



B E G G X C O

Responsibility Report 2022

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Introduction

A year has now passed since the launch of our inaugural Responsibility Report. As we welcome this moment of reflection, we celebrate the accomplishments of the past twelve months and trace the path for the work ahead.

Despite a challenging year, we continued building a stronger business for the future. With our communities at the heart of what we do, we strongly invested in education, from our support of development projects in Mongolia, where much of our cashmere is sourced, to the launch of our partnership with The Glasgow School of Art. In our mills, we have had the best employee engagement scores since we commenced our surveys seven years ago and, in our campaigns, we partnered with QUEERCIRCLE, working together to create opportunities that celebrate all.

We are inspired by our belief that how we operate as a business matters as much as what we produce and this year we aimed to create a positive impact that goes beyond traditional measurements of business success. We have made significant progress, advancing our commitment to the products we make, the people in our supply chain and our impact on the planet, by submitting our application to become Certified B Corp.

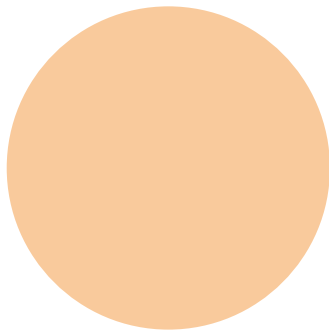
Begg x Co now arrives at a new chapter as we launch this report coinciding with the unveiling of our London store. Making Burlington Arcade our home, we take our place in a shopping destination that has celebrated craft and quality for over 200 years.

Just as last year, our pledges throughout this report are aligned with UN Sustainable Development Goals. Our core values – Craftsmanship, Responsibility, Authenticity, Comfort and Colour – lead the way in what we do and our commitment to being transparent about our journey moves forward in this, our second annual Responsibility Report.

Ian Laird, CEO

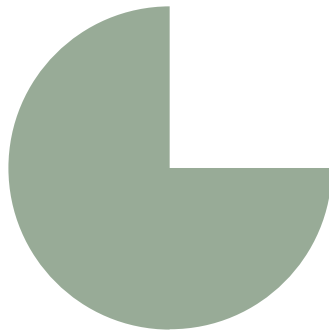
Goals completed between 2021 – 2022

People Goals
2022



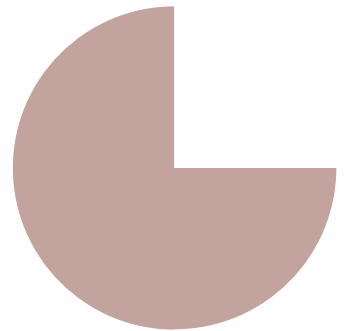
100%

Planet Goals
2022



75%

Product Goals
2022



75%

Highlights

Initiatives 2022



QUEERCIRCLE
partnership



Care Kit Launch



GSA Scholarship
and Bursaries



Ukraine Relief Efforts



Social Bite Support



ISO 50001

Our Values

Craftsmanship

We take pride in our heritage of bringing skill and creativity to everything we do, whilst embracing disruption and the opportunity to innovate.

Responsibility

To us, acting responsibly means taking the thoughtful approach: always being honest and accountable, finding ways to have a positive impact on the world and each other.

Authenticity

We explore our true Scottish identity and speak with honesty about ourselves and our community. We celebrate self-expression and enable others to be true to themselves.

Comfort

We connect with people physically and emotionally, so they feel good in our comfortable, tactile products and feel confident about our responsible approach to making them.

Colour

We celebrate boldness and difference: whether in the rich tones of our knits, the multitude of backgrounds and identities we value or the ways we work with different partners and their perspectives.

You can read more about the values that guide everything we do, [here](#).

People



People – Introduction

- UNSDG 1 – Eradicating Poverty in All Its Forms
- UNSDG 3 – Good health and wellbeing
- UNSDG 4 – Quality Education
- UNSDG 5 – Gender Equality
- UNSDG 8 – Decent work and economic growth
- UNSDG 10 – Reduced Inequalities



Community is at the heart of Begg x Co, from our working force and employees to the teams we choose to work with throughout the different stages of the cashmere journey.

