

AWWG NON- FINANCIAL REPORT

Fiscal Year
2023/2024



CONTENTS

3 Letter of the CEO

01

ABOUT US

- 5 Strategic Transformation
- 6 What Drives Us
- 10 AWWG History: A Timeline
- 11 Our Business
- 13 Global Presence

02

OUR SUSTAINABILITY JOURNEY

- 18 The Four Pillars of our Sustainability Journey
- 19 Key Sustainability Highlights 2023/2024
- 20 Landmarks of Sustainability
- 21 Our Alignment with the SDGs
- 22 Materiality Analysis
- 23 Our Stakeholders

03

GOVERNANCE

- 25 Our Instruments to Operate Ethically and Transparently
- 33 Risk Management
- 35 Financial Information

04

PRODUCTS

- 37 Our Approach to Product
- 38 Consumer Health and Safety
- 39 Our Sustainable Product Standard
- 44 Stock and Waste Management

05

PEOPLE

- 48 Our People
- 58 Our Communities
- 59 Our Consumers

06

PARTNERS

- 64 Ethical and Transparent Sourcing
- 69 Our Alliances

07

PLACES

- 73 Environmental Management
- 78 Carbon Footprint
- 79 Packaging

08

ANNEXES

- 82 I. Reporting Framework
- 83 II. Risks
- 84 III. “Our People” Tables
- 95 IV. Ensuring a Transparent Supply Chain
- 96 V. Law 11/2018 and GRI Content Index

Letter of the CEO

This past fiscal year, we have found great strength in our Group’s corporate culture, where our passion for what we do, collaboration, and a shared vision have been fundamental in driving our business forward.

Fashion is an industry full of emotions, where creativity is the cornerstone for design, marketing, communications, sales, customer relations, and other business areas. This is why we, as an industry, are constantly seeking innovation.

At AWWG, we put people at the centre of our strategy; they are our most valuable asset. We want all our teams to feel they are on the same journey, creating a shared sense of belonging. They are the essential pillar that allows us to implement our strategies and continue to grow while upholding our values.

Outwardly we construct a “journey” that lets us create relationships built on trust with our suppliers and partners. These relationships enable us to develop products that are committed to the environment, minimising their impact while also taking great care in terms of aesthetics and design. Our consumers’ needs are constantly evolving, which requires us to be innovative and agile, to adapt to their preferences while maintaining the quality of our products and staying true to the values and DNA that define our brands.

The world is changing, and each year the industry must navigate new macroeconomic and geopolitical realities, along with shifting consumer habits and challenges like climate change. Fashion demands continuous transformation. It’s an industry where we analyse the past, evaluate the present, and create for the future. As a Group, we have managed to keep moving forward by maintaining a long-term vision complemented by short-term strategies. This vision is our “Guiding Star”.

This past fiscal year, we have put all our effort into advancing AWWG’s digitalisation and transformation, as part of our unwavering commitment to innovation, reinforcing our position as a world leader in the retail fashion sector.

We have increased the value of our brands, devising strategies for 2024/2025 that reinforce the identity of each of them.

We believe in the transformative power of fashion, which translates into opportunities for people, the industry, and the planet. This belief inspires us to embrace new challenges and drives us to exceed expectations every day.

Marcella Wartenbergh,
CEO of AWWG





**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

01 ABOUT US

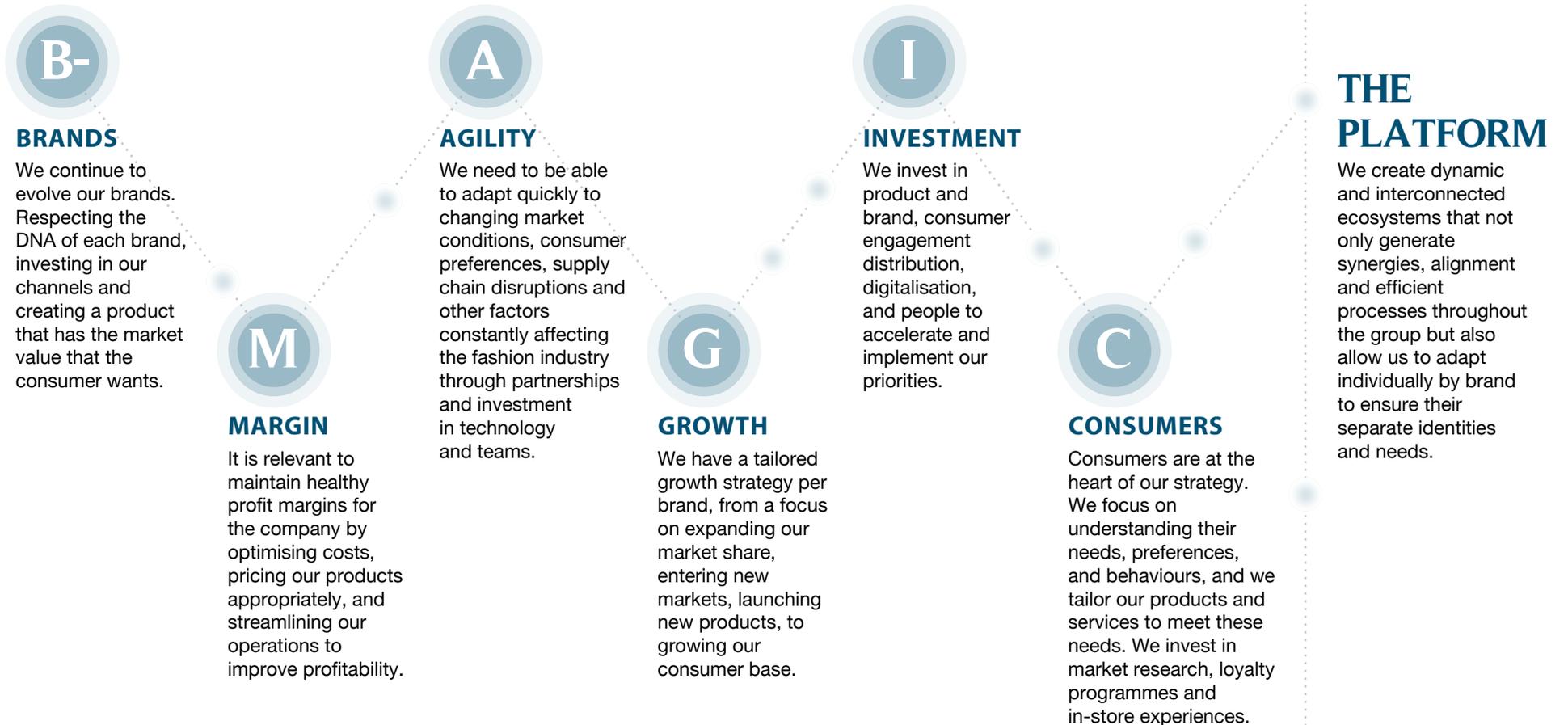
We are AWWG: a global fashion group with over 30 years of experience that loves challenges, pushing limits and defying the status quo. We believe in empowering transformation to create business and brand equity. Our success is our agility, always ready to adapt to the volatile fashion industry and global economy. At AWWG our strength is our people, our values and priorities, this is the foundation that shapes our business.

Data source:
March 31st 2024

STRATEGIC TRANSFORMATION⁽¹⁾

As we are operating globally, we are continuously monitoring industry as well as macro-economic trends and risks.

To stay competitive, agile, and ahead of future challenges, our Group has set up **B-MAGIC - The Platform strategy**:



1. Check Annex II. Risks to understand AWWG's most relevant macroeconomic and industry operational trends.

WHAT DRIVES US

All our brands and departments are united by our rolling vision:

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

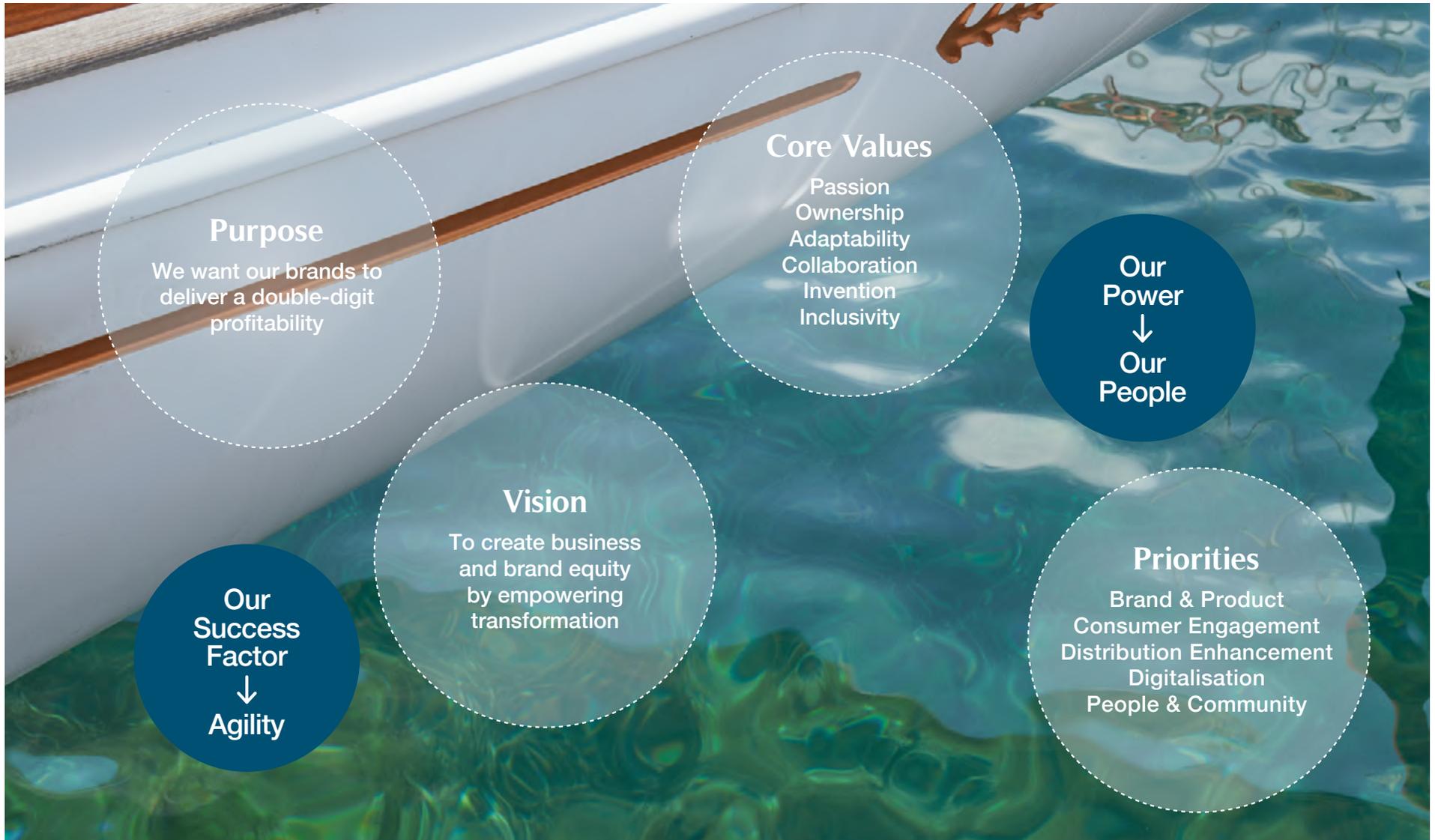
05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024



Our Brands

We are committed to creating brand equity by empowering transformation. Consequently, our brands are continuously evolving to stay relevant.



Pepe Jeans London

Pepe Jeans London was born on London’s iconic Portobello Road in 1973. Today, 50 years later, the brand remains devoted to its initial mantra and pledge to create the world’s most exciting denim-led fashion. The diversity and mix of cultures that define the city of London also define the Pepe Jeans London personality, providing a constant source of inspiration for the women’s, men’s, and junior collections. Music, Culture, Fashion, London, and Denim—that’s what Pepe Jeans London is all about.

Established in
1973

Pepe Jeans
LONDON

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Hackett London

The home of British menswear, Hackett London is known for its excellence in craftsmanship and a distinction for detail. The story starts in 1983 when Jeremy Hackett opened his first store selling second-hand clothes on King’s Road, Chelsea. It was here that he began creating his own garments by merging traditional styles with contemporary cuts, perfect for those seeking Savile Row expertise—without the associated cost. Inspired by quintessential British menswear, Hackett specialises in classic English tailoring for the modern man. Today, the brand boasts over 1,000 points of sale across the globe and offers a range of products and services including: made-to-measure, personal tailoring and exclusive bespoke services available at our flagship store at 14 Savile Row.

Established in
1983



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

**01
ABOUT US**

**02
OUR
SUSTAINABILITY
JOURNEY**

**03
GOVERNANCE**

**04
PRODUCTS**

**05
PEOPLE**

**06
PARTNERS**

**07
PLACES**

**08
ANNEXES**

Data source:
March 31st 2024



Façonnable

The French prêt-à-porter brand first set up shop in 1950 on the Côte d'Azur, dressing Hollywood movie stars for the Cannes Film Festival. Its collections of colourful, smart-casual garments are made from the finest fabrics, feature unique prints and immaculate detailing that is signature to the brand. Taking inspiration from its home on the French Riviera, Façonnable celebrates the fashion and lifestyle of one of the most breath-taking coastlines in the world.

Established in
1950

Façonnable
— FRENCH RIVIERA —



AWWG NON-FINANCIAL REPORT

Fiscal Year 2023/2024

01 ABOUT US

02 OUR SUSTAINABILITY JOURNEY

03 GOVERNANCE

04 PRODUCTS

05 PEOPLE

06 PARTNERS

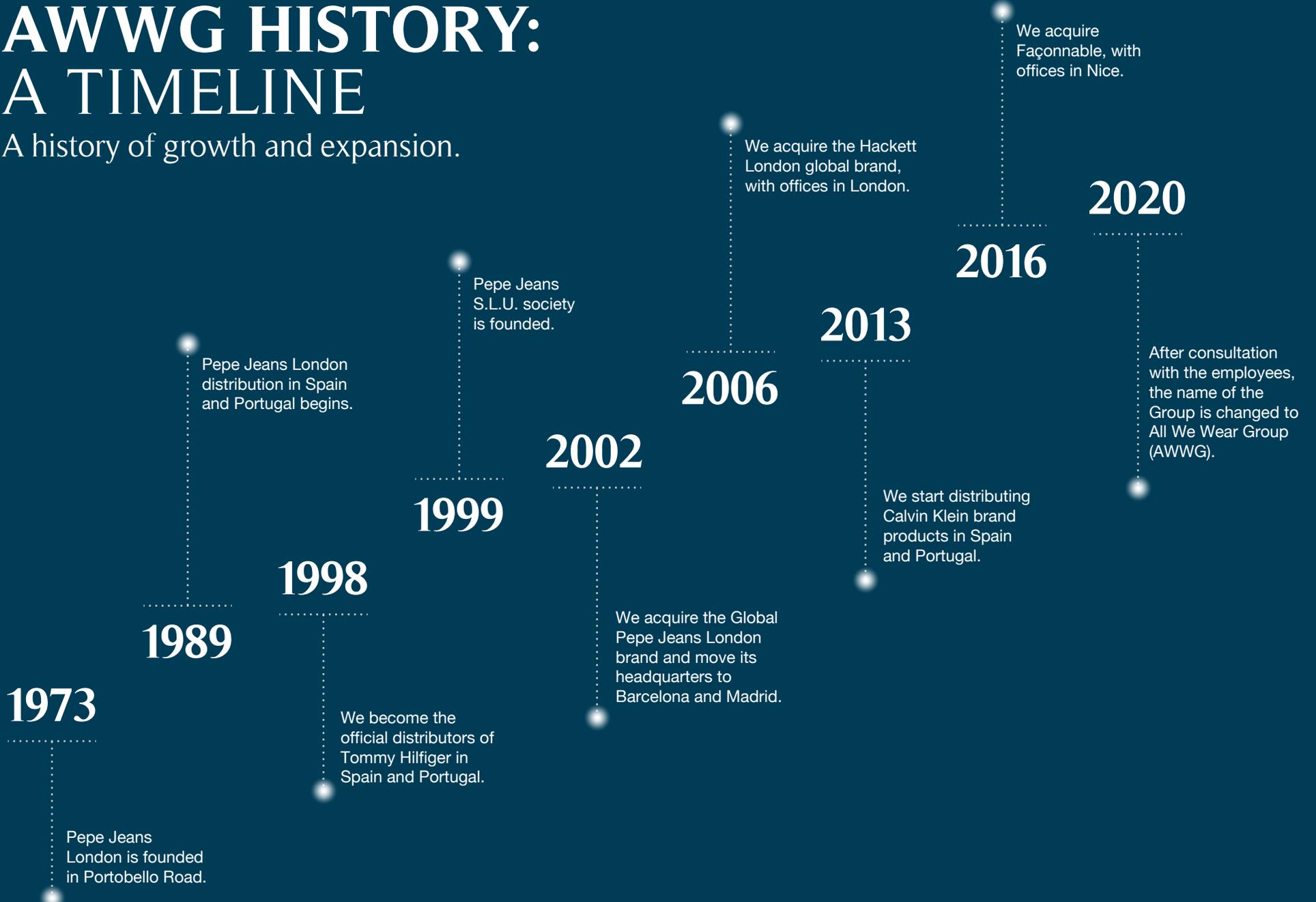
07 PLACES

08 ANNEXES

Data source: March 31st 2024

AWWG HISTORY: A TIMELINE

A history of growth and expansion.



OUR BUSINESS

How We Operate



Design

Our teams design innovative apparel, bodywear, footwear and accessories for women, men, and children.



Production

Our partners (factories, vendors, and subcontractors) produce our garments according to high standards of quality and responsibility.



Distribution

We distribute our products from our premises (Sant Feliu de Llobregat and Elche) and third-party warehouses through our distribution channels.

WHAT DO WE DO:

- Design
- Customer Services
- Value Chain Planning and Control
- Sales
- Store Management
- Marketing
- Legal
- Human Resources

DISTRIBUTION CHANNELS: ←



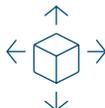
3.1 Retail:

Own physical stores and sales points including full price, concessions and outlet.



3.2 Wholesale:

Third party retailer's point of sales.



3.3 Distributors:

Companies acquiring our products to sell them in their markets. They are responsible for the sale and delivery of the products.



3.4 Franchises:

Product distribution involving an authorisation granted by the company to a third party.



3.5 Ecommerce:

AWWG owned online channels focused on the final consumer, where both stock management and product delivery are our Group's responsibility.



3.6 Marketplace:

E-commerce platforms allowing third-party sellers to offer their products to consumers.

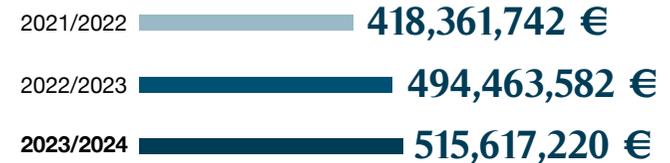
Our brands⁽²⁾



2. Reported data per brand.
3. Only retail. AWWG does not produce either Tommy Hilfiger or Calvin Klein goods.
4. AWWG is a Calvin Klein agent in Spain and Portugal. Consequently, no turnover or garments are reported.

	Turnover	Garments sold
<i>Pepe Jeans</i> LONDON	277,688,625€	10,986,935
HACKETT LONDON	177,974,499€	2,923,379
<i>Façonnable</i> — FRENCH RIVIERA —	17,259,862€	253,785
TOMMY HILFIGER	42,694,234€	969,835

Total turnover in AWWG⁽⁵⁾



Total number of AWWG garments sold⁽⁶⁾



5. Net sales: all channels.
6. Net of returns: sold to third parties.

GLOBAL PRESENCE

We believe in the strength of a global and multicultural team.

