



IRIEDAILY



SOCIAL REPORT

2022

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NEW YEAR - NEW ENERGY



FOREWORD

It is our pleasure to share the Social Report for 2022 with you. It presents our commitment to social sustainability and gives you a transparent insight into our work towards fairer working conditions in our supply chain.

We are proud to be a member of the Fair Wear Foundation (hereafter referred to as FWF) since 2016 and to have achieved and retained Leader status since 2018. This award confirms that we are on the right track to creating fairer working conditions in our supply chain.

Like most in our industry, in 2022 we were confronted with continued difficult business conditions. Enormous price increases due to higher raw material costs, increased energy expenses and freight rates, as well as a weak euro forced us to also increase the prices for our products. Furthermore, our business model was affected by disrupted supply chains and longer delivery times, which presented us and our retail customers with several problems.

But here, too, we have found that our long relationships with our suppliers have greatly helped us to limit these impacts. Our employees have shown great commitment and passion in driving our vision of a responsible company forward in this tough environment.

Despite these challenges, we are proud of our progress and will continue to improve working conditions in our supply chain. We have further developed our processes to ensure that all our suppliers comply with our Code of Conduct and put it into practice.

We know that there is still much to do to make our supply chain fairer and more sustainable. So we will continue to work towards achieving our sustainability goals and hope that other companies in our industry will follow suit.

We thank our employees, suppliers, customers, and partners for their support in achieving our sustainability goals and look forward to continuing working together for a better future.

Stay IRIE, Stay Different

Daniel Luger & Walter Molt

WE PROUDLY PRESENT... OUR ACHIEVEMENTS 2022

LEADER STATUS

Once a year, we undergo an audit by the Fair Wear Foundation (FWF) to assess our commitment and progress based on 45 specific indicators. Known as the Brand Performance Check, this audit evaluates our efforts towards implementing social standards throughout our supply chain during the past fiscal year.

We are proud to announce that we have been awarded “Leader” status by FWF for the fifth consecutive year, thanks to our commitment towards social responsibility. Additionally, 95% of our production sites have been classified as “under monitoring” as per FWF’s criteria.

Our benchmarking score has also increased by 6 points to 87, indicating that we have achieved 87% of the points required in the annual Brand Performance Check. If you are interested in knowing more about our efforts towards achieving this status or would like to review our FWF assessment in detail, please click here.

[IRIEDAILY Brand Performance Check 2022](#)

In the current year, the content of this Brand Performance Check is certain to change somewhat. In order to keep the standards continuously high, some indicators will be tightened. For example, FWF members will be required to increase their performance in order to continue to achieve their high scores. The aim is to drive continuous improvement and not to rest on one’s laurels.



SMALL PAPERS - BIG STEPS

POLICIES

Friendship, trust, and respect have been the values on which our work has been based since our inception. For over 25 years, we have proudly upheld these core values in our company, irrespective of whether dealing with our customers, suppliers, or each other.

We are convinced that transparently communicated, measurable values are a cornerstone of sustainable action. For this reason, we have decided to document our corporate philosophy and guidelines for the first time in a series of more than 20 different dossiers, which in turn have been compiled into five final volumes (Supplier Code of Conduct, Policy Papers, Internal Code of Conduct, Responsible Business Conduct Policy, Human Rights Due Diligence Statement) and subsequently communicated to the applicable stakeholders.

In this way, we have developed a Code of Conduct for our suppliers that sets out exactly what we expect of them when it comes to sustainable development. In this context, the Code of Conduct addresses issues such as the prohibition of child labor, corruption, discrimination and gender-based violence, forced labor, punishment, as well as rights to health & safety, freedom of association and the right to fair remuneration. The Code of Conduct also regulates how violations of the aforementioned factors will directly lead to the termination of the business relationship. We expect each of our suppliers to commit to

this Code of Conduct and to confirm this to us in writing.

Moreover, we have developed a supporting policy paper that addresses the issues of subcontracting and minimum wages, as well as our zero-tolerance policy towards child labor, corruption and forced labor. Our suppliers are also required to follow these guidelines and to confirm this to us in writing.

At the same time, we have also drawn up an Internal Code of Conduct. This describes how we as a company want to treat each other, our environment and nature, how we do business and which guiding principles must be respected by every employee. The Code of Conduct was openly accessible to all employees during its development, so that everyone had the opportunity to participate in its creation and incorporate their own values. All employees have signed this Code of Conduct by the end of 2022.

We have also drawn up a Responsible Business Conduct Policy, or RBC Policy for short. The RBC Policy describes our corporate commitment, i.e., the standards to which we as a company are committed in terms of human rights, cooperation with our partners, animals, and the environment. As this policy is a key component of our sustainability strategy and the SDGs, it will be discussed in more detail later in this Social Report.



In addition, we have also developed a Human Rights Due Diligence Statement, which specifically addresses the protection of human rights. In this statement, Iriedaily officially commits to the "United Nations Universal Declaration of Human Rights," the "17 Sustainable Development Goals (SDGs) of the United Nations Agenda 2030," the "International Labour Organization (ILO) Conventions and Recommendations on Labour and Social Standards (ILO Core

Labour Standards)," and the "United Nations Guiding Principles on Business and Human Rights, UN Conventions on the Rights of the Child." We consider it a natural obligation to follow these principles and expect the same from our business partners. At the same time, we also hope that, as pioneers, we will inspire other companies in the industry.

CONSCIOUS CORE VALUES

RESPONSIBLE BUSINESS CONDUCT POLICY (RBC POLICY)

Our Responsible Business Conduct policy is a cornerstone of our success this year.

Our RBC policy addresses the most important steps and factors within our supply chain. In this context, we see our supply chain as a dynamic interplay of different partners and stakeholders. For this reason, we feel it is our responsibility to establish solid standards. The RBC policy aims to further promote fair business practices within the supply chain and to implement them in the long term.

Accordingly, the following topics are covered in the RBC policy: core labor standards, responsibility of W.A.R.D. GmbH, responsibility of our suppliers, the reporting and complaints system, responsible procurement, the use of sustainable materials, animal welfare, and environmental protection.

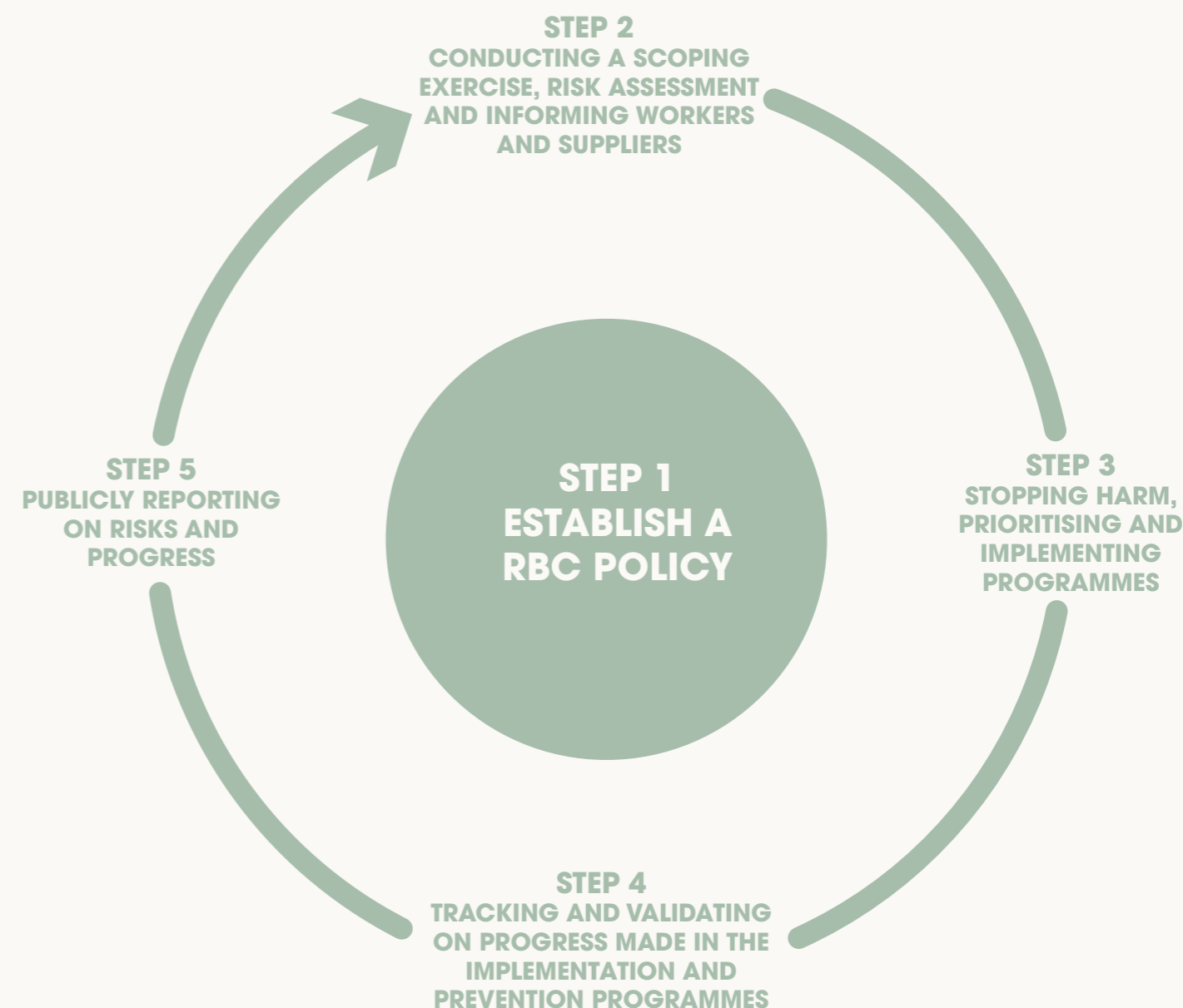
Our Responsible Business Conduct is based on the eight core labor standards of the International Labour Organization, which we are committed to upholding and promoting. We see our responsibility primarily in ensuring and constantly monitoring the implementation of the core labor standards within our supply chain. We regard it as a basic principle to support our suppliers appropriately in the implementation of our requirements, be it through resources or know-

how. In order to be able to accomplish this task in the best possible way, we have been working with various external partners such as FWF for quite some time. We are committed to engaging in transparent and open dialogue with these groups in order to achieve our goal of continuously improving our supply chain.

