so-called +R articles.

# SUCCESSFUL TOGETHER





WHEN IT COMES TO SUSTAINABILITY, IT IS IMPORTANT FOR US TO TAKE A STRATEGIC AND HOLISTIC APPROACH. WE AIM FOR THE BEST POSSIBLE SUCCESS.

## GOALS THAT CONTRIBUTE TO OUR FIELD OF ACTION “SUPPLY CHAIN MANAGEMENT”

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In 2020, 70% of our animal-1-suppliers\* production facilities that came from high-risk and non-risk countries undertook **a social audit accepted and validated** by us.

In 2021, we aim to have 100% of our animal-1-suppliers production facilities that are from risk and non-risk countries audited. At the same time, we will start **auditing direct animal-2-suppliers\***

Audits are a good first step, but the **Corrective Action Plan** is particularly important to us so that we can jointly define targeted impro-

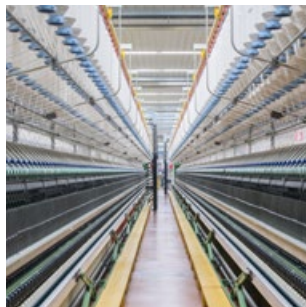
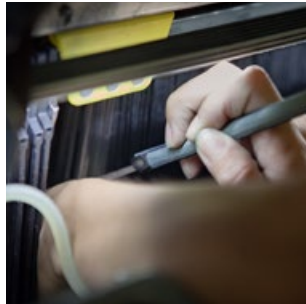
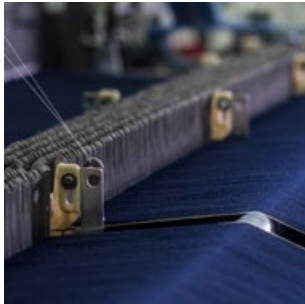
vement measures. During the Corona pandemic, we discussed this plan with our suppliers via video call.

We maintain **long-term and respectful business relationships** with our suppliers. 50% of them for more than 10 years and 25% of them for more than 20 years.

In 2020, a total of 10% of our collection was manufactured **at our own production site**.

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\* **Animal-1-suppliers**, the last stage of the value chain. Our animal-1-suppliers are our garment-makers. This is where our products are cut and sewn together into a finished garment.  
**Animal-2-suppliers**, who transform the raw materials into yarns and/or fabrics, but also dye and print.



Material supplier for denim, Candiani Spa., Italy

## LONG-TERM PARTNERSHIPS ARE THE FOUNDATION OF OUR SUPPLY CHAIN

An essential part of our procurement and sustainability policy is to deal fairly and in partnership with our suppliers. We maintain longterm and respectful business relationships with our suppliers - **50% of them for more than 10 years** and **25% of them for more than 20 years**. They are all outstanding specialists in their fields with expert know-how, with whom we have acquired a great deal of knowledge over the years. This knowledge, combined with a trusting, open cooperation at equal level, is important for the perfection of quality - and for the success of our work. This is the reason why we do not engage in supplier- and country-hopping.

Our buyers and travel technicians are regularly on site at the production facilities to carry out checks. Our Corporate Responsibility Team also makes sure that the factories comply with our working conditions regulations. Due to the Corona pandemic, we had to reduce the site visits in 2020 until further notice.



Materials supplier for woven goods and jersey, Beste Spa., Italy



Materials supplier  
for denim, Tejidos Royo S.L.,  
Spain



Ready-made goods supplier, Black Q, China

## WE RELY ON TOP QUALITY FROM TOP COMPANIES

Alongside our production facilities in Germany, we also manufacture in other production plants in Western, Southern and Eastern Europe as well as in selected plants in European countries and Asia. Cooperation with non-European countries is important to us because of our high quality standards and the expertise available there. This is also the reason we work with specialists in each sector in the various countries, true to our motto: top quality from top companies. For example, China is very well known for the high-quality processing of silk, which is why we have many of our silk products manufactured by Chinese specialists.

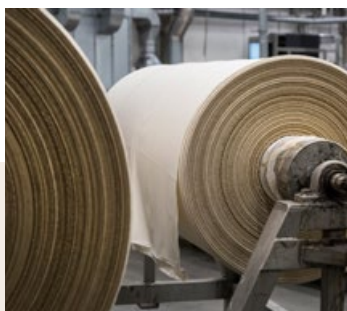
## INSIGHT INTO OUR TOP PARTNER COMPANIES

Long-term relationships, expertise, appreciation, trust and cooperation at eye level characterise the business relationships with our partner companies. These are the prerequisites needed to attain the highest quality. The close cooperation of design and the pattern-makers at the Bodelshausen site, as well as the permanent exchange between the Marc Cain travel technicians and the producers on site ensure the high standard of Marc Cain products.



### SERIDE SRL, ITALY

- **Collaboration with Marc Cain:** since 2001
- Supplier of printed and plain fabrics
- **Specialist in:** Developing own/brilliant print designs and prints fabrics of all kinds



### BESTE SPA, ITALY

- **Collaboration with Marc Cain:** since 2001
- Fabric supplier for woven and jersey
- **Specialist in:** Twill, jacquards, satin, taffeta, popeline, development of exclusive designs







#### **BALI D.O.O., CROATIA**

- **Collaboration with Marc Cain:** since 2010
- Supplier of outward processing
- **Specialist in:** Jersey processing tops and bottoms



#### **INFINITY MODE SRL, ROMANIA**

- **Collaboration with Marc Cain:** since 2010
- Supplier of outward processing
- **Specialist in:** Processing of blazers and trousers of all kinds





### KS KNITFABS, INDIA

- **Collaboration with Marc Cain:** since 2003
- Finished goods supplier
- **Specialist in:** High quality and elaborate hand embroideries on jersey in combination with prints



### NEO CONCEPT, CHINA

- **Collaboration with Marc Cain:** since 2001
- Finished goods supplier
- **Specialist in:** Jersey, woven and material mix, very high print competence

IN 2020 A TOTAL OF 65% OF OUR KNITWEAR WAS MANUFACTURED IN OUR OWN PRODUCTION FACILITIES ON-SITE.



Equipment at headquarters in Bodelshausen



Quality processes at Bodelshausen



Sewing shop at Bodelshausen

## WHERE WE SOURCE OUR FINISHED AND RAW GOODS

We are one of the few German clothing manufacturers that still has its own production facilities in Germany. The production areas at our headquarters in Bodelshausen include high-tech knitting facilities, a sewing shop and a textile printing shop. In 2020, a total of 10% of our goods were manufactured at our own production site. In this way, we not only commit to Germany as a location, but also keep vital know-how, new technologies and crucial quality processes within our own company. 90% of our procurement volume is accounted for by products manufactured by independent suppliers in so-called outward processing or purchased as merchandise.



## OUR OWN KNITTING FACILITIES IN THE GERMAN HEADQUARTERS “KNITTED IN GERMANY” & “100% MADE IN GERMANY”

We have our own knitting facilities at the Bodelshausen site. It is here that we knit the yarns on our state-of-the-art knitting machines and finish the knitted collection pieces in so-called finishing processes. The work on the knitting machines is intricate, it requires a great deal of expertise. That is why we rely on our experienced knitting technicians who are continually developing new knitting programmes. This enables us to maintain the high level and our pre-eminence for innovative knitting techniques and types of knit.

In the ultra-modern 2,000 sqm production rooms, 441.823 knitted items are currently produced each year on a total of 107 knitting machines. These include 100 flat knitting machines and 7 circular knitting machines.

In addition, our “100% Made in Germany” creations are produced in our in-house knitting department using the “3D Knit & Wear” technology. This 3D knitting process is groundbreaking for an unparalleled feel as well as for a manufacturing process in which there is less waste and significantly shorter transport routes. This is because the collection items are knitted in one piece without any seams. The innovative 3D knitting technology processes only the amount of yarn needed for the garment and thus produces little to no waste.





Circular knitting machine in production facilities



Production process on the flat knitting machine



CAD programming of the knitting machine



Pieces that are produced and finished in our own knitting facilities carry the label “100% Made in Germany”. Articles produced in our own knitting facilities and finished by our Eastern European partners are given the label “Knitted in Germany”.

