



FROM UTOPIA TO ACTION

2022 SUSTAINABILITY
REPORT

ECOALF



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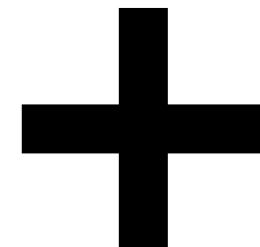
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CONVERSATIONS WITH IMPACT

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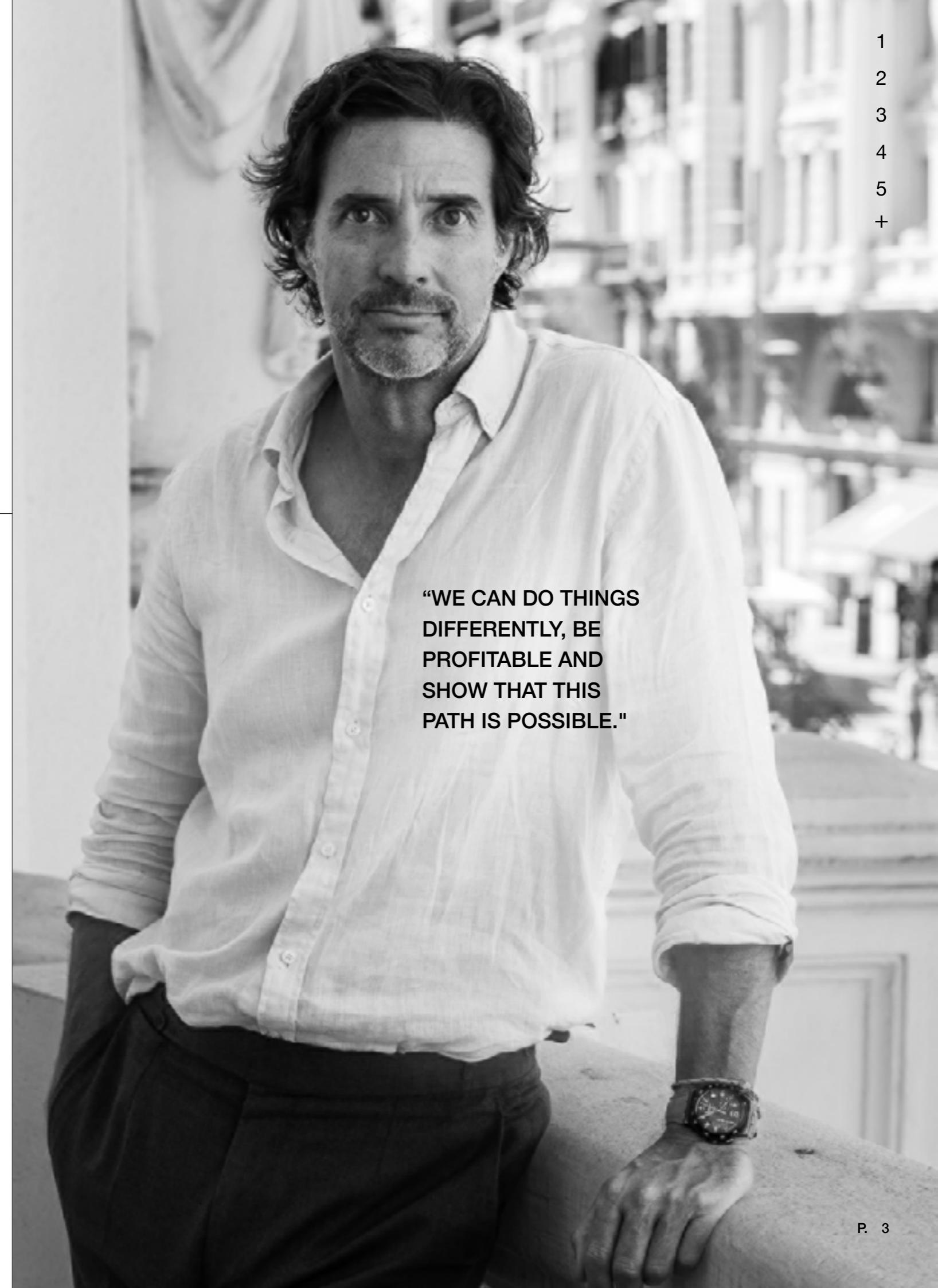
JAVIER GOYENECHE, PRESIDENT AND FOUNDER OF ECOALF, INTERVIEWED BY COMPANY DESIGNER, IRENE RUIZ

IRENE RUIZ: As founder of ECOALF, how is sustainable development incorporated in the company strategy?

JAVIER GOYENECHE: The big difference between ECOALF and other companies is that many were founded without a vocation for sustainable development and, in recent years, they have had to implement a strategy. **ECOALF was founded with sustainable development in its DNA.** We set out with a very clear purpose, and we're simply evolving from that.

It's true that we focus a lot on materials, circularity and on not using the planet's natural resources. And we realised that **being sustainable is much more than just caring for the origins and manufacture of the materials**, so we also work in other areas that make the company much more developed in terms of sustainability.

"WE CAN DO THINGS DIFFERENTLY, BE PROFITABLE AND SHOW THAT THIS PATH IS POSSIBLE."



I.R.: What are the main barriers facing ECOALF to getting a balance between a commitment to the planet and financial results?

J.G.: I think there are different kinds of barriers. On the one hand, there are the internal barriers - processes, systems, digitalisation, impact measurement, etc. where we need to make a significant improvement, and **We're incorporating professionals who align with our purpose** who are going to help us with that. On the other hand, We're faced with the challenge of **balancing our financial and environmental accountability**.

For example, our digital sales account for less than 12% and lead to almost 60% of CO₂ emissions. According to banks and investors, our sales would need to be between 20 and 25%. According to this, the more our e-commerce grows, if we don't do things differently, the further we're going to be from our goal of becoming net zero by 2030.

I.R.: In regard to suppliers and collaborators, what kind of relationship have they established with ECOALF, and what are the requirements made of them?

J.G.: My dream is to find that group of suppliers that doesn't just make the passing grade. We want to work with suppliers who seek, as a minimum, an eight out of ten in terms of emissions, water and human rights. And that is another big challenge. Because my experience tells me that, because of our size, it isn't easy to access suppliers who seek excellence and who have the means to become a big part of that revolution. The big task for the years ahead is to **find that supply chain that helps us achieve Net Zero emissions by 2030**. A chain that we feel proud of, and we can say that our suppliers, as well as being good, are the most ambitious in terms of sustainability.



Irene Ruiz
— Company designer

I.R.: How do the trends in our setting affect our strategy to contribute towards sustainable development?

J.G.: The world's trend is blowing in ECOALF's favour. **We're moving towards a more sustainable setting**, which should help us highlight the importance of many of the things that we've been doing for so many years and that many people don't understand. It's true that there may also be external challenges that impact us, such as the planet's shortage of natural resources, the rise in the price of raw materials, the shortage of water, etc. At ECOALF, we're particularly concerned about water and we make a great deal of effort to manufacture using less water than others in the industry.

I.R.: ¿Where would you like to see ECOALF in five years' time?

J.G.: I'd like to see it just the same as I would have answered if you had asked me that five years ago: **a company with a team of committed people, with an activist, revolutionary and ambitious edge, which wants to be at the top of the pyramid** in everything we do. As such, we've to be a company that doesn't conform to the mould. I would like for us, when we look back, to say: "We didn't rest on our laurels, we actually did more to press on with our purpose". And for people to see us as a coherent, model company, and even though we aren't the biggest company out there, that we've been able to show that it's possible. This is where ECOALF's big goals come into play: **to show that things can be done differently**, tremendously profitably, and showing that this path is possible. This will also open up the path to many other companies.



“OUR GROWTH ONLY MAKES SENSE IF WE'RE ABLE TO GROW WITH A POSITIVE IMPACT.”

CAROL BLÁZQUEZ, HEAD OF INNOVATION AND SUSTAINABILITY AT ECOALF, INTERVIEWED BY BRENDAN JAMES, MARKETING & COMMUNICATIONS COORDINATOR AND ECOALF AMBASSADOR

BRENDAN JAMES: Which milestones would you highlight from 2022 in regard to ECOALF's contribution to sustainable development?

CAROL BLÁZQUEZ: In 2022, we worked with a lot of partners who helped us carry out **projects for sustainable innovation** on some products, such as our collaboration with Michelin or Cordura, both of which dealt with footwear. In line with our strategy on circularity, our big project was the **100% cotton collection**, which we worked on for over a year, and which emerged in the 2023 Spring/Summer collection. This consists of a series of T-shirts and sweatshirts made with 100% recycled cotton, avoiding the use of new natural resources, and they are also designed to be 100% recyclable.

B.J.: This is terms of ECOALF products. But there were also significant milestones with the sustainability of the new shops.

C.B.: In 2022, we opened new shops and in each one we applied ecodesign criteria. **The new Caleido (Madrid) shop is our first carbon neutral establishment.** This was a milestone for us and is a baseline for all our new shops to be carbon neutral. We made a full intervention in the Caleido shop because it practically had to be built from scratch. We worked alongside the architects and a specialised consultant who helped us design the shop with the minimum environmental impact and helped make our first net zero shop. The first of many, we hope.

B.J.: We've experienced significant milestones and we've also faced big challenges.

C.B.: When you work in innovation, you face many challenges. You never know if what you're going to get is really what you had hoped for, or if the impact results are going to be what you wanted, but **the challenges we've faced, we've solved, and the result has been positive.** We had some problems in the supply chain, which stemmed from the post-pandemic situation. During the pandemic, many of the factories that we worked with were closed and they had a fall in orders. This affected results: in the audits and in our periodic reviews, we detected cases of low results, sometimes almost reaching the limit of our standards. This forced us to work very closely alongside them to help them recover and understand what these difficulties were about and how to solve them.



Brendan James
— Marketing &
Communications Coordinator
and ECOALF Ambassador

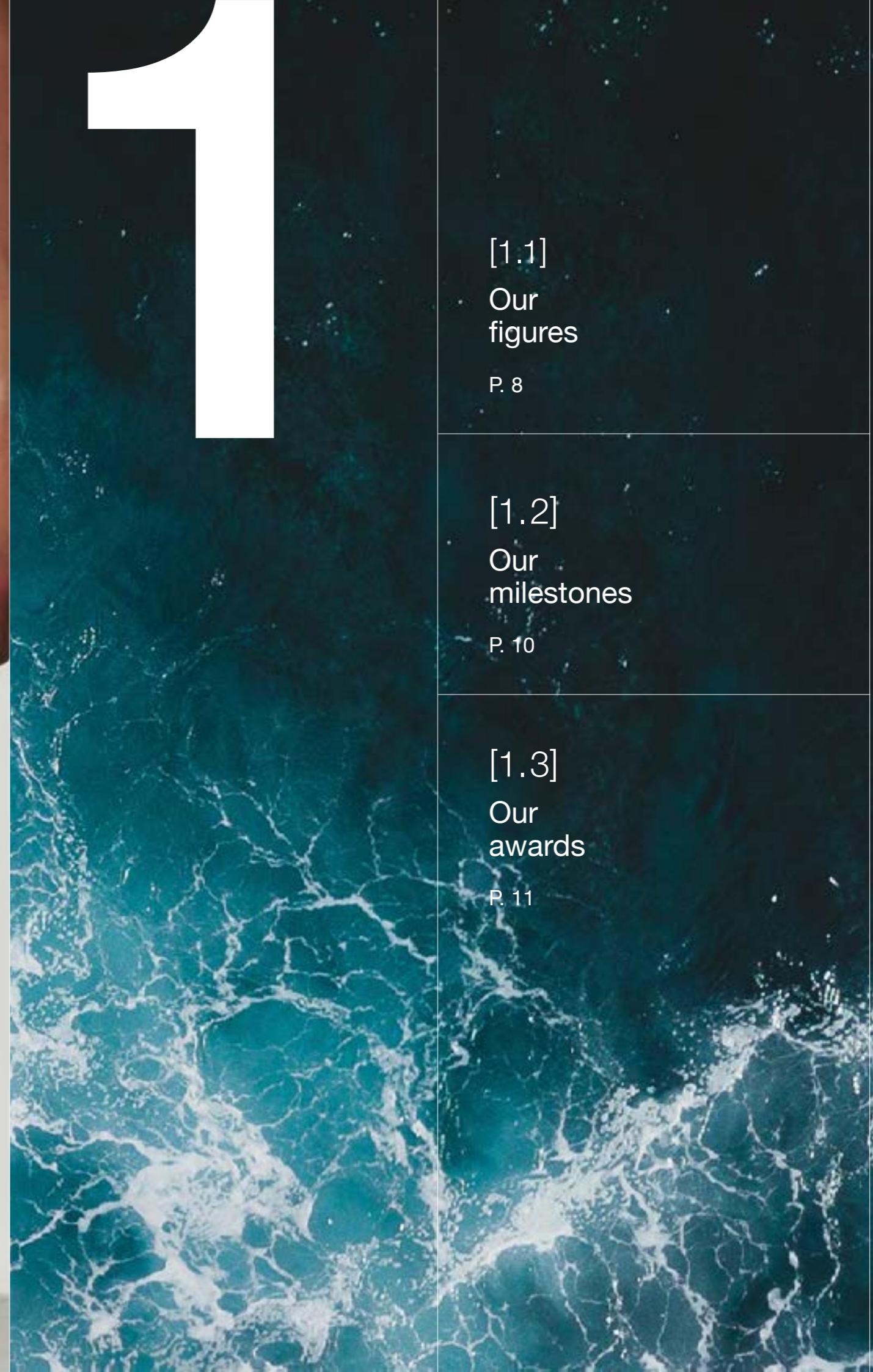
B.J.: At ECOALF, we're growing. How does this affect the company's contribution to sustainable development?

C.B.: Our other big challenge has to do with the people. The growth that we're experiencing in the company has lead the team to grow too, practically exponentially, which is making us **work hard to maintain a corporate culture and teams that are in line with our purpose.** For that reason, we've implemented an **ECOALF Ambassador Plan.** The Ambassadors are the most activist people within each of the departments and they will respond to challenges that cross their paths and will head up projects that have to do with innovation, sustainability and culture.

B.J.: Finally, what would you say is the main challenge when it comes to innovation in ECOALF?

C.B.: For the past fourteen years, we've been working on making our collections, our products and our processes have less and less of an impact thanks to innovation. **The growth that we're talking about only makes sense if we're able to grow with a positive impact.** So, the more we grow, the greater the benefit we can offer for natural resources, the planet and people. That's why our main aim is to **move towards a positive impact through incorporating regeneration projects.**

LEADING CHANGE



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Our
figures

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Our
milestones

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Our
awards

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PRODUCT PURPOSE

OUR FIGURES

42%

women
in the Management Committee

100%

of the Management
Committee

has received training on ECOALF
anti-corruption policies and
procedures

0

breaches
of the ethics standards

99/200

score in B Corp
(+21% vs. 2018)

60

countries where
our products reach
(+82% vs. 2021)

40

corners
(spaces in department stores)
33 national | 7 international

+1,800

points of sale
(+43% vs. 2021)

€ 46 M

turnover
(+23% vs. 2021)

3

Ethics and Values
Committee meetings

100%

transactions
with product suppliers(*) who
meet the Conduct Code

(*) For the suppliers that account for
80% of turnover.

3.3 tn.

of plastic recycled
for Las Rozas Village

917,573

product units sold
(+11% vs. 2021)

PEOPLE

197

people on staff
(+24% vs. 2021)
157 women | 40 men

€ 43 M

payments to suppliers
(+60% vs. 2021)

3,078

total hours of volunteering
690 hours from ECOALF staff

1,026

people participating
in volunteering organised by the
ECOALF Foundation

321.1 M

press views

59,817 €

donated to the ECOALF Foundation
for the 'BECAUSE THERE IS NO
PLANET B®' campaign

PLANET

3

carbon neutral shops

8.9 tn.

waste collected
in "Clean Rivers, Save Oceans" (LRSO)
(+6% vs. 2021)

+1,195 tn.

CO₂ eq. prevented
with our 2022 Spring/Summer collection

366.68 tn.

rubbish recovered
from the bottom of the sea from the
Upcycling the Oceans (UTO) project
(+93% vs. 2021)

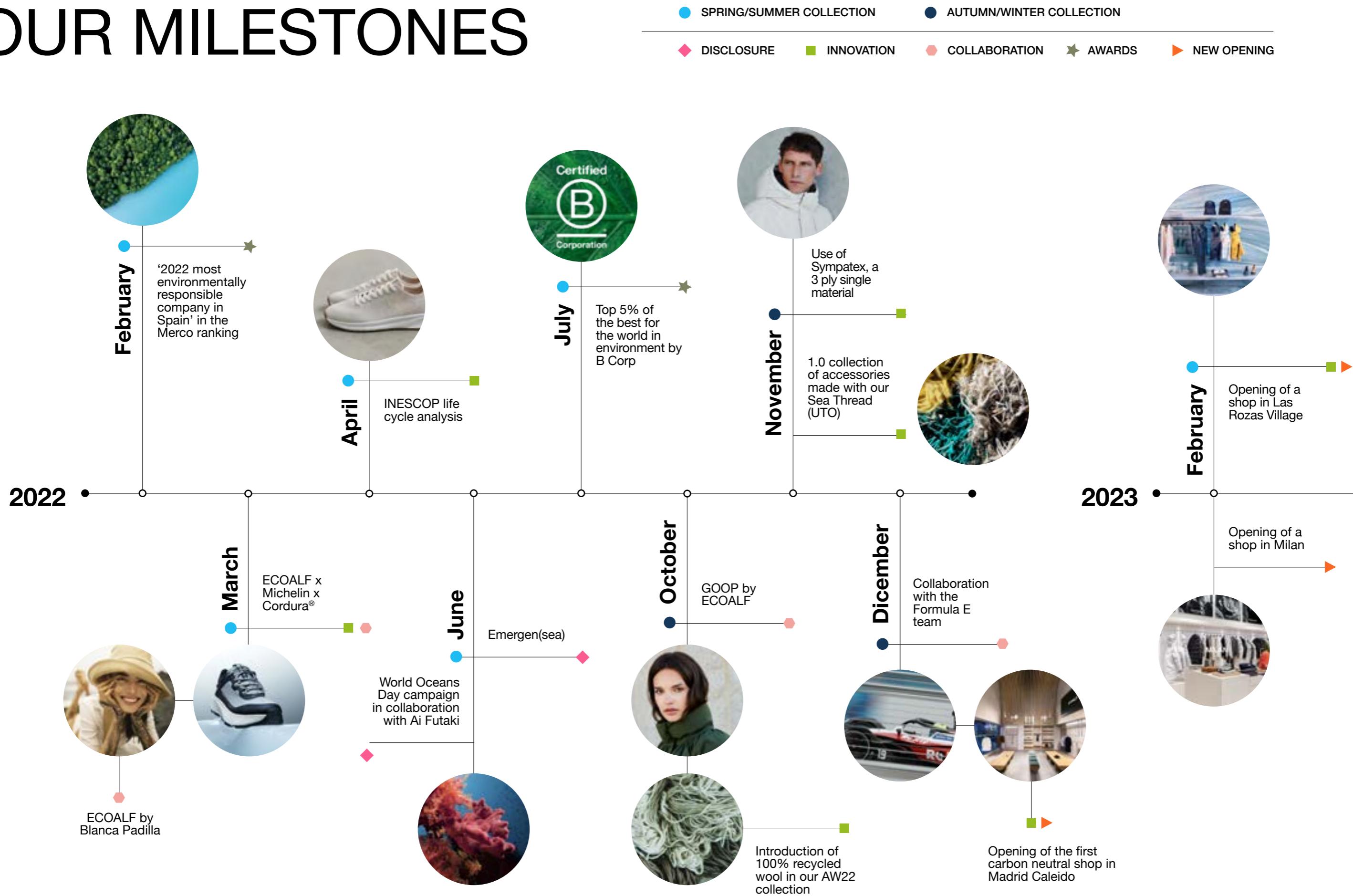
+12,260 M

litres of water equivalent
litres of water equivalent saved with our 2022
Autumn/Winter collection^(*)

(*) Compared to the industry standard.



OUR MILESTONES



OUR AWARDS

[MERCO ESPAÑA
RANKING ESG
RESPONSIBILITY]

2022 most
environmentally
responsible company

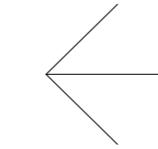
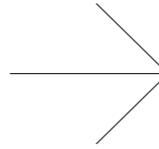


[BEST FOR THE WORLD
AWARD ACCORDING TO
B CORP]

and top 5% in the
environment category

[ELLE ECO
AWARD]

Sustainable
Fashion Award



[BEST SPRINT SOLUTION IN
OCEAN PANAMA YOUTH
LEADERSHIP SUSTAINABLE
OCEAN ALLIANCE SUMMIT]

Best sustainable blue economy
project for ECOALF Foundation



**BECAUSE
THERE IS NO
PLANET**

“B CORPS ARE LEADING THE PATH TOWARDS A MORE SUSTAINABLE AND REGENERATIVE PLANET BY PRIORITISING THEIR IMPACT ON THE AIR, THE CLIMATE, THE WATER, THE EARTH AND BIODIVERSITY IN THEIR COMMERCIAL PRACTICES.”

B Corp

“SUSTAINABILITY IS NO LONGER OPTIONAL. IT'S A CORPORATE OBLIGATION. THERE ARE THREE KINDS OF COMPANIES WHEN IT COMES TO HOW THEY APPROACH ESG TOPICS: COMPLY WITH THE STANDARDS; COMMIT TO CREATE DIFFERENTIATION AND VALUE; INCORPORATE SUSTAINABILITY IN THE BUSINESS MODEL. AND IT'S IN THIS LAST SCENARIO THAT THE LEADING ORGANISATIONS ARE FOUND: THOSE THAT DEVELOP AND TRANSFORM BY TAKING CARE OF THE ENVIRONMENT AND ARE RESPONSIBLE TOWARDS PEOPLE AND ETHICAL IN THEIR CORPORATE GOVERNANCE.”

Merco España

W e s o r p o r t u n



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Towards a positive impact

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[2.1]

[GRI 2-6]

We're aware that if you're not part of the solution today, you're part of the problem.

We were established in 2009 to stop using the planet's natural resources indiscriminately and to guarantee the needs of future generations. From there, we decided to act to stop being part of the problem **by providing solutions and creating a truly sustainable “lifestyle” brand.**

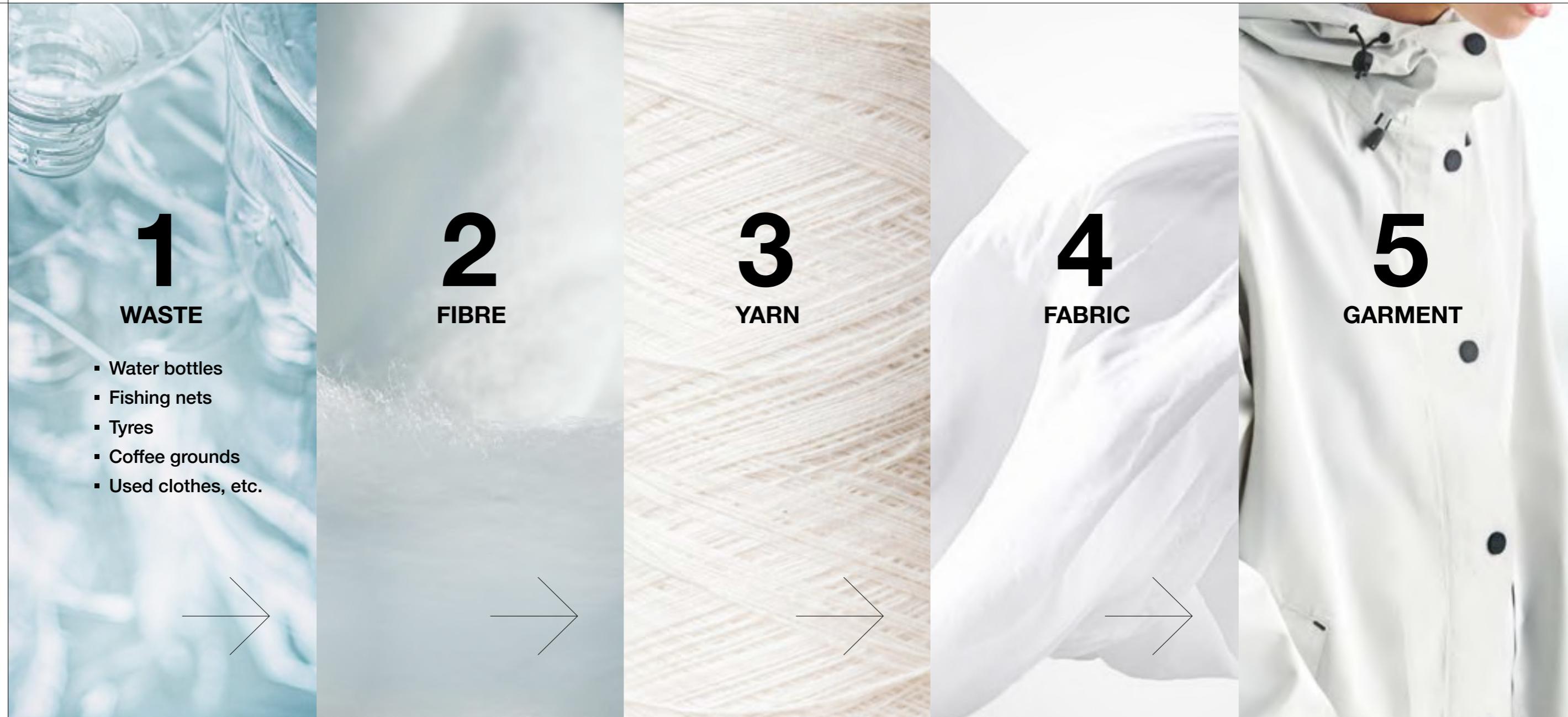
WE WERE ESTABLISHED TO PROTECT THE PLANET'S NATURAL RESOURCES AND TO CREATE A SUSTAINABLE LIFESTYLE BRAND, LEADING THE CHANGE WITH EACH PRODUCT.



OUR GOAL

Sustainable innovation to minimise the use of natural resources.

THIS IS HOW WE WERE ESTABLISHED:





**FOURTEEN YEARS LATER, OUR MISSION
AND VISION REMAIN INTACT AND
STRONGER THAN EVER.**

[LEARN ABOUT OUR HISTORY](#)

MISSION

To create a new generation
of recycled products with
the same quality and
design as the best
non-recycled products.

VISION

To stop using natural
resources in a
careless way.



Sustainability, innovation, quality and timeless design are part of ECOALF's DNA, as a sign of durability and responsibility.



SUSTAINABILITY

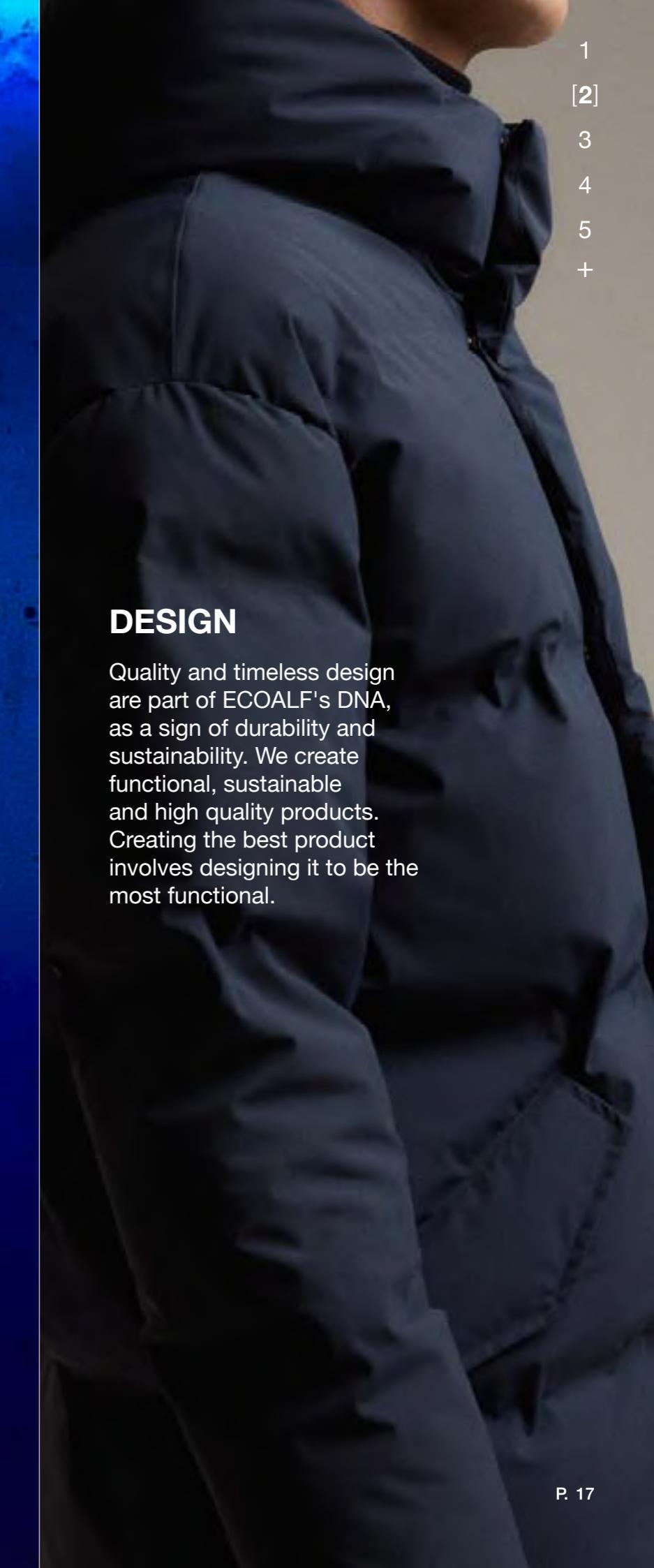
We're covering our current needs without compromising those of future generations. We seek solutions that, in the long term, guarantee the future of humanity, basing our decisions on the balance between environmental, social and economic results.

INNOVATION

Our constant collaboration with the most innovative factories and technological R&D centres allows us to search for and test the most sustainable and innovative materials and processes, but also a new business model, one that is more responsible towards the planet and its people.

DESIGN

Quality and timeless design are part of ECOALF's DNA, as a sign of durability and sustainability. We create functional, sustainable and high quality products. Creating the best product involves designing it to be the most functional.





"OUR PLANET IS STIRRING AND SENDING UNEQUIVOCAL SIGNS OF THE NEED TO ACT. OUR RESPONSIBILITY HAS TO GO BEYOND BUSINESS."

ECOALF

"THE PURPOSE BEHIND ECOALF MEANS THAT, IN SOME WAY, WE'RE CONTRIBUTING TO CHANGING THE TEXTILE INDUSTRY AND INSPIRING PEOPLE TO BE BETTER EVERY DAY."

Carolina Alvarez Ossorio
— Head of Marketing

OUR CORPORATE PHILOSOPHY

WE'RE FAITHFUL TO OUR VALUES

COMMITMENT

To our planet, the environment and people.
To ourselves and everyone who works with us.

CONSISTENCY

Between what we say and what we do.
Consistency with our message and our mission and vision.

TRANSPARENCY

We've a lot of work to do, but we love talking about our progress, what we do and what we would like to improve.
Being able to talk openly about what we do and how we do it.

INTEGRITY

We shouldn't worry about showing people our weaknesses, frustrations and challenges.
We're not perfect and we don't want to pretend that we're either.



**"ECOALF IS CHANGE,
TRANSFORMATION, FUTURE,
COMMITMENT AND INSPIRATION."**

Rocío Martínez Vega
— Store Manager, Santa Barbara

INNOVATION AND SUSTAINABILITY



We understand innovation as the tool that allows us to create more sustainable solutions to the challenges we face in the fashion industry.

We started by innovating with our materials, both in their origin and in the way they are manufactured and we've been gradually innovating in eco-design, processes, technological tools that help us measure and improve our impact and we're exploring new business lines.

BUSINESS MODELS: AS PART OF OUR FOCUS ON THE CIRCULAR ECONOMY, WE SEEK TO EXTEND THE USEFUL LIFE OF OUR PRODUCTS. FOR THIS, WE'RE EXPLORING THE VIABILITY OF DIFFERENT LINES OF BUSINESS.

MATERIALS

We use innovation and sustainability to create the best recycled and low-impact materials.

Since 2009, we've developed more than 400 recycled and / or low-impact fabrics.



PRODUCT

We believe that fashion is not just about making beautiful products, but also about doing the right thing and being proud of it.

We collaborate with other companies and technology centres to obtain innovative products.

PROCESSES

We're convinced that when we make a decision that's good for the planet, it will end up being good for business.

We continually question processes and decision-making to continue reducing our impact.



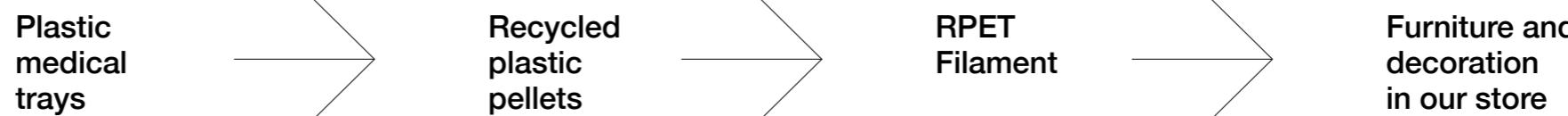
TECHNOLOGY

We know that we wouldn't have got this far on our own.

We team up with technological partners who allow us to develop innovative products that are unique in the market in terms of ESG and to collect quality data regarding our impacts.