We demand from our suppliers that they also commit in writing to the eight core labor standards as well as to our Supplier Code of Conduct and promote the implementation of our requirements. Furthermore, we expect our suppliers to deal transparently with information that is relevant to us.

In order to honor these responsibilities, we have committed ourselves to reporting at regular intervals in our social reports on our successes and goals, but also in the event of complaints by workers, and to establishing a complaints mechanism within our supply chain in order to be able to record and address violations of our guidelines.

We consider responsible sourcing to be a major factor in making our supply chain sustainable in the long term. It goes without saying that we are constantly expanding our range of sustainable materials and aligning our production and order planning in such a way that no overproduction is generated.



We are also committed to protecting our environment. For us, this starts with establishing what direct impact our actions have on the ecosystem. Based on this, we then aim to determine how we can reduce our impact. As a minimum, we expect our suppliers to comply with local legislation and also to have a properly working environmental management system.

In order to eliminate animal suffering in connection with our business model to the greatest extent possible, we have decided to ban all animal-based materials from our products.



TEAM UP

STRENGTHENING THE CSR TEAM

In view of the steadily increasing need and importance of a sustainable and fair brand as well as extensive behind-the-scenes work, we strengthened our CSR team in August 2022. By doing so, we strive to ensure that our ambitious sustainability goals are met and that we have sufficient capacity to execute new projects.

Alongside the work for FWF, audits, factory visits, social reports, and training, it is also important to drive our company vision. We see ourselves as Fashion Industry 2.0 pioneers and therefore seek to be forward-thinking in developing solutions that promote the sustainable development of our industry.

Over the coming years, our CSR team will therefore work intensively on the topics of circularity (circular economy), CSR marketing communications, and the comprehensive implementation of the Sustainable Development Goals (SDGs).

RE·USE RE·CYCLE RE·SPONSIBILITY

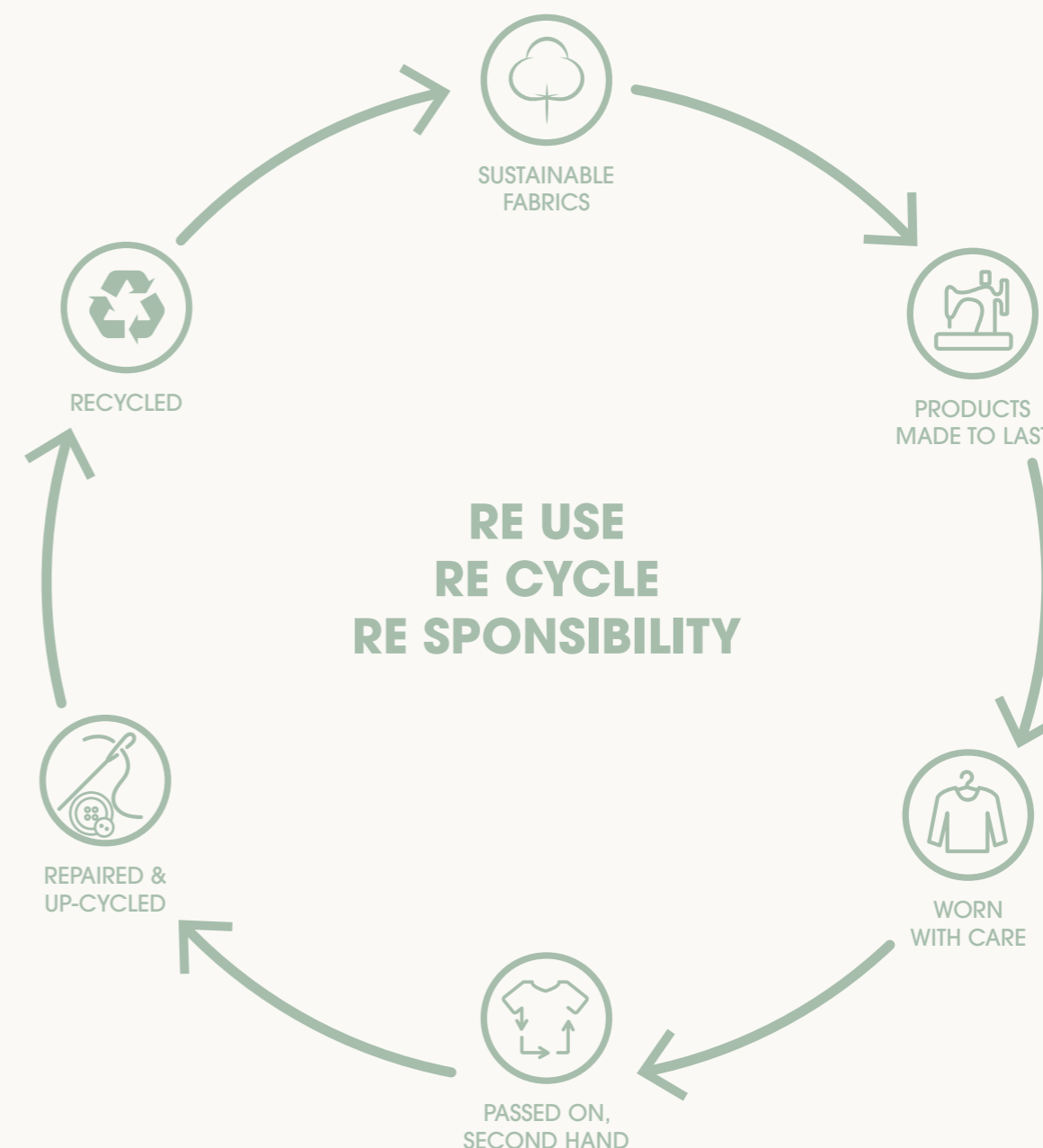
CIRCULARITY

We have started to design our clothing in such a way that we can bring it back into the cycle of reusability. Each season we are able to increase the percentage of items that have this circularity approach.

Circularity in fashion refers to the process of designing, producing, using, and disposing of clothing and other textile products in a sustainable, circular, and regenerative manner. It is a fashion approach that aims to minimize waste, reduce the consumption of natural resources, and create a closed system in which products are reused or recycled.

Circular fashion embraces the following principles:

- **Designing for the circular economy:** Designing clothing in such a way that it can be easily disassembled, repaired, and recycled at the end of its life cycle.
- **Using sustainable materials:** Using materials that are renewable, biodegradable, or recycled, and reducing the use of virgin materials.
- **Extending the life of garments:** In addition to ensuring a long lifespan through high quality, this also means encouraging longer use of garments through rentals, resales, or exchanges.
- **Recycling and reuse:** Includes collecting and recycling old clothes and textile waste to make new products or reusing them for other purposes.



The circular economy in the fashion industry can bring significant environmental and social benefits, such as reducing waste, conserving natural resources, and creating new jobs in the circular economy. It also promotes more sustainable consumption patterns and encourages a move away from fast fashion towards a more environmentally friendly and regenerative fashion industry.

THE BIGGER PICTURE

SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

As a company, we are aware of our ecological, economic, and social responsibilities. We believe that the three-pillar model of sustainable development is crucial, and we are committed to implementing environmental, economic, and social goals simultaneously and in equal measure.

To accomplish this, our corporate activities focus on achieving economic harmony between these pillars. However, we also recognize that our responsibility extends beyond the activities of our brand. In 2022, we began studying the Sustainable Development Goals (SDGs) that are important to us and adapting our operations to ensure that our actions are based on this overarching goal. We aim to continue our sustainability efforts by aligning ourselves with the SDGs to contribute to a better future for all.

The SDGs are a set of 17 interlinked goals adopted by the United Nations General Assembly in 2015 as part of the 2030 Agenda for Sustainable Development. They aim to end poverty, protect the planet, and ensure prosperity for all. They provide a framework for action and collaboration between governments, civil society, and the private sector to achieve a sustainable future for all. There are specific targets and indicators for each goal that can be used to measure progress toward achieving them. The SDGs are interconnected, and achieving one goal often contributes to achieving others.

The SDGs provide a roadmap for sustainable development and promote global collaboration to achieve a more equitable, prosperous, and sustainable future for all.

Integrating them into our business model and implementing them in a sustainable manner is a longer process that will naturally continue to accompany us in the years to come.



A skateboarder in a blue t-shirt and jeans is captured mid-air, performing a trick over a large, dark metal grate. The skateboarder's arms are outstretched, and the skateboard is tilted. The background shows a concrete wall and a blue sky. The overall scene is dynamic and urban.

