

# TEKLA

Responsibility report 2022-2023  
Tekla © 2023

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# About Tekla

Established in Copenhagen in 2017, Tekla was born from a desire to bring modernity and freedom of expression to the homeware category. Since launching, Tekla has embodied an honest commitment to uncompromising quality, which it continues to build on. With a foundation in bedding, the full collection now comprises pieces for the entire home, including towels, sleepwear and kitchen linens – all made to be lived in and made to last.

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# Responsibility at Tekla

Tekla recognises its responsibility to mitigate its impact. We design for longevity and produce responsibly, aspiring to move beyond just compliance with social and environmental requirements.

We do not call ourselves a sustainable brand – bringing new products into the world is fundamentally at odds with the definition of sustainability, so it would be irresponsible to do so.

But we do strive to be more responsible. We measure our impact so we can better understand how to mitigate it, we act with care both in how and what we produce, and we do all of this with honesty because it is the only way to make crucial changes to our industry.

We are committed to the action we must take now to safeguard the future, not just because we need to, but because we believe in using business to drive positive change for everyone.



Photography by Umit Savaci, 2022

# Responsibility report 2022-2023

Tekla's impact is reviewed across climate action, materials, traceability and social. The quantitative data in this report is taken from 1 January 2022 to 31 December 2022, with the exception of the employee survey which was completed in summer 2023. All initiatives reported on are from the reporting period of September 2022 to August 2023.



Photography by Umit Savaci, 2022

# Introduction

Last year, Tekla’s impact and practices were reviewed across four key areas for the first time. These were:

- climate action,
- materials,
- traceability,
- social.

Based on that first assessment, 19 goals were set across these four areas. Some were to be achieved by 2023, some by 2025, and some were not time-bound but goals that needed to be on the agenda. A year on, we are proud to have achieved 10 of these.

The remaining goals that have not been achieved or that are still ongoing have been incorporated into this year’s report and our goals moving forward. This report also includes a full status update on all 19 goals.

Much of the success reported has been in areas where pre-existing solutions or infrastructure exists. A year further into this journey, it is now clear that many of the challenges faced are due to systemic barriers that no one brand can solve alone. It is to be expected that this work will therefore become increasingly more complex. However, the impact will also become more meaningful as we further commit and push for the industry-wide changes needed. In 2023, Tekla also achieved B Corp status. While this was not part of last year’s goals, it is a huge achievement that has been worked on since 2021. We are proud to share more about the process in this year’s report.

# Summary

## B Corp

Tekla became a certified B Corp, joining a global movement of people using business as a force for good. To achieve B Corp status, companies must score a minimum of 80 points in a comprehensive assessment that rates a business’s social and environmental performance across five key stakeholder groups: the environment, workers, community, customers and governance. For context, the median score for ordinary companies who complete the assessment is 50.9. Tekla achieved 91.7, scoring particularly well in governance, customers and workers, with more work to be done in environment and community.

## Climate action

The company carbon footprint was measured again to best understand how to prioritise action. This data has been used to create a topline decarbonisation plan covering scope 3 that begins Tekla’s journey towards decarbonising its practices, including supplier engagement which is already underway. However, this is a large goal that needs industry-wide change to be achieved.

## Materials

Tekla became GOTS certified. The core collection of bedding, bath and sleepwear will therefore start to carry the GOTS logo for maximum integrity. GOTS helps to verify good environmental and social practices from cotton processing to the final product. As the vast majority of Tekla products are made from organic cotton, this is a huge achievement. There were also many changes made to packaging over the last year. The greatest success came from a redesign of Tekla’s bedding boxes, resulting in a more lightweight, mono-material solution that is easier to recycle and more widely recycled. The new packaging is approximately 88% less carbon emitting.\*

## Traceability

Across all products made in 2022, visibility for tier 2 was increased from 78% to 85%. For tier 3, this was increased from 53% to 81%. This level of visibility is much higher than the industry norm, though it is still behind Tekla’s ambitious goal of 100%. However, setting these kinds of targets is the only way to drive the radical change needed industry-wide.