84 
Countries

Markets/countries where the Group operates



8 
Offices

- Madrid
- Barcelona
- Elche
- London
- Nice
- Amsterdam
- Düsseldorf
- Mexico City

15 
Showrooms

- Madrid (5)
- London
- Nice
- Paris
- Salzburg
- Düsseldorf
- Munich
- Lisbon
- Budapest
- Milan
- Warsaw

351 
Retail stores (full price, outlet, and concessions)

+3,000 
Employees

4,225 
Point of sales (full price, outlet & concessions, franchises, wholesale & distributors, own digital point of sales and external digital point of sales)



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

**Total Point of sales 2023/2024
(including Retail, Wholesale & Distributors, and Franchises)**



TOTAL

EUROPE

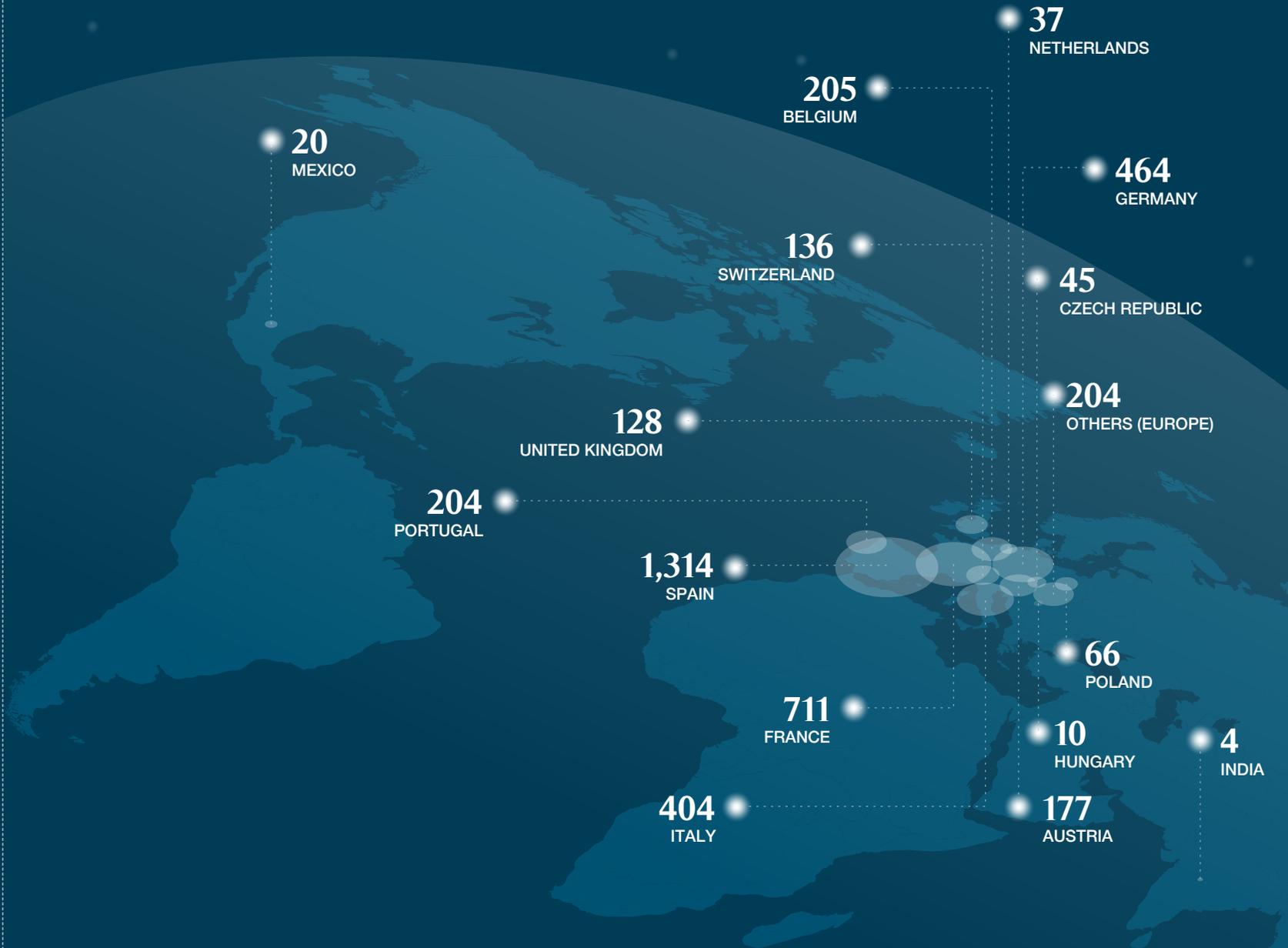
4,105

ASIA

4

SOUTH
AMERICA

20





**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

**Breakdown of point of sales, by country
(Full Price, Outlet and Concessions)**

	2021/2022	2022/2023	2023/2024
EUROPE	341	334	334
Austria	1	1	1
Belgium	6	6	6
Czech Republic	4	4	3
France	26	26	31
Germany	15	19	18
Hungary	7	7	6
Italy	18	18	16
Poland	10	10	9
Portugal	33	30	31
Spain	191	184	182
Switzerland	4	4	4
The Netherlands	3	3	3
UK	22	21	23
Others	1	1	1
SOUTH AMERICA	14	14	15
Mexico	14	14	15

TOTAL

355 **348** **349**
2021/2022 2022/2023 2023/2024

**Breakdown of point of sales, by country
(Franchises)**

	2021/2022	2022/2023	2023/2024
EUROPE	28	27	26
Austria	1	3	2
Czech Republic	8	8	9
France	2	2	3
Germany	2	2	2
Poland	3	3	2
Portugal	1	1	1
Spain	3	3	3
Switzerland	1	1	1
Others	7	4	3
ASIA	1	-	-
India	1	-	-
SOUTH AMERICA	1	14	1
Mexico	1	14	1

TOTAL

30 **41** **27**
2021/2022 2022/2023 2023/2024

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

**Breakdown of point of sales, by country
(Wholesale and distributors)**

	2021/2022	2022/2023	2023/2024
EUROPE	4,145	4,020	3,745
Austria	197	197	174
Belgium	56	60	199
Czech Republic	36	37	33
France	791	752	677
Germany	524	489	444
Hungary	44	4	4
Italy	420	461	388
Poland	96	86	55
Portugal	165	175	172
Spain	1,262	1,254	1,129
Switzerland	164	137	131
The Netherlands	47	40	34
UK	97	110	105
Others	246	218	200
ASIA	4	3	4
India	4	3	4
NORTH AMERICA	12	3	-
USA	12	3	-
SOUTH AMERICA	2	-	2
Mexico	2	-	2

TOTAL

4,163 **4,026** **3,751**
2021/2022 2022/2023 2023/2024

Breakdown of digital point of sales⁽⁷⁾

	2021/2022	2022/2023	2023/2024
Own digital point of sales	39	39	39
External digital point of sales	40	53	59



7. Number of countries



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

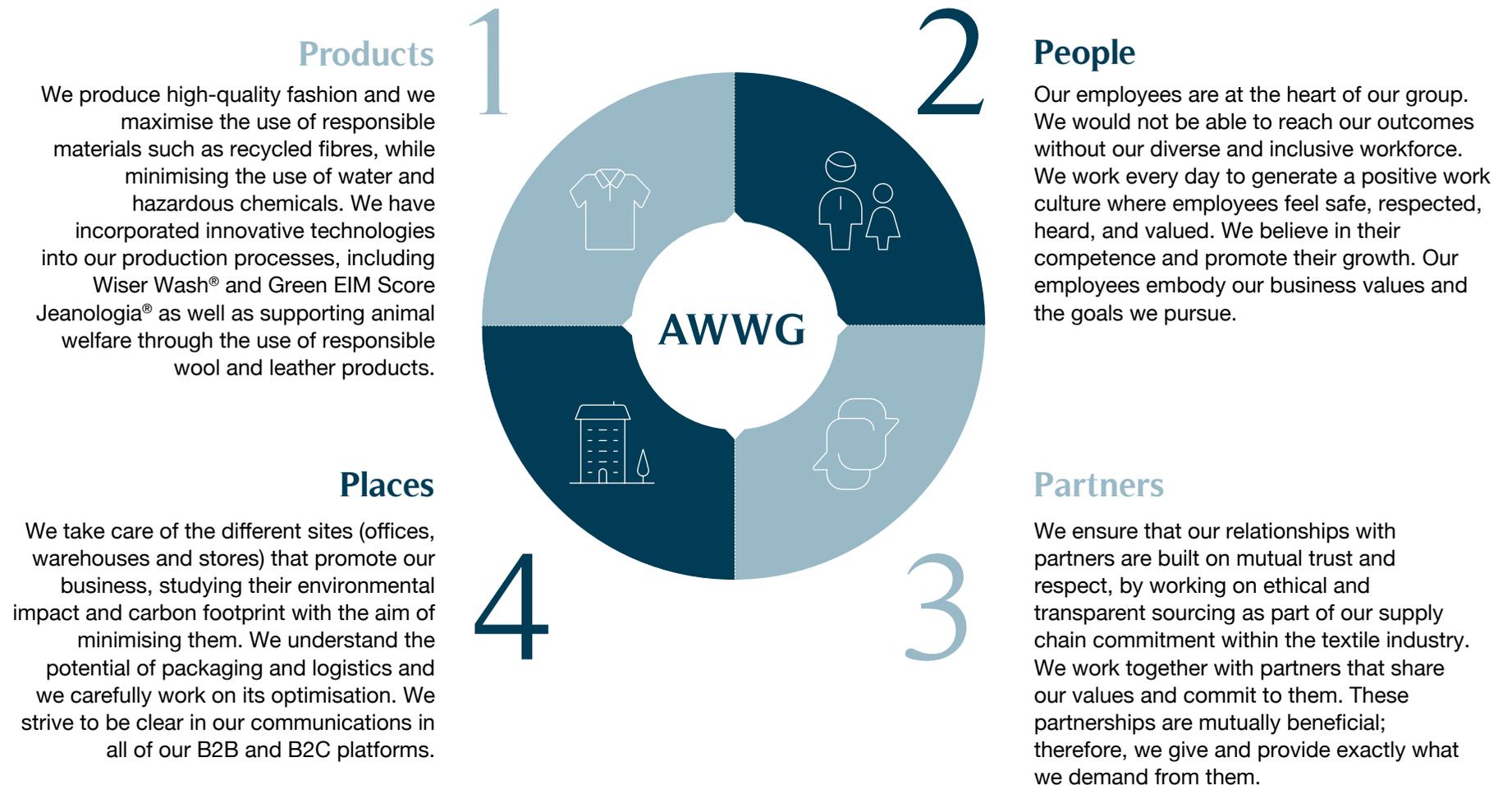
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OUR SUSTAINABILITY JOURNEY

At AWWG, we promote our sustainability journey through our business by working closely with our internal and external stakeholders. We are putting efforts into making decisions that positively impact the environment, people, and economy, while understanding the reality of the industry in which we operate.

Data source:
March 31st 2024

THE FOUR PILLARS OF OUR SUSTAINABILITY JOURNEY



KEY SUSTAINABILITY HIGHLIGHTS 2023/2024

We are committed to continuously improving our sustainability efforts

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

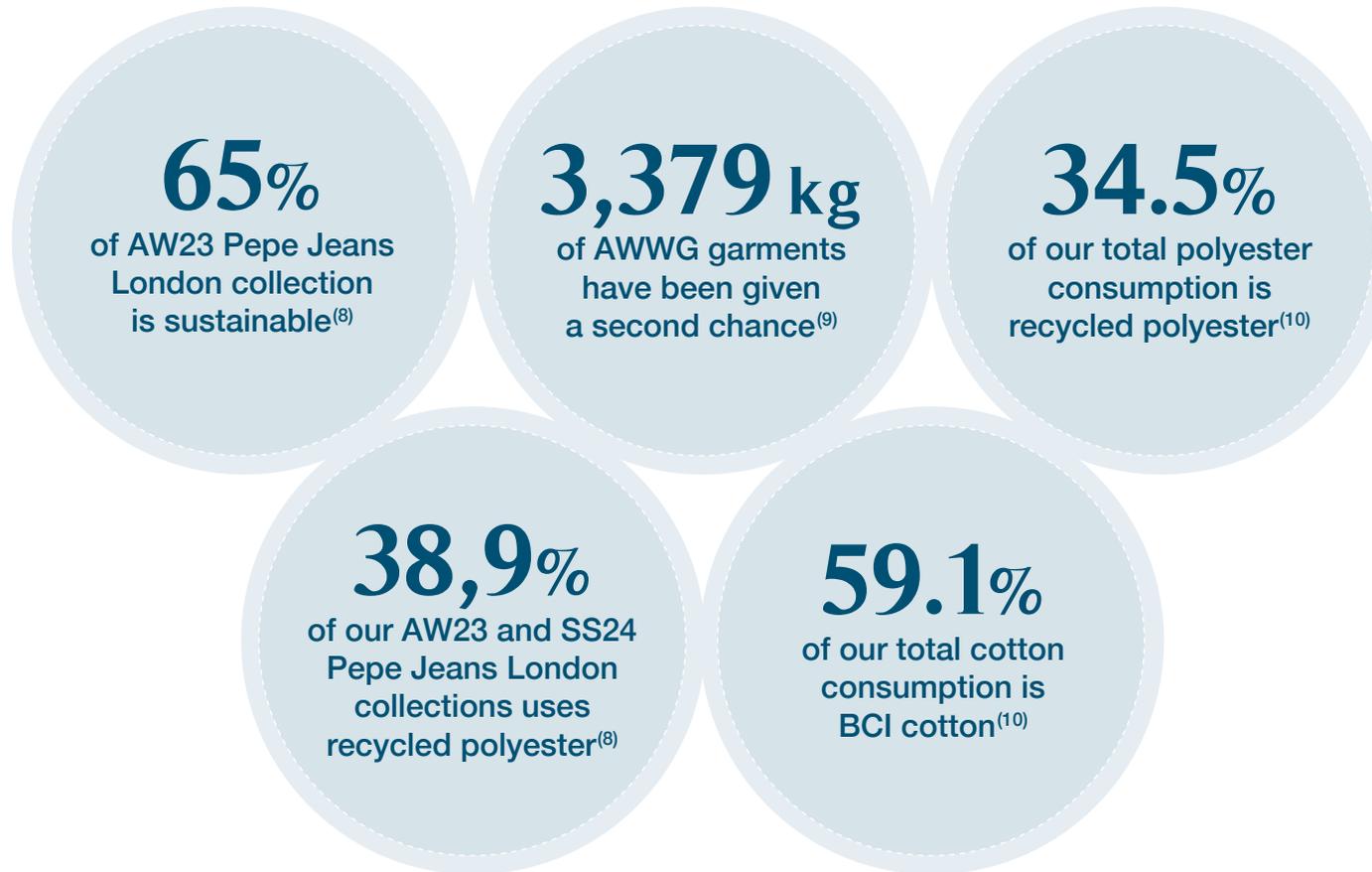
04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES



- 100%** Renewable energy in our offices, showrooms and warehouses in Spain
- 48h** Max. resolution time of inquiries (O&O¹¹ E-commerce)
- 356** Suppliers are guided by our Ethical and Transparent Sourcing Programme

2,446
Permanent contracts

72.2%
Women

7,882
Estimated hours of training

8. Excluding Footwear
9. We have collaborated with DTD Textil and Insertega for the collection, storage and management of these items
10. These numbers include Pepe Jeans London Apparel and Hackett London Apparel
11. Owned & Operated



AWWG NON-FINANCIAL REPORT

Fiscal Year 2023/2024

01 ABOUT US

02 OUR SUSTAINABILITY JOURNEY

03 GOVERNANCE

04 PRODUCTS

05 PEOPLE

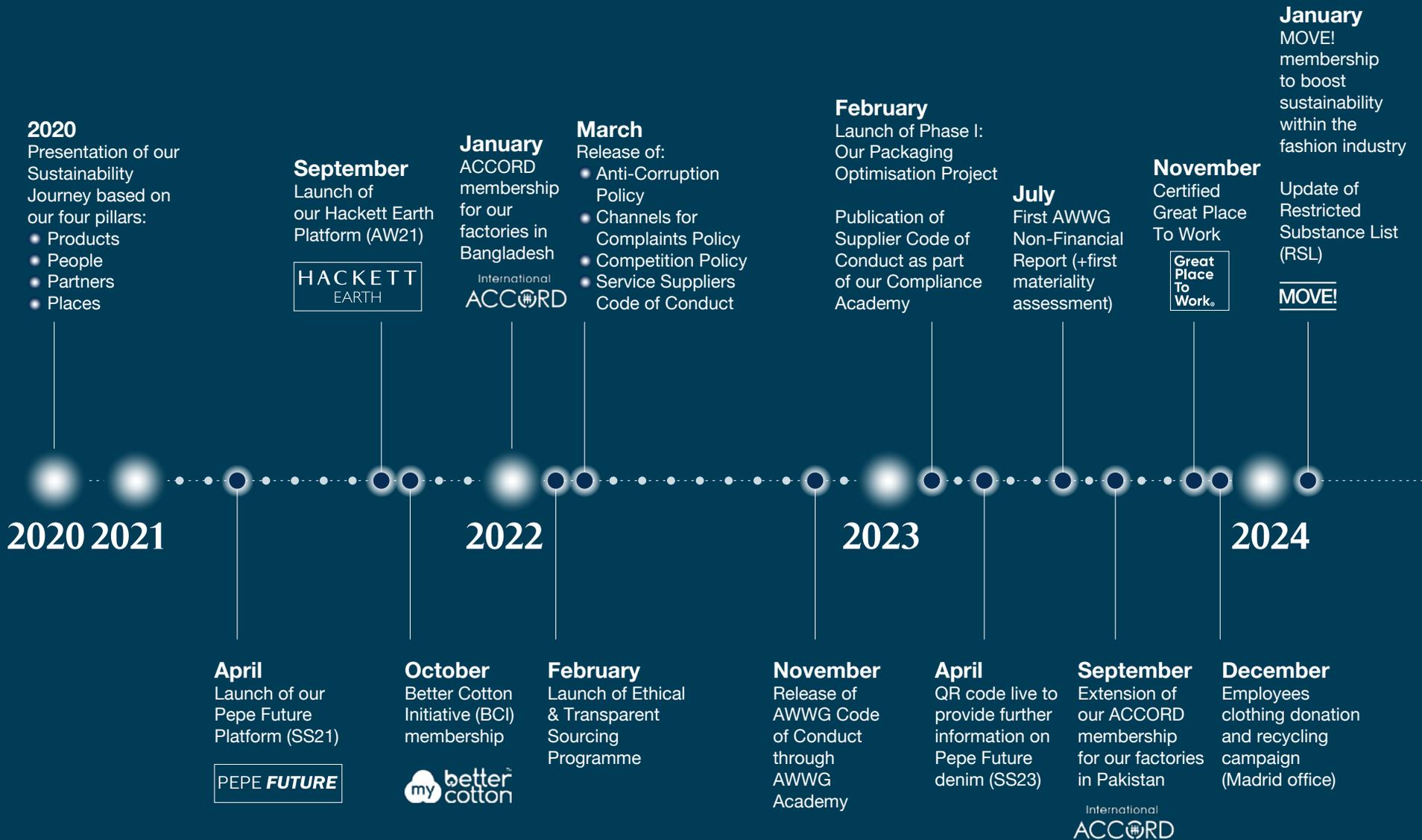
06 PARTNERS

07 PLACES

08 ANNEXES

Data source: March 31st 2024

LANDMARKS SUSTAINABILITY



OUR ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

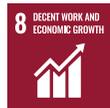
08
ANNEXES



SDG 3: We take care of our employees and the people who work for our partners in the supply chain. We also have high-quality, health and safety standards regarding our products.



SDG 6: We reduce the water usage in the production process of our garments, and we innovate by using water more efficiently in our operations.



SDG 8: We encourage and stand up for human rights in our direct operations and in our supply chain, through audits, traceability processes and external certifications.



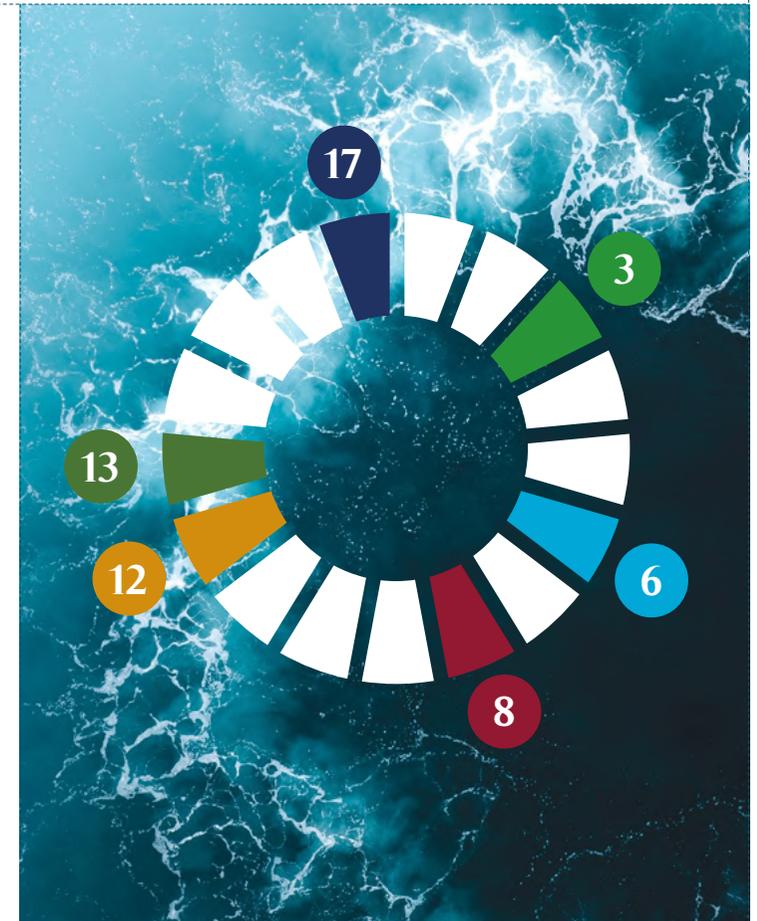
SDG 12: We innovate through our products, promoting the use of responsible materials and technologies.



