

UnAvailable[®]

[SUSTAINABILITY REPORT]

Creating
an impact
that matters

A high-angle, wide shot of a lush, mountainous landscape. The scene is dominated by rolling green hills and valleys, densely covered with vegetation. The lighting is dramatic, with strong sunlight filtering through a layer of low-hanging clouds and mist, creating a hazy, ethereal atmosphere. The sun is positioned to the right, casting long, soft shadows across the slopes and highlighting the textures of the trees and grass. In the center of the image, the text "[UA]" is superimposed in a large, white, sans-serif font. The overall mood is serene yet powerful, capturing the raw beauty of a mountain wilderness.

[UA]



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OUR PURPOSE

Creating an impact that matters.

This sustainability report is our way of documenting the work behind responsible manufacturing. For us, sustainability means understanding our impact, measuring where we are today, and building the systems needed to improve over time.

We know the apparel industry still has real challenges: waste, emissions, water use, overproduction, supply chain pressure, unclear claims, and inconsistent accountability across global manufacturing.

UnAvailable does not claim to have solved everything, but we are committed to making practical improvements that can be measured, reviewed, and strengthened year by year.

This report covers the areas that shape our sustainability journey, including materials, people, supplier standards, facility operations, environmental impact, waste management, product quality, traceability, and the systems we are building to support better decisions.

We work closely with our teams, suppliers, and brand partners to understand where change is needed and where progress can be made. Our goal is to make sustainability part of the way we operate, not a separate statement outside the production process.

This is where we show the work, the progress, and the responsibility behind building a better manufacturing future.

Everything that follows in this report is part of that commitment.



[01]

Introduction.





Sustainability Snapshot.

Where we stand at the end of 2025, on one page

AREA	KEY FIGURE OR STATUS
B Corp Certification	Certified in early 2026 with a verified score of 89.2
Energy Target	Targeting 0.85 kWh / garment across 2026-2028
Solar Energy	Full rooftop solar system in operation, generating 639,842 kWh
Water Management	15 water metering points across the facility, with further automated tracking planned
Wastewater Treatment	100% of wastewater treated through onsite and offsite systems
Material Waste	151 g / garment current baseline, with continued reduction through marker planning, reuse and supervision
Fabric Waste Recovery	240,522 kg recovered in 2025, supporting circular material management
Waste Target	Targeting 153 g / garment waste across 2026-2028
Supplier Certification	76% of key suppliers hold at least one recognised compliance certification
Supply Chain Target	50% supplier compliance target for 2026, moving toward 100% by 2027
People	82.7% employee satisfaction, with a target of 85% by end of 2026
Training	95% Master Training Plan completed, with continued focus on advanced training and workforce development

Sustainable Development Goals.

The United Nations Sustainable Development Goals provide a global framework for building a more responsible and sustainable future. For the apparel industry, they help connect daily manufacturing decisions to larger priorities such as climate action, clean water, responsible consumption, decent work and stronger partnerships.

For UnAvailable, the SDGs help guide how we look at our impact across the full production process, from the materials we source and the energy we use, to how we manage water, waste, suppliers and working conditions.

This matters to our brand partners because sustainability is becoming more closely linked to product claims, supply chain transparency and market expectations. By aligning our work with the SDGs, we can show where our actions contribute to recognised global goals and where further improvement is still needed.

As a garment manufacturer, we depend on natural resources such as water, cotton and energy. Our responsibility is to use those resources with more care, reduce avoidable impact and keep improving the systems behind the products we make.



Illustration by Carl Folke, Director of the Stockholm Resilience Centre at Stockholm University. Azote for Stockholm Resilience Centre.

Certifications.

Since 2020, we have added new certifications most years, moving from labour and quality standards toward carbon accounting, and heading into 2026 with our first B Corp certification.

2020	 International Labour Standards	 Kering Group			
2021	 Sedex SMETA	 ISO 9001:2015	 ISO 14001:2015		
2022	 SLCP Verification	 Higg FEM	 SA8000	 NBC Universal	 Nike Audit Bronze Rating
2023	 FAMA Certification	 HCM City Green Business			
2025	 ISO 14064-1 GHG	 Top 100 CSI	 C-TPAT Medium Risk Rating	 NEXT Code of Practice CAT 3 Rating	
2026	 B Corporation	 Global Recycled Standard	 Recycled Claim Standard		

What We Are Pushing For.



BCI
Certification



OCS
Certification



GOTS
Certification

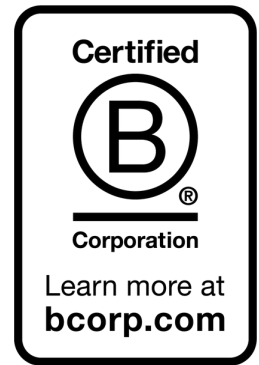
FAMA, ISO 9001:2015, ISO 14001:2015, SLCP (updated to Ver 1.7 in 2025), Higg FEM (updated to 4.0 in 2025), SA8000, NIKE Bronze, HCM City Green Business, and ISO 14064-1 are maintained each year through 2027.

[CERTIFIED B CORPORATION]

B Corp Certification.

89.2

Verified B Impact Assessment score



In early 2026, UnAvailable achieved B Corporation Certification with a verified score of 89.2.

This is a major milestone in our sustainability journey and places UnAvailable among a small group of apparel manufacturers operating in Vietnam with verified B Corp status. For us, this certification recognises years of work to build a business that considers people, planet, governance, community and customers in the way decisions are made.

B Corp Certification is awarded by B Lab through the B Impact Assessment, which reviews a company's impact across five key areas: governance, workers, community, environment and customers. These are the same areas that shape this report and the way we continue to improve our operations.

For our brand partners, this certification provides added confidence that UnAvailable's sustainability work is not only internal. It has been independently assessed against a recognised global standard.

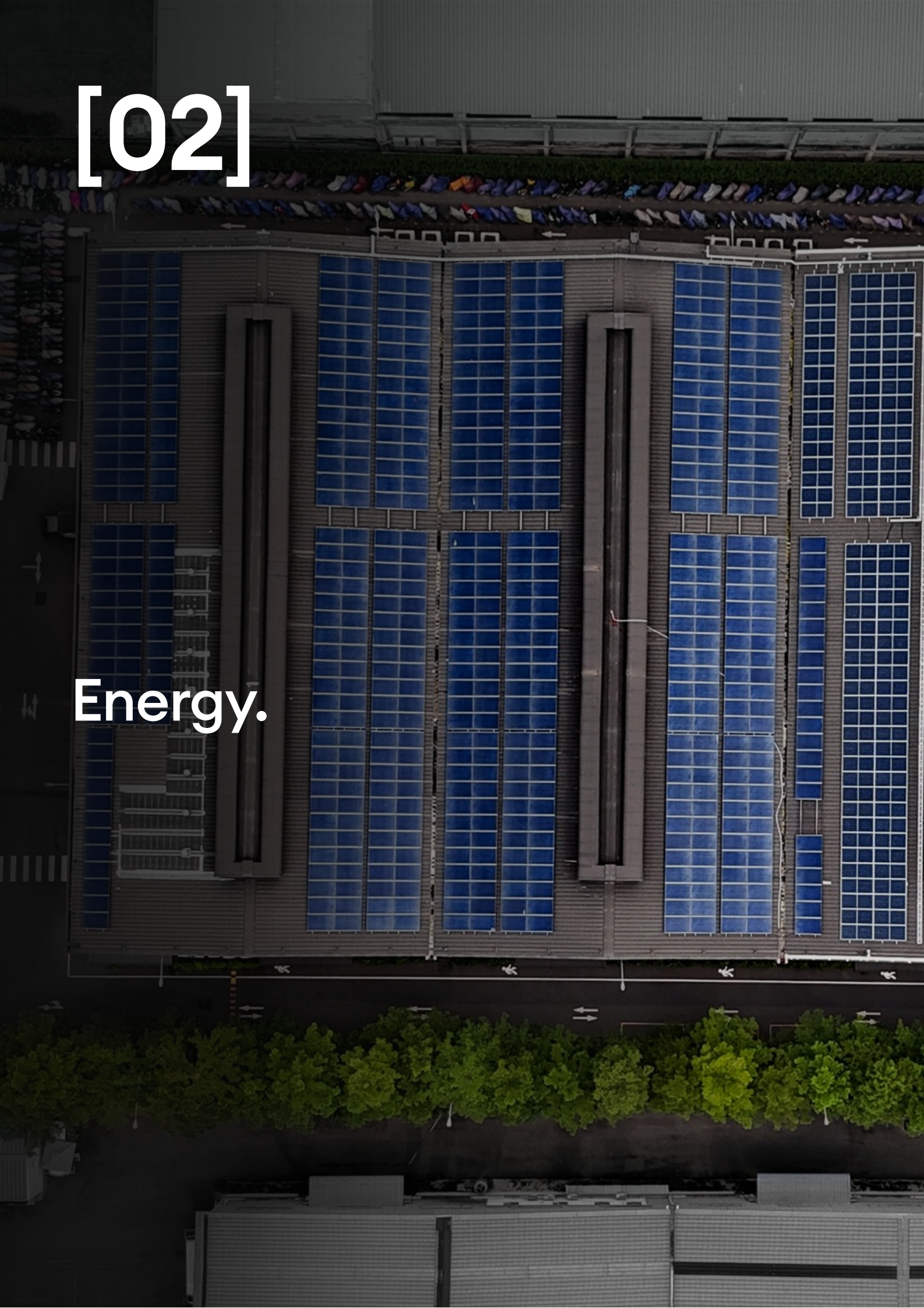
Certification is also not the finish line. B Corp status must be renewed every three years, which means continuing to strengthen our systems, improve our impact and prove progress through measurable action.