## Social

Product donations to local charities were continued, always in dialogue with them over their needs. The next fundraising event for ClientEarth is in the process of being scheduled. Tekla employees were surveyed to gain insight into how they feel about the company culture, resulting in a 93% response rate with mostly positive feedback.

\*C02e emissions of packaging were modelled cradle-to-gate.

# Climate action

We are in a climate crisis and the textile industry has a key role to play – it is responsible for an estimated 10% of global carbon emissions, according to the European Parliament. Reducing this output is incredibly challenging, but we recognise our responsibility to decarbonise our operations and supply chain as much as possible while supporting a growing business.



Photography by Umit Savaci, 2022

Year on year

21/22 Goals	Actions	22/23 Status
1. Annually calculate Tekla’s company footprint and publish progress in reaching targets.	Measured Tekla’s company carbon footprint for 2022 using the most established and holistic method, the GHG protocol.	Achieved
2. Create a decarbonisation plan that covers scope 3 emissions, in line with Tekla’s growth targets.	Created a topline decarbonisation plan covering initial actions that can be taken in scope 3, where 99% of Tekla’s impact lies, over the next year.	Achieved
3. 45% reduction in scope 1 and 2 emissions by 2025.	This goal was based on incorrect 2021 company carbon footprint results and is therefore no longer feasible.	No longer feasible*

\*This goal was based on 2021 company carbon footprint results, which calculated scope 1 and 2 emissions at 18.5 tCO2e. However, this calculation incorrectly included purchased electricity emissions from a logistic partner’s warehouse, which should have been included in scope 3. Tekla’s 2021 scope 1 and 2 emissions are instead closer to 1.43 tCO2e. As this is a much lower starting figure, a reduction of 45% by 2025 is no longer feasible.

Scope 1 and 2 emissions are derived from purchased electricity and energy used to heat or cool any buildings that a company owns or rents. Tekla purchases 100% renewable electricity for the office and Tekla Copenhagen store. Therefore, any emissions in this area have been caused by energy used for heating and cooling. As the heating system is powered by district heating, it is not currently possible to change the energy provider or source. Similarly, it is not possible to change the infrastructure or heating system in the office or Tekla Copenhagen store buildings.

This goal is no longer achievable and will therefore not be continued in next year’s results. Regardless, the 2021 company carbon footprint covering scopes 1, 2 and 3 will be recalculated and corrected, as this is a best practice.

Results

GHG emission categories		% of our GHG emissions
Scope 1	Emissions resulting from activities that involve the combustion, or leakage, of fuel (e.g. company vehicles) at any owned or operated facilities.	0.00%
Scope 2	Indirect emissions resulting from purchased electricity, heating and cooling at any owned or operated facilities.	0.03%
Scope 3 category 1	Purchased goods and services: the production of Tekla products.	59%
Scope 3 category 9	Downstream transportation: the transportation and distribution of Tekla products from warehouse to customer.	23%
Scope 3 category 4	Upstream transportation: the transportation and distribution of Tekla products from tier 1 suppliers to warehouse.	15%
Scope 3 category 6	Employee business travel and hotels.	1.6%
Scope 3 category 7	Employee commuting to work.	0.1%
Scope 3 category 3	Fuel and energy related activities not included in scope 1 & 2.	0.04%
Scope 3 category 5	Waste generated in operations: emissions from treatment of waste generated by activities at owned or operated facilities.	<0.01%
Total		100%

Company carbon footprint 2022: Data showing the percentage of our greenhouse gas (GHG) emissions across the applicable Greenhouse Gas Protocol categories, taken from 1 January 2022 to 31 December 2022.