SDG 13: We work to reduce our emissions and decarbonise our value chain.



SDG 17: We collaborate with our partners and stakeholders to build a better future for all.



SUSTAINABLE DEVELOPMENT GOALS

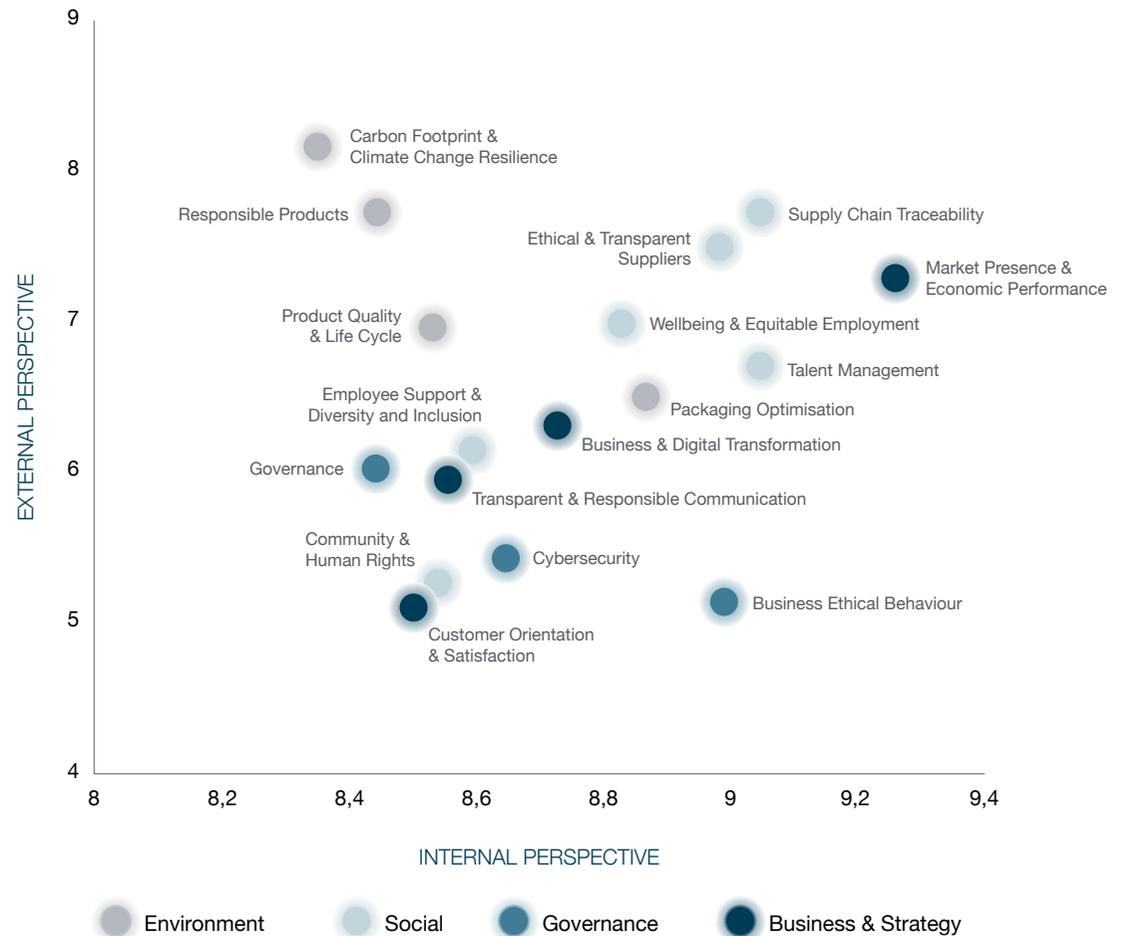
MATERIALITY ANALYSIS⁽¹²⁾

Our materiality assessment identifies our most significant impacts on the environment and society, as well as the impacts that social, environmental, and governance issues can have on our business and strategy.

We have analysed the industry and global context, identified trends on sustainability matters (ESG) and consulted our most relevant internal stakeholders about the most significant impacts. Additionally, we conducted an internal survey in which around 60 employees with managerial responsibilities in the group prioritised the topics identified further. We also developed external scores based on benchmarking and the SASB standard.

This report demonstrates our commitment to mitigating these impacts in both our direct operations and our supply chain.

Materiality Matrix



12. Materiality assessment was conducted parallel to the group risk analysis, which allowed us to have an enriching global vision, sharing learnings and improvement opportunities in the different stages of the methodology addressed. Both materiality and risk analysis were conducted during FY 2022/2023.

OUR STAKEHOLDERS

At AWWG we have identified our most relevant stakeholders. Taking into account our industry, the global context, our brands and business model, we have selected the top priority ones:

→ 

Consumers and customers

→ 

Suppliers and other partners

→ 

Banks and shareholders

→ 

Competitors

→ 

Employees

→ 

Regulator (national, European and global level)

→ 

Society including local communities



**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

03 GOVERNANCE

At AWWG, we are aware of the importance of ethical, responsible, and transparent business management.

Data source:
March 31st 2024

OUR INSTRUMENTS TO OPERATE ETHICALLY AND TRANSPARENTLY

We believe that a good corporate governance setup fosters an environment of trust, transparency, and accountability, which are essential for long-term value creation. By prioritising the interests of all stakeholders and adhering to sound governance principles, we can enhance competitiveness, resilience, and sustainability in an increasingly complex business landscape.

Therefore, we have developed policies, processes, and tools in order to ensure that our high ethical standards are fulfilled.

This also includes a human rights approach that we integrate into all of our operations. As a company we contemplate to:

- The International Labour Organization’s (ILO) conventions that promote the guarantee of human and labour rights among workers.
- The International Bill of Human Rights.
- The United Nations Global Compact.
- The Declaration on Fundamental Principles and Rights at Work.

Our internal instruments



Our supply chain instruments



Our Internal Instruments

Employee Code of Conduct

The cornerstone of our business’s ethical management system is our Code of Conduct.

It gathers our company’s most important values and principles and determines behaviour standards for our employees and managers, including the management of Board and Supervisory Board, as well as those of our partners and suppliers in their professional activities and interactions with AWWG.

Code of Conduct Highlights

- It aims to ensure that all members of AWWG behave with integrity and transparency, are socially responsible and continue to raise ethical standards in all our activities.
- It reflects the main topics that should guide the conduct of employees.
- It includes the principles by which we abide in the matter of money laundering.
- It is based on guidelines from recognised international organisations, such as the International Labour Organization (ILO), the Universal Declaration of Human Rights (United Nations), the UN Global Compact principles and labour and environmental legislation at national and international levels.



- It states the responsibility of managers to ensure compliance with the Code of Conduct.
- The rules of the Code of Conduct are mandatory for all our employees.
- Its application is guaranteed by our Ethics and Global Compliance Committee.

Human Rights Training

We promote human rights within our direct operations through our Code of Conduct, which ensures that the rights of every AWWG stakeholder are supported and upheld.

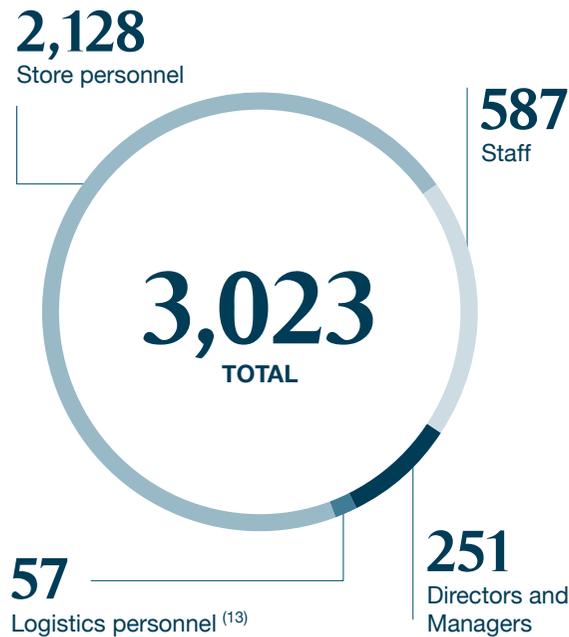
Last fiscal year we developed a Harassment Protocol, which allows us to investigate and resolve possible situations of harassment in the workplace.



100%
of our employees have had access to training on human rights.



Employees that have access to human rights training, by employment category (2023/2024)



13. This training offers a shorter version for our 57 warehouse employees.

Ethics and Global Compliance Committee

Our Ethics and Global Compliance Committee is dedicated to promoting an ethical culture, both internally and externally. In their efforts, they are supported by our Human Resources Team and their training for all our employees on good practices in the application of corporate values and to encourage them to transmit their ethical skills to the rest of the company's stakeholders.

Main Functions of the Ethics and Global Compliance Committee

- Defining the Code of Conduct and its amendments.
- Updating and drawing the company's Management Committee and Board of Director's attention to the Code of Conduct.
- Ensuring compliance with the Code of Conduct.
- Establishing control mechanisms and actions to uphold it.
- Advertising and promoting the Code of Conduct internally.
- Resolving doubts and queries about the Code of Conduct.
- Managing the Channel for Complaints.
- Receiving, processing and making decisions regarding inappropriate behaviour.
- Establishing sanctions for breaching the Code of Conduct.
- Advancing all the necessary clarifications and development standards required for the implementation of the Code of Conduct to both the Management Board and the Executive Board.
- Drawing up an annual report on the activities carried out.

Channel for Complaints and Policy

Our Channel for Complaints is regulated by our Channel for Complaints Policy, allowing any AWWG stakeholder (employees, suppliers or third parties with legitimate commercial or professional interests) to confidentially report any irregular or illegal behaviour within the framework of our activities. Moreover, the Channel for Complaints can be used to communicate any query to the Ethics and Global Compliance Committee.

How Does the Channel for Complaints Work?

- Consultations are emailed to the Ethics and Global Compliance Committee.
- The Committee guarantees the confidentiality of the complaints.
- The complaints are verified to make sure there is enough information for them to be processed.
- If there is enough information, the Committee starts an investigation.
- Should an irregularity occur, the Committee determines which measures shall be applied.
- The Committee guarantees that there will be no retaliation against people who in good faith have informed of a breach in our Code of Conduct, or against people who have participated in the investigation.
- All employees are equally responsible for ensuring that human rights are supported and upheld in their working area. Breaches of our Code of Conduct and cases of harassment are treated through our Channel for Complaints Policy. This policy includes a specific channel to submit complaints to our Ethics and Global Compliance Committee, which can apply measures ranging from a 60-day suspension of employment and salary to dismissal.





AWWG NON-FINANCIAL REPORT

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Anti-corruption Policy

We have a zero-tolerance approach to bribery and corruption. Our Anti-corruption Policy provides us with a set of general principles and rules on how to expose and deal with bribery and corruption issues and how to comply with anti-bribery rules and regulations, in line with the provisions laid down within our Code of Conduct.

During fiscal year 2023/2024, no cases of corruption or bribery have been detected.

Our 8 Guiding Principles to Prevent Corruption

1. Fight against fraud
2. Donations and sponsorships
3. Facilitation payments
4. Travel and representation expenses
5. Influence peddling
6. Conflict of interests
7. Corruption and bribery
8. Commercial favours, gifts and presents

Our employees, including those in offices, warehouses, and retail stores, have access to a one-hour anti-corruption and anti-bribery training. This training is also open for all new hires to complete.

The training content is available on the company’s learning platform through documents such as:

- Our Code of Conduct sets up a basic understanding of anti-corruption and anti-bribery and other issues set forth in our Code of Conduct, such as money laundering.
- Our Code of Conduct for Suppliers includes a specific section on anti-corruption that must be complied with. This Code of Conduct for Suppliers is included as an annex to all the agreements signed with our partners in the supply chain. 100% of our employees have had access to training on anti-corruption and anti-bribery policy.

People that have access to training on anti-corruption and anti-bribery policies, by employment category (2023/2024)



14. This training offers a shorter version for our 57 warehouse employees.

Competition Policy

Our Competition Policy ensures all our directors, executives and employees are fully aware of the Competition Law and operate in compliance with its rules in order to ensure effective competitiveness among companies, which results in healthy markets for the customers.



How We Ensure Healthy Competition

- We do not engage in dishonest business activities with competitors, customers or merchants.
- Zero abuse of market power.
- Effective business communications.
- Guidance in trade associations/participation in the creation of statistics.
- Training and disciplinary measures on competition.



Supply Chain Instruments

At AWWG, we are committed to ensure that all workers in our supply chain, wherever they may be located, are treated with humanity and dignity, and are entitled to their basic rights.

Implementing social compliance in the supply chain of the fashion industry requires a multifaceted approach that addresses various aspects of social responsibility.

Our human rights approach pays special attention to the matters below, which we carefully follow up on:

- No child-labour
- Freedom of choice
- No discrimination
- No inhumane treatment
- Freedom of association
- Working hours
- Working conditions
- Wages
- Housing conditions
- Homeworkers
- Banned practices

Human Rights in our Supply Chain⁽¹⁵⁾

We ensure our values and norms are respected and complied with, no matter where we operate. Fashion brands can demonstrate their commitment while contributing to positive change throughout the supply chain.

- Service Suppliers Policy
- Supplier Code of Conduct

AWWG is committed to positive change, taking serious responsibility for the impact we make on the environment and on human lives and seeks business partners that consider the broader impact of its activities on human rights and environmental issues within the community in which they operate.

Both our Service Suppliers Policy and our Supplier Code of Conduct, are a set of principles, standards, and guidelines that outline the expectations and requirements for ethical, responsible, and sustainable practices within our supply chain. It serves as a framework for suppliers to understand and adhere to when conducting business with AWWG.



THESE POLICIES
CONSTITUTE A
NON-NEGOTIABLE
COMMITMENT FOR
AWWG AND SHALL
BE APPLIED BY SERVICE
SUPPLIERS, SUPPLIERS,
MANUFACTURERS AND
ANY OTHER PARTNER
THAT MAINTAINS A
BUSINESS RELATIONSHIP
WITH AWWG.

15. More information about our Supplier Code of Conduct, our Ethical & Transparent Sourcing Programme and our Audit system in Chapter 6: Partners.

Ethical & Transparent Sourcing Programme

Overall, ethical and transparent sourcing requires a holistic approach that addresses social, environmental, and ethical considerations throughout the supply chain. By prioritising sustainability, transparency, and ethical practices, AWWG contributes to positive change within the industry and builds trust with its stakeholders.

Given the complex and often global nature of fashion supply chains, at AWWG we have developed our own Ethical and Transparent

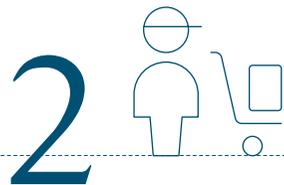
sourcing Programme that aims to ensure that products are manufactured according to local laws and in a responsible manner.

By working together, AWWG and our suppliers will be able to maintain and improve the supply chain to enable continued success in producing quality products for all our consumers. We move forward by understanding and addressing our social impacts and monitoring our supply chain and supporting it for continuous improvement.

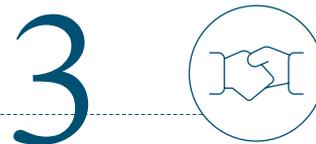
What does our Programme focus on?



1 Boosting **transparency and visibility** of our supply chain.



2 Ensuring **ethical sourcing** among our partners and the employees delivering our products.



3 Setting a **roadmap on relationship management** with our suppliers and monitoring it.



RISK MANAGEMENT

At AWWG, we are constantly monitoring current and emerging risks linked to our industry and operational context. It also gives us relevant information to create a proactive strategy aligned with our Group’s risk appetite and tolerance and, at the same time, it allows us to adapt to trends, regulatory developments and the industry’s competitive environment.

The risk identification and mitigation is based on a benchmarking of relevant risks of the industry and our peers and of the global context. This first identification has been refined through individual interviews with the top management of the Group who provided their input from their area of expertise.

Our risk management approach takes six main categories into account, including non-ESG/Sustainability related risks as well as ESG/Sustainability related risks:

Generic risks:

- **Business risks:** Risks from unfavourable events that reduce profits and increase losses.
- **Financial risks:** Risks of events that have negative financial consequences for an organisation.
- **Other risks:** Risks including reputational, cyber, data compliance, etc.



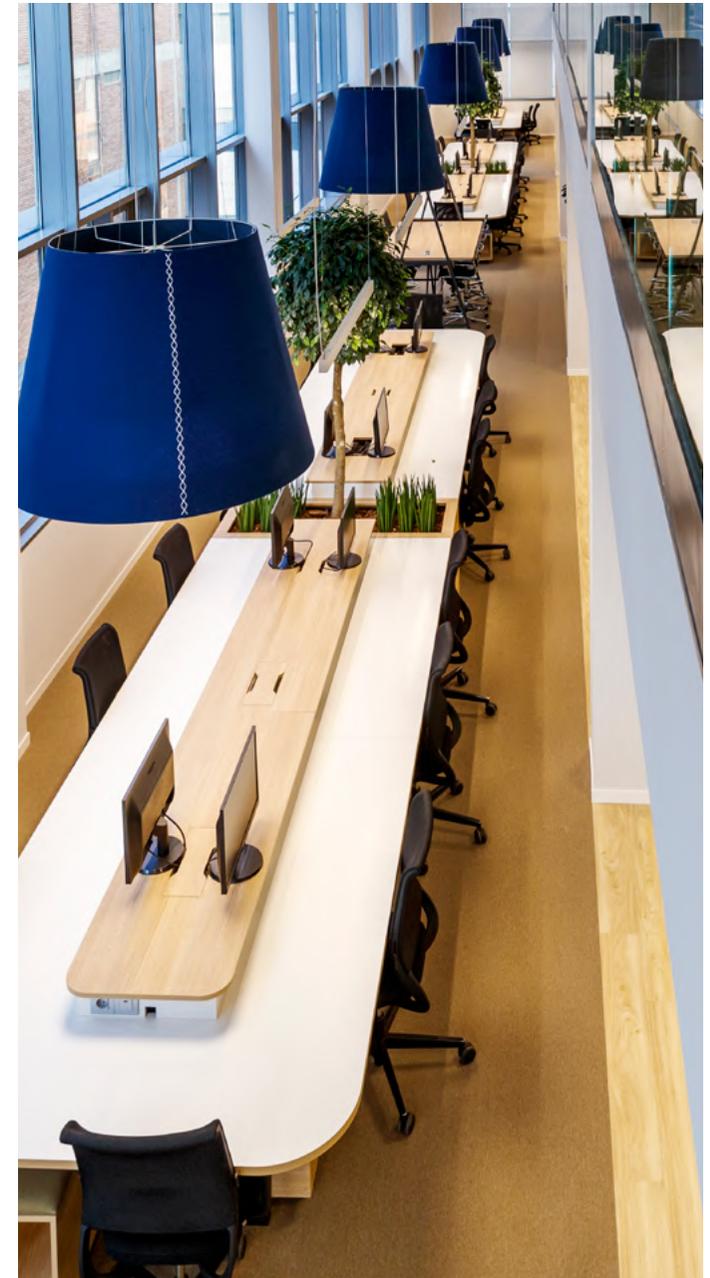
ESG risks:

- **Environmental risks:** Risks stemming from a transition to reduce or eliminate Greenhouse Gas (GHG) emissions and from natural disasters and shifting weather patterns.
- **Social risks:** Risks that come from activities affecting employees and the rest of stakeholders.
- **Governance risks:** These cover a range of matters including corporate risk management, compliance, reporting and oversight.



Relevant Risks

Risk	General description	AWWG mitigation actions
Supply chain disruptions and inefficiencies	Delays caused by a complex supply chain. Near-shored structures are less prone to supply bottlenecks.	Assessment of dependencies by countries and challenges in supplier communications. Developing a strategy to relocate the supply chain partially.
Warehouse & distribution disruptions and inefficiencies	Potential warehouse disruptions and excessive wait for long-distance deliveries.	Assessment of delivery effectiveness by country with special focus on sensitive countries. Analysis of returns (particularly in ecommerce) in some segments facing logistical challenges.
Human rights & safety standards	Practices that may have a negative impact on workers, local community members, consumers and others.	Due diligence and strict standards prior to associating with new suppliers. Our Ethical and Transparent Sourcing Programme was implemented to be able to rate suppliers (A-D). 87% of suppliers have been assessed.
Commodities and raw material availability and pricing	Includes shortages of key inputs as well as spikes in their prices (e.g. cotton, linen and other materials)	Our Group has absorbed the impact of rising prices in its margins. AWWG reviews alternative raw material suppliers on an ongoing basis, including nearer countries and alternative markets.
Talent management & employee wellbeing	Challenges in talent attraction and retention along with high inflation and high cost of living in big cities (e.g. Madrid, Barcelona, London, etc.).	Focusing on work-life balance (e.g. remote work and flexible working hours) and improving other perks. Career path in place, with deep dive on starting positions/interns.