This achievement reflects the kind of manufacturer we are working to become: responsible, transparent and built for long-term impact.



[02]

Energy.





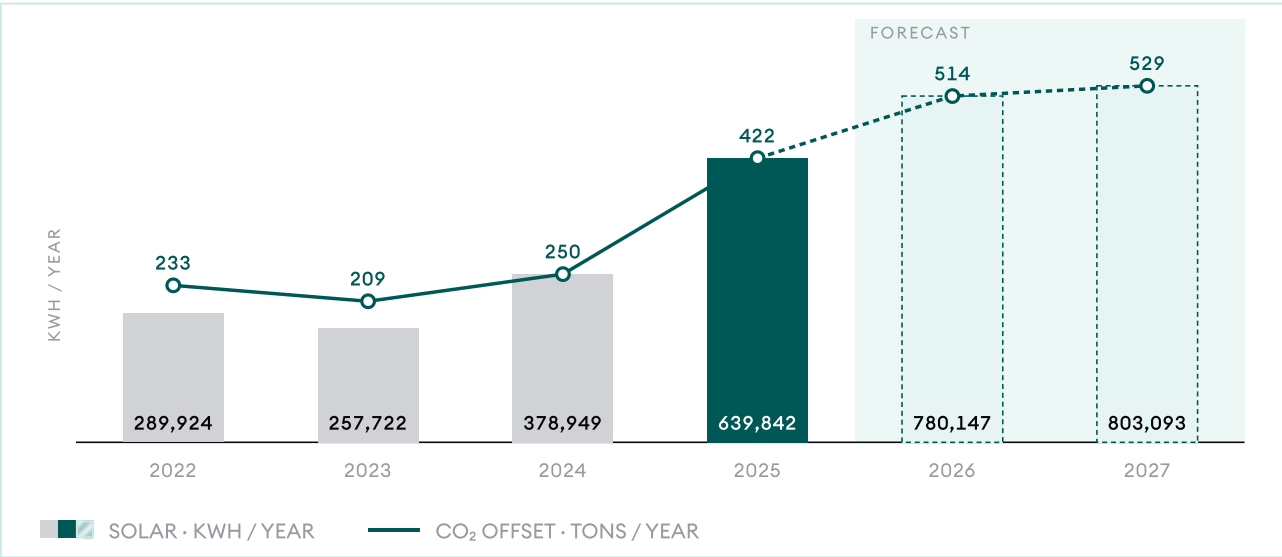
Solar Energy.

Solar Energy Generated.

Making garments uses electricity across production, printing, warehouse, office and facility operations, and our goal is to cover more of that load with renewable energy generated on site.

639,842 kWh SOLAR GENERATED IN 2025

In 2025, our rooftop solar system generated 639,842 kWh, which supplied 45.6% of our total electricity use; the remaining 764,850 kWh came from the grid. The second phase of installation was completed in 2024, making 2025 the first full year running on the complete rooftop system.



What our solar offset equals.

From 2022 to 2025, our rooftop solar system generated 1,566,437 kWh of renewable electricity and helped offset 1,114 tons of CO₂.

To make that number easier to understand, this is roughly equal to:

≈

 232 Homes powered for one year	 89,844,000 Smartphones charged
 14.7 Tanker trucks' worth of gasoline avoided	 50,600 Propane cylinders used for home barbecues

Calculated using the Greenhouse Gas Equivalencies Calculator provided by the EPA, eGRID2022 emission factors.

Energy Use and Emissions Per Garment.

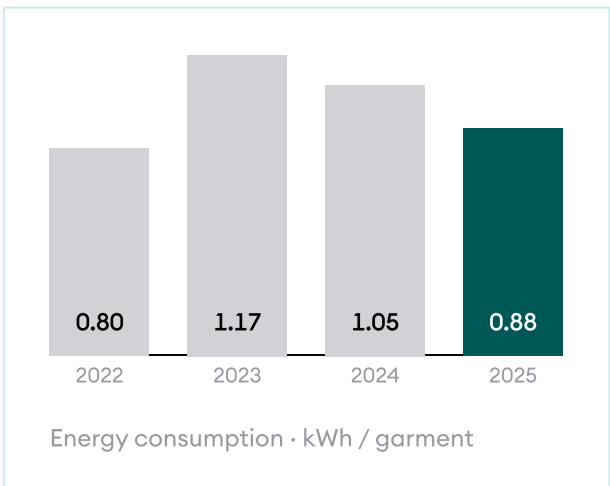
Energy Use.

How much electricity we use to make one garment

0.88 kWh/garment

↓16% VS 2024

ENERGY USE, 0.98 AVERAGE 2022-2025



In 2025, our energy use reduced to **0.88 kWh per garment**, less electricity for each garment than the year before. After peaking in 2023, it has come down two years in a row as equipment upgrades and process changes started to show in the numbers.

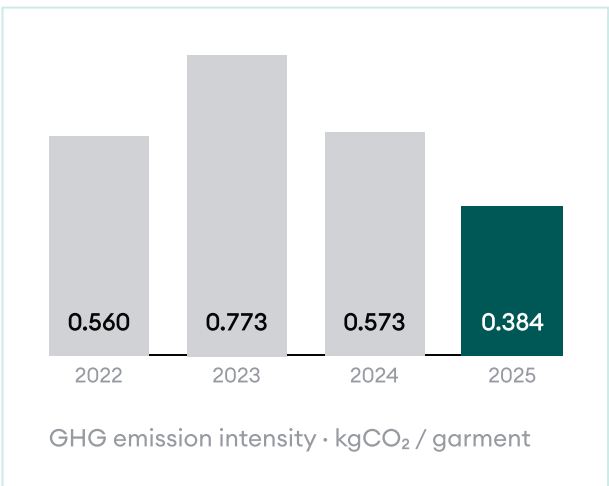
Greenhouse Gas Emissions.

The carbon impact connected to each garment

0.384 kgCO₂/garment

↓50% VS 2023

EMISSIONS INTENSITY, 0.57 AVERAGE 2022-2025



In 2025, our greenhouse gas emissions reduced to **0.384 kgCO₂ per garment**, around 50% lower than our 2023 peak of 0.773 kgCO₂. This reflects better energy efficiency and the first full year of our completed rooftop solar system.

What this shows.

We are using less energy per garment, and the emissions attached to each garment are coming down with it. No single change explains that: it comes from efficiency work across the factory and a full year on the completed solar system.

We use the **Higg Index** to track consumption and calculate our baseline.



Our Achievements So Far.

[01] Building Awareness.

We maintain a sustainability-first mindset across the company. Our monthly Sustainability Dashboard Update shares energy efficiency data and practical actions teams can take.

[02] Tracking Electricity.

We track daily electricity consumption by recording meter data and comparing it against actual production hours. This helps us detect anomalies, improve operational accuracy, and identify where energy is being wasted.

[03] Improving Energy Efficiency.

MEASURE	EFFECT
Localized electric boilers	Since 2022, we have replaced centralized boilers with smaller units at each ironing station, cutting steam-iron energy use by about 52%.
Lighting	Since 2023, individual switches and improved daylighting have cut the number of warehouse lights running at once by up to 80%.
Compressor cooling	Improved airflow to our air compressors has reduced their electricity use by about 2%.
Heat press insulation	Insulating heat press molds saves an estimated 1,396 kWh a year, about 14.1%.
Infrared drying	Since 2023, infrared lamps have replaced older resistance heaters, cutting energy use per unit by 25%.
Laser film imaging	Since April 2024, laser imaging has replaced UV exposure, cutting energy use in this step by roughly 94%.
Wastewater blower	A variable speed drive fitted at the end of 2024 allows the blower to slow during low-load periods, saving about 41.4% of its electricity.

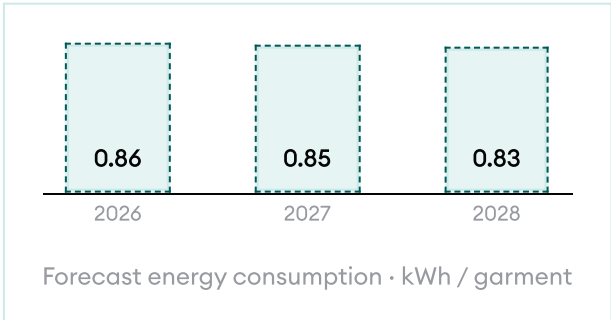
Equipment and process changes carried out between 2022 and 2024.