LAS RONZAS



NEW 3D PRINTED STORE WITH 3.3 TONNES OF RECYCLED PLASTIC

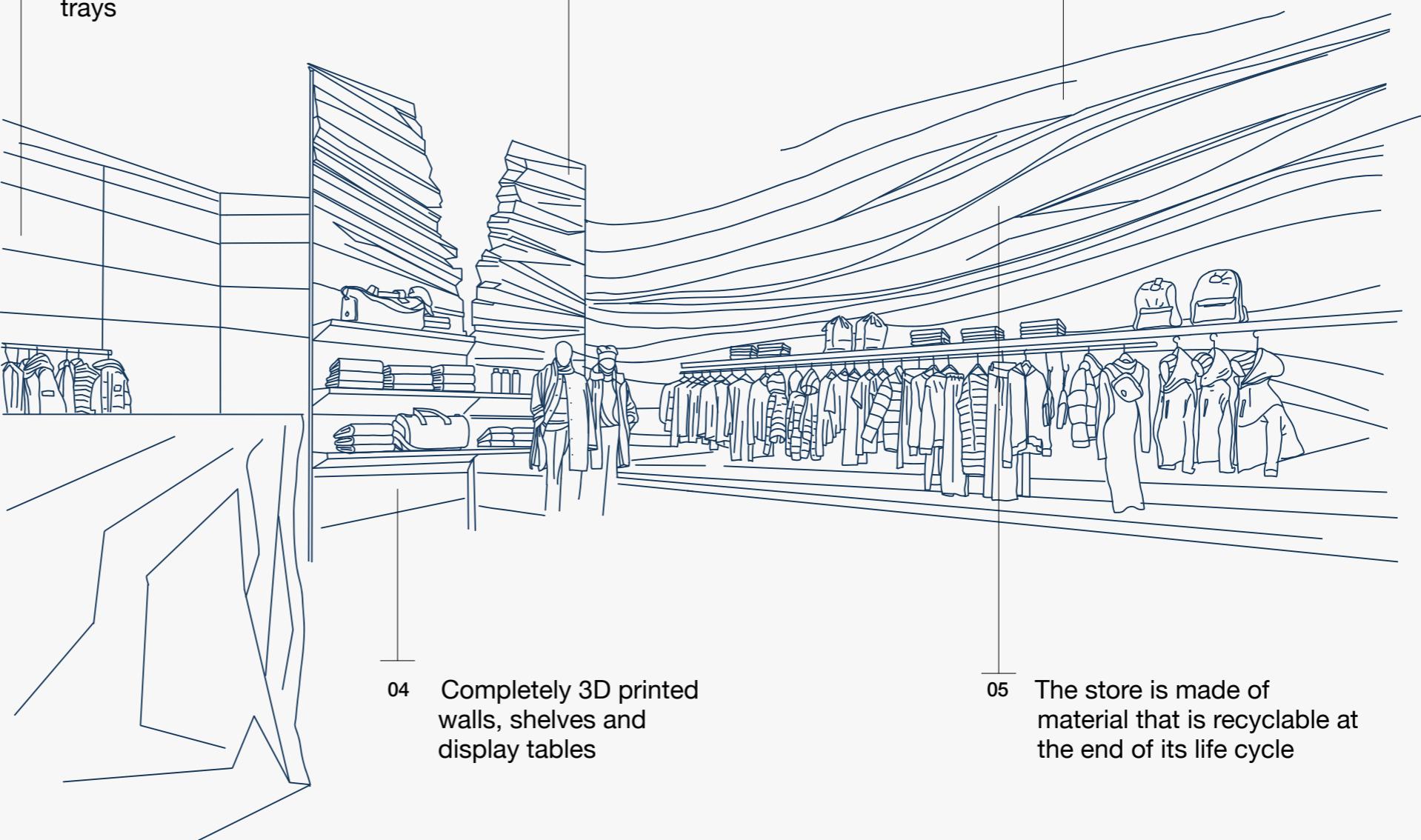
01 3.3 Tonnes of 100% recycled plastic have been used from medical trays

02 It symbolises the melting of our poles

03 Design Studio:
Nagami CVA
Consultancy:
Zero Consulting

04 Completely 3D printed walls, shelves and display tables

05 The store is made of material that is recyclable at the end of its life cycle



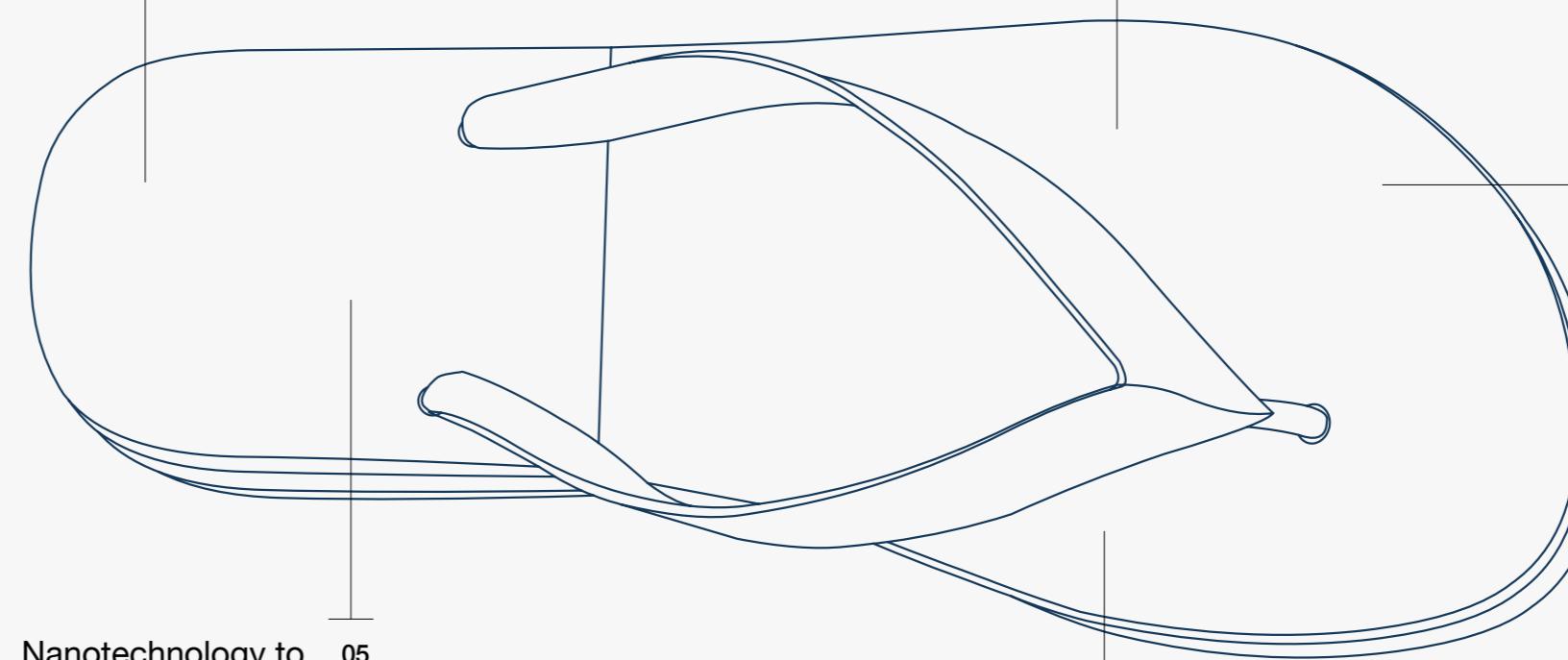


100%
made in Spain

2
years of R&D



FIRST FLIP-FLOP MADE FROM RECYCLED TYRE DUST



01 Sheet of recycled rubber from tyres + EVA foam to provide comfort, lightness and colour

02 Complex recycling process until tyre dust with a specific granulometry is obtained

03 Use of recycled rubber in soles through innovative processes

05 Nanotechnology to neutralise the smell of rubber

04 Collaboration between ECOALF, Centro Tecnológico de Calzado de la Rioja (La Rioja Footwear Technology Centre or CTCR) and SIGNUS, the used tyre management entity in Spain



4.85 Kg. CO₂ eq.

(vs. 13.6 kg CO₂ emitted from the manufacture of a conventional shoe)

⊖ DISCOVER MORE

-31%

impact on CO₂ eq. than a conventional shoe



OUR SHOES WITH THE LOWEST IMPACT

⊖ SEE MORE INFORMATION ABOUT PRINCE KNIT SNEAKERS HERE

01
60% Ocean Yarn (UTO)

02
Use of recycled rubber in soles through innovative processes

03 Analysis of the life cycle of sneakers in collaboration with INESCOP

04
Made with yarn from the Upcycling the Oceans (UTO) project





2 kg
of CO₂ saved^(*)

1,635 L.
of water saved^(*)

HIGH-PERFORMANCE FOOTWEAR AND MAXIMUM STRENGTH WITH RECYCLED AND LOW-IMPACT MATERIALS

SEE MORE INFORMATION ABOUT
THIS COLLABORATION

01
100% recycled polyester lining

02
100% recycled nylon straps

03
Waterproof

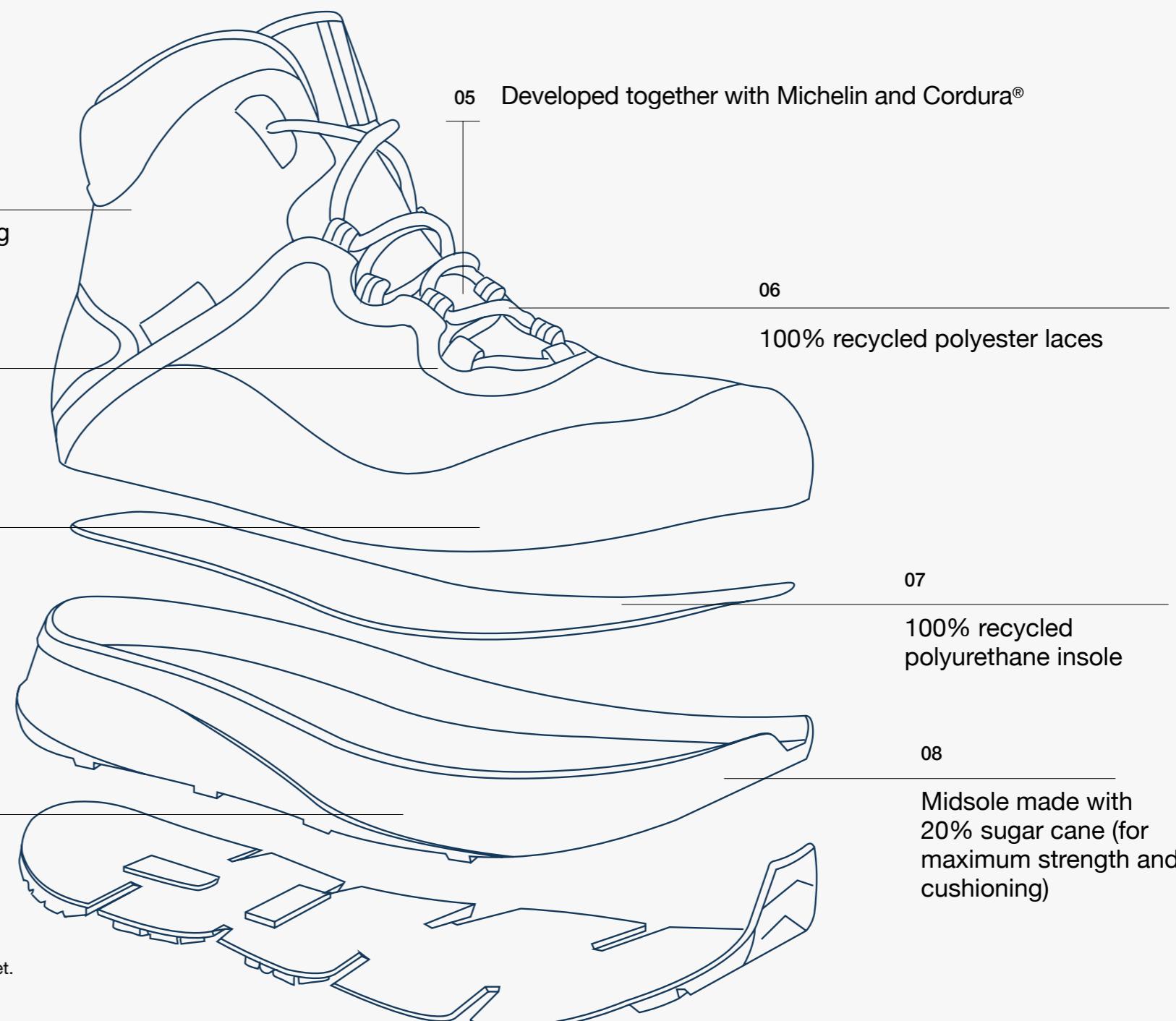
04
Sole made from 20% reused
Michelin rubber

05 Developed together with Michelin and Cordura®

06
100% recycled polyester laces

07
100% recycled
polyurethane insole

08
Midsole made with
20% sugar cane (for
maximum strength and
cushioning)



(*) Regarding the conventional product on the market.



OUR STAKEHOLDERS

In order to guarantee the sustainable development of the business we've to get to know our stakeholders and establish a relationship of trust with them through open, transparent and meaningful dialogue.

1
[2]
3
4
5
+

- The Team
- Service providers
- Local community



- Followers
- Supply chain vendors
- Partners - shareholders



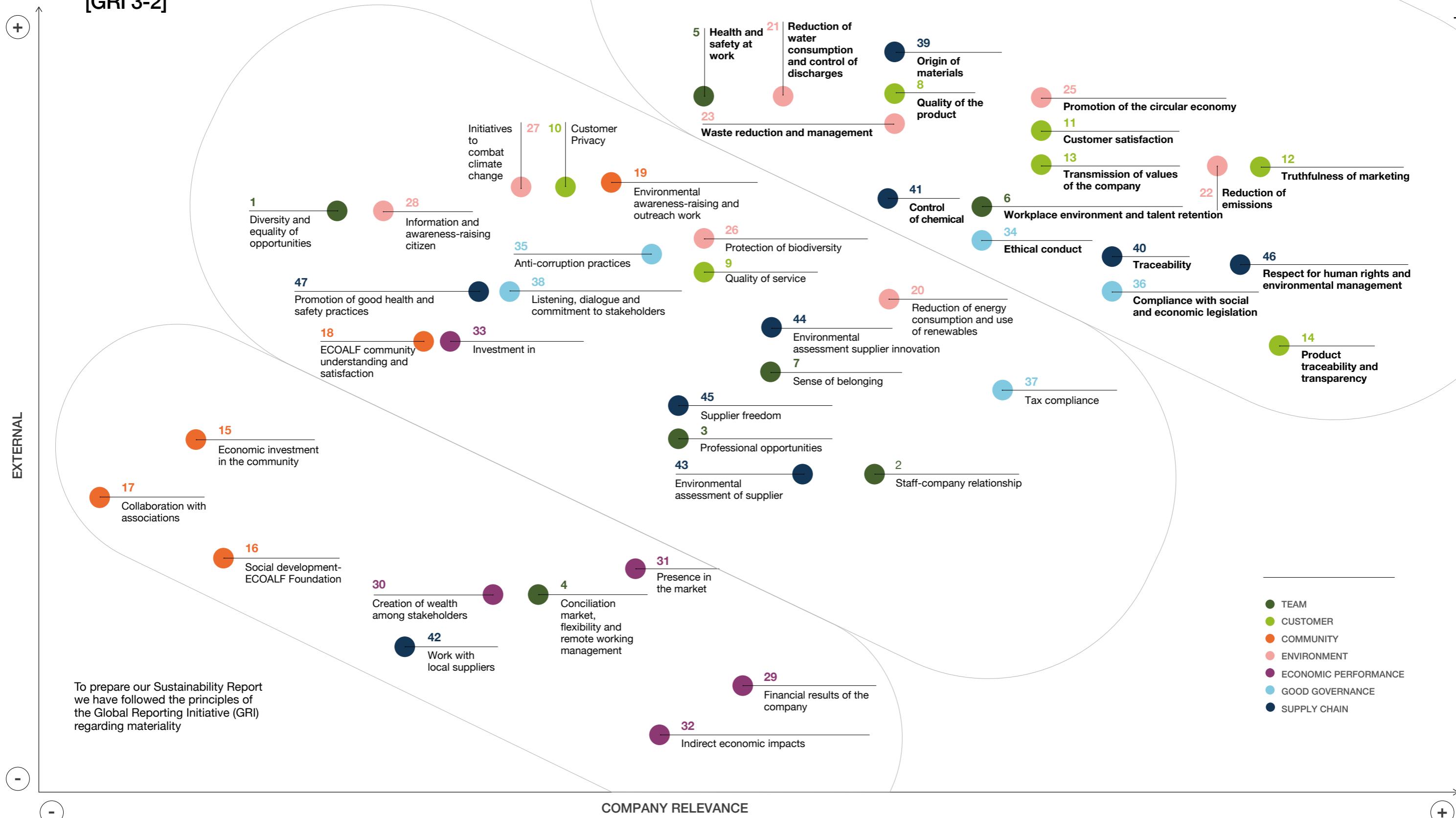
- Administrations
- Consumers (B2C)
- Third sector
- Financial bodies
- Investors
- Customers (B2B)



1
[2]
3
4
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MATERIALITY ANALYSIS

[GRI 3-2]



[2.2]

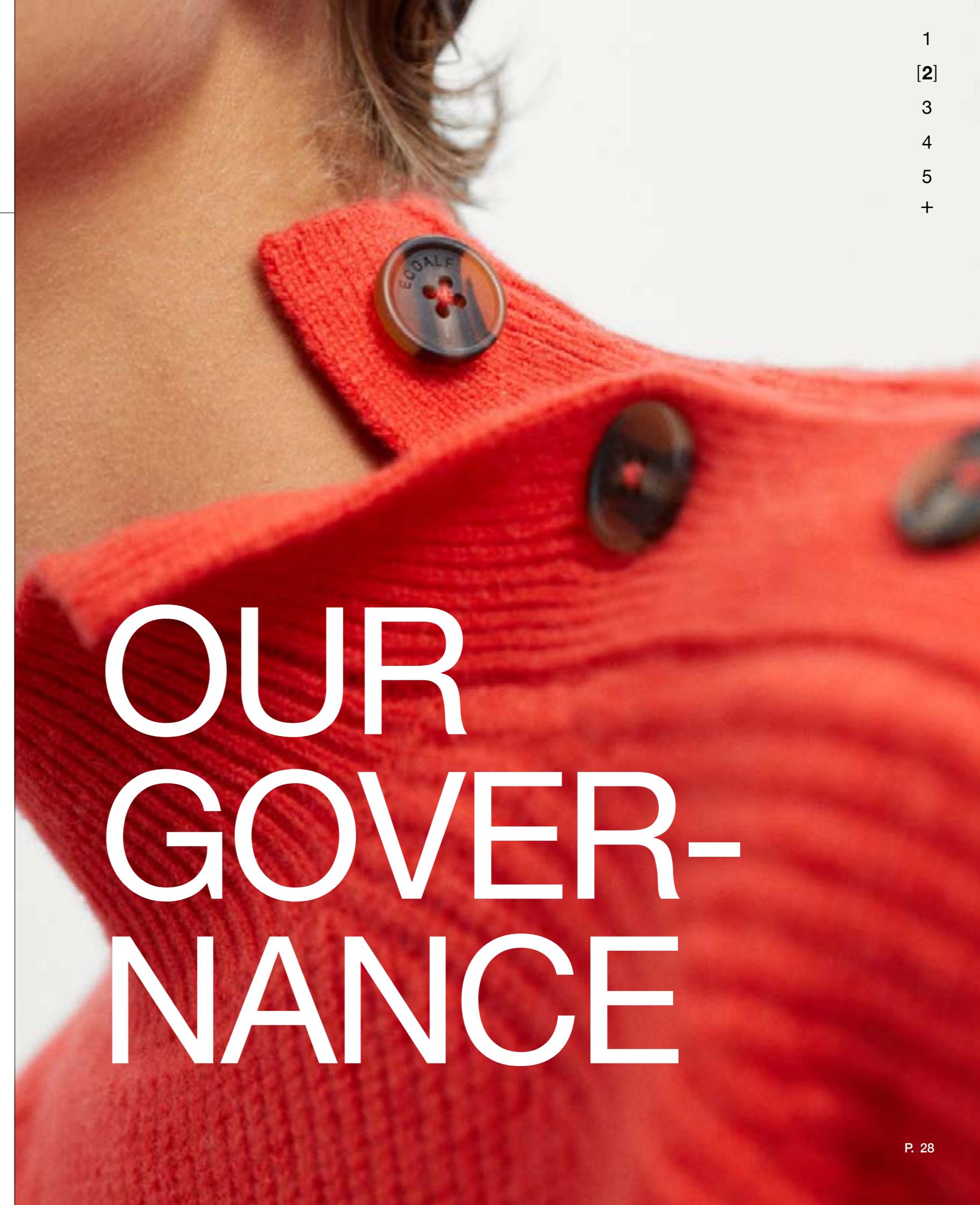
For us, it's vital to act in accordance with our values, in an ethical manner and with integrity.

Ethics has to do with the way we are and the way we do things. We believe that it's our duty, and that this goes beyond complying with the law. Because it's not about compliance, but about leading the way.

The decisions we make have an impact on our environment.

We work to maintain an ethical and upright culture.

Our manner of leading is reflected in the governance model, and that is why we've provided ourselves with solid tools to operate ethically and with integrity.



OUR GOVERNANCE

OUR WAY OF LEADING

Those responsible for making decisions of an environmental, social and economic nature are, in the first instance, the Management Committee and, secondly, the Board of Directors

[GRI 2-9, 2-18]

BOARD OF DIRECTORS

Javier Goyeneche

Chair and MD

Frederic de Stexhe

Proprietary Directo (*)

José Manuel Martínez

Independent Director (**)

Andy Piers

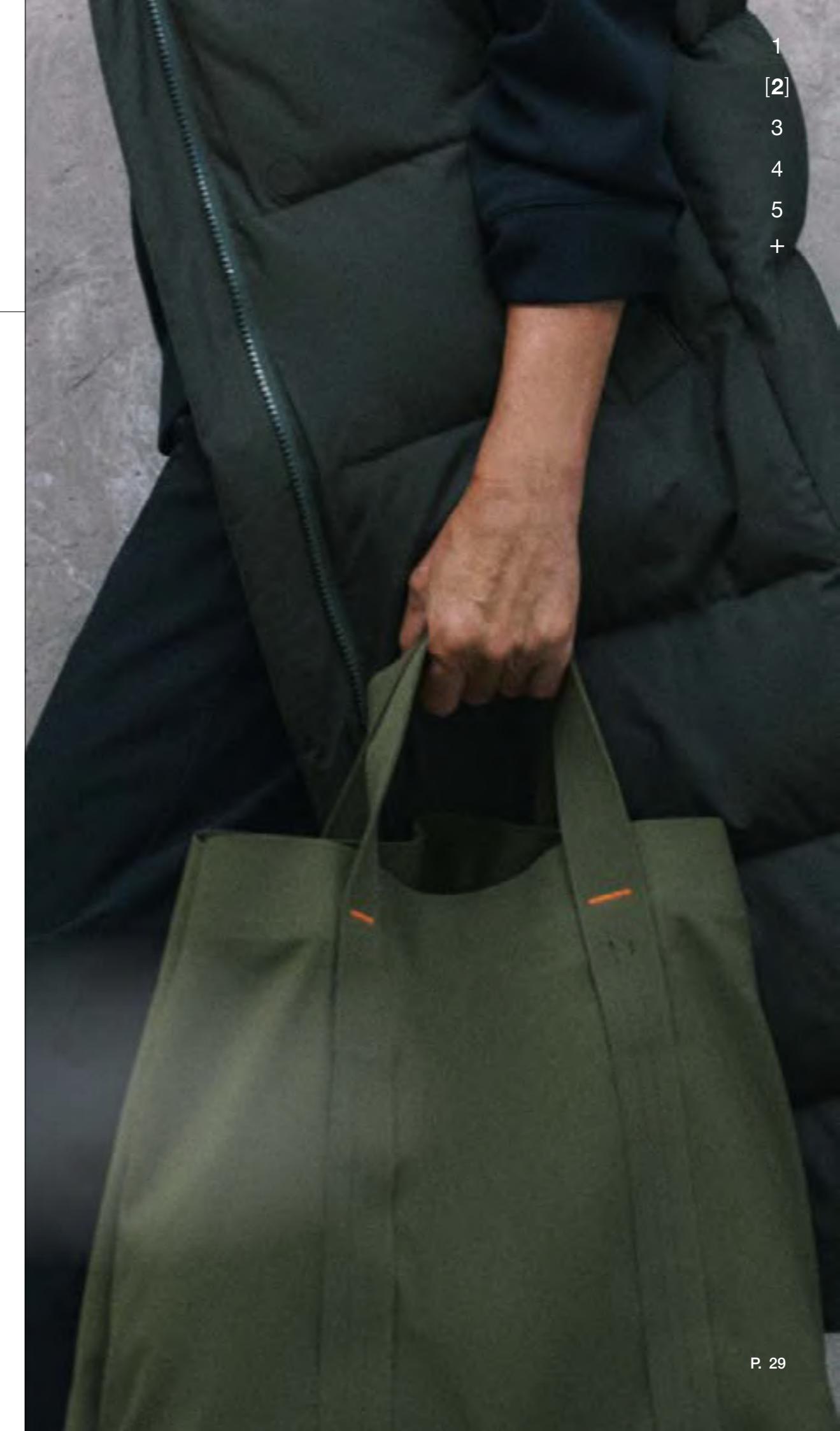
Proprietary Director

Emmanuel Stern

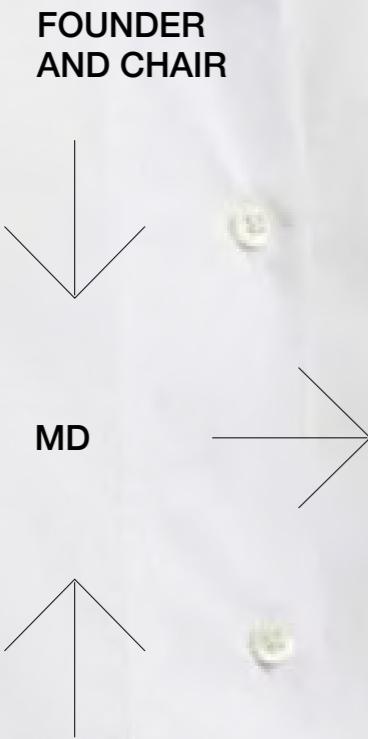
Independent Director

(*) Proprietary Director: part of the Board of Directors due to his status as representative of a partner who holds a stake of more than 5% of the capital.

(**) Independent Director: part of the Board of Directors due to their "experience, capacity and professional prestige" and free of any conflict of interest, whether due to personal, equity or economic interests.



ORGANISATIONAL CHART



- Creative direction
- Financial management
- Footwear management
- Commercial management
- Operations management
- Marketing management
- IT management
- Purchasing management
- E-commerce management

Composition of governing bodies

Board of Directors

2021	2022
	
4 MEN	5 MEN

0 WOMEN 0 WOMEN

Steering Committee

2021	2022
	
6 MEN	6 MEN

 4 WOMEN  5 WOMEN

OUR ETHICS

[GRI 2-9, 2-23,
3-3 Anti-corruption]

Our duty is to go beyond regulatory compliance.

ETHICS AND VALUES COMMITTEE

Members

- Human Resources management
- Financial management
- Innovation and sustainability management

The members of the Committee are supported by the Secretary of the Board of Directors

Meeting frequency

- Quarterly

It depends on

- Board of Directors

Duties

- To promote an ethical culture
- To assess conflicts and disputes
- To promote dissemination, knowledge and compliance with the Code of Conduct.
- To interpret the Code of Conduct and guide actions in the event of any uncertainties.

- To provide a means of communication for all stakeholders to send proposals or contributions to improve ECOALF, as well as to raise any queries or possible irregularities, non-compliance or conduct contrary to ethics, legality and ECOALF standards.

- To compile periodic reports on the level of compliance with the Code.
- To implement all actions that are approved regarding the implementation of the criminal risk prevention system.
- Periodic report to the Board of Directors on the degree of achievement of objectives and action plans.

Objective

- To exercise the function of regulatory compliance and criminal prevention.



0
breaches of ethical regulations and values

3
meetings of the Ethics and Values Committee

[GRI 205-1]

100 %transactions with product suppliers comply with the Code of Conduct^(*)

(*) Regarding the suppliers that account for 80% of the turnover.

[GRI 205-2]**CODE OF CONDUCT**

It establishes the values and general principles that should guide the behaviour of ECOALF's people, whether administrators, managers or employees.

It facilitates knowledge and application of our business culture and develops the policies, standards and protocols that ECOALF workers must know, accept and comply with.

The Code of Conduct was reviewed and approved by the Ethics and Values Committee in 2020.

General rules of professional conduct at ECOALF:

- Compliance with the law.
- Commitment to Human and Employment Rights.
- Commitment to integrity.

② SEE THE INFORMATION REGARDING THE EXTERNAL CODE OF CONDUCT HERE



[GRI 2-26]

Ethical line

We're concerned about the wellbeing of our external partners and employees. For this reason, we provide you with an anonymous and confidential channel in which you can safely raise any query or possible irregularity, non-compliance or behaviour that is contrary to the ethics, legality and standards that govern ECOALF.

For all this, we've an ethical line managed by the **Ethics and Values Committee**. An email address hosted on a server external to the company (lineaetica@ecoalf.com) and a postal mailbox (c/ Gran Vía 1, 28014 Madrid, FAO the Ethics Line) are available to employees.

Crime Prevention Manual

One of our values is integrity, which is why crime prevention is a priority in our company. In order to achieve this, we've a **Crime Prevention Manual**, which sets out guidelines, and from which we build our management and oversight model for the prevention of criminal risks.

The Crime Prevention Manual draws from our **Crime Risk Prevention Plan**, in accordance with Organic Law 1/2019 of 20 February.

The Ethics and Values Committee is responsible for the implementation of the action plan planned to minimise the risks of crimes being committed within the company.

Scope of application

- Activities or processes within the organisation that entail exposure to criminal risk and that have been detected and indicated in our risk map.
- All people who work at ECOALF, regardless of the position they hold.
- All territories in which ECOALF operates.

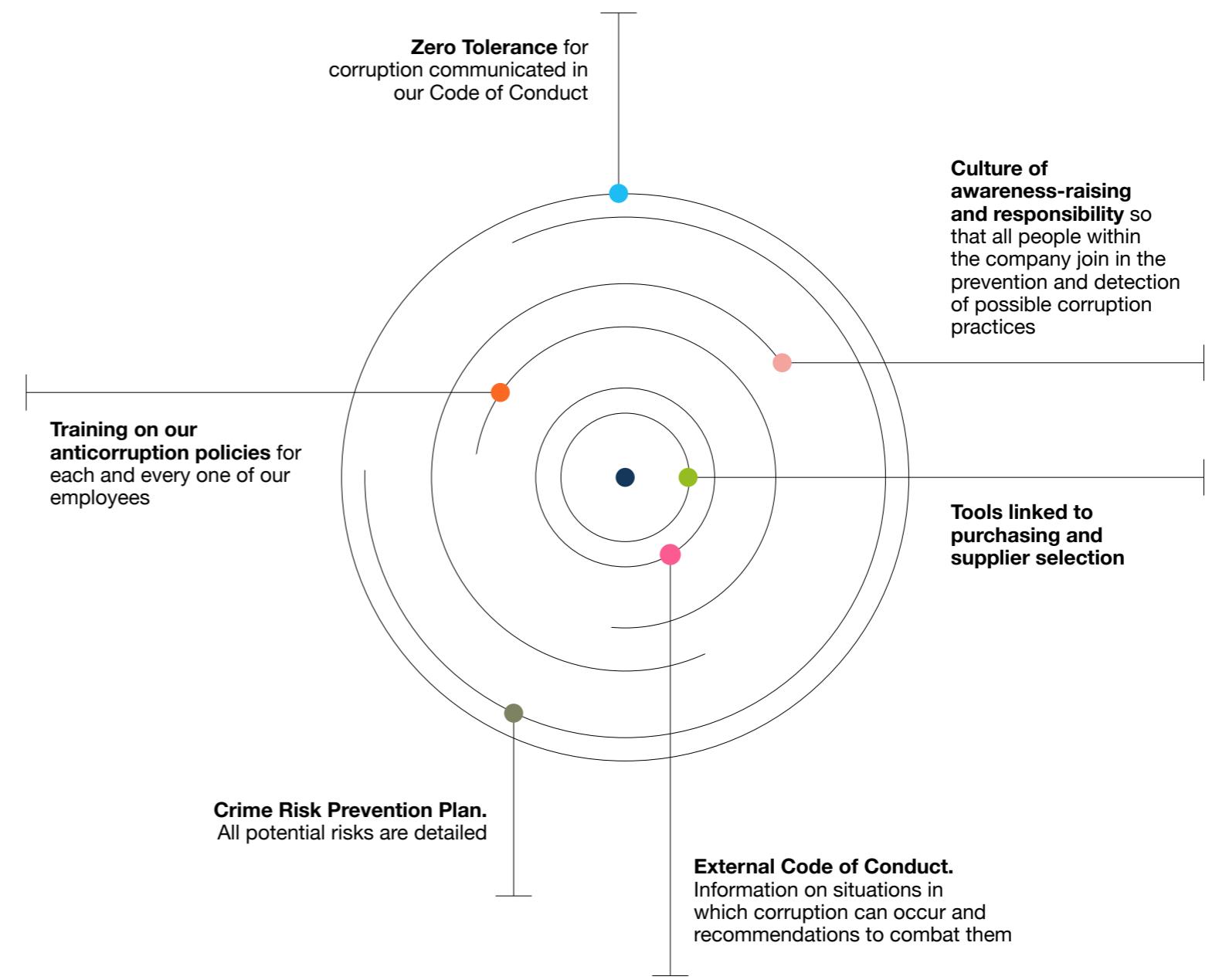
FIGHT AGAINST CORRUPTION

[GRI 3-3 Anticorruption]

At ECOALF, we're inflexible against bribery, extortion and any form of corruption, practices that clash with our values.

Additionally, we ensure that our business partners and suppliers also share these standards.

We strictly comply with all applicable local, regional, national and international legislation, including anticorruption laws and regulations in the countries where we operate.



[GRI 205-1]

100%

of the Steering Committee has received training on ECOALF anti-corruption policies and procedures

1

training session for the Steering Committee on the Code of Conduct and Anti-Corruption Policy

OUR PARTNERSHIPS

[GRI 2-28]

We collaborate with different actors to achieve a sustainable impact and to generate significant change in the industry.

COMMITMENTS



Asociación de Empresas por el Triple Balance



MEMBERSHIP



COMMITTED TO BECOMING A
NET ZERO
BRAND BY 2030

[2.3]

All of our actions have to be constantly assessed and all of our decisions have to be geared towards a positive impact.

Our **2022-2027 Strategic Plan** is aligned with the pillars that make us unique -**sustainability, innovation and design**- and establishes five commitments to maintain sustainable growth. This allows us to increase our ability to generate a positive impact on society and the environment.

"WHAT I VALUE MOST ABOUT WORKING AT ECOALF IS THAT WE CAN DO OUR PART WITH A PROJECT FOR CHANGE WITHIN THE FASHION INDUSTRY."

Raul Redondo Gómez — Retail Assistant Santa Barbara



2022-2027 STRATEGIC PLAN

We've developed a Plan to ensure sustainable and long-term growth aligned with our purpose.



▶ ONGOING
▷ ON THE WAY

To continue being the benchmark in sustainable fashion through continuous innovation

Growing by leading the change towards responsible consumption

Growing in new responsible lifestyle product lines

Growing in the main distribution channels

Growing in the major markets in Europe and North America

ACTIONS

- More circular collections ▶
- Net zero CO₂ emissions by 2030: change in the industry and throughout our value chain ▷
- Innovation in fabrics and consumer ▶

- Boosting our profile of activities: committed, urban and in line with our values ▶

- Reinforcement of the main line in fashion and footwear ▶
- New sports line that is a benchmark in sustainable design and innovation ▷
- Exploration of new growth opportunities aligned with our values and vision ▷

- Multichannel distribution ▶
- Wholesale and concessions ▶
- Flagship stores ▶
- Online channel ▷
- Definition of the franchise model ▷

- Focus on customers B2B in Spain ▶
- Continuation of European expansion in key markets, such as Germany, Austria, Switzerland, France and Italy ▶
- Exploration of new opportunities in Northern Europe, the UK and North America ▷

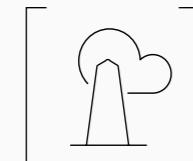
	To continue being the benchmark in sustainable fashion through continuous innovation	Growing by leading the change towards responsible consumption	Growing in new responsible lifestyle product lines	Growing in the main distribution channels	Growing in the major markets in Europe and North America
ADVANCES	<ul style="list-style-type: none"> ▪ Our Spring Collection <ul style="list-style-type: none"> - Summer 2022 has prevented the emission of 1.195 tn. of CO₂ eq. compared to the industry standard ▪ We opened our first zero emissions store in Madrid ▪ 5 life cycle analysis in spaces (2 fairs + 3 stores) ▪ 3.3 tn. of recycled plastic in the Las Rozas Village store 	<ul style="list-style-type: none"> ▪ 321.1 million views in the press ▪ Reach of 3,795 million on social networks 	<ul style="list-style-type: none"> ▪ 22 new collections of sustainable lifestyle: ECOALF Sports and ECOALF Wellness to launch in 2023 	<ul style="list-style-type: none"> ▪ 3 new own stores ▪ Growth(*) Retail channel: 46% national and 272% international Wholesale channel: 53% national and 45% international E-commerce: 4% national and -18% international ▪ 31 points of sale in national and international department stores (corners)s <p><small>(*) Calculated over the 2022 calendar year</small></p>	<ul style="list-style-type: none"> ▪ We've consolidated sales in our key wholesale markets: Italy, Germany, Austria, France
NEXT STEPS	<ul style="list-style-type: none"> ▪ Creation of the figures Demand Planner to adjust orders and sales orders and to minimise stock Sustainability Manager Coordinator to promote the sustainability strategy to all departments ▪ CO₂ reduction plan in logistics and e-commerce ▪ ECOALF Ambassadors Programme for employees 	<ul style="list-style-type: none"> ▪ Return collection plan to reduce unnecessary shipments 	<ul style="list-style-type: none"> ▪ Launch of ECOALF Sports, a new generation of sustainable sportswear with maximum performance and minimum impact ▪ Launch of ECOALF Wellness, a new daily skincare line with fewer, but better products 	<ul style="list-style-type: none"> ▪ New franchisee model ▪ 18 new concessions ▪ Presence at airports ▪ 1.0 Pop-ups 	<ul style="list-style-type: none"> ▪ Continue working on our delivery dates, conditions and merchandise to consolidate like-for-like growth ▪ We opened our first clients in the USA, the UK, Mexico, Uruguay, Colombia, etc. ▪ Opening of new stores in Andorra, the UK and Portugal

OUR ROAD MAP

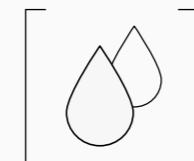
We've made the decision to reduce CO₂ emissions, to be more efficient in the use of water and to guarantee the traceability and circularity of materials.



