EVERLANE

EVERLANE FORESTRY POLICY

Everlane is committed to working with suppliers who uphold the highest standards of responsible forestry and land management practices. The policy below relates to all Everlane forest-based products and materials, including but not limited to paper, packaging, leather, and pulp for man-made cellulosic fibers (MMCFs).

I. Conservation of Ancient and Endangered Forests and Ecosystems

Everlane is committed to eliminating materials sourced from Ancient and Endangered Forests[1] or related converted forestry land. In partnership with CanopyStyle and Deforestation-Free Leather Call to Action, we work with our supply chain partners to meet these fiber sourcing policies to protect the world's remaining Ancient and Endangered Forests, related species[2] habitats, and local natural resources.

As part of this policy, Everlane:

1. Works with Canopy, Deforestation-Free Leather Call to Action, and our suppliers to support collaborative and visionary solutions that protect the remaining Ancient and Endangered Forests across our paper/packing, MMCF, and leather supply chains.
2. Assesses our existing use of forest fibers and is committed to eliminating sourcing from endangered species habitats and Ancient and Endangered Forests.
3. Works to eliminate sourcing of all forest-derived materials and leather from: companies that are logging forests illegally[3]; tree plantations[4]established after 1994 through the conversion or simplification of natural forests; forested land converted for cattle production or other agricultural commodities; or areas being logged in contravention of First Nations/tribal/Indigenous Peoples' and community rights or from other controversial suppliers.
4. Should we find that any of our products are sourced from Ancient and Endangered Forests, endangered species habitat or illegal logging/forestry land conversion, we engage our suppliers to change practices and/or re-evaluate our relationship with them.

II. Forest Fiber-Specific Policies

A. Paper & Packaging

Everlane collaborates with Canopy, innovators, and suppliers to encourage the development of next-generation solutions for packaging and paper that reduce environmental and social impacts, with a focus on recycled content and agricultural fibers (particularly residues[5]). We utilize Canopy's Ecopaper database and The Paper Steps[6] as a guide for paper and packaging sourcing.

Everlane continues to prioritize the below standards in our paper and packaging sourcing:

- Minimize and remove unnecessary paper-based trims and packaging.
- Perform an annual review of our paper and packaging use to identify opportunities to increase paper use efficiencies, reduce paper and packaging basis weights, and conserve resources.
- Prioritize paper/packaging with high-recycled content, specifically post-consumer waste content, continuing to strive for 100% recycled fiber content in our packaging; and supplementing with FSC-certified virgin content only where necessary.
- We give purchasing preference to paper and packaging that has been processed utilizing technologies such as chlorine-free bleaching[7] as per guidelines in The Paper Steps.
- Encourage suppliers to continuously improve and expand the availability of recycled content in paper/packaging.
- Prioritize reusable/refillable return shipping opportunities to reduce corrugated paper and paperboard. Through our partnership with Happy Returns, a third-party returns logistics service, we offer consolidated returns shipping to our customer through a reusable shipping carton program.

- Research and apply emerging circular and next-generation innovations when possible, i.e. sourcing packaging and paper from alternative fibers such as wheat straw or other agricultural residues, when possible.

Everlane transparently discloses our full packaging footprint in our annual Impact Report.

B. MMCF Fabrics

Everlane collaborates with Canopy, innovators, and suppliers to encourage the development of man-made cellulosic fiber (MMCF) sources that reduce environmental and social impacts, with a focus on closed-loop water and chemistry practices, recycled inputs for materials and fabrics, and alternative feedstock (such as agricultural residues).

Everlane has committed to the below sourcing practices:

- Transition 100% of MMCFs to suppliers that meet Forest Stewardship Council (FSC) by 2025 (Completed in 2023).
- Transition 100% of MMCFs to suppliers that meet Dark Green Shirt ratings issued by Canopy's Hot Button Report by 2025.
- Everlane requires that our man-made cellulosic suppliers use the best available environmental practices for processing, such as "closed-loop" lyocell processing (in line with Canopy's Hot Button Report findings) and those that adhere to our MRSL standards by 2025.
- Trial and adopt next-generation solutions involving recycled cellulose and alternative feedstock inputs whenever possible.