# Breakdown of 2022 company carbon footprint results by category

59% of emissions coming from purchased goods and services in scope 3

- Purchased goods and services is the largest emissions category.
- These are the emissions relating to all the goods and services bought as a company in the reporting year. The vast majority of these emissions come from the production of Tekla’s products and packaging.
- Emissions here are driven by material choices, energy used in production and weight. When looking at what can be done to make reductions in purchased goods and services, these are the areas to prioritise action in and therefore inform Tekla’s topline decarbonisation plan.

(see topline decarbonisation plan on pages 16-17)

39% of emissions coming from transportation (downstream and upstream) in scope 3

- Transportation is the second largest emissions category and it increased in 2022.
- These are the emissions associated with receiving products from suppliers and transporting products to customers.
- Emissions here are driven by the mode of transport used and the fuel type it consumes, as well as the weight being transported and the distance travelled. When looking at what can be done to make reductions in transportation, these are the areas to prioritise action in and therefore inform Tekla’s topline decarbonisation plan.

(see topline decarbonisation plan on pages 16-17)

1.6% of all emissions coming from business travel in scope 3

- Business travel is the third largest emissions category. However, at just 1.6% of the total impact, this is not a big contributor.
- Emissions here are driven by the mode of transport used, the fuel type it consumes and the distance travelled. When looking at what can be done to make reductions in business travel, these are the areas to prioritise action in.
- Given this is not an area with high impact, this does not inform Tekla’s topline decarbonisation plan.
- However, maintaining a focus on employee travel can inspire a culture of responsible decision-making. Therefore, actions are still being taken to reduce impact in this area. Tekla has a continued partnership with a hotel booking platform that measures the greenhouse gas emissions from any business travel and accommodation before offsetting them via a Verified Carbon Standard (VCS) reforestation project in Uruguay. A travel policy that encourages meeting virtually wherever possible and travelling by lower emission modes of transport has also been introduced.

0.03% of all emissions coming from scope 1 and 2

- Less than 0.5% of the total emissions come from scope 1 and 2.
- Scope 1 emissions are direct emissions resulting from any fuel used by vehicles or buildings that a company owns or operates in.
- Scope 2 emissions are indirect emissions resulting from any purchased electricity and energy used in cooling or heating buildings that a company owns or operates in.
- Purchasing renewable energy in the office and store for electricity, heating and cooling is the best place to focus when looking at what can be done to reduce emissions in scope 1 and 2.
- Currently, 100% renewable energy is purchased for the office and Tekla Copenhagen store. As Tekla Copenhagen was opened in 2023, its footprint will be calculated in next year’s report and 2023 company carbon footprint.
- Given this is not an area with high impact, this does not inform Tekla’s topline decarbonisation plan. However, Tekla will continue to purchase 100% renewable energy for any new offices and stores moving forward.

# Topline decarbonisation plan

The decarbonisation of Tekla’s operations is only possible with widespread changes to the entire textile and transport industry, and everyone has a part to play in the transformation urgently needed. Some initial steps to begin Tekla’s journey have been identified, with a view to accelerating change in scope 3. These are outlined below.

## Data accuracy

### Initial steps

- Continually improve the quality of data collected to ensure a more accurate, and therefore actionable, company carbon footprint.
- Collect more primary data and make fewer assumptions in Tekla’s two largest emission categories: purchased goods and services, and upstream and downstream transportation.

### Rationale

Data accuracy is vital in understanding where to concentrate efforts while also capturing any reductions coming from sustainability initiatives.

## Products

### Initial steps

- Focus on lower carbon-emitting energy in production and material choices, as the weight of Tekla products cannot be reduced.

### Rationale

### Energy used in production

To reduce energy in production, the focus must be on supplier engagement, as the energy used is controlled by them. This requires conducting informative workshops on the importance of measuring carbon emissions, advising on possible reduction initiatives, and exploring opportunities for collaboration and support. Tekla will begin this work with its top three suppliers for the greatest impact.

The remaining suppliers will be surveyed to gain greater visibility regarding the status of their climate action journey. This work is underway through the testing of a new supplier engagement tool provided by Tekla’s carbon accounting partner, Normative.