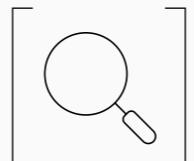
▶ ONGOING
▶ ON THE WAY



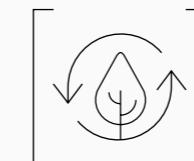
CO₂



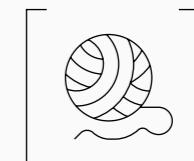
Water



Transparency
and traceability



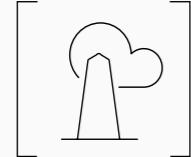
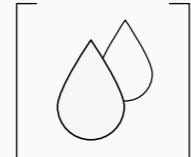
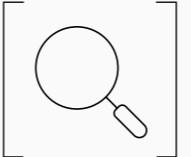
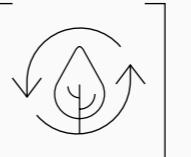
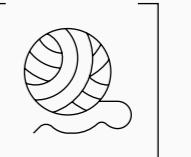
Circularity



Materials

ACTIONS

- | | | | | |
|--|--|--|--|---|
| <ul style="list-style-type: none"> ▪ CO₂ reduction to be Net Zero by 2030 ▶ ▪ Regenerative projects to be carbon positive ▶ | <ul style="list-style-type: none"> ▪ Protection in the supply chain: efficiency and use of water and management of chemical products ▶ ▪ Protection in the oceans, supporting the ECOALF Foundation ▶ ▪ Microfilaments: members of the Microfibre Consortium, commitment to reduce the impact to zero by 2030 ▶ | <ul style="list-style-type: none"> ▪ 100% of suppliers designated and validated by ECOALF ▶ ▪ 100% traced products: from yarn to final product ▶ | <ul style="list-style-type: none"> ▪ Eco-design ▶ ▪ Durability ▶ ▪ RE_LIVE: repair reuse resel ▶ ▪ Close the LOOP (Made to be Re-Made) ▶ | <ul style="list-style-type: none"> ▪ Creation of the best materials with innovation and sustainability criteria ▶ ▪ Creation of natural materials with a low impact or a positive impact with innovation and sustainability criteria ▶ ▪ Recycled polyester yarn (UTO YARN) from plastic collected from the seabed by the ECOALF Foundation ▶ |
|--|--|--|--|---|

	 CO ₂	 Water	 Transparency and traceability	 Circularity	 Materials
ADVANCES	<ul style="list-style-type: none"> ▪ 2,520 tn. of Co₂ eq. prevented in the AW22 collection, compared to the industry standard ▪ 35 tn. of CO₂ eq. compensated through environmental restoration in a mining operation in Bembibre (León) 	<ul style="list-style-type: none"> ▪ 12.1 million litres of water saved with our Autumn-Winter 2022 collection^(*) ▪ €59,817 donated to the ECOALF Foundation for the 'Because There Is No Planet B®' campaign ▪ 7 test carried out to analyse the shedding of microfilaments in our fabrics ▪ 1 Emergen(sea) communication plan <p><small>(*) Compared to the industry standards.</small></p>	<ul style="list-style-type: none"> ▪ 100% of operations with textile suppliers^(*) that comply with the Code of Conduct ▪ Sustainability reporting every 6 months with the design and purchasing departments ▪ We launched our first Sustainability Report in accordance with the GRI Standards ▪ Expanding the scope of footprint calculation with the technology provider Greemko <p><small>(*) Regarding the suppliers that account for 80% of the turnover.</small></p>	<ul style="list-style-type: none"> ▪ Development of the Made to be Re-Made collection from 100% recycled cotton ▪ Identification of partners for second-hand and repairability 	<ul style="list-style-type: none"> ▪ 100% vegan fillings ▪ +17 M recycled plastic bottles with our Autumn-Winter 2022 Collection ▪ 9 qualities achieved in our SS22 collection from 50% recycled cotton ▪ +929,000 plastic bottles recovered from the ocean floor and recycled into ECOALF's Ocean Yarn (thanks to the ECOALF Foundation) ▪ 55% single material products in 2022
NEXT STEPS	<ul style="list-style-type: none"> ▪ We formalise our Neutral Store Policy ▪ Regeneration projects ▪ CO₂ impact reduction plans by department 	<ul style="list-style-type: none"> ▪ PFOA and PFAS Elimination Plan 2025 ▪ We will continue conducting more microfibre tests 	<ul style="list-style-type: none"> ▪ Indicator monitoring and strategy workshops with the departments ▪ Sustainability Reporting every 6 months with the rest of the departments 	<ul style="list-style-type: none"> ▪ Eco-design policy ▪ We launched the collection in SS23 Made to be Re-Made from 100% recycled cotton ▪ Fibre-to-fibre projects from recycled polyester 	<ul style="list-style-type: none"> ▪ Regeneration projects ▪ Technology to improve the efficiency of water use in dyeing processes

[2.4]

We are B Corp and we put the planet at the centre of our business strategy.

In 2022, B Corp recognised us as **Best for the World** and positioned us in the top 5% of the 5,000 B Corp companies globally in the environment category.

We've been part of the **B Corp community** since 2018, when we were the first fashion brand in Spain to receive this certification.

B Corp is a community of leaders, a global movement of companies that put the planet and people at the centre of their business. We seek and find the balance, between profits and purpose, and we comply with the highest standards of general verification in environmental performance, transparency and accountability.



WE ARE B CORP

EVERY THREE YEARS, B CORP COMPANIES ARE EVALUATED TO MEASURE OUR IMPACT AS A BUSINESS.



Evaluación
de Impacto



“TRYING TO CREATE A COMPANY THAT IS GOOD FOR THE WORLD AND NOT JUST ANOTHER LARGE COMPANY MOTIVATES AND INSPIRES ME EVERY DAY. IT GIVES MEANING TO MANY OF THE DECISIONS WE MAKE. I CAN SAY THAT EVERY TIME WE’VE MADE A DECISION THAT WE THOUGHT WAS GOOD FOR THE PLANET, IT HAS ENDED UP BEING GOOD FOR ECOALF.”

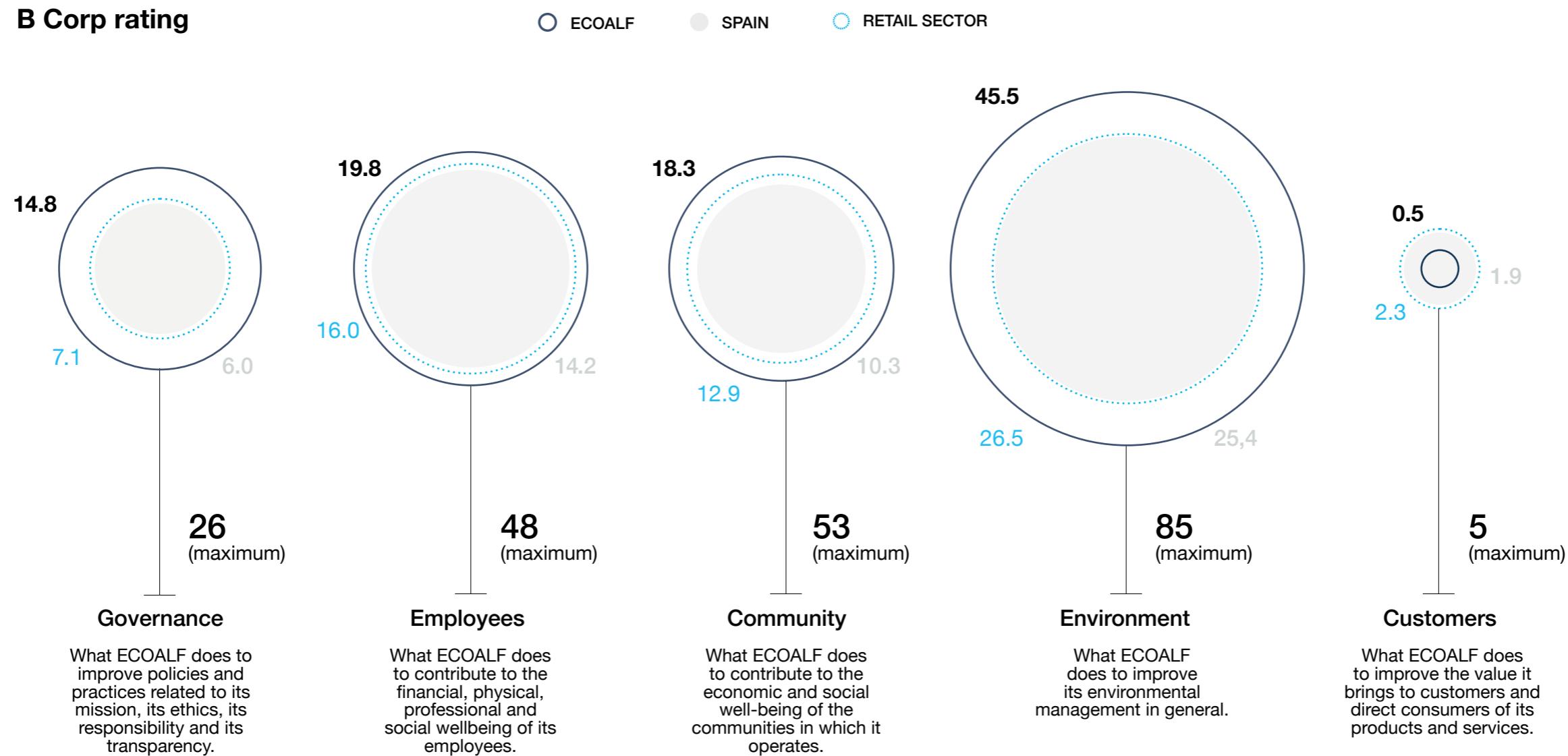
Javier Goyeneche — Chair of ECOALF

“NOT EVERYONE CAN BELONG TO A B CORP COMPANY AND IF ECOALF HAS THIS CERTIFICATE IT’S BECAUSE IT MEETS ALL OF THE CONDITIONS THAT B CORP REQUIRES. FOR ME, IT'S LIKE BEING IN A HUGELY LUXURIOUS HOTEL, FEW PEOPLE WORK IN A B CORP COMPANY.”

María Pérez Torres — HR Admin Coordinator

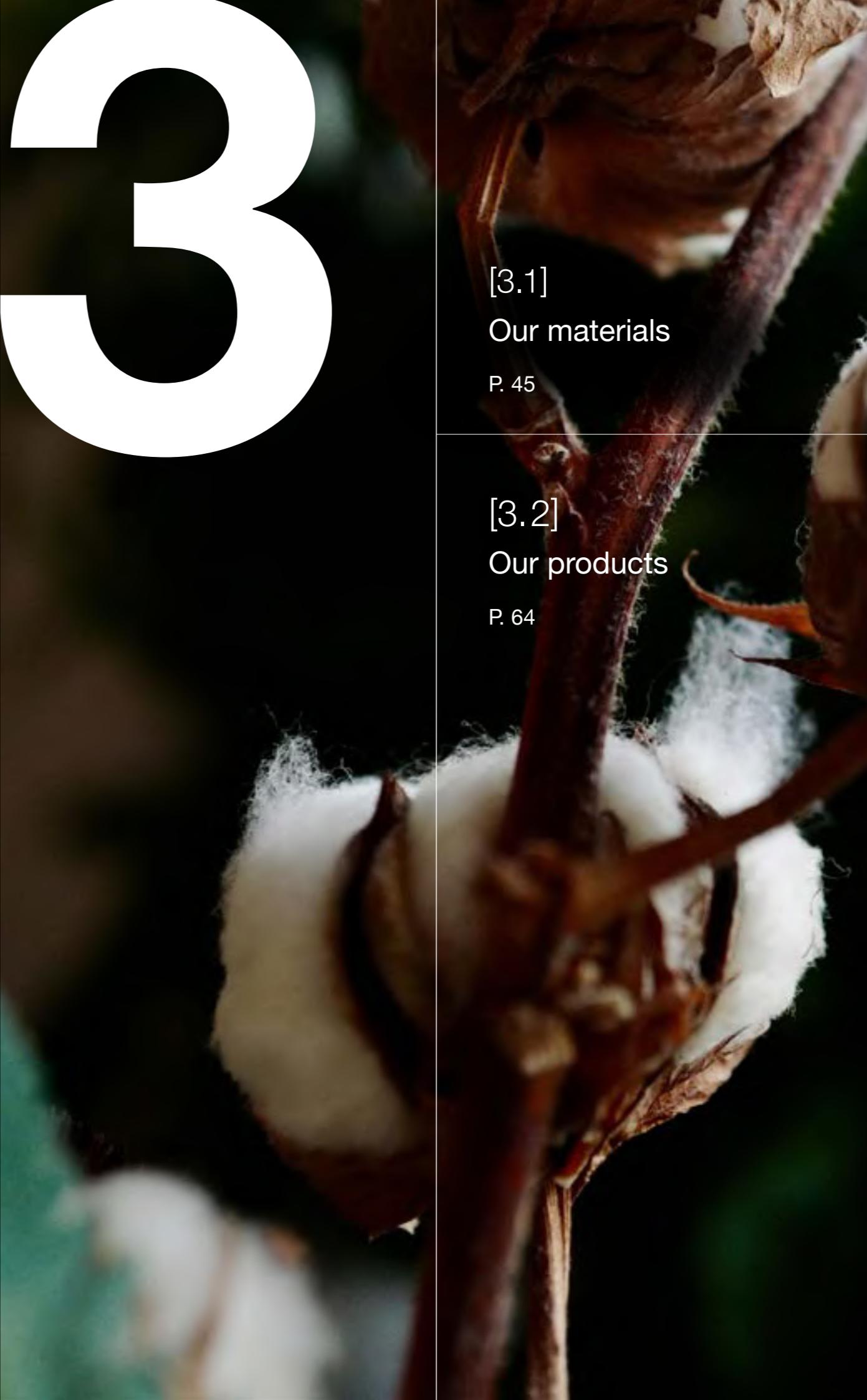
99 B CORP RATING

(+21% vs. 2018)



project produ

BECAUSE THERE IS NO PLANET B



[3.1]
Our materials

P. 45

[3.2]
Our products

P. 64

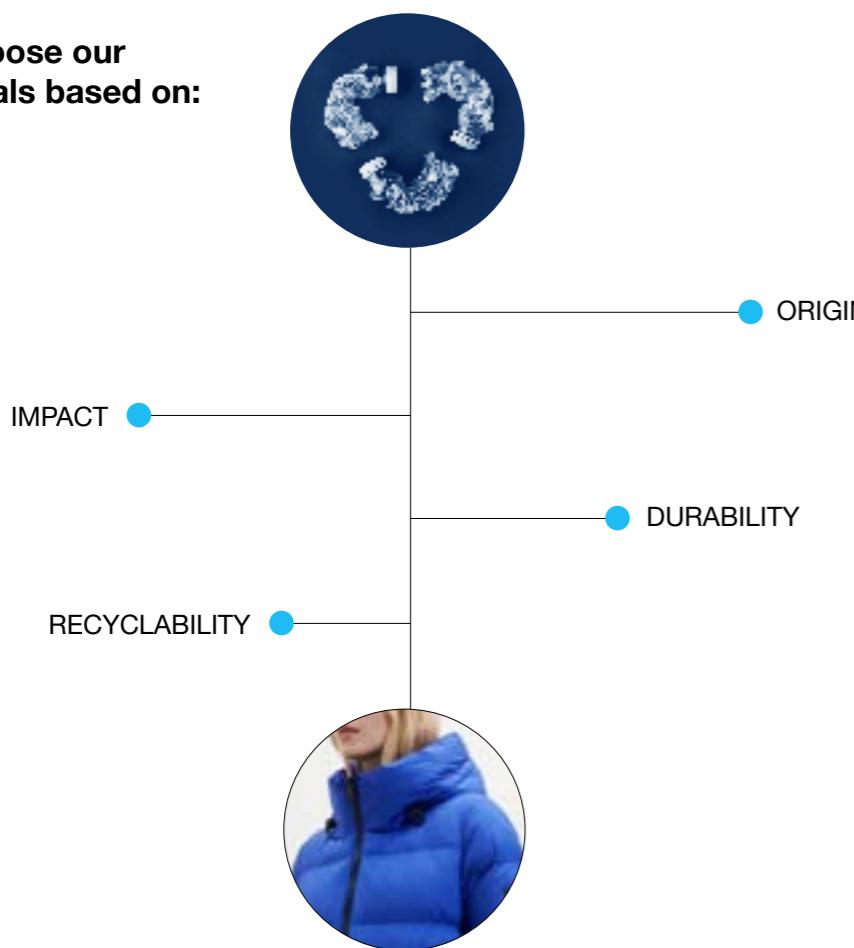
[3.1]

[GRI 3-3 Materials,
3-3 ECOALF Materials]

We know the origin of 100% of the materials we use. We verify the social and environmental conditions under which they have been sourced and processed.

Sustainability and innovation determine the materials we use. We base our choice of raw materials and processes on what aligns most with our mission.

We choose our materials based on:



OUR MATERIALS

“SELECTING THE MATERIALS AND FABRICS IS THE FIRST STEP IN THE PROCESS OF DEVELOPING A PRODUCT WITH A LOWER ENVIRONMENTAL IMPACT. WE USE RAW MATERIALS THAT HELP US MOVE TOWARDS OUR SUSTAINABILITY AND IMPACT REDUCTION GOALS, WITHOUT SACRIFICING QUALITY AND DURABILITY.”

Ángela Pérez — Fabrics Developer

INNOVATIVE MATERIALS OF 2022



OCEAN YARN (UTO)

We've been innovating with our materials for years. One of our favourite materials in the collection is our Upcycling the Oceans Yarn (UTO), made from recycled plastic bottles collected from the bottom of the ocean thanks to the Upcycling the Oceans project by ECOALF Foundation.



KAPOK

Kapok is a type of seed from the *Ceiba pentandra* tree that can be made into a soft fibre with a silky feel. Thanks to innovative technology, we've developed a fabric that combines kapok with organic cotton, which saves over 4,000 L. of water per T-shirt compared to conventional cotton.



RECYCLED CASHMERE

The use of recycled cashmere limits overproduction and overgrazing. Textile waste is recovered to be turned back into raw material, following a laborious process to ensure the best quality.

“ECOALF FITS MY PHILOSOPHY OF LIFE AND PERSONAL TASTE.
FOR ALL INTENTS AND PURPOSES, IT'S A VERY POSITIVE AND CREATIVE PROJECT.”

Antonio Riera — Menswear Head Designer

CERTIFICATIONS

ECOALF is GRS and OCS certified, and is audited annually by the certification body ICEA (Istituto per la Certificazione Etica ed Ambientale). This audit assesses the management processes for the products certified under these standards, as well as our own environmental and social management.

CORPORATE CERTIFICATES



GLOBAL RECYCLED STANDARD

Ensures the chain of custody of recycled materials throughout the supply chain (Textile Exchange).

ORGANIC CONTENT STANDARD

Ensures the chain of custody of organic materials throughout the supply chain (Textile Exchange).

OUR PRODUCT CERTIFICATES



MATERIALS USED IN OUR PRODUCTS

LENZING™

LENZING™ Lyocell Micro

TENCEL™ LYOCELL

EcoVero™

PIÑATEX

DUPONT®
SORONA®

Scafé®
SUSTAINABLE PERFORMANCE



TENCEL™ Modal

meryl fabrics®

SOLOTEX®

CORDURA®
Eco Fabric

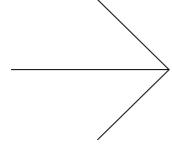
ECONYL®
ENDLESS POSSIBILITIES



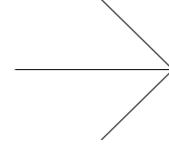
USE OF MATERIALS

© LEARN MORE ABOUT OUR MATERIALS
AND OUR FAVOURITE MATERIALS

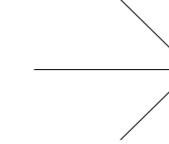
Organic cotton



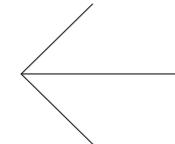
Recycled cotton



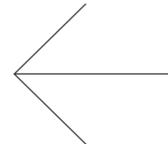
Recycled polyester



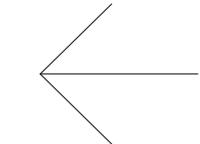
Recycled nylon



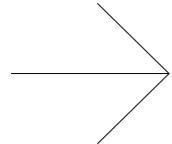
Upcycling our
Oceans Yarn
(UTO)



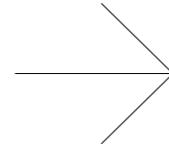
Linen



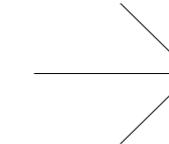
Recycled wool



S.CAFÉ®
recycled
polyester

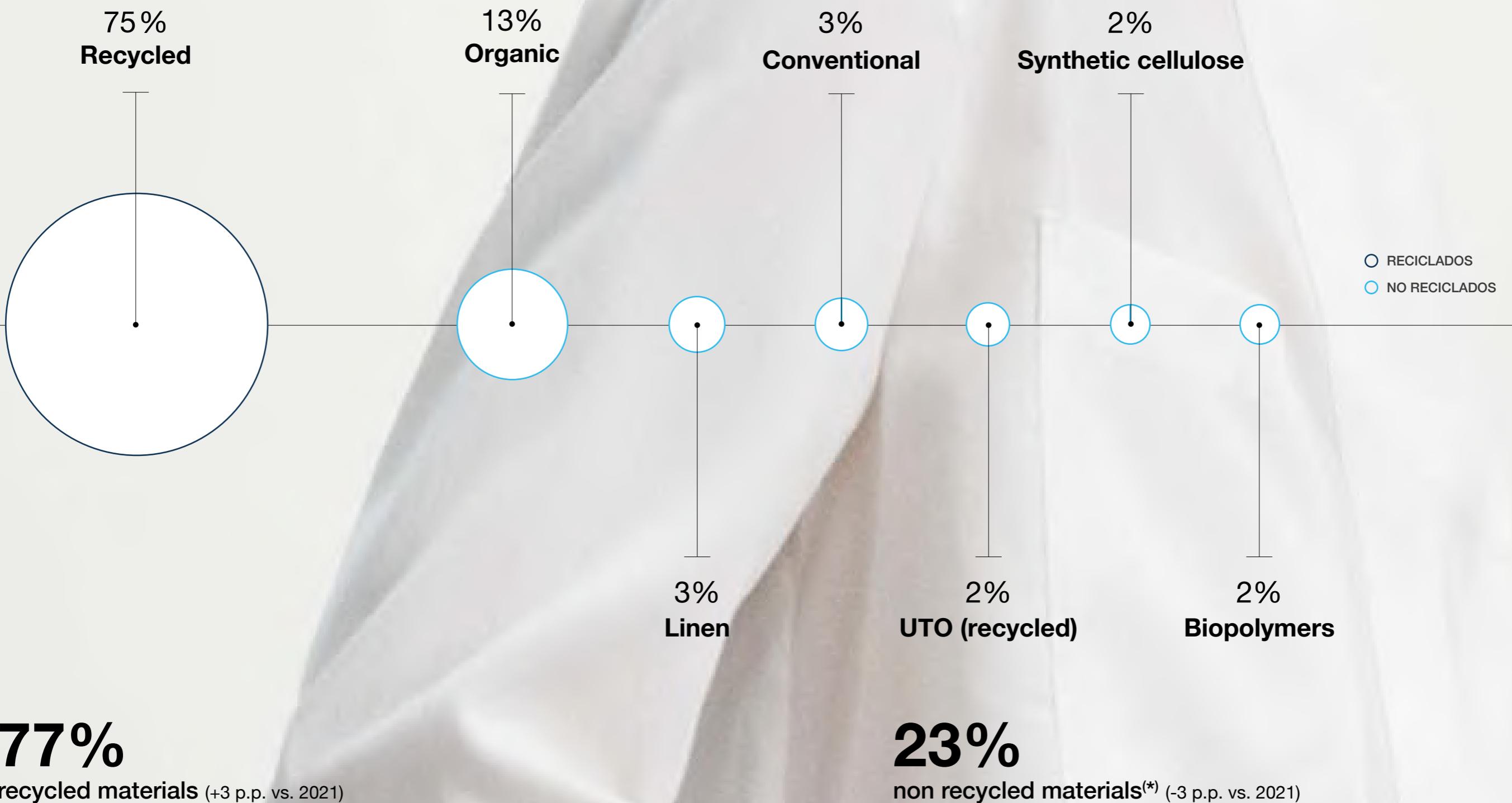


Tencel™ Modal
Tencel™ Lyocell
Ecovero™

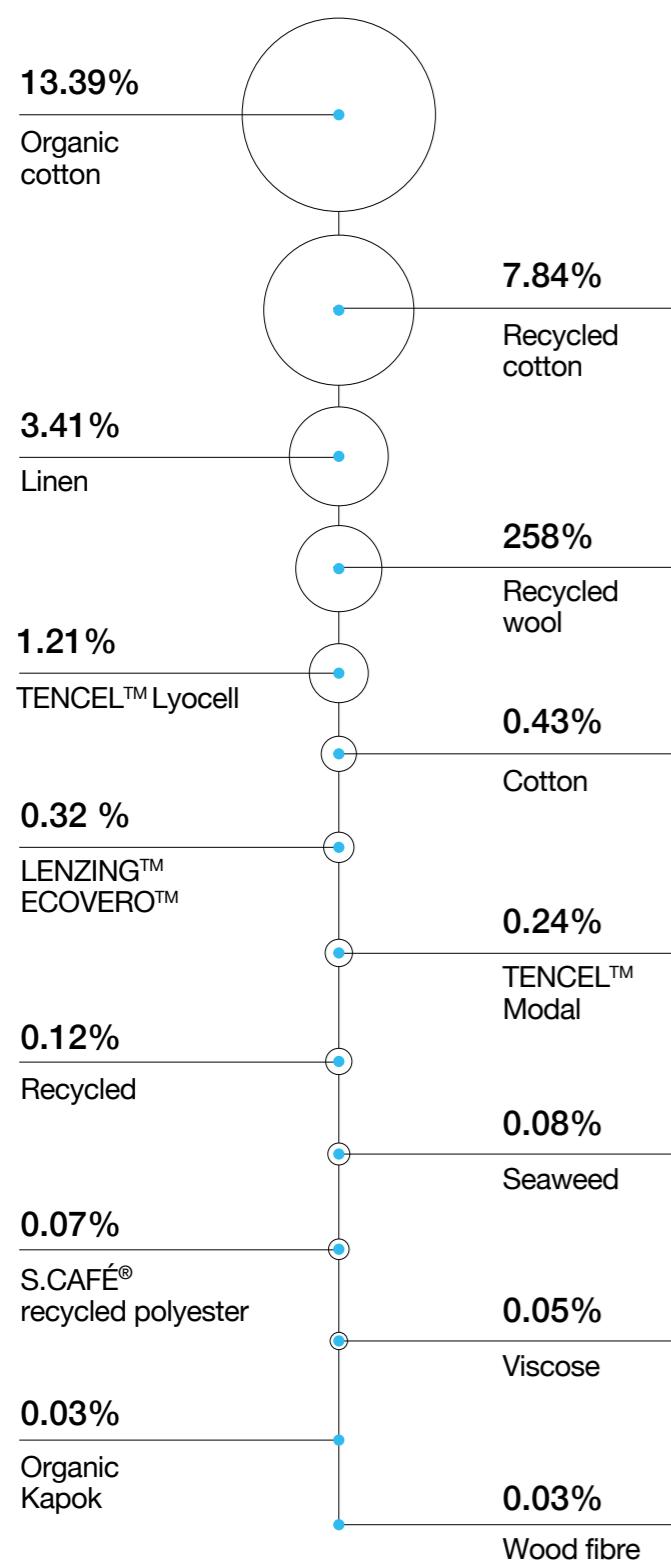


[GRI 301-2]

MATERIALS USED



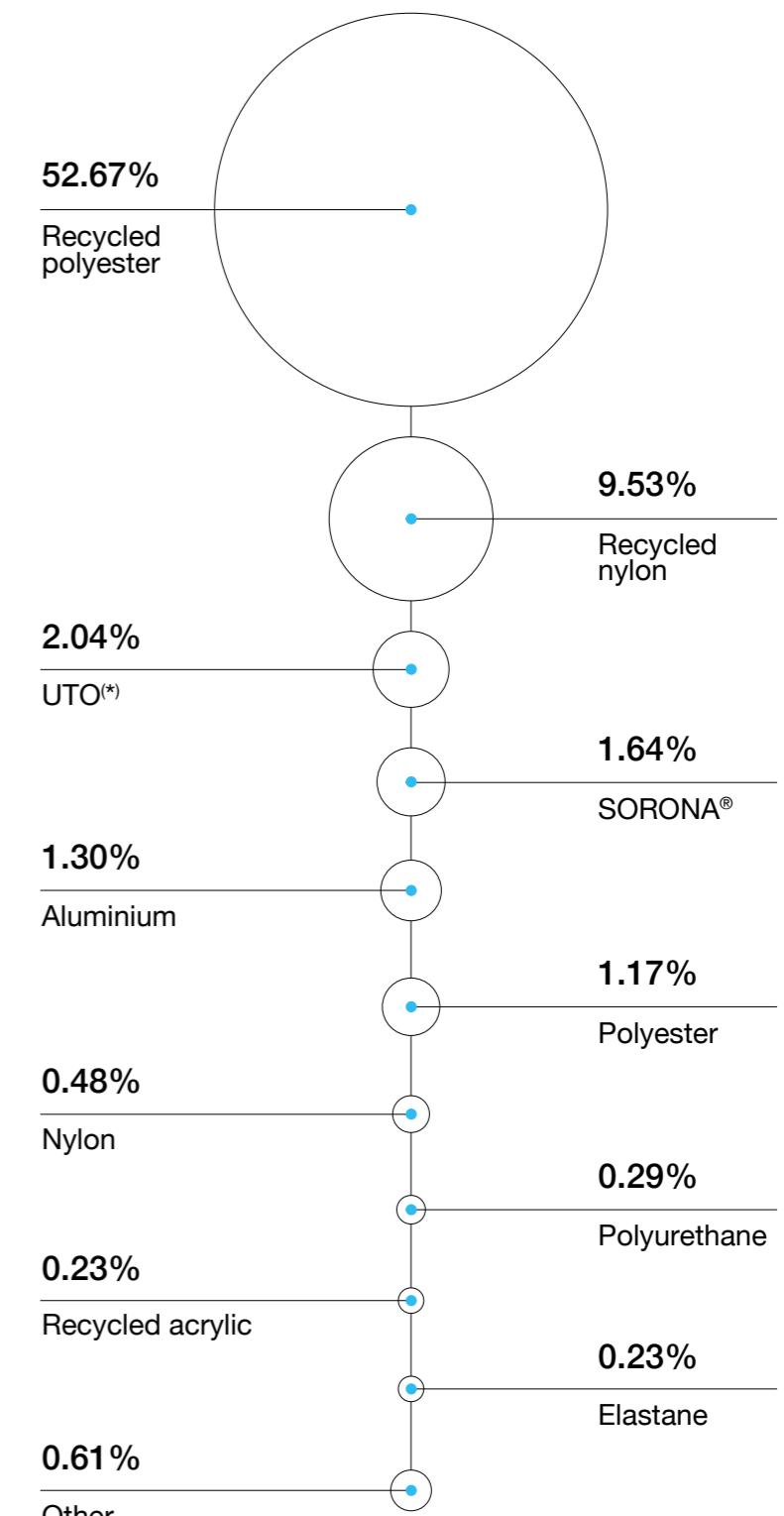
Natural and artificial fibres from renewable sources



29.8 %
natural and artificial fibres
from renewable sources
(+2.47% vs. 2021)



Synthetic fibres from non-renewable sources



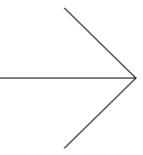
^(*) UTO= Recycled polyester yarn from the Upcycling the Oceans project.

^(*) UTO = Recycled polyester yarn from the Upcycling the Oceans project.

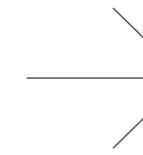


Spoo Mesh

Ocean plastic collected through the Upcycling the Oceans (UTO) project

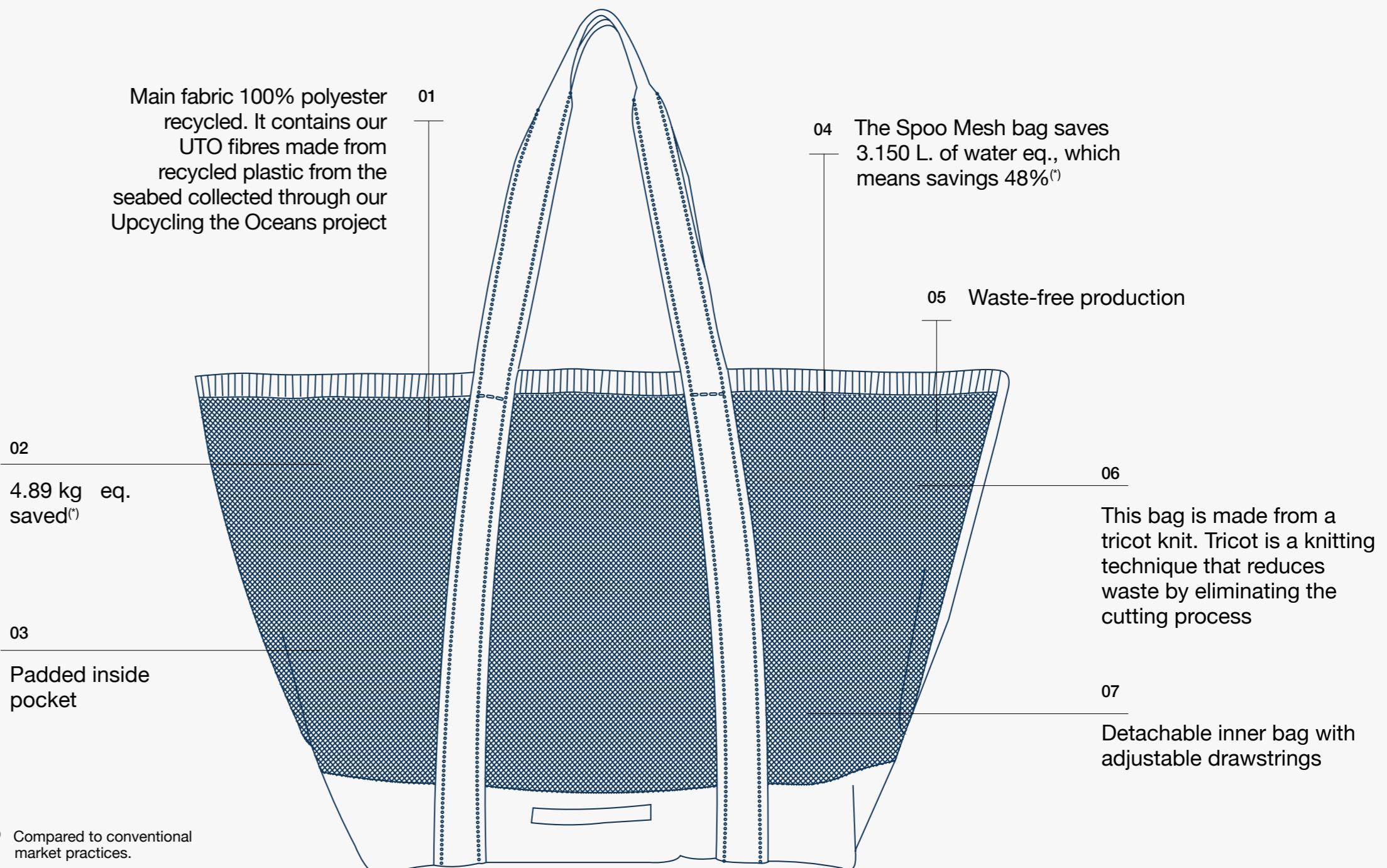


Recycled polyester yarn

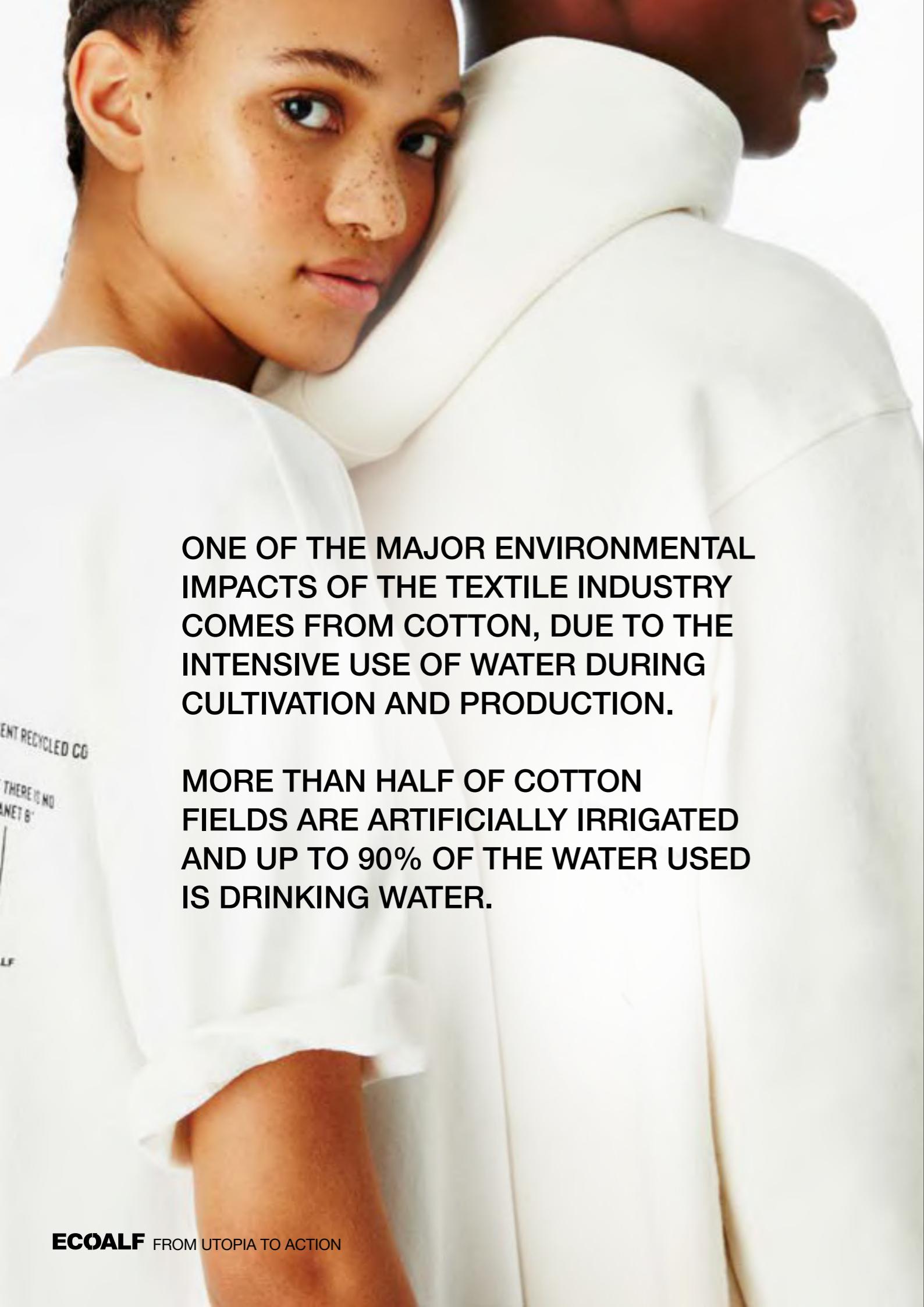


Spoo Mesh Bag

THE SPOO MESH BAG GIVES A SECOND LIFE TO 20 PLASTIC BOTTLES FROM THE OCEAN



FROM LOW IMPACT TO POSITIVE IMPACT



ONE OF THE MAJOR ENVIRONMENTAL IMPACTS OF THE TEXTILE INDUSTRY COMES FROM COTTON, DUE TO THE INTENSIVE USE OF WATER DURING CULTIVATION AND PRODUCTION.