Everlane transparently discloses progress against these MMCF goals in our annual Impact Report.

C. Forest Certification for Fibers & Paper-Based Materials

Everlane requires that all virgin inputs for forest-derived fabric, packaging, and paper are sourced from responsibly managed forests that are certified to the FSC certification system (and where FSC-certified plantations[8] are part of the solution).

III. Leather-Specific Policies

A. Commitment to Deforestation-Free Leather

In 2023, Everlane joined the Textile Exchange, World Wildlife Fund, Leather Working Group, and an inaugural group of like-minded brands in an industry-wide call to action: to commit to sourcing all bovine leather from deforestation-free supply chains by 2030 or earlier. As part of this collective call to action and in alignment with this forestry policy, we are identifying, managing, and monitoring risks within relevant supply chains.

As part of this commitment:

- Leathers sourced for Everlane products must not originate from slaughterhouses and/or farms within the Amazon Biome.
- For leathers sourced outside of Brazil these leathers must not come from: deforested or converted lands in Eastern Paraguay, Colombia, or Indonesia in accordance with Leather Impact Accelerator (LIA) DCF protocol A2.3.1.
- Everlane requires all vendors to maintain traceability and transparency documentation for all leather materials. At Everlane's request, suppliers must be able to provide relevant traceability documentation and scope certificates verifying the supply chain for further review by the Sustainability team.

IV. Support Best Processing Practices and Procurement

A. Recognizing, Respecting, and Upholding Human Rights and the Rights of Communities

Everlane requests that our suppliers respect the Universal Declaration of Human Rights and acknowledge all Indigenous and rural communities' legal, customary, or user rights to their territories, land, and resources.[9] To do so, we request that our suppliers acknowledge the right of Indigenous People and rural communities to give or withhold their Free, Prior, and Informed Consent (FPIC) before new logging rights are allocated or plantations are developed. We request that our suppliers resolve complaints and conflicts, and remediate human rights violations through a transparent, accountable, and agreeable dispute resolution process.

B. Reduce Greenhouse Gas Footprint

We recognize the importance of forests as carbon storehouses and their role in maintaining climate stability. As part of our ongoing leadership on climate and in accordance with our Science Based Targets and sourcing policies, we support initiatives that advance forest conservation to reduce the loss of high carbon stock forests. As such, we require that suppliers do not harvest in Ancient and Endangered Forested areas (listed above), and give preference to those that use effective strategies to actively reduce their greenhouse gas footprint in harvest and manufacturing operations.

C. Safeguarding Water Systems

Everlane recognizes that Ancient and Endangered Forests are vitally important ecosystems for the protection and regulation of water on a local and global level. Large areas of contiguous forest act as a biotic pump helping to move moisture from coastal areas to the interior of continents. By requiring suppliers with FSC certification, we are sourcing from suppliers that demonstrate effective strategies to maintain and restore forest intactness to maintain forests' function of regulating the flow and purity of water at a micro and macro scale. Similarly, by prioritizing closed-loop manufacturing and adherence to our MRSL, we are further minimizing risks to local ecosystems and waterways.

D. Safeguarding Nature & Biodiversity

Everlane is dedicated to promoting purchasing practices for packaging, materials, and fabrics that reduce our ecological footprint and support biodiversity conservation. We recognize the pivotal role of Ancient and Endangered Forests in sustaining both plant and animal biodiversity and prioritize their protection in our sourcing practices. This commitment involves responsibly sourcing materials through certified organic, regenerative, FSC, and deforestation-free sources (also prioritizing recycled inputs whenever feasible). By ensuring that our forest fibers originate from responsibly managed forests or renewed/alternative materials, and that our leather is derived from deforestation-free sources, we contribute to the preservation of these vital ecosystems.

V. Promote Industry Leadership

Everlane works with suppliers, non-governmental organizations, other stakeholders, and brands that are part of CanopyStyle to support the protection of Ancient and Endangered Forests and progress solutions to reduce the demands upon our forests. We also seek opportunities to educate and inform the public on these issues and solutions through our marketing and communications.