REACTING

RISK ANALYSIS

As a company with a sense of responsibility, it is our duty to monitor the risks associated with our actions and our supply chain. Since 2022, we have been taking a holistic approach to driving sustainable change and improvement. To achieve this, we consolidated our existing internal policies, redefined them and formulated them in a binding manner. These guidelines provide the framework within which our activities are permitted to operate.

The cornerstone of our systemic approach is the Responsible Business Conduct policy (RBC policy), which commits us to making a positive contribution to sustainable development while preventing or mitigating the negative impacts of our operations, supply chain or other impacts on people, the planet and society.

Continuous risk analysis is an essential part of this approach. This involves collating country, sector, product, business model and factory risks. Categories include the core labor standards of the International Labour Organization (minimum wage, overtime, occupational health and safety, child labor, forced labor, discrimination, etc.), water pollution, carbon emissions, and corruption. We obtain information on individual risks from scientific reports by NGOs, country studies and audit reports.

In this way, potential risks can be assessed in detail before they become serious and, if necessary, preventive measures can be taken. Positive developments and measures that we have already implemented are also integrated into the analysis. We update our risk assessment at regular intervals.

In addition to assessing the risks, we also determine the probability of occurrence and severity (extent, scope, and irreversibility). Based on this assessment, we prioritize risk prevention.

In the event of identifying a strongly increased risk, we initiate immediate measures, such as training of the workers, risk adjustment by the supplier, or even an exit. Further steps to minimize potential risks are factory audits, recurring training programs and the collection and verification of supplier data.

However, risk assessment/prevention is only one part of our overall approach. It is also important to measure progress, communicate it as well as adjusting measures if they are not achieving their objectives. We follow the OECD's "Guidelines for Responsible Business Conduct" and the FairWear Foundation's "Human Rights Due Diligence and Responsible Business Conduct Circle."

FAIR PAYMENTS - THE MINIMUM IS NOT ENOUGH

PROGRESS TOWARDS LIVING WAGES

Ensuring living wages is crucial for achieving sustainable change in the apparel industry. At Iriedaily, we recognize fair wages as one of our top priorities and will continue to strive towards this goal. It is important to note that all workers who produce Iriedaily items are paid at least the legal minimum wage as per the applicable laws in their respective country of production.

Through our long-standing and trustworthy partnership with LuckyTop, our supplier, we have been able to pay living wages for 50% of our production made in China. However, due to the varying corporate structures of our suppliers, there is no universal approach that can be implemented. To address this issue, the Fair Wear Foundation has developed the “fairprice app”, which allows suppliers to calculate a unit price per item that includes the cost of living wages. We tested the beta version with our main supplier and are currently testing it with another brand. If proven effective, we plan to use it with more of our suppliers.

Currently, we ensure fair payment by providing a special payment at the end of each production phase. Our transparent partnership with LuckyTop allows us to determine the actual wage of each worker for each production cycle, based on their wage slips and attendance lists. We then calculate the difference between this value and our Living-Wage Benchmark, defined in consultation with the workers, based on the internationally recognized Asia Floor Wage. Our benchmark of 4547 RMB (approx. 660 EUR – as of 03/22) is much higher than the comparable standard of the “Global Living Wage Coalition” of 3875 RMB (approx. 562 EUR – as of 03/22) for this region.

We also plan to train selected suppliers on the calculation of living wages, with the aim of including a living wage in the purchase prices. While most of our purchase prices currently include wage costs, an adjustment to the living wage is necessary. With the help of intensive supplier training, we hope to obtain purchase prices that already include a living wage in the future.



TAKING AN EVEN CLOSER LOOK

ENHANCED SUPPLY CHAIN MONITORING

In recent years, our company has dedicated itself to meticulously documenting every step in our supply chain. Our objective is to accurately record the different suppliers involved in our textile chain, from raw material extraction to fabric sourcing. Over the past three years, we have begun collecting and evaluating all textile-related information provided by our producers each season. By utilizing fabric certificates, we have been able to effectively monitor the sustainability of our recycled fabrics. These textiles are certified by an independent inspection body (Control Union), which verifies that a certain percentage of recycled yarn is included or that the cotton is organically grown.

Through these control certificates, we are able to trace the last processors of the fabrics and determine the entire textile chain. However, in cases where our producers have their own partners, who spin or weave our special fabric requests, we begin our traceability efforts with the spinning mills of our suppliers to ascertain the origin of the raw materials.

To date, we have conducted a health and safety inspection of some of our suppliers in Portugal and plan to visit additional stations in our supply chain as travel and visitation restrictions ease. All findings and information are collected in a comprehensive factory overview, which is then entered into our company database.

GOALS - A LOOK INTO THE FUTURE

GAINING AN ECOLOGICAL CERTIFICATION SEAL

We are currently pursuing an ecological certification seal for our products.

Although our new sustainable as well as recycled materials are demonstrably and independently tested, such as by Control Union, an ecological seal requires a more in-depth examination of our company and our producers.

We have achieved initial success with some of our suppliers in Portugal and China. Our most important and largest production sites are already GOTS certified.

For the coming year, we plan to have our company certified by the independent certification service provider Control Union and thus obtain the GOTS seal. To achieve this, we have already taken initial measures within our company and hope to receive the GOTS seal as early as mid-2023.

The “Grüner Knopf” (Green Button) is a governmental textile seal that sets binding requirements for companies in textile supply chains in order to protect people and the environment. A total of 46 demanding social and environmental standards must be met.





GENDER

While our main focus in the past has been on taking gender-neutral measures that improve the working and living conditions of all workers at our production sites, this year we intend taking an in-depth look at how we can support women and those identifying themselves as female in our supply chain. Our primary goal is to find out how we can specifically strengthen the position of working people. In doing so, we take country-specific risks and cultural differences into account for our support program.

As women and those identifying themselves as female at all production sites face numerous yet different social and global challenges, we will work closely with our suppliers, agencies, and worker representatives from next year to identify what measures have already been implemented and how we can provide targeted assistance.

Based on this information, we will develop specific programs for each production site to strengthen the position of women and those identifying themselves as female.

CIRCULARITY

Circularity is also one of the biggest goals for Iriedaily in 2023. Although we have already been able to increase the proportion of products that take a circular approach every season, the topic also presents us with several obstacles.

We have already achieved initial successes in the product development, production, and distribution phases. For example, we are already striving to ensure that many of our products are already designed with a single type of material so that they can be reintroduced into the cycle at the end of their useful life. Naturally, we also make greater use of recycled materials in order to minimize the need for completely new materials, and we do not use special finishes on materials that could make recycling unnecessarily difficult.

We currently see the greatest challenges in the phase of collecting the old products, as well as the efficient recycling and reuse of the collected goods on a large scale, as the selection of partners is still underdeveloped in Germany and Europe as a whole. The goal for the coming year is therefore to find sensible solutions for the collection and recycling of our old products and thereby realize the circular approach.

The overall goal is to implement the closed-loop approach as an integral component of our corporate structures and philosophy. Building on our successes to date and by overcoming the obstacles, however, we are convinced that we are on a successful path towards achieving circularity.





1. PURCHASING CRITERIA

1.1. PURCHASING CRITERIA AND PRICE STRATEGY

Our company has consistently followed a procurement strategy focused on developing strong partnership-based relationships with our suppliers for more than 25 years. We believe that this approach is the key to achieving continuous product quality and stable delivery times. As such, we have always prioritized mutual trust and planning reliability, which have been the driving force behind our success in producing fair and high-quality products. For our suppliers to be certified to work with us, they must invest significant time and effort in ensuring that their operations meet our fair working conditions and ecological criteria. Understandably, our partners will only do so if they can rely on our long-term partnership. Therefore, aside from ensuring order fulfilment, we make it a point to pay our suppliers punctually as a matter of course.

Our design production is split between two countries depending on the product group. Jackets, pants, shirts, shorts, accessories, and knitwear were produced by three manufacturers in China in 2022, but this will change in 2023. Meanwhile, items such as t-shirts, tops, dresses, sweatshirts, and hoodies were produced by five suppliers in Portugal. Portugal was classified as a “low-risk country” by the FWF last year, thanks to clear legal requirements regarding workers’ rights and functioning trade unions. However, with the new Brand Performance check, we are now assessing the risks of individual countries and factories individually. We will provide more information on this matter later.

Thanks to more than 25 years of cooperation with M.C.L., a textile agency representing our interests locally, all of our producers are well-informed of the FWF requirements.

Our long-standing partnership with producers enables us to maintain a stable price level. They are familiar with our quality standards, order volumes, and expected size distribution, which aids them in calculating prices accurately. Drawing from previous years’ approximate comparative figures, we can estimate a product’s likely cost with reasonable accuracy.

This changed significantly in 2022/23, however, as increased raw material and energy prices, as well as higher transport costs and a weak euro, led to price increases.

To guarantee fair pricing and living wages in our factories going forward, we are collaborating with our partners on an open-costing system, which involves transparent cost calculations. However, due to many suppliers’ trade secrecy, disclosing their price structure is challenging. Therefore, we have been comparing our workers’ wages for years to make inferences. We are constantly striving to increase transparency by working with our direct business partners and intermediaries.