MORE THAN HALF OF COTTON FIELDS ARE ARTIFICIALLY IRRIGATED AND UP TO 90% OF THE WATER USED IS DRINKING WATER.



OUR COTTON: FROM LOW IMPACT TO POSITIVE IMPACT

We've worked tirelessly over the past 12 years to develop a high-quality recycled cotton to replace conventional cotton.

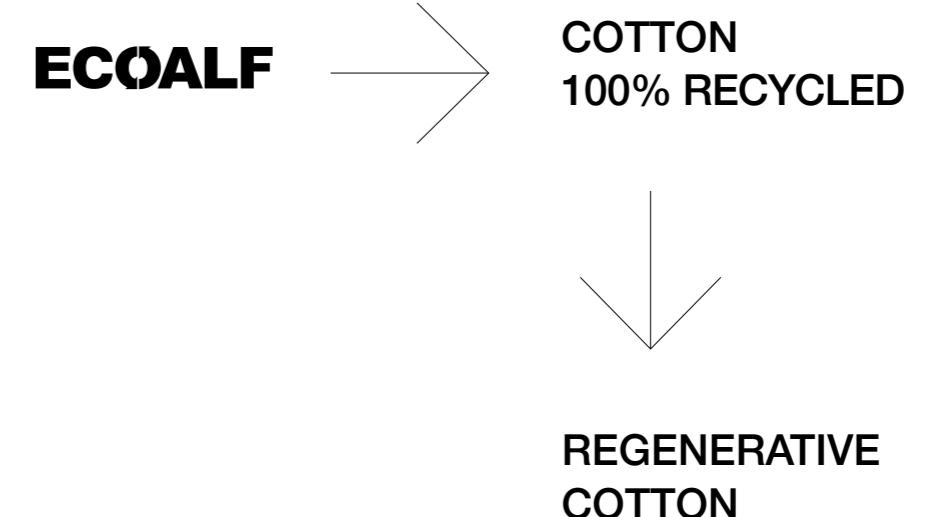
It has been a complex process because the fibres are much shorter than conventional virgin cotton and this makes it rough to the touch and difficult to spin.



POWERED BY BCOME version 1.5,
comparative data for a conventional
t-shirt

-86%

water consumption with recycled cotton
(compared with conventional cotton)



OUR JOURNEY TO CIRCULAR COTTON

2014

We launched our **first sweatshirts** made from 30% recycled cotton.



2019

We mixed **recycled cotton and polyester** to create items made from 100% recycled material.



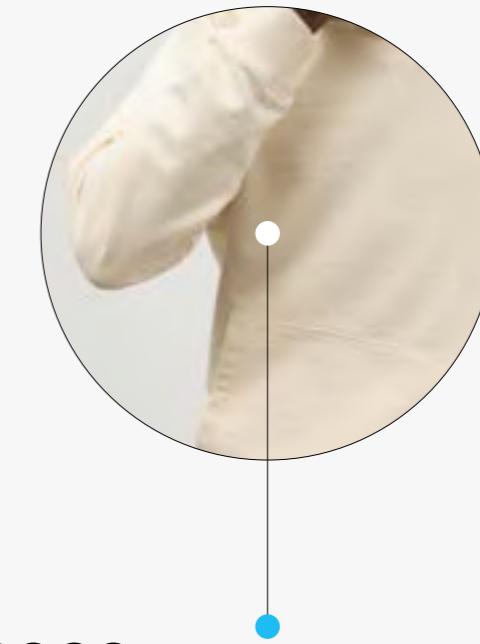
2021

With the aim of building a circular system, we started working with **mono-materials**. Our items became both recycled and recyclable. We made sweatshirts from 50% recycled cotton and 50% organic cotton.



2023

We launched **sweatshirts and T-shirts in 100% recycled cotton** (made from mono-material cotton waste), a revolutionary breakthrough that allowed us to comply with the principles of circularity.



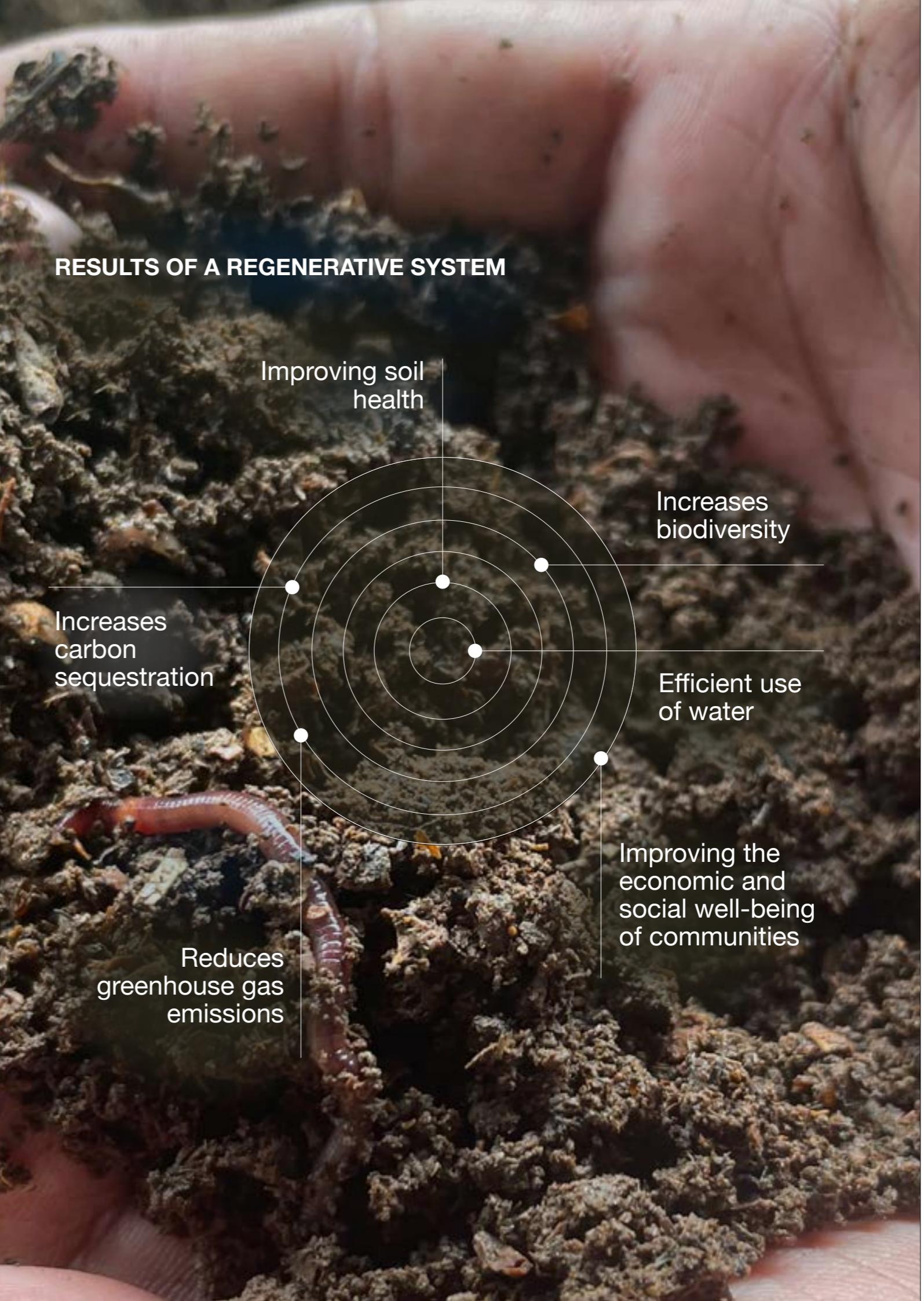
REGENERATION

Regeneration allows us to move from impact reduction to positive impact.

Regeneration is our chance to reverse the longstanding practices of the textile sector that have lead to water consumption and pollution, resource depletion, land exploitation, inappropriate water use, waste generation and over-exploitation of the planet.

It allows us to give back to the planet more than we're taking, leaving a positive impact.

⌚ FIND OUT WHAT REGENERATION IS



OUR APPROACH AND ROADMAP

1 Identify existing regenerative projects, analysing fibre quality and availability



2

Define and compare indicators and tools

3

Define the supply chain for production and procurement, including target prices for fibre, yarn and fabrics

At ECOALF, we're working on our 2024 collections:

- Regenerative cotton
- Regenerative wool

4

Try the fibre and develop yarns and fabrics to test their quality

5

Select which projects to support to establish a medium/long-term collaboration



CIRCULARITY

WE WORK WITH SOLUTIONS MADE FROM TEXTILE WASTE NOT ONLY IN COTTON BUT ALSO IN POLYESTER.

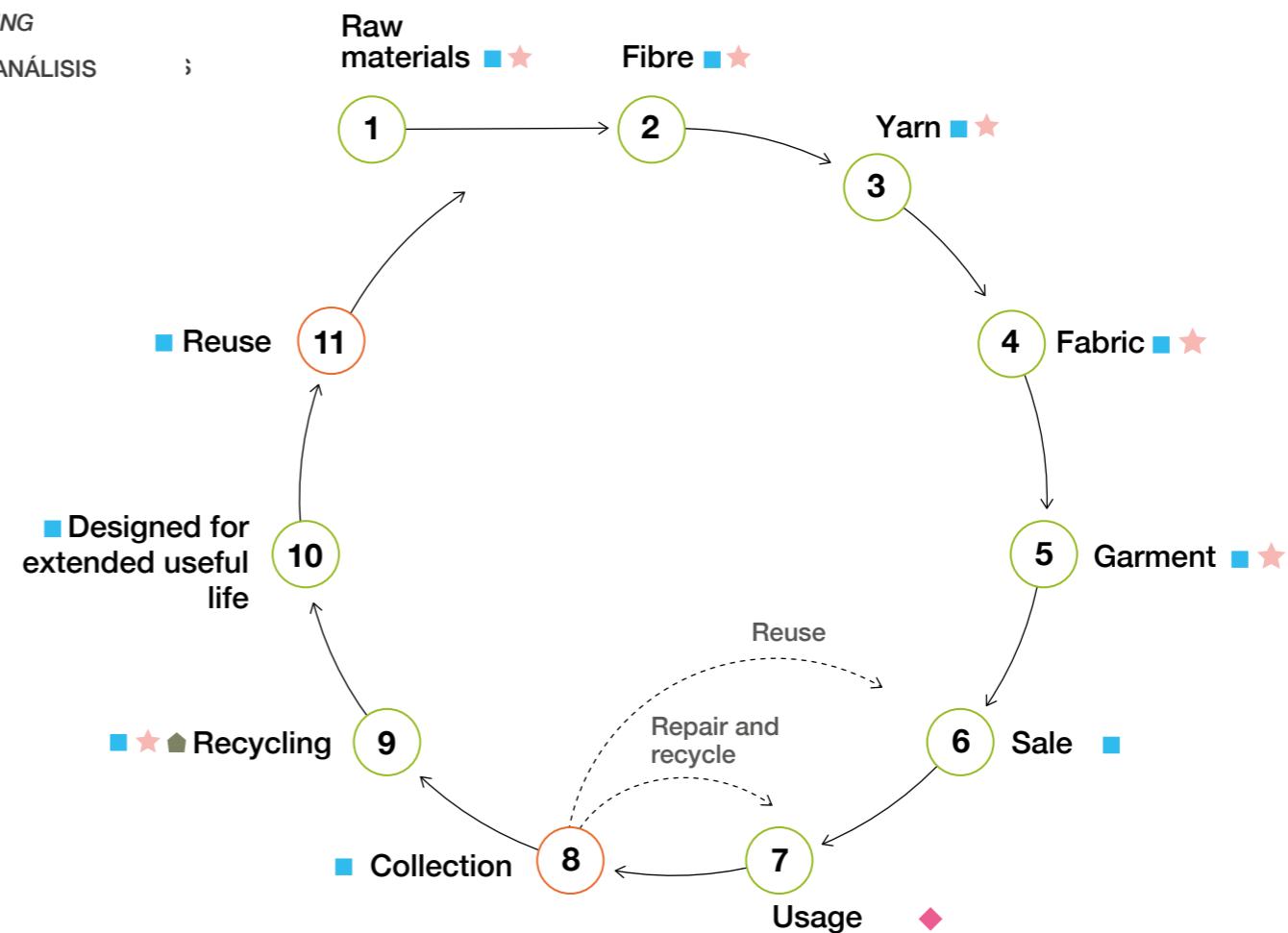
We think circular, we create circular.

Achieving circularity is key to protecting natural resources and remaining aligned with our mission.

- We follow **eco-design** principles.
- We develop low environmental impact garments **using mainly recycled and/or low impact materials.**
- We encourage **innovation** with the development of sustainable products and processes.
- We create **high-quality and durable products that are easily recyclable** at the end of their life cycle.
- We continuously improve our sustainable design practices by **measuring and evaluating our performance.**

Estados:

- ONGOING
- BAJO ANÁLISIS



Agentes involucrados:

- MARCAS
- ★ PROVEEDORES
- ◆ CONSUMIDORES
- ▲ ADMINISTRACIONES PÚBLICAS



Textile waste fabrics and finished products

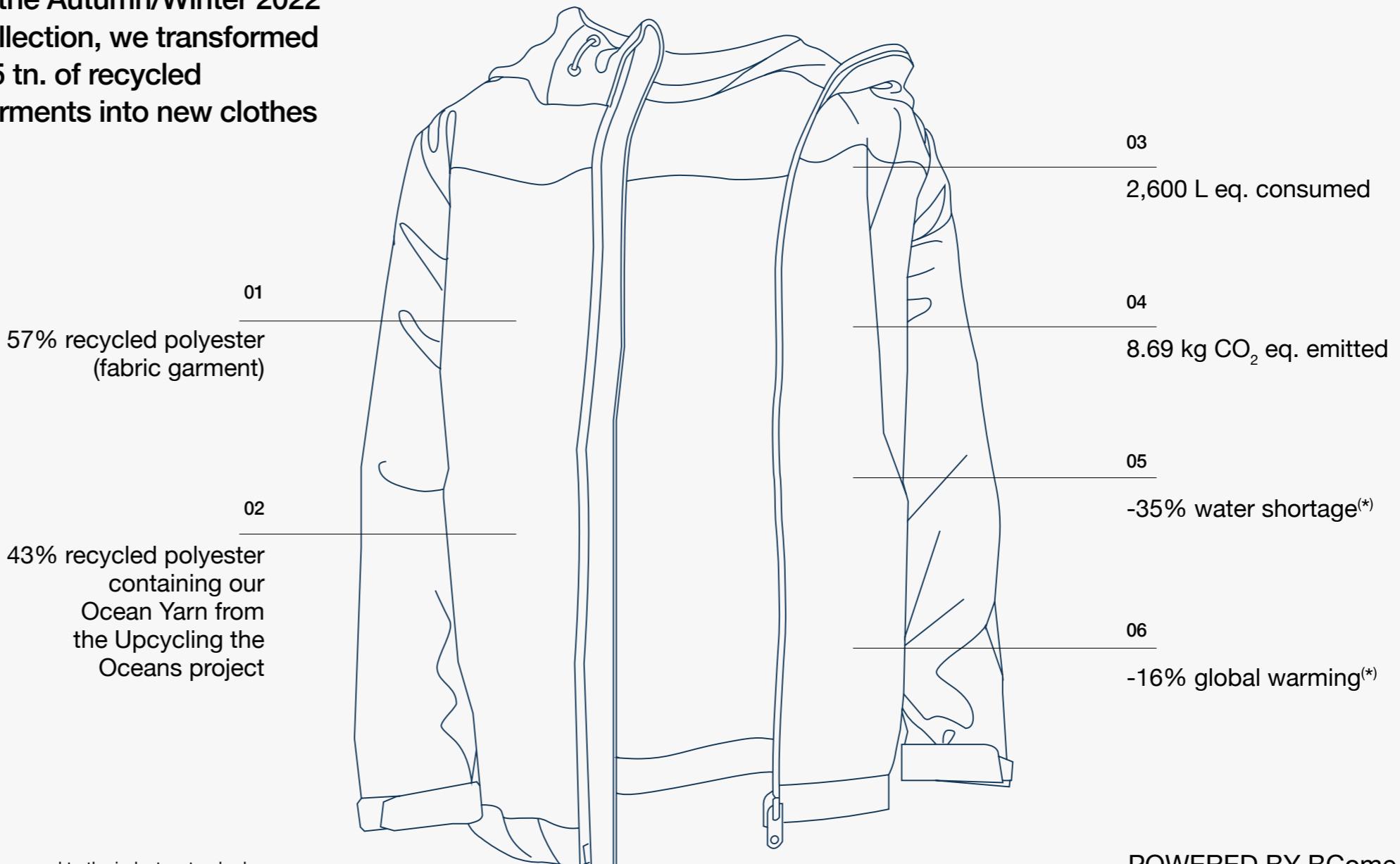


Fabric and product new finishes

1
2
[3]
4
5
+

RECYCLING OF TEXTILE WASTE (INCLUDING POST-CONSUMER GARMENTS): A FIBRE-TO-FIBRE SOLUTION

In the Autumn/Winter 2022 collection, we transformed 5.5 tn. of recycled garments into new clothes



POWERED BY BCome

ECO-DESIGN

We eco-design our collections to minimise the environmental impact of our garments throughout their life cycle.

We develop and apply eco-design principles to make easily recyclable garments.





4,705 L.
of water eq. saved^(*)

5.01 kg
of CO₂ eq.^(*)

DESIGNED FOLLOWING OUR ECO-DESIGN PRINCIPLES

01

Primary fabric: 100%
recycled polyester

02

Filling: 100%
recycled polyester

03

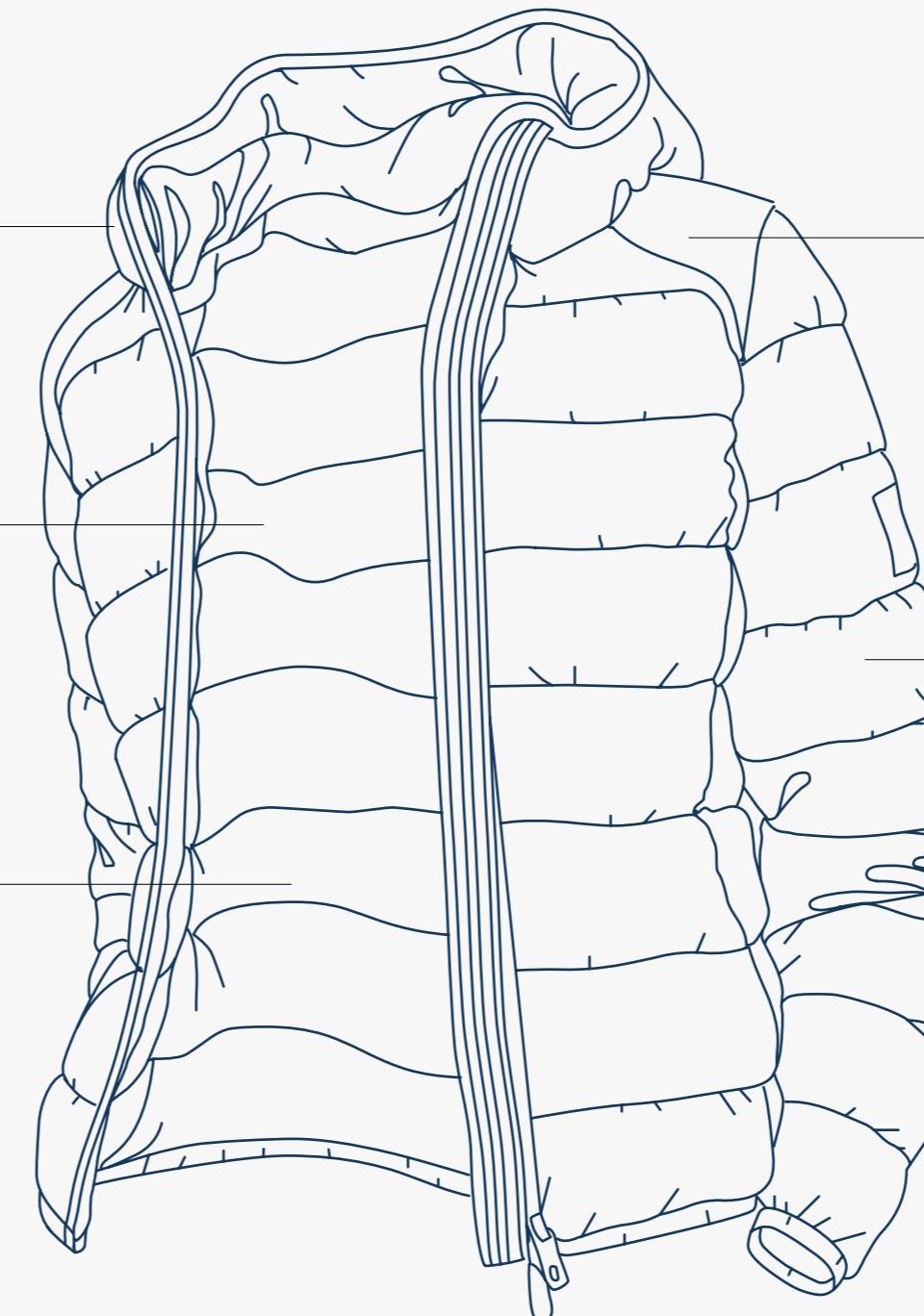
Lining: 100%
recycled polyester

04

We minimise the use of purely
aesthetic ornaments

05

Mono-material to be easier
to recycle



(*) Compared to conventional market
practices. Powered by BCome.

POWERED BY BCOME

MINDFUL PACKAGING

Our packaging conveys the values of ECOALF.

In the selection of our packaging materials, we follow the **same criteria to reduce the impact of our packaging:**

- We look for low-impact, recycled, 100% recyclable and certified materials.
- We minimise the materials, formats and elements we use.
- We include information on the most suitable recycling method.
- We comply with the packaging and labelling regulations applicable in the countries where we operate.

All our packaging suppliers have signed up to our External Code of Conduct and comply with our environmental and social standards.



USE OF PACKAGING

144.3

thousand units
(20.2 tn.) paper bags

258

thousand units
(51.8 tn.) cardboard shoe boxes

830

thousand units
(1.9 tn.) labels

CONSCIOUS LABELLING

[GRI 3-3 Marketing and labelling, 417-1]

Using the QR codes QR code included as part of our garment labelling, from which you can access our website where we provide information about, among other things:

"WE STRIVE TO CREATE CHANGE FROM SMALL THINGS. IT'S IMPORTANT THAT THE PACKAGING IS 100% RECYCLED AND IN LINE WITH THE KEY BRAND MISSION. IN TERMS OF LABELLING, WE WORK HARD TO ADAPT TO NEW LEGISLATION AND INCLUDE INFORMATION FOR OUR CUSTOMERS ON HOW TO EXTEND THE SHELF LIFE OF THEIR PRODUCTS."

Maria Torres — Assistant Raw Material Buyer



[3.2]

[GRI 3-3 Materials,
3-3 ECOALF Materials]

We believe that good design never goes out of fashion neither old nor new, it's simply a bridge between the past and the future.

We're aware that the planet's natural resources are not infinite.

We rely on production to avoid generating stock.

We stay true to this belief, even if it means losing sales.

"WE CREATE TIMELESS, ATTRACTIVE AND VERSATILE GARMENTS. WE WANT TO OFFER PRODUCTS THAT LAST OVER TIME, WHICH IS WHY WE OFFER SIMPLE MODELS, MADE WITH RECYCLED MATERIALS, WITH THE SAME QUALITY AS PRODUCTS NOT MADE FROM RECYCLED MATERIALS."

Begoña Echave — Footwear & Accesories Buyer

PRODUCTS
on
our
prod
ucts



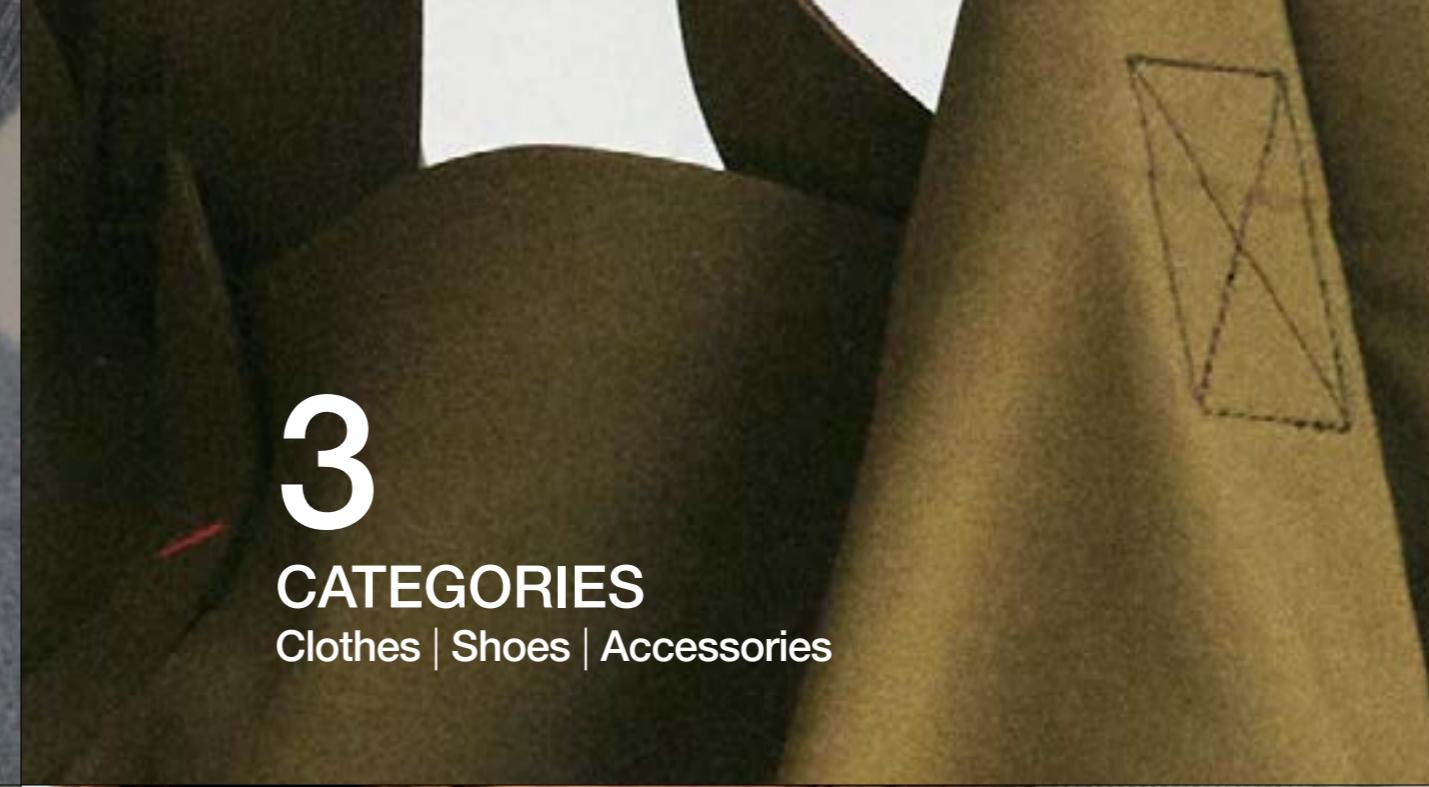
917,573 PRODUCT UNITS SOLD



2

COLLECTIONS

Main | 1.0



3

CATEGORIES

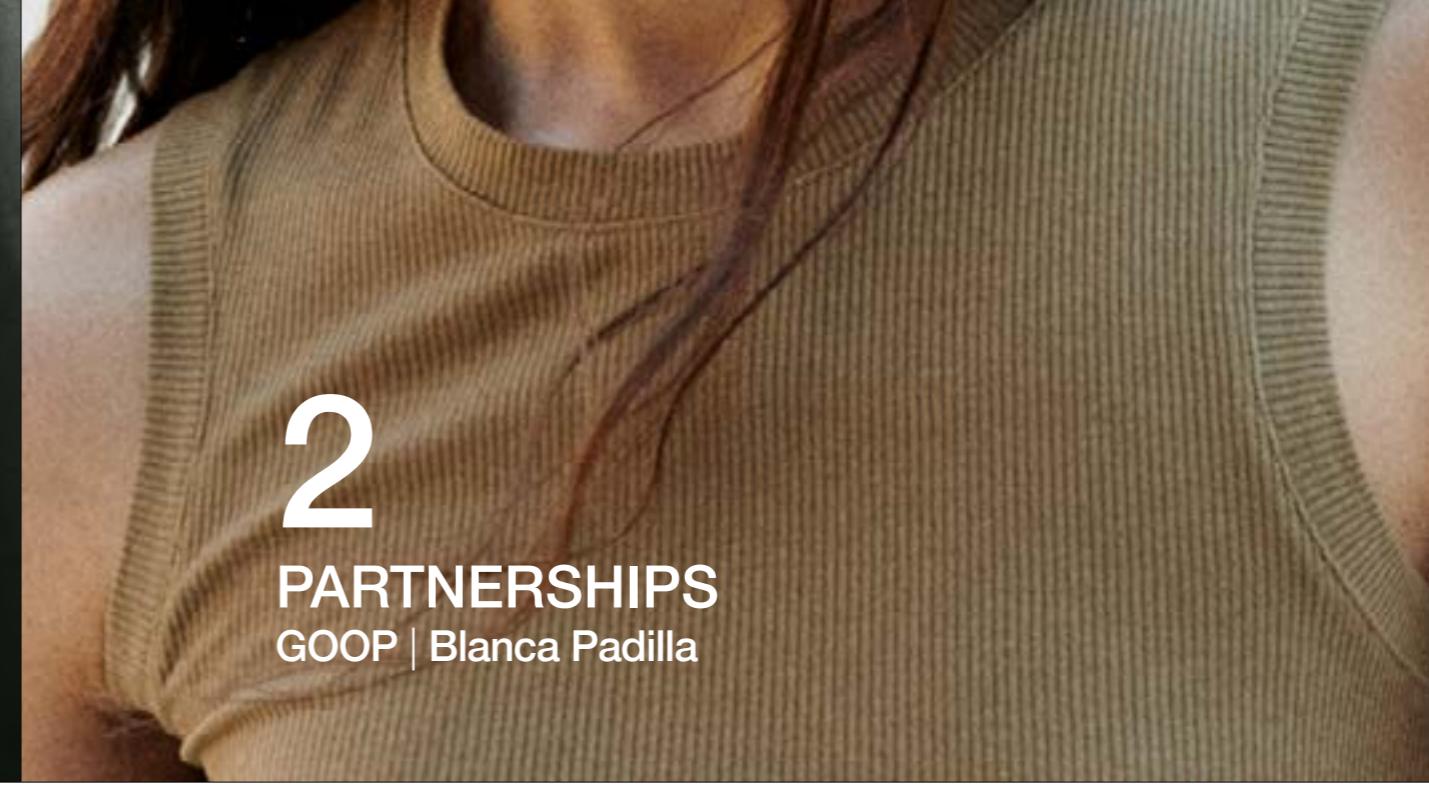
Clothes | Shoes | Accessories



4

PRODUCT LINES

Woman | Man | Kids | Unisex



2

PARTNERSHIPS

GOOP | Blanca Padilla

SALES
SHE WORN

[GRI 2-1, 2-6]

Our products take change
further and further.

Sales by segment



31,337
website customers

1,336
wholesale customers

€ 46 M
turnover
(+23% vs. 2021)

OUR MARKETS

+1,800
POINTS OF SALE



6

own stores
Santa Barbara | Paris |
Berlin L'Illa |
La Roca | Malaga

3

new stores
Caleido | Milan | Las Rozas

40

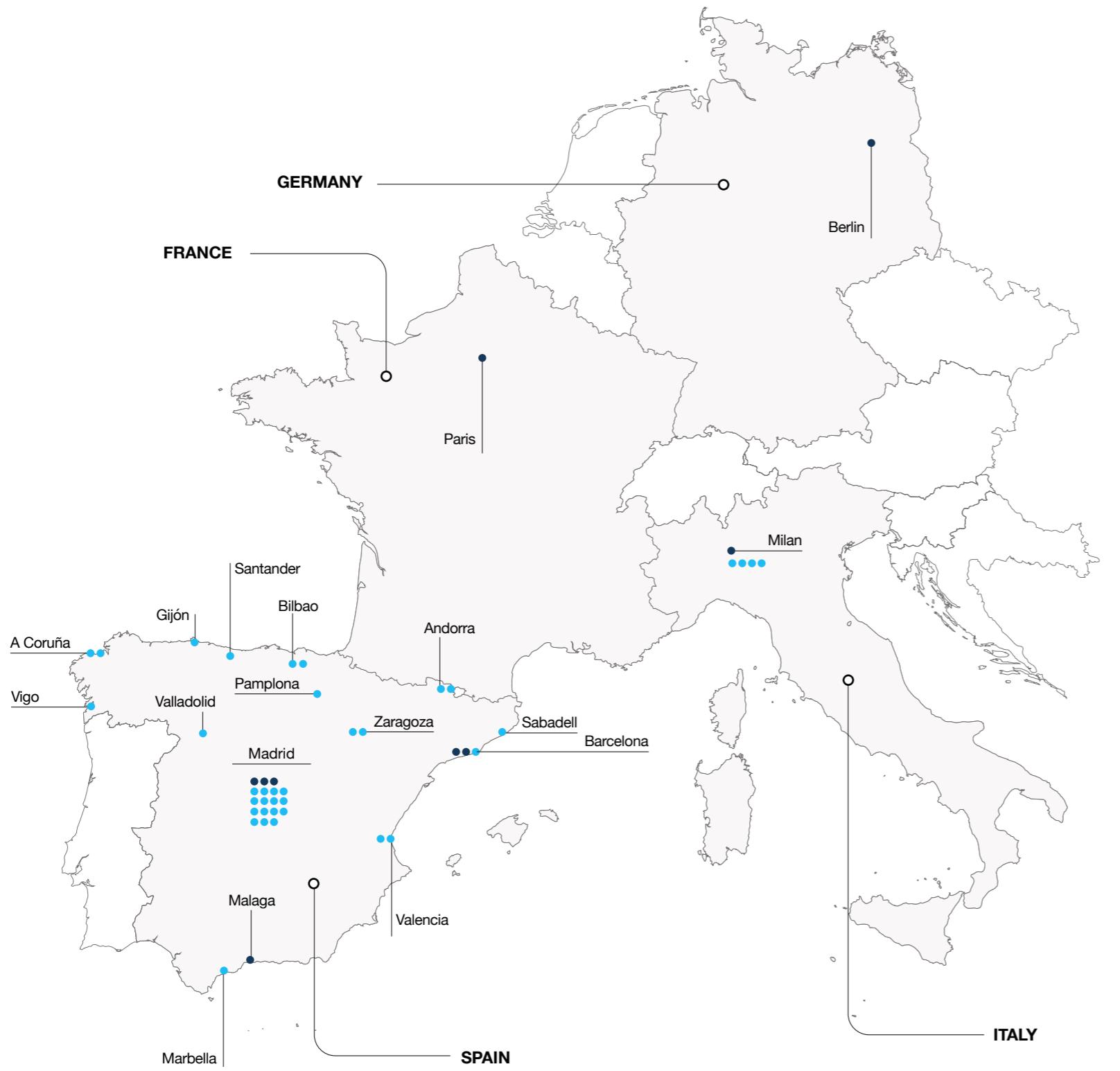
corners (spaces in department stores)
33 national corners | 7 international corners

66

COUNTRIES
(x 2 vs. 2021)

Andorra	Malta
Argentina	Mexico
Australia	Monaco
Austria	Morocco
Belgium	Netherlands
Bosnia-Herzegovina	Norway
Bulgaria	South
Canada	Slovakia
Chile	Slovenia
China	Spain
Colombia	Panama
Costa Rica	Peru
Cyprus	Philippines
Czech Republic	Poland
Denmark	Portugal
Estonia	Romania
Finland	Singapore
France	Sweden
Greece	Switzerland
Germany	Taiwan
Hungary	Thailand
Ireland	Tunisia
Italy	Turkey
Japan	United Kingdom
Korea	USA
Latvia	Ukraine
Liechtenstein	Uruguay
Lithuania	
Luxembourg	

OWN STORES AND CORNERS



- JOINT VENTURE
- CORNERS
- ★ OWN STORES

NEW STORE OPENINGS, CONSTANTLY LEARNING

We create, measure, analyse and improve everything we do.

From 2022, all our newly opened stores will be carbon neutral, a goal aligned to our #NetZero2030 commitment, as part of the B Corp community.

In 2022, we carried out a **Life Cycle Analysis** of:

- The Caleido store
- The Las Rozas Village store
- The Milan store
- The Pitti Uomo textile fair stand (Florence)

In 2023 we will formalise our Neutral Store Opening Policy.

