

ENVIRONMENTAL POLICY

INTRODUCTION

BIRGER CHRISTENSEN ENVIRONMENTAL POLICY

In a world of limited resources, the traditional linear model of the fashion industry and its common processes can create significant adverse impacts for the people and the planet.

At Birger Christensen Collective (BCC), we are committed to changing fashion for good by acknowledging our responsibility, building our capacity to identify and mitigate our adverse impacts, empowering women locally and preserving the planet and its resources for future generations. The environment preservation is one of the pillars of our sustainability strategy and we are committed to continuously reducing our impacts in our value chain. From Greenhouse Gas (GHG) emissions, waste generation, water usage, pollution, and chemicals, to raw materials, we aim to reduce our footprint and gradually embed circularity into our business. We see prioritizing sustainability as a precondition to our long-term business resilience and success and it is at the core of our ambition to be an attractive choice for our employees, customers, partners, and other stakeholders.

As part of our overall sustainability goals, Birger Christensen Collective is committed to addressing deforestation and ecosystem conversion from our supply chain and to safeguarding human rights across all our operations and suppliers. This policy aligns with the principles and guidelines laid out in the UN Global Compact and Sustainable Development Goals 12, 13, 14 and 15. The policy also follows the Accountability Framework initiative and incorporates many of its terms and definitions to help clarify the intentions of these commitments and promote alignment in sustainability practices across the

sectors where we operate.

The continuous improvement of our environmental performance requires dedicated resources and on-going development and engagement. Our employees are at the heart of this process and must be empowered to make the right decisions and take responsibility when it comes to the environment. We encourage our employees to challenge their daily habits, challenge us, and get involved with our environmental objectives and targets.

PURPOSE

This policy describes our commitment to protect the environment and climate and defines our focus areas. Compliance with applicable environmental laws, regulations and standards constitute the foundation of our efforts. Engagement with our business partners, employees, and customers to increase their awareness of and commitment to responsible environmental practices cuts across all the focus areas of this policy.

SCOPE

This policy applies to the management, employees, and contract workers of Birger Christensen collective, at our headquarters but also when working at external locations.

Environmental performance at Birger Christensen Collective is integral to our broader sustainability and responsibility strategy, operating within the framework of our Environmental Management System (EMS). This system serves as the backbone of

our efforts, guiding the implementation of various policies and procedures designed to uphold our environmental commitments. In addition, the company reinforces this environmental policy by obtaining certifications such as B-Corp, using certified materials, among others.

We report on our progress against our targets and goals, included in our Sustainability report. Oversight of environment at Birger Christensen Collective falls with our Head of Sustainability, in addition to our partners across our business units.

We strive to routinely review and update our approach to reducing negative impact on the environment and use due diligence and monitoring for continuous improvement. Our environmental policy will be reviewed on a regular basis to reflect these updates.

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1. Suppliers

Our biggest environmental impact is located within our supply chain, from material extraction or cultivation to its transformation and transportation. We are working closely with our suppliers to decrease our environmental impact from design and to involve them in our strategy and targets. From onboarding, we share our commitments and expectations through our Supplier Code of Conduct and Supplier manual, where they can understand our expectations on the use of materials, chemicals, water resources, air quality and climate and waste management. Through dialogue, self-assessments, and

third-party audits, we work to ensure adherence to our requirements. In addition to our Supplier Code of Conduct, many of the priority areas described further below will also be part of our supplier collaboration. Disengagement should only be considered as a last resort when all other means for improvement have been attempted.

2. Greenhouse Gas (GHG) emissions

In 2023, we engaged in the measurement of our GHG emissions to increase our understanding of our impact and allow us to engage in a reduction strategy of our GHG emissions throughout our value chain. This work enables us to make informed decisions and continuously improve our performance.

We actively work on reducing emissions from our own operations – Scope 1 and 2 – which include our office and flagship store in Copenhagen. This involves implementing carbon reduction measures and transitioning to renewable energy sources whenever possible.

Most of our emissions fall within Scope 3, which covers activities both within and outside our direct control. Reducing Scope 3 emissions requires close collaboration with our suppliers and partners. We work with them to support their own emission reduction efforts and to encourage the use of renewable energy wherever possible.

We continue to work on a clear and transparent climate action plan that will guide our reductions and outline how we aim to lower our overall emissions. As part of this process, we will communicate openly about our progress and the steps we take along the way.

3. Water

We have implemented guidelines and processes to promote efficient water use within our office and operations, while also encouraging water-conscious behaviour among our customers. In our garment production, we prioritise preferred materials such as organic cotton, which can significantly reduce water consumption compared to conventional fibres. We also work on raising awareness among our customers on how to care for their garments in ways that minimise environmental impact. We promote practices such as airing or spot-cleaning garments to reduce the number of washing cycles and, in turn, lower water use throughout the product’s life.