The ultimate goal of supplier engagement work is to encourage climate action throughout Tekla’s value chain and the wider industry.

## Material choices

In 2022, the majority of Tekla’s core and seasonal products used preferred and lower carbon-emitting materials. A goal to use more preferred materials by 2025 has already been set for the remaining core and seasonal products. Alongside working towards this goal, Tekla will explore innovations in materials and technology that emit less CO2e and/or further benefit the environment.

## Transportation

### Initial steps

- Increase the use of lower carbon-emitting delivery options for ecommerce products by working to incentivise and communicate to customers the emission benefits of using pick-up points over home delivery and choosing standard delivery over express where possible.
- Explore the possibility of adding lower carbon-emitting modes of transport to ecommerce orders, such as last-mile delivery by bike or electric vehicle.

### Rationale

Some of these opportunities can be actioned immediately; some are dependant on the services logistics partners can provide.

## Circularity

### Initial steps

- Explore how to incorporate more circularity into Tekla’s operations, with a goal of piloting one circularity initiative in 2024.

### Rationale

It is not yet possible to accurately measure the emissions benefit of extending the life cycle of Tekla products or keeping the materials used in circulation. However, the importance of this concept as a step towards decarbonisation is recognised, which is why this forms part of the topline decarbonisation plan.

# Materials

Materials alone do not make a product sustainable, but they do make up a large portion of a product's environmental impact – water use and pollution, greenhouse gas emissions and textile waste are all affected by textile choice. We aim to use the highest quality, natural and renewable fibres available to ensure the longevity of our products, while taking into consideration their environmental and social impact when sourcing.



Photography by Umit Savaci, 2022

# Textiles

## Year on year

21/22 Goals	Actions	22/23 Status
4. GOTS (Global Organic Textile Standard) certification across all organic cotton products in 2023.	Became GOTS certified as a brand and across all suppliers for organic cotton products.	Achieved
5. Use 100% preferred materials and standards across all core and seasonal products by 2025.	Conducted an assessment of the 2022 product material mix in order to track progress and impact.	In progress
6. Reassess all preferred materials and standards annually, taking into consideration the latest innovations and data so we continue to work with the most responsible materials available.	Continued to follow LCA (life-cycle assessment) data and industry advice from organisations such as Textile Exchange on which materials and standards are classified as preferred.	Achieved

# Results

Textile composition	Product category	%
Organic cotton	Bath, bedding, sleepwear	94.8%
European linen	Bedding, kitchen	2.5%
Wool	Blankets	1.3%
Cotton (BCI)	Other	0.5%
Cotton (conventional)	Other	0.4%
Mohair, wool and polyamide blend	Blankets	0.3%
Cotton and down mix	Down collection	0.2%
Linen and silk blend	Other	0.0%

Textiles used in products data 2022: Data showing main materials used in all products produced from 1 January 2022 to 31 December 2022, percentage by weight.

Of the 2022 material mix, organic cotton and linen make up the majority, meaning 97.3% of materials worked with are preferred. For the remaining 2.7%, there is a goal to switch to preferred fibres and materials by 2025. This is still a work in progress.



Photography by Umit Savaci, 2022

### Organic Cotton

Organic cotton makes up the vast majority of Tekla’s material mix by weight, increasing to 94.7% in 2022, which is why a high focus was placed on becoming GOTS certified. All core organic cotton products now carry the GOTS logo for maximum integrity.\* As organic cotton makes up such a large proportion of Tekla products, this is a huge achievement.

GOTS is not a perfect system, meaning traceability work is still important. However, in lieu of 100% visibility, GOTS verifies that all suppliers – from cotton ginning to final products – have been audited for good environmental and social practices. It is the best way to have assurances when there is no visibility, when suppliers change, and sometimes even when there is visibility.

\*Older stock is being phased out to reduce waste. For this reason, customers may not immediately receive products carrying the GOTS logo, despite them being compliant with the standard.