FINANCIAL INFORMATION

Despite the challenging macroeconomic situation having affected some of the key markets in Europe, high interest and inflation rates during the whole year, wars in Ukraine and Middle East and its collateral effects, our Group has been able to increase sales up to €586M, that is by more than 4% vs LY.

AWWG EBITDA has also improved, up to €64.5M that is by more than 12% vs. LY.

At AWWG, we have been focused on implementing the strategy to develop the Pepe evolution project, accelerate omni channel initiatives, improve Pepe Jeans ecommerce profitability and execute a moderate retail expansion in Hackett brand being done successfully alongside other measures intended to gain efficiency.

The result is that all our brands have increased performance vs LY with the exception of Façonnable being the investment the focus during the year accelerating the retail opening plans in European key territories.



Besides that, we are constantly monitoring the potential impacts of the global situation and its effects to adapt our strategy in an agile manner and deliver the targeted results.

At AWWG, we comply with all corporate tax obligations, including local taxes, in every country we operate, contributing to the improvement of public services and sustainable development.



**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

04 PRODUCTS

Creating innovative and high-quality products enables us to demonstrate our commitment to environmental stewardship, meet consumer expectations and build a more resilient business for the future.

Data source:
March 31st 2024



OUR APPROACH TO PRODUCT

At AWWG, we recognise the significant impact the fashion industry has on the environment and society, particularly in the production and delivery processes. Consequently, our approach to product development is exponentially incorporating sustainability attributes in response to growing consumer demand and the Group’s ethical and environmental commitment.

We are taking a holistic approach, focusing on the use of responsible materials, along with the circular design of the garments and ethical manufacturing together with the transparency and traceability of the supply chain.

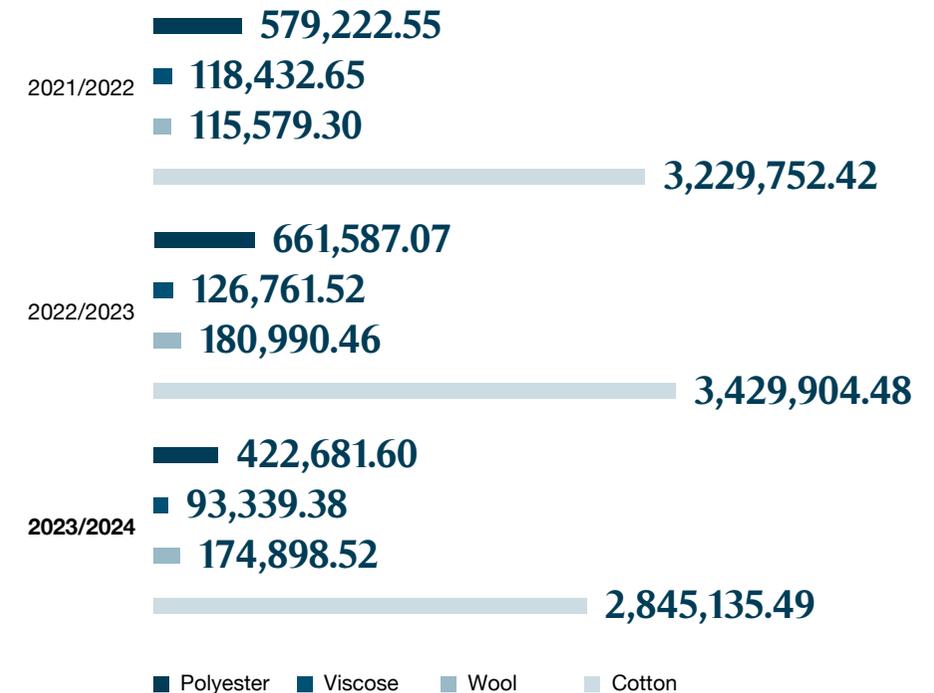
As part of our evolution and transformation process, we have been working at different paces and Pepe Jeans London has been our priority that we have boosted through our Pepe Future platform.

We prioritised Pepe Jeans London understanding that our positive impact would be bigger due to its production volume and the relevance of sustainability in consumer decision-making.

When delivering our products we bear in mind an ethical and transparent sourcing approach, the impact of the production processes in the environment and the ecosystem, the safety of our consumers, the durability of our products, as well as the clear message delivered to the final consumer.

16. These numbers exclude Pepe Jeans London Footwear, Hackett London Footwear, and Façonnable Footwear and Apparel.

Materials used by weight AWWG (in kg)⁽¹⁶⁾



CONSUMER HEALTH AND SAFETY

We take our commitment to health and safety seriously and enforce its implementation by strict product testing and quality control procedures, as well as adhering to the relevant standards and regulations.

One of the key aspects of our approach to consumer health and safety is our **Product Health and Safety Programme**, which is mandatory for all clothing, footwear, and accessories supplied to any brand of our Group. The programme covers a wide range of areas, including chemical substances, down and feathers, and safety of childrenswear.



- We require that all products comply with a restricted substances list (RSL) based on a range of international and national regulations, including REACH, POPs, and CPSIA.
- The guidelines also delineate standards for the hygiene and cleanliness of down and feather products, in addition to specifying labelling requirements. Compliance with pertinent European regulations, such as Regulation (EU) No 142/2011, is mandatory for all products.
- Finally, it covers safety areas such as cords and drawstrings on children's clothing and requires compliance with relevant European regulations such as EN 14682.

By adhering to strict regulations and standards, conducting regular testing and quality control, and working closely with suppliers and partners, we are able to produce quality products that meet the highest safety standards.



OUR SUSTAINABLE PRODUCT STANDARD

In order to set a framework to develop our sustainable products, Pepe Future and Hackett Earth⁽¹⁷⁾, we have defined our Sustainable Product Standard, aligned with current and upcoming legislations and stakeholder expectations such as wholesalers and consumers.

Our **Sustainable Product Standard** integrates our vision on social and environmental impact in the development of our products. It is also structured by understanding the aspects in which we have the greatest capacity to influence, based on the type of products we deliver, our high quality standards, the fibres we use and our suppliers and supply chain.

1 Responsible Materials

Natural fibres

- **Cotton**
(Recycled cotton, organic cotton, BCI cotton)
- **Wool**
(Recycled wool, organic wool, responsible wool)
- **Down & feathers**
(Recycled down & feathers, responsible down & feathers)

Man-made fibres

- **Polyester & nylon**
(Recycled polyester & nylon, trademark yarn, trademark wadding)
- **Viscose & lyocell**
(Recycled viscose & trademark yarn/fabric)

2 Responsible Technologies

- **Washes with water and energy reduction**
(Wiser Wash®, Green EIM Score Jeanologia®)
- **Dyeing innovations**
(Trademark dyestuffs used in 100% of the main fabric)
- **Impact reductions**
(N22, Eco-one®)

3 Responsible Manufacturing

- **Responsible leather**
- **Cradle to cradle**

Sustainable Product Standard Strategy

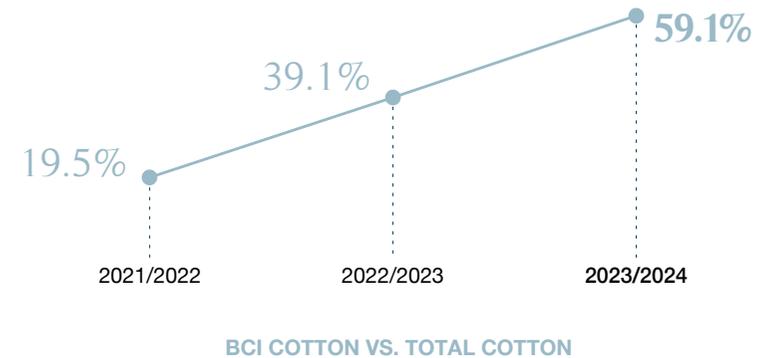
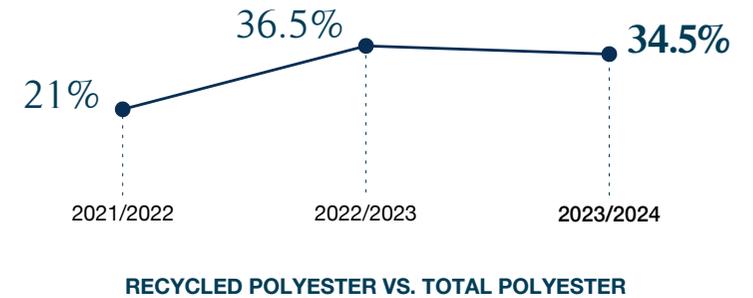
1. Responsible Materials

By choosing responsible materials, we are minimising our carbon footprint, conserving natural resources, and protecting ecosystems. With this aim, we have standardised prioritising responsible materials for our Pepe Jeans London collections in all of our campaigns. This has also led us to fulfil our consumers expectations while delivering a sustainable high quality product.

Accordingly, we are sourcing more recycled polyester and BCI. These materials are chosen for their lower environmental impact, such as reduced water consumption, soil protection and greenhouse gas emissions, as well as their positive impact on social and economic sustainability.



Percentage of recycled input materials used⁽¹⁸⁾



18. These numbers exclude Pepe Jeans London Footwear, Hackett London Footwear, and Façonnable Footwear and Apparel.

2. Responsible Technologies

Our technologies for protecting the environment when producing our apparel:

Wiser Wash®

One pair of Wiser Wash® jeans uses only one cup of water (200 ml) for the decolourisation process; 40% less energy; no pumice stones; no toxic chemicals. Overall, the Wiser Wash® process uses only 29 litres of water instead of an average of 65 litres of water per garment, which is 55% less.

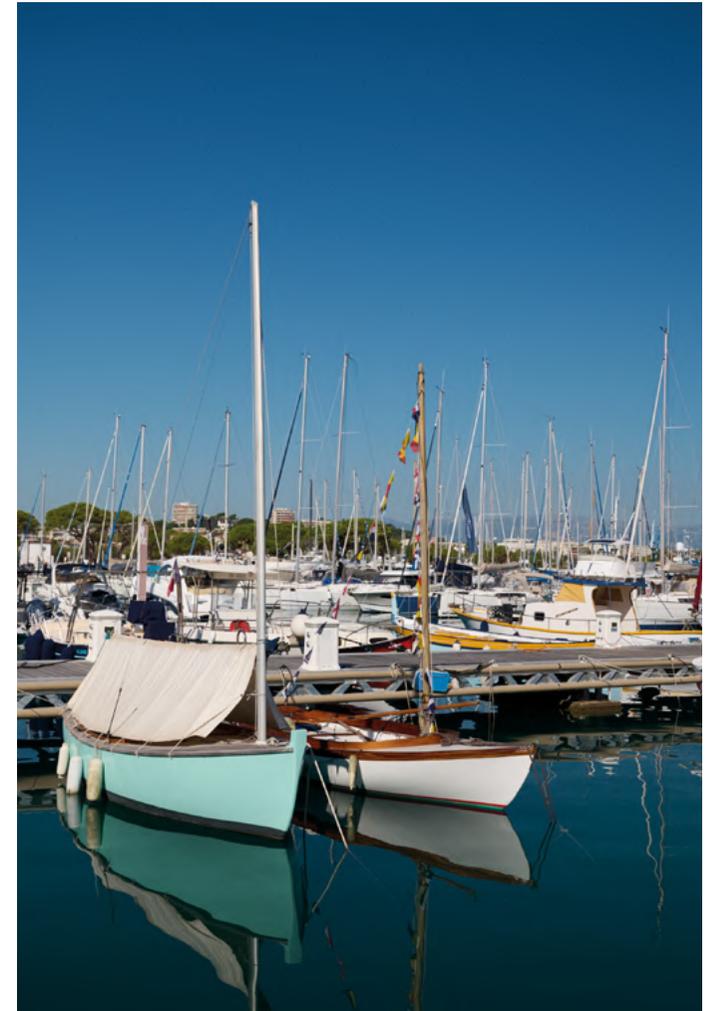
Eco-one®

This technology helps to destroy the plastic in our shoes once they reach the landfill, avoiding the accumulation of plastic.

Green EIM Score Jeanologia®

We use the EIM (Environmental Impact Measurement) score to assess the environmental impact of our production processes. Each score takes into account the following four areas:

- **Water consumption:** Measured in litres per garment, total consumption is equal to the total amount of water used in each step of the process.
- **Chemical usage:** EIM takes into consideration the environmental hazards caused by any chemicals used.
- **Energy consumption:** Energy is used to power machinery and tools, as well as to heat water or air for washing and drying processes.
- **Social impact:** EIM takes into consideration the toxicity of every chemical, as well as the frequency and severity of physical injuries.



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

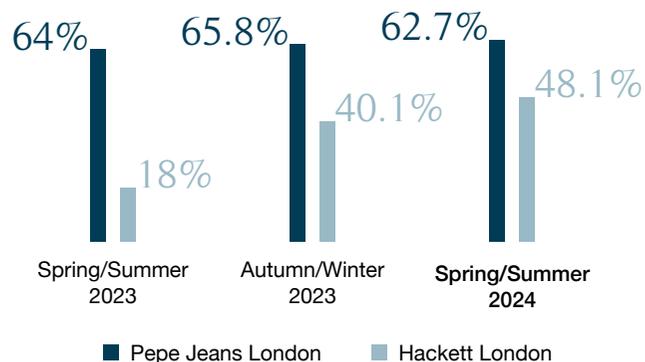
Data source:
March 31st 2024

3. Responsible Manufacturing

Responsible leather is an important aspect of overall sustainability efforts within the fashion and leather industries. By sourcing responsible leather, our goal is to reduce our environmental impact, support sustainable agriculture and farming practices and promote animal welfare. It involves ensuring that the leather used in products is obtained from sources that adhere to strict standards and guidelines.

At AWWG, we use responsible leather in products such as belts, footwear, or bags.

Percentage of sustainable collection, according to Sustainable Product Standard⁽¹⁹⁾



19. Excluding Footwear.

Re:Claim

Re:Claim is a Pepe Jeans London denim capsule, made of garments containing a minimum of 98% of recycled fibre (cotton and polyester). All garments within this programme wastare washed within the range of EIM GREEN SCORE.

The tags of these garments are made from mycelium, a 100% natural material obtained from mushrooms. For our stitching, we use threads made from 100% recycled plastic bottles and the inner lining of the pockets is made from recycled polyester.



Our Sustainable Product Commitments

Social Commitments:

- Reducing and controlling chemicals to improve the health of workers and consumers.
- Ensuring decent working conditions and protecting human rights.
- Protecting the rights of animals and their good treatment and ensuring that animal materials come from the food industry chain as a by-product.
- Promoting sustainable crops, which help small producers and the development of local communities.

Environmental Commitments:

- Reducing water and energy consumption.
- Eliminating and controlling the chemicals used in production processes through innovative technologies and organic materials.
- Reducing non-sustainably managed resources and waste generation using recycled materials.
- Reducing CO₂ emissions by means of eco-friendly and clean technologies.
- Correcting treatment of all outgoing wastewater from wet processes.

We Design our Products to:

- Reduce the impact in all stages of their life-cycle
- Produce them in the most sustainable way



STOCK AND WASTE MANAGEMENT

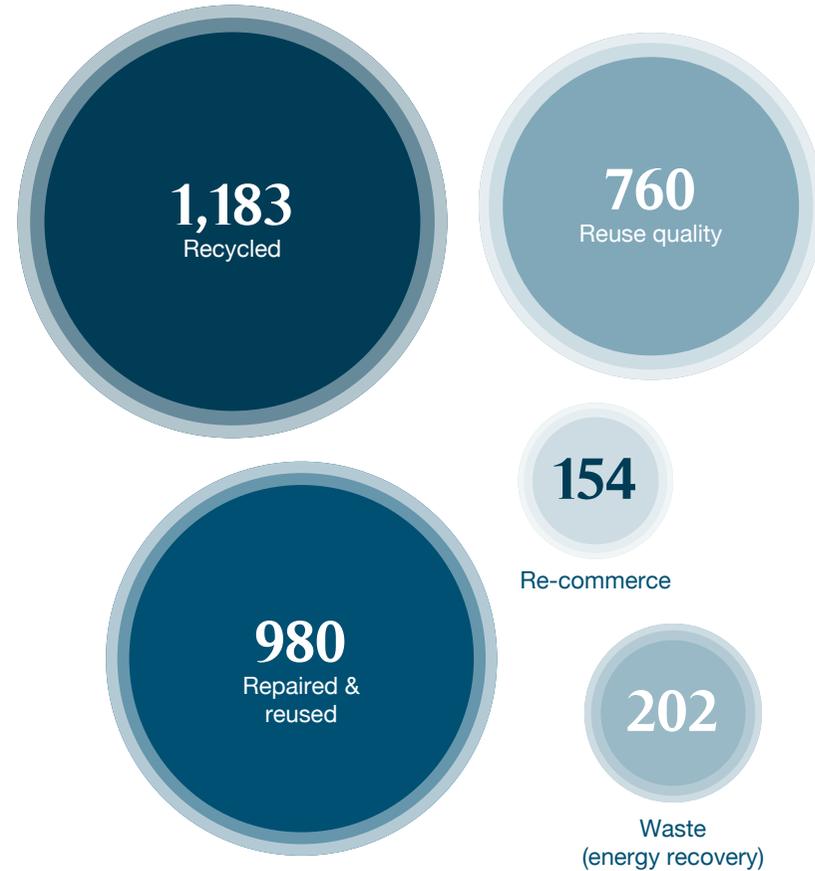
We are making efforts to change the general linear economy model of “make-take-use-dispose” and trying to give clothes a second life.

- We do not destroy our stock.
- We distribute our past seasons stock via off-price outlets in retail and online channels.
- We donate part of our samples and prototypes to NGO’s. By doing so, we make sure that our clothing will not be buried in a landfill or incinerated, having an extended life.
- We have partnered with DTD Textil, a recycling initiative aiming to extend the lifespan of garments and reduce social and environmental challenges related to waste.

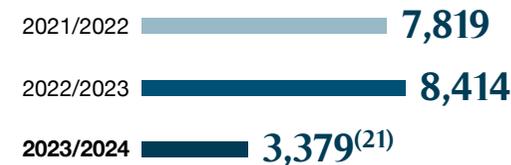
20. This fiscal year, we have started to work with DTD Textil to manage our stockage, and ensure our unmarketable garments have the possibility of a second chance.

21. These numbers refer to those garments that were collected by DTD Textil and Insertega (see partnership in Chapter 6 under ‘Our Alliances: Our Social Initiatives’).

Kg retrieved with DTD Textil⁽²⁰⁾



Garments that have been given a second chance (in kg)





**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

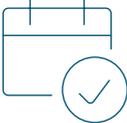
05

PEOPLE

We strive for excellence
in our relationships with
workers, consumers,
and communities.



We care for our people and therefore we ensure we build our relationships with them taking into account the following aspects:

<p>1 Remuneration and Pay Gap</p> 	<p>2 Work-Life Conciliation and Labour Flexibility</p> 	<p>3 Social Dialogue</p> 
<p>4 Health & Safety</p> 	<p>5 Diversity and Equality</p> 	<p>6 Our Equality Plan Timeline FY 2022/2023</p> 
<p>7 Training and Talent</p> 	<p>8 Learning and Development</p> 	<p>9 Attracting Talent</p> 

2023/2024 Initiatives towards our People

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

NEW!

**Great Place To
Work® 2023/2024
Certification**

University
Roadshow

Equality
plan

NEW!

**Cobee
& Cigna**

Chair Renewal
with ISEM

Summer
Fashion
Bootcamp

AWWG
Academy

Internal training:
Interaction Styles
+800 employees

NEW!

**All We
Learn talks**

Cybersecurity
Training

First-line &
Executives
Offsites

360° Feedback
Management

Employee White
Summer Party

B-Magic
Drinks

**All Town
Halls**

NEW!

NEW!

New initiatives implemented in FY 2023/2024

Young Talent
Career Path

AWWG Academy
content & usage
expansion

MOVE Internal
mobility programme

Christmas
lunch

OUR PEOPLE

Our Group is made of people who work, grow, and defy the status quo together.

3,023
Employees



72.2%
Women



32%
Under 30 years old



18%
+46 years old



Our People, in Data

Who We Are

Currently, 3,023 people are part of AWWG, out of which 72.2% are women and 61.7% of our total workforce is based in Spain.

Most women in our company are store personnel, where three out of four employees are female (75%). Sales is followed in women's presence by our 'staff' category (71%), 'directors and managers' (59%) and finally, logistics personnel (21%).

As for age, our people are diverse: 32% of our workforce is under 30 years old, 18% is older than 46 and the majority are between 30 and 45 years old (49%).