In our mills in Ayr and Hawick, we make considerable efforts to ensure we look after our employees. We continue to invest in the integral success of our teams, from skill development programmes to opportunities for employees to get involved in the business and in our support for charities, locally and further afield.

We believe in building an inclusive and diverse workforce, with teams which reflect a wide variety of backgrounds and experience. We do not discriminate on any basis and actively celebrate individual difference. Our teams share their own unique skills, experience and cultures to allow us to push our creative boundaries. We are positive that the best campaigns and creative outputs come from inclusivity and representation for all, from our internal teams to the talent we choose to work with.

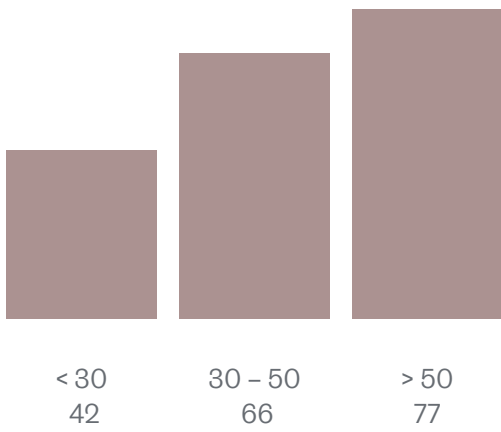
We continue to be members of the [Living Wage Foundation](#), committing to pay all our employees a real living wage. Similarly, we have continued our work with Sedex, a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.

With the acquisition of the trading assets of Scott & Charters (S&C), a knitting company based in Hawick in the Scottish Borders, this report now includes data for the Hawick site which explains some of the fluctuations in our figures.