### Linen

The linen used in Tekla’s core products continues to be European Flax, a preferred material. In 2022, this made up 2.5% of the material mix.

Mohair, wool and polyamide  
Increasing the use of preferred fibres in Tekla blankets is still a work in progress.

In 2022, development started on wool blankets that incorporate more recycled or

certified fibres. Unfortunately, these fibres did not meet the required standards of quality, which has prevented further progress. In addition, some new production partners, who have smaller, artisanal operations, are not certified to the preferred standards, such as GRS (Global Recycled Standard) or RWS (Responsible Wool Standard).

The use of polyamide in mohair and wool blankets allows for greater durability and is necessary to achieve a high quality.

### Down

Duvet casing was successfully switched from conventional to organic cotton, a preferred material. The down filling continues to be EDFA (European Down and Feather Association) certified and sourced from Europe.

### Other

The remaining 0.9% of the material mix comprises conventional cotton, BCI (Better Cotton Initiative) cotton and a linen and silk blend. These materials have been used in collaborations to account for limitations on price, time or availability. Some of these materials are not classified as preferred. However, as these comprise a small proportion of the material mix, they are not a focus. Instead, Tekla’s core offering, where there is direct influence and therefore opportunity for the greatest impact, shall remain the focus.

# Packaging

## Year on year

21/22 Goals	Actions	22/23 Status
7. All dust bags to be made from organic cotton by 2023.	Switched dust bags to organic cotton.	Achieved
8. Polybag for wrapping products switched to either a recycled and recyclable plastic, or a recycled or FSC-certified paper alternative in 2023.	Started the development of a paper-based alternative.	In progress
9. Bedding box to be optional with purchase, simplified in design to reduce material usage and more easily recycled in 2023.	Worked with Goods, a sustainable packaging studio, in developing a simplified bedding box that reduces material usage and is more easily recyclable.	Achieved
10. Recycling instructions on all single-use packaging in 2023.	Added recycling instructions to all single-use packaging, with the exception of polybags.	In progress

# Results

All bedding boxes have been switched to a new design\* using Paptic, an FSC-certified paper-based product that can be reused up to seven times and is widely recyclable with packaging papers and cardboard. Making this change has made a significant impact: carbon emissions related to Tekla’s bedding packaging life cycle (cradle-to-gate) are reduced by approximately 88% and emissions related to the transportation of packaging are reduced by approximately 82%.

The paper-based, simplified envelope design uses fewer, more widely recycled materials, which also increases its recyclability. Beyond reducing carbon emissions, providing packaging that is easy to recycle, and thus making responsible practices simpler for customers, goes some way towards taking accountability for any waste after the point of sale

Goods, the sustainable packaging studio that helped develop this solution, turned this project into a case study that further explores the design and impact. Learn more at [goods.no](https://goods.no)

Polybags have not been switched to a paper-based alternative that is widely recycled. This is due to challenges in finding a material that meets the required standards of quality and brand aesthetics. However, a design is in development with a view to confirm by 2024.

All single-use packaging now has recycling instructions, with the exception of polybags which are due to be switched to a paper-based alternative. All dustbags are made using 100% organic cotton, a preferred material.\*

\*Older stock is being phased out to reduce waste. For this reason, customers may not immediately receive lower-impact packaging despite making this switch.

# Trim

## Year on year

21/22 Goals	Actions	22/23 Status
11. All terry canvas labels to be made from organic cotton by the end of 2022.	Switched all terry canvas labels to organic cotton. Reduced the size and weight of paper hang tags.	Achieved

# Results

All trims are now made using 100% preferred materials. Paper hang tags have been minimised and reduced in weight by 91-98%.