3

carbon neutral stores

4

life cycle analysis completed





"WORKING WITH THE ECOALF TEAM WAS VERY EXCITING. OUR CONVERSATION WAS BASED ON SHARED VALUES. GAE AULENTI'S STORE REFLECTS THE COMMITMENT WE BOTH SHARE TO CREATING TRULY SUSTAINABLE PROJECTS. WE'VE DONE A LOT OF RESEARCH TO FIND NEW MATERIALS AND CIRCULAR PROCESSES THAT RESPECT BOTH NATURE AND THE HUMAN EXPERIENCE."

Patricia Urquiola — Store designer

OUR FIRST STORE IN MILAN PAYS TRIBUTE TO OUR OCEAN HEROES: FISHERMEN

01

240 kg CO₂ eq. / usable m²
Built-in: 45 kg CO₂ eq.
Operational: 195 kg CO₂ eq.

02

All flooring and furniture coverings are made by Cimento, an Italian company, which uses a carbon-neutral base that is 90% recycled from production waste



03

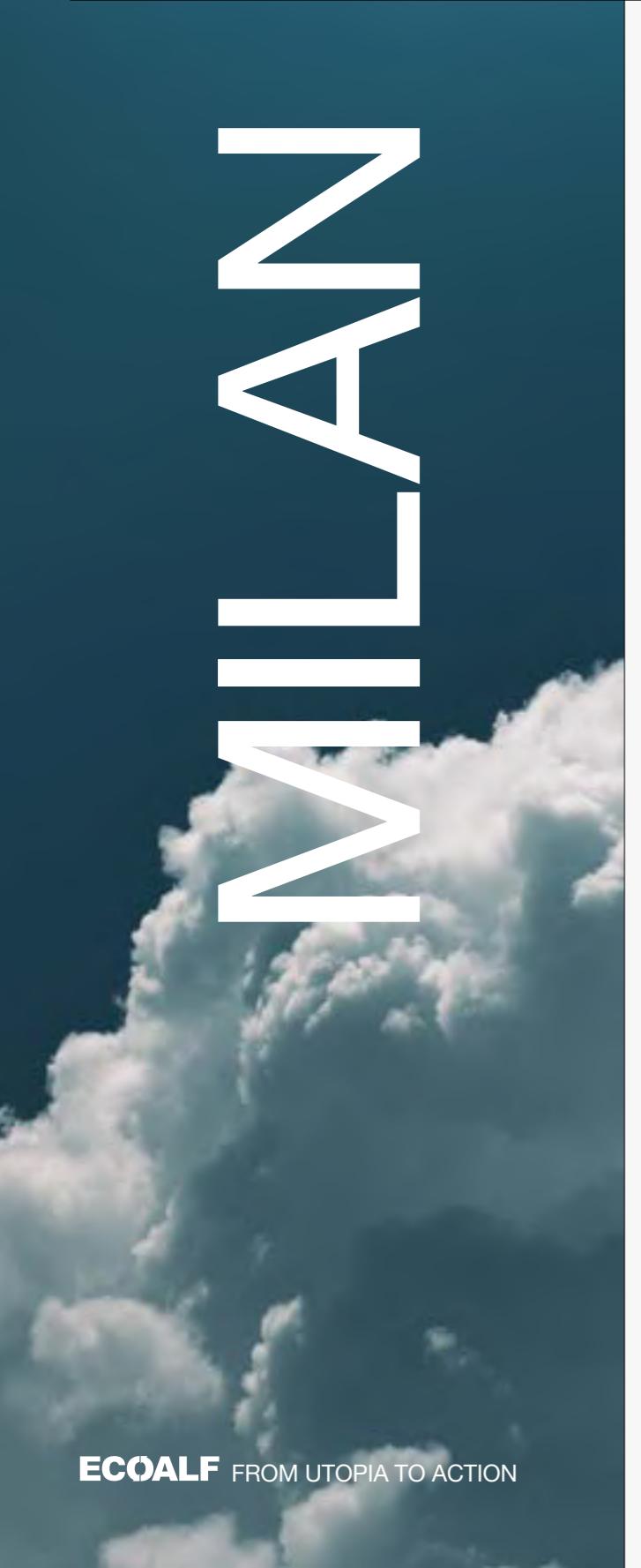
All the store's walls are painted with Airlite, an environmentally-friendly paint made from 100% renewable sources that reduces pollution and purifies the air

04

10 portraits of fishermen participating in ECOALF Foundation's Upcycling the Oceans project

05

The furniture was manufactured with HONTEXT® obtained through a circular, carbon-neutral biotechnological process that recycles waste fibres into fully recyclable, non-toxic boards for construction



W
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[4.1]
Our team

P. 72

[4.2]
Our suppliers

P. 85

[4.3]
Our community

P. 96

[4.1]

[GRI 2-7, 2-8, 2-25, 2-26, 3-3
Health and safety at work]

We work together to generate
deeper change.

Thanks to the people who make up our teams, we
work every day to achieve our goal: a better planet
for future generations.



We've different tools to align the human team with our values:

Zero Tolerance to money laundering practices, communicated in our Code of Conduct

We ensure compliance with the Human Rights of the people involved in our activity and our suppliers through the acceptance of our Code of Conduct

Intellectual Risk Prevention Plan that constitutes an analysis of the risks of committing crimes

Ethics line, our confidential communication channel to raise questions or behaviours that are contrary to the values of our company

Crime Prevention Manual, which details our functions in regulatory compliance

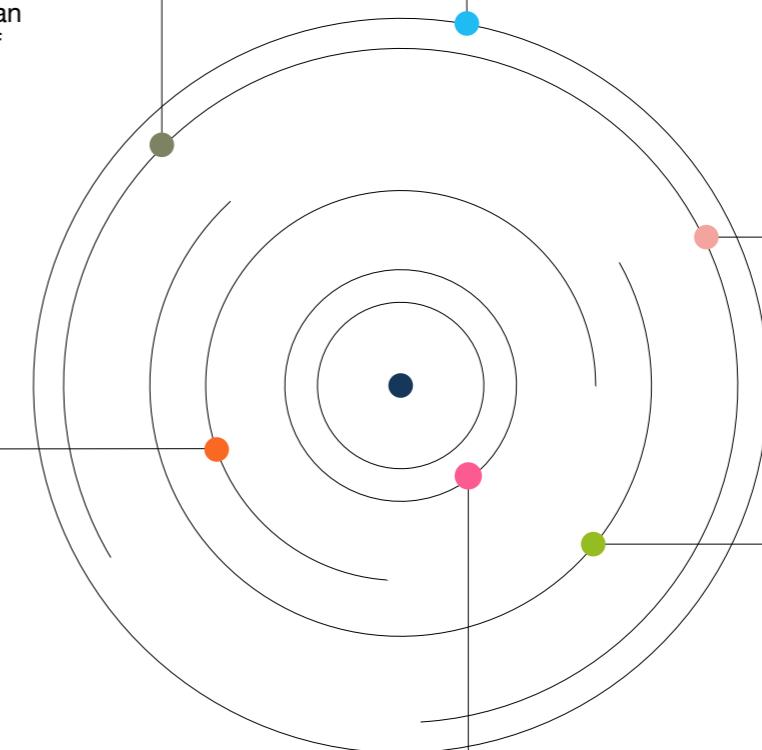
Workplace harassment protocol, to prevent, avoid, eradicate and report this type of behaviour, and to guarantee that the dignity of all people is respected

 [CLICK TO LEARN MORE](#)

Code of Conduct, where we share our commitment to human rights, compliance with current legislation and the promotion of integrity, teamwork, respect and continuous learning

 [CLICK TO LEARN MORE](#)

Equality Plan, to ensure the integration of the principle of equal opportunities



 [CLICK TO LEARN MORE](#)



COMMITTED PEOPLE

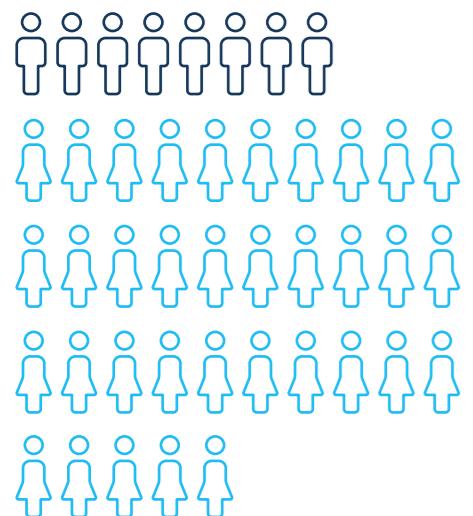
● MEN ● WOMEN

40

men

197 WORKERS

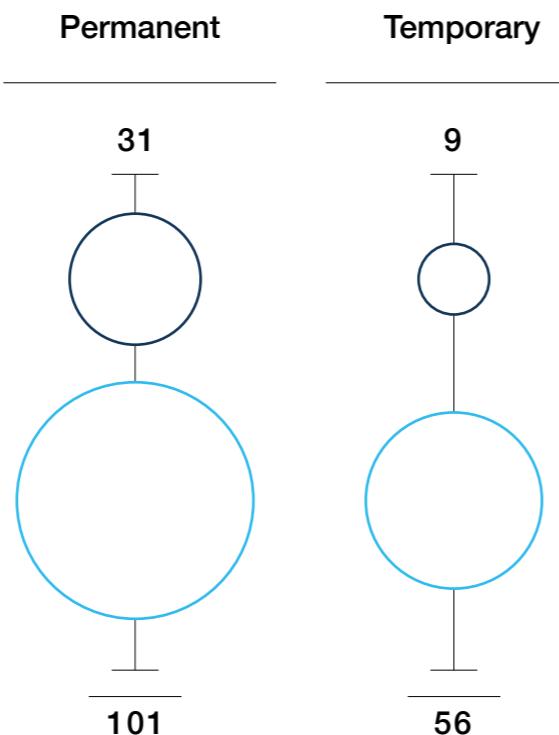
We want to offer our employees the opportunity
to grow with the company.



157

women

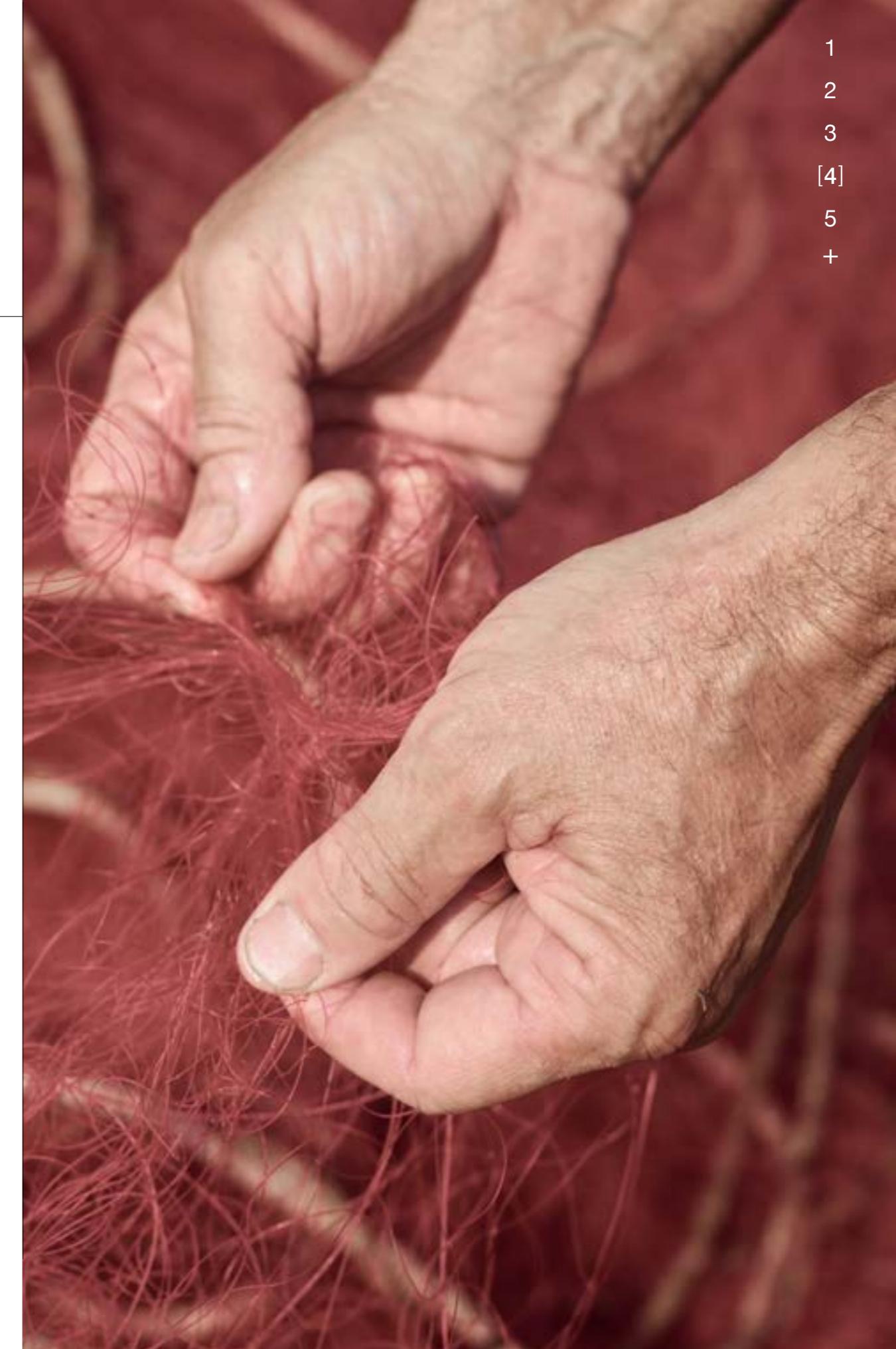
Employees according to contract and gender^(*)



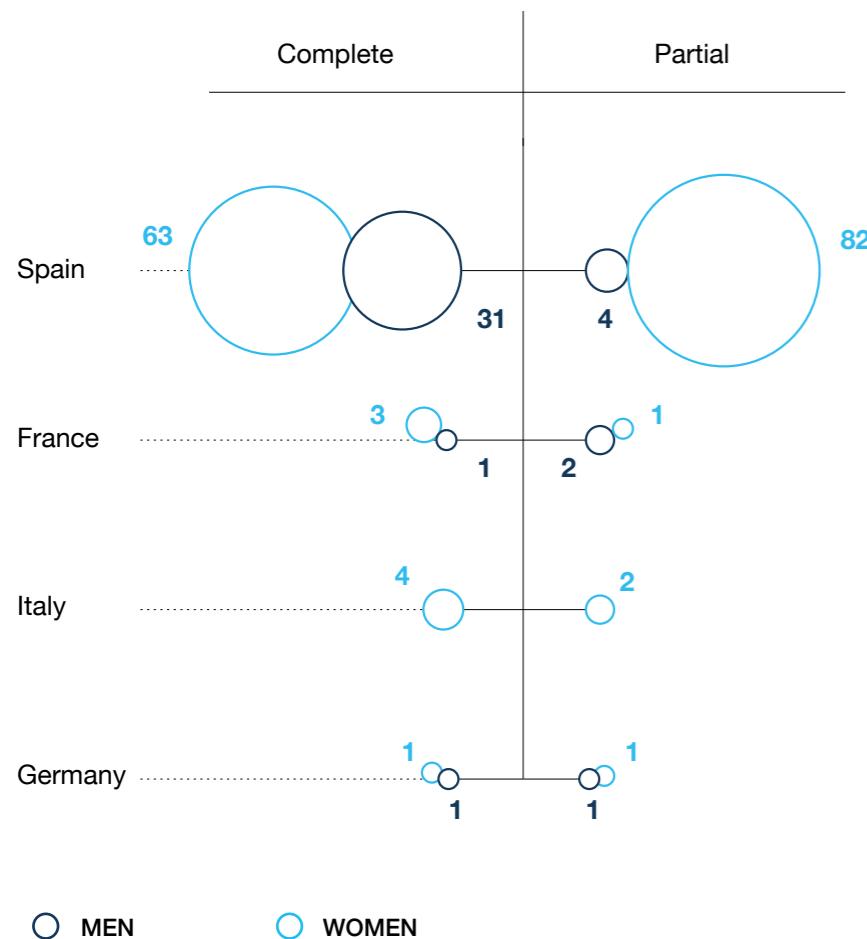
Regarding data extracted on 28 February 2023

^(*) In 2022 a disability contract for a Spanish woman.

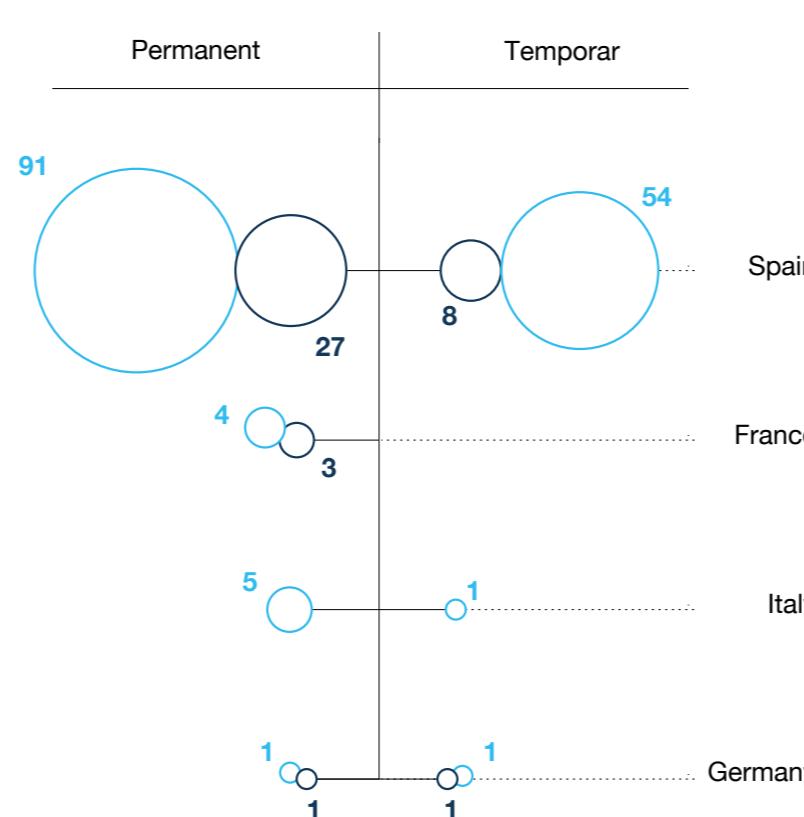
Note: regarding data extracted on 28 February 2023.



Employees by working hours, gender and region

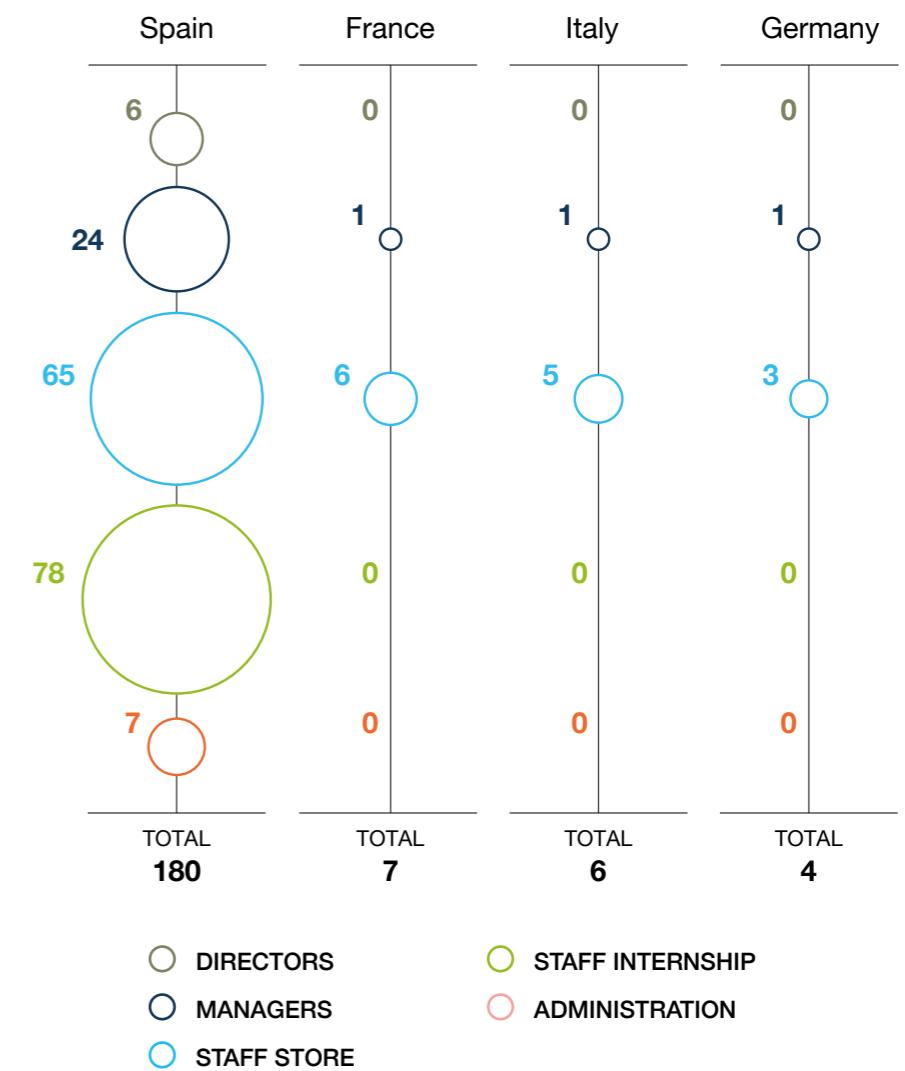


Employees by contract, gender and region

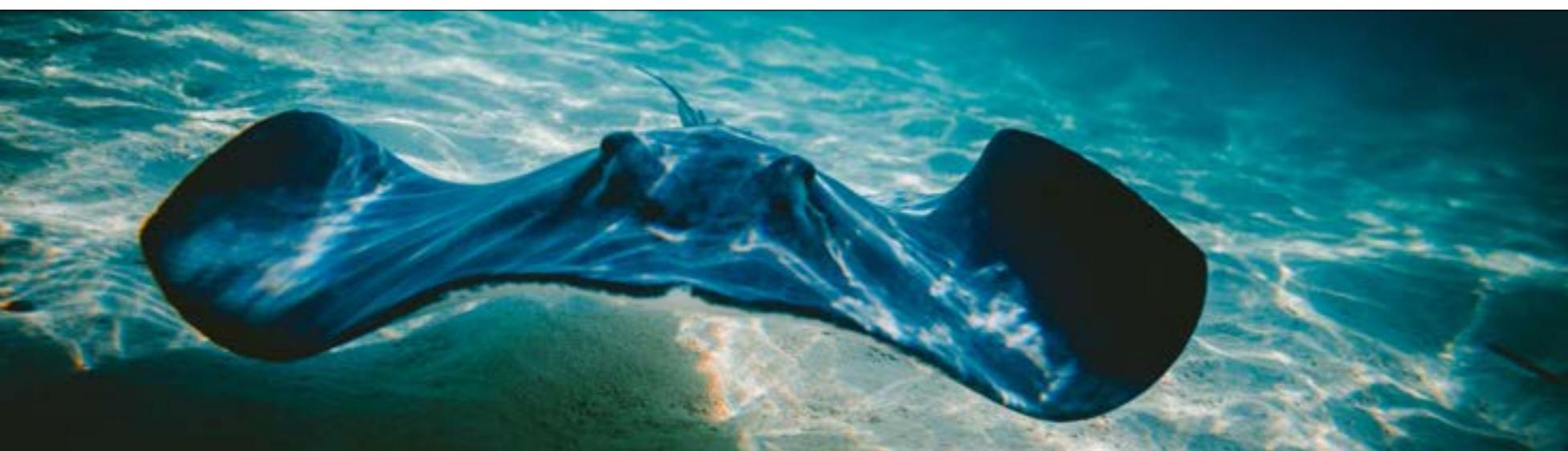


Note: regarding data extracted on 28 February 2023.

Employees by professional category and region



Note: regarding data extracted on 28 February 2023.



"WHILE DOING AN INTERNSHIP, I HAVE FELT LIKE A PARTICIPANT IN THE WORK THAT THE COMPANY DOES REGARDING THE ENVIRONMENT, IN ADDITION TO HAVING BEEN ABLE TO DEVELOP PROFESSIONALLY."

Diego Iglesias — Finance Department Intern



"I STRONGLY RECOMMEND AN INTERNSHIP AT ECOALF, BECAUSE IT OFFERS THE OPPORTUNITY TO ACQUIRE KNOWLEDGE AND EXPERIENCE IN VARIOUS DEPARTMENTS OF THE COMPANY THROUGH COLLABORATIVE PROJECTS."

Hugo Parfitt — Social Media Intern



2,281.5

hours of training for store
and concession employees

+35

average hours of training (online and in-person)
per employee for store and concession employees



WE SHARE KNOWLEDGE

At ECOALF, we like to support people in their development and to share knowledge.

Our Training Plan, through the **ECOALF Retail Academy**, offers constant learning so that the value of our company reaches beyond our products.

Training of in-store teams for each collection:

- Sustainability and materials
- Sales techniques
- Marketing
- ECOALF Foundation

Specific training in 2022:

- For trainers
- For team motivation
- About how to speak in public

Training for store managers:

- Leadership
- Motivation
- Performance evaluations

E-learning system:

- Sustainability
- Fabrics
- Key areas

ONE PLANET, DIVERSE PEOPLE

We foster and seek a work environment in which all people feel valued and treated with respect.

We work so that our teams experience equal opportunities and non-discrimination in their day-to-day work.

- **Equality Plan** that follows best practices and aims to promote a favourable and respectful work environment for everyone.
- **Protocol for situations of harassment** and rejection of any form of harassment.
- **Equal opportunities** in selection processes, regardless of age, gender, race, religion, etc.



WE APPROVED OUR EQUALITY PLAN

In 2022, we managed to approve our Equality Plan, which applies to all of the company's workplaces.

We were not able to advance the actions during the year and they are pending for 2023.

OUR EQUALITY PLAN

14
areas of activity

36
actions

3
years to complete them



"GENERATIONAL DIVERSITY HELPS TO HAVE DIFFERENT POINTS OF VIEW AND WAYS OF DOING THINGS, SINCE EACH GENERATION PROVIDES DIFFERENT KNOWLEDGE AND VALUES, ENRICHING THE TASKS AND THE RESULTS."

Leticia González
— Accounts Receivable Manager



+50%

of employees under the age of 30 years

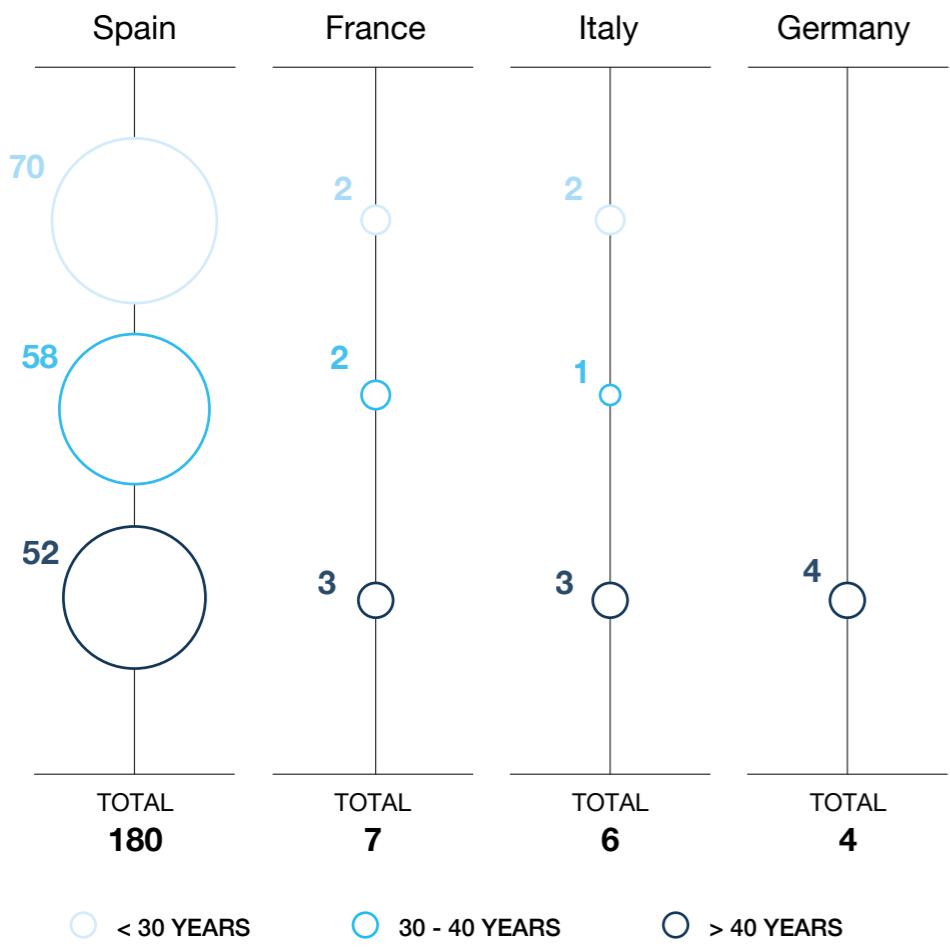
155

new hires in Spain





Employees by age and region



Note: regarding data extracted on 28 February 2023.

HEALTHY TEAM

[GRI 3-3 Health and Safety at Work,
403-1, 403-2, 403-3, 403-7]

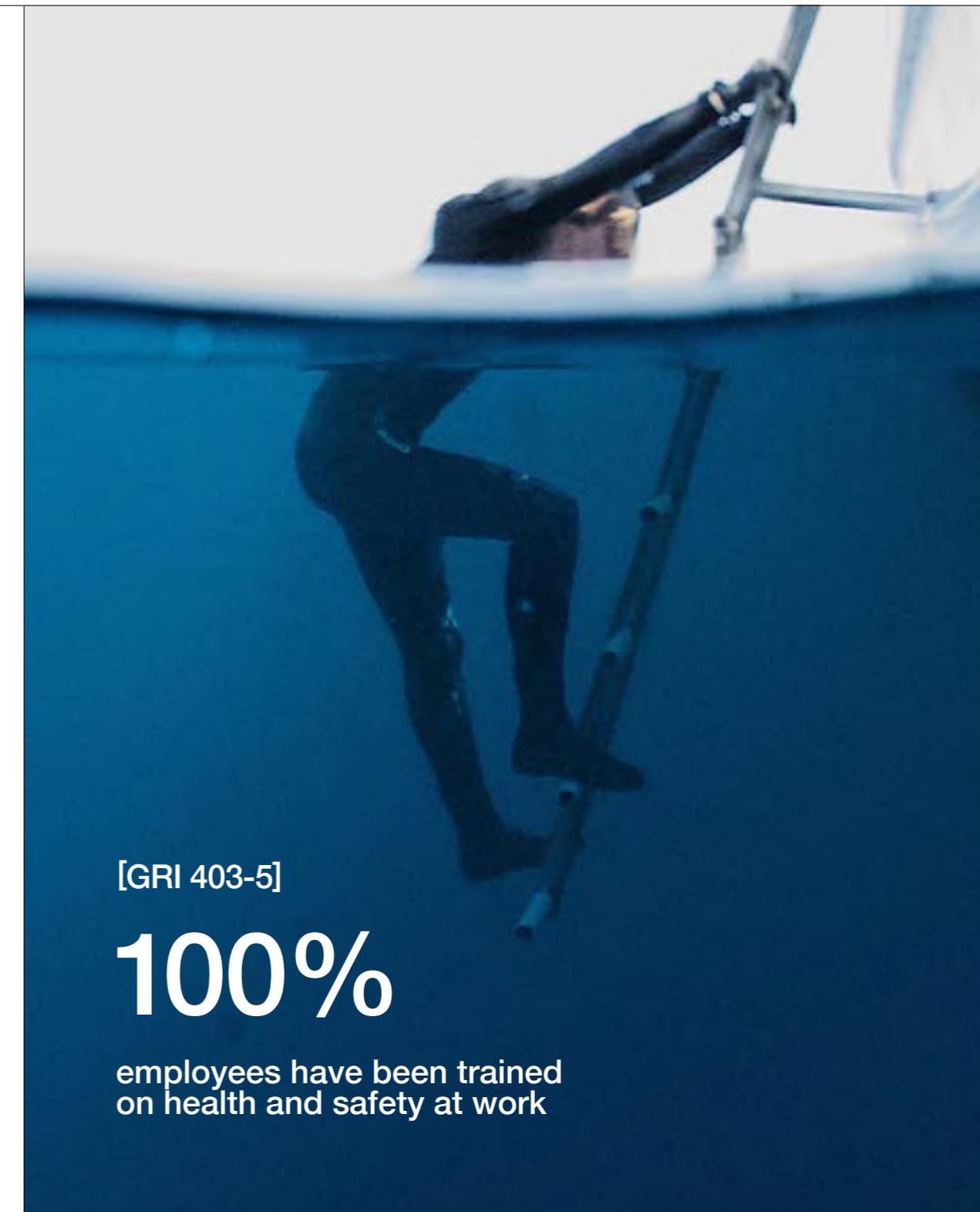
Prevention and training for the wellbeing of our team.

**MAIN ACTIONS BY THE
EXTERNAL PREVENTION
SERVICE**

- RISK ASSESSMENT^(*)
- TRAINING OF WORKERS
- PERIODIC INSPECTIONS OF ALL SPACES
- COMPLETE MEDICAL EXAMINATION

**MAIN TRAINING COURSES
ON HEALTH AND SAFETY IN
THE WORKPLACE**

- FIRE PREVENTION AND RULES FOR ACTION IN EMERGENCIES
- RISK PREVENTION IN OFFICE POSITIONS
- RISKS AND PREVENTIVE MEASURES IN WAREHOUSE AND LOGISTICS POSITIONS



^(*) Due to ECOALF's own activity, the most significant risks are linked to the use of technology and physical injuries in the workplace. With respect to store personnel, there are risks associated with the possibility of falling from different levels or derived from the movement of heavy bulks.

SOCIAL BENEFITS

We look for ways to improve the benefits of being part of the ECOALF team.



Flexible hours

- For starting and finishing work throughout the year and intensive hours on Fridays.

Medical insurance

- As part of flexible remuneration and under certain criteria.

Hybrid working

- Our Teleworking Policy allows us to alternate in-person days in the office and teleworking.

Discounts at ECOALF

- For all of our employees, both in stores and offices.

Flexible pay

- For childcare, transport and dining thanks to the Cobee card.

Birthday gift voucher

- For their birthday, each worker receives a gift voucher for ECOALF items.

Corporate volunteering

- Our employees can participate in corporate volunteering actions during their work time.

3,078

total hours of
volunteering

1,026

participants in volunteering,
organized by the ECOALF
Foundation of which:

690

hours by staff
from ECOALF

230

were entries
volunteering by
ECOALF employees

"I VOLUNTEER AT ECOALF BECAUSE I LIKE SHARING NICE EXPERIENCES WITH MY CO-WORKERS OUTSIDE OF THE OFFICE. WHEN VOLUNTEERING, I LEAVE THE STRESS AND ROUTINE BEHIND AND I EMBRACE THE PLEASANT FEELING OF CONTRIBUTING WITH MY LITTLE CONTRIBUTION. MOREOVER, IT MOTIVATES ME, AND IT GIVES ME THE DESIRE TO CONTINUE HAVING A POSITIVE IMPACT BACK ON MY OWN NEIGHBOURHOOD ."

Joana Maia Bentley — Textile Sales Manager



© GET TO KNOW THE PROJECTS OF THE ECOALF FOUNDATION



[4.2]

We look for collaborators who are better than us, who share our values and generate a positive impact on the lives of people and the planet.

We know that we cannot transform the fashion industry alone, that we need to work hand in hand with our suppliers and collaborators.

We seek committed partners and suppliers who help us be better. We've a very close relationship with them and often grow together by reducing our impacts.



"SUSTAINABILITY IS PRESENT IN ALL SECTORS AND LOGISTICS IS NO DIFFERENT. WE'RE VERY CONSCIOUS OF THE REUSE OF RESOURCES. HAVING CLIENTS LIKE ECOALF HAS HELPED US TO IMPLEMENT, AMONG OTHER THINGS, QUALITY, ZERO EMISSIONS AND GREEN ENERGY POLICIES."

Daniel Sevilla — Founder and MD of SEVICA,
ECOALF logistics partner

"ECOALF IS A COMPANY WITH GREAT POTENTIAL AND RESPONSIBILITY, WHICH IS THE REASON WHY MOST SUPPLIERS WANT TO WORK WITH IT. WE HOPE THAT ECOALF CAN GROW INCREASINGLY STRONGER, HAVE MORE OPTIONS TO EFFICIENTLY MAKE ITS IDEALS A REALITY AND BUILD MORE STABLE BUSINESS RELATIONSHIPS TOGETHER."

Lucky Li — Sales Manager at Sunshine



OUR SUPPLY CHAIN

(Production TIERS)

[GRI 2-6]

Our suppliers cover all processes in the textile chain. And for working together, transparency is key.

We divide our production suppliers into different levels (TIER), depending on the phase of the process in which they work.

TIER

1

PREPARATION

Preparation of the final garment, packaging and shipping.



TIER

2

FABRIC

Transformation of yarn into fabric.



TIER

3

SPINNING

Transformation of fibre into yarn.



TIER

4

FIBRE

Transformation of the raw material into fibre and / or filament suitable for spinning.



TIER

5

RAW MATERIAL

Cultivation and extraction of materials of natural origin. Recycling of post-industrial or post-consumer waste.