How We Work

We are committed to permanent contracts as standard practice with the support of internship programmes to attract young talent, and temporary contracts to meet the demand cycles of our industry.

Most of our contracts are permanent (2,446), with a balance between full and part-time workers: 1,586 of them work full time, while 860 employees have a part-time contract.

In terms of sex distribution, 1,215 women and 626 men work full-time, while 967 women and 215 men work part-time.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

The percentage of part-time contracts is highest amongst employees between 30-45 years old (41.3%) and among store personnel (94.7%).

This fiscal year, 148 employees have been dismissed: 97 of them were women, while 51 were men. Dismissals have been most prominent among 30 to 45 year-old workers and sales force.

Finally, our turnover rate is generally low, around 5.5% for both women and men. It is highest among individuals aged 20 to 29 (6.9%) and store personnel (6.1%). Additionally, the turnover rate is higher among men (6.2%) compared to women (4.7%).

How We Disconnect

Although we do not have an official digital disconnection policy yet, we limit the connection to work with the following measures:

- **Core hours:** Our people must be available for calls or meetings from Monday to Thursday from 10 am to 5 pm.
- **Focus Friday:** We do not schedule meetings on Fridays to improve concentration.
- **Fridays' Intensive schedule:** Flexible schedule from 8 to 10 for start of the workday, and from 14 to 16 for end of the workday.



Great Place To Work® 2023/2024 Certification

In November 2023, we proudly became the first Spanish fashion group to be certified as a Great Place To Work! This achievement reflects our commitment to an inclusive and collaborative workplace from our office to our retail teams.

Great Place To Work® is an internationally recognised organisation that evaluates and certifies companies based on the quality of their employee experience. Through their Trust Model™, they measure factors like credibility, respect, fairness, camaraderie, and pride, ultimately evaluating if an organisation fosters a truly great place to work.

Our Trust Index® scores across various dimensions show a detailed picture of what makes AWWG a Great Place To Work®:

- **Fairness:** Employees believe management practices and policies are fair.
- **Pride:** Employees feel proud of their work and the company.
- **Credibility:** Employees see management as trustworthy and honest.
- **Respect:** Employees feel valued and supported by management.
- **Camaraderie:** Employees believe the organisation has a strong community.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Remuneration and Pay Gap

At AWWG, we:

- Apply the collective bargaining agreement of each region or country.
- Have a specific remuneration policy which applies in case of variable remuneration (for instance, incentives for commercial staff) and we provide our employees with social benefits.
- All employees can access a flexible remuneration plan (according to national labour laws).
- Employees in Spain have access to health insurance paid 50% by the company. For employees with 2 years of seniority it is fully paid by the company.
- We offer special prices and discounts for all our employees on all of our brands.
- We offer co-payment opportunities for our employees for our parking offer (in our Madrid office) and free bus service for employees of the Barcelona headquarters.
- We are also developing an equality plan to close our pay gap, among other initiatives.

Our process to determine remuneration:

- A vacancy is assigned to a job position in order to make an external benchmark analysis and comparison with our internal salary survey.
- The position has to be assigned to a cluster in the organisation. This will result in an incentive or bonus plan (% of gross annual salary).
- All our employees are assigned a benefit package according to their cluster.

How we improved our Remuneration Policy in 2023/2024:



- As a result of the Sun Project⁽²²⁾, we have made the percentages of variable remuneration uniform for all employees assigned to the same cluster.
- The social benefits package of the directors and executives cluster has been standardised, which in some cases has meant an improvement in remuneration in kind.
- The seniority required for AWWG employees to have access to fully company-paid health insurance has been reduced, from four to two years and 50% from day one until two years.
- A general salary increase, starting April 2023, was announced to mitigate the impact of the increase in the cost of living.

22. Our Sun Project defined the work categories of the workforce, homogenising the profiles within the Group.

Work-Life Conciliation and Labour Flexibility

Our Conciliation and Labour Flexibility Instruments

- **Flexible Working Hours Policy:** Allows our people to choose the start and end time of their working day between 8 am and 7 pm from Monday to Thursday and until 4 pm on Friday.
- **Remote Working Policy⁽²³⁾:** Allows remote working on Mondays, Fridays and special weeks of the year designated in the annual working calendar.
- **“I’m in” time and attendance system for office and store personnel:** Allows employees to record their working hours daily. A digital attendance system (software) has been developed and implemented in stores (StoreForce for Retail and Sisqual for Wholesale) in 2023 according to regulations (Spanish Labour Law).
- **Adaptation of shifts:** Our in-store employees can adjust their working hours according to national labour law and depending on business needs.

23. Remote Working Policy current in FY 2023/2024, subject to changes according to business evolution and results.



Social Dialogue

All our employees can have legal representation according to each national labour law. In Spain, all our office workers have legal representation in each location. Only some retail employees have legal representation, since not every workplace has held organised union elections and chosen legal representatives.

AWWG legal representatives meet quarterly with our workers representatives (worker’s councils) to reach agreements through a fluid relationship. We have joint committees for health and safety issues, and meetings are held according to law.

In Spain, the regional textile collective agreement is applicable, except for the Elche offices, where the regional footwear collective agreement is applicable due to their activity.

100%

of our employees work under the regulation of a collective agreement or national labour law and have freedom of association

Since 2023, we have been participating in the negotiation process of the collective bargaining agreement for the textile sector at national level (Spain) as a member with voice and vote in the employers’ association that promotes the negotiation (ARTE).



AWWG NON-FINANCIAL REPORT

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Health & Safety

People’s wellbeing is our main concern since the first day they start working with us. Thus, we promote actions that protect their health and enhance their safety and wellbeing:

Risk assessments:

- Technical experts conduct risk assessments when necessary (new openings, change of working conditions, accidents, incidents, yearly reviews) and identify unsafe conditions and behaviours.
- Action plans are deployed and followed up with the workplaces responsible.
- Actions are prioritised based on the potential harm of the situation to workers and third parties.

Health & Safety trainings:

- Prevention of accidents.
- Machine operations (warehouse workers).
- First Aid.
- Firefighting and Fire Marshal.
- Manager training on Health and Safety.

Wellbeing and Health and Safety communications:

- Yearly occupational medical checks, before starting a new role or returning to work after an extended period off.
- Special gym offers for employees in Spain.
- Health and safety information via internal communications.

Our Occupational Health & Safety Policy Highlights:



Diversity and Equality

We embrace everyone, and this is how we do it:

Diversity

Our Code of Conduct includes an explicit reference to diversity and our entire workforce has been trained in its compliance. Moreover, we have developed a Harassment Protocol to prevent discriminatory behaviours in the workplace. Also, during this fiscal year, we have received five complaints on violation of human rights in the working space. The Group activated the anti-harassment protocol to prevent discriminatory behaviours in the working space.

Accessibility

When an employee reports a new disability, the Occupational Health and Safety area, which is responsible for adapting the job to the new situation of the employee based on an occupational medical check, proceeds to adjust the workplace and tasks, or assigns another function if adjustment is not feasible. Moreover, all our buildings are adapted to people with disabilities.

Equality

The Equality Plan Negotiating Committee was set up in 2023 and the Equality Plan has been further developed during the fiscal year 2023/2024.



Our Equality Plan Timeline FY 2022/2023



Equality Plan - FY 2023/2024



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Training and Talent

Our people's growth is our growth,
and we work to nurture it every day.

Our Training and Talent 2023/2024 Milestones:

- Content and usage expansion of our digital learning platform
- Our in-person Interaction Styles Training for all office employees
- Our global online training for all office employees on cyber-security
- Department trainings for specific employee groups
- Our Warehouse Olympics for our Executives and First-Line
- The start of our All We Learn Initiative

Training hours according to employment category (2023/2024)



Learning and Development

At AWWG, we embrace an agile and project-oriented philosophy, which allows us to provide our employees with the necessary knowledge at the right time. For that reason, we have developed different initiatives:



AWWG Academy

Through our digital learning platform, AWWG Academy, we offer ad hoc courses designed to meet specific training needs. With more than 20,700 resources in eight languages, such as audiobooks, e-books, podcasts, courses and videos, we encourage self-paced learning. 81% of our employees enjoyed this opportunity by adding more than 31,000 learning hours to their expertise.



In-person training: Interaction Styles

We have implemented a global communication styles training project: Interaction Styles, impacting 800 employees in 11 countries. This programme focuses on understanding and adapting to different communication styles to enhance the effectiveness of teamwork. We have offered in-person sessions at our main headquarters in Madrid, Barcelona and London.



All We Learn

We have taken training a step further with the creation of All We Learn, a presentation programme available to all our employees. These sessions, both in person in Madrid and online for the rest of the world, will feature the participation of experts in various business fields.



Retail Academy

The AWWG Retail Academy is designed to strengthen the skills and knowledge of our point of sales teams. From the hosting ceremony, which deepens our employees' knowledge of our brands and sales techniques, to programmes like the Product Academy and Back to Basics, we offer robust resources to ensure that every employee is prepared to deliver an exceptional service. All training content is available 24/7 through StoreIQ, our store communication platform.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Attracting Talent

At AWWG, we strongly support young generations and we offer them a specific career plan. This reflects that we do not only focus on developing our own teams, but we strongly support new generations in their professional development.

We have set up different programmes and implemented diverse tools to provide them with the opportunity to start their career in the fashion industry.



Junior Talent Career Plan

In 2021, we enforced an International Internship Programme for recent graduates and students. As part of our 'Internship Program' we develop a career plan that is divided into three different stages: intern, young talent and specialist, allowing the candidate to have a clear career plan, defined by categories, salary increase and benefits, as well as challenges and responsibilities.

University Roadshow

Willing to bring the fashion industry's mechanisms closer to students around the world, we settled our University Roadshow Project. To do so, our company's expertise visits national and international universities monthly to provide them with tools to be able to join the sector. We thrive to teach them how to design their career plan with the help of our different departments' know-how.

ISEM collaboration agreement

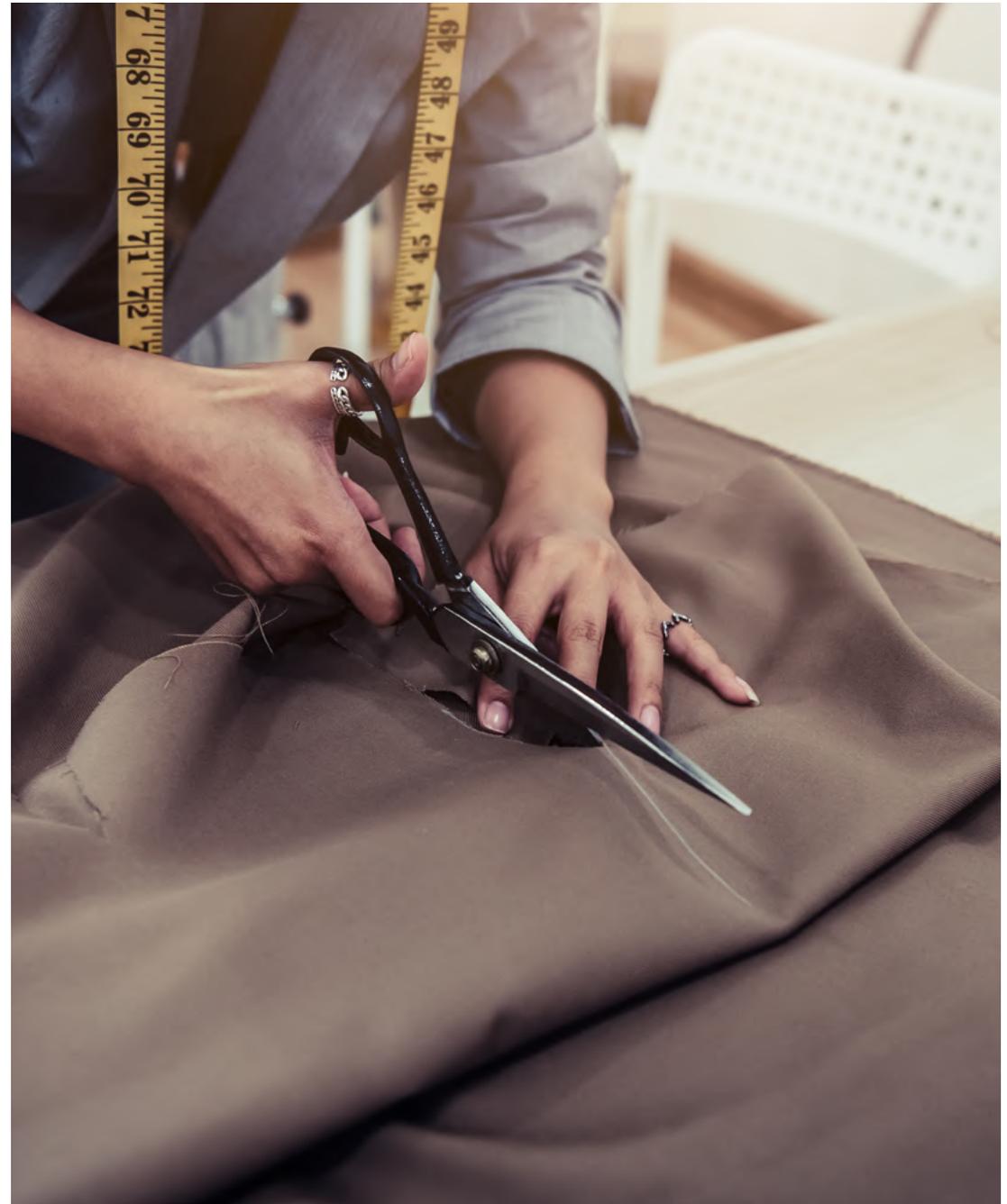
In 2022, we established a chair with the prestigious ISEM Fashion Business School, a leader in fashion management training. Through this agreement, we support young people in job placement within our company, financing their academic training through the school's scholarship programme, and inviting them in our 'Fashion Summer Bootcamp', an intensive immersion course in the fashion industry for young people from 16 to 21 years old.

OUR COMMUNITIES

Local Employment Creating Positive Impact

Creating Positive Impact in our Communities

- We promote local development by hiring local people.
- We have a close relationship with local vocational training centres, universities, town halls, and employment initiatives.
- We have held multiple workshops, masterclasses, and lectures at international, national, and local levels, and we have held sessions on entering the corporate workforce in the retail/fashion business sector as well as collaborated with universities and high schools to hire local students.
- We guarantee generational diversity and equal opportunities where local talent can grow.



OUR CONSUMERS

We thrive by exceeding the expectations of our consumers.

At AWWG, we put our clients and consumers at the heart of our operations and business, understanding and integrating their needs, improving our communication with them and growing together.

Our Ecommerce Consumer Care Data:

+180k
Interactions

10
Contact channels: Voice, Store Direct Line, Email, Virtual Shopping, Instagram, Facebook, Twitter, Trustpilot, Google reviews, Whatsapp⁽²⁴⁾



48h max
Resolution time, even in special sales periods

7
Languages covered: Portuguese, Spanish, French, English, Polish, Italian and German

In 2023/2024, we have improved our Customer Care with several actions:



Ongoing workforce training



Social media protocols and tone adaptation



Physical stores hotline for incidents in store implementation



Virtual shopping implementation (convenience service open to feedback from our consumers)

Physical Stores Hotline for Incidents in Store Implementation

The stores hotline is articulated around a unique phone number per market/brand, available for our physical retail store associates to reach out to our headquarters real time with top priority. It enables store associates and managers to get in touch with our headquarters senior customer service team whilst consumer facing in store.

Examples of requests: accidental damages or loss/stolen property in store or misunderstandings/discrepancies with our policies that require an expert team to come to terms with the consumers, bend the aforementioned policies, and think out of the box.

The Physical Stores Hotline project is founded on three core principles:



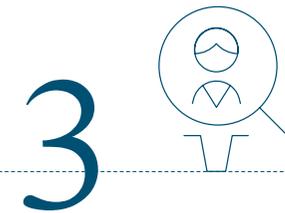
1 Omnichannel Service Accessibility:

AWWG consumers can shop and interact with the brands through multiple channels. As a result, our services adapt to their habits and needs. A classic example would be a consumer who makes a purchase online but, upon finding the size or fit unsatisfactory, visits our stores to exchange the item, process a return, or seek new selections to complete their look.



2 Consumer Accessibility:

Our mission is to be available at every point of the consumer's interaction with our brands. Stores are a fundamental pillar of the customer experience. While our store colleagues possess excellent knowledge of our tone, culture, and services, a simple dedicated phone line ensures that any gaps, nuances, or questions regarding our policies or philosophy can be immediately addressed by our central team through the store colleague, providing prompt and accurate responses.



3 Human Touch vs. Friction:

As a philosophy, we aim to open contact channels rather than reducing or excessively automating them. When dealing with real situations during a store visit, the last thing we want is to be unavailable due to tedious, standardised, and automated processes that are unlikely to address exceptional circumstances. This structured approach ensures a seamless and responsive customer experience, reinforcing our commitment to service excellence across all interactions.



AWWG NON-FINANCIAL REPORT

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Grievances

A detailed protocol exists for each possible scenario, combining our own manual, training, and knowledge base, while primarily adhering to our corporate values (Collaboration, Ownership, Passion, Invention, Inclusivity, and Adaptability).

Balancing respect for e-commerce regulations and the protocols of our partners (including carriers, warehouses, packaging companies, authorities, etc.), we address issues efficiently, humanely, and flexibly.

For corporate matters, we direct contacts and inquiries to the appropriate department or procedure (such as careers, professional collaborations, events, etc.).

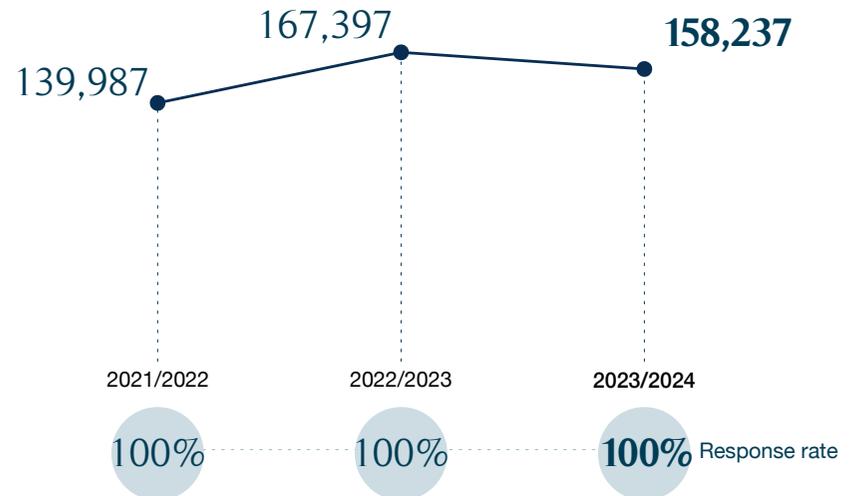
For pre-purchase inquiries regarding collections, quality, materials, products, sizes, etc., our team members handle the responses drawing upon their in-depth and specialised product training.

Inquiries related to an already completed purchase encompass numerous scenarios. These are managed by colleagues and teams equipped with the technical tools and platform access necessary to either gain visibility into the issue or perform immediate actions to resolve specific technical problems.

How we prevent and manage grievances in our e-commerce:

- Our Sensitive Cases Scenario Protocol covers, in our relationship with consumers, gender and sexual identity, racism, injuries, personal damages, diversity, tolerance, etc.
- Our ticketing system ensures digital registration of grievances, which allow our teams to understand its origins and execute corrective measures.

E-commerce Communications received (Pepe Jeans London, Hackett London, and Façonnable)





**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

06

PARTNERS

We create meaningful relationships with our partners to guarantee a transparent and responsible ecosystem for our business.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Engaging with Our Partners

We build trustful relationships with our partners and pay special attention and care to the living conditions of our supply chain employees. To achieve this, we developed our Ethical and Transparent Sourcing Programme.

We have also started working on a relationship map that focuses on tight and long-term bonds within the fashion industry that allows us to be better professionals. Some of these partners are: Asociación Retail Textil España, Better Cotton Initiative, International ACCORD, ISEM Fashion Business School, MOVE! Moda en Movimiento.

On the other hand, we embrace travelling companions whom we help enhance their purpose through product donations and collaboration always driven by a social component. Examples thereof are: Samur Social Madrid, Los chicos de Jose y Leo or the Fundació NouXamfrà.



ETHICAL AND TRANSPARENT SOURCING

Our tools for a **healthy and responsible relationship** with our partners:

To start working with us, it is mandatory to sign our ‘Legal commitment’, a guarantee/pledge document that ensures our suppliers’ commitment to our Supplier Code of Conduct⁽²⁵⁾, our Product Health & Safety Programme⁽²⁶⁾ and our Ethical and Transparent Sourcing Programme.

