

# ENVIRONMENTAL POLICY

**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.

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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, GOTS, 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 Chief Sustainability Officer, 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.

**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 for the base year of 2022. We aim to reach net zero emissions in our own operations -Scope 1 and 2 – such as in offices, warehouses, and stores – by 2030, through carbon reduction measures and transitioning to renewable energy sources whenever possible. Our Scope 3, where most of our emissions lie, combines activities where we can take direct decisions, such as favouring taking the train instead of planes for our business travels, and complex chain of values outside of our owned activities. Reducing our Scope 3 emissions will require us to engage in strong collaborations with our different partners, to help them reduce their emissions and support them in using renewable energy sources, whenever possible, but also to challenge the fashion calendar that does not favour low impact transportation. We commit to defining a clear and transparent plan to reduce our GHG emissions and communicate about our path to the public.

**3. Water**

We have implemented guidelines and processes

aimed at promoting efficient water practices within our office and operations, while also advocating water conservation to our customers. Firstly, in our garment production, we prioritize the use of preferred materials such as GOTS certified and organic cotton. These materials have been shown to reduce water consumption by as much as 91%. Additionally, we educate our customers through care labels on how to treat their clothes in ways that minimize their environmental impact. For example, we recommend washing garments in cold water.

**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 commitment extends to minimizing waste across both our internal operations and within our supply chain, prioritizing the circularity of materials whenever feasible. Our approach to waste management begins with preventing waste before it's generated. This starts with the design of our products. To minimize waste from the start, we will launch projects focused on zero waste design, thereby mitigating waste at its source. Additionally, we recognize that waste is also produced from our purchased goods. In line with our Preferred material guidelines, we have developed the Sustainable procurement rules, which is a set of 8 criteria to apply

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from the beginning of a product development. They respect the key principles of durability and circularity, to maximize the longevity of our garments and decrease the waste ratio that cannot be repaired, repurposed, or recycled throughout our collections.

Through regular audits conducted on our primary suppliers, we assess their waste generation to gauge their environmental impact. Collaboratively, we strive to address any identified issues and implement mitigation measures, as necessary. In our operations we apply recycling procedures for everyday waste.

**6. 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.

**7. 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, and full traceability, 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.

**8. 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.

**9. Biodiversity**

Biodiversity encompasses the entirety of Earth’s species, their genetic diversity, and the ecosystems they inhabit. Human activities such as consumption and habitat destruction pose significant threats to biodiversity, leading to an alarming rise in species extinction rates. Conservation efforts are crucial to safeguard endangered species and their habitats.

However, comprehending biodiversity presents challenges due to its complex interdependence with environmental factors. In industries like textiles, understanding biodiversity is often hindered by a narrow focus on individual species.

The apparel industry is a significant contributor to biodiversity loss, as cultivation and transformation of textile can be directly linked to soil degradation, conversion of natural ecosystems, and waterway pollution. Even if accountability is complex for an SME as it embraces multiple metrics and indicators where we have little to no control over, we know our biggest impact comes from the sourcing decision we take and our traceability enforcement.

We commit to enforcing a strict application of our Preferred material guidelines who identify better options from organic crops to deforestation-free leather, and no harmful chemicals used during transformation processes. We work within our own operations and through our suppliers to achieve the protection of forests and natural ecosystems through deforestation-free sourcing. We commit to not cause or contribute to the loss of natural forest, through sourcing, production or financial investment. We aim to mitigate the risks of habitat loss, area degradation, and, more broadly, improve biodiversity intactness and ecosystem integrity over time in the sourcing areas of raw materials used in our apparel manufacturing, as well as in the manufacturing process itself. Our designs prioritize longevity, thus extending the lifespan of our products.

These commitments are aligned with the Accountability Framework definitions of deforestation, natural forest, conversion, and natural ecosystem.

**10. 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.
- 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.