People – Introduction

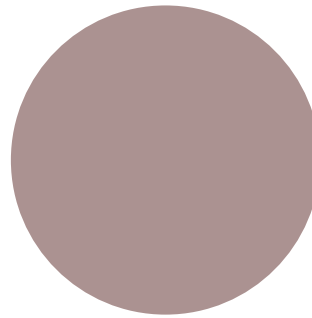
Ages

Source: Management Information



Total Number of Employees

185



% Female Employees Business-wide

Source: Management Information



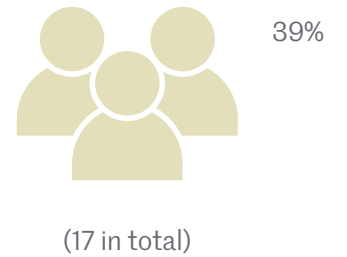
% Female Board Members

Source: Management Information



% Female Managers Business-wide

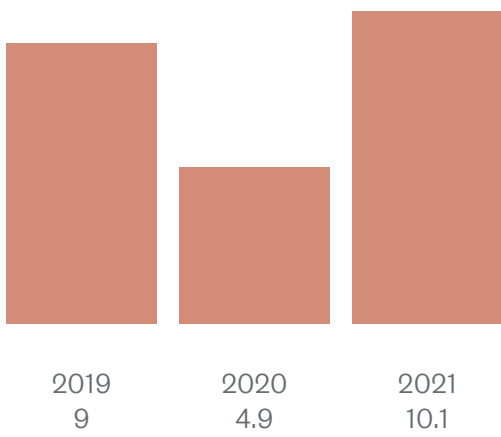
Source: Management Information



People – Introduction

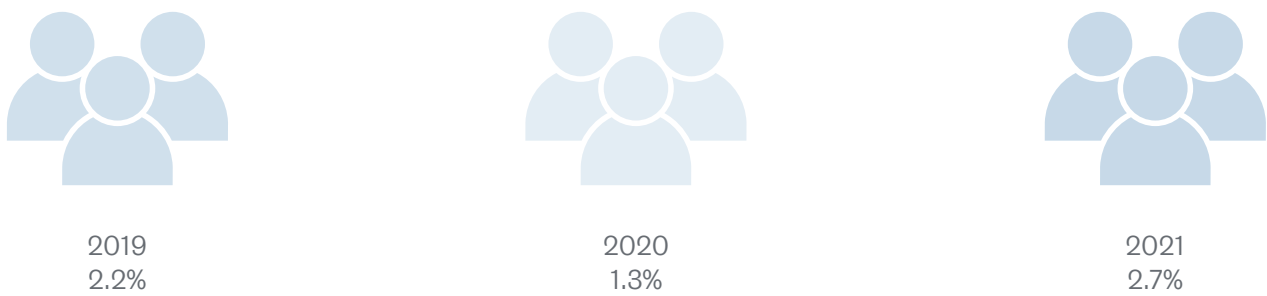
Average Number of Training Hours Per Employee

Source: Management Information



Sick Leave

Source: Management Information



People – Initiatives

Working Inclusively Policy: In 2022, we designed our [Working Inclusively Policy](#), intended to be a set of guidelines, resource and support for all those we work with. This policy has been put in place to ensure that relationships built are authentic, rooted in individuality and respect for communities and their needs. We aim to build long term relationships with suppliers, artists and teams and ensure our campaigns, marketing materials and outreach are welcoming and truthful to the communities involved. When working with Begg x Co, we ask partners to read through our Working Inclusively document and refer to it if any questions arise. This is the framework on which we wish to operate.

QUEERCIRCLE: This year we continued our partnership with [QUEERCIRCLE](#), a leading LGBTQI+ charity working at the intersection of arts, culture and social action. To celebrate the 50th anniversary of Pride in the UK, we organised a dinner and dancing at London's Bistrottheque. To mark the occasion and to raise funds for QUEERCIRCLE, we collaborated with British artist Jakob Rowlinson on a limited edition, handkerchief-style scarf emblazoned with Rowlinson's 'Touch Me' artwork. Drawing on that partnership, we commissioned photographer Jeff Hahn to capture a series of portraits of queer artists and activists wearing our 'Touch Me' scarf. Alongside the images, taken outside the new QUEERCIRCLE space in the Greenwich Design District, London, we sat down with each of the portrait sitters to find out about their individual experiences, their creative processes and activism, and what what Pride means to them in long format interviews, now available on our [website](#).

Mental Health & Wellbeing: We have set in motion our wellbeing week each September. In both our Ayr and Hawick mills, we have mental health first aiders trained to support employees and we promote various activities throughout the year to encourage the conversation.

People – Initiatives

Wellbeing: Our 2022 Staff Survey scores continue to improve year on year. The wellbeing section of these has seen a full point improvement to +8.76 of a possible +/-15 which is encouraging but still gives us opportunity to continue to improve. Scores for the question “My personal health and safety is taken seriously at work” saw a 2.3 point overall increase, with employees supporting this with a +10 point score. Questions related to the importance of mental health in the workplace also received answers close to the +10 point threshold. Our efforts in promoting and supporting mental health take different shapes, from continued monitoring and awareness campaigns to having over 10 mental health first aiders across our sites.

Living Wage Employer: We continue to be members of the Living Wage Foundation, committing to paying all our employees the real living wage. This sets a minimum wage standard in line with the real costs of living and higher than the government set minimum wage. As the cost of living crisis unfolds, we will be continuing our efforts to offer adjustments that will help all our teams face the times ahead.

SEDEX: We are a member of [Sedex](#), a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. We actively strive to ensure that our suppliers’ employees are treated fairly, providing them with ongoing training, safe working conditions, and a living wage, as described in our statement on Modern Slavery. Find out more [here](#).

Sentier d’Action Europe (SUJE): We also work with [SUJE](#), a French charity to support their work in a school in Mongolia. In 2022, we visited the school supported by SUJE for which we provided library books and games. We intend to develop further projects with them throughout the coming year.