# Traceability

There is little accountability within the textile industry, in part because of the opaqueness of supply chains. We recognise that to make meaningful change throughout, we need a clearer understanding of what ours looks like. We have worked with many of our tier 1 suppliers since launching in 2017 and visit them regularly. We are proud of these relationships but know that full visibility through the remaining tiers is the only way to ensure the high standards we have come to trust in them are met at every stage. Tracing our supply chain doesn't make us more or less sustainable, but it is an important step toward finding where our biggest impacts lie and understanding how to mitigate them.



Photography by Umit Savaci, 2022

## Year on year

21/22 Goals	Actions	22/23 Status
12. To know all tier 2 and 3 suppliers by name, as well as their location, by the end of 2023.	Worked with production partners to gain better visibility of their suppliers.	In progress
13. To have verified assurance of high environmental and social standards at every stage of the supply chain* by 2025.	No actions taken yet.	Not started

\*From tiers 1-3

## Results

Tier	Supplier / production	% known
1	Suppliers Production countries	100% 100%
2	Suppliers Production countries	85% 100%
3	Suppliers Production countries	81% 100%
4	Suppliers Production countries	13% 100%

Traceability data: Data showing visibility of the supply chain of the main materials used across products produced from 1 January 2022 to 31 December 2022, shown by the percentage of known suppliers and production countries.

Knowing all tier 2 and 3 suppliers by name and production country was an ambitious goal and we’re proud to have achieved over 80%.

- Tier 2 (weaving) supplier visibility has increased from 78% to 85% across all products.
- Tier 3 (yarn) supplier visibility has increased from 53% to 81% across all products.

In many cases, suppliers have supported this transparency initiative and have supplied data with ease.

There have been a few cases where obtaining information from our suppliers has been met by barriers and there may not be a quick solution. As more products are introduced, this challenge will continue to become more complex and harder to trace. It is therefore vital to work on this further in dialogue with our suppliers.

This is a good level of visibility, especially compared to industry norms, with some gaps significantly closed from last year. However, there is still work to be done.

Having verified assurance of high environmental and social standards at every stage of the supply chain by 2025 is even more ambitious. There are very few who can really claim this and it is possible that this goal will not be achieved. Regardless, the entire textile industry must try to reach what should be the baseline. New verification innovations, better certifications and higher standards for the industry in general are needed to achieve this goal in the future.

# Social

We must make sure our definition of sustainability includes people, as well as the planet, to affect meaningful change. We aim to provide a workplace that operates with honesty, integrity and openness; with respect for human rights and the interests of our community, including employees. These are values we extend to our supply chain and to the communities we serve through charitable work.



Photography by Umit Savaci, 2022

# Supply chain

## Year on year

21/22 Goals	Actions	22/23 Status
14. Further develop a social responsibility strategy that deepens Tekla’s commitments to its supply chain and ensures high social standards are met.	No actions taken yet.	Not started

# Results

The focus this year has been on becoming GOTS (Global Organic Textile Standard) certified, which is a giant leap towards having verified assurance that high social standards are being met. This goal was not time-bound and will be more of a focus moving forward.

# Employees

## Year on year

21/22 Goals	Actions	22/23 Status
15. Conduct an employee engagement survey – including a voluntary gender, ethnicity and sexual orientation section – to better understand how our workforce feels about our company culture and identify areas for improvement.	Conducted an employee engagement survey in 2023 with a 93% response rate.	Achieved
16. Establish diversity metrics and define language around diversity and inclusion in all communications.	Introduced gender pronouns, alongside training on how to use these sensitively, to our email communications.	In progress
17. Create initiatives around diversity and inclusion as part of our social responsibility strategy.	No actions taken yet.	Not started

# Results

It is important that Tekla employees feel respected in the workplace. They were therefore surveyed to gain insight into how they feel about the company culture, resulting in a 93% response rate. The results were mostly positive, with Tekla performing well in areas including shared purpose and inclusion and belonging, and 97% agreeing that “people at Tekla are treated with respect regardless of their job or background”. These results demonstrate Tekla’s continued work to foster a culture of inclusion. “Increased and/or better benefits” was identified as an area with an opportunity for improvement.