1
2
3
[4]
5
+

LOCATION OF PRODUCTION SUPPLIERS

TIER 1 TIER 2 TIER 3 TIER 4

12 COUNTRIES

18
service providers

35
product suppliers^(*)

194
suppliers in our supply chain

(*) Regarding the suppliers that account for 80% of the turnover.

TRACEABILITY AND TRANSPARENCY

[GRI 3-3 Supply chain traceability]

The only way to truly reduce our impact is to have visibility in our supply chain.

Our **traceability oversight system** allows visibility of the supply chain: where, who and how our products are manufactured, from raw materials to the finished product.

- We validate each manufacturer, from the raw material to the garment.
- We demand certifications of their proper environmental and social management.
- We carry out joint work to minimise impacts and oversee materials.
- We seek to establish lasting and trusting relationships with suppliers.
- We analyse the data we obtain to reduce risks and to minimise impact.



TRACEABILITY OVERSIGHT ACTIONS

SUPPLIERS APPROVAL PROCEDURE

1. Initial contact with supplier
2. Communication of ECOALF standards.
Social guarantees (SMETA, BSCI).
Environmental guarantees (ISO 14001)
3. Sending of documentation from the supplier
4. Signature and acceptance of the Commitment and the List of Restricted Substances
5. Review of ECOALF certifications
6. Supplier approval

SUPPLY CHAIN TRACEABILITY

- Request for traceability sheets
- Calculation of impacts and data collection (Powered by BCome)
- Request for TC (Transaction Certificates) of origin of recycled and organic materials



ASSESSMENT AND CONTINUOUS IMPROVEMENT

- Assessment of compliance with the external Code of Conduct
- Review of suppliers planned for production (every six months)
- Revalidation of suppliers, checking the validity of the Sustainability certifications
- Supply chain monitoring through the traceability system of each product (yarn, fabric and product)
- Monitoring of raw material origin certifications - GRS for recycled and OCS for organic - until the finished product

[GRI 3-3 Supply chain traceability,
GRI 3-3 Environmental assessment of suppliers]

The **external Code of Conduct** establishes the values and principles that must guide the behaviour of third parties that interact with ECOALF. It must be accepted and complied with by all ECOALF collaborators, suppliers, subcontractors, etc.

Main aspects included in the external Code of Conduct

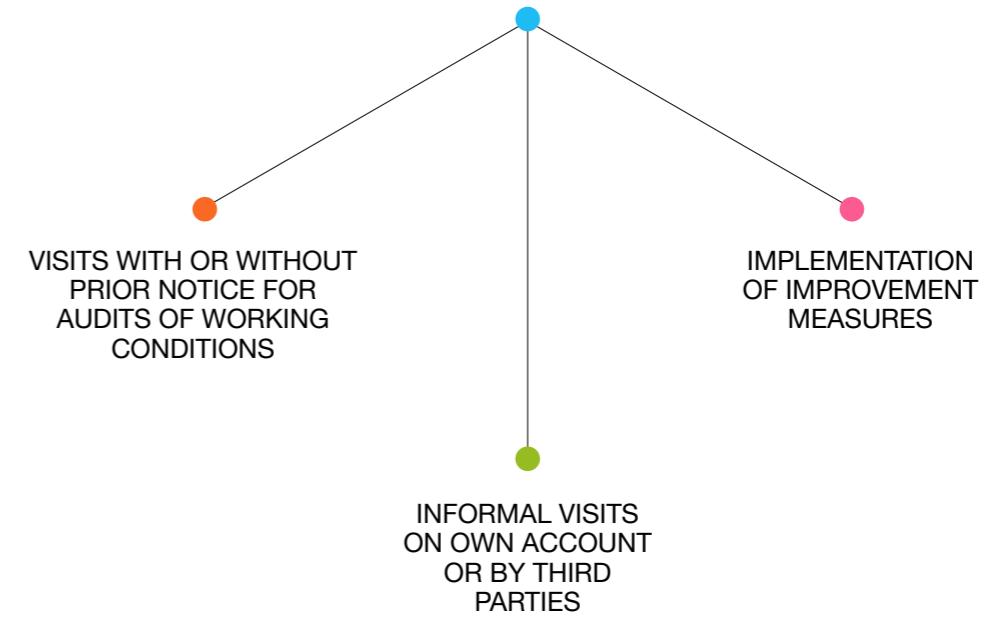
- Respect for personal dignity, privacy and workers' rights.
- Living wage.
- Working hours according to national legislation and collective agreement.
- Freedom of association and collective bargaining.
- Prohibition of forced and child labour.
- Non-discrimination
- Environmental protection in accordance with current local and international legislation, and prohibition of cruelty in animal treatment.
- Prohibition of any form of corruption, extortion and / or embezzlement.
- Transparency of the supply chain towards ECOALF.

[GRI 308-1, 308-2]

100%

of suppliers signatory to the external Code of Conduct^(*)

Evaluation of compliance with the external Code of Conduct



② LEARN ABOUT OUR EXTERNAL CODE OF CONDUCT

^(*) Regarding the suppliers that account for 80% of the turnover.

SUPPLY CHAIN CERTIFICATION

SOCIAL RISKS



Code of Conduct based on the labour standards of the International Labour Organisation (ILO) and other fundamental regulations on Human Rights.

[DISCOVER MORE](#)



Audit that enables us to understand and improve working conditions and environmental performance in the business and the supply chain.

[DISCOVER MORE](#)



Certifies the maintenance and application of socially acceptable practices in the workplace.

[DISCOVER MORE](#)

ENVIRONMENTAL RISKS



Certification that guarantees that labelled textile products have been analysed for more than 300 harmful substances.

[DISCOVER MORE](#)



Standard that certifies the control of chemicals.

[DISCOVER MORE](#)

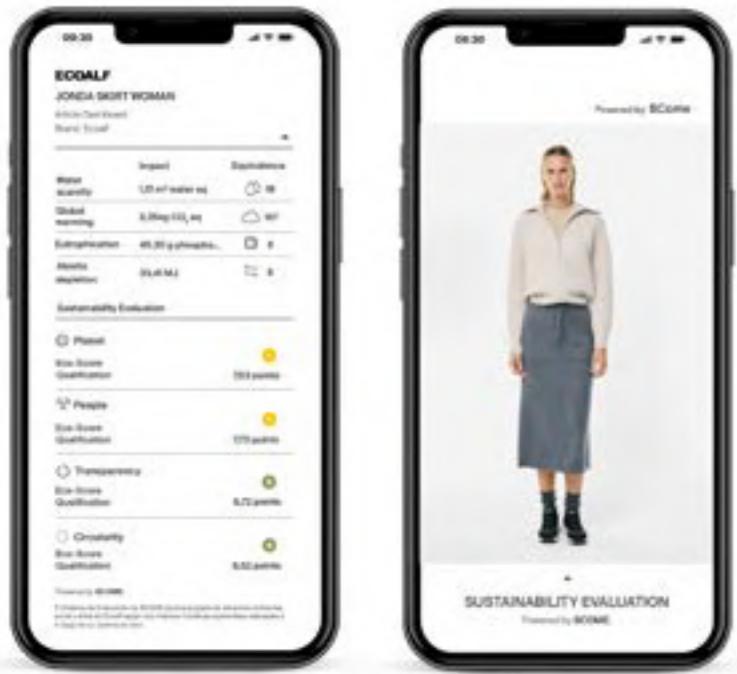


Certifies whether the principles of environmental management and continuous improvement are being applied.

[DISCOVER MORE](#)

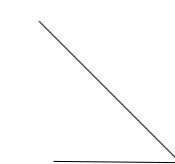


We make information about our
Powered by Bcome products public
on our website.



100%

of garments from our main
collections analysed under
Life Cycle Analysis



BCOME, SUSTAINABILITY BEGINS WITH DATA

BCOME is a pioneer in the application of smart methodologies to build responsible supply chains, guaranteeing transparency and bringing it to the end customer.

BCOME tracks, measures, evaluates and digitises the impacts of fashion products throughout their entire value chain.

+1 M

products tracked

The assessment for each garment is based on impact data from the following categories:

- Planet
- People
- Transparency



"AT BCOME, WE'RE PROUD TO BE THE TECHNOLOGICAL PARTNER OF ECOALF IN ITS CONSTANT PURSUIT OF INNOVATION AND SUSTAINABILITY. OUR PLATFORM HAS PROVIDED THEM WITH THE ABILITY TO TRANSPARENTLY TRACE THEIR SUPPLY CHAIN AND EVALUATE THE LIFE CYCLE OF EACH PRODUCT, THUS PROMOTING THE MEASUREMENT AND SIGNIFICANT REDUCTION OF THE ENVIRONMENTAL IMPACT OF EACH OF THEIR GARMENTS. WE'RE EXCITED TO COLLABORATE ON THIS JOURNEY TOWARDS A MORE SUSTAINABLE FUTURE AND WE WILL CONTINUE WORKING TOGETHER TO MAKE THIS VISION POSSIBLE."

Sara del Valle
— Sustainability Coach at BCome



HUMAN RIGHTS

[GRI 2-23, 2-24]

We assume responsibility for carrying out due diligence on Human Rights. We identify potential risks and impacts and work on mitigating them.

For us it's vital to know the working conditions of the workers of supplier companies, and that the Human Rights criteria are met.

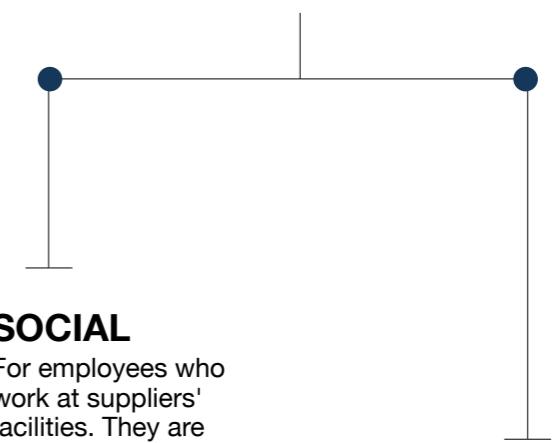


Organización
Internacional
del Trabajo

ECOALF does not have its own factories and, therefore, we rely on the collaboration of our suppliers so that our demands in terms of Human Rights are met. Signing and accepting our policies is a prerequisite, essential to working with us.



Potential risks in the production chain



SOCIAL

For employees who work at suppliers' facilities. They are mainly concentrated on TIER 1 or clothing suppliers, since they are the ones that bring together the largest workforce.

ENVIRONMENTAL

Due to the processes carried out, which can negatively affect the health of workers in factories. These are generally found throughout the rest of the suppliers.

[4.3]

[GRI 2-7, 2-8, 2-25, 2-26, 3-3
Health and safety at work]

Our customers and our community are our allies to go further with our impact and they can be part of the change.
We educate and inspire.

We generate a community of people who identify with the values held by the brand and who want to be part of the change and the movement.

The **ECOALF** community seeks to spread our message of caring for the planet throughout the world.

31,337
customers on our website

1,336
wholesale customers

OUR COMMUNITY



#BECAUSE THERE IS NO PLANET B

54

national and international
ambassadors who support
BECAUSE THERE IS NO PLANET B®

25

Spain

4

France

10

Italy

5

Germany and Austria

"ECOALF INVITES THE PUBLIC TO CONSUME CONSCIOUSLY,
THEIR WAY OF DOING THINGS EXUDES ETHICS AND VALUES,
PUTTING OUR PLANET AHEAD OF EVERYTHING ELSE."

Olivia Mandle — Animal Activist & Climate Warrior



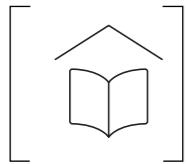
RESPONSIBLE COMMUNICATION

It matters to us that our messages are understood and resonate. We want to educate and raise awareness among people of all ages.

21.1 M

views in the press (Organic Reach
of our social media campaigns of 13.7 M people)

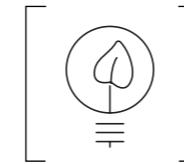
Our communication strategy is designed in accordance with our values and principles:



EDUCATING

Inspiration and education about consumer habits with a positive impact.

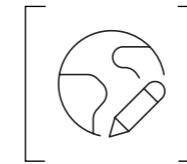
- Clarity and simplicity
- Focus on raising awareness
- Communication of positive impacts



MAKING AN IMPACT

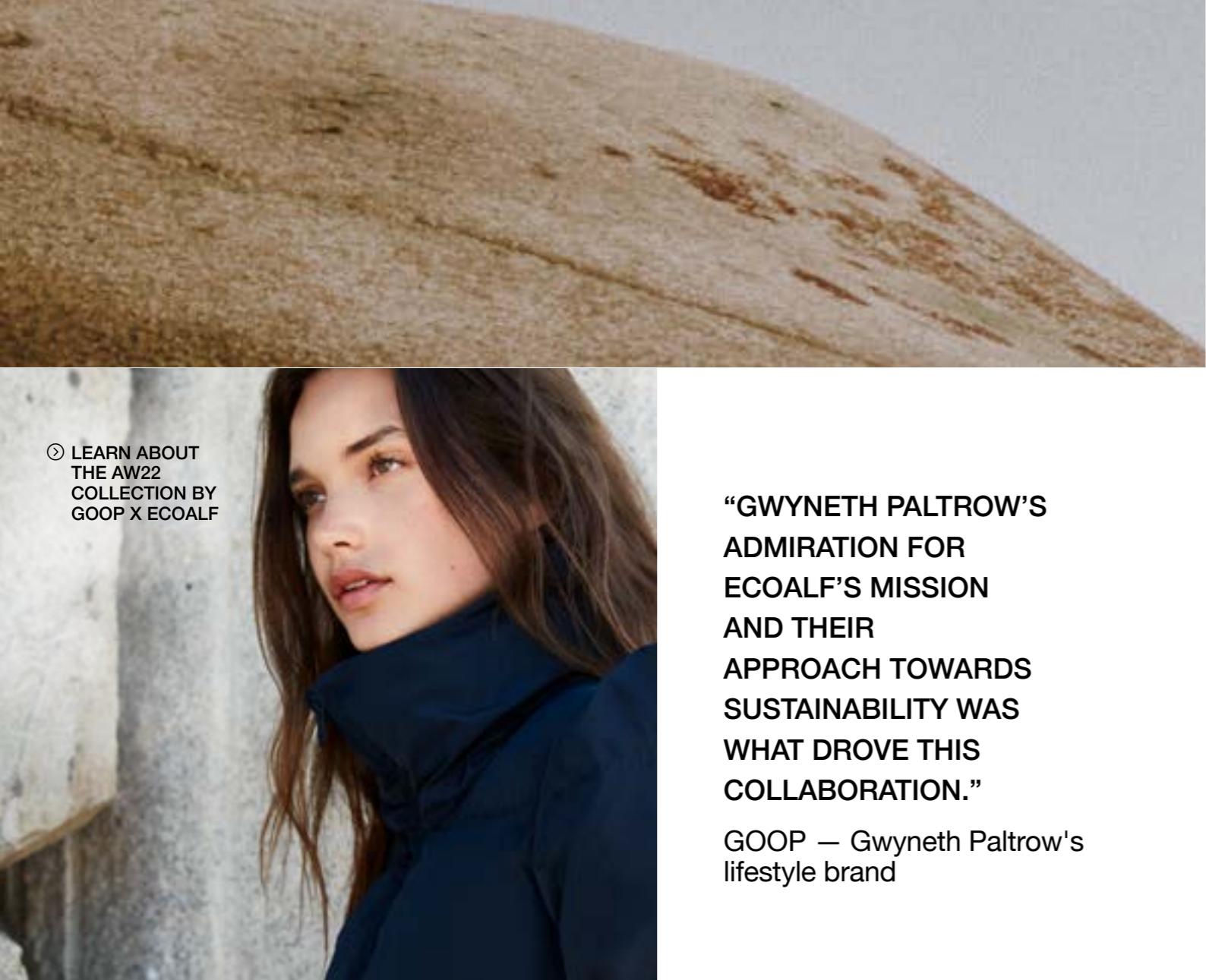
Communication of what each person can do.

- Transformation of ideas into images
- Collaborations that make an impact



CREATING BRAND IDENTITY

- Fostering care for the only planet we have got
- Omnichannel



“GWYNETH PALTROW’S ADMIRATION FOR ECOALF’S MISSION AND THEIR APPROACH TOWARDS SUSTAINABILITY WAS WHAT DROVE THIS COLLABORATION.”

GOOP — Gwyneth Paltrow's lifestyle brand



“THIS COLLECTION BLENDS MY PASSION FOR NATURE AND FASHION TO OFFER ALL WOMEN COMFORT AND CONFIDENCE IN EVERY SITUATION.”

Blanca Padilla
— Model and designer



GOOP'S AW22 COLLECTION INVOLVES SAVINGS OF 50% OF WATER AND A 25% SAVING IN CO₂ EMISSIONS.

(*) Compared to the industry standard. Powered by BCome.



BLANCA PADILLA'S SS22 COLLECTION ENTAILS SAVINGS OF 96% OF WATER AND A 37% SAVING IN CO₂ EMISSIONS.

WORLD EARTH DAY CAMPAIGN

We launched Prince Knit sneakers, with the lowest carbon footprint on the market and activated the ECOALF Movement, which united more than 50 brand ambassadors.

Reach:

+17,7 M

views in the press

+95 K

organic reach on social networks

National media:

El País, GQ

International media:

The Spin Off (Germany),
Marie Claire (Italy), Wir Im
Bild (Austria)

 CHECK OUT THE VIDEO

WORLD OCEANS DAY CAMPAIGN

Dedicated to our oceans, the lungs of the planet, which provide up to 80% of the oxygen we breathe, but we're using them as a giant dumping ground.

Reach:

52.4 M

views in the press

+9 M

organic reach on social networks

+200

mentions on social networks

National media:

Elle, Telva, Marie Claire, El Español

International media:

Vogue, Vanity Fair (Italy), GQ
(Germany)

CAMPAIGN

20 CUPS OF COFFEE = 1 JACKET

We give a second life to post-consumer coffee grounds that would otherwise end up waste. ECOALF integrates used coffee grounds into its recycled polyester jackets. 7-eleven stores in Taiwan are collaborating with the project as a sustainable solution to the coffee-ground waste they generate.

Reach:

+19.4 M

views in the press

National media:

Expansión, Traveler, Edición Sibila,
Koax Magazine

International media:

In, Ok, BilderDer Frau,
Business Traveller, Maxi,
Tina (Alemania), Heute, MSN (Austria)



BLACK FRIDAY RECYCLING CAMPAIGN

Under #RecyclingBlackFriday
#BreakYourHabitNotYourPlanet, some
verses by the English poet Tom Foolery
inspired us to find solutions and
alternatives to excess clothing.

Reach:

+44.8 M

views in the press

+2.5 M

organic reach on social networks

National media:

RTVE, Telemadrid, Televisió de
Catalunya, Madrid Directo, Telva,
Expansión

International media:

Brigitte (Alemania)



INTERNATIONAL MEDIA

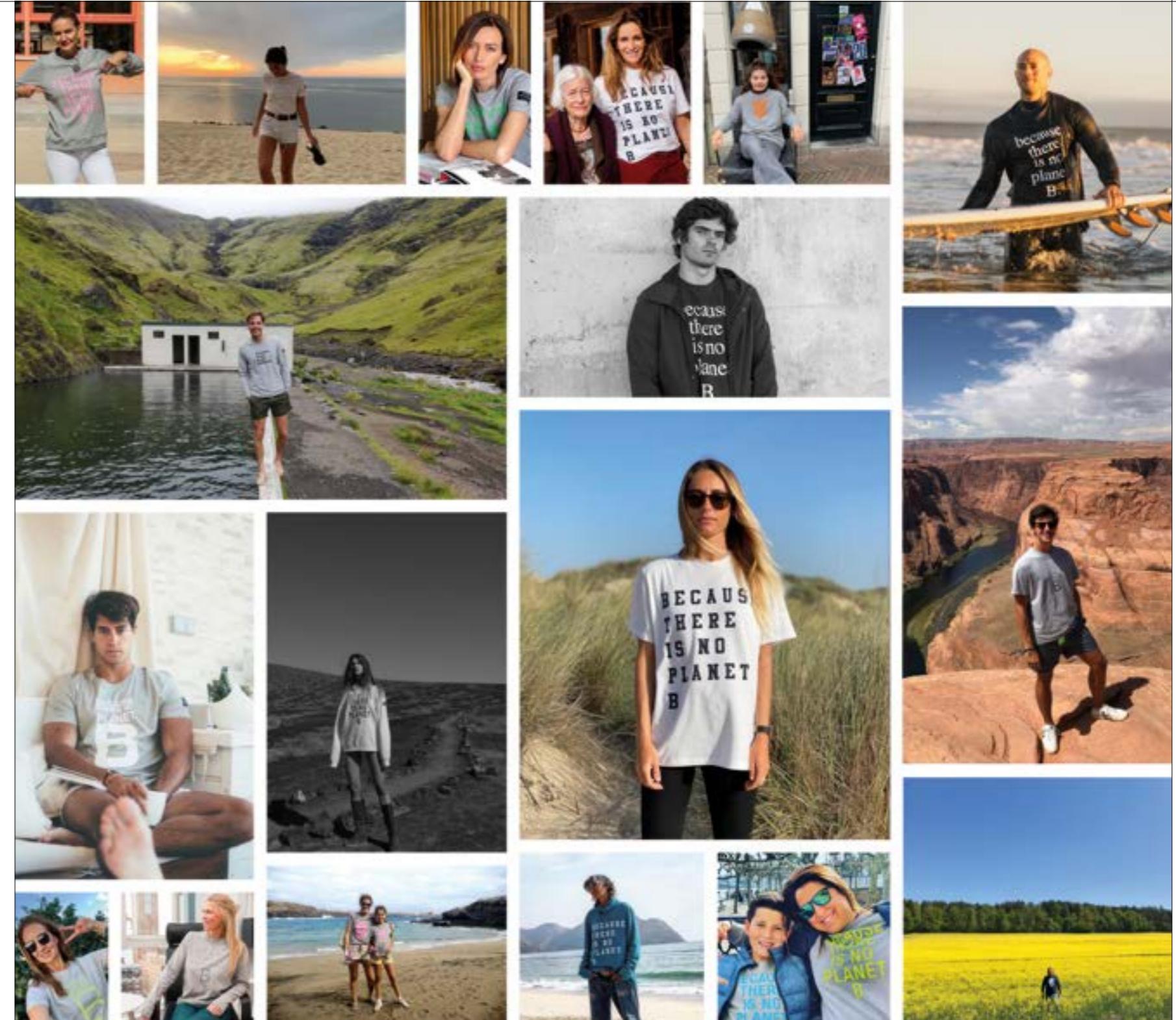
10% of sales of BECAUSE THERE IS NO PLANET B® products are donated to the ECOALF Foundation to grow the Upcycling the Oceans project. The ECOALF movement gives voice to this initiative.

The BECAUSE THERE IS NO PLANET B® movement is a large community of people who want to change the world and inspire others to take care of the only planet we have got.

In 2022, we've managed to generate more than 45,000 publications from our digital community, under the hashtag #BecauseThereIsNoPlanetB.

During the year, we've also had the support of more than 25 national and international ambassadors and various national and international media outlets have echoed the movement.

EL PAÍS **The SPIN OFF**
Condé Nast Traveler **how to spend it**
FASHION UNITED





10%

from the sale of each BECAUSE THERE IS NO PLANET B®
product intended for the Upcycling the Oceans project

**WITH EVERY €1 DONATED, WE REMOVE
1 KG OF WASTE FROM THE OCEAN FLOOR**

€ 59,817

donated to the ECOALF
Foundation for the campaign
'BECAUSE THERE IS NO
PLANET B'

1,473

people join the movement
monthly through Instagram
@ecoalf

+80

unique mentions

+100

stories



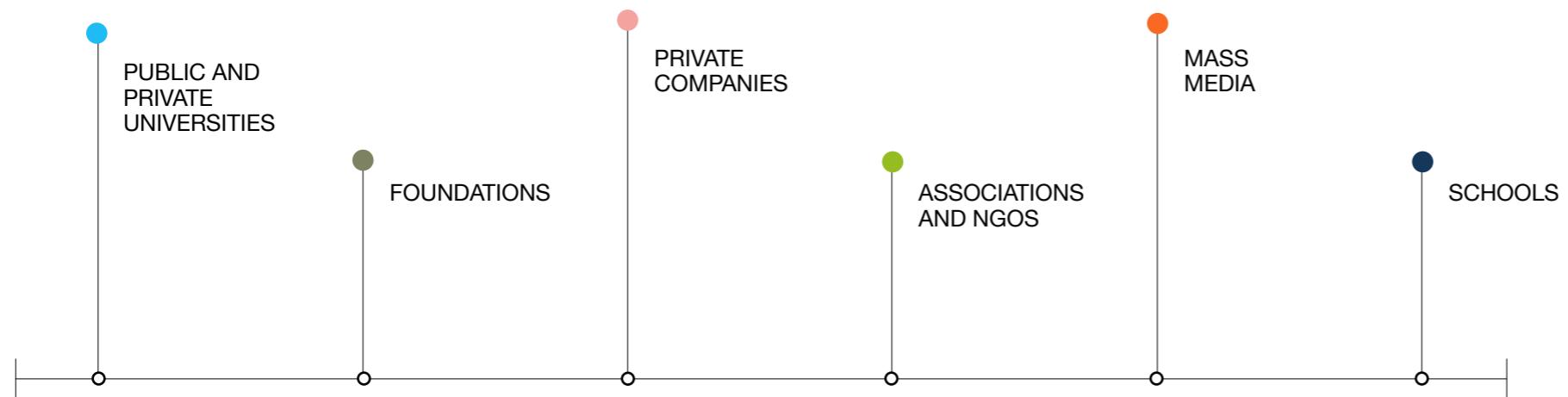
ACT NOW!

We believe that education is one of the most important pillars of the company because change starts from within.

We participate in all the talks, collaborations, webinars, podcasts and informative and / or educational actions in which we can generate a positive impact.

Additionally, we organise **ACT NOW** once a month. They are afterwork talks held in our flagship stores or different spaces where the community can participate, exchange ideas and debate to find solutions to real problems and inspire people to be part of the change.

We collaborate with all types of institutions, both public and private:



+70
outreach talks

18

ACT NOW events

8 Spain | 1 France | 7 Germany

3

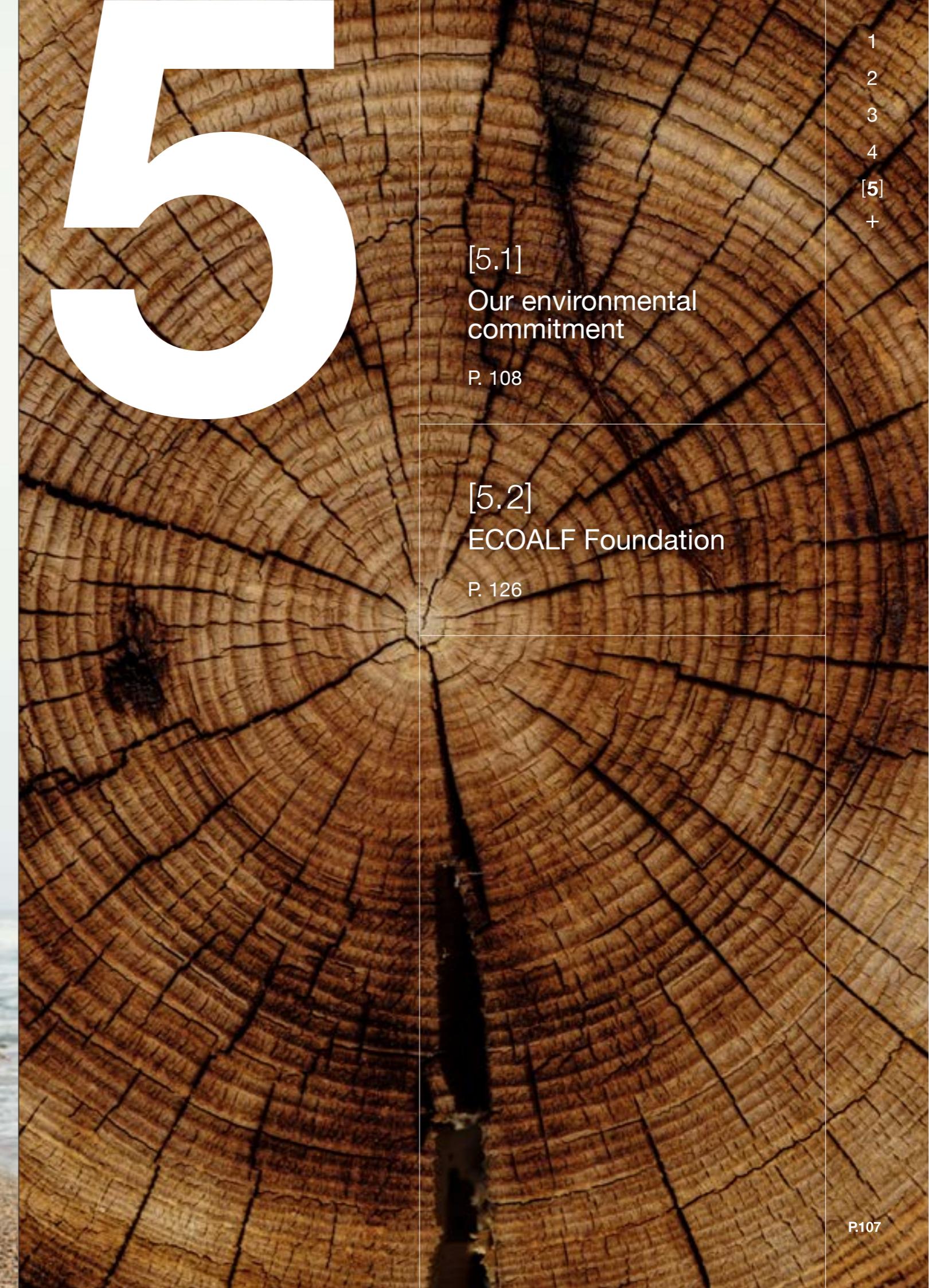
webinars



DIA
NNE



ECOALF FROM UTOPIA TO ACTION



[5.1]
Our environmental
commitment

P. 108

[5.2]
ECOALF Foundation

P. 126

1
2
3
4
[5]
+

P.107

[5.1]

Lowering our impact is no longer enough.
We're working towards a positive impact.

The buy-use-throw away consumption model is over-exploiting the planet in terms of using natural resources, energy and emissions.

July 28th, 2022 was the day when humanity used up all the natural resources that the earth can sustainably regenerate.

Our commitment to the planet and our innovative vision compels us to continue developing and not to settle for protecting natural resources, but to recover them and improve them. That's why **our roadmap is focussed on regeneration**.

"WE NEED COMPANIES WITH INNOVATIVE BUSINESS MODELS THAT BREAK THE CYCLE OF FAST FASHION. THIS WILL ENABLE CUSTOMERS TO CONTINUE DRESSING HOW THEY WANT TO WITH QUALITY GARMENTS THAT DON'T HARM THE PLANET."

Dr. Andy Piers — President of the Treis Growth Advisory Panel and principal shareholder of ECOALF

ⓘ FIND OUT MORE ABOUT REGENERATION AND HOW WE APPLY IT

ⓘ FIND MORE INFORMATION ON EARTH OVERSHOOT DAY



NET ZERO 2030

Our goal is to reach net zero emissions by 2030.

[GRI 3-3 Emissions]

In 2019, we joined the #NetZero2030 commitment, as part of the B Corp community, with the aim of reaching net zero emissions with greenhouse gases by 2030. Our plan is based on focussing all our efforts on reducing our emissions as we progress with regenerative projects.

⌚ = DISCOVER OUR ROADMAP FOR SUSTAINABILITY

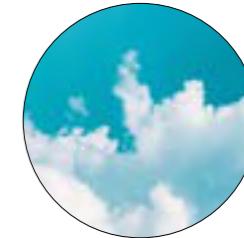
WE CONTINUE WITH INNOVATION TO BRING A POSITIVE IMPACT

2019



At COP25 in Madrid, ECOALF, along with over 500 companies, committed to becoming **Net Zero** by 2030.

2020



We became **carbon neutral** for scopes 1 and 2.

2021



First ECOALF Sustainability Report and public reporting on emissions.

⌚ VISIT OUR 2021 SUSTAINABILITY REPORT

We measured scope 3.

2022



ECOALF has its goals approved at the Science Based Targets initiative (SBTi).

We commit to opening only **carbon neutral shops**, beginning with our flagship shop in Caleido.

2023



Development of **decarbonisation plans** by department.

2030

Our goal is to reach **net zero emissions** by 2030.

THE AIA JACKET HAS THE
LOWEST CARBON FOOTPRINT
IN OUR SS22 COLLECTION

5.44 kg CO₂ eq.

-24 % k CO₂ eq.

CO₂ eq saved^(*)

(*) Compared to industry standards. Powered by BCome.





Low-impact and positive-impact materials

Recyclable materials

Solar panels and energy efficiency

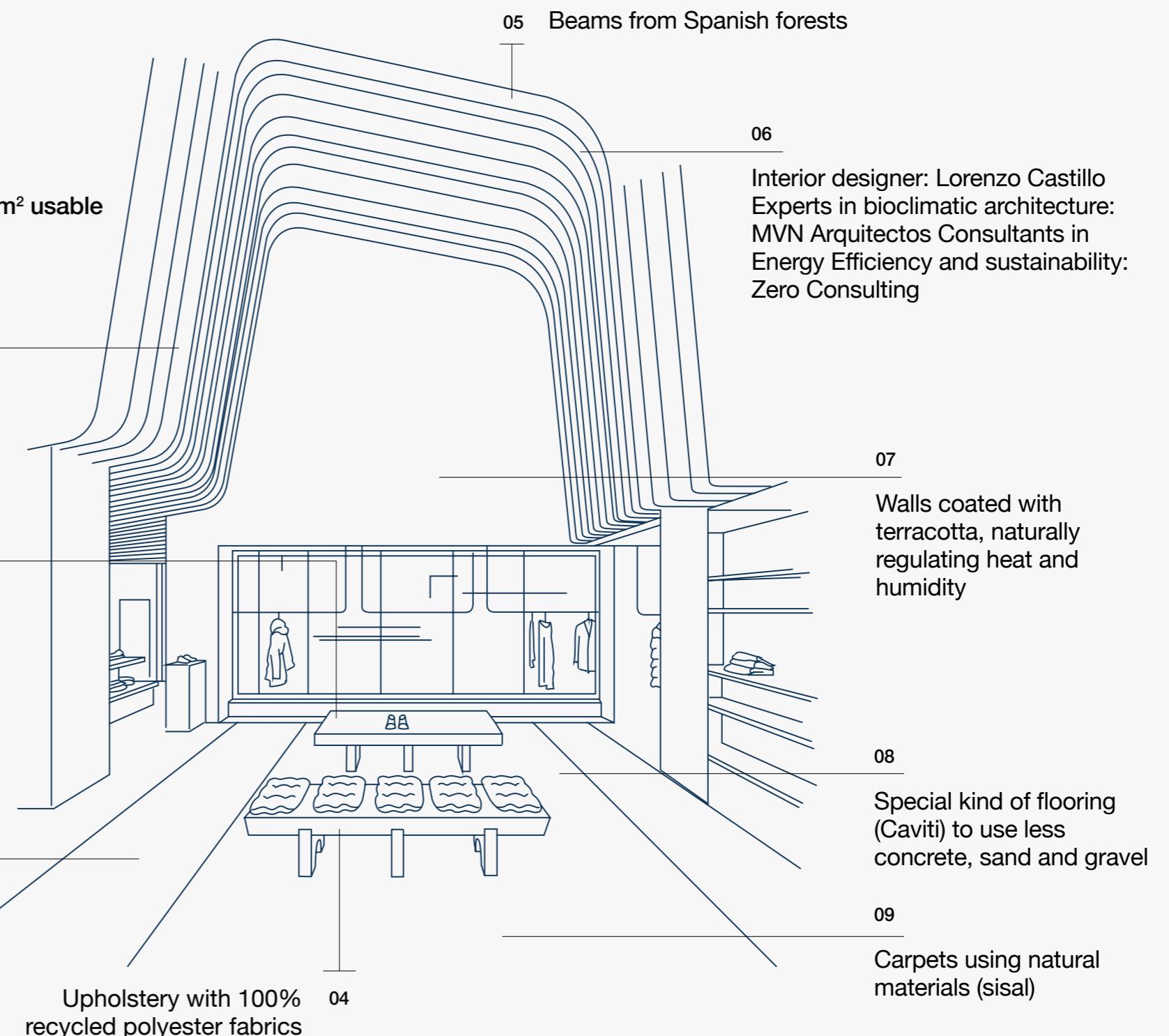
OUR FIRST CARBON NEUTRAL SHOP

285 kg CO₂ eq. /usable m²
Built-in: 86 kg CO₂ eq. /m² útil
Operational: 199.16 kg CO₂ eq. /m² usable

01
2.95 tn. of CO₂/year prevented thanks to the solar panels

02
Oak and natural raffia

03
Floor tiles with high pre-consumption recycled content



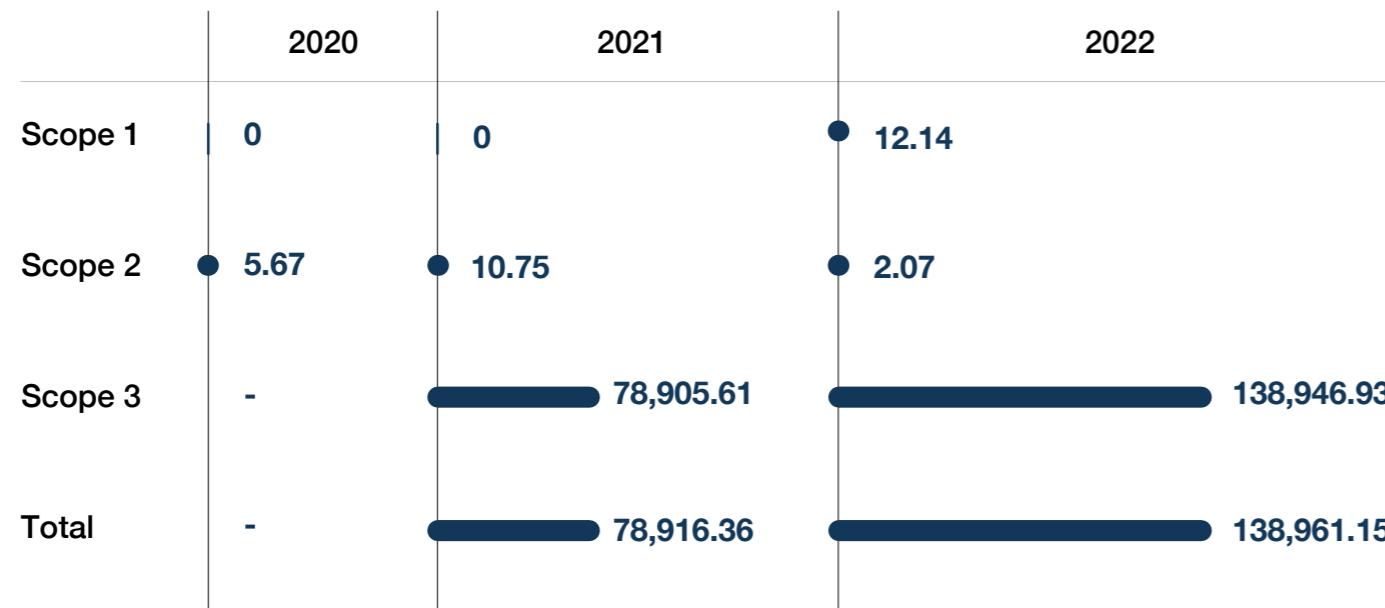
EMISSIONS AND ENERGY

[GRI 3-3 Emissions]

To measure and analyse our emissions, we followed the methodology established in the **GHG Protocol**.