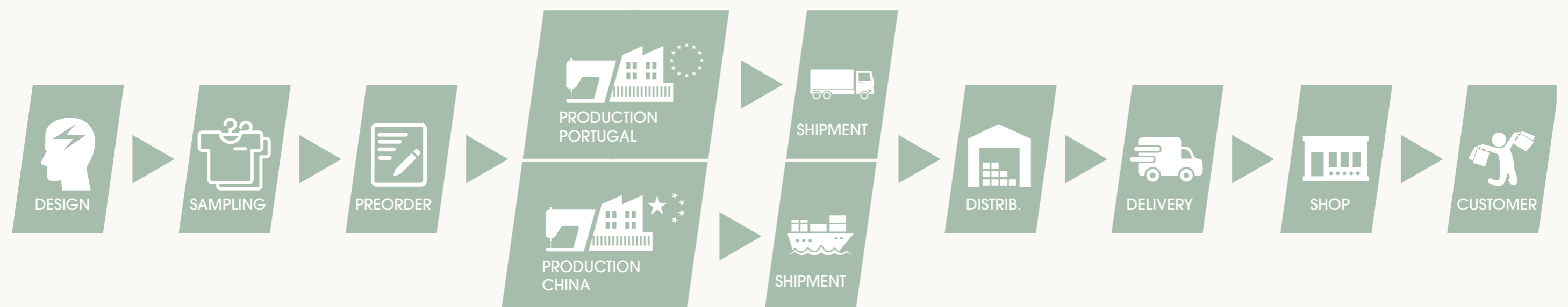
To ensure fair prices and adequate wages, we request minimum and average wage information from our suppliers before finalizing deals.

1.2. PRODUCTION CYCLE

Iriedaily launches two collections per year. The two main seasons are Spring/Summer (45%) and Fall/Winter (55%).

As a fashion brand, we understand that many suppliers are faced with the challenge of completing a significant portion of their production within a relatively short time frame, due to the standard cycles in the industry. While we are mindful of this conflict, we must also adhere to market demands. To address this issue, we engage in intensive discussions with the management of our main suppliers to find individualized solutions.

One such solution resulting from these discussions was the decision to bring forward the delivery of our pre-orders by two weeks. We have observed that smaller producers, in particular, face difficulties in delivering larger orders on specific dates. In response, we have shifted to accepting weekly deliveries, which helps our suppliers with financing and stretches out the production phase for them.



SOURCING & ONBOARDING

1.3. SUPPLIER RELATIONS

We have established a well-defined roadmap for our future endeavors. As a part of this, we have created binding internal guidelines that outline the requirements that a supplier must meet to be considered as a potential new business partner.

To ensure adherence to these guidelines, we have developed a comprehensive onboarding plan and a catalog of requirements. Our initial step is to evaluate the extent to which a supplier meets our requirements, followed by a thorough onboarding process. During this process, we provide the supplier with information on our voluntary commitments.

However, cooperation with the new producer is confirmed only after fulfilling all six steps of our sourcing strategy paper. In addition to assessing the risks associated with the production country, we also analyze each factory for potential risks and assess the human rights situation on site.

The onboarding process includes a thorough examination of the supplier's compliance with our Code of Conduct and other social, environmental, and legal requirements. Only when a potential new partner agrees to adhere to our guidelines and requirements can we confirm our cooperation.

For potential business partners, we guarantee the implementation of specific social and environmental standards. Ideally, the supplier has undergone a prior audit, which we review to better assess the operation and proactively prevent potential risks.

The selection of a new supplier is based on a risk assessment and a factory inspection. In addition, we ensure that our producers have no ties to raw material suppliers from Uzbekistan, Turkmenistan, or the Xinjiang region of China. We also exclude factories that do not guarantee freedom of association.

We prioritize collaborating with factories that have already partnered with other Fair Wear Foundation (FWF) brands. This approach ensures a greater impact on the supplier, as multiple brands have the same sustainable and fair requirements and can work together to drive effective improvements in working conditions.

In the first year of our business collaboration, we ensure that the management team receives training on how to handle workers, their rights, and responsibilities, following detailed hiring interviews and agreements.

Transparency and disclosure of business partners are crucial to us as a company. We communicate openly about our actions and business relationships. Therefore, to obtain a complete overview of the entire supply chain, all factories, process steps, and subcontractors involved in the production from raw materials to finished fabric must be disclosed.

Especially during the global pandemic, it has become increasingly crucial to rely on our business partners. We are grateful to have cultivated long-lasting relationships with our key partners for over 13 years, and with nearly all other suppliers for over seven years. These partnerships, built on trust, have been fundamental to our success and enabled us to tackle new challenges constructively.

Recognizing the need to provide our producers with stability during these challenging times, we sought to offer them security in the form of stable orders and financial support when necessary. For instance, as raw material prices continued to rise, we purchased materials early on to offer our suppliers price stability for their production.

As a partner to our suppliers, we feel a shared responsibility towards them and their workers. Hence, it is critical for them to depend on us as a reliable business partner.

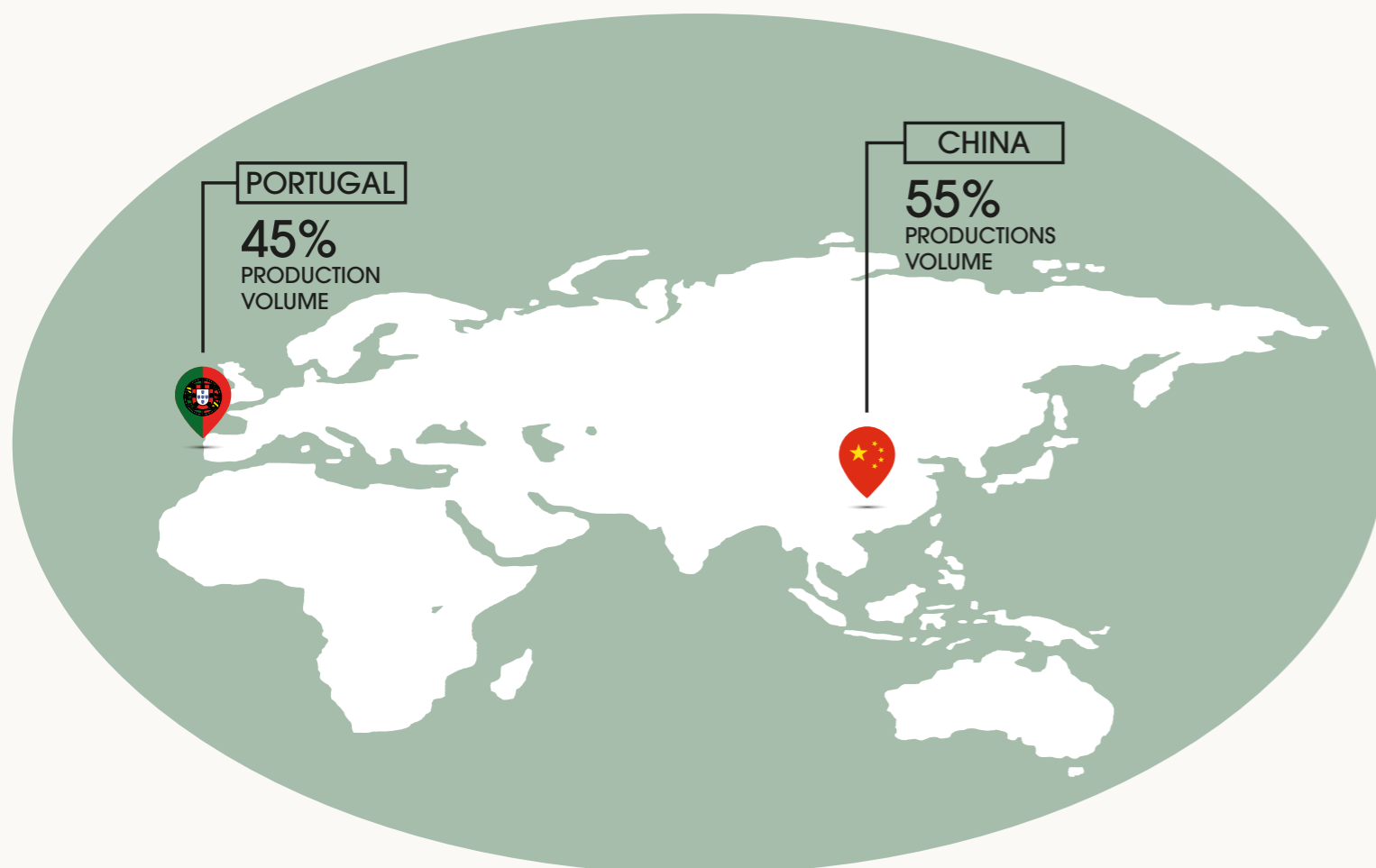
In the fashion industry, it is all too common to switch producers for better prices in one or two seasons. However, we have always rejected such practices since they not only lead to varying quality but also erode trust in the relationship. Trust is the foundation of a successful, long-term, and partnership-based business relationship.

Only with such long-lasting relationships can we establish a close connection with our suppliers. We prioritize understanding their individual situations and challenges to effectively address any problems and ensure successful and equitable collection development, negotiation of delivery periods, and capacity planning.

Portugal

Since the beginnings of the Iriedaily brand, our production has been centered in Portugal. Initially, all our collections were produced exclusively in Portugal for the first ten years. At present, approximately 45% of our production volume continues to be based there.

Following the financial crisis, Portugal experienced a prolonged period of wage stagnation. In recent years, however, there has been a consistent rise in the minimum wage. While this has led to a corresponding increase in our item prices, we nevertheless embrace this development.



China

China currently stands as our most prominent production country, accounting for 55% of our products sourced last year. Over the past decade, the country has undergone significant developments at an impressive rate. These changes have contributed to an increase in the standard of living, particularly in urban areas, consequently resulting in a rise in the cost of living. Despite the increase in wages, there still remains a gap between the statutory minimum wage and a livable income. As such, enhancing wage levels remains a significant priority in this region, even though our producers often pay more than the minimum wage.