Work started on defining language around diversity and inclusion by introducing gender pronouns to email communications, alongside training on how to use these sensitively. Due to a lack of disclosure by employees, it has not been possible to establish further diversity metrics at this stage. This goal is therefore under review while work is done to better engage employees in this area. Further initiatives around diversity and inclusion will follow this work.

In addition to working on these goals, supplementary benefits were introduced in 2023, including parental care days and an enhanced parental leave policy. These initiatives also work towards providing an inclusive workplace.

## Causes

### Year on year

21/22 Goals	Actions	22/23 Status
18. Continue product donation commitment with local charities.	Increased product donations to more causes in Tekla’s local community, always in collaboration with them.	Achieved
19. Continue one annual financial donation or pro bono event to support ClientEarth.	Committed to an event to raise support and donations for ClientEarth.	In progress

## Results

Product donations were continued to causes in the local community, always in close collaboration to ensure meaningful impact. In 2022, this included Grace Kbh homeless hostel, who received blankets, and social enterprise I Tråd Med Verden in Copenhagen, who received sheets to use for their upcycling initiative.

Following the success of the 2022 event, Tekla has committed to co-host another pro bono fundraising event for ClientEarth in 2023. The exact date is currently being confirmed in alignment with ClientEarth’s scheduling requirements. Further details will be shared once available.

# Goals

A summary of goals still in progress are outlined below, plus new goals set for climate action.

## Climate action

- Report progress on the topline decarbonisation plan and the goals within it in 2024.
- Recalculate and correct Tekla’s 2021 company carbon footprint covering scopes 1, 2 and 3 using the correct organisational boundary in 2024.

## Materials

### Textiles

- Continue working towards the goal of 100% preferred materials and standards across Tekla-only products by 2025.

### Packaging

- Continue working towards the goal of finding and switching to an alternative for polybags.

### Trim

- All trim goals have been achieved. The materials used as trim for Tekla products will continue to be monitored moving forward.

## Traceability

- Continue dialogue with suppliers around barriers to disclosure to reach our tier 1 and tier 3 goals.
- Work toward having verified assurance of high environmental and social standards at every stage of the supply chain by 2025.

## Social

### Supply chain

- Continue work on developing a social responsibility strategy that deepens Tekla’s commitments to its supply chain and ensures high social standards are met.

### Employee

- Engage employees to promote openness to disclosing demographic information in 2024.
- Begin work on diversity metrics and defining language around diversity and inclusion in all communications in 2024.
- Create initiatives around diversity and inclusion as part of Tekla’s social responsibility strategy in 2024.

### Causes

- Continue ongoing goals of product donation and one annual financial donation or pro bono event in support of ClientEarth.



Photography by Umit Savaci, 2022

# B Corp

In 2023, Tekla met B Lab's high standards and joined a global movement of people using business as a force for good by becoming B Corp certified.

A B Corp is a company verified by B Lab to be purpose-driven, resulting in a holistic certification that covers the entirety of business operations. B Corps make a legal commitment to consider the interests of all stakeholders in their business operations, creating benefits for not just shareholders.

To become certified, a company must pass a comprehensive assessment that scores a business's social and environmental performance across five key stakeholder groups: the environment, workers, community, customers and governance. 80 points is the minimum required for certification. For context, the median score for ordinary companies who complete the assessment is 50.9. Tekla achieved 91.7, scoring particularly well in governance, customers and workers, with more work to be done in environment and community.

B Corp stakeholder group	Tekla's score	Possible score
Governance	18	20
Workers	24.2	40
Community	15.8	40
Environment	29.6	75
Customers	3.9	5

Responsible practices have always been a part of Tekla's DNA. Since launching in 2017, we have strived to only work with organic cotton, kept a close relationship with our tier 1 suppliers, committed to a majority production in Europe and focused on core collections that reject rapid trend cycles. Joining B Corp reflects many of our existing values, but it also presents us with an opportunity to continue to build the company in a responsible way.