Our knitwear “made and knitted in Bodelshausen” not only stands for ultra-modern and innovative collections. It is also a fundamental prerequisite for being able to exist in Germany with our own production site and being able to maintain jobs in the region. In addition, we secure know-how through our own production, which enables us to communicate at a partnership level with our suppliers as well.



## OUTWARD PROCESSING AND MERCHANDISE

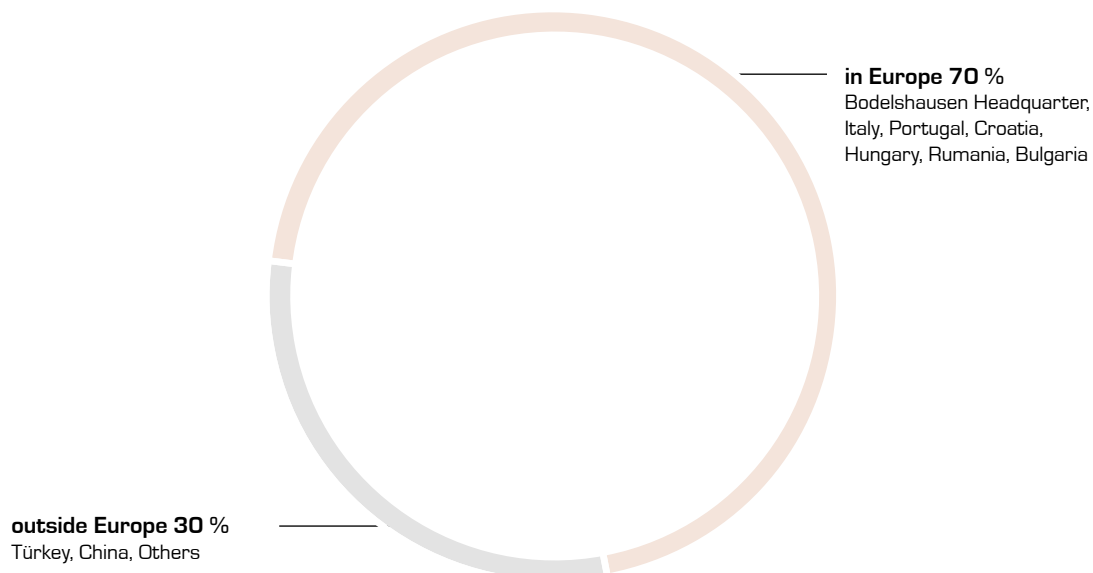
The development and design of our pieces is "Made in Germany" as they are created on the Bodelshausen facilities by the Marc Cain Design Team with great attention to detail. The designers are in close contact with the pattern-makers and technicians on our site. This close exchange is the decisive preliminary stage to passive contract manufacturing and the purchase of merchandise.

**Outward processing:** Marc Cain buys fabrics and ingredients, checks the quality and stores them on its premises. To complete the garment, the materials are shipped to our PLV operations. The finished garment is then returned to Marc Cain.

**Merchandise:** Marc Cain buys the finished garment from the supplier; the purchase of the fabrics and ingredients is the responsibility of the supplier.

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### DISTRIBUTION OF SOURCING COUNTRIES FOR OUR CLOTHING MANUFACTURERS – 2020




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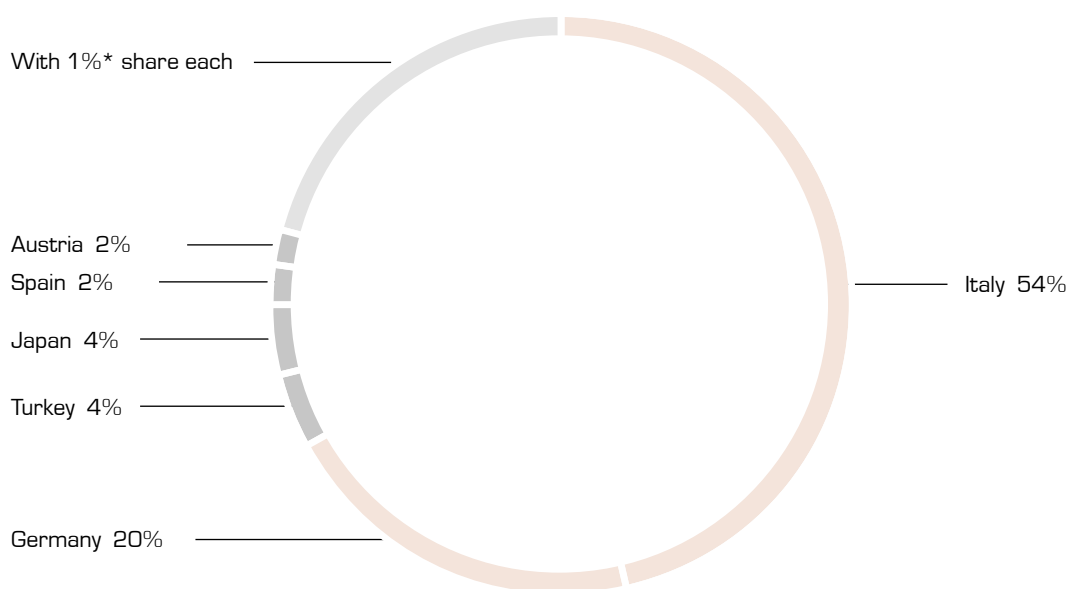
Proportion of in-house production + distribution of sourcing countries of suppliers from contract manufacturing and finished goods suppliers (basis of data: production orders per country of origin for seasons S/S 2020 & F/W 2020)

## OUR RAW MATERIALS SUPPLIERS

We also have a direct contractual relationship with so-called fabric and ingredient suppliers for the goods that are produced via outward processing. From them, we purchase outer fabrics, buttons and other materials for in-house and contract manufacturing as well as our yarns, which are processed here at the Bodelshausen site. This production chain is a mostly European process, which means that the fabrics, woven fabrics, jerseys and knitting yarns come mainly from Europe, especially Italy. This has remained unchanged since the company was founded in 1973.

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### DISTRIBUTION OF SOURCING COUNTRIES FOR OUR FABRIC AND INGREDIENT SUPPLIERS - 2020




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\* with share 1% each: Belgium, Denmark, France, Greece, Netherlands, Poland, Portugal, Romania, Switzerland, Hungary, China, Hong Kong, South Korea

## HOW WE TAKE RESPONSIBILITY

We are an internationally operating fashion brand with a global supply chain. This entails significant challenges. We face these challenges and are also aware of the responsibility that this entails. In this context, taking responsibility for us means: creating good production conditions and ensuring that human rights violations in the supply chain are avoided.

To comply with, and improve social standards along our supply chain, we joined the amfori initiative in 2019 and participate in amfori BSCI (Business Social Compliance Initiative). Amfori is a leading global business association for transparent and sustainable trade. We are thus committed to the values and principles of the amfori BSCI Code of Conducts for human and labour rights and the social goals of the textile and apparel industry.



**The amfori Code of Conduct is based on the following international guidelines and agreements:**

- Core Labour Standards of the International Labour Organization (ILO.)
- Universal Declaration of Human Rights
- UN Global Compact
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on “Business and Human Rights”

## AMFORI BSCI CODE OF CONDUCT

### AMFORI BSCI PRINCIPLES



#### The Rights of Freedom of Association and Collective Bargaining

Our enterprise respects the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.



#### Fair remuneration

Our enterprise respects the right of workers to receive fair remuneration.



#### Occupational health and safety

Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



#### Special protection for young workers

Our enterprise provides special protection to any workers that are not yet adults.



#### No bonded labour

Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



#### Ethical business behaviour

Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.



#### No discrimination

Our enterprise provides equal opportunities and does not discriminate against workers.



#### Decent working hours

Our enterprise observes the law regarding hours of work.



#### No child labour

Our enterprise does not hire any worker below the legal minimum age.



#### No precarious employment

Our enterprise hires workers on the basis of documented contracts according to the law.



#### Protection of the environment

Our enterprise takes the necessary measures to avoid environmental degradation.

### AMFORI BSCI APPROACH



#### Code Observance

Our enterprise is obliged to protect workers' rights as mandated by the law and the amfori BSCI Code.



#### Supply Chain Management and Cascade Effect

Our enterprise uses the amfori BSCI Principles to influence other business partners.



#### Workers' Involvement and Protection

Our enterprise keeps workers informed about their rights and responsibilities.