During our discussions with suppliers, we discovered that they face challenges in securing new, motivated employees. China's "one-child policy" has resulted in a shortage of young workers, which was evident during our factory visits where we observed mostly older workers. Additionally, we found that it is becoming less attractive for young people to work in the textile industry. This is why it is crucial to create incentives such as the payment of living wages to attract and retain skilled workers.

Our supply chain in China is stable. Last year, a factory relocation to a new site took place there, which was due to the expansion of our accessories manufacturer.

However, in the 2022 financial year, we were forced to implement an exit strategy with one of our suppliers and end our long-standing business relationship. This decision was made because, after two factory and management changes during the pandemic and despite several audits, the factory was unable to restore previous standards.

Over a two-year period, we did not see any significant improvements in working conditions at the factory. After the first factory change, there was already a stringent action plan in place to help the supplier address grievances and establish higher standards. However, after a further monitoring audit (factory audit to inspect progress), our expectations were again not fulfilled. Despite our repeated indications and open communication about the resulting consequences, the structural problems of the factory remained, which led to our decision to terminate the cooperation with the supplier. We announced this clearly in advance and reduced orders and volumes over two seasons. From January 2023, no further orders were placed by us.

1.4. INTEGRATION OF SOCIAL STANDARDS

In order to ensure decent working conditions in our production facilities, we have established a comprehensive monitoring and improvement process. This includes regular training of our suppliers, consultation with partners, internal training, and Fair Wear audits of our factories. By maintaining permanent contact with our agencies and conducting regular factory audits, we are able to identify any non-compliance with the Fair Wear labor code early on. We categorically reject any cooperation with suppliers who are not committed to driving a joint and continuous improvement process.

We strive to establish long-term partnerships with our suppliers and rarely add new factories to our supply chain. However, when we do, we make sure that the supplier is aware of our Fair Wear standards and that there are no human rights violations. We openly communicate the findings of each factory audit or training with our suppliers and invest significant time in implementing corrective actions within a strict timeline. We expect our partners to take immediate action in the event of any violations of occupational health and safety.

To achieve deeper, structural changes at the management level, we define clear action plans that are tied to conditions. We only consider suppliers who demonstrate understanding and guarantee to implement improvements as reliable long-term partners.

We use an internal Factory Rating Tool to maintain a company-wide overview of our suppliers. This tool records and evaluates all positive/negative findings, audits, progress, and other soft factors such as willingness to

communicate and transparency. We share this rating with our producers once a year to give them the opportunity to improve as a result.

Our risk assessment of a supplier has a further influence on the placing of orders. We adjust and renew this assessment annually or as soon as new findings emerge. Decent working conditions are our top priority, and we are committed to continuously improving them through our monitoring and improvement process.



2. COHERENT SYSTEM FOR MONITORING AND REMEDIATION

As an FWF member brand and environmentally conscious company, we have a responsibility to exercise due care and control. To meet the FWF requirements, we conduct regular audits of our production sites. These audits are conducted by an independent FWF audit team at the local level and provide us with insights into the strengths and weaknesses of a supplier in its current state.

Upon receipt of the resulting audit report, which contains recommendations for improvement, we immediately share it with our producers. We then prioritize remedial actions according to their urgency, including conducting country studies to accurately assess any risks identified for workers.

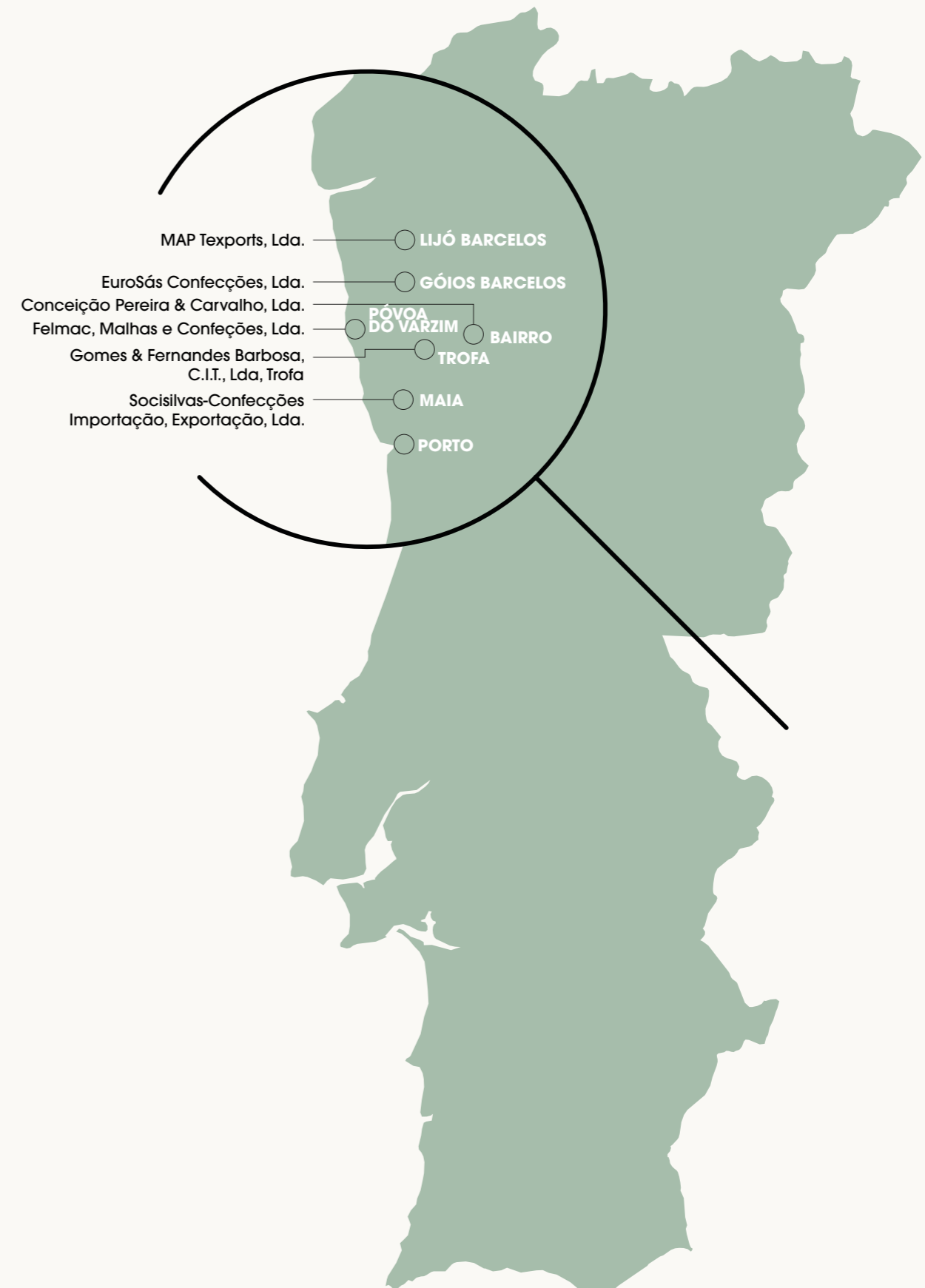
Together with the factory, we take corrective action to address any identified deficiencies. We monitor the progress and success of these measures through visits to the factories and constant communication with those responsible on site.

2.1. PRODUCTION FACILITIES PORTUGAL

In Portugal, we established our textile production over 25 years ago, which has led to a long-standing and close relationship with our primary manufacturers. Our supplier structure mainly comprises small, family-owned businesses with over 20-30 years of experience, catering to smaller orders. The workforce is predominantly local. All companies comply with Portuguese laws on work safety, and minimum wage payment is ensured.

In Portugal, it is customary to pay employees 14 salaries per year. Over the last 25 years, we have been collaborating with a textile agency that represents our interests locally. However, as our obligations under FWF membership became more labor-intensive, we now have an agency employee responsible for monitoring all FWF processes.

In the first two years of the pandemic, our agent has been of significant help to us as factory visits were not possible until October 2021. Most of our producers work in small workshops, and only our agent and workers had access to minimize the risk of infection. We have kept ourselves informed of our partners' conditions and challenges, and provided assistance wherever possible.



2.1. PRODUCTION FACILITIES PORTUGAL

SOCISILVAS CONFECÇÕES-IMPORTAÇÃO E EXPORTAÇÃO, LDA



Rua D. Antonio Castro Meireles 313, 4425-637 Maia
Product group: Knitwear - Organic Cotton
Process: Cut Make Trim - CMT
Supplier since: 1996
Nr. of workers: 9
Gender split: (F) 8 - (M) 1
Leverage: 100 %

Subcontractors:

- Desejo Original, Confecao Unipessoal, Lda / *Sewing*
- Estamparia Jorsan Lda / *Printing*
- Novoli / *Printing*
- Bordados Joaquim Oliveira & Oliveira Lda / *Embroidering*

This producer has been supplying us for 25 years. It is a small, very well organised company that specialises in simple T-shirts or sweatshirt products. In 2021 we interviewed the factory owner and filmed the factory. The video can be found on our [YouTube](#) channel.

EUROSÁS CONFECÇÕES, LDA.