4. Chemical management

We have established a set of chemical requirements to which all our suppliers are obliged to adhere, ensuring the absence of hazardous chemicals in our products, and following GOTS & AFIRM RSL. Our testing program is employed to monitor adherence to these requirements and ensure compliance, as outlined in our Supply Chain Assurance and Quality Management Procedure.

5. Waste and resource management

Our approach to waste management begins with preventing waste before it is generated, starting at the design stage. To minimise waste from the outset, we work on circularity-focused projects that explore how to design products for longevity, reuse, and recyclability. By integrating circular design principles into our development processes, we aim to reduce waste at its source and lower the overall environmental impact of our collections.

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We also recognise that waste is generated through the materials and goods we purchase. In line with our Preferred Material Guidelines, we apply the Sustainable Procurement 8 Rules, which set clear requirements for durability, circularity, fibre selection, safe inputs, and responsible sourcing.

To further reduce waste from unsold inventory, we sort and donate selected samples and excess items to women’s shelters, the Danish Red Cross, local schools, theatres, and other community organisations. Through these partnerships, we help ensure that usable garments remain in circulation and support social initiatives that benefit the wider community.

6. Energy

We work to reduce the environmental impact of our operations by monitoring and improving our energy performance. In our Copenhagen headquarters and flagship store, we use renewable electricity that is matched 100% with Danish wind power certificates. We also work to lower our energy consumption through reduction measures and by encouraging energy-efficient behaviour among employees.

As most of our climate impact lies within our supply chain, we collaborate closely with our suppliers to support reductions in their energy use and to promote a transition to renewable energy where possible. These efforts form part of our broader climate commitments and our ongoing work to reduce emissions across our value chain.

You can follow our progress in our annual Responsibility Reports, where we share updates on our targets, results, and next steps

7. Materials

The production and extraction of raw materials and processing them into fibres is a step that uses a lot of resources and can be harmful to nature. Since 2022, we aim to reach 100% of our materials adhering to our Preferred material guidelines, developed following Textile exchange recommendations. We always favour recycled and regenerated materials when they provide sufficient quality and durability and aim to only source certified and traceable materials to secure the most durable and environmentally friendly option is chosen from design. These actions are detailed in our Preferred Materials guidelines and our Environmentally Preferable Purchasing (EPP) Policy.

8. Packaging & packing

The protection during transportation is essential to deliver quality and durable garments to our customers, that will last for years, and are not damaged during delivery. We are committed to reducing waste generated by our packaging by avoiding, reducing, recycling, or improving it. We prioritize high-recycled content, preferably post-consumer waste, for all our packing and packaging material. Whenever possible, we favour paper-based packaging, for paper protection inside the garments, hangtags, or external packing of our collections, traced by the Forest Stewardship Council (FSC). Our clear commitments and recommendations to our Suppliers can be found in our Supplier manual.

9. Circular economy & Responsible production

Quality is rooted in our DNA and we always first aim at designing and producing products that will last for years thanks to a high emotional and

physical durability. Yet, the current linear model of designing, producing, using, and discarding textiles after use, must change if we are to preserve the planet and its resources for future generations. We will prioritise to embed principles of circularity across our value chain, i.e., from the design of our products, the materials we use in the production processes and engagement with end-consumers. We will explore how can we optimise reuse and repair across our business, and test new circular business models for our customers. Additionally, we avoid overproduction; any surplus stock is sold, and any remaining inventory is donated.

10. Biodiversity

Biodiversity is essential to healthy ecosystems, yet human activity continues to threaten species and natural habitats. The apparel industry contributes to biodiversity loss through raw material cultivation and processing, which can lead to soil degradation, ecosystem conversion, and pollution. For us as an SME, our greatest influence lies in the materials we source and the traceability we require from our suppliers.

We work to protect forests and natural ecosystems by strictly applying our Preferred Material Guidelines, which identify lower-impact options such as organic fibres, deforestation-free leather, and materials processed without harmful chemicals. Through collaboration with our suppliers, we aim to support responsible sourcing practices throughout our value chain.

These commitments align with the Accountability Framework’s definitions of deforestation, natural forest, conversion, and natural ecosystem.

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11. Animal Welfare

Animal welfare is of great importance to us, and we are committed to ensuring that no animals are harmed in the making of our products. We have a longstanding dedication to enhancing animal welfare standards throughout our supply chain and strive to source all our animal-derived materials from farms that uphold great animal welfare practices.

To achieve this, we:

- Promote and adhere to credible standards and certifications to guarantee the welfare of animals in our supply chain.
- Collaborate with industry peers and animal welfare organizations to elevate standards within our sector, guided by the latest scientific research, such as GOTS, Leather Working Group (LWG) etc[IS2.1].
- Our Animal Welfare & Preferred Material Policy provides further insight into our approach to animal welfare.

APPROVAL AND IMPLEMENTATION

This policy is effective upon approval by the CEO. All employees are expected to adhere to and support the implementation of this policy.

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