#### Grievance Mechanism

Our enterprise provides a system to collect complaints and suggestions from employees.

source: [www.amfori.org](http://www.amfori.org)



## HOW WE CHECK OUR SUPPLIERS COMPLIANCE WITH SOCIAL STANDARDS

We have integrated the values and principles of the amfori BSCI Code of Conduct into our supplier framework agreements and can subsequently check whether they are being observed by our direct business partners and their production facilities. Independent third parties, so-called audit companies, carry out such checks in the form of a social audit on site.

Social audits are important because they increase transparency with regard to working conditions and social standards in the production plants and enable us to define improvement measures in a targeted manner.

Before a social audit is carried out at the factory, we first have to make sure that our supplier is also the producer of the articles. It can be the case, for

example, that a supplier has several production plants or that a supplier is “only” an agent who works with several production plants. This happens, but is a rarity at Marc Cain. Once this has been clarified, the second step is for the producer to carry out a self-assessment of his social management.

This approach has proven its worth, as it serves as a first assessment and helps to implement improvements before the audit.

These steps are important because a transparent supply chain is essential to the audit process. If we do not know where our items come from, risks cannot be identified and improvements cannot be made.

## HOW WE CONDUCT THE SOCIAL AUDITS

When auditing the production plants, we proceed step by step. In the first step, we audited the production facilities of our animal-1-suppliers, i.e. the manufacturers of outward processing and merchandise, from so-called risk countries. In the second step, we checked the animal-1-suppliers from non-risk countries. Risk countries are countries where there is an increased risk of human rights violations, for example due to corrupt governments or limited freedom of expression. The World Bank classifies China, India, but also European countries such as Romania as risk countries. Non-risk

countries are, for example, Hungary, Portugal and Italy.

In the second step, we also want to integrate the production facilities of our raw material suppliers (animal-2-suppliers) into the audit process.

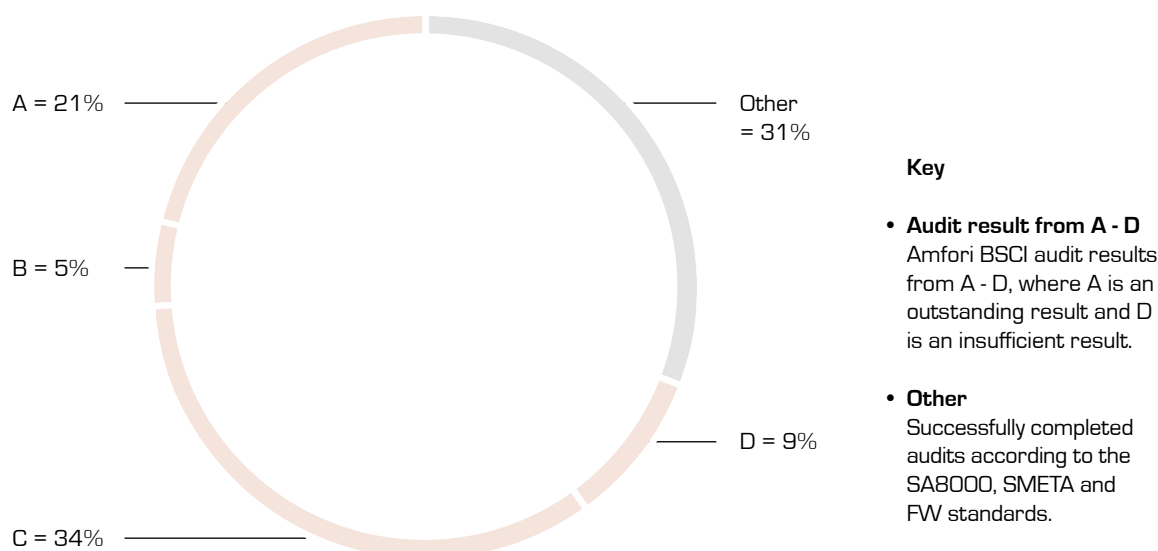
Once we have carried out an audit, the production plant receives a so-called audit report, which shows the overall result of the audit performance. In addition to audits according to the amfori BSCI standard, we also accept audits of the following standards: SA8000, SMETA (4-pillar) and Fair Wear.

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## WHAT WE HAVE ACHIEVED SO FAR

In 2020, 70% of our animal-1-suppliers production facilities from risk and non-risk countries were able to demonstrate a valid social audit that we accepted.

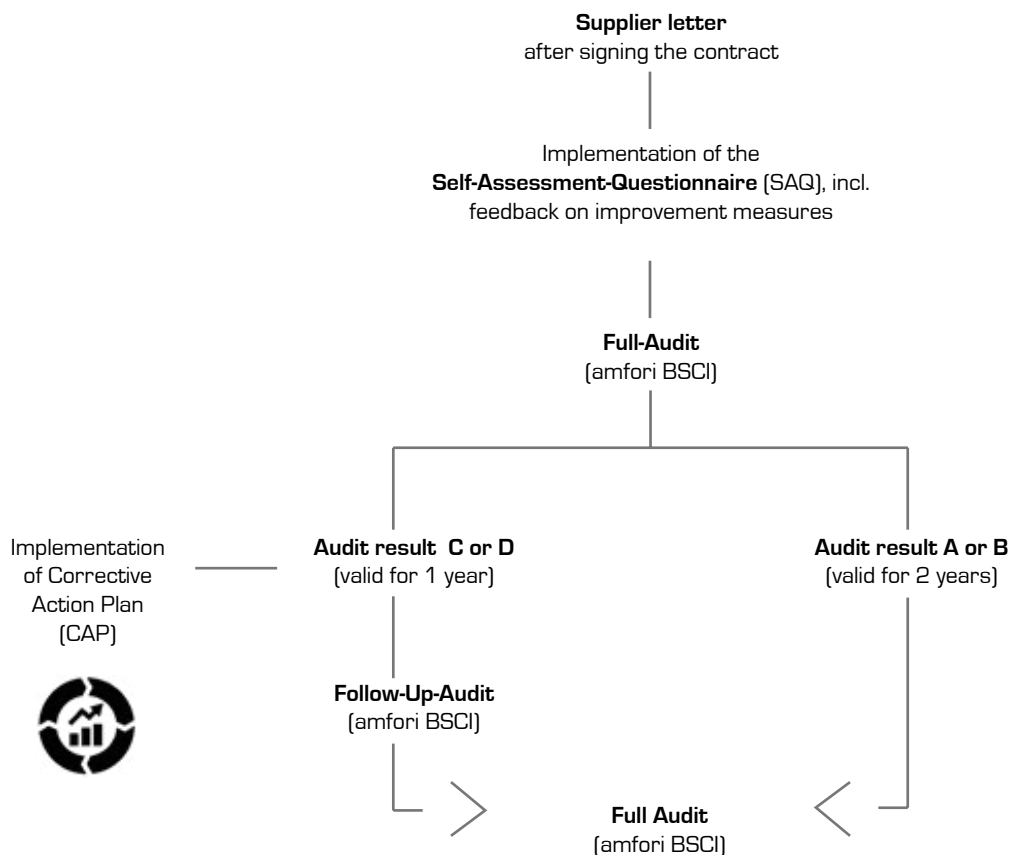
### Distribution of audit performance of our producers with amfori BSCI audit