We are proud of the work we have done to achieve this rigorous certification, from our widespread use of lower environmental impact materials to tracing our supply chain back to tier 4 (country of origin) and supporting significant fundraising for ClientEarth – a high-impact environmental law charity. But we know there is still so much more to be done.

We strive to be as responsible as possible in our operations, moving beyond just compliance with social and environmental requirements. Working transparently and aligning with other organisations that work towards systemic change, like B Lab, is the only way to make crucial changes to the industry.

Becoming certified is not the end of the journey, rather an important step.

Certified



Corporation



Photography by Umit Savaci, 2022

# Traceability overview

## Tier 1 Cutting and sewing

We know all our tier 1 suppliers, all of whom are based in Europe, specifically Portugal, Denmark, Lithuania, and Spain.

The vast majority are located in Portugal, where our suppliers produce all our organic cotton sleepwear, bath products, bedding products and kitchen products. Our down collection of duvets and pillows is produced in Denmark and blankets are produced in Lithuania, Portugal and Spain.

## Tier 2 Weaving and finishing

We know almost all our tier 2 suppliers, many of whom are based in Europe, specifically Portugal, Denmark, Lithuania and Spain, with the exception of one weaver based in China.

This accounts for all sleepwear, bath products, our blankets, some bedding, and the down filling in our duvets and pillows.

The tier 2 suppliers we do not know are responsible for weaving the organic cotton used in our bedding products. However, we do know this is done in Pakistan, and that the weaving facility is certified to GOTS (Global Organic Textile Standard) social and environmental standards. We do not know the weaver of the organic cotton casing for our down duvets, but we know they are based in Pakistan and are GOTS certified.

## Tier 3 Spinning yarn

We know almost all of our tier 3 suppliers, some are based in Europe, and some outside Europe.

We know the yarn spinner of the organic cotton used in our bath products, who is located in Portugal. The other suppliers we know are the processors of the down used in our duvets and pillows, who are located in Poland, Spain and Hungary. We now know the yarn spinner for the linen used in our bedding and kitchen products, who are located in China, and the spinner for the yarn used in our sleepwear in Turkey. We know the yarn spinner for our Le Corbusier mohair blankets, located in Spain, as well as the spinner of the pure wool blankets, located in Portugal.

The tier 3 suppliers we do not know are responsible for spinning the organic cotton yarn used in our bedding. However, we do know that this is done in Pakistan and that the organic cotton yarn spinning facilities are certified to GOTS (Global Organic Textile Standard) social and environmental standards. We do not know the supplier that spins the organic cotton used for our down pillows and duvets, although we know they are also located in Pakistan and are also GOTS certified. We do not know the supplier that spins the wool, mohair, recycled cashmere and merino used in our cashmere, mohair and fine merino blankets, but we do know that this is done in Lithuania, except for mohair, which is spun in Italy.

## Tier 4 Cultivating raw fibre

Of our tier 4 suppliers, we know a few – the Danish supplier of the down used to fill our duvets and pillows, and the supplier of the mohair used in our Le Corbusier blankets.

We do not know the rest of our tier 4 suppliers of raw materials, but we do know the country of origin for all main fibres used in our products. The linen used in our bedding and kitchenware is French flax, grown in France, Belgium or the Netherlands. The organic cotton used in our bedding is grown in India or Turkey, sleepwear in Turkey and bath products in Tanzania. The organic cotton used in our duvet and pillow casing is grown in Pakistan or America. The wool used in our fine merino and mohair blankets comes from New Zealand, Norway or Argentina, the mohair comes from Turkey. The cashmere in our cashmere blankets is recycled and the wool comes from New Zealand, Australia or Argentina. Our Le Corbusier mohair blankets contain mohair and a small percentage of polyamide from South Africa, and wool from Australia. The wool used in our pure wool blankets comes from Portugal, from local sheep.