Energy Targets.

We aim to reduce energy use per garment over the coming years, as shown below.

0.85 kWh/garment

TARGET, 2026-2028
FORECAST ENERGY CONSUMPTION



Energy Reduction Plan

We have a plan to reduce energy consumption further, with estimated savings of approximately 133,205 kWh per year, equal to around 10% of total consumption. This is also expected to reduce emissions by approximately 88 tons CO₂e per year, representing an estimated 14% reduction.

Between 2026 and 2028, we aim to reduce energy consumption by 5% compared with 2024. The areas below show the measures we are working through to reach this target.

What We Are Pushing For.

 Increasing Solar Energy Use Continue expanding solar energy use across selected factory loads, targeting a 10% improvement over 2026-2028.	 Green Insulation Increase plant coverings on our walls and add office plants to reduce heat load across the facility.	 Equipment Efficiency Upgrading compressors, dryers, and cooling systems so output matches actual demand.
 Monitoring and Control Moving to automated, real-time metering across electricity, gas, and boiler water, so waste becomes visible as it happens.	 Compressed Air Efficiency Continue checking and repairing compressed air leaks across the facility, reducing unnecessary electricity use from compressor systems.	 Solar Storage and Maintenance Review battery storage options for unused solar energy, while continuing routine panel cleaning to support consistent output.

[03]

Water.





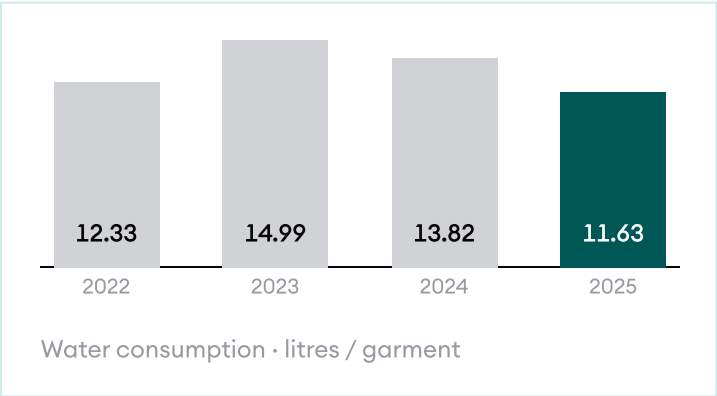
Water.

Water Used Per Garment.

We track water use per garment to understand how much water is connected to each product we make.

11.63 L/garment

↓16% VS 2024
WATER USE, 13.19 AVERAGE 2022-2025



In 2025, our water use reduced to 11.63 litres per garment, down 16% compared with 2024, less water for each garment than the year before.

The improvement came from practical changes across the factory, including better leak monitoring, faster repairs, more water metering points, post-printing plate soaking tanks and high-pressure spray nozzles that clean more effectively while using less water.

Our Achievements So Far.



Water Meters and Consumption Monitoring

We expanded water metering across the facility, giving far greater precision in managing water use, backed by tracking boards and regular leak monitoring.



Engaging Stakeholders

We keep open discussions with suppliers, partners, NGOs, and community groups on water challenges. These relationships support effective responses to water scarcity and responsible water stewardship.



Working with Local Governments

We work with local authorities to identify and implement long-term measures for reducing water waste and conserving water resources.



Conducting Regular Assessments

We conduct annual water assessments and act on the recommendations of assessment bodies to improve water management and reduce environmental impact.

Key Initiatives Completed.

- A regular leak monitoring programme that repairs leaks and replaces damaged equipment to minimise losses.
- Condensate recovery applied to the boiler system, contributing meaningful water savings.
- Flow restrictors installed on restroom handwashing faucets.
- Restroom facilities upgraded across the factory, including supply, drainage, and fixtures, to reduce losses.
- Post-printing plate soaking tanks installed to reduce direct washing.
- High-pressure spray nozzles used to improve cleaning while reducing water use.

What We Are Pushing For.

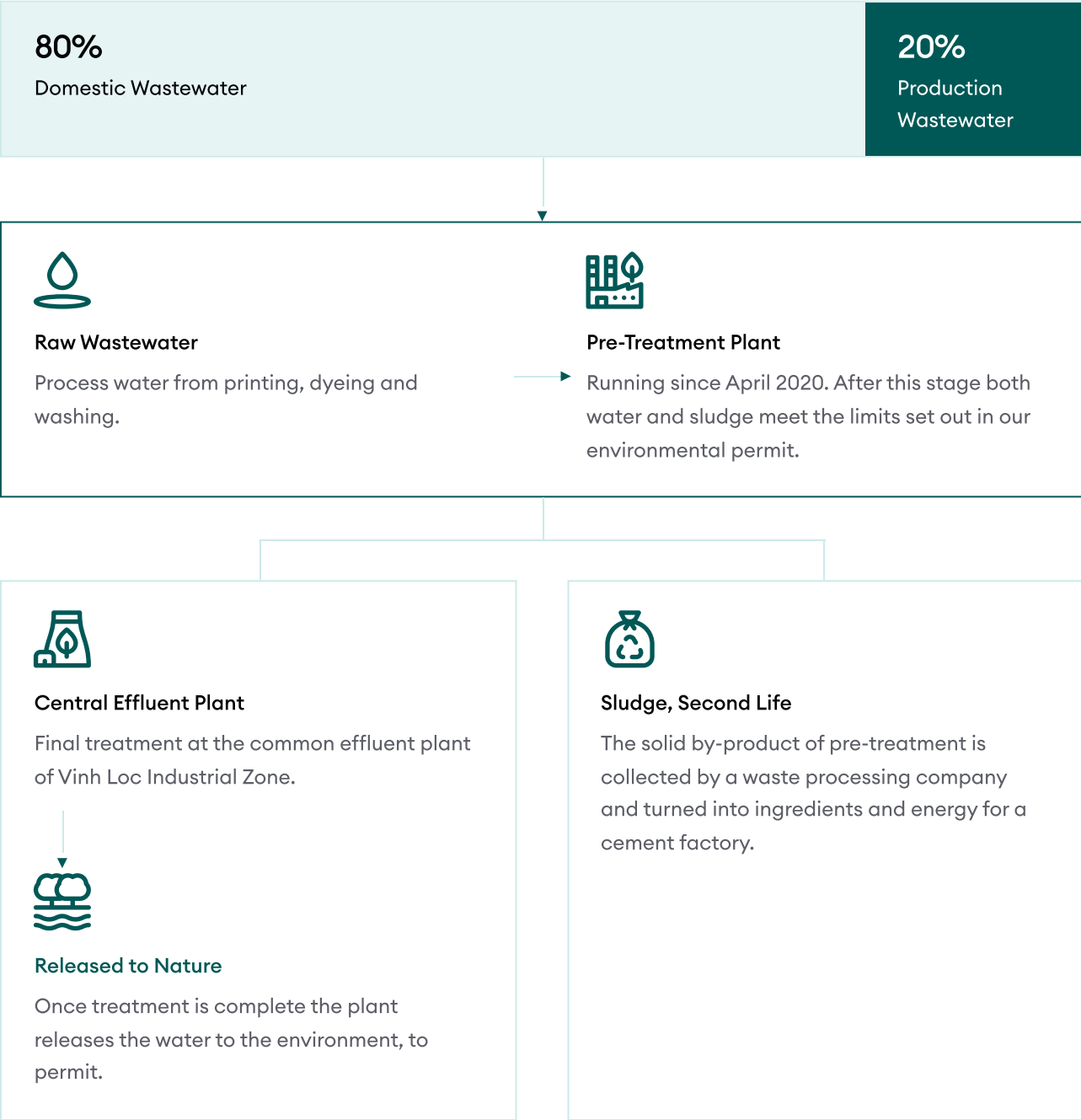
We are committed to further reducing water consumption in our operations through the following initiatives.

 Process Water Optimising water use in screen-cleaning within the printing department.	 Fixtures and Monitoring Automated water metering, TDS monitoring on boiler water, and more efficient toilets and faucets, so waste is caught as it happens.
 Maintenance and Behaviour Regular leak inspections paired with employee training on proper fixture use.	 Alternative Sources A rainwater harvesting system to cover non-potable uses like toilet flushing, reducing how much we draw from freshwater sources.

Waste Water Treatment.

Our waste water treatment system, running since April 2020

100% of our wastewater is treated, combining onsite and offsite treatment. Raw wastewater from our facility passes through our pre-treatment plant before it enters the central treatment plant, and after that stage both the water and the sludge meet the discharge limits set out in our environmental permit. Final treatment takes place at the central or common effluent treatment plant of Vinh Loc Industrial Zone, which releases the water into the environment once treatment is complete. Sludge, the solid by-product of pre-treatment, is collected by a waste processing company and transformed into ingredients and energy for a cement factory.





[WASTE WATER TREATMENT]

BỂ LẮNG
Bùn Hơi

HƯỚNG LƯU THƯỚC
1.80 M
GIỚI MÀN CỬA CHỖ CAO
1.80 M

[04]

Chemicals.