Additionally, all partners must fill in our ‘One-Page Assessment’, a single-page document in which suppliers must include basic information regarding each facility, such as address, number of employees and fundamental rights’ compliance, among others.

To support our facilities’ evaluation, our Ethical and Transparent Sourcing Programme serves as a cornerstone for our suppliers to follow our Social Compliance requirements.

25. For more information, see 3. Governance.

26. For more information, see 4. Products.



Our Ethical and Transparent Sourcing Programme, Step by Step

1

Mandatory Third-Party Audits + AWWG Assessment

It is mandatory for our suppliers to be audited by third parties, such as BSCI, SMETA or WRAP. To strengthen our commitment with transparency, we ensure a periodic evaluation of our facilities.

As ACCORD members, our partners in Bangladesh and Pakistan have to additionally be audited by ACCORD⁽²⁷⁾.

2

Rating of Facilities

We rate our suppliers' facilities according to minor, major, critical issues, and **zero tolerance issues** (A, B, C and D rates, from best to worst). Only when facilities are rated A or B, we directly start working with them.

These are our most relevant **zero tolerance issues**:

- Employees do not meet the minimum age (according to our suppliers' national law) and/or are under 15 years old (according to our own standards).
- Workers are forced to work overtime.
- Physical methods are employed to limit the freedom of employees during working hours.
- There is forced, bonded or prison labour in the factory.
- There is evidence of sexual harassment.
- The factory uses physical punishment, mental coercion, or verbal abuse as disciplinary practices.

3

Corrective Action Plan (CAP) Letters and Proof of Evidence

We draft tailored CAP letters for facilities reporting disconformities. Through them, we give them the opportunity to improve while also requiring them to present evidence of their progress.



356

facilities have been tracked in fiscal year 2023/2024

27. For more information, see section 'Building solid long-term relationships' under Chapter 6: Partners.

It is our responsibility to ensure that every worker in our supply chain is protected and respected.

This fiscal year we have improved:

- Visibility⁽²⁸⁾ of our supply chain for our three brands, being able to locate all of our production units: 100%.
- Coverage of third party audits of the facilities: 87% of our partners are audited by a third party (BSCI, SMETA, WRAP, INTERTEK...).
- Our evaluation scope. We have initiated our AWWG Social Compliance Assessment Report: an exhaustive and detailed self-assessment for facilities not having the capacity to assume a third-party audit.⁽²⁹⁾
- The effectiveness of our support for facilities acting under a Corrective Action Plan. So far, we are supporting 106 facilities in their improvement efforts.
- Our communication with our stakeholders: suppliers, as well as internal product teams.
- Our efforts in ACCORD by signing the new Country-Specific Safety Programme for Pakistan that the organisation has enacted.
- Communication with Bangladesh facilities under ACCORD for which we are assigned Lead Brand⁽³⁰⁾. This duty involves acting as a representative of the facility whenever they need it, plus providing them with assistance.



All our suppliers must comply with our Ethical and Transparent Sourcing Programme, aiming at:

- Boosting our supply chain's transparency and visibility.
- Ensuring ethical sourcing among our partners and the employees delivering our products.
- Setting up a roadmap on relationship management with our suppliers and monitoring it.

28. Excluding our Pepe Jeans India production units.

29. Including facilities with less than 15 employees, very small facilities and/or family ateliers, among others.

30. We are Lead Brand to three facilities in Bangladesh, being assigned this responsibility for having produced within them during AW23 and SS24 collections.



Internal and External Dialogue

Throughout fiscal year 2023/2024, we have continued to reinforce the dialogue between the product divisions and the sustainability team in exchanging information on suppliers' status and facilities' rating.

2023

April 18th

The Pepe Jeans London Denim division and Sustainability teams came together to discuss the facilities' situation and ratings, to exchange ideas on existing improvement, as well as opportunities.

May 31st

The Pepe Jeans London Men division shared feedback of Bangladesh facilities with the Sustainability team after an onsite visit of the Product team.

June 18th

The Sustainability team gathered together with Pepe Jeans London Ladies division to display their facilities' social compliance results.

June 22nd

The Sustainability team presented the Pepe Jeans London Men division their social compliance results, and ideas were exchanged on how to move forward.

September 13th

The Sustainability team reconvened with Pepe Jeans London Ladies division to follow-up on their results under the Product team's demand.

September 14th

The Hackett London Product and Sustainability teams gathered to exchange ideas on their supply chain functioning and continuing social compliance efforts.

September 21st

The Façonnable Product and Sustainability teams came together to further strengthen social compliance efforts in their supply chain.

October 5th

The Sustainability team presented Façonnable's Product team their suppliers' social compliance performance up to date.

November 22nd

The Sustainability team had an initial meeting with our AWWG Bodywear⁽³¹⁾ team to provide them with a first training on social compliance and what requirements facilities must follow before orders are made.

February 2nd

The Sustainability team met the Hackett London Product team to update the latter about social compliance results in their production facilities.

2024

AWWG NON-FINANCIAL REPORT

Fiscal Year 2023/2024

01 ABOUT US

02 OUR SUSTAINABILITY JOURNEY

03 GOVERNANCE

04 PRODUCTS

05 PEOPLE

06 PARTNERS

07 PLACES

08 ANNEXES

Data source: March 31st 2024

31. Our Bodywear division works on Pepe Jeans London, Hackett London and Façonnable products.

**AWWG
NON-FINANCIAL
REPORT**
Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Our internal communication has greatly improved, enabling product divisions to collaborate with the Sustainability Team when selecting new vendors based on both product and social criteria. Each case is individually analysed to align with our vision and values, prioritising necessary improvements.

This fiscal year, communication with our partners has remained regular, direct, and close, with weekly discussions to monitor progress, provide assistance, and ensure updates.

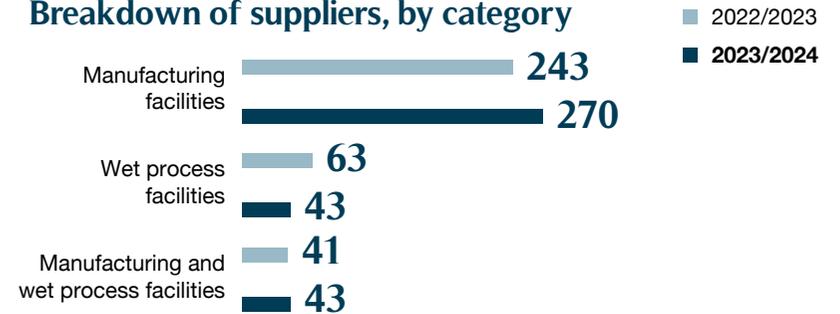
We believe communication is key to understanding our partners, their local context, and supply chain improvement opportunities.



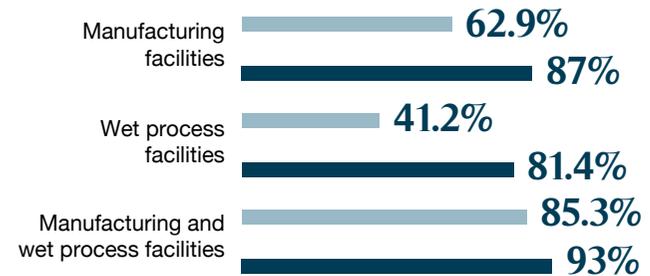
32. We ceased environmental auditing to focus on social assessments, with well-defined standards communicated to vendors. Our commitment to environmental impact remains active, as shown by our ETSP.

33. Facilities from which we have third-party audits. We track all facilities we work with, though audits can take time. Here is the information we have gathered so far.

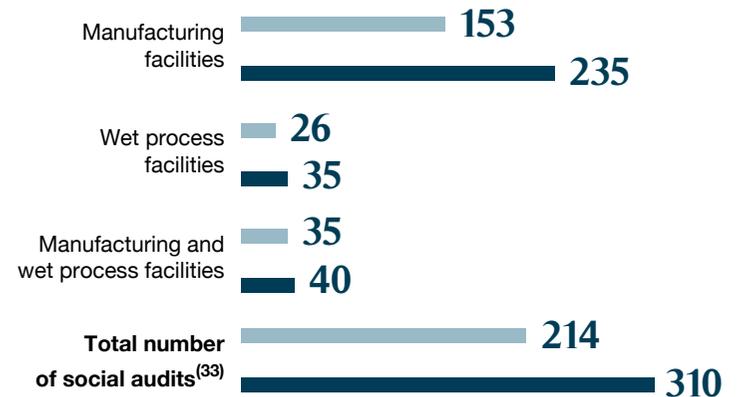
Breakdown of suppliers, by category



% of facilities, by category⁽³²⁾



Breakdown of audits to suppliers, by category



OUR ALLIANCES

Building Solid Long-term Relationships

ARTE: Asociación Retail Textil España



In fiscal year 2023/2024, we have associated with ARTE, to defend the common interests of the textile trade sector before public and private institutions in Spain.

Additionally, ARTE promotes freedom of enterprise and freedom of establishment, as well as freedom of trade and business hours, market unity, and commitments to social and environmental sustainability.

As a consolidated and experienced fashion group we joined to share our vision of the sector, make an active contribution, and to address together with the other brands in the association the challenges and new opportunities arising in the Spanish textile trade.



Better Cotton Initiative

Since October 2021, we have been members of the BCI. Our Group is committed to sourcing sustainable cotton and supporting cotton farmers to adopt more sustainable farming practices.

Better Cotton is not physically traceable to end products. However, Better Cotton farmers benefit from the demand for Better Cotton in equivalent volumes to those we source.

We share with BCI the same strategy and values, such as using water in an efficient way, taking care of the land and natural habits, and reducing the use of chemicals.



International ACCORD

We continue being members of ACCORD to ensure fire, electrical and structural inspections in our facilities in Bangladesh. The organisation carries out periodic supervision in facilities registered under ACCORD, plus follow-ups and corrective action plans that must be regularly updated by facilities themselves.

In September 2023, ACCORD extended efforts to facilities in Pakistan. We have signed this new agreement (also called: Country-Specific Safety Programme), and registered our facilities in Pakistan to ensure fire and building safety.

ISEM Fashion Business School



Since 2022, we partner with ISEM Fashion Business School, a business academic centre specialised in fashion companies in Spain. We value their efforts in offering students with knowledge and practical experience to develop their career in the fashion industry. Both training, and practical skills is what we attempt to offer ISEM students as well by, among others, organising for them our Fashion Summer Boot Camp, plus presenting them the opportunity for job placement within our company.

MOVE!: Moda en Movimiento



This fiscal year, we have become members of MOVE!, a platform led by the online publication Modaes. It develops various initiatives aimed at contributing to its founding mission: to be a support for companies and entities in the fashion industry and related sectors in Spain and around the world to accelerate their transformation towards a model aligned with ESG criteria and to highlight this progress among key audiences for the sector.

Move! Moda en Movimiento promotes the exchange of information and knowledge and cooperation between the agents of the fashion business in Spain. It also creates spaces for exchange and networking and contributes with different initiatives to disseminate the advances in the transformation process of the fashion industry towards a more sustainable model.

Fundació NouXamfrà



We work together with the Fundació NouXamfrà⁽³⁴⁾, a local foundation that works to provide people with functional diversity both the resources and skills needed to accomplish individual autonomy. Their initiatives encompass a spectrum of services, spanning from educational programmes to accommodation and recreational activities, in addition to psychological assistance.

Sixteen people from Fundació NouXamfrà work in our Barcelona warehouse in tasks related to labelling, cleaning and clothing returns.

Worldcoo



Since May 2021, we have partnered with Worldcoo to support their innovative solution enabling our consumers to make small donations when paying by card at Pepe Jeans London stores (Spain and Portugal). Through the 'Solidarity Roundup', we support several projects of our choice within its wide variety of partnerships.

We greatly appreciate the solidarity of our consumers who have collectively contributed a total of €16,115 during this fiscal year through their purchases in our Pepe Jeans London stores (in Spain and Portugal).

Thanks to this generous support, we will cooperate with the Red Cross Emergency campaign in Ukraine.

34. Fundació Nou Xamfrà collaborators are not AWWG's employees for any of their societies. They work for the Group through our partnership.

Our Social Initiatives

We have contributed to the local development of the communities where we operate by donating clothing to charities.

To promote circular fashion as part of our sustainability strategy, we encouraged employees at our Madrid offices to donate clothing in November and December to give them a second life as part of our Christmas Campaign.

A total of 276 kilos of clothes were donated and distributed between 'Samur Social Madrid' (101kg) and 'Los chicos de Jose y Leo' (175kg).

Additionally, 100kgs of clothing have been brought to the office to recycle⁽³⁵⁾. To collect, keep and manage these materials, we have partnered with Insertega.

Annual contributions to foundations and non-profit organisations⁽³⁶⁾



35. From November 2023 until March 31st 2024.

36. Estimation of monetary value of the clothing donations for fiscal years 2021/2022 and 2022/2023. For the fiscal year 2023/2024, we have integrated the data by partnership in the previous texts.



1. Samur Social

It is a social service of municipal attention to social emergencies integrated in the response network of the Emergency Services of the city of Madrid. It serves as a consolidated support structure for collective urgencies, facilitating specific interventions concentrated in the same space and with the necessary competency to respond to the stressful situations that the affected people may experience.



2. Los Chicos de Jose y Leo

It is a small association that provides children and families living in a vulnerable situation with basic resources, accompaniment, and regular assistance in the educational chores of children. Among their activities, the association covers:

- Pick-up service from high and primary school and transportation to the day centre
- Afternoon snack service
- Study reinforcement and homework assistance
- Children workshops
- Outdoor activities with educational nature
- Psychosocial support



3. Insertega

It refers to a social entrepreneurial textile recycling initiative that, as a company, is dedicated to managing textile recycling within the fashion industry. They aim at ensuring that textile waste management has the most positive social and environmental impact on our environment.



4. Cáritas

It is a non-profit organisation that represents the official confederation of charitable and social action entities of the Catholic Church in Spain. We have collaborated with them during this fiscal year by donating garments, adding a 1,384€ monetary value.

Our employees
have contributed
376 kg
to charitable and
recycling organisations





**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

07 PLACES

We take care of the places that promote our business,
minimising their environmental impact and carbon footprint.



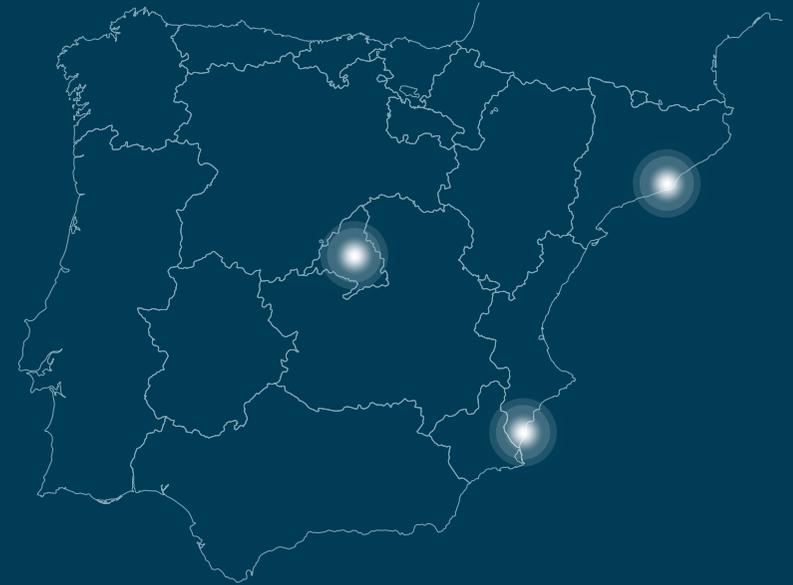
ENVIRONMENTAL MANAGEMENT

Minimising our Environmental Impacts

We work to improve the environmental performance of our offices, stores and warehouses through technologies and alternatives based on the efficient use of resources, the response to climate change and the application of circular economy principles.



Our Offices, Showrooms and Warehouses in Spain



- BREEAM Certified (efficiency and sustainability)⁽³⁷⁾
- Sustainable transport: bike parking, public transport and charging points for electric cars
- Air quality control
- Natural plants decoration following a biophilic style
- Water usage control
- Energy efficient lighting: LED and presence detection sensors⁽³⁸⁾
- Natural light priority
- 100% renewable energy in our offices, showrooms and warehouses⁽³⁹⁾
- Ergonomic and sustainable furniture (PEFC certified, reused, etc.)
- Recycling bins
- 100% recycled cardboard in our warehouses logistic boxes

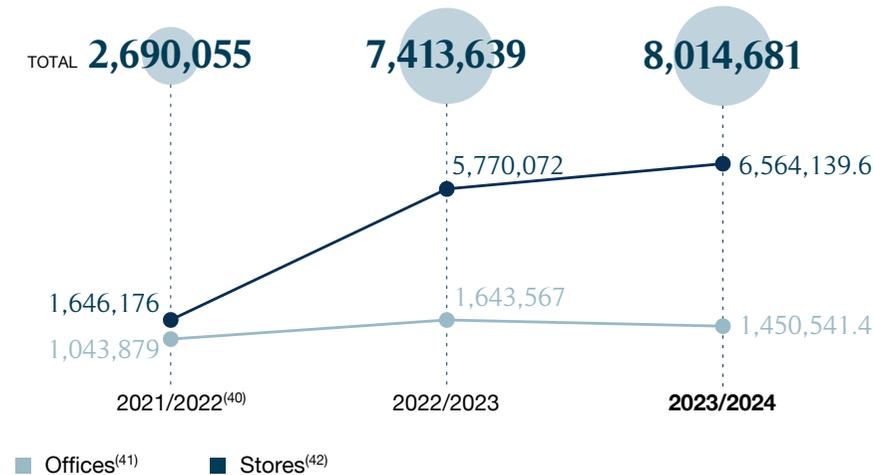
37. Only Madrid.

38. Only Barcelona.

39. Madrid, Barcelona and Elche.

Energy Consumption

Annual electric energy consumption (KwH/year), by business unit



46%
consumption rate:
renewable energy vs. total energy

40. FY 2021/2022 data exclusively represent Pepe Jeans S.L.U. consumption.

41. Offices and showrooms in Spain, UK, and France.

42. Estimated data based on 2,000-3,000 kw/h consumption by month in one store. In retail: full price and outlets.

In our path towards responsible energy, we:

- Program the air conditioning system.
 - Keep air conditioning filters clean.
 - Provide motion sensor light switching.
 - Switch off all installations after shutdown.
- **In Barcelona:** our offices are equipped with lighting sensors which turn off when movement ceases.
- **In Madrid:** we have a closed office lighting schedule from 7:30am to 7:00pm. After 7:00pm, lights will be manually switched off.
- Semi-closed offices during remote work.
 - Keep our electrical wiring up to date.
 - Offer electric vehicle chargers.
 - Employees who are assigned a company car, will be suggested an electrical offer.
 - Strong commitment to paper and cardboard recycling.
 - Contract energy from renewable sources.
 - Use power strips with several plugs (to eliminate phantom consumption and increase security).
 - Turn off electrical appliances that are not used.
 - Set the screensaver to black.
 - Take advantage of natural light.
 - Use LED bulbs.

Water Consumption

This fiscal year we consumed:

9,120m³
of water in our stores⁽⁴³⁾

6,708.8m³
in our offices⁽⁴⁴⁾

We have taken several steps to manage **water consumption in our direct operations:**

- Low-flow fixtures in offices and stores, including faucets and toilets, to reduce water usage.
- Water aerators in the Barcelona offices restrooms to provide high water flow, while reducing water provision.
- Double loading devices in tanks in our offices' restrooms.
- Drip irrigation of gardens.
- Control of consumption bills to avoid possible leaks in the network.

43. In retail: full price and outlets.

44. Offices and showrooms in Spain, UK and France.

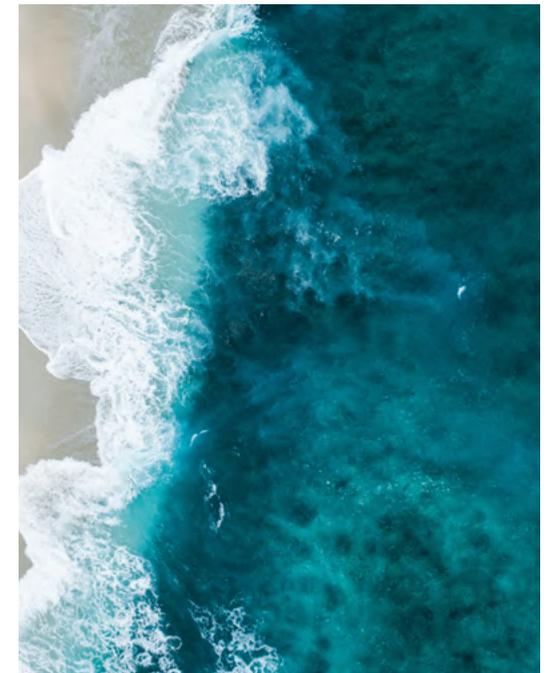
We have taken several steps to manage **water consumption in our supply chain:**

- **Responsible raw materials:** At Pepe Jeans London and Hackett London we use BCI cotton, organic cotton, and recycled polyester and cotton, which require the use of less water in the production process compared to conventional materials.
- **Wiser Wash®:** Overall, the Wiser Wash® process uses only 29 litres of water instead of an average of 65 litres of water per garment, which is 55% less. One pair of Wiser Wash® jeans uses only one cup (200ml) of water for the decolourisation process.
- **Water-efficient technologies:** Part of our suppliers have invested in water-efficient technologies, such as low-flow washing machines, water recycling systems, and water-efficient dyeing and finishing equipment, in its garment factories to reduce water usage.
- **Green EIM Score Jeanologia®:** Pepe Jeans London and Hackett London use the Green EIM Score Jeanologia® to evaluate the environmental impact of its suppliers' processes and products, including water usage. The score considers the water usage in all stages of the supply chain, from raw materials to finished products, and encourages suppliers to adopt sustainable practices.