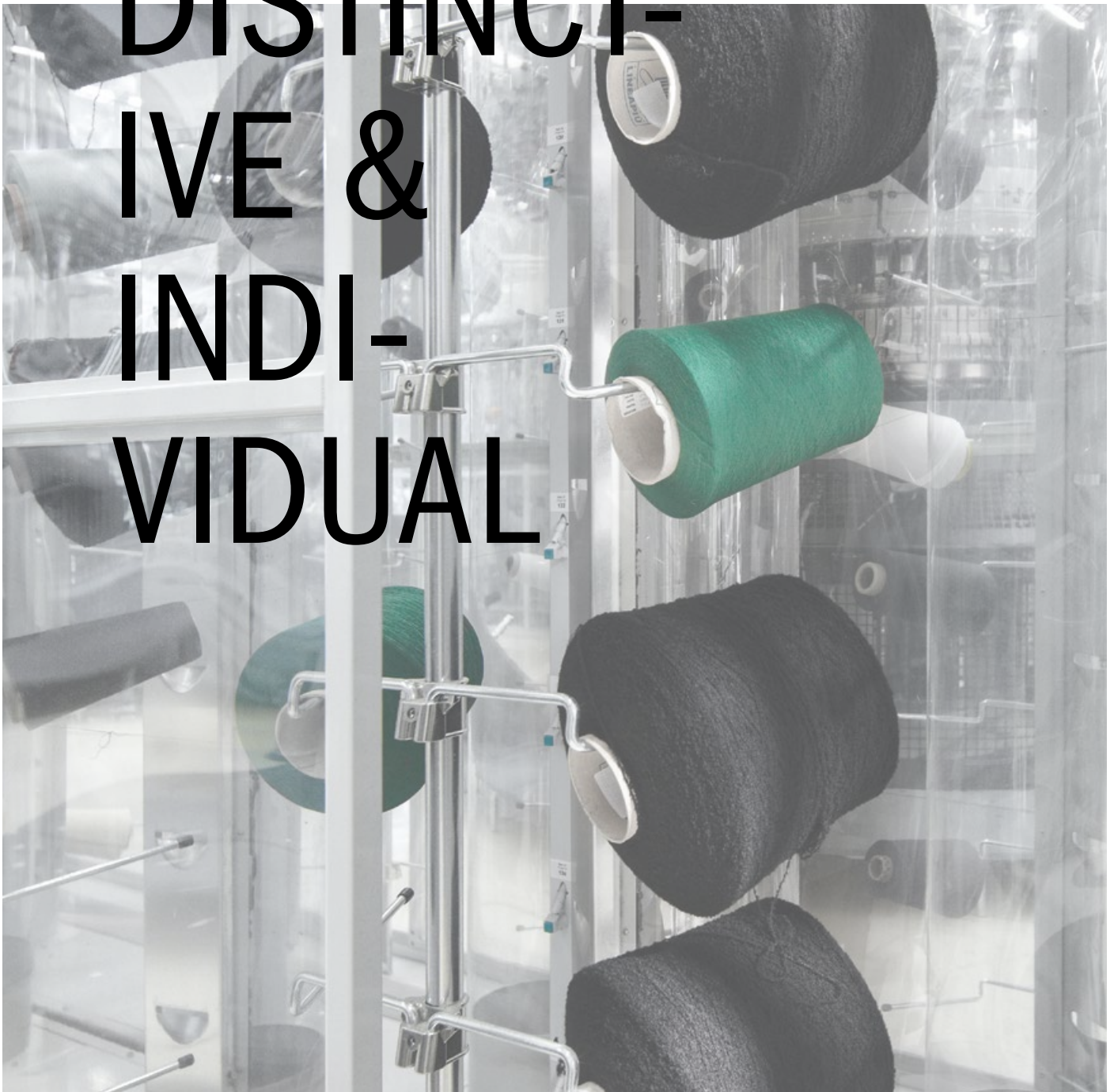
## CASES IN WHICH A CORRECTIVE ACTION PLAN (CAP) / PLAN OF MEASURES IS REQUIRED

If producers achieve an audit result of C or D, they must draw up a so-called “Corrective Action Plan” (CAP). This CAP helps to get to the bottom of the causes of the individual findings and to define short-term as well as long-term measures that bring about improvements. The last and most important step in this context remains that the defined measures are actually implemented. Whether the measures are actually implemented is checked in the so-called follow-up audit. This takes place within one year if the audit result is a C or D. Here, too, we do not leave our producers to their own devices. That is why we are there to help with the preparation of the CAP.

### THE SOCIAL COMPLIANCE PROCESS AT A GLANCE



# DISTINCT- IVE & INDI- VIDUAL







## HOW OUR COLLECTIONS ARE STRUCTURED

We develop new collections twice a year for our labels Collections, Sports, Additions and Bags & Shoes. This means that we follow the conventional collection rhythm common in the fashion industry.

We take the necessary time to develop and realise our collections so as to be able to offer our customers perfect products of the highest quality with maximum comfort and a lot of attention to detail: from the first design idea to the sale of the piece in the trade takes about 1.5 years.

## GOALS THAT CONTRIBUTE TO OUR “PRODUCT DEVELOPMENT” FIELD OF ACTION

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We have made a commitment that, **by 2023 50% of our cotton as “more sustainable cotton”**, which means cotton sourced as Better Cotton, recycled and organic.

100% of our **down and feathers** used are **certified to the RDS standard**. Our products with fake down are made from 75% or 100% recycled polyester. (3M Thinsulate Featherless)

In 2020, we developed our **sustainability label “Rethink Together”**.

Our goal is to continue to expand our “Rethink Together” product range so that we can **gradually label more and more products with a “Rethink Together” hangtag**.

In 2020, we **used 13.6% more sustainable cotton**, exceeding our target of 5%.

Since 2020, we have been communicating: **All recycled and organic materials, as well as all Lenzing fibres in our care labels**.

With the implementation of a material analysis and **participation in the Corporate Fiber & Materials Benchmark of Textile Exchange**. We have come **a step closer to our complete transparency**, as this creates understanding about the quantities of materials used in the articles we produce.

## WE PUT EVERY MATERIAL TO THE TEST

We select the materials used for our premium garments very carefully. Only if a material is able to meet our high-quality standards, for example in terms of durability and comfort, is it included in the Marc Cain range.

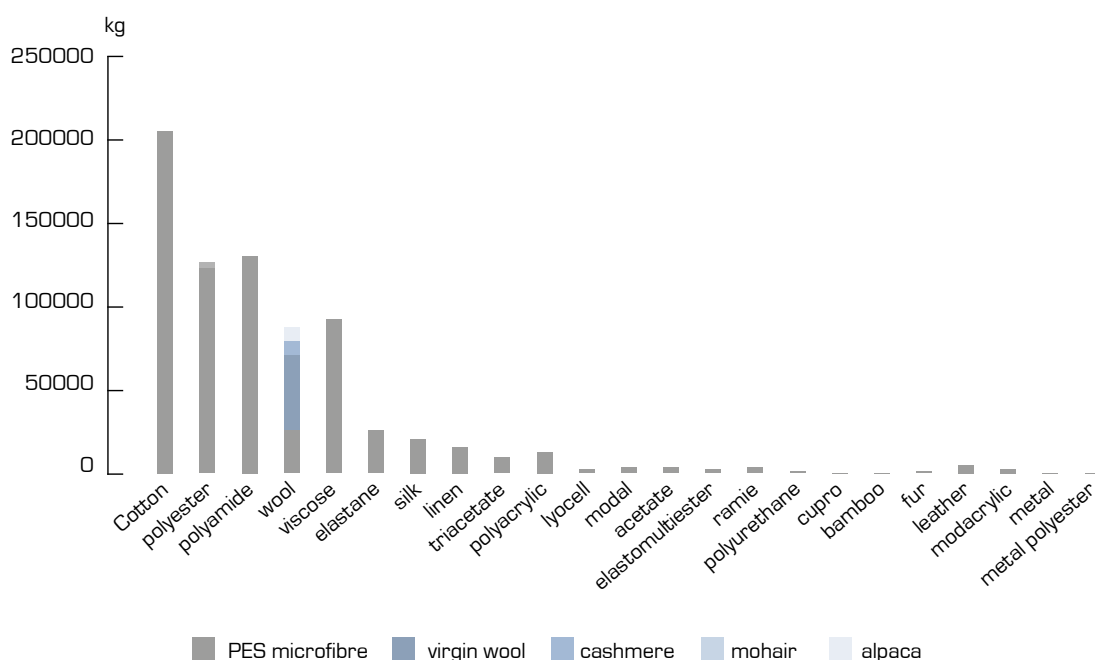
It is our goal to harmonise the high demands on our design products with other essential aspects of sustainability. This also includes the continuous pursuit of innovative and environmentally-friendly raw materials. For this, a clear understanding of the type and quantity of materials used is important, as well as their origin and method of production. This demonstrates our holistic sense of responsibility and is the basis for the development of essential and goal-oriented sustainability measures.

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### THE MATERIALS WE MAINLY USE:

#### Material analysis 2020

Transparency about the type and quantity of materials used





## COTTON

Cotton is one of our absolute favourite materials. The plant-based natural fibre is not only especially kind to the skin.