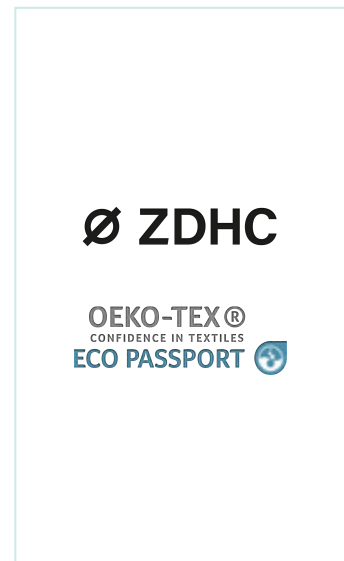
Chemicals Used in Production.

How we check chemical inputs before use

Chemicals are used in specific parts of garment manufacturing, including printing, dyeing, washing and wastewater treatment. Because these inputs can affect people, products and the environment, they need to be checked before they are used.

For any chemical used in our facility, suppliers must provide the required certifications and Safety Data Sheets, known as SDS. These documents help confirm what is inside the chemical, how it should be handled and whether it meets the required safety standards.

We follow chemical input requirements linked to ZDHC and OEKO-TEX. The goal is to prevent restricted or harmful substances from entering our production process.



Our Achievements So Far.



Chemical Disposal

We work with an environmental solutions company to safely remove hazardous materials and sludge from our internal wastewater system.



Wastewater Quality

Our wastewater is tested quarterly to confirm it meets the discharge limits set out in our environmental permit.



Eco-Friendly Printing Inks

We partner with ink suppliers to develop non-toxic discharge printing formulas that match the quality, durability, and production standards of traditional inks.

Chemical Management Roadmap.

What we are working toward next

Chemical management only works if it covers the whole input chain. Our current requirements cover ZDHC and OEKO-TEX. The roadmap ahead is to expand that coverage, bringing our supply chain into compliance with additional international chemical management requirements, including ZDHC MRSL 3.1, REACH, AFIRM RSL, and customer-specific standards. We work with our stakeholders and hold them accountable for their part.

Stakeholder Accountability.

STAKEHOLDER	COMMITMENT
Certification Bodies	Suppliers keep their systems current so chemical formulators can screen for newly restricted substances.
Chemical Formulators	Non-conforming products come off our approved list, replaced with alternatives certified to ZDHC MRSL 3.1.
Facilities (UA)	We check our chemical inventory against the standard and buy only certified products.
Brands / Retailers	We keep suppliers and their own supply chains informed as the standard evolves.

What We Are Pushing For.

 Transparency in Our Chemical Disposal We take responsibility for understanding the treatment and release of our chemical waste.	 Alternative Resources We continue to invest in R&D and source more environmentally friendly alternatives.	 ZDHC MRSL 3.1 Compliance We are working toward 100% supply chain compliance with MRSL 3.1, REACH, AFIRM RSL, and customer-specific standards.
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[05]

Materials.



Materials and Traceability.

How we choose and track the materials we use

Material choices shape the impact, quality and lifecycle of every garment we make. Our materials strategy focuses on sourcing better options, improving traceability and reducing unnecessary waste throughout the production process. This includes recycled, organic, natural and certified materials where relevant to the product brief, as well as systems that help us measure the impact of different production processes.

Beyond sourcing, we also look at how materials are used. Through reduction, reuse, recycling and upcycling, we aim to keep material waste lower and support more circular production practices.

Our Achievements So Far.

 Product Process Scoring System We developed a scoring system that identifies the environmental impact of each process needed to produce a garment. It lets us review our actions and products and find areas to improve.	 GOTS-Certified Materials We source GOTS-certified fabrics made with organic fibres and free of harmful substances such as toxic heavy metals and aromatic solvents. These fabrics are produced through environmentally and socially conscious processes.
 Recycled Cotton Our recycled cotton is assessed against the Global Recycled Standard and the Recycled Claim Standard. The sources are faulty yarns, fabrics, finished products, and waste from production.	 Material Development and Traceability We continue to improve how materials are selected, recorded and traced. This helps us support better product decisions, clearer documentation and stronger alignment with client sustainability requirements.

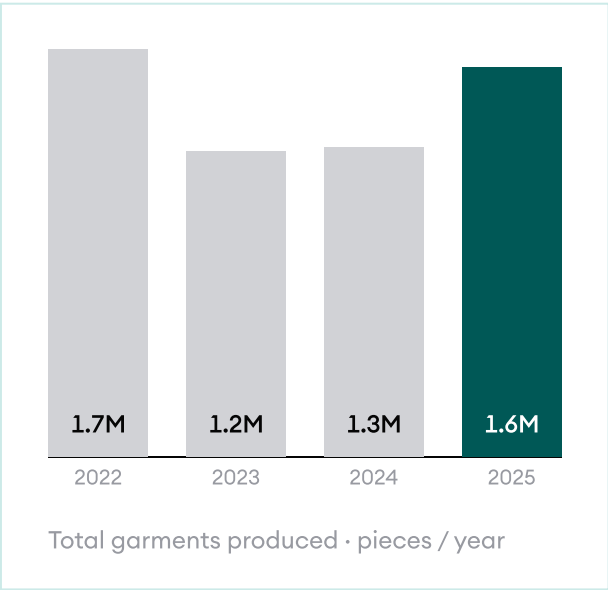
Better Cotton (BCI) sourced fabrics. We prioritise cotton sourced through the Better Cotton program, which supports farmers in improving water-use efficiency, reducing agricultural chemicals, improving soil health, and conserving resources. Sourcing through Better Cotton reduces environmental impact across the supply chain while supporting better livelihoods and working conditions for cotton farmers.

Production and Material Waste.

How much material waste is connected to each garment we make

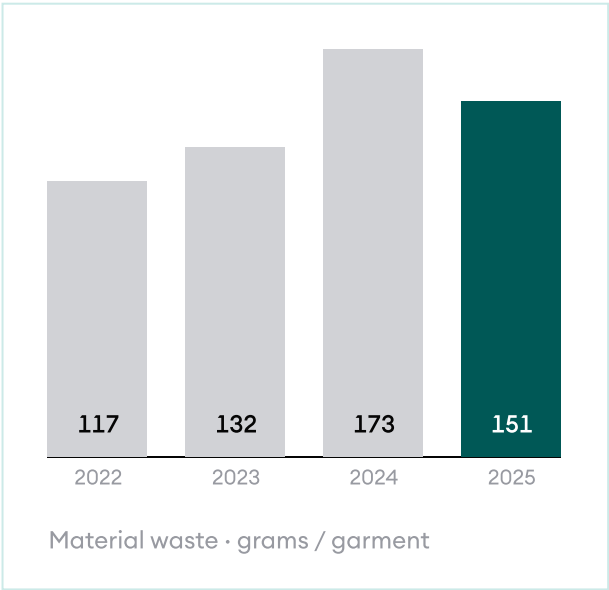
5,770,218 pcs

TOTAL GARMENTS PRODUCED
2022-2025
ANNUAL OUTPUT, PIECES



151 g/garment

↓13% VS 2024
MATERIAL WASTE, 143 G AVERAGE
2022-2025



Fabric waste per garment fell 13% in 2025. The gain came from several habits working together: better marker planning and pattern design to maximise fabric use, tighter consumption monitoring across processes, reuse of off-cuts for repairs and samples, and closer supervision on the production line. Less waste also lowered production costs, supporting circular practices within the facility.



Circularity Approach.

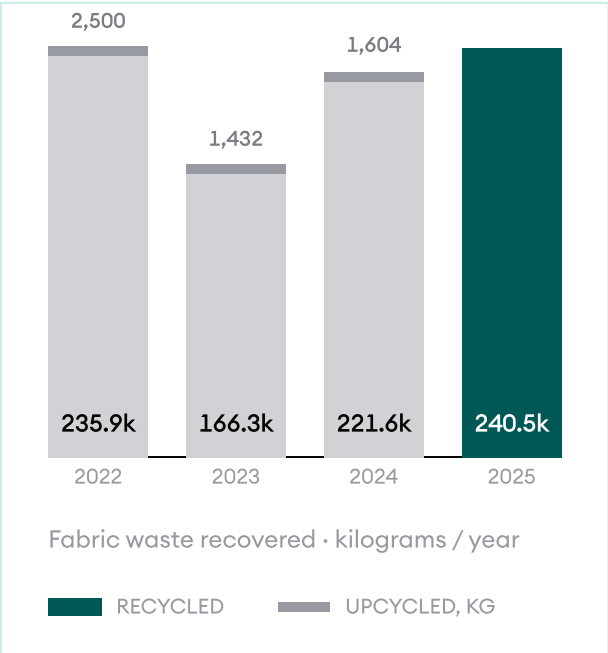
A circular fashion economy

At UnAvailable, our goal is a business model built on a circular economy, one that creates value at every step of production. To get there, we work with suppliers on the reusability of raw materials and products.



Fabric Waste Recycling.