Rua Penedo Redondo 93, 4755249 Góios Barcelos
Product group: Knitwear - Organic Cotton
Process: Cut Make Trim - CMT
Supplier since: 2011
Nr. of workers: 24
Gender split: (F) 20 - (M) 4
Leverage: 50 %

Subcontractors:

- Lopama Confeções, Lda / *Sewing*
- Novoli / *Printing*
- Estamparia Rodrigues & Abreu, Lda / *Printing*
- Cor Suspensa - Estampagem Lda / *Printing*
- Pereira & Filhos - Borbados, Lda / *Embroidering*

We have been working with this supplier since 2000 - but after a merger with another supplier, it has been operating under a new name since 2011. The factory is a small, family-run business. In 2021 we interviewed the factory owners about manufacturing in Portugal and filmed the factory. The video can be found on our [YouTube](#) Channel.

MAP TEXPORTS, LDA.



Rua Industrial Do Corujo 10A, 4750-538 Lijo Barcelos
Product group: Knitwear - Organic Cotton
Process: Cut Make Trim - CMT
Supplier since: 2013
Nr. of workers: 6
Gender split: (F) 5 - (M) 1
Leverage: 60 %

Subcontractors:

- Genuine / *Sewing*
- Linhas & Remates Lda / *Sewing*
- Cor Suspensa - Estampagem Lda / *Printing*
- Bordados Joaquim Oliveira & Oliveira Lda / *Embroidering*

As with our other partners, we particularly appreciate the warm and family-like atmosphere between the workers and owners here. Due to decreasing orders, the factory is finding it increasingly difficult to get adequate production slots, which leads to a huge delay in our deliveries. In 2021 we interviewed the factory owner and filmed the factory. The video can be found on our [YouTube](#) channel.

2.1. PRODUCTION FACILITIES PORTUGAL

FELMAC, MALHAS E CONFEÇÕES LDA.



Rua das Cardosas, 614 - Zona Industrial, 4495-125
Product group: Knitwear - Organic Cotton
Process: Cut Make Trim - CMT
Supplier since: 2017
Nr. of workers: 42
Gender split: (F) 36 - (M) 6
Leverage: 15 %

Subcontractors:

- Lurdes Barros Confecções Unipessoal, Lda / *Sewing*
- Tigerbor / *Embroidering* (New - Since the previous factory has decided to shut down business. Tigerbor is GOTS certified)

The contact to this supplier was established by an employee of an insolvent producer. She told us that some of the customer advisors, tailoring experts and sewers affected by the insolvency have founded a new company. We find these initiatives worthy to support, as Iriedaily was also born out of the „do-it-yourself“ spirit. 2021 interviewed the factory owner about her journey and filmed the factory. The video can be found on our [YouTube](#) Channel.

GOMES & FERNANDES BARBOSA, C.I.T., LDA, TROFA



Lantemil- S.Tiago de Bougado, Apartado 235, 4786-909 Trofa
Product group: Socks
Process: Cut Make Trim - CMT
Supplier since: 2017
Nr. of workers: 51
Gender split: (F) 26 - (M) 25
Leverage: 0,65 %

Subcontractors:

- none

Gomes & Fernandes Barbosa is specialised in the production of socks and has been part of our supply chain since 2017. With about 50 employees, the factory is relatively large compared to our other suppliers in Portugal, considering that the production of socks has an almost fully automated manufacturing process.

CONCEIÇÃO PEREIRA & CARVALHO, LDA



Rua da Boavista, nº 145, 4765-036 Bairro
Product group: Knitwear - organic cotton & recycled cotton
Process: Cut Make Trim - CMT
Supplier since: 2018
Nr. of workers: 50
Gender split: (F) 44 - (M) 6
Leverage: 11 %

Subcontractors:

- Rodrigues & Jorge Oliveira Lda / *Printing*
- Motivos & Relevô Unipessoal Lda / *Embroidering* (New - as cooperation with previous partner was terminated due to lack of transparency)

CPC is a relatively new producer for us. In 2018, we started to develop the first products with this supplier. The producer has decided to handle the sewing process, which in Portugal is mainly done by a subcontractor, in the factory itself. This can lead to delivery delays in individual cases, depending on their order volume. 2021 interviewed the factory owner and filmed the factory. The video can be found on our [YouTube](#) channel.

2.2. PRODUCTION FACILITIES CHINA

More than a decade ago, we made a strategic decision to move a portion of our production to China. This step represented both growth and increased responsibility for our company. Although China poses challenges in terms of its political landscape, we have seen rapid change and growth in areas such as social issues, environmental concerns, and associated regulations. We have developed and maintained long-term, trusting relationships with our suppliers, recognizing that we have a role to play in improving working conditions in the fashion industry. The Covid-19 pandemic has had a significant impact on our workflow with Chinese partners over the past three years. Due to entry restrictions, we were unable to conduct factory visits, and instead relied on information from our partners and agents. However, travel restrictions have made it difficult to monitor our fair and humane factory requirements. To address this, we have sent independent auditors and trainers to production sites to ensure compliance with our standards.



FINDINGS & REMEDIATION OF PRODUCTION FACILITIES

In the wake of a lockdown in May 2022, we saw an increased number of overtime hours in the following months, but the situation has since stabilized. In response, we offered to reschedule deliveries to our suppliers to ease time pressure during the production phase. Maintaining open communication with our suppliers is critical because it allows us to coordinate on a daily basis, clearly articulate our needs, and adjust work methods as needed.

Overtime was a common issue identified in our 2022 audits, and we take this issue seriously. To identify the causes of overtime, we conduct a survey of factory management and analyze the results. We then review the results and take appropriate action. If the cause of overtime is related to structural conflicts, we contact management to identify possible improvements. If the cause is within our direct sphere of influence, we initiate remedial measures.

2.2. PRODUCTION FACILITIES CHINA

JIANGSU LUCKYTOP GARMENT CO.,LTD



No 98 Beiguo Xingyuan Road Gushan Twon
Jiangyin - 214414 - Jiangyin Area
Product group: Woven, knitwear, fleece - recycled yarns & organic cotton
Process: Cut Make Trim - CMT
Supplier since: 2008
Nr. of workers: 52
Gender split: (F) 22 - (M) 30
Leverage: 32 %

Subcontractors:
- Jingyin Changjing Jinbo Garment Processing Co / *Printing*
- Huitai Washing Company / *Washing*

Main factory of our supplier LuckyTop, where about 50% of our production is made in China. We produce there together with another FWF member, whereby we have the lead in communication. In addition to FWF audits, the factory was also inspected by BSCI and GOTS. During the Covid pandemic, there was partly an excessive amount of overtime due to lockdowns in other countries, but this has now stabilized again. The factory was also part of a pilot project last year, in the course of the „fair price“ app implementation. In cooperation with two other brands, the factory participated in the beta test. Since another brand has the lead in this regard, we are still waiting for the detailed evaluation of the results. However, we are confident that the app will have great benefits in realizing fair wages. At the moment, we still calculate the living wage in the factory individually. In the future, however, the use of the app can save a lot of time and effort, as fair wages can be directly integrated into the purchase price from the supplier.

JIANGYIN CHENGFENG GARMENT FACTORY



181-2, Ludong Avenue, Huashi Town Jiangyin Area
Product group: Woven, knitwear, fleece - recycled yarns & organic cotton
Process: Cut Make Trim - CMT
Supplier since: 2018
Gender split: 64
Gender split: (F) 56 - (M) 8
Leverage: 20 %

Subcontractors:
- Huitai Washing Company / *Washing*

Chengfeng is a partner factory of Lucky Top, which covers the complete cut-make-trim process. We produce there together with another FWF member who has the lead for the factory. The factory has a democratically elected workers' representation and employs mainly older local workers who would otherwise have problems finding a job. Since the last audit, the factory has improved in many ways. In 2022, we had the factory audited again, as we wanted to have the wage and time sheets checked, among other things. This is easier to do by auditors who speak Chinese. During a factory closure due to Covid protection measures, we were informed that the continuation of wage payments had been stopped. This does not meet our standards, so we asked the factory to pay the daily legal minimum wage. This was also verified and confirmed by the auditors. Another point we focus on is the minimization of overtime.

JING QI SHI JIA



Blgd C,Pinglong West Road, Pinghu Town,
Longgang D, 18111, Shengzhen - Guangdong Area
Product group: Bags, Wallets, Accessories - Cork
Process: Cut Make Trim - CMT
Supplier since: 2016
Nr. of workers: 10
Gender split: (F) 8 - (M) 2
Leverage: 14 %

Subcontractors:
Jing Qi Shi Jia is a partner factory of LuckyTop, covering the complete cut-make-trim range for accessories.
No other subcontractors.

We produce here together with another FWF member in this factory, whereby we have the lead regarding FWF topics. The supplier is specialized in the production of bags, purses, belts, and other accessories. As the factory was operating at full capacity, there was a change of location to ensure the possibility of expanding the business. After initial difficulties in recording working hours correctly, a digital fingerprint time recording system was installed. After training, we can now guarantee accurate timekeeping for all workers. In the 2022 financial year, there was another change of location. Since China did not relax its entry regulations until 2023, it was not possible to visit the factory. Therefore, the factory was audited by Global Services China. After receiving the audit report, we immediately started the follow up and initiated corrective actions. In the future, we will focus on minimizing excessive overtime in the factory. For this purpose, we have already conducted a root cause analysis to identify possible triggers of overtime.

2.2. PRODUCTION FACILITIES

CHINA

DONGGUAN WANHUIXIANG KNITTING CO., LTD.