Cotton also has excellent absorbency. It is very hygienic, durable and uncomplicated to care for. In one year, we process about 200 tonnes of cotton. Unfortunately, standard cultivation does not leave our environment unscathed. Various negative ecological effects are the result.

We want to counteract this by increasingly using cotton with verified sustainability certificates in our collections. We also contractually exclude cotton from Uzbekistan and Turkmenistan.

## SYNTHETIC FIBRES

Known by their individual names (elastane, polyester, polyamide, etc.), these fibres are particularly robust and easy to handle. However, the production with petroleum, as well as the non-biological degradation, are negative aspects that need to be reduced.

Synthetic fibres, nonetheless, add real value to products in terms of fit and ease of care.

Moreover, it is now possible to produce synthetic fibres based on renewable resources instead of petroleum. Technologies on these fibres aim to use 100% renewable resources.







## VISCOSE

Viscose is kind to the skin, has a high absorbency, an airy and loose drape and is durable in use.

Viscose is also called artificial silk because it combines the positive aspects of cotton and silk. Cotton because viscose is made from the same raw material as cotton, namely cellulose. In the case of viscose, however, this is obtained from wood, and cellulose is biodegradable. Due to the addition of chemicals to obtain the fibre, viscose is not a natural fibre, but a so-called man-made cellulosic fibre.

Many manufacturers are very environmentally friendly in their production, as the added chemicals are used in a cycle.



## WOOL AND FINE HAIR

Knitting is our origin, one of our absolute core skills and still our great passion today. For our unique knitwear creations, we mainly use natural animal fibres such as sheep's wool, luxurious cashmere, soft mohair and warming alpaca. Only sheepskin is referred to as wool, all other wool-like animal hairs are grouped under the term fine hair.

Wool can be easily dyed, but also wonderfully processed in its natural colours. The fibre properties are flexible and elastic, wrinkle- and crease-resistant, well-insulating, very absorbent without feeling damp.

Compared to synthetic fibres, merino, mohair, alpaca and cashmere stand out as sustainable fibres: They are naturally occurring, renewable, fully compostable and long-lasting in use - sustainability criteria that are naturally met through a responsible and animal suffering-free sourcing process as well as an environmentally friendly pasture management.

## SUSTAINABLE ANIMAL FIBRES ARE IMPORTANT TO US

The responsible treatment of animals and species-appropriate husbandry are very close to our hearts.

For this reason, we are committed to respecting the internationally-recognised Five Freedoms of Animal Welfare. Animals should be free from hunger and thirst, discomfort, pain, injury or disease, fear and distress, and have the freedom to exhibit normal behaviour. We require our suppliers to use only products from animals that are raised and kept in accordance with applicable laws and regulations. In particular, we refer to the EU Species Protection Regulation EC No. 338/97, which, among other things, implements the requirements of the Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), as well as

the Federal Nature Conservation Act and the Federal Species Protection Ordinance.

In 2020, we required that all suppliers of wool fibres or down provide transparent information on the country of origin, if possible also the region and the farm from which the raw materials/fibres are procured. As it is not an easy process for many suppliers to achieve more transparency in their supply chain, we are creating awareness for these issues and are working together with them on step-by-step improvements. In the exchange with other companies, trade associations and standard organisations, we would like to also increase the availability of animal welfare-certified materials.

ANIMAL AND SPECIES PROTECTION ARE CENTRAL PRINCIPLES OF OUR SUSTAINABILITY PHILOSOPHY.



## THESE ARE OUR REQUIREMENTS FROM OUR SUPPLIERS:

### NO MULESING

Our aim is to use only mulesing-free wool. To this end, we ask our suppliers for the relevant certificates and are continuously increasing the proportion of this. However, the demand for non-mulesing merino wool is much higher than the supply, this combined with high prices and long lead times, makes the procurement process more difficult.

### NO EXOTIC SKINS

We do not use exotic animal skins. Skins of snakes, crocodiles, lizards, stingrays and sharks (galuchat), for example, are considered exotic skins. They often come from endangered species and from countries of origin with lax implementation of animal welfare laws.

### LEATHER

The leather we use must be a by-product of the food industry. What is important to us here is responsible breeding and husbandry that respects animal welfare and the environment. We are aware that transparency in the leather supply chain is crucial for this, which is why we work closely with our suppliers.

### NO ANGORA

Angora wool comes from the angora rabbit and angora production has been criticised for many years. Animal welfare and species protection are central principles of our sustainability philosophy, which is why we have not used angora wool in our products since 2014 for ethical reasons.

### DOWN

We only use certified feathers and down from animals (Responsible Down Standard) that have been bred exclusively for meat production and that have neither been plucked alive nor used for the production of foie gras.

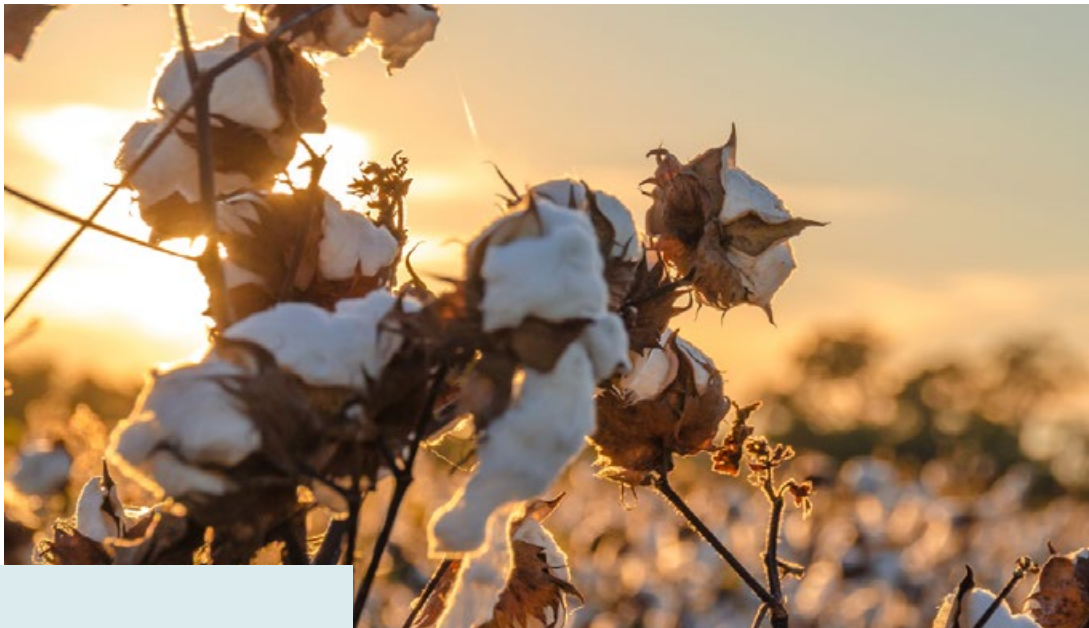
### NO REAL FUR

All our pieces have been fur-free since 2016. Instead of fur we use various high-quality faux fur (fun fur, fake fur) in the collections. As a fur-free brand, we are also registered with the German Animal Welfare Association and the Fur Free Retailer Initiative. You can find more information at [furfreeretailer.com](http://furfreeretailer.com).



## SUSTAINABLE FABRICS

The range of “sustainable” materials and fibres is growing rapidly. Various international product and process certifications have become established, but with different focuses and levels of aspiration. In addition, many manufacturers of innovative, resource-saving fibres and production processes are not certified, but rather collect their own facts and figures. For Marc Cain, materials and fibres are sustainable if they actually have a lower environmental impact or better social compatibility than their conventional counterparts. We increasingly rely on the use of such materials that fulfil this claim, and at the same time, meet our high quality standards.



FOR MARC CAIN, MATERIALS AND FIBRES ARE SUSTAINABLE  
IF THEY ACTUALLY HAVE A LOWER ENVIRONMENTAL IMPACT  
OR BETTER SOCIAL COMPATIBILITY.



## USE OF SUSTAINABLE MATERIALS SINCE 2020

For us, Better Cotton is a more sustainable fibre that is grown with reduced pesticide and water, with appropriate training for the farmers. For us, it fulfils the minimum requirements with which we want to promote more sustainable cotton cultivation across the board. Better Cotton is secured through the so-called mass-balance approach along the supply chain. Because of the mass balance approach, we have chosen not to communicate Better Cotton on the product.