How much recycled and upcycled fabric waste we recover each year



240,522 kg

Recycled in 2025, up 9.4% on 2024

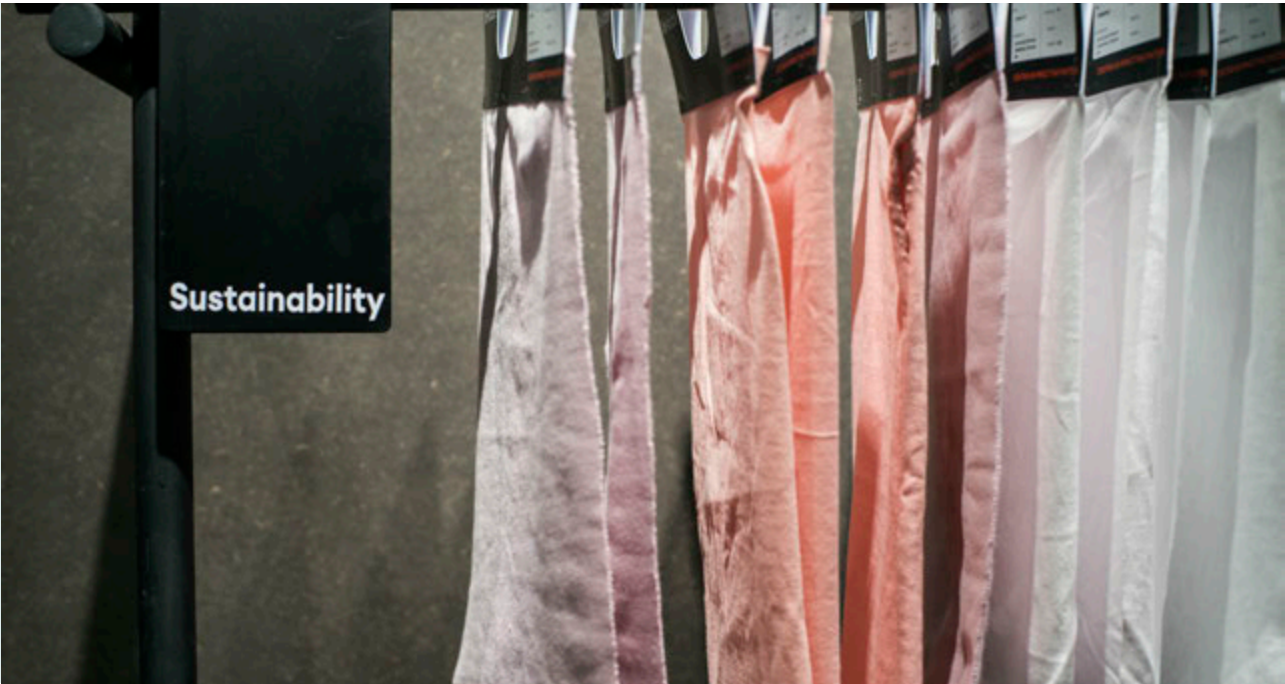
5,536 kg

Upcycled 2022 to 2024, paused in 2025

864,308 kg

Total fabric waste recovered, 2022 to 2025

We recovered more fabric waste in 2025 than in any other year covered by this report: 240,522 kg, up 9.4% on 2024. Upcycling paused for the year while that effort went into preparing for GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) certification, strengthening material management, segregation, and traceability. We remain committed to bringing upcycling back as part of our circular economy goals.



Materials Future.

What we are working toward next

The next stage of our materials work is about proving origin, not just choosing better inputs, so clients can see where a fibre came from.

What We Are Pushing For.

 Quality, Longevity & Sustainability We prioritise products that last. By sourcing and developing durable, sustainable materials, we make garments built to endure.	 Recycling & Upcycling Our recycling work uses a mono-material approach in garment design to ensure full recyclability. We also work with suppliers to turn excess fabric into recycled yarn for new garments. For upcycling, we will explore methods that turn scrap materials into something new.
 Traceability A transparent supply chain lets clients and their customers confirm the origin of what they buy. That verification builds trust between businesses and the people they sell to.	

Digital Product Passport Readiness.

As product transparency requirements continue to develop, we are preparing for the future introduction of Digital Product Passports (DPP) for textiles under the EU Ecodesign for Sustainable Products Regulation (ESPR). DPP will require more detailed product information, including material composition, certifications, supply chain information and environmental data. Our focus is on improving data collection and traceability across our processes to support future compliance and greater transparency for our customers.

[06]

Plastic.





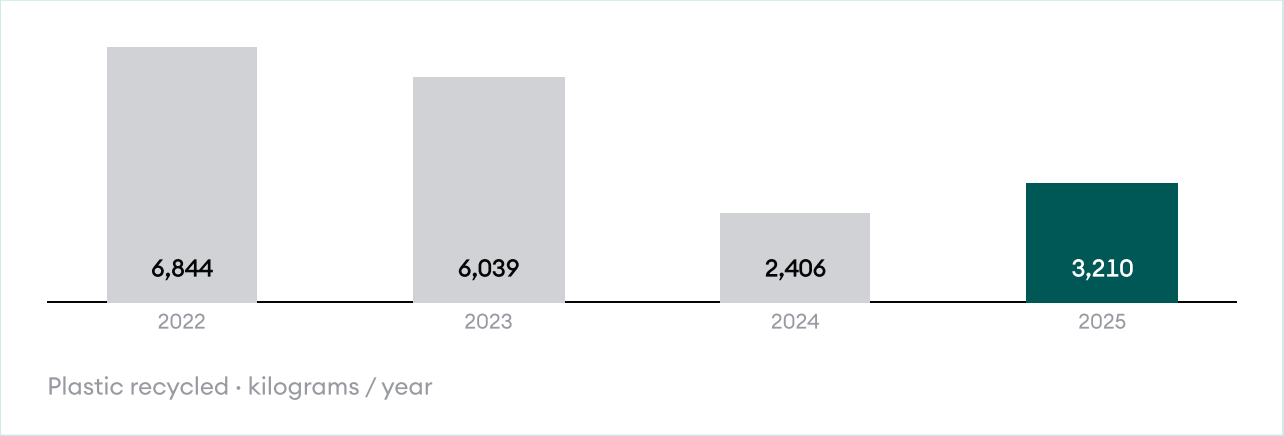
Plastic Packaging.

How much plastic we use in our packaging

3,210 kg

↑33% VS 2024 ↓46% VS 2023

PLASTIC PACKAGING USED IN 2025



We track plastic packaging use to understand how much plastic is connected to the products we ship. Packaging rose about 33% in 2025 on 2024, tracking higher production volumes, but stayed 46% below 2023: our reduction work, packaging optimisation, material reuse and supplier collaboration on alternatives continues to hold as the business grows.

Our Achievements So Far.

Banned Single-Use Plastic We have banned single-use plastics from being brought into our facility.	Zero Waste Cafe We established two cafeterias where all kitchenware and serving equipment are free from single-use plastic.
Fabric Bags, Not Poly Bags We use reusable fabric bags in place of plastic for internal storage. We have completed the transition to reusable packaging for raw materials. All materials delivered to our facility now arrive in recycled or reusable packaging.	Packaging Optimisation We continue to review packaging materials and identify opportunities to reduce unnecessary plastic use while maintaining product protection and delivery requirements.

Zero Plastic Supply Chain.

How we work with partners to cut plastic beyond our own walls

Our long-term goal is to phase down conventional plastic packaging across our supply chain, working with suppliers to adopt recycled-content and reusable alternatives, optimise packaging specifications, and increase reuse of internal packaging.

0%

Plastic packaging, every year 2026 to 2028

A single target held flat across all three years: 100% fabric and eco alternatives, no conventional plastic packaging.

What We Are Pushing For.

Sustainable packaging within our supply chain. We require suppliers to use non-plastic packaging for all deliveries. This is a shared effort, and we work with them to find further eco-friendly options.

Eco-friendly packaging for clients. Beyond our current sustainable garment bag, we are expanding our range of environmentally friendly packaging to meet the varied needs of our clients.



[07]

Recycling.



Waste Treatment Performance.

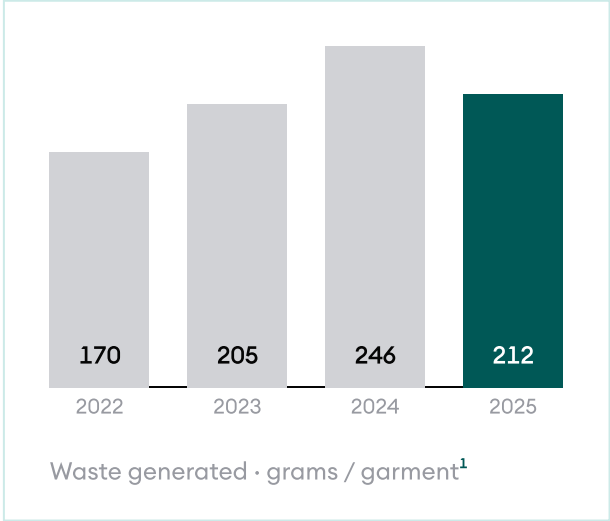
How much waste we generate per garment

209

g/garment

AVERAGE 2022-2025

212 G/GARMENT IN 2025



We track waste generated per garment to understand how much production waste is connected to each product we make.