[GRI 305-1, 305-2, 305-3, 305-5]

Emissions (tn. CO₂ eq.)



2021-2022 VARIATION

Scope 1		Scope 2		Scope 3		TOTAL	
0%		-81%		+76%		+76%	

We know that reducing our impact to the full is a complex journey which needs to involve not only every department, but also all our collaborators and our supply chain.

SCOPE 1

Direct GHG emissions linked to our own vehicle fleet. ECOALF does not yet have a CO₂ measurement available for air conditioned spaces.

SCOPE 2

Emissions caused by the electricity generation of a third party, which we bought to supply our spaces. In 2022, we changed the contracts for the little non-renewable energy we had to 100% renewable energy.

SCOPE 3

Indirect emissions produced all along the value chain. In 2022, they include:

- Emissions stemming from cradle-to-gate production, from receiving the raw material until the finished garment reaches the warehouse
- Business trips
- Employee journeys to the work centre
- Downstream transportation and distribution: from the warehouse to the destination city for the following channels:
 - National wholesale logistics
 - Retail logistics
 - International e-commerce logistics (national e-commerce is not included due to its including the information relating to national e-commerce)
 - International Wholesale Logistics

[GRI 305-3, 305-4]

GHG EMISSION INTENSITY

1,438.76 tn.

CO₂ eq./10,000 units produced
(+1,907% vs. 2021)

1,195 tn.

CO₂ eq.^(*) emissions prevented
with the 2022 Spring/Summer collection

(*) compared to the industry standard

Emission intensity was calculated by dividing the total company emissions between the total number of units produced throughout 2022. We've established a rate for every 10,000 units produced, with the aim of creating a comparable record.

IMPACT ON WATER SHORTAGE

[GRI 3-3 Water and effluents, 303-1]

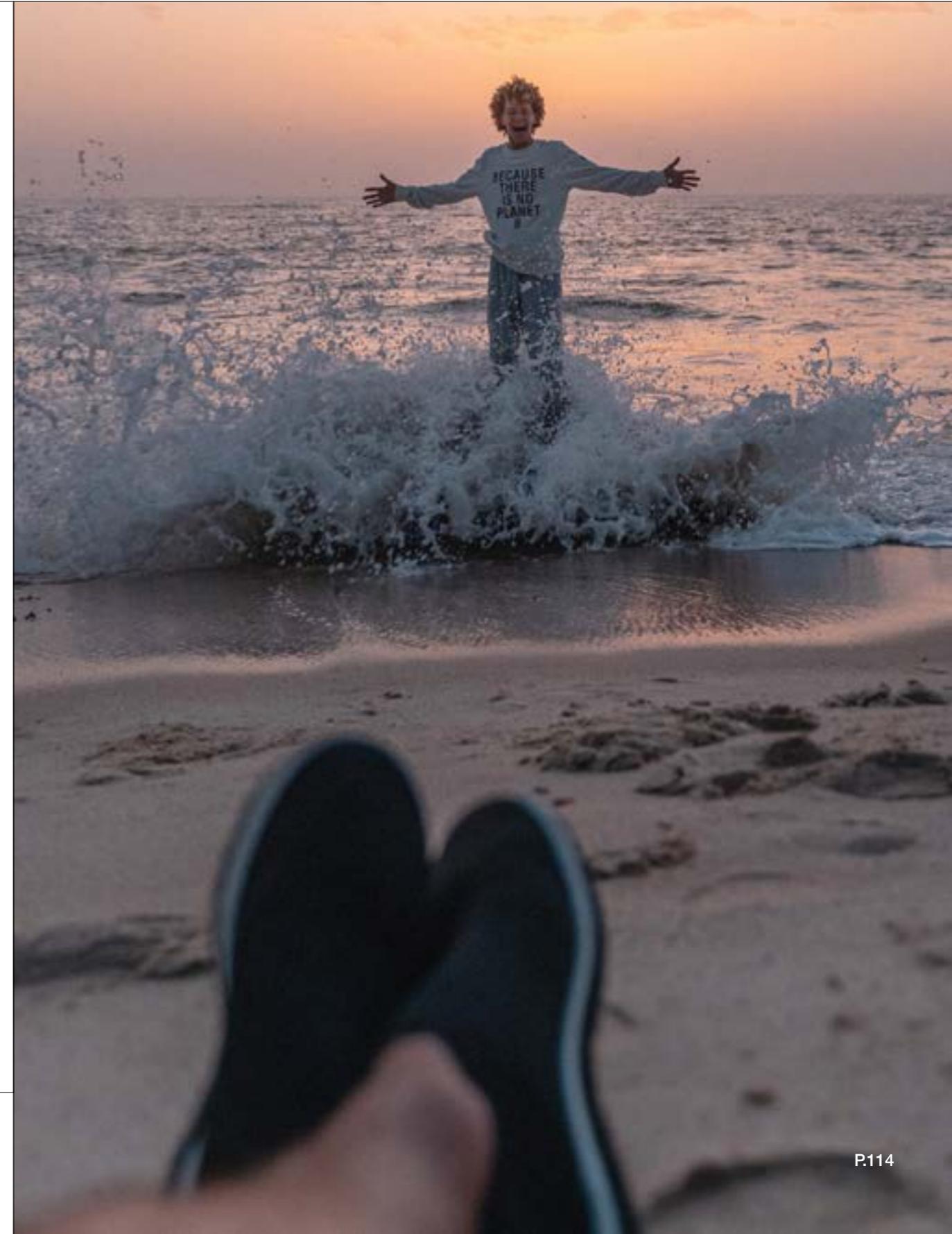
We're aware of the fashion industry's intensive water usage, and we're committed to using water responsibly.

Water is used in extraction, growing raw materials and in the dying and finishing processes.

We apply measures to minimise the impact of this consumption:

- **Choosing preferential materials** according to low impact criteria in terms of water footprint.
- Efficiency in the **dying processes**.
- **Collaboration with suppliers** that have innovative technology to reduce water consumption.
- Adherence of all our suppliers to the **Restricted Substances List and Vegan Guarantee** to eliminate potential toxic substances in water discharges.

We measure our impact using the **AWARE methodology**.



WATER CONSUMPTION VS. IMPACT ON WATER SHORTAGE (AWARE)

[GRI 303-5]

Taking into account the direct water consumption in the value chain, the production of the Great B T-shirt from the AW23 collection has consumed 182.7 litres of water.

GREAT B T-SHIRT



Under the AWARE methodology, the impact on water shortage of the Great B T-shirt from the AW23 collection is 7,610 litres of water equivalent. Compared to the industry standard for producing this T-shirt, there is a saving of 60,500 L. of water eq.

THE IMPACT OF WATER SHORTAGE GOES MUCH FURTHER THAN DIRECT CONSUMPTION AND DOES NOT ONLY INVOLVE WATER CONSUMPTION IN A PARTICULAR AREA, BUT ALSO ITS WATER STATUS.

Also, the scale on which water impact is measured is not the same as that of consumption, as it reflects the actual environmental consequences caused by using water in a particular area since the available water masses are not the same everywhere and neither is the availability of running water.

At Ecoalf, we measure impact on water shortage in m³ eq. through the **AWARE methodology (Available Water Remaining), recommended by the European Commission** in the framework of its "Product Environmental Footprint (PEF)" programme.

This method takes into consideration the total amount of water available and subtracts the demand to deduce the quantity available for its use, according to the country of origin.

⊕ FIND OUT WHAT THE AWARE INDICATOR IS

2022

IMPACT ON WATER SHORTAGE^(*)

1,173 M

L. of water eq. with the
Spring/Summer collection

2,181 M

L. of water eq. with the
Autumn/Winter collection



WATER SHORTAGE IMPACT SAVING COMPARED TO CONVENTIONAL MARKET PRACTICES^(*)

19,837 M

L. of water eq. saved with
the Spring/Summer collection

12,260 M

L. of water eq. saved with
the Autumn/Winter collection

^(*) Compared to the industry standard. Powered by BCome.

Note: in 2022, the water footprint measurement methodology was updated, which is why we've to give results by season and not as a total/year. SS22 was analysed with version 1.3 of BCome and AW22 with version 1.4.

MONITORING CHEMICALS

[GRI 3-3 Monitoring chemicals used in the supply chain, 3-3 Water and effluents]

We create products that are good for people and for the planet: monitoring the chemicals used in the supply chain is one of our priorities.

Aware of the consequences of using substances that are toxic and harmful for people and the environment, we're establishing a framework for restricting these in the production of our garments.

0 PFAS and PFOAs

in our manufacture processes by 2025 is our goal

RESTRICTED SUBSTANCES



2017

Publication of the Restricted Substances List and Vegan Guarantee

2022

Update of the Restricted Substances List and Vegan Guarantee (which must be adhered to by suppliers with wet dyeing processes, whether that's for finished garments or materials)^(*)

2025

Commitment to stop using PFAS and PFOAs in all our manufacturing processes

^(*) Every member of the ECOALF supply chain signs the requirements set out in the List, which ensures that none of our products includes the substances in the framework. Direct suppliers also commit to ensuring that any subcontracted production centre meets the requirements for restricted substances.

MAIN RESTRICTED SUBSTANCES

100%

of our products are PFC-free

Colourants and pigments classified as carcinogenic

20

Polycyclic aromatic hydrocarbons

24

Surfactants, waste from wetting agents and waste from solvents

7

Siloxanes

3

UV stabilizers

15

N-nitrosamines and N-nitrosatable substances

18 Organostannic compounds

23 Phthalates

29

Arylamines

36

PFCs and others

53

Other chemical waste

122

Other colourants

39

Chlorinated benzenes and toluenes

40

Flame retardant substances

80

Pesticides

© CLICK HERE TO FIND OUT MORE ABOUT OUR LIST OF RESTRICTED SUBSTANCES

Suppliers with wet processing are requested to provide at least one certificate for responsible chemical management, such as OEKO-TEX® Standard 100, Bluesign® or ISO 14001.

We carry out chemical analyses, for both fabrics and finished garments, by working alongside external companies and laboratories that specialise in this.

[DISCOVER MORE](#)



[DISCOVER MORE](#)



[DISCOVER MORE](#)



[DISCOVER MORE](#)



100%

suppliers with wet processing meet
our Restricted Substances List

94.65%

garments are vegan

100%

fillings for our garments
are vegan



VEGAN GUARANTEE

We've a commitment to the planet, to people and also, of course, to animals. We avoid using animal-based fibres that cannot be traced to ensure against animal suffering.

Since 2021, our Restricted Substances List has included a Vegan Guarantee to ensure that our products don't contain animal-based ingredients, with the exception of products that include recycled wool and cashmere.

{ PETA - APPROVED
VEGAN }



BLANCA PADILLA COLLECTION

DYED WITH NATURAL PIGMENTS

Used in recycled cotton and Lyocell, cellulose fibre made from different woods.

Dyed with:
Acorn
(*Quercus infectoria*)



Dyed with:
Haritaki or Terminalia
(*Terminalia chebula*)

Dyed with:
White mulberry
(*Morus alba*)



Dyed with:
Marigold (*Tagetes erecta*)
Flame-of-the-forest
(*Butea monosperma*)
Mallotus

Dyed with:
Pomegranate
(*Punica Granatum*)



The Conscience sweatshirt
for women saves:

-96%
on water shortage
impact

-50%
 CO_2 eq. emissions

⊖ DISCOVER THE ECOALF BY
BLANCA PADILLA COLLECTION

MICROFIBRES

COMMITTED TO DEVELOPING SOLUTIONS TO THE MICROFIBRE PROBLEM

Ever since we became aware of this reality, we've wanted to be part of the solution:

1
2
3
4
[5]
+

2015

We stopped producing fabrics with short fibres - such as fleece linings or synthetic leathers- as they entail a higher release of microfibres.



2021

We joined The Microfibre Consortium in order to share knowledge and good practices among companies and entities in the sector.



2022

We carried out 7 tests to study the release of microfilaments in our synthetic fabrics.



-17%

m³ of water eq.^(*)

-20%

kg of CO₂ eq.

-10%

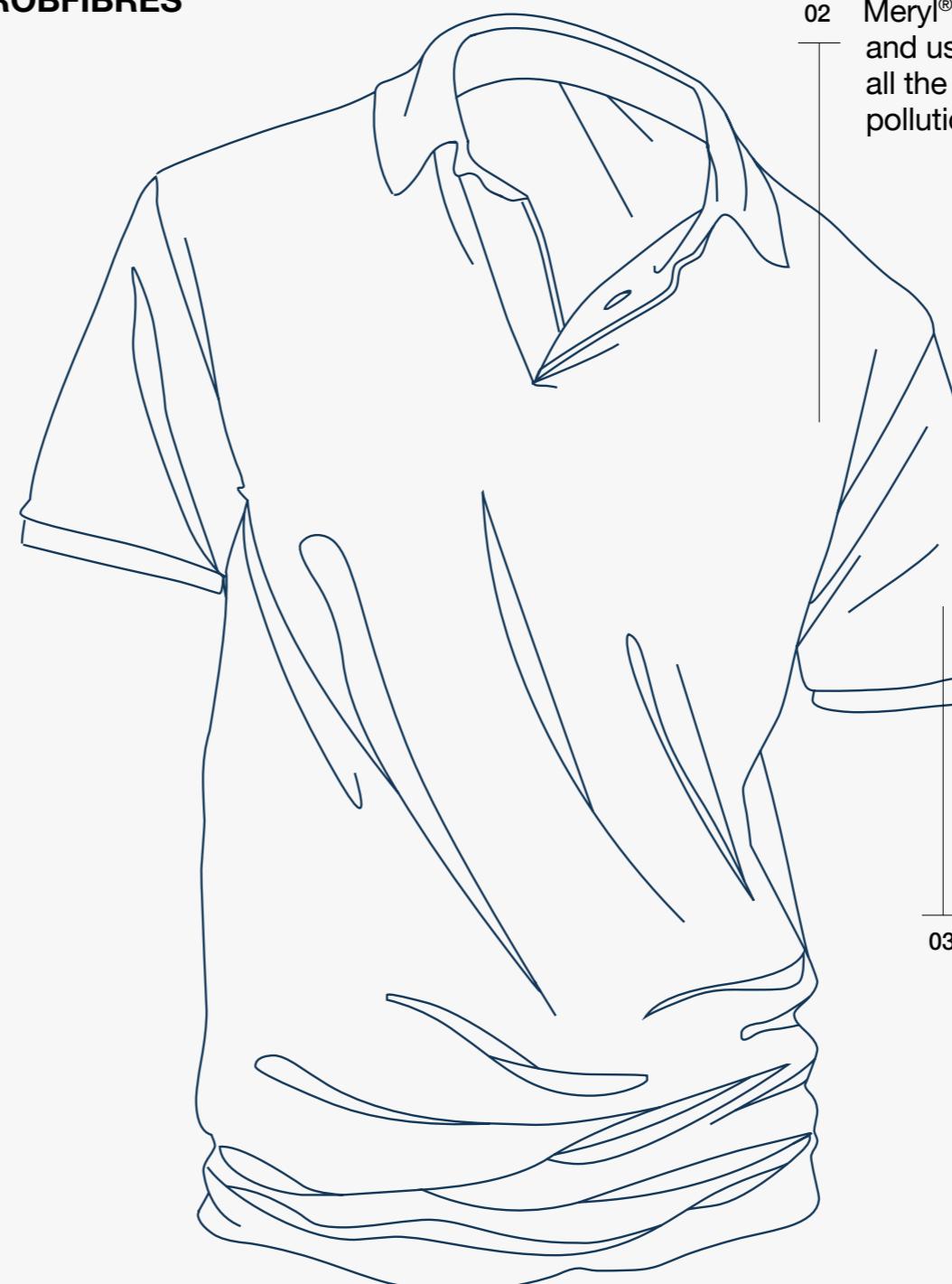
g. of phosphate eq.

-25%

MJ of fossil energy resources eq.^(*)

VIRNA
vs
polo

MADE WITH MERYL® FIBRES WITH
LOW RELEASE OF MICROFIBRES



02 Meryl® is made of recycled nylon and uses hydrogen bonds to seal all the microfibres and prevent pollution from microfibres

03 The hydrogen process also has technical properties, offering the perfect combination of tenacity and recovery, natural elasticity, extra softness and antiviral properties

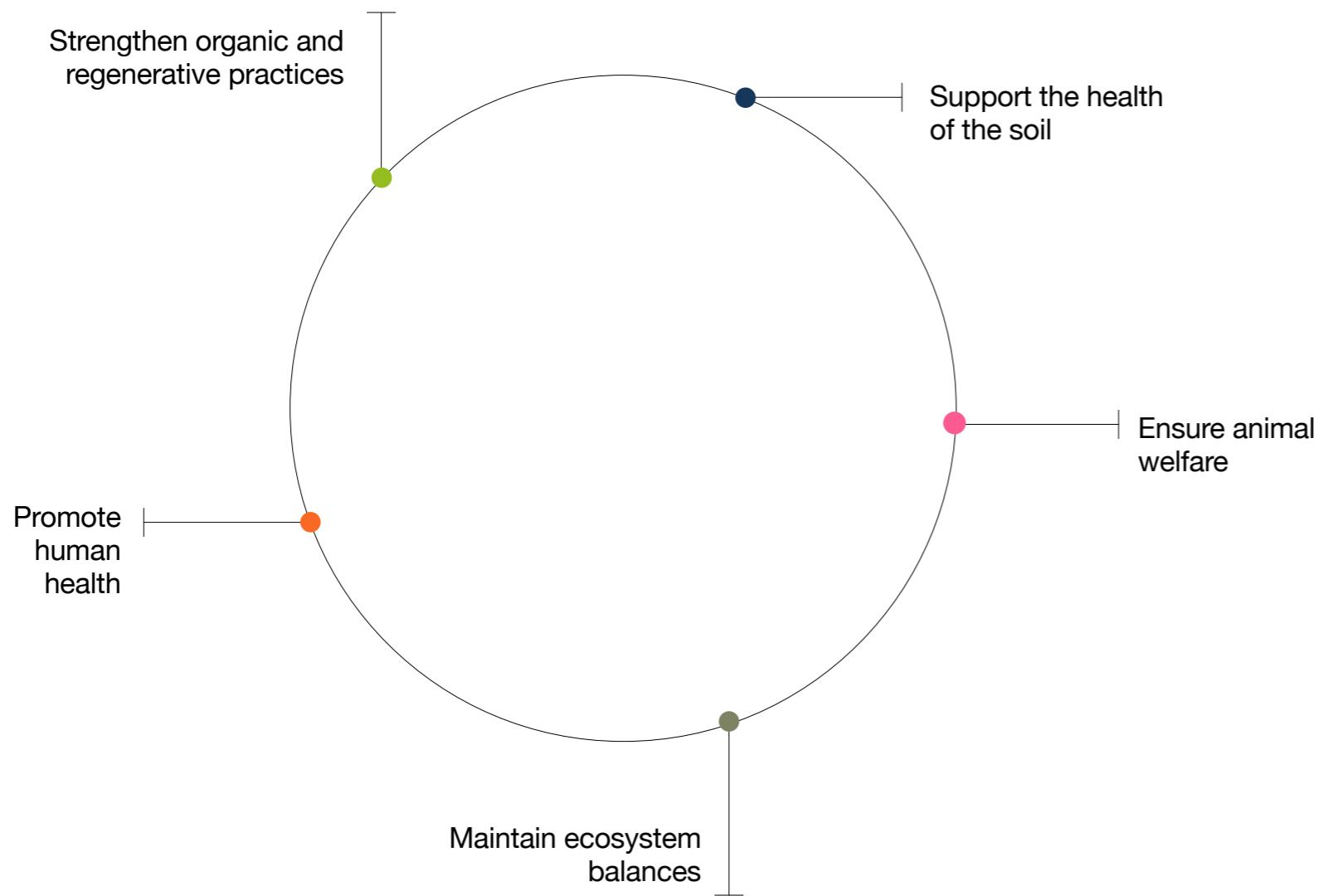
(*) Compared to the industry standard.
Powered by BCome.

BIODIVERSITY

Our ambition for regeneration also has a positive impact on biodiversity.

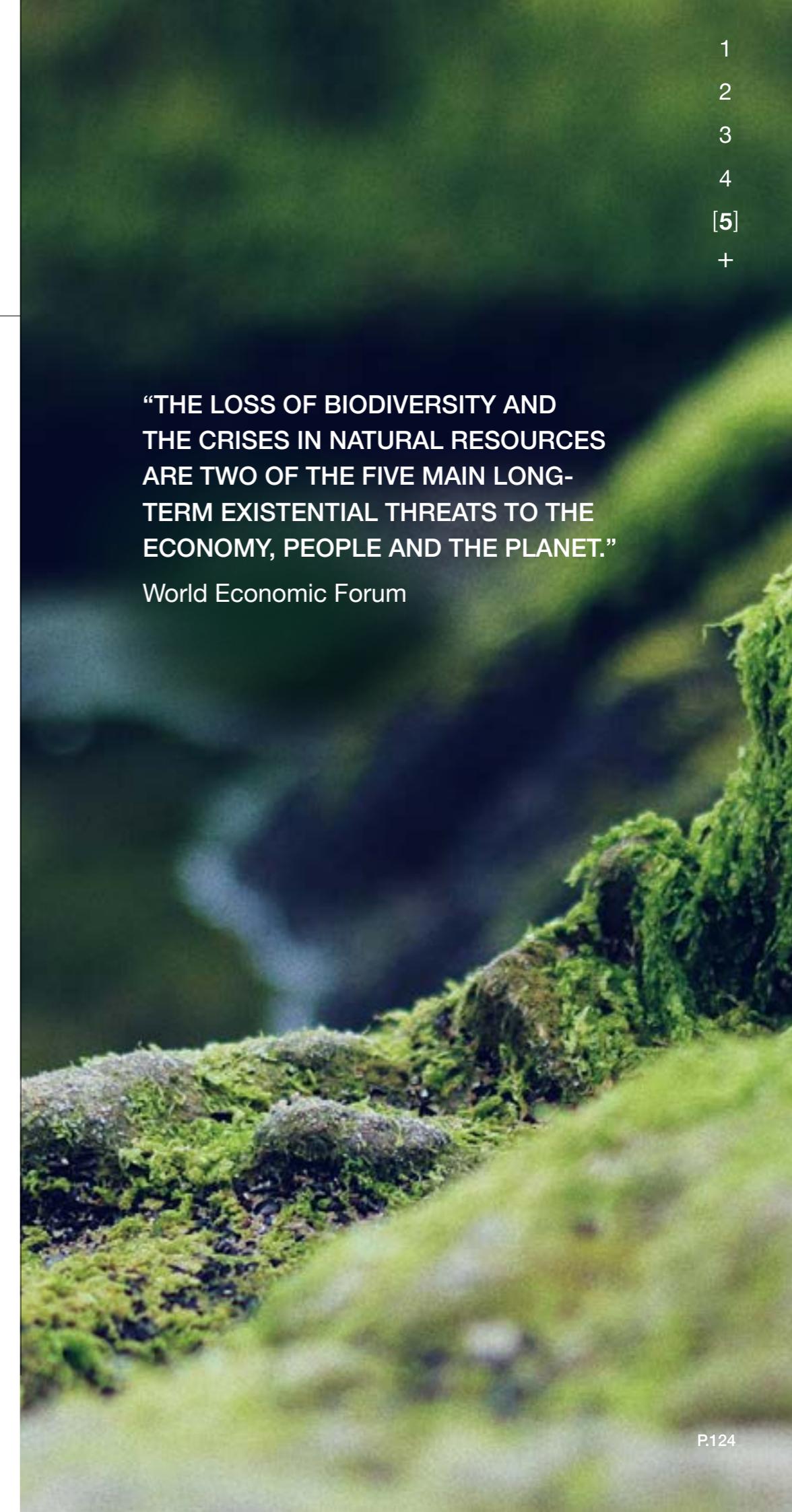
Biodiversity is the variety of life on earth.

For ECOALF, protecting biodiversity means promoting practices to:



“THE LOSS OF BIODIVERSITY AND THE CRISES IN NATURAL RESOURCES ARE TWO OF THE FIVE MAIN LONG-TERM EXISTENTIAL THREATS TO THE ECONOMY, PEOPLE AND THE PLANET.”

World Economic Forum



RECOVERING MERINO WOOL

RETURN TO CRAFTMANSHIP AND PROXIMITY: MADE IN SLOW
In 2022, we worked on a recovery project for merino wool, based on transhumance, which will emerge in the 1.0 collection in 2023.

BENEFITS OF TRANSHUMANCE

Extensive ranching



Moving flocks: pastures are used to the full at the best time for production

Seed spreading and fertilisation of the soil

Native breeds of high rusticity, adapted to the environment

Preserving livestock paths

Maintaining the area's ethnographic and cultural heritage

Promoting the local economy and the prevalence of professions at risk, such as shepherding



[5.2]

At least 8 million tonnes of rubbish end up in the ocean every year. If we don't take action, by 2050 there will be more plastic in the sea than fish.

The ECOALF Foundation is a non-profit organisation, founded in 2015, that is committed to cleaning the oceans, strengthening the circular economy and raising awareness about the alarming ecological impact of poor waste management.

The **Upcycling the Oceans project** is the ECOALF Foundation's main initiative and, undoubtedly, its most ambitious. An unprecedented adventure on the global scale, fighting against marine litter with the help of the fishing sector.

The ECOALF Foundation also involves communities with the "**Clean rivers, save oceans**" project, created to find solutions to the problem, and prevent rubbish from ending up in the sea.

① [CLICK HERE TO FIND ECOALF FOUNDATION PROJECTS](#)

ECOALF FOUNDATION



1,082

boats involved in the Upcycling the Oceans project



1,414 tn.

rubbish recovered from the sea floor with the Upcycling the Oceans project (since 2015)

18,146 kg

waste collected thanks to the “Clean rivers, save oceans” project (since 2020)



UPCYCLING THE OCEANS

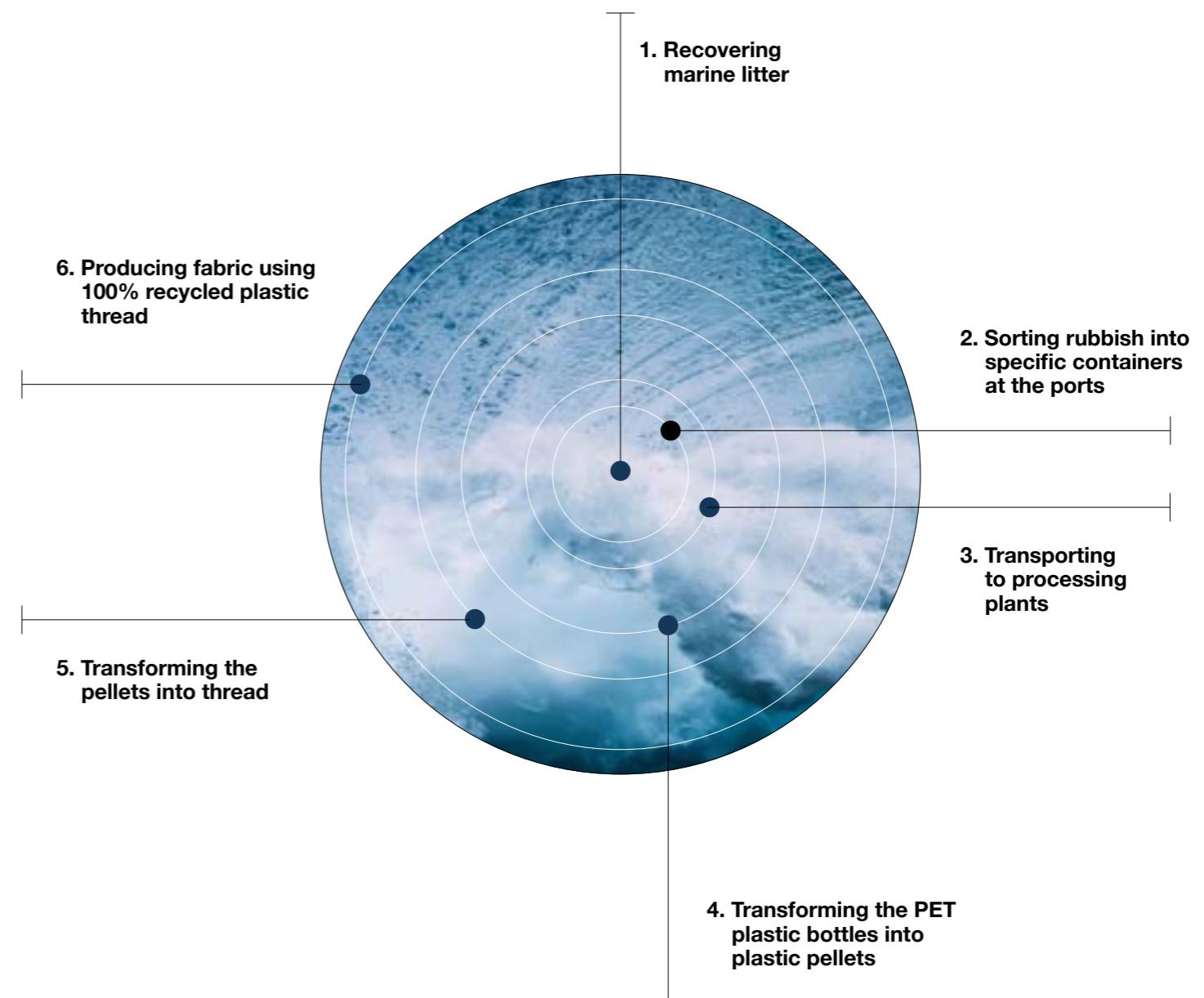
This revolutionary project seeks to look after the oceans and strengthen the circular economy, transforming marine litter into top-quality thread for our garments.

Upcycling the Oceans was implemented in Spain in 2015 as a pilot project, with 9 fishing ports involved. One year later, ECOEMBES joined the project to extend its activity all along the Spanish coast and to ensure the proper management of the waste recovered.

Since then, it has also been implemented in Thailand, Greece, Italy and France.

Because the recovered waste has been exposed to sunlight, salt and water, investment in R&D is essential in order to transform it into high-quality thread that meets ECOALF standards.

Upcycling the Oceans also provides the **science community with information** to foster knowledge about the issue of marine litter and in order to establish preventative measures. The **voluntary participation** of part of a fishing fleet has made it possible to identify the waste found on the sea bed using the Marnoba platform.





© GET TO KNOW OUR FISHERMEN

“OUR DESIRE IS TO BE ABLE TO TAKE OUT OUR NETS FROM THE SEA WITHOUT HAVING COLLECTED ANY RUBBISH. THIS WOULD MEAN THAT THE SEA BEDS ARE NOW CLEAN AND THERE IS NO REAL THREAT TO THE ECOSYSTEM. HOWEVER, THERE IS STILL A LOT OF WORK TO DO AND, MEANWHILE, WE'RE GOING TO CONTINUE TO DO OUR BIT BY CONTRIBUTING TO THE CAUSE.”

Miriam Artacho — Trawler skipper in Arenys de Mar



“I HAD NEVER SEEN SO MUCH RUBBISH IN THE SEA. THERE WASN'T AS MUCH BEFORE, BUT NOW IT'S EVERYWHERE. IT MAKES AN IMPACT ON YOU. IT'S WORRYING.”

Alain ADELL — Trawler fisherman



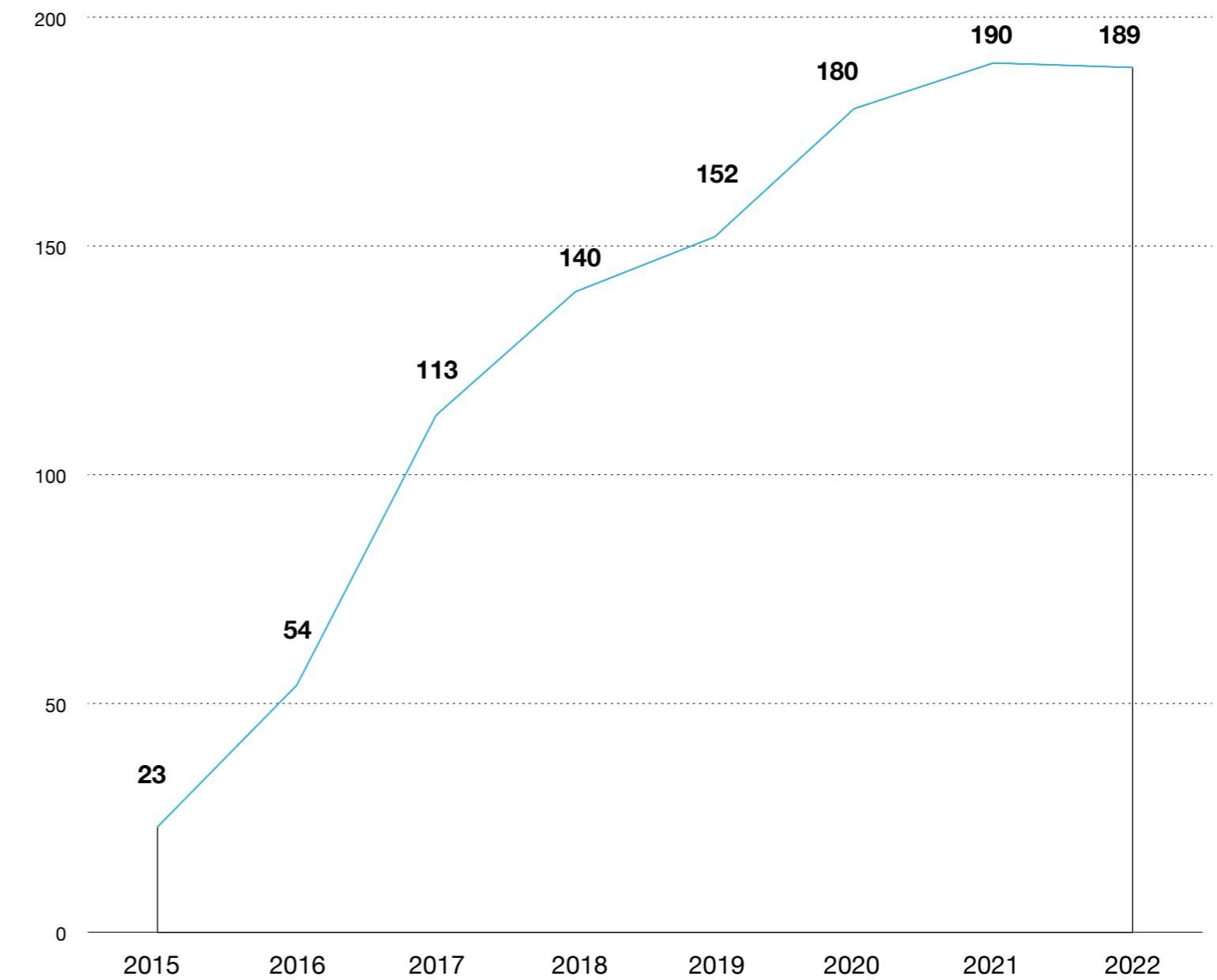
“AS FISHERMEN, WE'VE AN ENORMOUS COMMITMENT TO AND RESPECT FOR THE SEA. WE'RE FACING A WORLDWIDE PROBLEM THAT THREATENS OUR ECOSYSTEM AND PEOPLE'S HEALTH. HOPEFULLY, WE CAN ALL CONTINUE HELPING TO FIND SOLUTIONS.”