Better Cotton - Cotton farming in Pakistan

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## WHAT IS MASS-BALANCE?

Global supply chains are long and intertwined. Often, raw materials from different origins are mixed to achieve a certain quality. This is also the case with Better Cotton. Better Cotton is not physically traceable to the end products. However, BCI farmers benefit from the demand for Better Cotton in the same quantities as we “source”. In this process, the quantity of products sold must not exceed the quantity purchased, which ensures that the “balance” is positive. By the way, this is also how the purchase of green electricity, fair trade juice or fair trade cocoa works.

We have been a member of the Better Cotton Initiative since July 2020. BCI pursues the goal of producing one third of the cotton grown worldwide in a more sustainable way. This is intended to reduce the environmental impact of cotton cultivation, increase farmers' incomes and strengthen the cotton industry as a whole.



## MARC CAIN TARGET BY 2023: 50% MORE SUSTAINABLE COTTON

Cotton is our most used fibre, but at the same time it is resource- and labour-intensive to harvest. That is why we have set ourselves the goal of sourcing 50% more sustainable cotton by 2023. We define more sustainable as BCI, recycled & organic cotton. In 2020, we already achieved 13.6% of this target.



**GOTS and OCS certified organic cotton** is free from genetically modified seeds and harmful chemicals. In addition, organic cotton is grown in crop rotation. These aspects allow for long-term nutritious soil, which in turn has a better water and much higher CO<sup>2</sup> storage capacity. Up to 94% less CO<sup>2</sup> is emitted. In addition to ecological criteria, the GOTS standard also verifies social criteria such as good working conditions.

**GRS and RCS certified recycled cotton.** Here, the resource-intensive phase of raw material extraction is omitted, thus the ecological sustainability factor is very high. It can come either from pre-consumer waste (such as production waste and offcuts) or from post-consumer waste (such as worn cotton clothing). Currently, recycled cotton does not yet meet the high-quality standards we have for our cotton products, which is why it is currently still mixed with conventional cotton. In addition to the recycled content, the GRS standard also checks the social and ecological criteria of the producer.

**Cupro** is a waste product from conventional cotton processing. To produce cupro, cotton linters i.e. short, non-spinnable cottonseed fibres - are spun into yarn.

The production process of cupro has long been known to be harmful to the environment, as toxic pollutants are released into the waste water. Now there is only one company in the world (Asahi Kasei) that produces cupro (brand name Bemberg). This company has invested a lot in the production process, so that a closed production cycle is guaranteed and thus no pollutants get into the waste water. NGOs have thus come to accept the fibre as sustainable. <sup>1</sup>

**GRS and RCS certified recycled polyester** is recovered polyester, either from production waste (pre-consumer) from old goods or from clothing discarded by consumers. Recycled polyester can also be made from old PET bottles. What they all have in common is that no new crude oil has to be extracted for production, and recycled polyester is therefore less resource-intensive than virgin polyester. The quality is quite comparable. The RCS standard only checks the

recycled content of a fibre. The GRS standard also checks the producer's social and ecological criteria in addition to the recycled content.

**3M Thinsulate™** is made from a very lightweight material that combines the thermal properties of natural down with the insulating properties of synthetic fibres. Unlike down, the synthetic fibre filling continues to warm and insulate even when wet. We use Recycled Featherless insulation for our products, which is made from either 75% or 100% certified recycled synthetic material. As an animal-free alternative to our certified feathers and down, the innovative 3M Thinsulate™ Featherless insulation is used in our outdoor products such as jackets, parkas and waistcoats.



Materials with the sustainability attributes "recycled" and "organic", as well as all Lenzing fibers, are marked directly on the care label.

<sup>1</sup> [https://store.textileexchange.org/wp-content/uploads/woocommerce\\_uploads/2019/11/Textile-Exchange\\_Prefered-Fiber-Material-Market-Report\\_2019.pdf](https://store.textileexchange.org/wp-content/uploads/woocommerce_uploads/2019/11/Textile-Exchange_Prefered-Fiber-Material-Market-Report_2019.pdf); <https://www.asahi-kasei.co.jp/fibers/en/bemberg/bemberg-world/material.html>



## OUR “RETHINK TOGETHER” (SUSTAINABILITY) LABEL WHY WE INTRODUCED OUR LABEL

The fact is that the topic of sustainability has become increasingly important in recent years and has now finally arrived in the consciousness of end-consumers. The current crisis situation has given this awareness an additional boost.

At Marc Cain, we have recognised the increasing importance of the topic of sustainability and therefore created a separate area of responsibility for sustainability in February 2019 and also started our strategic sustainability management.





In the first step, we started where the biggest impact could be expected and where Marc Cain could improve the most. This included making our production facilities transparent and checking the quality of working conditions.

However, to also make our sustainability efforts and activities clear to our customers, it was important to introduce

sustainability communication about the product. We have achieved this with our “Rethink Together” label, which is attached to the collection piece in the form of a hangtag and sewn-in woven label. In this way, it is immediately apparent to our customers that this is a product with an even more sustainable claim.



## WHAT IS BEHIND THE “RETHINK TOGETHER” LABEL?

When developing our sustainable products, it was important for us to take a holistic approach.

Thus, our “Rethink Together” products consist of

- at least 50% certified sustainable material
- and go through innovative production processes



We define **certified sustainable material** as, for example, organic fibres according to the GOTS or OCS standard, recycled fibres according to the GRS or RCS standard, all Lenzing fibres, but also more sustainable fibres from manufacturers such as ENKA® or Econyl®.

To help our designers keep track of this, we have created a standard overview that contains all the material and fiber standards we accept and can therefore be used by the design.



PRODUCTS MADE FROM SUSTAINABLE MATERIALS THAT HAVE ALSO BEEN MANUFACTURED IN AN INNOVATIVE PRODUCTION PROCESS ARE MARKED WITH A HANGTAG AND SEWN-IN WOVEN LABEL.

An **innovative production process** means that it can be proven, on the basis of different information, that it is an environmentally friendly and resource-saving production process. This confirms that environmentally friendly chemicals or, for example, less water and renewable energies are also used in the further processing of the more sustainable material.

Of course, the same contractual requirements regarding social standards also apply to our “Rethink Together” products. This means that the existence of a valid social audit at the garment manufacturer is a further criterion for a product to

be awarded the “Rethink Together” label. By using a sustainable material, manufacturing in an innovative production process and the existence of a social audit, we do justice to a holistic approach.

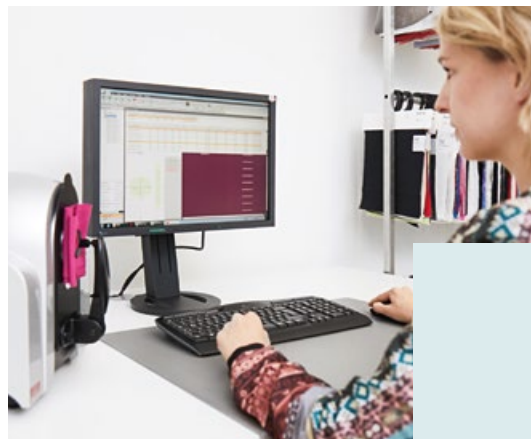
We started with our first “Rethink Together” pieces in the Spring/Summer 2021 season, which means that the items were already delivered to the Stores in November 2020.

Our goal is to continue to expand the product range in this area so that more and more of our products can be marked with a “Rethink Together” label.

WE ARE ONE OF THE FEW GERMAN CLOTHING MANUFACTURERS THAT STILL HAS ITS OWN PRODUCTION FACILITIES IN GERMANY. WE ARE CLEARLY COMMITTED TO THIS LOCATION AND SHOW OUR BELIEF IN GERMAN FASHION.



MARCCAIN



Insight into our laboratory at headquarters

## OUR POLLUTANT MANAGEMENT

### EVERYTHING COMES TO LIGHT

We have our own in-house laboratory that not only tests authenticity but also coordinates the management of harmful substances. Here, we compile a test catalogue for our producers every season according to the legal requirements. The definition is based on a risk analysis. Relevant here is the country from which we source the material or whether it is a new supplier. In addition, the topics of material pollutants as well as transport and storage. We then send the catalogue to the producers and the material is tested in external, certified test laboratories in the sourcing countries.