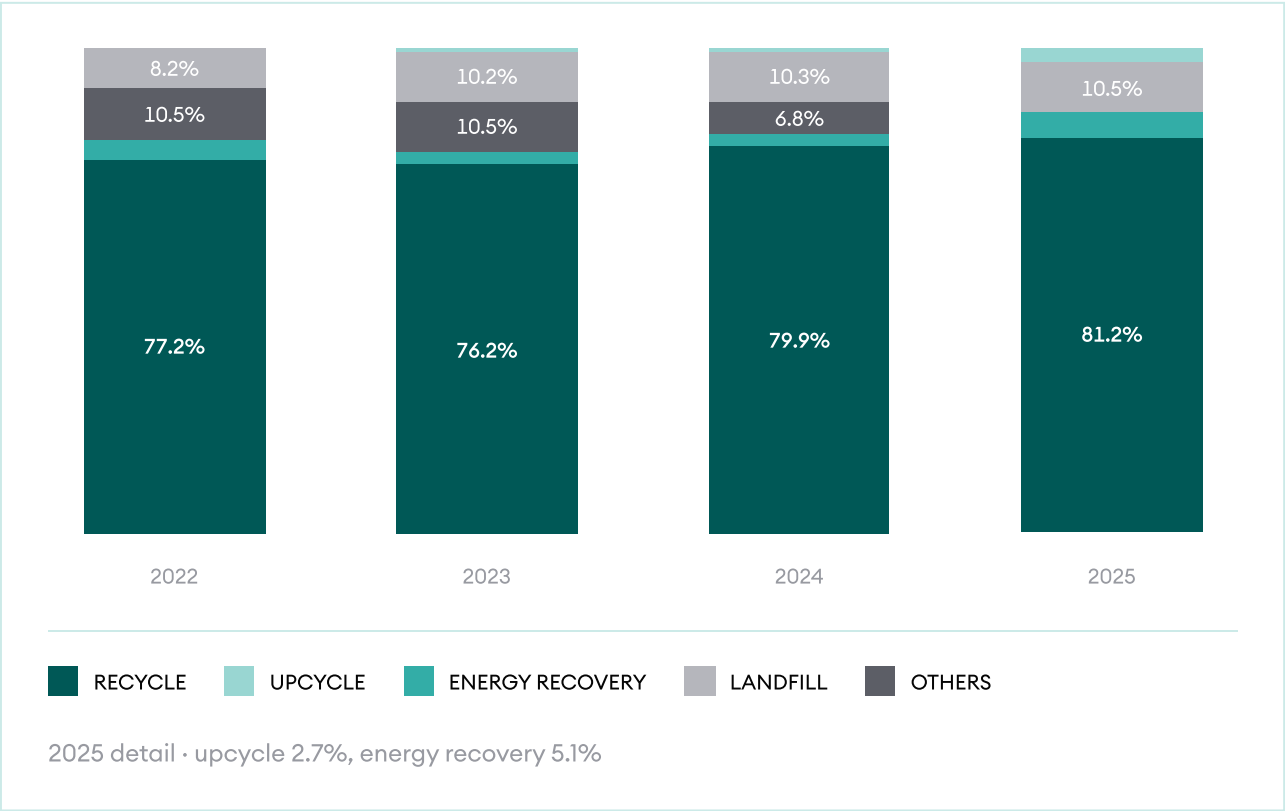
To address the waste produced during production, we prioritise eco-friendly treatment. This means reducing landfill use, minimising incineration, and increasing upcycling, recycling, and energy recovery.

¹ Amount of waste generated per garment is calculated using the Higg FEM baseline methodology.



Breakdown of Our Waste Treatment Methods.

Where our production waste goes, by treatment type



“ By 2025, four out of every five kilograms of our waste were being recycled, 81.2% of the total, with upcycling and energy recovery both climbing and the "others" category eliminated entirely. ”

Our Achievements So Far.



Building the Right Mindset

We trained our team on waste segregation, including separating waste at the source, and reinforced it with clear signage across departments. This is now part of our 6S auditing checklist.



EcoCycle Waste Treatment

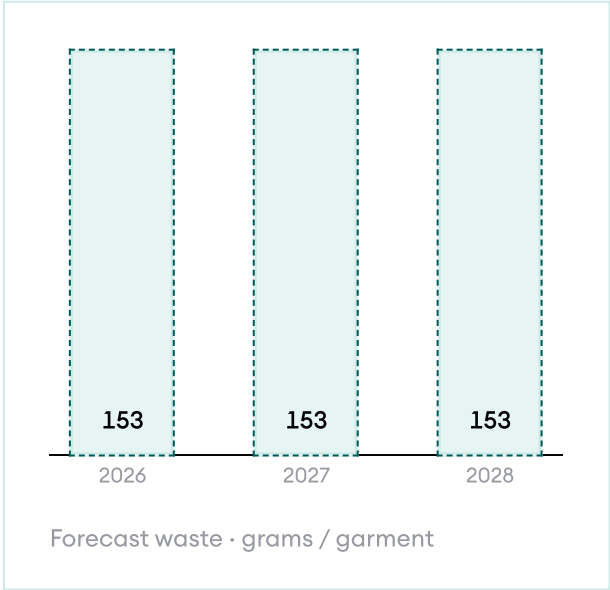
By partnering with suppliers who use planet-forward methods, we recycle, reuse, and upcycle waste, reducing landfill and incineration.

Recycling Future.

How much less waste we aim to generate per garment

153 g/garment

TARGET WASTE
HELD FLAT ACROSS 2026-2028



Our waste management target for 2026-2028 is to raise recycling, upcycling, and energy recovery while reducing landfill and other low-value treatment.

Specifically, we aim to increase recycling and upcycling rates by 5%, increase energy recovery by 7%, and reduce landfill and other treatment methods by 5% over the period.

These steps improve resource efficiency and reduce the environmental impact of our operations.

What We Are Pushing For.

 Evaluating Waste Treatment Partners We carry out regular assessments of waste treatment partners to confirm that all facilities meet our standards and follow agreed procedures.	 Transitioning to Energy Recovery Methods We are moving waste treatment, including plastic waste, toward energy recovery. This converts waste into alternative energy, reduces landfill, and supports circular practices.	 Exploring More Sustainable Treatment Solutions We continue to research and work with partners on treatment methods that prioritise recycling, reuse, upcycling, and advanced technologies, raising resource recovery and reducing landfill.
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[08]

Supply Chain.



Supplier Certifications.

How many of our suppliers hold recognised certifications

We track supplier certifications to understand how much of our supply chain meets recognised standards. The breakdown below shows our suppliers by the certifications they hold.

Fabric Suppliers.

GRS / RCS Certified
RECYCLED CONTENT 41%



OEKO-TEX Certified
TESTED FOR SUBSTANCES 23%



GOTS Certified
ORGANIC FIBRES 8%



Chemical Suppliers.

ZDHC MRSL / RSL Compliant
RESTRICTED SUBSTANCES 100%



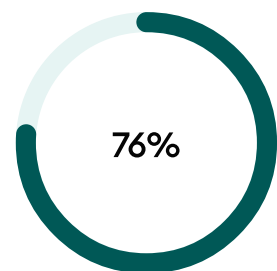
Subcontractors.

Higg FEM Verified
FACILITY ENVIRONMENTAL MODULE 44%



Trim Suppliers.

Bluesign Certified
APPROVED INPUTS 0%



of our key suppliers hold at least one industry-recognised compliance certification.

Most of our key suppliers have already been independently checked against a recognised standard. All key suppliers have signed commitments to pursue sustainability goals and progressively reach higher international standards against agreed timelines.

Supplier Onboarding Process.

How we bring a new supplier into our supply chain

No supplier starts producing for us on capability alone. Each one moves through the five steps below, from a first capability check to a signed commitment, and is then reviewed every year so the standards hold after onboarding ends.



[01]

Potential new supplier

Identified against a sourcing need and initial capability.



[02]

Supplier screening

Checked against technical quality and sustainability criteria.



[03]

Supplier assessment

Evaluated against quality management, environmental, social, and sustainable materials certifications, plus customer-specific requirements.



[04]

Supplier commitment

Supplier signs commitments to sustainability goals and an agreed improvement timeline.



[05]

Annual follow-up

Reassessed each year against progress on agreed timelines.

Responsible Supplier Selection.

Technical quality is a key criterion in supplier selection. A supplier's commitment to sustainability is equally important, including social compliance, environmental protection, and sustainable sourcing.

As part of our ISO 9001:2015 Quality Management System, together with the requirements of GRS (Global Recycled Standard), RCS (Recycled Claim Standard), Better Cotton (BCI), and customer-specific requirements, we have built a comprehensive supplier assessment framework. It confirms that new suppliers align with our sustainability objectives and meet our business requirements. We engage only with suppliers that meet our standards for quality, social responsibility, environmental performance, and supply chain transparency.