People – Initiatives

Social Bite: During the month of December 2021, for every order placed we donated a blanket to [Social Bite](#). Founded in Scotland, Social Bite is a movement to end homelessness. Beginning with a goal of 1,000 donated blankets, we were able to exceed this goal and provide some comfort for the festive season.

Ukraine Relief: In an effort to bring what little comfort we can to those in need on the front line, we shipped 600 blankets, stoles and scarves via [Ajuta Un Om](#), who delivered aid to people fleeing Ukraine across the borders into Poland and Moldova. We curated a special edit of archive Begg x Co accessories and homewares and 100% of the proceeds were donated to the British Red Cross Ukraine Crisis Appeal.

Next Generation Support: Next Generation Support has been a priority for Begg x Co with multiple initiatives being implemented across our sites during 2022. We have grown our links with local schools, allowing us to offer extended work experience opportunities for students undertaking the Workout Programme. Begg x Co also attended multiple career fairs and parents' evenings to highlight future career opportunities for both the weaving and knitting industries. We have also been a key influence in creating the West of Scotland Textile Forum to support links with education and grow skills in young people for the industry.

The Fuel Change Programme: [The Fuel Change Programme](#) Scotland has also been supported by both sites through partnering with the Fuel Change Initiative to solve decarbonisation challenges and allowing young people to unleash their skills and talent whilst demonstrating the success of the future young workforce.



People – Initiatives

The Glasgow School of Art: At the end of July, we launched a partnership with [The Glasgow School of Art](#), funding four Bursaries and a Scholarship for the BA (Hons) Textile Design Course. The Begg x Co Degree Show Preparation Bursary has been awarded to four students in the Knitted, Printed, Embroidered and Woven Textiles Departments to help cover the costs of their Degree Show exhibitions. These recipients were selected by the GSA Awards & Prizes Panel and announced in May 2022. The inaugural Begg x Co Scholarship has recently been awarded to Anita Sarkezi-Gear, a 4th year BA (Hons) Textile Design student. The Begg x Co Scholarship will support Anita in her degree in conjunction with a three-month paid internship at the Begg x Co mill in Ayr, Scotland.

SFA Sustainability Award: in 2021 we sponsored the first Young Herder Award – promoting and supporting [SFA](#) Cashmere Standards amongst the next generation of Young Herders. In 2022, we supported the award for Best Producer Organisation for Land Management, awarded to Rulam Battogtokh of Lusiin serchim, a cooperative that actively participated in all the trainings organised by the SFA and went to all the households of the association to provide information in order to ensure the implementation of the Code of Practice amongst herders in Mongolia.



GSA Scholarship



GSA Bursaries



SFA Sustainability Award

People – Goals 2022

Diversity

We will define a Begg x Co Diversity and Inclusion Action Plan to be launched in 2022. We commit to supporting at least 3 initiatives related to Diversity and Inclusion in 2022 and beyond.

Completed

100%



Gender Equality

We will become a signatory to the [UN's Women's Empowerment Principles](#) to ensure our ongoing commitment to gender equality is progressive and wholly inclusive.

Completed

100%



Wellbeing

We strive to be best-in-class for employee wellbeing, tracking progress through our employee surveys and taking action to encourage an holistic approach to health both in and outside of the workplace.

Completed and ongoing

100%



Next Generation

We will launch a 'Disruptors Award' to support the next generation of Scottish designers.

Completed

100%



Diversity

Throughout 2023, we aim to diversify our casting even further, working with agencies like [Zebedee Talent](#), a specialised agency working with disabled and non-binary and trans models. Zebedee was established by co-founders Laura and Zoe in 2017 with a passion for diversity, today they are the world's leading inclusive talent agency, supporting hundreds of models with disabilities and visible differences, non-binary, and trans models and actors across the UK, Europe, USA and Australia and Japan.

Ethical Marketing

In 2023, we will start sending out our Working Inclusively Policy to all our potential partners to ensure the practices followed and our values are aligned, following most up-to-date practices and inclusivity policies.