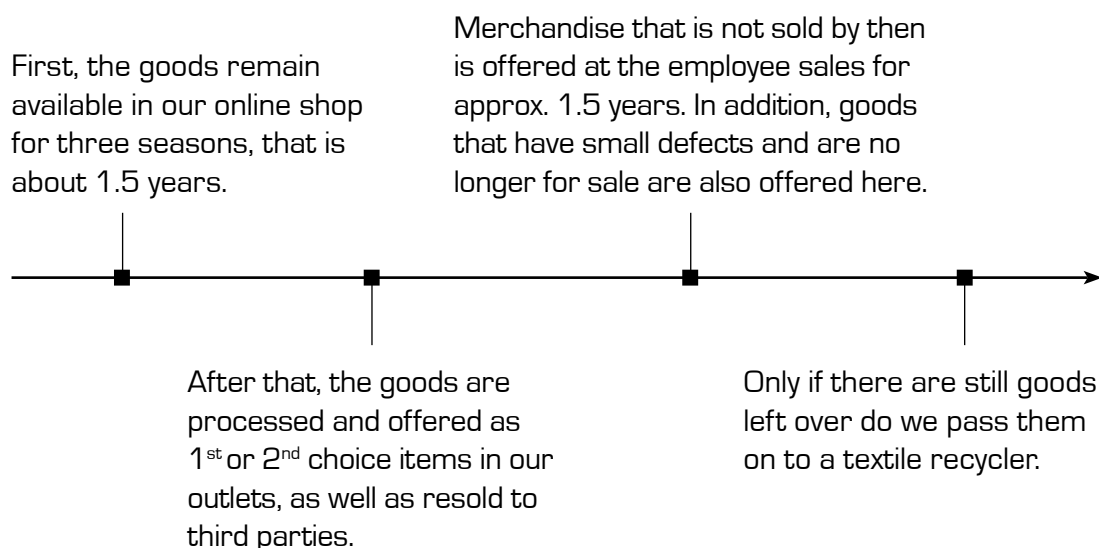
Afterwards, the results are checked at Marc Cain and only then are they released for production. We follow REACH and have our own RSL (Restricted Substances List), which is continuously increasing in quality. For our “Rethink Together” pieces, we require ZDHC (Zero Discharge of Hazardous Chemicals) conformity for our dyers, washers, printers.



## HOW WE DEAL WITH UNSOLD GOODS

Our goal is to adjust the quantity of goods exactly to the needs of our customers. Despite our efforts, it is possible that at the end of each season there are still goods in our warehouses that could not be sold.

In the case of leftover merchandise, we at Marc Cain have established a process that has proven its worth.



Marc Cain Outlet Bodelshausen



# OUR SUSTAINABILITY INVESTMENTS AT THE GERMAN SITE



## CONTINUOUS INVESTMENTS AT OUR HEADQUARTERS FOR MORE ENVIRONMENTAL PROTECTION

So as to maintain our production facilities at the company headquarters in Bodelshausen, it is necessary for us to continuously invest, for example, in efficient processes to reduce energy and water consumption. Of course, the latest environmental and energy standards are taken into account and in some cases exceeded in every measure of modernisation.

### CO<sub>2</sub> SAVED THROUGH WASTE RECYCLING

# 750 TONS

By reusing our recyclables, such as steel, old electrical appliances, plastics, wood and cardboard, we save about 622 t of CO<sub>2</sub> in one year. This is roughly equivalent to 750 flights from Frankfurt to Lisbon and back for one person. Comparison from:

<https://www.tagesschau.de/multi-media/bilder/grafik-co2-101.html>



### OCCUPATIONAL SAFETY

Our complete equipment for occupational safety is in line with the latest technical standards and is above average compared to other companies in similar industries as well as above the legal requirements.



## WE GENERATE ELECTRICITY PHOTOVOLTAIC SYSTEM

Our logistics building has a photovoltaic system that feeds the electricity it produces into the company's internal system, so that the building is partly self-sufficient. In this way, a significant amount of CO<sub>2</sub> can be saved. In 2020, it was just under 32,000 kg of CO<sub>2</sub>, which is roughly equivalent to 160,000 kilometres driven with a medium-sized petrol engine. Comparison from: <https://www.tagesschau.de/multimedia/bilder/grafik-co2-101.html>

CO<sub>2</sub> SAVED BY THE  
PHOTOVOLTAIC SYSTEM

**32.000 KG**

## WE SAVE WATER RAIN WATER CISTERN



In addition, rainwater is collected in the logistics building in a cistern with a volume of 100,000 litres of water. This is used to irrigate the gardens on the company premises.

**100.000 LITRES  
RAINWATER**

FOR THE IRRIGATION OF  
THE INTERNAL GARDEN



## WE REDUCE WASTE PLASTIC BOXES

We use reusable, and therefore, environmentally-friendly KLT plastic boxes. In practice, this means that the boxes are sent to suppliers and companies folded up on pallets so that they can be returned with finished goods. In this way, cardboard boxes can be dispensed with, considerably reducing waste. The KLT boxes have a long shelf life and can therefore be used for many years. The boxes are used for ingredient storage shipping and have already proven their advantages.





WITH QUALITY SEAL  
"100% MADE IN GERMANY"

## 23.575 KNITTED PIECES

In 2020, we had around 23.575 knitted items that bore the "100% Made in Germany" quality seal, produced entirely at our head-quarters in Germany using our state-of-the-art 3D knitting machines.

Due to the elimination of further processing in Eastern Europe and the associated transport routes, we were able to save an additional 4 tonnes of CO<sub>2</sub>. This is roughly equivalent to the storage capacity of 4 beech trees, that grow for 80 years. Comparison from: <https://www.tagesschau.de/multimedia/bilder/grafik-co2-101.html>

SAVED **117,6 T CO<sub>2</sub>**  
BY USING DHL GOGREEN  
IN 2020

## WE SUPPORT ELECTROMOBILITY E-CHARGING STATION

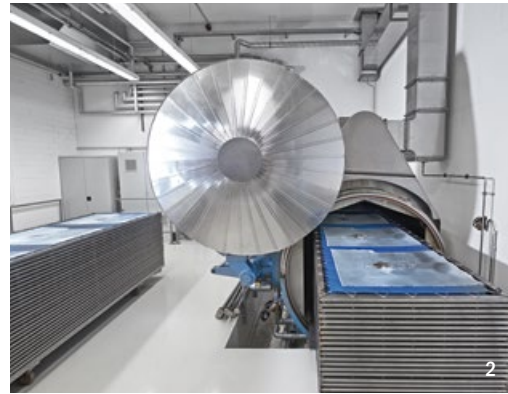
As part of the new energy concept, there is also an e-charging station at our Marc Cain Outlet in Bodelshausen. This is for our customers who arrive with their electric cars. They can thus conveniently recharge their car free of charge for the duration of their shopping trip.



## DHL GOGREEN

Since May 2015, we have sent all our parcels and packages to endconsumers using DHL GoGreen. GoGreen stands for certified, climate-neutral shipping through optimised transport routes, alternative vehicle drives and energy-efficient warehouses.

With this additional contribution per parcel and package, we help to offset CO<sub>2</sub> emissions and thereby support climate protection projects that are supported by DHL.



## WE REDUCE FOSSIL FUELS

### VAPOUR BOILER

All our machines are mainly heated with steam. When steam is generated by the steam boiler, condensed water is also produced which, already heated, flows back into the steam generation. This has the advantage that less new water has to be heated to generate new steam. Modernisation measures have also reduced the consumption of gas here. The steam boiler also includes a burner that already meets the exhaust gas regulations that will apply from 2025.

**1 Conveyor belt steaming system** Before the washing process, the fabric is slightly shrunk by means of steam. In the process, the meshes are fixed in their shape, resulting in a uniform appearance. | **2 Steam chamber** After inkjet printing, the applied dye still has to be fixed in the steam chamber. This increases the colour brilliance and achieves a high-quality and wash-resistant print. Depending on the material, the steaming times are quite different, e.g. the steaming process takes longer with wool than with cotton. | **3 Ironing** The ironing process uses steam to bring the fabric into the correct shape. The garment is placed on tables specially designed by Marc Cain for this purpose and the steam is not fed from above, as with a conventional iron, but from below. Different ironing programmes ensure that the different qualities are ironed according to their texture. A quality check is also carried out during the ironing process.