Supply Chain Future.

Certification Bodies.

Suppliers differ in what they make and where their impact sits, so a single checklist does not tell us much. We group the certifications we require into four areas, covering how materials are sourced, how workers are treated, how chemicals are managed, and how facilities are run overall, which makes it easier to hold each supplier to the standards that matter for their part of the chain.

 [ORGANIC STANDARDS] GOTS · GRS · RCS · BCI Organic fibres, recycled content, and Better Cotton across our material base.    	 [FAIR CONDITIONS] SA8000 · SMETA · BSCI · Higg FSLM Social compliance and fair working conditions throughout the chain.   
 [CHEMICAL CONTROLS] Bluesign · ZDHC · OEKO-TEX ECO PASSPORT Hazardous substance control from input to discharge.   	 [OVERALL STANDARDS] ISO 9001:2015 · ISO 14001:2015 · ISO 45001 · Higg FEM · ISO 50001 Quality, environment, safety, and energy management systems.   

What We Are Pushing For.

YEAR	TARGET
2026	Evaluate all current suppliers, ensuring 50% comply with the industry standard for environmental and social accountability
2027	Ensure 100% of our supply chain is fully certified to the industry standards
2028	Ensure 100% of our supply chain holds the highest international standard



[09]

Environment.

Our Environmental Activities.

What our teams did in the field between 2022 and 2025

Reforestation in Dong Nai · 2022.

13 CLIMATE ACTION

In the summer of 2022, our team joined seven other companies for a tree planting event in the Dong Nai Cultural and Nature Reserve. Our own contribution came to 500 indigenous trees across 1 hectare of restored forest. Across all eight companies, the programme planted 8,500 trees and restored 17 hectares.

126

PARTICIPANTS

1 ha

FOREST RESTORED

500

TREES PLANTED



Can Gio Beach Clean-Up · 2023.

14 LIFE BELOW WATER

Can Gio is Vietnam's first UNESCO Biosphere Reserve and one of the "green lungs" protecting Ho Chi Minh City. On Environmental Day in 2023, 334 of our staff joined a clean-up there, removing 1.33 tons of rubbish.

334

PARTICIPANTS

1.33 tons

RUBBISH REMOVED



Reforestation in Ta Kou · 2024.

15 LIFE ON LAND

In line with the United Nations Environment Programme (UNEP) theme "Land restoration, desertification, and drought resilience," 287 of our staff joined a reforestation initiative at Ta Kou Nature Reserve. The project planted 1,250 trees across 1 hectare of forest, contributing to biodiversity and ecosystem restoration.

287	1 ha	1,250
PARTICIPANTS	FOREST RESTORED	TREES PLANTED



Canal and Waterway Cleanup · 2025.

14 17 WATER · PARTNERSHIPS

In 2025, working with Saigon Xanh, we ran a canal and waterway cleanup at D15/1Z, Hamlet 4B, Tan Vinh Loc Commune, Ho Chi Minh City. The campaign brought together 150 volunteers alongside representatives from local authorities. The team collected approximately 18,927 kg of waste and cleaned around 300 metres of canal. We also installed a floating waste barrier system, about 12 metres in total length, built from floating pipes, anti-corrosion steel support frames, anchoring cables, and waste retention nets.

150	18,927 kg	~300 m	~12 m
PARTICIPANTS	WASTE COLLECTED	CANAL RESTORED	FLOATING BARRIER

The campaign improved local water quality, reduced waterway pollution, and strengthened collaboration between businesses, social organisations, and local authorities.



Reforestation Impact.

Our reforestation in 2022 and 2024 has produced a measurable result, reducing our carbon footprint and supporting a healthier environment. Across the two projects, we planted 1,750 trees and restored 2 hectares of degraded forest.



3.67 tons

Carbon offset each year, reducing atmospheric carbon accumulation



2.01 tons

Carbon absorbed annually by the newly planted trees



1.5 tons

Oxygen produced per year, supporting cleaner air



1.02 kg

Pollutants removed each year



[10]

People.





Workforce Snapshot.

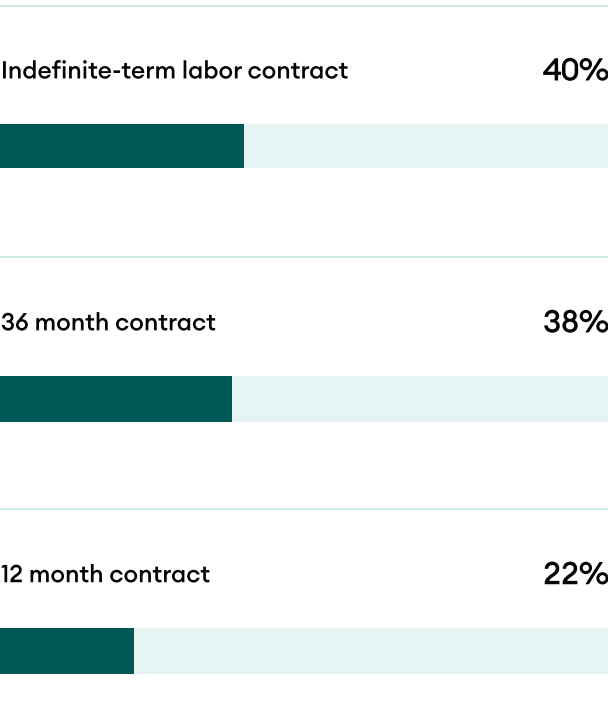
Who works here, and how they feel about it

We track basic workforce data to understand who makes up our team and how satisfied they are with working here. At UnAvailable, our people are central to everything we do: their dedication, skill, and commitment drive our results and shape our direction. By building an inclusive culture and creating opportunities for learning, growth, and well-being, we work to make this a place where every employee feels valued and able to contribute.

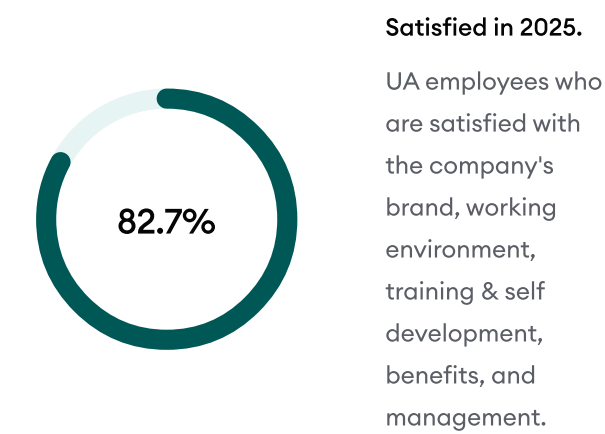
Gender Distribution.



Job Security.



Employee Satisfaction.



Areas of Improvement.

Work Environment, Safety and Tools	20%
Growth, Training and Career	20%
Role, Workload and Enablement	20%
Leadership and Line Manager	20%
Pay, Benefits and Fairness	10%
Culture, Collaboration and Inclusion	10%

Our Achievements So Far.



Employee Satisfaction Survey

We have run an annual Employee Satisfaction Survey since 2023 to understand employee needs, identify areas to improve, and strengthen engagement. In 2025 our score reached 82.7%. Through continuous improvement, open communication, and employee-focused programs, we aim to reach 85% by the end of 2026.



Training

Investing in people is a core part of how we grow. Our training framework supports factory and office employees through structured programs in operational excellence, technical competency, leadership, and compliance awareness. In 2025, we completed 95% of the Master Training Plan, with strong attendance and pass rates across departments. External hard-skill courses reached full completion and certification, and stronger onboarding supported workforce stability.





Teambuilding

An engaging, inclusive workplace is part of our people strategy. Through team-building and engagement activities, we promote collaboration, strengthen relationships, and support a positive working environment at every level. These initiatives improve well-being, encourage cross-functional teamwork, and reinforce a culture of respect, trust, and shared success.



Energizing Body & Mind

Supporting employee well-being is essential to our people strategy. In 2025 we continued indoor and outdoor wellness activities that promote physical health, mental well-being, and engagement. We also ran health awareness programs led by medical professionals, covering reproductive health, disease prevention, early detection, and healthy living.





Management System

A strong HR management system lets us operate efficiently while creating a fair, transparent, and supportive workplace. In 2025 we continued to improve our organizational structure, job architecture, and HR processes, strengthening accountability, communication, and effectiveness.



Social Compliance

Our management system supports internationally recognised standards for management and social responsibility, including B Corp, SA8000, FAMA, and SLCP Nike, alongside customer-driven compliance requirements. Embedding these principles into daily operations strengthens governance, improves the employee experience, and supports sustainable growth.

What We Are Pushing For.