Next Generation

We will continue our partnership with The Glasgow School of Art, hosting the first internship at our Ayr mill for the recipient of the inaugural Scholarship awarded in 2022. We intend to follow on from this initiative and we are currently preparing the bursaries and scholarships for the next academic year, hoping to maintain this as an annual commitment.

We will also have five modern apprentices joining the business from late 2022 to undertake apprenticeships to become Tuners and Mechanical and Electrical Engineers as part of our program to grow young talent and skills. At our knitwear mill in Hawick we will also be getting a Shima Apprenticeship underway. As an employer, we are committed to supporting the [Young Persons Guarantee](#) which supports all our initiatives above.

The Young Person's Guarantee is a commitment to bring together employers, partners and young people. It aims to connect every 16 to 24 year old in Scotland to an opportunity. This could be a job, apprenticeship, further or higher education, training or volunteering.

Planet



Planet – Introduction

UNSDG 6 – Clean Water and Sanitation
UNSDG 11 – Sustainable Cities and Communities
UNSDG 7 – Affordable and Clean Energy



2021–2022 was a challenging year for us in terms of energy management. COVID-19 changed everyone’s priorities and our decision to use social distancing to reduce possible covid transmission meant minimising the number of staff in the building wherever possible. This resulted in extra shifts in the evening and at night, and inevitably made us less efficient in our energy usage.

We are now including our site in Hawick in our data collection. The work we had done previously gave us a good understanding of the changes and we had a successful ISO 50001 audit at the end of the year. This certification focuses on the Energy Management Systems in place, an area in which we are continuously trying to improve. We also continued to obtain ISO9001, a standard of quality in our weaving mill and ISO14001 related to Environmental Management. For the latter, we are working to see it audited in our mill in Hawick in the near future.

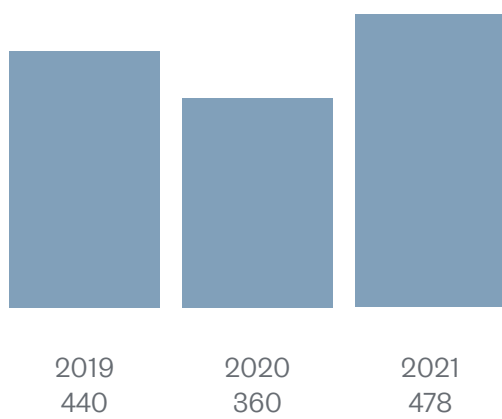
For only two years has water management been a topic for us, appearing in our materiality analysis in 2020. We have assigned responsibility for water management to the team which looks after our energy, to ensure that it receives regular attention. We have carried out an initial mapping of our supply chain to better understand the impact of water use. This shows that our supply chain requires scouring of raw fibres (wool and cashmere) in a few areas which have much more significant water stress than we do at our mills. We are also working on ZDHC’s Supplier to Zero, furthering our engagement with chemicals used in the supply chain for wet processing.

The challenges ahead on the energy front make it paramount that we pay more and more attention to it, ensuring best practice is in place and improving across both our sites.

Planet – Introduction

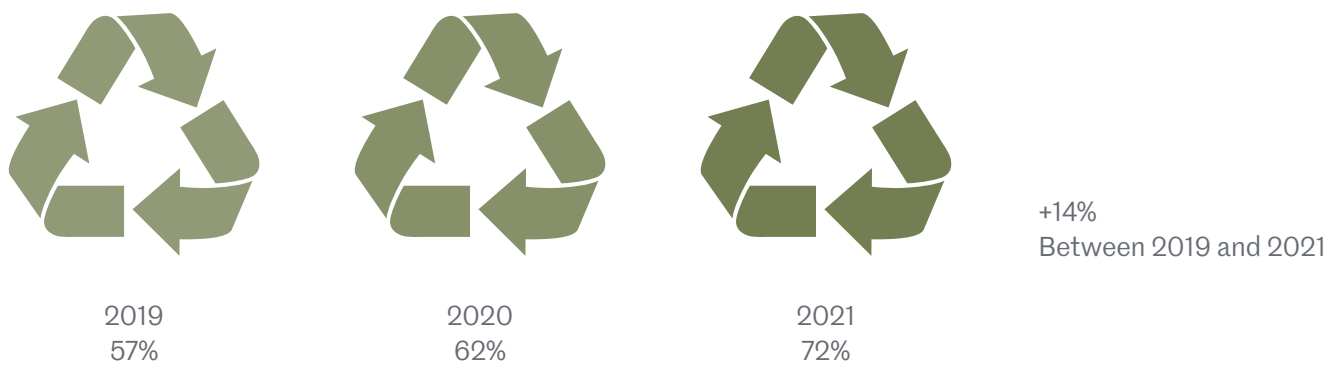
Total Energy Used (MWh) in Ayr and Hawick