Biodiversity

We minimise our impact on biodiversity and ecosystems by:

- Committing to responsible materials (For example: BCI cotton, FSC cardboard).
- Reducing our water usage, pollution and waste generation.
- Promoting adherence to high environmental and social standards in our supply chain.





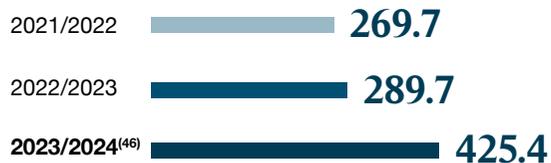
Waste Management

We generate several types of waste in our direct activities across different stages of the value chain:

Waste through our value chain

UPSTREAM	1. Manufacturing processes <ul style="list-style-type: none"> • Textile waste • Chemical waste • Water waste 	2. Logistics to our warehouse <ul style="list-style-type: none"> • Packaging waste • Transportation waste
DOWNSTREAM	3. Logistics to deliver the products to stores and retailers <ul style="list-style-type: none"> • Packaging waste • Transportation waste 	4. Reverse logistics <ul style="list-style-type: none"> • Unsold inventory waste • Customer returns waste

Waste (generated in tons)⁽⁴⁵⁾



45. Data source: waste generated in our Sant Feliu de Llobregat warehouse (cardboard, plastic & banal) for fiscal years 2021/2022 and 2022/2023.

46. Data source: waste generated in our warehouses in Sant Feliu de Llobregat and Molins de Rei (cardboard, plastic & banal).

47. Since September 2023, our Barcelona offices have a canteen for employees.

We put huge efforts to reduce waste concerning our **products' attributes**:

- Responsible materials.
- Sustainable washes in denim.
- Hazardous chemicals elimination.
- Durable, timeless and high-quality product design.
- Detailed and accurate product descriptions including care instructions.
- We also create high-quality products to exceed our clients' expectations and to foster a more responsible consumption.
- The measures applied to reduce waste in packaging are explained in detail in section "Packaging".

Food Waste Prevention

We seek to reduce waste in our offices. In terms of food waste prevention (Madrid & Barcelona⁽⁴⁷⁾), we:

- Keep food in suitable equipment: cold rooms and thermosealed food.
- Offer last minute price reductions on leftovers for employees to take home.
- Planning food stock according to out-of-the-office staff.

Waste Impacts

We are also aware of the **impacts of our waste**:

Type of impact	Description	Management of impact
Social impacts	<p>Health impacts: Poor waste management practices can jeopardise the health of employees, consumers, and communities. Exposure to hazardous materials and pollutants can cause respiratory problems, skin irritations, and other health issues.</p> <p>Livelihood impacts: Poor waste management practices can affect the livelihoods of people who depend on natural resources and ecosystems that may be affected by waste.</p>	<p>Our Ethical and Transparent Sourcing Programme includes an auditing process that makes sure that the facilities working with us comply with the local regulations and our own Group expectations. The health of our suppliers' employees is at the core of our approach and we do not work with facilities that pose a risk to their employees. Through our audits, we identify issues and suggest corrective action plans for the facilities to improve.</p>
Environmental impacts	<p>Landfill space: Waste can take up space in landfills and contribute to environmental problems such as soil and water contamination.</p> <p>Climate change: Waste accumulated in landfills can contribute to climate change through the generation of methane gas, which adds to global warming and climate change.</p> <p>Resource depletion: The production of textiles requires significant amounts of water and energy, as well as resources such as cotton, polyester, and other materials. In addition, the disposal of waste from the production process can further deplete resources. For example, if textiles are sent to a landfill instead of being recycled, this can contribute to the depletion of landfill space and the need for new landfills.</p> <p>Soil pollution: Improper disposal of waste can lead to soil pollution, which may have negative impacts on the soil quality and fertility, affecting agriculture and plant growth. Soil pollution can also impact the health of animals and humans.</p>	<p>We assess the impacts of waste through environmental monitoring processes. We are also working on the raw materials used in our packaging, reducing it and optimising its flows.</p>
Economical impacts	<p>Costs of waste management: Waste materials can result in significant waste disposal costs.</p> <p>Regulatory compliance: Our company must comply with environmental regulations and standards, which can lead to fines and penalties if waste management practices are not up to standard.</p> <p>Damage to brand reputation due to negative public perception of waste management practices.</p>	<p>Waste reduction: We work to reduce waste generation by implementing sustainable design practices, reducing packaging, and optimising manufacturing processes.</p> <p>Recycling and reuse: We promote recycling and reuse of waste products where possible, in order to minimise environmental impacts and reduce costs.</p> <p>Proper disposal: We ensure that waste is disposed of properly and in compliance with local regulations and standards.</p> <p>Waste accountability: We take accountability of the waste we generate and contribute to the countries where we operate accordingly.</p>

CARBON FOOTPRINT

Understanding our CO₂ emissions has been crucial in seeking to plan and improve our environmental performance. In AWWG, we have initiated our first approach into measuring our carbon footprint due to our awareness on the environmental impact our industry generates.

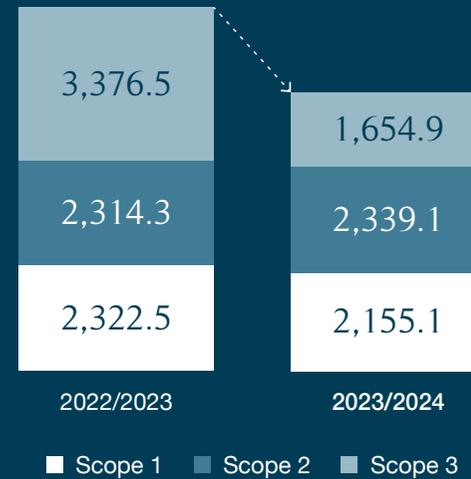
For this exercise, we have analysed how our consumption rates, and our daily activity may be impacting the environment in order to be able to establish reduction goals in the near future. This first demonstration encompasses all CO₂ emissions linked to our direct activities (Scope 1 & 2) and some of our indirect emissions (Scope 3).

Our final calculations are based on a combination of both estimations and accurate data, taking into account the fiscal years 2022/2023 and 2023/2024.

As a result, our first carbon footprint approach serves as a study baseline to continue future years' exercises that will help us set ambitious and responsible targets around our environmental impact.

This very first exercise has been an approach to understanding our impact and carbon footprint, with the aim of establishing a reduction roadmap that we plan to draft and start in the following months.

Our carbon footprint (in tCO₂e)⁽⁴⁸⁾



Intensity metric

0.40631

tCO₂eq./1,000 garments sold



48. AWWG carbon footprint for scopes 1, 2 and 3, has taken into consideration Pepe Jeans London, Hackett London and Façonnable, including all offices, warehouses, showrooms, retail stores (full price and outlets), where the brands are present.

PACKAGING

We are aware of the impact of packaging in the textile industry. We understand packaging not only as the materials in which the product is offered to our consumers, but also as the materials (pins, collard cards, boxes, etc.) that ensure the proper condition of the item while in transport from factories and warehouses.

In order to tackle this problem, we mapped out our packaging cycle and realised that the use of single-use-plastic, paper and cardboard items had room for improvement.

This packaging-mapping exercise allowed us to see the big picture and strengthen our commitments where and when needed.

To reduce the amount of waste (in kg) that we introduce in the market and considering the margin impact, this year we implemented some changes on Pepe Jeans London ecommerce packaging. Ecommerce boxes have been substituted for envelopes (when possible) and



consequently, we are expecting a 20% reduction of packaging waste on Pepe Jeans London ecommerce purchase. This doesn't affect the customer experience allowing us to be more respectful with the environment while doing so.

As part of our continuous improvement, we will keep on working on different packaging projects in the next few years.

Our actions for a more sustainable packaging:

- Improvement in the materials used for the packaging (more responsible materials).
- Packaging reduction.
- Flow packaging optimisation.
- Forest Stewardship Council (FSC) certified paper and cardboard.
- Research in packaging innovation.



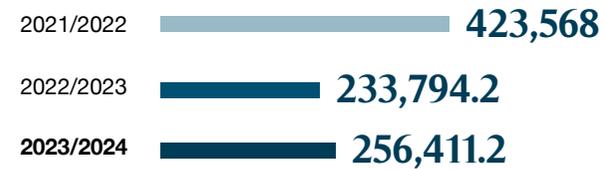
Annual paper consumption in our offices and stores (tons/year)⁽⁴⁹⁾



Annual plastic consumption in warehouses (kg/year)⁽⁵⁰⁾



Annual cardboard consumption in warehouse (kg/year)⁽⁵¹⁾



Calculations are made for the Group as a whole.

49. Data sources: Offices and retail in Spain.

50. Data sources: Barcelona and Elche.

51. Data sources: Barcelona and Elche.



**AWWG
NON-FINANCIAL
REPORT**
Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

08

ANNEXES



I. REPORTING FRAMEWORK

Law 11/2018

This report complies with the requirements of the Spanish Law 11/2018 on Non-Financial Information and Diversity and aims to show the performance of our Group towards sustainability, including:

- Information about evolution, results and situation of our Group.
- Impacts of our activity in environmental, social, human rights, anti-corruption and bribery or personnel issues.
- Measures taken to improve equal treatment and opportunities between women and men, and to promote non-discrimination and inclusion of people with disabilities, as well as universal accessibility.

Scope

The scope of this report reflects AWWG’s global activities and the data presented corresponds to Fiscal Year 2023/2024, from April 1st, 2023, to March 31st, 2024.

GRI

This report has been elaborated using the Global Reporting Initiative (GRI) standards, a recognised sustainability global standard mentioned in the Law 11/2018.

Verification

This report has been verified by TÜV SÜD. The conclusions of this verification are available at the end of this document.

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

II. RISKS

As we are operating globally we are continuously monitoring industry as well as macro-economic trends.

Macro-economic Trends
Mild slowdown in 2024 expected:

1. Slow Economic Growth

- Slower global economic growth from 2.9% in 2023 to 2.7% in 2024.
- Euro area: GDP growth from 0.6% in 2023 to 0.9% in 2024.
- Asia is expected to continue to account for the bulk of global growth in 2024/2025, as it has in 2023 (accelerating in India, Vietnam, Indonesia).

2. Financial Conditions

- Inflation falls gradually to 5.2% and 3.8% in 2024 and 2025 respectively, from 7.0% in 2023.
- Projected significant rise in government debts due to slowed down economic growth.
- Higher-for-longer interest rates & depleting savings will slow consumer spending and lower business investments.

3. Cost Pressure

- Persistence of high interest rates reduces access to financing and elevates costs of serving existing debts.
- Labour market shortages in most advanced economies and elevated cost of capital in 2024.

4. Global Uncertainty

- Middle East crisis & Russia-Ukraine war.
- US-China trade tensions.
- Political fragmentation and extremist leanings.
- Historic elections year (over 50 countries, ~49% of the population, incl. India, USA, Mexico, Russia, EU).

5. Regulations & Others

- Continuous new ESG regulations.
- Artificial Intelligence regulations.
- Climate changes: Severe weather events threaten global agrifood supplies and escalate energy demands (heating, cooling).

6. Manufacturing Challenges

- Near shore vs. far shore.
- Stalling demand for B2B goods will drag down the manufacturing sector’s performance.
- Continuation of labour market problems, potential trade restrictions and stricter environmental regulations.

III. “OUR PEOPLE” TABLES

Tables III.I: Who we are

Total workforce	2022/2023	2023/2024
AWWG	2,847	3,023
Total	2,847	3,023

Breakdown of employees, according to sex	2022/2023	2023/2024
Women	2,030	2,182
% women	71.3%	72.2%
Men	817	841
% men	28.7%	27.8%
Total	2,847	3,023



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Breakdown of employees, according to country	2022/2023	2023/2024
Europe	2,793	2,965
Austria	14	16
Belgium	20	22
Czech Republic	14	20
France	143	175
Germany	110	121
Hungary	30	30
Italy	57	53
Monaco	3	3
Poland	63	58
Portugal	205	232
Spain	1,815	1,865
<i>Woman</i>	1,378	1,433
<i>Men</i>	437	432
Switzerland	29	31
The Netherlands	31	29
UK	259	299
Ireland	-	11
America	54	58
Mexico	54	58

Total breakdown of employees according to employment category and sex	2022/2023		2023/2024	
	N	%	N	%
Directors and Managers	230	100%	251	100%
Women	132	57.4%	149	59%
Men	98	42.6%	102	41%
Staff	580	100%	587	100%
Women	417	71.9%	417	71%
Men	163	28.1%	170	29%
Store personnel	1,994	100%	2,128	100%
Women	1,474	73.9%	1,604	75%
Men	520	26.1%	524	25%
Logistics personnel	43	100%	57	100%
Women	7	16.3%	12	21%
Men	36	83.7%	45	79%

Total breakdown of employees according to employment category and age	2022/2023		2023/2024	
	N	%	N	%
Directors and Managers	230	100%	251	100%
<20 years old	-	-	-	-
20-29 years old	1	0.4%	5	2%
30-45 years old	172	75%	181	72%
>46 years old	57	25%	65	26%
Staff	580	100%	587	100%
<20 years old	1	0.2%	1	-
20-29 years old	208	36%	225	38%
30-45 years old	288	50%	273	47%
>46 years old	83	14%	88	15%
Store personnel	1,994	100%	2,128	100%
<20 years old	64	3%	104	5%
20-29 years old	612	31%	639	30%
30-45 years old	1,018	51%	998	47%
>46 years old	300	15%	387	18%
Logistics personnel	43	100%	57	100%
<20 years old	-	-	-	-
20-29 years old	2	5%	6	11%
30-45 years old	29	67%	32	56%
>46 years old	12	28%	19	33%

Total breakdown of employees according to age	2022/2023		2023/2024	
	N	%	N	%
< 20 years old	65	2.3%	105	3%
20-29 years old	823	28.9%	875	29%
30-45 years old	1,507	52.9%	1,484	49%
> 46 years old	452	15.9%	559	18%
Total	2,847	100%	3,023	100 %

Total breakdown of employees according to sex and age	2022/2023		2023/2024	
	Women	Men	Women	Men
< 20 years old	38	27	78	27
20-29 years old	614	209	658	217
30-45 years old	1,083	424	1,060	424
> 46 years old	295	157	386	173
Total (disaggregated by sex)	2,030	817	2,182	841
Total (both)	2,847		3,023	

Tables III.II: How we work

Total breakdown and distribution of contract types		2022/2023	2023/2024
Type of contract	Permanent	2,283	2,446
	Temporary/ Fixed-term	507	512
	Internship	57	65
	Total	2,847	3,023
Contract by working hours	Full-time	1,763	1,841
	Part-time	1,084	1,182
	Total	2,847	3,023

Type of contract according to sex	2022/2023		2023/2024	
	Women	Men	Women	Men
Permanent	1,598	685	1,727	719
Full-time	967	542	1,019	567
Part-time	631	143	708	152
Temporary / Fixed-term	381	126	399	113
Full-time	147	57	145	51
Part-time	234	69	254	62
Internship	51	6	56	9
Full-time	47	3	51	8
Part-time	4	3	5	1
Total (disaggregated by sex)	2,030	817	2,182	841
Total (both)	2,847		3,023	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Type of contract according to age	2022/2023		2023/2024	
	Full-time	Part-time	Full-time	Part-time
Permanent	1,509	774	1,586	860
< 20 years old	-	41	5	64
20-29 years old	290	246	318	275
30-45 years old	928	382	905	394
> 46 years old	291	105	358	127
Temporary / Fixed-term	204	303	196	316
< 20 years old	4	19	6	28
20-29 years old	84	150	66	156
30-45 years old	87	107	88	94
> 46 years old	29	27	36	38
Internship	50	7	59	6
< 20 years old	1	-	1	1
20-29 years old	47	6	55	5
30-45 years old	2	1	3	-
> 46 years old	-	-	-	-

Type of contract according to employment category	2022/2023		2023/2024	
	Full-time	Part-time	Full-time	Part-time
Permanent	1,509	774	1,586	860
Directors and Managers	213	12	234	13
Staff	451	43	473	41
Store personnel	802	719	822	806
Logistics personnel	43	-	57	-
Temporary / Fixed-term	204	303	196	316
Directors and Managers	3	2	2	2
Staff	26	3	10	3
Store personnel	175	298	184	311
Logistics personnel	-	-	-	-
Internship	50	7	59	6
Directors and Managers	-	-	-	-
Staff	50	7	56	4
Store personnel	-	-	3	2
Logistics personnel	-	-	-	-

**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Average annual rate of permanent contracts	2022/2023		2023/2024	
	N	%	N	%
Women, according to age	1,598	100%	1,727	100%
< 20 years old	22	1.4%	53	3%
20-29 years old	395	24.7%	433	25%
30-45 years old	932	58.3%	917	53%
> 46 years old	249	15.6%	324	19%
Men, according to age	685	100%	719	100%
< 20 years old	19	2.8%	16	2%
20-29 years old	141	20.6%	160	22%
30-45 years old	378	55.2%	382	53%
> 46 years old	147	21.5%	161	22%

Average annual rate of temporary / fixed-term contracts	2022/2023		2023/2024	
	N	%	N	%
Women, according to age	381	100%	399	100%
< 20 years old	15	3.9%	24	6%
20-29 years old	171	44.9%	173	43%
30-45 years old	149	39.1%	140	35%
> 46 years old	46	12.1%	62	16%
Men, according to age	126	100%	113	100%
< 20 years old	8	6.4%	10	9%
20-29 years old	63	50%	49	43%
30-45 years old	45	35.7%	42	37%
> 46 years old	10	7.9%	12	11%

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Average annual rate of internship contracts	2022/2023		2023/2024	
	N	%	N	%
Women, according to age	51	100%	56	100%
< 20 years old	1	2%	1	2%
20-29 years old	48	94.1%	52	93%
30-45 years old	2	3.9%	3	5%
> 46 years old	-	-	-	-
Men, according to age	6	100%	9	100%
< 20 years old	-	-	1	11%
20-29 years old	5	83.3%	8	89%
30-45 years old	1	16.7%	-	-
> 46 years old	-	-	-	-

Average annual rate of full-time contracts	2022/2023		2023/2024	
	N	%	N	%
According to sex	1,763	100%	1,841	100%
Women	1,161	65.9%	1,215	66%
Men	602	34.2%	626	34%
According to age	1,763	100%	1,841	100%
< 20 years old	5	0.3%	12	1%
20-29 years old	421	23.9%	439	24%
30-45 years old	1,017	57.7%	996	54%
> 46 years old	320	18.2%	394	21%
According to employment category	1,763	100%	1,841	100%
Directors and Managers	216	12.3%	236	13%
Staff	527	29.9%	539	29%
Store personnel	977	55.4%	1,009	55%
Logistics personnel	43	2.4%	57	3%

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Annual average rate of part-time contracts	2022/2023		2023/2024	
	N	%	N	%
According to sex	1,084	100%	1,182	100%
Women	869	80.2%	967	82%
Men	215	19.8%	215	18%
According to age	1,084	100%	1,182	100%
< 20 years old	60	5.5%	93	8%
20-29 years old	402	37.1%	436	37%
30-45 years old	490	45.2%	488	41%
> 46 years old	132	12.2%	165	14%
According to employment category	1,084	100%	1,182	100%
Directors and Managers	14	1.3%	15	1%
Staff	53	4.9%	48	4%
Store personnel	1,017	93.8%	1,119	95%
Logistics personnel	-	-	-	-

Breakdown of dismissals	2022/2023		2023/2024	
	Women	Men	Women	Men
According to age	92	33	97	51
< 20 years old	-	-	2	-
20-29 years old	33	12	28	19
30-45 years old	45	18	54	25
> 46 years old	14	3	13	7
According to employment category	92	33	97	51
Directors and Managers	7	3	8	4
Staff	14	7	10	10
Store personnel	71	23	78	37
Logistics personnel	-	-	1	-
According to region	92	33	97	51
Europe	91	32	97	43
South America	1	1	-	8

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Median remuneration (in €)	2022/2023		2023/2024	
	Women	Men	Women	Men
According to age				
< 20 years old	19,021	22,334	19,260	22,435
20-29 years old	19,142	20,000	19,260	21,203
30-45 years old	21,154	26,000	22,260	29,155
> 46 years old	22,000	33,169	22,867	32,801
According to employment category				
Directors and Managers	50,411	70,000	56,650	74,818
Staff	28,000	31,988	29,120	33,811
Store personnel	19,900	20,838	20,248	22,435
Logistics personnel	18,780	19,461	19,363	21,136

Pay gap in € ⁽⁵²⁾	2022/2023	2023/2024
In terms of sex distribution		
Women (Gross salary per year)	20,600	21,555
Men (Gross salary per year)	25,000	26,318
Ratio	17.6%	18.1%

Median salary of advisors and directors (in €) ⁽⁵³⁾	2022/2023	2023/2024
Advisors	-	-
Directors and Managers	58,069	61,318

Breakdown of employees with disabilities according to employment category ⁽⁵⁴⁾	2022/2023	2023/2024
Directors and Managers	1	1
Staff	2	3
Store personnel	9	10
Logistics personnel	3	1
According to sex		
Women	8	9
Men	7	6
Total	15	15

52. Formula used to calculate these numbers:
(Median for men – median for women) / median for men) x 100.

53. Members of the Board are not remunerated. The only exceptions are our CEO and members with executive functions, as stated in article 18 bis of the Pepe Jeans S.L. by-laws.