No. 268 Xinjia Team, Sukeng Village, Changping Town

Product group: Knitwear - recycled yarns & organic cotton

Process: Cut Make Trim - CMT

Supplier since: 2022

Nr. of workers: 139

Gender split: (F) 73 - (M) 66

Leverage: <1 %

Subcontractors:

- none

Due to our exit at the supplier FuLiYing, we needed to take care of the replacement of our knitting production at an early stage. Therefore, we have audited the producer about one year before placing large orders there, in order to have sufficient time to initiate corrective actions. A major focus for us now is the elimination of excessive overtime. Our ability to change this is still limited, but we will work to make progress with this supplier.

JIANGSU ASIAN SOURCING HEADWEAR MFG.CO., LTD



No.2 Guangzhou South RD, 223005 Huai An City, Jiangsu Area

Product group: Caps, Hats - recycled yarns & organic cotton

Process: Cut Make Trim - CMT

Supplier since: 2009

Nr. of workers: 1102

Gender split: (F) 983 - (M) 119

Leverage: <1 %

Subcontractors:


- Huaian Yuan Tong Headwear MFG CO.LTD. / *Printing & Embroidering*

The supplier specialises in the production of caps. We produce here together with other FWF members from the outdoor sector. For the last two years we had the „lead“ for this factory but handed it over in the beginning of 2021. This means that another brand took care of the communication and implementation of the FWF requirements on behalf of everyone. Two complaints were reported in the factory in 2021, but could be closed quickly. A detailed description of these matters follows in chapter 3. The factory has a democratically elected workers' representation.


2.3. EXTERNAL PRODUCTION

We have no external production facilities.









3. COMPLAINTS MANAGEMENT



Tem alguma **QUESTÃO** sobre o seu salário, horário de trabalho ou qualquer uma das questões abaixo?



est. 1994

 <p>1 Emprego é escolhido livremente</p>	 <p>2 Liberdade de associação e direito de negociação colectiva</p>	 <p>3 Não existência de discriminação no emprego</p>	 <p>4 Não existência de exploração de trabalho infantil</p>
 <p>5 Pagamento de um salário mínimo</p>	 <p>6 Horário de trabalho adequado</p>	 <p>7 Condições de trabalho seguras e saudáveis</p>	 <p>8 Relação de trabalho legal</p>

Se desejar mais informações ou se sentir que não foi tratado de forma correcta:

- Se possível, fale com o seu supervisor
- Fale com o seu representante se houver uma comunidade de funcionários
- Obtenha aconselhamento do sindicato ou de uma associação

Se nenhuma destas opções funcionar, poderá contactar a Fair Wear

@ complaints@fairwear.org

A Fair Wear irá sempre tratar a sua chamada com confidencialidade. Os nossos funcionários irão responder às suas questões em Português. Se desejar apresentar uma queixa, iremos investigar a questão. Se possível, iremos ajudá-lo a resolver a questão que levantou. A Fair Wear é uma organização independente e sem fins lucrativos. Pode saber mais em www.fairwear.org

Complaint Investigation and Resolution Protocol by Fair Wear

The Fair Wear Foundation provides a complaints system that encompasses a national complaints hotline for all our production countries. Workers can anonymously raise their concerns in their native language with local representatives through this hotline, especially when internal grievance mechanisms at the factory level are ineffective. The Worker Information Sheet, which outlines workers' rights and is mandatory for every factory to display, contains the hotline number. During training as part of the Workplace Education Program (WEP), this hotline is emphasized as a crucial resource. Workers are urged to use it when

necessary. FWF forwards the complaint to the appropriate FWF member once it is received via the hotline. The FWF member brand is then required to engage with the factory to investigate the complaint. We work with factory management to address the issue, whether it is caused by poor or overly tight production scheduling, or if it falls under their responsibility. In collaboration with FWF, we determine corrective actions and track their implementation. FWF reviews and transparently reports on the steps taken to resolve the complaint.

There were no complaints reported in 2022.

1	► Complaint received
2	► Plausibility check
3	► FWF member is informed
4	► Inform the accused (factory) ► Viewpoint query
5	► Investigation of the incident
6	► Searching for solutions
7	► Develop corrective action plan with complainant
8	► Mediation / Solution finding
9	► Implementation of the correction plan
10	► Evaluation ► Verification of the work by FWF ► Publication of the results

4. TRAINING & SUPPORT FOR SELF-HELP

4.1. ACTIVITIES TO INFORM STAFF MEMBERS

At Iriedaily, we prioritize the importance of our work and ensure that all employees are aware of this. We maintain constant interdepartmental communication to share the latest projects, insights, and ideas, which are discussed in our weekly company meeting. Our CSR manager regularly informs colleagues about upcoming events and shares the latest insights and measures that are being implemented. This information is readily accessible to all Iriedaily employees on our servers and in an internal database. We have also created an internal ranking system of our suppliers, enabling every employee involved in the process to easily compare and evaluate the quality of our production sites in terms of workers' rights.

We provide intensive training for new employees through our CSR manager, and our flat corporate hierarchy ensures that they always have the opportunity for direct personal contact. Additionally, we inform our sales agents about our current measures, progress, and goals at semi-annual retreats.

At the management level, ongoing dialogue between our CSR manager and CEO ensures that our sustainable practices remain a top priority

4.2. ACTIVITIES TO INFORM AGENTS

Our agents serve as the intermediary between Iriedaily and our main agency in Portugal, as well as three agencies in China and the factories where we produce our goods. Their role has become even more critical in the past few years, which have been heavily impacted by the pandemic. Due to travel restrictions, we have relied greatly on our agents to keep us informed about the latest developments, regulations, and measures. We

have maintained close communication with them to ensure that any changes to workflows or business operations could be adapted and executed with mutual agreement. Our agents play a key role in the implementation of FWF requirements at the national level by acting as facilitators and supporting us in corrective actions following factory audits. They conduct regular factory visits and also accompany our CEO or CSR manager on their business trips. We consider them indispensable partners in our efforts to actively improve labor standards.



4.3. ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

The FWF Code serves as the foundation of our sustainable relationship with suppliers. The Code of Labor Practices (CoLP) contains guidelines that inform both workers and management of their labor rights. Prior to collaborating with us, all new suppliers must agree to adhere to and implement the CoLP. In addition, we require all suppliers to sign a Supplier Code of Conduct in which our partners agree to comply with additional guidelines. By agreeing to comply with the Code, our partners commit to actively promoting environmental protection, ensuring transparency, preventing corruption, and understanding that failure to comply with these standards will result in immediate consequences from our side.

In order to raise general awareness of our commitment to fair working conditions, we require that so-called “Worker Information Sheets” are posted at central locations in all factories from the start of production.

In cooperation with the FWF, we conduct internal factory training courses to raise workers’ awareness of sustainability. In these training sessions, known as WEPs, workers are instructed on topics such as the independent grievance system and the benefits of the FWF’s work. We conduct these training sessions at regular intervals to ensure that as many employees as possible are trained.

During our visits to the factories, we also make every effort to personally speak with the workers and gain an accurate understanding of the working atmosphere on site.

In addition to the Worker Information Sheets, we distribute Worker Information Cards that provide information about the FWF Code of Conduct and the local grievance mechanism. We instruct the worker representatives elected by the workers to provide information to employees in case of any questions. After a factory audit, we involve these worker representatives in the follow-up process as representatives of the workers’ interests.

5. TRANSPARENCY & COMMUNICATION

Transparency is a fundamental factor for building trust, not only in our relationships with suppliers, but also in our communication with end consumers. We provide general information about our membership in the FWF, as well as our efforts to improve labor standards, through our annual Social Report and the Brand Performance Check report. These documents are readily accessible on our website, as well as on the official FWF homepage. Additionally, you can find more information about the organization and its work at www.fairwear.org.

To showcase our progress in sustainable materials, as well as our FWF membership and CSR initiatives, we introduced #fairwednesday on our social media channels last year. Through this hashtag, we educate people about our sustainability efforts and newly developed items. We also plan to communicate more about our work in the future by sharing informative videos and blog posts to reach as many end customers as possible.

In 2021, we began sharing videos from our production sites in Portugal, with videos from our suppliers in China to follow as soon as it is possible to visit them again. Once a year, we provide a detailed report on all our production sites and subcontractors in our Social Report. This is made possible because all our suppliers have signed a disclosure agreement with us, confirming their agreement to the publication of their contact data. This allows us to achieve even greater transparency for our customers. With the publication of our SS2020 collection on our website, it is now technically and legally feasible to indicate precisely where and in which factory each item was manufactured. Each product description now includes details of the manufacturer with a deep link to the factory subpage, where a more detailed factory description, as well as on-site photos, can be found.