Nacho Llorca — Trawler skipper



UPCYCLING THE OCEANS IN SPAIN

Marine litter collected UTO Spain (tn.)



PROJECT RESULTS IN SPAIN

43

ports

573

boats

2,642

fishermen



189 tn.

rubbish recovered from the seabed



PROJECT RESULTS GLOBALLY

69

ports

366.68 tn.

rubbish recovered from the seabed
(+93% vs. 2021)

1,082

boats

1,041 tn.

rubbish recovered from the seabed
(since 2015)

4,234

fishermen



CLEAN RIVERS, SAVE OCEANS

Project to recover aquatic ecosystems through collecting rubbish, raising awareness and environmental restoration.

Our oceans are the lungs of the planet, but millions of tonnes of waste end up there every year, destroying their ecosystems and biodiversity.

80%
of waste ends up in
the ocean through rivers

“Clean rivers, save oceans” was started by the ECOALF Foundation and Biotherm in 2020 in the Jarama river (Spain) to find solutions to the problem, and prevent rubbish from ending up in the sea.



PROJECT ACTION

- Scientific follow-up
- Collecting waste
- Raising awareness in every sector
- Restoring biodiversity
- Scientific research to dig deeper into our understanding of the waste that ends up in the rivers

In collaboration with
the LIBERA Project and
the Asociación Paisaje
Limpio (Clean Landscape
Association).

8,988 kg

WASTE COLLECTED



34 days

3,078 hours of volunteering

1,026 people who took part in volunteering



690 hours by ECOALF staff



22 cleanings and **12** restorations



Action to remove invasive species that alter the biodiversity was also taken, installing nest boxes for birds and repopulating the environment with native species. At a scientific level, we carry out actions to monitor microplastics and civic science.

578

ailanthus trees removed

23

nest boxes installed

211

native trees and shrubs planted

"VOLUNTEERING WITH THIS MAKES ME FEEL MORE CONNECTED WITH THE PURPOSE BEHIND MY JOB AND ECOALF'S VISION. IT ALSO DEVELOPS LEADERSHIP SKILLS, TEAMWORK, PROBLEM SOLVING IN A DIFFERENT CONTEXT, ETC. THIS VOLUNTEERING OPPORTUNITY HAS ENABLED ME TO GET TO KNOW COLLEAGUES FROM DIFFERENT DEPARTMENTS WHO I DON'T INTERACT WITH EVERY DAY AND IT HAS CREATED LINKS, LEADING TO A MORE UNITED, COLLABORATIVE WORK ENVIRONMENT."

Ana Müller-Thyssen — Global Sales Manager ECOALF Apparel

"YOUR EYES ARE OPENED AFTER YOU DO YOUR FIRST VOLUNTEERING OPPORTUNITY. YOU SEE THE SCALE OF THE PROBLEM AND HOW, LITTLE BY LITTLE, YOU CAN HELP SOLVE IT. WHAT I LIKE MOST IS BEING ABLE TO SHARE THE EXPERIENCE WITH MY CIRCLE SO THAT THEY ARE ALSO AWARE OF WHAT WE'RE FACING."

Álvaro Obregón — Volunteer on the project "Clean rivers, save oceans"



AWARENESS-RAISING

We need every effort to change behaviour and implement solutions. The more people aware of the problems, the more opportunities to help the planet.

Aimed at spreading our message and helping the wider population understand the power of their own actions, we offer **workshops and talks** to civil society and private organisations on topics such as ocean conservation and the circular economy.

Upcycling the Oceans is an awareness-raising tool from different audiences and “Clean rivers, save oceans” opens the door to the local population and to education about the land.

The Foundation always includes **environmental education and the disclosure of results** as part of its projects. It also gives talks all around the world and takes part in round table discussions, workshops, talks and exhibitions for every audience, including children.

36
awareness-raising actions

15
schools

413
primary, secondary and baccalaureate pupils

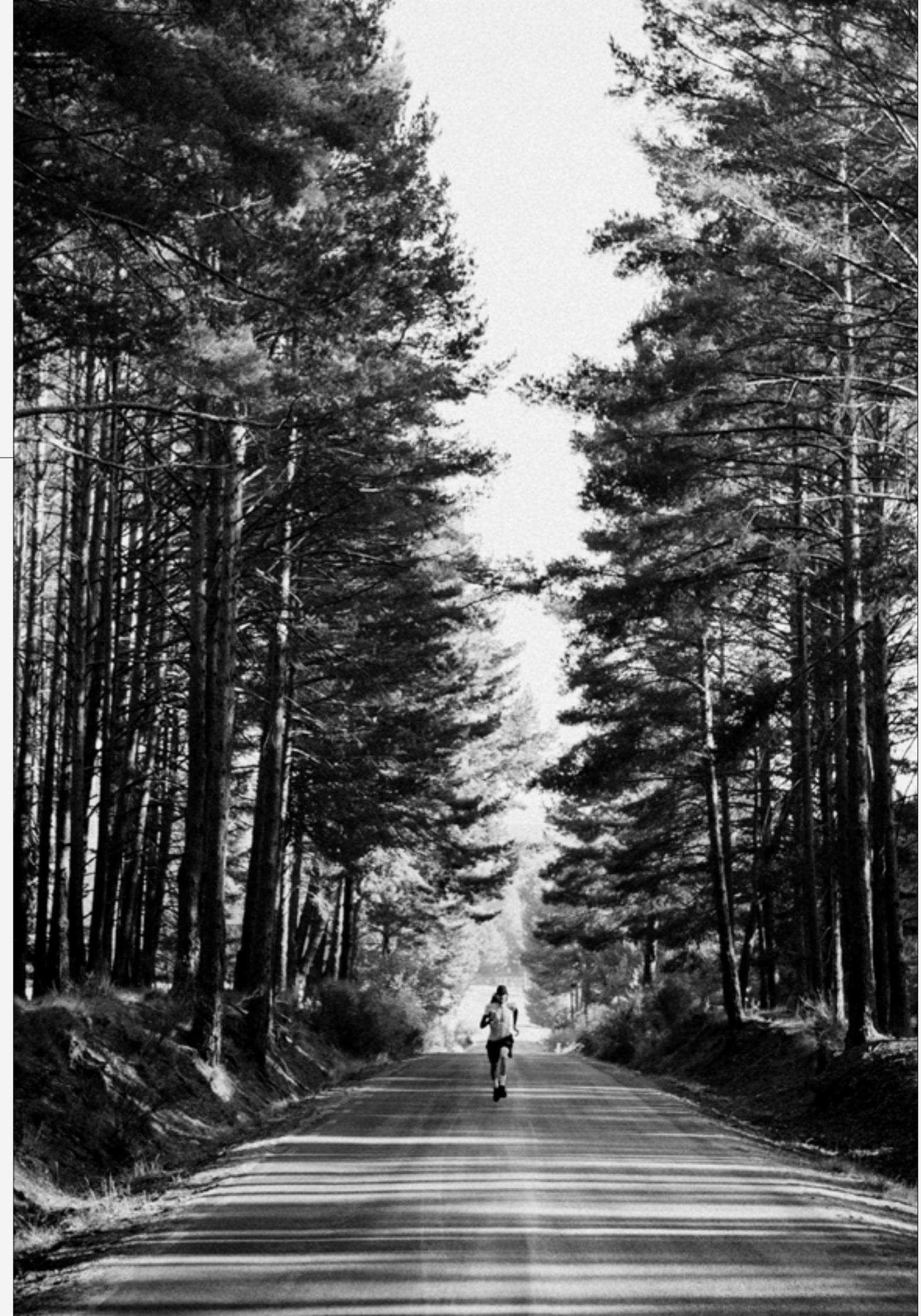
21
organisations (companies, NGOs, etc.)

1,100
participants



ANNEXES

Economic performance	I.
About this Report	II.
Tables	III.
GRI Standards Index	IV.
External verification	V.



I. FINANCIAL PERFORMANCE



Balance Sheet

(Consolidated Annual Accounts, February 2023)

ASSETS

NON-CURRENT ASSETS	€ 7,225,998
Intangible fixed assets	€ 700,666
Property, plant and equipment	€ 2,502,974
Non-current investments in Group companies and associates	€ 406,725
Long-term financial investments	€ 405,210
Deferred tax assets	€ 3,210,423
CURRENT ASSETS	€ 3,210,423
Stock	€ 16,253,841
Trade and other receivables	€ 15,443,889
Short-term investments in group and associated companies	-
Short-term financial investments	€ 381,043
Accruals	€ 28,106
Cash and cash equivalents	€ 5,073,428
TOTAL ASSETS	€ 44,406,305

EQUITY AND LIABILITIES

SHAREHOLDERS' EQUITY	€ 6,496,404
Capital	€ 311,534
Issue premium	€ 18,239,381
Reserves	€ 22,426
Profit / loss from previous financial years	(€ 8,482,387)
Reserves in consolidated companies	(€ 155,253)
Profit/loss for the financial year	(€ 3,310,574)
Adjustments for changes in value	(€ 128,723)
NON-CURRENT LIABILITIES	€ 16,032,654
Long-term debts	3,430,485
Long-term debt with group and associated companies	€ 12,379,943
Long-term provisions	€ 216,205
Deferred tax liabilities	€ 6,021
NON-CURRENT LIABILITIES	€ 21,877,247
Short-term provisions	€ 311,611
Short-term debts	€ 14,559,960
Trade creditors and other accounts payable	€ 6,891,502
Accruals	€ 114,174
TOTAL NET EQUITY AND LIABILITIES	€ 44,406,305

Profit and loss account

(Consolidated Financial Statements, February 2023)

Net turnover	€ 46,118,353
Sales	€ 45,807,007
Services rendered	€ 311,346
Work done by the company for its assets	€ 79,128
Work done by the company for its assets	€ 79,128
Procurements	(€ 22,099,005)
Purchase of goods	(€ 21,810,439)
Impairment of goods, raw materials and other supplies	(€ 288,566)
Other operating income	€ 569,030
Additional income and other current operating income	€ 564,211
Operating subsidies included in year-end profit or loss	€ 4,819
Staff costs	(€ 6,583,234)
Wages, salaries and similar expenses	(€ 5,206,469)
Social security contributions	(€ 1,376,765)

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Other operating expenses		(€ 17,032,840)	
External services		(€ 16,908,031)	5
Taxes		(€ 25,092)	[+]
Losses on, impairment of and change in allowances for trade receivables		(€ 99,717)	
Other current operating expenses		-	
Depreciation of fixed assets		(€ 867,345)	
Depreciation of fixed assets		(€ 867,345)	
Impairment and profits/losses on fixed asset disposal		(€ 94,363)	
Profits or losses on disposals and other		(€ 94,363)	
Other profits / losses		(€ 106,457)	
Other profits / losses		(€ 106,457)	
Operating profit/loss		(€ 16,733)	
Financial income		€ 132,653	
Long-term loans and marketable securities		€ 132,653	
Financial expenses		(€ 2,701,071)	
Due to debts with group and associated companies		(€ 1,265,946)	
Payables to third parties		(€ 1,332,777)	
Due to update of provisions		(€ 102,348)	

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Change in fair value of financial instruments	(€ 108,845)	3
Change in fair value of financial instruments	(€ 108,845)	4
Exchange rate	(€ 249,450)	5
Exchange rate differences	(€ 249,450)	[+]
Impairment and profit or losses on disposals of financial instruments	-	-
Impairment and losses	-	-
Financial result	(€ 2,926,713)	
Share in profits (losses) of equity method companies	(€ 988,161)	
Accounting results before tax	(€ 3,931,607)	
Income tax	€ 621,033	
Profit and losses for the year from continuing operations	(€ 3,310,574)	
CONSOLIDATED PROFIT/LOSS FOR THE YEAR	(€ 3,310,574)	

ECOALF SOCIETIES COUNTRY BY COUNTRY

GRI Standard	ECOALF Recycled Fabrics S.L. (SPAIN)	ECOALF Alemania GMBH (GERMANY)	ECOALF France S.A. (FRANCE)	ECOALF Italia S.R.L. (ITALY)	ECOALF Beauty S.L. (SPAIN)
Profits	-3,043,755	-86,814	-154,840	-80,708	0
Operating subsidies transferred to profit or loss of the year	4,819	0	0	0	0
Corporation income taxes paid	622,524	0	0	-1,491	0

II. ABOUT THIS REPORT

**OUR SUSTAINABILITY REPORT HAS BEEN
PREPARED IN ACCORDANCE WITH GRI
STANDARDS.**

This is the second ECOALF Sustainability Report. It covers the period from 1 March 2022 to 28 February 2023.

The scope of the information in the Annual Report corresponds to the activity of ECOALF RECYCLED FABRICS S.L., ECOALF FRANCE S.A. and ECOALF GERMANY GMBH.

If you have any queries about its contents, please write to:
transparency@ecoalf.com



III. TABLES



GRI 2-7

Employees according to working hours, gender and region

		2021			2022				
		Spain	France	Germany	TOTAL	Spain	France	Italy	Germany
Full time	Men	33	-	-	33	31	1	0	1
	Women	58	-	-	71	63	3	4	1
Part time	Men	12	-	-	7	4	2	0	1
	Women	50	-	-	86	82	1	2	1

Employees according to contract, gender and region

		2021			2022				
		Spain	France	Germany	TOTAL	Spain	France	Italy	Germany
Permanent	Men	33	-	-	31	27	3	0	1
	Women	58	-	-	101	91	4	5	1
	TOTAL	90	6	3	132	118	7	5	2
Temporary	Men	-	-	-	9	8	0	0	1
	Women	-	-	-	56	54	0	1	1
	Total	53	0	0	65	62	0	1	2
Disability contract	Men	0	0	0	0	0	0	0	0
	Women	1	0	0	0	0	0	0	0
	Total	1	0	0	0	0	0	0	0

Note: the data from 2022 was obtained on the 28 February 2023.

GRI 404-1 TRAINING AND LEARNING

Average hours of training

	Men	Women
FY23 Basic e-learning training	6.6	6.9
FY23 in person and online retail by collection	33.2	31.5

Average hours of training

	Directors	Managers	Sale assistants
FY23 Basic e-learning training	Not accounted for	8.2	6.6
FY23 in-store and online retail by collection	Not accounted for	5.4	37.2

GRI 301-1

Use of materials in collections (in tonnes)

	2021		2022	
	Recycled	Non recycled	Recycled	Non recycled
Autumn/Winter Collection	125.59	63.55	234.83	282.37
Spring/Summer Collection	57.71	63.94	105.61	175.91
TOTAL	183,30	127,49	340,45	458,28

GRI 301-2

Recycled materials (%)

	2021		2022	
	Recycled	Non recycled	Recycled	Non recycled
Autumn/Winter Collection	66%	34%	45%	55%
Spring/Summer Collection	47%	53%	38%	62%

IV. GRI STANDARDS INDEX

ECOALF PRESENTS THE INFORMATION CITED IN THIS INDEX IN ACCORDANCE WITH GRI STANDARDS.



GENERAL PRINCIPLES AND BASIC CONTENT

GRI Standard	Page or direct response	Omissions	External verification
GRI 1 PRINCIPLES 2021			✓
GRI 2 GENERAL BASIC CONTENT 2021			✓
PROFILE OF THE ORGANISATION			
2-1 Organisation details	<p>Product > Our sales > Sales network ECOALF RECYCLED FABRICS S.L. Calle Gran Vía, 1 2º IZQ, Madrid, Spain The ownership of the company is distributed between individuals and legal entities, and its legal form is Limited Company.</p>		✓
2-2 Entities included in the sustainability reports	<p>The companies included in the company's annual accounts are ECOALF RECYCLED FABRICS S.L., ECOALF Germany GMBH, Joint Venture ECOALF Japan Ltd (29.41 %), ECOALF France SAS and ECOALF Italia Srl. Finally, ECOALF Beauty (55 %) was set up in 2022, but there was no activity at the end of the financial year.</p> <p>The scope of this report is the same as that of the Consolidated Annual Accounts. Throughout the text, it is stated when the data does not correspond to the reporting period of the Consolidated Annual Accounts.</p>		✓
2-3 reporting period, frequency and contact person	<p>Report period: from 1 March 2022 to 28 February 2023. Frequency of the Report: annual.</p> <p>This Sustainability Report is aligned with the financial statements insofar as ECOALF's fiscal year runs from 1 March 2022 and 28 February 2023. However, there is data that correspond to the calendar year, such as the data for the SS22 and AW22 collections. In the event the systems have not been able to capture the information for the fiscal year specified.</p>		✓
2-4 Updating the information	The Emission Intensity for 2021 has been updated due to an error in the formula.		✓
2-5 External verification			✓

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GRI Standard	Page or direct response	Omissions	External verification
ACTIVITIES AND EMPLOYEES			
2-6 Activities, value chain and other business relationships	Mission > We are ECOALF Product > Our sales > Sales network People > Our suppliers > Our supply chain		✓
2-7 Employees	People > Our team > Our community Annex > Tables ECOALF has no hourly employees with non-guaranteed hours.		✓
2-8 Non-employee workers	People > Our team People > Our community On the back of the unforeseeable need for additional office staff during 2022, we have one employee not directly employed by ECOALF. ECOALF does not make any distinction between its non-employees and those who are directly employed by the company.		✓
GRI 401: EMPLOYMENT 2016			
401-3 Parental leave		Due to the high turnover of the ECOALF HR team during this year, a reliable record of this data is not available.	✓
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016			
Ratio of basic salary and remuneration of women to men	The Wage Gap was calculated for the preparation of the company's Equality Plan, which was signed in December 2022. According to this Plan, the company's wage gap is 27%, which means that men are paid 27% more than women at ECOALF. To understand this gap in the context of the activity carried out by ECOALF, it is broken down by professional category: - Director: 1.42% - Division Head: 34.29% - Section Head: -15.20% - Buyer: 39.77% - Administrative Officer: -3.27% - Administrative Assistant: -11.69% - Store Manager: -31.05% - Salesperson: -1.07%		✓

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GRI Standard	Page or direct response	Omissions	External verification
GOVERNANCE			
2-9 Governance structure and composition	Mission > Our governance > Our leadership style Mission > Our governance > Our ethics	✓	
2-10 Appointment and selection of the highest governance body	Due to the size of ECOALF, there are no formalised processes for the appointment and selection of the highest governance body. The company is working on it.	✓	
2-11 Chairman of the highest governance body	The Chair of the highest governance body is also the executive director of the organisation.	✓	
2-12 Role of the highest governance body in overseeing impact management	The highest governance body relies on the Management and Ethics Committees for decision-making on ESG issues.	✓	
2-13 Delegation of responsibility for impact management	The highest governance body relies on the Management and Ethics Committees for decision-making on ESG issues. The Steering Committee meets weekly and the Ethics Committee at least twice a year.	✓	
2-14 Role of the highest governance body in sustainability reporting	The Sustainability Report is approved by the Chairman of the company and presented to both the Board of Directors and the Steering Committee.	✓	
2-15 Conflict of interest	ECOALF executives are required to respond annually to the conflict of interest questionnaire.	✓	
2-16 Reporting critical concerns	Critical concerns are communicated to Committee members Management, Ethics Committee and Board of Directors.	✓	
2-17 Collective knowledge of the highest governance body	ECOALF's Board of Directors has a member who holds a PhD in ESG issues and who acts as Chairman of the Advisory Panel of Treis Growth, ECOALF's largest shareholder. The Chairman, as well as other directors of the company, have extensive knowledge of the textile and sustainability sector and actively participate and collaborate in knowledge forums on the sustainable textile sector.	✓	
2-18 Governance structure and composition	Mission > Our governance > Our leadership style	✓	
2-19 Remuneration policies	Due to the size of ECOALF, there are no formalised policies of this kind. The company is working on it.	✓	
2-20 Process for determining remuneration	Due to the size of ECOALF, there are no formalised processes. The company is working on it.	✓	
2-21 Ratio of total annual compensation	The ratio of total annual compensation for the highest salary to the median, excluding the highest salary. Taking into account all salaries and including trainees, the ratio is 5.9.	✓	

GRI Standard	Page or direct response	Omissions	External verification
STRATEGY			
2-22 Sustainable Development Strategy Statement	Conversations with impact		✓
ETHICS AND INTEGRITY			
2-23 Policy agreementsa	Mission > Our governance > Our ethics People > Our suppliers > Human Rights		✓
2-24 Incorporating political commitments	People > Our suppliers > Human Rights We base our actions on the principle of 'integration' of commitments and policies at all levels and activities in ECOALF.		✓
2-25 Processes for remedying negative impacts	People > Our team > Our community ECOALF was born to improve the fashion industry. We work to reduce impact through the innovation and sustainable measures outlined in the Planet and People chapter (section 'Our suppliers'). ECOALF provides a Customer Care email address: Contacto@ecoalf.com for any complaints or claims.		✓
2-26 Methods for seeking advice and raising ethical concerns	Mission > Our governance > Our ethics People > Our team People > Our community In the reporting period, we received a complaint through the whistleblowing channel, related to a cleaning supplier and the conditions of the workers. This complaint is in the process of being resolved.		✓
2-27 Compliance with laws and regulations	In 2022, the Catalan Consumer Agency initiated a sanctioning procedure for shortcomings in Catalan labelling, which resulted in a fine of €3,000. The fine was paid and the labelling shortcoming was remedied.		✓
2-28 Association memberships	Mission > Our governance > Our partnerships		✓
STAKEHOLDER ENGAGEMENT			
2-29 gagement	The organisation is in constant communication with suppliers, customers and investors. With employees, participation happens through ethics committees and steering committees. With the rest of the company, it's through compliance, customer service and marketing.		✓
2-30 Collective bargaining agreements	Due to its size, ECOALF is not obliged to have a Workers' Committee. Employee issues are handled through the HR.		✓

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GRI Standard	Page or direct response	Omissions	External verification																																				
MATERIAL ISSUES																																							
3-1 Process for determining material issues	<p>To identify material issues, we abide by the following process:</p> <p>The company's last material analysis was conducted in 2021. Identification of potentially material issues and sector benchmarking. Prioritisation of influential groups according to their impact on ECOALF's activities, the impact of ECOALF on each group and the importance the company attaches to them.</p> <p>Stakeholder survey via online questionnaire. Prioritisation of issues according to the relevance given by each stakeholder group (external view) and ECOALF (internal view). The issues identified by the stakeholders are weighted according to the above prioritisation</p> <p>Development of a material matrix. Correlation of material issues with GRI.</p>		✓																																				
3-2 List of material issues	<p>Mission > We are ECOALF > Our stakeholders</p> <p>Correlation between material issues and GRI Standards:</p> <table border="1"> <thead> <tr> <th>SECTION OF THE REPORT</th><th>MATERIAL ISSUES</th><th>GRI STANDARD</th></tr> </thead> <tbody> <tr> <td>Our governance (Mission)</td><td>Ethical behaviour</td><td>205-Anticorruption</td></tr> <tr> <td>Our environmental commitment (Planet)</td><td>Water consumption reduction and effluents control</td><td>303- Water and effluents</td></tr> <tr> <td>Our materials (Product)</td><td>Reducing emissions that contribute to climate change</td><td>305-Emissions</td></tr> <tr> <td></td><td>The use of recycled materials in the collections Promoting a circular economy</td><td>301-Materials</td></tr> <tr> <td>Our suppliers and partners (People)</td><td>Procurement contracts with specific clauses on human rights and environmental management</td><td>308-Environmental assessment of suppliers</td></tr> <tr> <td>Our customers, our community (People)</td><td></td><td></td></tr> <tr> <td></td><td>Health and safety at work</td><td>403-Health and safety at work</td></tr> <tr> <td></td><td>Marketing truthfulness Traceability and transparency in product labelling</td><td>417-Marketing and labelling</td></tr> <tr> <td>Our materials (Product)</td><td>The origin and sourcing of products and materials</td><td>ECOALF indicator</td></tr> <tr> <td>Our suppliers and partners (People)</td><td>Supply chain traceability</td><td>ECOALF Indicator</td></tr> <tr> <td>Our environmental commitment (Planet)</td><td>Monitoring chemicals used in the supply chain</td><td>ECOALF indicator</td></tr> </tbody> </table>	SECTION OF THE REPORT	MATERIAL ISSUES	GRI STANDARD	Our governance (Mission)	Ethical behaviour	205-Anticorruption	Our environmental commitment (Planet)	Water consumption reduction and effluents control	303- Water and effluents	Our materials (Product)	Reducing emissions that contribute to climate change	305-Emissions		The use of recycled materials in the collections Promoting a circular economy	301-Materials	Our suppliers and partners (People)	Procurement contracts with specific clauses on human rights and environmental management	308-Environmental assessment of suppliers	Our customers, our community (People)				Health and safety at work	403-Health and safety at work		Marketing truthfulness Traceability and transparency in product labelling	417-Marketing and labelling	Our materials (Product)	The origin and sourcing of products and materials	ECOALF indicator	Our suppliers and partners (People)	Supply chain traceability	ECOALF Indicator	Our environmental commitment (Planet)	Monitoring chemicals used in the supply chain	ECOALF indicator		
SECTION OF THE REPORT	MATERIAL ISSUES	GRI STANDARD																																					
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TEMAS ECONÓMICOS

GRI Standard	Page or direct response	Omissions	External verification
ETHICAL BEHAVIOUR			
	GRI 205: FIGHT AGAINST CORRUPTION 2016		✓
3-3 Management of material issues	Mission > Our governance > Our ethics Mission > Our governance > Fight against corruption		✓
205-1 Operations assessed for corruption-related risks	Mission > Our governance > Our ethics People > Our team People > Our community All our operations are subject to compliance with our Code of Conduct, which includes our anti-corruption policy.		✓
205-2 Communication and training on anti-corruption policies and procedures	Mission > Our governance > Our ethics Mission > Our governance > Fight against corruption The Board of Directors and senior management receive face-to-face training, and knowledge pills are planned to provide crime prevention training for all members of the organisation. In any case, the action plan will periodically determine the scope of training and awareness-raising and whenever legislative, operational or non-compliance changes are detected. During 2022 the committee was trained in the Code of Conduct, which included the Anti-Corruption Policy. Employee training on these topics is planned for September 2023.		✓
205-3 Corruption cases detected and measures adopted	In 2022, there were no corruption cases.		✓

ENVIRONMENTAL ISSUES

GRI Standard	Page or direct response	Omissions	External verification
THE USE OF RECYCLED MATERIALS IN THE COLLECTIONS PROMOTING A CIRCULAR ECONOMY			
GRI 301: MATERIALS 2016			✓
3-3 Management of material issues	Planet > Our environmental commitment > Impact on water scarcity Planet > Our environmental commitment > Monitoring chemicals		✓
301-1 Materials used by weight or volume	Annexes > Tables		✓
301-2 Recycled inputs	Product > Our materials > Use of materials Annexes > Tables		✓
301-3 Reused products and packaging materials	ECOALF complies with the packaging legislation of the countries in which it operates. In 2022 it carried out the ECOEMBES packaging declaration, which was audited.	ECOALF doesn't have an accounting system in place to provide information on the quantity and percentage of products and packaging materials recovered on an individual basis and broken down by product category.	✓
GRI 306: EFFLUENTS AND WASTE 2020			
306-2 Managing significant impact related to waste	Due to the nature of ECOALF's activity, we have no control over the waste generated indirectly by our suppliers. We have selective waste separation initiatives in shops and offices but we are working on data availability. We also participate in initiatives to learn about our Textile Footprint.	We do not have our own waste data as of the date of issuance of this report.	✓

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GRI Standard	Page or direct response	Omissions	External verification
WATER CONSUMPTION REDUCTION AND EFFLUENTS CONTROL			
GRI 303: WATER AND EFFLUENTS 2018			
3-3 Management of material issues	Planet > Our environmental commitment > Impact on water scarcity Planet > Our environmental commitment > Monitoring chemicals		✓
303-1 Interacting with water as a shared resource	Planet > Our environmental commitment > Impact on water scarcity		✓
303-2 Management of impacts related to water discharges		ECOALF doesn't have this information, as it has no production sites.	✓
303-3 Water abstraction by source		ECOALF doesn't have this information, as it has no production sites.	✓
303-4 Water discharge		ECOALF doesn't have this information, as it has no production sites.	✓
303-5 Water consumption	Planet > Our environmental commitment > Impact on water scarcity > Water consumption vs. Impact of water shortage (AWARE) Due to operating in retail, ECOALF does not have significant direct water consumption. ECOALF collects water consumption data from its shops and office. Corporate consumption of water from public sources was 349 m ³ for the reporting period. (Powered by GreeMko®). With regard to water consumption in production, the BCome software and the AWARE methodology are used to calculate the impact and water consumption.		✓

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GRI Standard	Page or direct response	Omissions	External verification
REDUCING EMISSIONS THAT CONTRIBUTE TO CLIMATE CHANGE			
GRI 305: EMISSIONS 2016			✓
3-3 Management of material issues	Planet > Our environmental commitment > Net Zero 2030 Planet > Our environmental commitment > Emissions & Energy		✓
305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Planet > Our environmental commitment > Emissions and energy		✓
305-2 Indirect GHG emissions from power generation (scope 2)	Planet > Our environmental commitment > Emissions and energy		✓
305-3 Other indirect GHG emissions (scope 3)	Planet > Our environmental commitment > Emissions and energy		✓
305-4 GEI emissions intensity	Planet > Our environmental commitment > Emissions and energy > GEI emissions intensity		✓
305-5 Reduction of GEI emissions	Planet > Our environmental commitment > Emissions and energy Planet > Our environmental commitment > Emissions and energy > GEI emissions intensity		✓
305-6 Emissions of ozone depleting substances (ODS)		ECOALF doesn't have this information, nor is there any intention to disclose these substances at this time.	✓
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions		ECOALF doesn't have this information, nor is there any intention to disclose these substances at this time.	✓

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GRI Standard	Page or direct response	Omissions	External verification
PROCUREMENT CONTRACTS WITH SPECIFIC HUMAN RIGHTS AND ENVIRONMENTAL MANAGEMENT CLAUSES			
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016			✓
3-3 Management of material issues	People > Our suppliers > Traceability and transparency > Monitoring traceability		✓
308-1 New suppliers that have passed screening and selection filters according to environmental criteria and service provision	People > Our suppliers > Traceability and transparency > Monitoring traceability	As of the date of this report, we don't have data on new suppliers approved for the reporting period. ECOALF is working on changing the supplier system to be able to collect this information in future years.	✓
308-2 Negative environmental impacts in the supply chain and measures taken	People > Our suppliers > Traceability and transparency> Monitoring traceability 100% of our operations with approved textile suppliers meet our environmental and social standards.		✓
GRI 408: CHILD LABOUR 2016			
408-1 Operations and suppliers with serious risk of child labour cases	Social audits by independent third parties are required for 100% of suppliers. These social audits cover aspects of health and safety, working conditions, human rights, etc. In addition, all suppliers are obliged to sign our Code of Conduct.		✓

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GRI Standard	Page or direct response	Omissions	External verification
GRI 409: FORCED OR COMPULSORY LABOUR 2016			✓
409-1 409-1 Operations and suppliers with significant risk of cases of forced or compulsory labour	Social audits by independent third parties are required for 100% of suppliers. These social audits cover aspects of health and safety, working conditions, human rights, etc. In addition, all suppliers are obliged to sign our Code of Conduct.		✓
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016			✓
414-1 New suppliers that have passed selection filters according to corporate criteria		As of the date of this report, we don't have data on new suppliers approved for the reporting period. ECOALF is working on changing the supplier system to be able to collect this information in future years.	✓
414-2 Negative social impacts in the supply chain and measures taken	Social audits by independent third parties are required for 100% of suppliers. These social audits cover aspects of health and safety, working conditions, human rights, etc. In addition, all suppliers are obliged to sign our Code of Conduct.		✓

SOCIAL ISSUES

GRI Standard	Page or direct response	Omissions	External verification
HEALTH AND SAFETY AT WORK			
GRI 403: Health and safety at work 2018			
3-3 Management of material issues	People > Our team People > Our team > Healthy team People > Our community		✓
403-1 Occupational health and safety management system	People > Our team > Healthy team ECOALF has an external prevention service that implements the company's health and safety management system. The management system covers all ECOALF employees. Although this management system is not externally certified, it complies with Law 31/1995 on Occupational Risk Prevention (LPR). Every year, employees are informed of the possibility of a voluntary medical check-up; the appointment is arranged with the external prevention service.		✓
403-2 Hazard identification, risk assessment and accident investigation	People > Our team > Healthy team The external service has procedures in place to identify potential risks to the health and safety of our employees on a regular basis. Human Resources informs the shop or concession of the risk assessment and the preventive action plan by an external prevention technician, who assess each ECOALF shop or corner.		✓
403-3 Occupational health services	People > Our team > Healthy team ECOALF has an external service that maintains workers' personal health information confidential and guarantees quality occupational health and safety services. Consultation on OHS matters is carried out through the Human Resources Department.		✓
403-4 Worker participation, consultation and communication on occupational health and safety at work	The company does not have a Health and Safety Committee or prevention delegates. Consultation on OHS matters is carried out through the Human Resources Department.		✓
403-5 Occupational health and safety training for workers	People > Our team > Healthy team Occupational health and safety training is carried out during the on boarding process.		✓
403-6 Promoting workers' health	ECOALF provides all employees with an annual medical check-up and safeguards employee health through measures such as work-life balance and is committed to the ongoing development and improvement of such measures.		✓

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GRI Standard	Page or direct response	Omissions	External verification
403-7 Preventing and mitigating impact on the health and safety of workers workers directly linked through business relationship	People > Our team > Healthy team We comply with the occupational risk prevention recommendations for each workplace.		✓
403-8 Workers covered by the occupational health and safety management system	All company employees are covered by the occupational health and safety management system based on recognised standards. There are no persons not employed by the organisation who are under such a system.		✓
403-9 Injuries due to occupational accidents	During this reporting period, there was: <ul style="list-style-type: none">• 1 accident at work without sick leave of a man due to a cut with a sharp object.• 1 accident with minor sick leave (2 days off work) of a woman due to a sprain. The overall frequency rate is 2.78 and both the severity and incidence rates are not significant.		✓
403-10 Occupational diseases and illnesses	During the reporting period, there were no cases of occupational illness or disease		✓

MARKETING TRUTHFULNESS | TRACEABILITY AND TRANSPARENCY IN PRODUCT LABELLING

GRI 417: Marketing and labelling		✓
3-3 Management of material issues	Product > Our materials > Mindful labelling	✓
GRI 417-1: Product and service information and labelling requirements	Product > Our materials > Mindful labelling ECOALF complies with the labelling and information legislation of the countries in which it operates.	✓
GRI 417-2: Non-compliance cases related to information and labelling of products and services	In 2022, the Catalan Consumer Agency initiated a sanctioning procedure for deficiencies in labelling in Catalan, which resulted in a sanction being imposed. The fine was paid and the labelling shortcoming was remedied.	✓
GRI 417-3: Cases of non-compliance related to marketing communications	In 2022, there were no cases of non-compliance related to marketing communications.	✓

SHAREHOLDER ISSUES

GRI Standard	Page or direct response	Omissions	External verification
ORIGIN AND PROVENANCE OF PRODUCTS AND MATERIALS			
3-3 Management of material issues	Product > Our materials Product > Our products		✓
ECOALF Materials	Product > Our materials Product > Our products		✓
SUPPLY CHAIN TRACEABILITY			
3-3 Management of material issues	People > Our suppliers > Traceability and transparency People > Our suppliers > Traceability and transparency > Actions to control traceability Potential supply chain impact: <ul style="list-style-type: none">• Environmental impacts: water consumption, electricity consumption, landfills, air emissions, waste generation, use of materials, use of chemicals, land occupation, release of microfibres into the environment, impact on biodiversity• Social impact: At TIER 1 or final garment suppliers: derived from labour intensity. In some countries: risks of non-compliance with basic rights required by the ILO or the UN In 2019, the company drew up a Crime Risk Prevention Plan which constitutes an analysis of the risks of committing crimes within the Company, which may entail criminal liability in accordance with the Criminal Code (LO 10/1995), as a result of the latest reform introduced by Organic Law 1/2019 of 20 February. We have visibility of our supply chain. Minimising risks and impacts along our supply chain is only possible if we follow and monitor every single process. We validate, nominate and control all processes in the chain: yarn, fabric and product.		✓
Management of material issues	People > Our suppliers > Traceability and transparency People > Our suppliers > Traceability and transparency > Actions to control traceability		✓
MONITORING CHEMICALS USED IN THE SUPPLY CHAIN			
3-3 Gestión de temas materiales	Planet > Our environmental commitment > Monitoring chemicals		✓
Monitoring chemicals at ECOALF	Planet > Our environmental commitment > Monitoring chemicals		✓

V. EXTERNAL VERIFICATION



ÜBERPRÜFUNG ■ VERIFICATION ■ CHÉQUE ■ VERIFICACIÓN ■ VERIFICACIÓN ■ VERIFICAZIONE



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VERIFICATION

TÜV SÜD Iberia S A U has verified that

ECOALF's 2022 SUSTAINABILITY REPORT has been prepared in accordance with the requirements established by the Global Reporting Initiative (GRI) standards.

To verify this information, a Verification Audit was carried out on October 25 and 26, 2023. In this audit, it was possible to verify the veracity of the data included in the report.

For the record:



Lucía Tostado Rodríguez



Victoria Galíndez Cañizares

TÜV SUD IBERIA S.A.U

Madrid, 7 November 2023



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