54. These numbers reflect data exclusively in Spain.

Parental leave	2022/2023	2023/2024 ⁽⁵⁵⁾
Number of employees with right to parental leave	2,847	3,023
Women	2,030	2,128
Men	817	841
Number of employees which have taken parental leave	136	120
Women	99	88
Men	37	32
Of the above, number of employees which have returned to work after parental leave	71	101
Women	50	73
Men	21	28
Return to work rate	100%	84.2%
Women	70.4%	82.9%
Men	42.0%	87.5%
Of the above, number of employees which, after returning to work, still work in the company after 12 months	63	84
Women	44	58
Men	19	26
Retention rate	88.7%	83.2%
Women	69.8%	79.5%
Men	43.2%	92.9%

Absenteeism	2022/2023		2023/2024	
	Women	Men	Women	Men
Number of work accidents	53	10	39	9
Lost days for common disease	18,775	2,691	34,499	6,539
Lost hours	126,318	19,794	172,732.4	36,788.3
Total (disaggregated by sex)	145,093	22,485	207,231.4	43,327.3
Total (both)	167,578		250,599	

Breakdown of work accidents	2022/2023		2023/2024	
	Women	Men	Women	Men
Breakdown of work accidents, according to paid leave	53	10	39	9
With paid leave	27	7	17	3
Without paid leave	26	3	22	6
Breakdown of work accident rates				
Cumulative incidence rate	1,336.4	871.6	779	357
Frequency rate (general)	17.3	7.7	17.8	11.8
Frequency rate (leave)	8.8	5.4	7.8	3.9
Severity rate	0.1	0.03	0.3	0.1
Duration rate	18.7	8	36.8	31.7
Deaths by work accident or occupational disease	-	-	-	-
Total deaths by work accident or occupational disease	-	-	-	-

55. By the time the 2023/2024 Non-Financial Report was carried out, 71 employees on parental leave were expected to return and had done so accordingly (100%). The rest would return whenever it was scheduled.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Occupational disease	2022/2023		2023/2024	
	Women	Men	Women	Men
Cumulative incidence rate	0	0	0	0
Frequency rate (general)	0	0	0	0
Frequency rate (leave)	0	0	0	0
Severity rate	0	0	0	0
Duration rate	0	0	0	0

Accident rate indicators	2022/2023	2023/2024
Accidents with paid leave	34	20
Cumulative incidence rate	1,204.2	917
Frequency rate	7.8	9.1
Severity rate	0.1	0.3

Breakdown of employees that have access to training in discrimination, by employment category	2022/2023	2023/2024
Directors and Managers	230	251
Staff	580	587
Store personnel	1,994	2,128
Logistics personnel	43	57
Total	2,847	3,023

Percentage of employees covered by collective bargaining agreement, according to country	2022/2023	2023/2024
Europe		
Spain	100%	100%
Portugal	100%	100%

IV. ENSURING A TRANSPARENT SUPPLY CHAIN

AWWG's Supplier Tiers Categorisation

TIER	DEFINITION	DESCRIPTION
Tier 0	Our Company	Product and creative areas, operations, logistics, retail of the Group and all our brands.
Tier 1	Main production holders	Direct suppliers registered in our system as company holders of the orders and invoices. This also includes agents, traders and licensees.
Tier 2	Final product manufacturing and assembly sites	Providers of Cut to Pack or also named CMT services as cutting, stitching, trimming, packing, quality control and warehouses. They can be direct suppliers or Tier 1 sub-suppliers.
Tier 3	Wet processing sites	Providers of one or more wet processes such as dyeing, printing or laundry. Usually, sub-suppliers with no direct contact with our company. By and large, the relationships are managed through Tier 1 and 2.
Tier 4	Materials and components	Fabric mills, tanneries, raw material providers and trim suppliers.
Tier 5	Agriculture, livestock and extraction	Farming and mining.



Minor issues	Represent areas of no immediate threat or risk to the health & safety of workers or the environment.
Major issues	Represent findings likely to have a negative impact on the medium-long term health & safety of workers, their rights or the environment.
Critical issues	Cases that are a threat to the mental or physical health & safety of workers and/or environment requiring urgent attention.
Zero tolerance	Cases which AWWG does not accept to work with.



**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

V. LAW 11/2018 CONTENT INDEX

Statement of use: AWWG has reported the information cited in this GRI content index for the period 2023/04/01 - 2024/03/31 with reference to the GRI Standards. For this, AWWG has used GRI 1: Foundation 2021.

Law 11/2018	GRI standard	Report section	Omission
GENERAL ASPECTS			
A brief description of the group's business model , including its business environment, organisation and structure , the markets in which it operates, its objectives and strategies , and the main factors and trends that may affect its future evolution.	GRI 2-1 Organisational details GRI 2-2 Management of material topics	1. About Us > Strategic Transformation 1. About Us > Transformation through our Brands 1. About Us > AWWG History: A Timeline 1. About Us > Our Business 1. About Us > Global Presence 2. Our Sustainability Journey > The Four Pillars of Our Sustainability Journey 2. Our Sustainability Journey > Landmarks Sustainability 2. Our Sustainability Journey > Materiality Analysis	
Policies applied by the group, including the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, and to verify and control, as well as the measures that have been adopted.	GRI 2-23 Policy commitments	2. Our Sustainability Journey > Landmarks Sustainability 3. Governance > Our Instruments to Operate Ethically and Transparently 3. Governance > Risk Management 4. Products > Our Sustainable Product Standard 5. People > Our People > Our People, In Data 6. Partners > Ensuring a Transparent Supply Chain	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Law 11/2018	GRI standard	Report section	Omission
<p>Results of these policies, with relevant non-financial key performance indicators that allow the monitoring and evaluation of progress and that promote comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each topic.</p>	<p>GRI 2-29 Approach to stakeholder engagement GRI 3-1 Process to determine material topics GRI 3-2 List of material topics GRI 3-3 Management of material topics</p>	<p>2. Our Sustainability Journey > Materiality Analysis 3. Governance > Our Instruments to Operate Ethically and Transparently 3. Governance > Risk Management 4. Products > Our Sustainable Product Standard 5. People > Our People, in Data 6. Partners > Ensuring a Transparent Supply Chain</p>	
<p>Main risks related to issues associated with the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects in those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them pursuant to the national, European, or international reference frameworks for each subject. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium, and long term.</p>	<p>GRI 2-24 Embedding policy commitments GRI 3-3 Management of material topics</p>	<p>3. Governance > Risk Management 8. Annexes > II. Risks</p>	

Law 11/2018	GRI standard	Report section	Omission
<p>Key non-financial performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards that can be generally applied and that comply with the EC guidelines on this matter and the GRI standards will be used, and the national, European or international framework used for each matter must be mentioned in the report. The key indicators of non-financial results must be applied to each of the sections of the statement of non-financial information. These indicators must be useful, taking into account the specific circumstances and consistent with the parameters used in its internal risk assessment and management procedures. In any case, the information submitted must be accurate, comparable and verifiable.</p>	<p>2-25 Processes to remediate negative impacts</p>	<p>1. About Us > Our Business 1. About Us > Global Presence 2. Our Sustainability Journey > Key Sustainability Highlights 2023/2024 2. Our Sustainability Journey > Landmarks Sustainability 2. Our Sustainability Journey > Materiality Analysis 3. Governance 4. Products > Our Sustainable Product Standard 4. Products > Stock and Waste Management 5. People 6. Partners 7. Places 8. Annexes > II. Risks 8. Annexes > III. "Our People" Tables</p>	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
ENVIRONMENTAL ASPECTS			
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety . Environmental assessment or certification procedures. Resources dedicated to the prevention of environmental risks . Application of the precautionary principle . Provisions and guarantees for environmental risks.	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3. Governance > Risk Management 4. Products > Consumer Health & Safety 4. Products > Our Sustainable Product Standard 5. People > Our People > Health & Safety 6. Partners > Ensuring a Transparent Supply Chain 7. Places > Environmental Management > Minimising our Environmental Impacts 7. Places > Environmental Management > Waste Management 8. Annexes > II. Risks	
POLLUTION			
Measures to prevent, reduce, or remedy carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution .	GRI 3-3 Management of material topics	7. Places > Environmental Management > Minimising our Environmental Impacts 7. Places > Environmental Management > Carbon Footprint	We do not incur in noise and light pollution through our activities.

Law 11/2018	GRI standard	Report section	Omission
CIRCULAR ECONOMY AND WASTE MANAGEMENT			
Measures for prevention, recycling, reusing, and other forms of waste recovery and disposal . Actions to combat food waste .	GRI 3-3 Management of material topics GRI 306-2 Management of significant waste-related impacts	4. Products > Stock and Waste Management 7. Places > Environmental Management > Waste Management 7. Places > Packaging	Food waste is not considered a material aspect for the development of the Group's activity.
SUSTAINABLE USE OF RESOURCES			
Water consumption and water supply according to local constraints.	GRI 303-5 Water consumption	7. Places > Environmental Management > Water consumption	As we are not owners of the facilities in which we manufacture our products, we do not have data on water consumption and withdrawal from our supply chain.
Consumption of raw materials and measures taken to improve the efficiency of their use.	GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume GRI 301-2 Recycled input materials used	4. Products > Our Approach to Product 4. Products > Our Sustainable Product Standard	
Energy consumption , direct and indirect. Measures taken to improve energy efficiency , use of renewable energies.	GRI 302-1 Energy consumption within the organisation GRI 302-4 Reduction of energy consumption	7. Places > Environmental Management > Energy consumption	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
CLIMATE CHANGE			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. Measures taken to adapt to the consequences of climate change. Reduction targets voluntarily set in the medium- and long-term to reduce GHG emissions and resources.	GRI 3-3 Management of material topics	7. Places > Environmental Management > Carbon Footprint	We will establish GHG emissions reduction targets as we are still in the early stages of our data gathering.
BIODIVERSITY			
Measures taken to preserve and restore biodiversity . Impacts caused by activities or operations in protected areas .	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 304-2 Significant impacts of activities, products and services on biodiversity	7. Places > Environmental Management > Biodiversity	We do not operate in biodiversity protected areas.
SOCIAL ASPECTS			
EMPLOYMENT			
Total number and distribution of employees by gender, age, country and professional classification.	GRI 2-7 Employees	5. People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	

Law 11/2018	GRI standard	Report section	Omission
Total number and distribution of employment contract modalities .	GRI 2-7 Employees -	5. People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	
Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification.		5. People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	
Number of redundancies by gender, age and occupational classification.	GRI 405-1 Diversity of governance bodies and employees	5. People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	
Average salaries and their evolution disaggregated by gender, age and professional classification or equal value.	GRI 405-2 Ratio of basic salary and remuneration of women to men	8. Annexes > III. "Our People" Tables	
Pay gap	GRI 405-2 Ratio of basic salary and remuneration of women to men	5. People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	
The average remuneration of directors and executives, including variable remuneration, meal allowances, indemnities, payment to long-term savings pension systems and any other payments disaggregated by gender.	GRI 405-2 Ratio of basic salary and remuneration of women to men	People > Our People > Our People, in Data 8. Annexes > III. "Our People" Tables	
Implementation of labour disconnection measures .	GRI 3-3 Management of material topics	5. People > Our People > Our People, in Data	
Employees with disabilities	GRI 405-1 Diversity of governance bodies and employees	5. People > Our People > Diversity & Equality 8. Annexes > III. "Our People" Tables	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
WORK ORGANISATION			
Number of absentee hours .	-	8. Annexes > III. "Our People" Tables	
Measures aimed at facilitating the enjoyment of work/life balance and encouraging coresponsibility for it by both parents.	-	5. People > Our People > Our People, in Data	
HEALTH & SAFETY			
Occupational health and safety conditions .	GRI 3-3 Management of material topics GRI 403-1 Occupational health and safety management system GRI 403-2 Hazard identification, risk assessment, and incident investigation. GRI 403-3 Occupational health services GRI 403-5 Worker training on occupational health and safety GRI 403-6 Promotion of worker health	5. People > Our People > Work-Life Conciliation and Labour Flexibility	
Accidents at work (frequency and severity) disaggregated by gender. Occupational illness (frequency and severity) disaggregated by gender.	GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health	5. People > Our People > Health & Safety 8. Annexes > III. "Our People" Tables	We have not identified any occupational illness.

Law 11/2018	GRI standard	Report section	Omission
SOCIAL RELATIONS			
Organisation of social dialogue , including procedures for informing, consulting and negotiating with staff.		5. People > Our People > Our People, in Data > Social Dialogue	
Percentage of employees covered by collective bargaining agreements by country.	GRI 2-30 Collective Bargaining Agreements	5. People > Our People > Social Dialogue	
Assessment of collective agreements , particularly in the field of health and safety at work.	GRI 2-30 Collective Bargaining Agreements GRI 3-3 Management of material topics	5. People > Our People > Social Dialogue	
TRAINING			
Policies implemented in the field of training .	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	3. Governance > Our Instruments to Operate Ethically and Transparently 5. People > Our People > Health & Safety 5. People > Our People > Training and Talent 8. Annexes > III. "Our People" Tables	
Total number of training hours by professional category.	GRI 404-1 Average hours of training per year per employee	5. People > Our People > Training and Talent	

**AWWG
NON-
FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
ACCESIBILITY			
Universal accessibility for people with disabilities.		5. People > Our People > Diversity and Equality	
EQUALITY			
Measures taken to promote equal treatment and opportunities for men and women.	GRI 3-3 Management of material topics	5. People > Our People > Diversity and Diversity	
Equality plans.	-	5. People > Our People > Diversity and Equality	
Measures taken to promote the employment, integration and universal accessibility of persons with disabilities.	406-1 Incidents of discrimination and corrective actions taken	5. People > Our People > Diversity and Equality	
Protocols against sexual and gender-based harassment.	-	5. People > Our People > Diversity and Equality 5. People > Our Consumers > Grievances	
The integration and universal accessibility of persons with disabilities.	-	5. People > Our People > Diversity and Equality	
Anti-discrimination and, where appropriate, diversity management policy.	-	5. People > Our People > Diversity and Equality	
HUMAN RIGHTS INFORMATION			
Application of human rights due diligence procedures.	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics	3. Governance 3. Governance > Our Instruments to Operate Ethically and Transparently 6. Partners > Ensuring a Transparent Supply Chain	

Law 11/2018	GRI standard	Report section	Omission
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed.	GRI 3-3 Management of material topics GRI 414-2 Negative social impacts in the supply chain and actions taken	3. Governance > Our Instruments to Operate Ethically and Transparently 6. Partners > Ensuring a Transparent Supply Chain	
Complaints about human rights violations.	GRI 2-27 Compliance with laws and regulations	-	The Ethics and Global Compliance Committee has received five complaints of violation of Human Rights in the workplace during fiscal year 2023/2024. These complaints were received directly by the employees concerned, and immediately the Ethics and Global Compliance Committee started the Harassment Protocol, following in all the cases the same steps: 1. Acknowledgement of receipt of complaint.

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
			2. Investigation phase. 2.a. Individual interviews with the employees concerned. 2.b. Analysis of friendly (settlement) resolution option. 3. Conclusion report. 4. Action plan or communication of sanction.
Promotion of and compliance with the provisions of the fundamental ILO conventions relating to respect for freedom of association and the right to collective bargaining.	GRI 2-30 Collective bargaining agreements	3. Governance 3. Governance > Our Instruments to Operate Ethically and Transparently 5. People > Our People > Diversity and Equality	
The elimination of discrimination in employment and occupation , the elimination of forced or compulsory labour and the effective abolition of child labour .	GRI 3-3 Management of material topics	3. Governance > Our Instruments to Operate Ethically and Transparently 6. Partners > Ensuring a Transparent Supply Chain	

Law 11/2018	GRI standard	Report section	Omission
ANTI-CORRUPTION AND BRIBERY INFORMATION			
Measures taken to prevent corruption and bribery .	GRI 3-3 Management of material topics GRI 205-1 Operations assessed for risks related to corruption GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 205-3 Confirmed incidents of corruption and actions taken.	3. Governance > Our Instruments to Operate Ethically and Transparently	During fiscal year 2023/2024, no cases of corruption or bribery have been detected.
Measures to fight against money laundering .	GRI 205-1 Operations assessed for risks related to corruption GRI 205-2 Communication and training about anti-corruption policies and procedures.	3. Governance > Our Instruments to Operate Ethically and Transparently.	
Contributions to foundations and non-profit entities .		6. Partners > Our Partnerships	

**AWWG
NON-FINANCIAL
REPORT**

Fiscal Year
2023/2024

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Data source:
March 31st 2024

Law 11/2018	GRI standard	Report section	Omission
INFORMATION ABOUT SOCIETY			
COMMITMENT TO SUSTAINABLE DEVELOPMENT			
Impact of the company's activity on employment and local development.	GRI 3-3 Management of material topics GRI 413-1 Operations with local community engagement, impact assessments, and development programs	5. People > Our Communities > Local Employment Creating Positive Impact	
Impact of the company's activity on local populations and territory.	GRI 3-3 Management of material topics GRI 413-1 Operations with local community engagement, impact assessments, and development programs	5. People > Our Communities > Local Employment Creating Positive Impact 6. Partners > Our Partnerships	
Relations maintained with local community stakeholders and the methods of dialogue with them.	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	5. People > Our Communities > Local Employment Creating Positive Impact 6. Partners > Our Partnerships	This fiscal year we have not established modalities of dialogue with our external stakeholders, including the people who form the communities in which we operate. However, we plan to do so in the future.

Law 11/2018	GRI standard	Report section	Omission
Association or sponsorship actions.	GRI 2-28 Membership associations GRI 413-1 Operations with local community engagement, impact assessments, and development programs.	6. Partners > Our Partnerships	
SUBCONTRACTS AND SUPPLIERS			
Inclusion of social, gender equality and environmental issues in procurement policy.	GRI 3-3 Management of material topics GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 414-2 Negative social impacts in the supply chain and actions taken	3. Governance > Our Instruments to Operate Ethically and Transparently 6. Partners > Ensuring a Transparent Supply Chain	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	3-3 Management of material topics 308-2 Negative environmental impacts in the supply chain and actions taken 414-2 Negative social impacts in the supply chain and actions taken	3. Governance > Our Instruments to Operate Ethically and Transparently 6. Partners > Ensuring a Transparent Supply Chain 8. Annexes > IV. Ensuring a Transparent Supply Chain	

Law 11/2018	GRI standard	Report section	Omission
Supervision and audit systems and results thereof.	3-3 Management of material topics	6. Partners > Ensuring a Transparent Supply Chain 6. Partners > Our Partnerships 8. Annexes > IV. Ensuring a Transparent Supply Chain	
CONSUMERS			
Measures for the health and safety of consumers.	GRI 3-3 Management of material topics GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4. Products > Consumer Health and Safety	
Complaint systems, complaints received and their resolution.	GRI 3-3 Management of material topics	5. People > Our Consumers > Grievances	

Law 11/2018	GRI standard	Report section	Omission
TAX INFORMATION			
Profits obtained by country.	GRI 201-1 Direct economic value generated and distributed	3. Governance > Financial Information	
Income taxes paid.	GRI 201-1 Direct economic value generated and distributed	3. Governance > Financial Information	
Public subsidies received.	GRI 201-4 Financial assistance received from government	3. Governance > Financial Information	

AWWG NON- FINANCIAL REPORT

Fiscal Year
2023/24