 Charting Success and Boosting Benefits We continue to improve the employee experience by strengthening our organizational structure, career development framework, and employee value proposition. Through regular market benchmarking and employee feedback, we aim to provide competitive compensation and benefits that support well-being, motivation, and retention.	 Promoting Well-Being The health, safety, and well-being of our employees remain a priority. As we grow, we will expand wellness programs for both male and female employees and continue using our annual Employee Satisfaction Survey to measure progress.
 Advanced Training We continue to strengthen technical and leadership capability through continuous learning and talent development, building a skilled workforce and developing future leaders.	 Expanding Community Impact We aim to expand employee participation in community initiatives and strengthen partnerships that contribute to social and environmental well-being, fostering a culture of responsibility and shared purpose.

Community.

Over the past three years, we have worked to make a difference in the lives of those less fortunate, alongside NGOs including Newborns Vietnam and Bamboo Bridge. Our focus has been on supporting vulnerable groups, including orphaned and abused children and women. Our support combines financial assistance, fundraising, clothing donations, and hands-on involvement. We also support environmental preservation beyond funding. Our team takes part in events that broaden their understanding of environmental issues, and our work with Gaia Nature Conservation on tree planting is one example.

Our Achievements So Far.

PARTNER OR PROGRAMME

WHAT WE DID

Newborns Vietnam	We continue our partnership with Newborns Vietnam, led by Ms. Suzanna Lubran. Through fundraising and grassroots initiatives, they provide low-income communities with essential medical equipment and training to reduce infant mortality. Our contributions include donating thousands of items of clothing and sponsoring their work.
Bamboo Bridge	Bamboo Bridge is a non-profit offering opportunities, training, and support to disadvantaged individuals in Ho Chi Minh City. Our support includes fundraising and regular financial contributions.
Gaia Nature Conservation	Gaia is a Vietnamese non-profit focused on nature preservation, and one of the partners we return to for tree planting in Dong Nai, working alongside other companies on each programme.
Charity in Northern Vietnam	Our program supported Northern communities recovering from Typhoon Yagi. We donated 2,258 items of clothing, including shirts and trousers, to help families rebuild and stay warm.
Tet Nhan Ai	The "Tet Nhan Ai" program for Lunar New Year 2024 brought support to students and young people in Dak Nong province. Working with local authorities, the program distributed about 500 warm coats as New Year gifts.



[11]

Outlook.

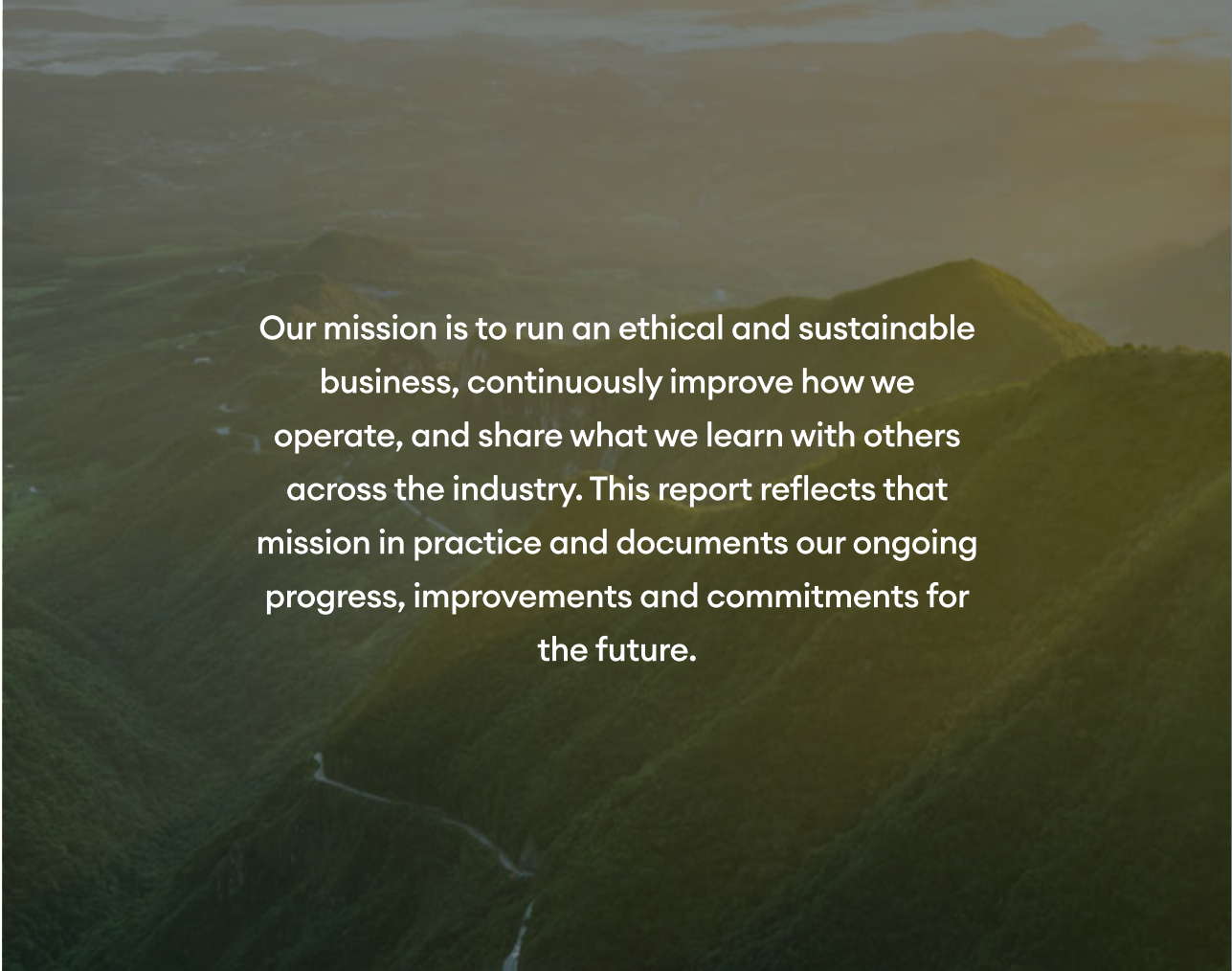
Sustainability in Review.

Efficiency work across the factory and a full year running on our complete rooftop solar system moved several of our core metrics in the same direction at once: energy, water, and greenhouse gas intensity all came down. We also expanded our certification base, adding ISO 14064-1 for greenhouse gas accounting and a C-TPAT audit.

We are not presenting a flawless year. Plastic packaging rose with production volume, and we paused upcycling to put the groundwork in place for GRS and RCS certification. That is worth stating plainly.

The biggest milestone is certification depth. In early 2026 we achieved **B Corporation Certification**, alongside GRS Certification. We are pursuing BCI through 2026 and working toward supply chain compliance with ZDHC MRSL 3.1. For our clients, this is the verification they increasingly need to make their own claims with confidence.

The wider context is demanding. Regulatory expectations on environmental and social reporting are rising across our clients' markets, supply chains remain volatile, and credible data is now a baseline requirement. For a garment manufacturer, that means measurement has to be continuous and honest, and improvement has to be real.



Our mission is to run an ethical and sustainable business, continuously improve how we operate, and share what we learn with others across the industry. This report reflects that mission in practice and documents our ongoing progress, improvements and commitments for the future.

Targets.

ENERGY

TIMELINE	TARGET
2026	Reduce energy consumption by 5% compared to 2024
2026	Optimise compressed air, boiler water control, and cooling systems
2026	Install inverter, automatic metering, and solar battery storage
2026-2028	Increase solar energy use by 10% across domestic, printing, and assembly areas
2026-2028	Expand greenery and plant insulation in factory and office spaces

CHEMICALS

TIMELINE	TARGET
2026	Work toward supply chain compliance with ZDHC MRSL 3.1
2026	Strengthen collaboration with stakeholders to eliminate harmful substances

WATER

TIMELINE	TARGET
2026	Reduce water use through screen-cleaning and toilet system optimisation
2026	Install TDS meters and automated water tracking systems
2026	Conduct regular leak checks and raise employee awareness on water saving
2026	Install rainwater harvesting for non-potable use

MATERIALS

TIMELINE	TARGET
2026	Broaden our offer of sustainable materials, including Better Cotton
2026	Resume and diversify recycling and upcycling methods
2026	Pursue full transparency in material origins, supported by traceability technology

PLASTIC

TIMELINE	TARGET
2026	Eliminate plastic packaging in all supplier deliveries to our factories
2026	Expand eco-friendly packaging options for client orders

SUPPLY CHAIN

TIMELINE	TARGET
2026	50% compliance with industry standards for environmental and social accountability
2027	100% compliance with industry standards
2028	100% holding the highest international standard

WASTE MANAGEMENT

TIMELINE	TARGET
2026-2028	Increase recycling and upcycling rates by 5%
2026-2028	Increase energy recovery rate by 7%
2026-2028	Reduce landfill and other low-value treatment methods by 5%
2026-2028	Evaluate waste treatment partners for compliance and performance

PEOPLE

TIMELINE	TARGET
2026	Enhance the organizational chart and job architecture
2026	Further improve the benefits package
2026	Expand community impact through more hands-on support
2026	Advance training to build an elite workforce; pursue a four-day workweek

[CONTACT]

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