We have also created a “Responsibility” subpage on our website, where we share information about our brand philosophy, production countries, manufacturing processes, CSR measures, and our membership with the FWF. Additionally, customers can download our “Social Report” and “Brand Performance Check” as PDFs from this page:

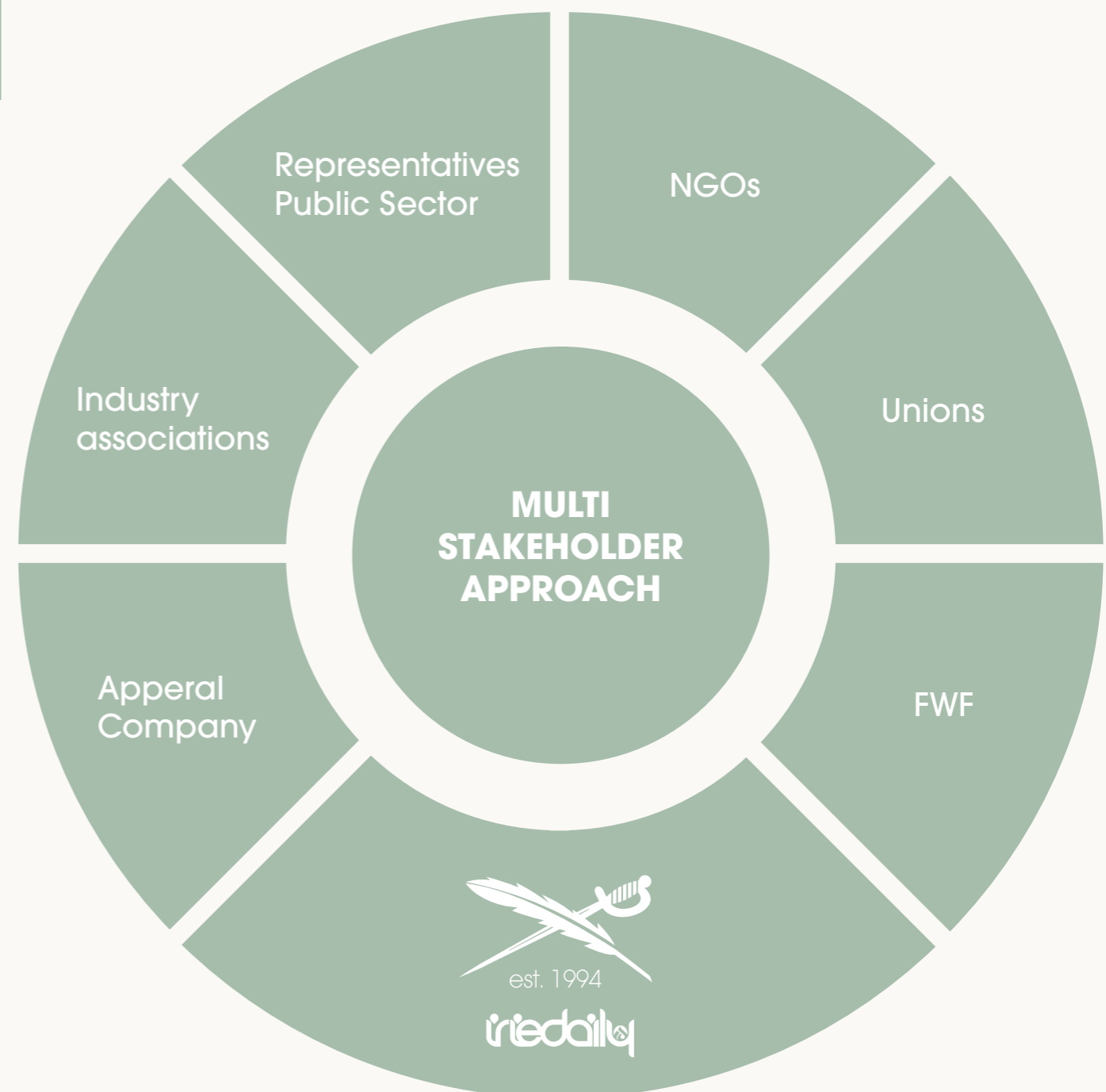
<https://www.riedaily.de/responsibility>

6. STAKEHOLDER ENGAGEMENT

We take pride in our membership with the Fair Wear Foundation (FWF) and consider it a privilege to collaborate with them. Thanks to the comprehensive resources they provide, including country studies, health and safety checklists, templates, and other tools, we are well-equipped to continually enhance and uphold fair working conditions across all our factories.

The FWF also organizes regular stakeholder meetings, which bring together representatives from the public sector, NGOs, trade unions, and industry. During these meetings, our CEO and CSR manager engage in constructive dialogue with peers on current issues, share findings and successes, and collaboratively address major challenges faced by our industry.

The external input we receive from these stakeholder engagement groups is extremely valuable in implementing best practices throughout our supply chain. Particularly during the pandemic, this feedback helped us to develop customized solutions for managing new challenges.



7. CORPORATE SOCIAL RESPONSIBILITY



All of us at Iriedaily stand up against gender-based violence, discrimination and any kind of racism. Fairness, tolerance, equality, and an understanding of values are the basic requirements for a conscious coexistence!

As a company based in the Kreuzberg district of Berlin, we also assume social responsibility in other ways. In addition to supporting sponsoring, we are also actively involved in various local projects and campaign days.

Last year we participated again in the Fashion Revolution Action Day. Fashion Revolution Week took place during the week of April 18-24, 2022. Fashion Revolution Day was introduced as a global day of action after one of the largest textile factories, named Rana Plaza, collapsed in Bangladesh on April 24, 2013, killing 1138 people. The day of action now takes place annually and has been expanded into an entire week of action. Its goal is to ensure more transparency and more "fair fashion" in the fashion industry.

The English organization Fashion Revolution campaigns for changes and improvements throughout the year and has meanwhile triggered a worldwide movement. The annual Fashion Revolution Week accompanies, among other things, the #whomademyclothes campaign, which encourages brands and producers to respond with the hashtag #imadeyourclothes and demonstrate transparency in their supply chain.

Especially in these difficult times, it is important to show that everyone has a voice that needs to be heard. Let's value the people who make our clothes!

[Fashion Revolution Week](#)



Iriedaily stands 100% behind Ukraine. It was therefore important for us to condemn this war of aggression by Russia and to support the innocent people in Ukraine. Besides private donations from our employees, we relaunched the Stop War Tee as a solidarity T-Shirt to show our support for the citizens in and from Ukraine.

The illustration by Laura Breiling delivers a strong message: STOP THE WAR! Let peace reign among all people!

The entire proceeds of €34.90 per T-Shirt sold went to the Ukrainian aid programs of the Dresden-based organization Mission Lifeline. The total sum, which was rounded up to €7,000, will help the initiatives to purchase and distribute medical supplies.



All our staff are encouraged to participate in the political process and we are free to take time off work for demonstrations. Last year we were able to take part in climate demonstrations, the global climate strike day and Fridays for Future demonstrations.

Since 2022, we have also been supporting the Maecenta Foundation. „The Ocean Clean Up“ is a project by Dutchman Boyan Slat, born in 1994, with the aim of collecting plastic waste in the oceans. The project was launched in 2013 with a feasibility study commissioned by The Ocean Cleanup, an organization founded for this purpose. The idea is to develop a collection system that can autonomously gather plastic waste in the ocean, where it usually accumulates in large, so-called eddies.

As in previous years, we have again decided to rename "Black Friday" into a "Green Weekend". We donated 20% of the net sales from our Brand Store in Berlin and our online store to the tropical forest foundation OroVerde. The campaign raised a total of €4,500, which we used to support a project to protect the mangrove forests in Honduras.

[IRIEDAILY Green Weekend Results](#)



Some of the projects we support are also relatively small and more discreet. For example, we donate winter jackets to the "Berliner Stadtmission" for homeless people, send clothing donations directly to an aid organization for Nepalese school children (<https://kenkmannfond.de>), and also support a private project of Berlin-based photographer Daniel Reiter, who supplies clothing and skateboard hardware to assist young skateboarders in Addis Ababa, Ethiopia.

<http://danielreiter.de/ethiopias skate>



We were also able to support another and very new project with clothing donations: Project Wings. The young pioneers and idealists want to make the topic of environmental protection socially acceptable. Each of their projects is designed to leave behind self-sustaining systems run by local people.

One of their current projects is to build the largest recycling village in the world from 250 tons of plastic waste in Sumatra. The initiative is financed purely by private donations.

<https://www.project-wings.de>



Since January 2020, we have been supporting the “Stark wie ein Baum” (Strong as a Tree) project of the Hof Grüneberg Foundation and the Caritas Children’s Hospice Service. By supporting the “Stark wie ein Baum” project, however, we are not only supporting an important nature conservation project, but also helping families with seriously ill children or adolescents. Since the beginning of 2020, we have been tree sponsors for tree 1105 (Pear, Williams Christ) and tree 406 (Apple, Roter Gravensteiner). Half of the money we pay for the sponsorship goes to the children’s hospice service of Caritas. A third of the amount goes to the Hof Grüneberg Foundation, which also uses it to support seriously ill children or disabled people and their families, and the rest goes as a grant for tree care to the Hof Grüneberg Foundation, which also supports nature conservation. A great project, which we are happy to support!

<https://www.riedaily.de/blog/stark-wie-ein-baum>



Monetary donations have also been made to support the following organizations, among others, in their work:

- Amnesty International
- Ärzte ohne Grenzen e.V.
- S.C. Berliner Amateure Jugend
- BKG - Berliner Krebsgesellschaft
- Civilfleet-Support e.V.
- Dieter Kenkmann Foundation
- Drop In e.V.
- FSV Hansa 07 e.V.
- Mensch Mensch Mensch e.V. - Seebrücke
- Opferperspektive e.V.
- Sea-Watch e.V.
- Skateistan
- Stiftung Hof Grüneberg
- Turngem. I. Berlin 1848 e.V.
- UNO Flüchtlingshilfe e.V.
- Zukunftsstiftung Landwirtschaft:

www.amnesty.de
www.aerzte-ohne-grenzen.de
www.berlineramateure.de
www.berliner-krebsgesellschaft.de
www.civilfleet.org
www.kenkmannfond.de
www.dropin-ev.de
www.hansa07.de
www.menschmenschmensch.de
www.opferperspektive.de
www.sea-watch.org
www.skateistan.org
www.hof-grueneberg.de/stiftung
www.tib1848ev.de
www.uno-fluechtlingshilfe.de
www.zukunftsstiftung-landwirtschaft.de



DO YOU HAVE ANY QUESTIONS?

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