## HEAT RECOVERY

Excess heat is reused through heat recovery. The steam generated by steam boilers in production condenses into hot water, the heat from which is extracted and used to heat water and tap water in the buildings at the headquarters.

IN THIS WAY, APPROX.

**3000 LITRES**  
CAN BE HEATED IN  
**20 MINUTES**  
TO **55°C.**



## 30% HEATING AND COOLING SAVINGS

THROUGH HEAT RECOVERY

The exhaust air from the ventilation systems in our headquarters is also used for heat recovery, so that less heating is needed in winter. Instead, heat is extracted from the office air and added to the fresh air drawn in from outside without mixing the air. In summer, the mechanism works the other way round and is used to support the air-conditioning system.

The heating and cooling savings of this super high-tech system are around 30%, far above the standard. With a view to the Corona pandemic, these mechanisms also allow hygiene concepts to be implemented more effectively because the indoor air is not mixed with the outdoor air.

SINCE 2014

## OWN PRODUCTION OF REMOTE HEAT

By using renewable fuels, we produce remote heat that is used to supply the entire headquarter buildings. This is done for the most part with so-called “pellets” made from wood. We made a conscious decision to use wood pellets as a form of renewable energy back in 2014.

We use about 400 tonnes of pellets per winter to heat the entire company complex. Built-in residual dust filters in the system ensure clean exhaust gases.

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## WE CARE ABOUT THE RESPONSIBLE USE OF RESOURCES

### WE PROMOTE RESPONSIBLE FULL FORESTRY

All our paper products including shipping boxes and inlay paper for transport are certified and labelled with an environmental seal. Our standard printing paper is also certified with the EU Eco Label and Rainforest Alliance Label.

In this way, we are sending a clear signal in favour of the environment. The certified wood and paper products come from responsible forest management, ensuring the long-term preservation of forests. The eco-label is awarded under strict control and covers not only the end product, but also the processing chain.



## SECONDHAND SALES – WE PROMOTE PRODUCT RE-USE

### OF OUR OLD ELECTRONIC EQUIPMENT

We do not immediately dispose of our waste electronic equipment, but first subject it to a thorough inspection. If the products are still in good working order, they are offered to our employees at a second-hand sale at very favourable prices. Only if no new buyer can be found for the devices after some time, they are finally disposed of correctly.

IN 2020,

**55 DEVICES  
RECEIVED  
NEW OWNERS.**

THIS INCLUDES PCS, LAPTOPS,  
MONITORS, PRINTERS AND  
MOBILE PHONES.

## STORE FURNITURE AND DECORATIVE ITEMS

Our so-called decoration sale takes place at regular intervals. This was also the case in 2020. It takes place over three days and is even open to the public on the second and third day. This means that anyone who wants can come by and buy small pieces of furniture and decorative items. The articles often come from the sales areas of our Stores or were used for decoration in our shop windows. The sale gives the products a longer product life cycle.

In addition, furniture is often reworked by us so that it can be used again.



Store furniture and decorative items seen here can be purchased at a second-hand sale or will also be reused for internal Christmas decorations at the HQ.

# OUR EMPLOYEES INSPIRE WITH CREATIVE IDEAS







The team at the Jerusalema Dance



## OUR EMPLOYEES ARE THE HEART OF OUR COMPANY

Being a responsible company means that our employees feel at ease with us. They are at the core of our success, and we are very interested in keeping them in our company for the long term. We achieve this through optimal working conditions and a dynamic environment with exciting tasks, an appreciative working atmosphere and other numerous benefits.

These include, for example, our internal Marc Cain Academy, which offers a wide range of individual training opportunities for the entire workforce, as well as support for our employees in finding childcare and a work-life balance.





Good luck! There are great prizes to be won here. The proceeds went to WWF.



**The beer is tapped: A lively atmosphere at the Marc Cain hut party.**



Our annual summer party. Relaxing together by the lake.

To maintain the “we” feeling and strengthen collegial cohesion outside work, we organise a summer and Christmas party every year. It is especially important to our owner Helmut Schlotterer to give something back to society. This is why, for example, a raffle is organised at the Christmas party, the proceeds of which are donated.



Fresh meals are served daily in the canteen



Fitness courses in the Marc Cain building



Company canteen at the headquarters

To create a productive and pleasant working environment for our employees, our in-house course offerings are open to everyone. In addition, we offer subsidies for selected fitness studios. In our in-house restaurant, our chefs conjure up fresh, healthy dishes every day, ranging from regional to international cuisine. In addition, we enjoy free drinks from water to latte macchiato. During breaks, our employees relax in the spacious company garden with two lakes, terraces and sunbathing areas.

Our “relaxed start” on Monday mornings gives our employees a leisurely start to the week, with work beginning as from 10 a.m. Our “early weekend” rings in the weekend on Friday lunchtime from 2 p.m.

# CHARITY IS CLOSE TO OUR HEARTS







2020: With the Mini Me charity campaign, we supported the Plan International project "Allin Mikuna" in Peru.

## SOCIAL RESPONSIBILITY A MATTER OF THE HEART

Charity is very close to our hearts at Marc Cain. We want to help and like to take responsibility. Not only for our company, but also for society. This is the reason we support many different organisations and associations with monetary donations, but also with donations in kind. Most of them on a regular basis and many of them over many years. It is important to us not only to help for a short time, but to make a lasting difference.



2020: Mini Me Charity Campaign for World Children's Day.

## WOMEN AND CHILDREN INTERNATIONAL COMMITMENT

Women and children have always been at the centre of our social commitment activities and we would like to support them in particular with our donations and campaigns. That is why Marc Cain attaches great importance to organisations that work for their protection, equality and rights at an international level.

Since 2018, we have repeatedly carried out joint charity projects with Plan International, one of the world's largest children's aid organisations. In 2020, we designed our first Marc Cain mother and child t-shirts as part of a limited "Mini Me Charity Edition" for World Children's Day. Part of the proceeds went to the Plan International project "Allin Mikuna" in Peru during the action period. In the same year, another Marc Cain project - "Schooling for Children in Malawi" by Plan International - was successfully completed. In 2018, we supported this project with the #Leo4Charity campaign and the sale of our limited-edition charity Christmas scarves to the tune of 40,000 EUR.

2020 WE DONATED  
**40,000 €**  
TO "SCHOOLING FOR  
CHILDREN IN MALAWI"  
BY PLAN INTERNATIONAL

## REGIONAL COMMITMENT

We also like to support local organisations and associations on an ongoing basis. For example, the proceeds from our traditional Christmas party raffle go to the "Kinderschutzbund Tübingen e.V." (child protection association Tübingen) every year. Since no Christmas party could take place in 2020 due to the Covid-19 pandemic, we sold waffles and punch in our canteen and also donated the sales proceeds, which were doubled by the management.

## ACUTE HELP IN CRISIS SITUATIONS

The German Red Cross helps with long-term projects and in sudden emergencies. We, at Marc Cain, also find this rapid help in acute crisis situations vital. Therefore, it was especially important for us to support the DRK's Corona Emergency Fund right at the beginning of the Corona crisis 2020. With the sale of our mouth-nose masks, Marc Cain was able to donate an amount of €25,000 to the DRK.

## MARC CAIN FOUNDATION

The Marc Cain Stiftung (foundation) supports the following areas: youth welfare, culture, vocational education, children's and youth sports and animal welfare.

### Further organisations that we support with donations:

- Mössingen Fire Brigade
- Pestalozzi Children's and Youth Village
- Ev. Firstwald Grammar School
- LDT Nagold
- Sansa Ta / Romania
- DRK Tübingen
- Hospice work Mössingen
- DRK Bodelshausen
- Förderverein Gewerbl. School Tübingen
- Steinäckerschule booster club Bodelshausen
- Support Association TSG Bodelshausen
- Community of Bodelshausen (Kindergarten)
- Child Protection Association OV Tübingen
- Tübingen Animal Welfare Association
- VFB Bodelshausen
- Wikimedia Fördergesellschaft



2020: With the sale of the mouth-nose masks, we supported the DRK's Corona Emergency Relief Fund.