We have joined the following multi-stakeholder initiatives and industry collaborations focused on promoting positive forestry practices:

- The Deforestation-Free Call to Action for Leather: We are committed to sourcing our bovine leather from deforestation/conversion-free supply chains by 2030 or earlier, reporting on our progress annually. Co-led by Textile Exchange, the Leather Working Group (LWG), and World Wildlife Fund (WWF), the Call to Action sets meaningful expectations for brands and develops tools and guidance to support us on this journey.
- CanopyStyle: We have developed a target to reduce or eliminate all materials linked to deforestation and commit to a responsible sourcing policy for our MMCFs. We have also committed to protecting ancient and endangered forests and promoting responsible, closed-loop water and chemistry practices in our supply chain.
- Pack4Good: We have developed targets to reduce packaging, increase recycled content, and eliminate potential links to Ancient and Endangered Forests in our packaging matrix.

Footnotes

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[1] Ancient and Endangered Forests are defined as intact forest landscape mosaics, naturally rare forest types, forest types that have been made rare due to human activity, and/or other forests that are ecologically critical for the protection of biological diversity. Ecological components of endangered forests are: Intact forest landscapes; Remnant forests and restoration cores; Landscape connectivity; Rare forest types; Forests of high species richness; Forests containing high concentrations of rare and endangered species; Forests of high endemism; Core habitat for focal species; Forests exhibiting rare ecological and evolutionary phenomena. Key endangered forests globally are the Canadian and Russian Boreal Forests; Coastal Temperate Rainforests of British Columbia, Alaska, and Chile; Tropical forests and peat lands of Indonesia, the Amazon and West Africa. For more information on the location and definitions of Ancient and Endangered Forests, please go to: https://canopyplanet.org/tools/forestmapper/

[2] A good source to identify endangered, threatened and imperiled species is NatureServe's Conservation Status rankings for imperiled species that are at high risk of extinction due to very restricted range, very few populations (often 20 or fewer), steep declines in populations, or other factors.

[3] Legal forest management is management that complies with all applicable international, national, and local laws, including environmental, forestry, and civil rights laws and treaties.

[4] Plantations are areas planted predominately with non-native trees or other commercial plants. Forests composed of native species can also be managed as plantations, including via single species plantings on sites that would normally support multiple species, exclusion of other species via herbicide applications, short logging rotations that preclude the development of forest composition and structure, and/or other practices.

[5] Agricultural Residues are residues left over from food production or other processes and using them maximizes the lifecycle of the fiber. Fibers used for paper products include cereal straws like wheat straw, rice straw, seed flax straw, corn stalks, sorghum stalks, sugar cane bagasse, and rye seed grass straw. Where the LCA (life cycle analysis) shows environmental benefits and conversion of forest land to on purpose crops is not an issue, kenaf can also be included here. Depending on how they are harvested, fibers for fabrics may include flax, soy, bagasse, and hemp. (Agricultural residues are not from on purpose crops that replace forest stands or food crops.)

[6] Paper Task Force Report and the Environmental Paper Network Paper Calculator. "The scientific basis for these conclusions is the analysis of the Paper Task Force, a three-year research project convened by Environmental Defense and involving Duke University, Johnson & Johnson, McDonald's, Prudential Insurance, and Time Inc. The Paper Task Force examined environmental impacts through the full lifecycle of paper, along with economic and functional issues across major paper grades. Its findings were extensively peer-reviewed by scientists, academics, environmental experts, and government and industry representatives."

[7] Unbleached, Process Chlorine Free (PCF) and Totally Chlorine Free (TCF) is preferred with ECF as a minimum.

[8] Plantations are areas that have been "established by planting or sowing using either alien or native species, often with few species, regular spacing and even ages, and which lack most of the principal characteristics and key elements of natural forests". Plantations prior to 1994 are *often FSC certified. Source FSC International Generic Indicators:* https://ic.fsc.org/en/document-center/id/335. Forest plantations can play an important role in supplying fiber for products, it is also recognized that clearing of primary forests for plantations has contributed significantly to the destruction of forests in many parts of the world.

[9] http://www.un.org/en/universal-declaration-human-rights/