Source: Management Information



Percentage Waste Recycled/Reused of Total Waste in Ayr and Hawick

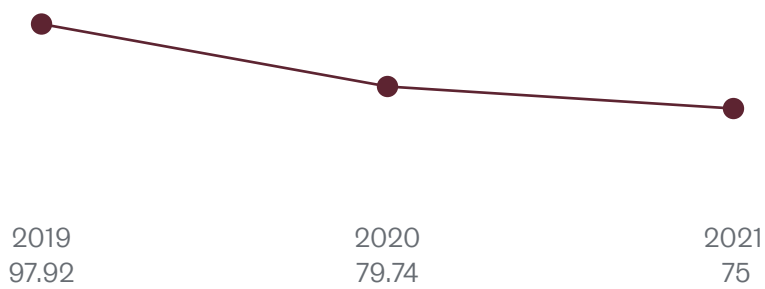
Source: Management Information



Planet – Introduction

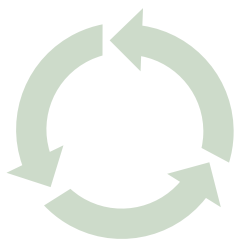
Total GHG Emissions as CO₂e (Scope 1 & 2) in Tonnes

Source: Management Information

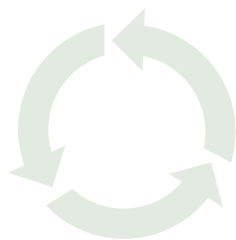


Renewable Electricity of Total Electricity

Source: Management Information



2020
15%



2021
29.7%

This amount reflects the inclusion of our Hawick mill, not featured in previous years, in which energy is 100% renewable.

Planet – Initiatives

Packaging: From efforts developed prior to 2021, progress in waste reporting and the Paperless Factory Project resulted in a reduction in the amount of paper on the shop floor. Begg x Co's packaging is fully recyclable at end use, made from FSC paper and flat packed so we are not shipping air. Our D2C shipping is plastic free. We continue using our care bags, launched in 2021, to protect and ensure a longer lifespan for our products – these are produced using mostly upcycled dead-stock yarns. We have continued the conversation with our yarn suppliers to reduce packaging throughout our supply chain.

Waste Management and Upcycling: We have been working with several partners to upcycle and circularise our production waste:

- [Nomad Surplus Luxury](#) Textiles is our partner selling waste materials to the public. Nomad makes our production waste available to retail and wholesale customers.
- We have also partnered with Dean Liggett at the [University of Ulster](#), who takes some of our waste fibre and offers it for use by the students to create garments. Last year's student project was interrupted due to the covid pandemic, but we have continued to send materials and hope to see the student's creations soon.
- We have worked with Dr John Parkinson, head of [iinouiio](#) (It Is Not Over Until It Is Over) over the last few years. iinouio set up a textile waste processing plant in Yorkshire in 2021 and we are currently conducting trials with our design team on recycling production waste and respinning into yarn.

These projects and partnerships are facilitating our goal of circularising our production waste. In addition to this, our waste contractor in Ayr sends non-recyclable waste to energy recovery instead of landfill, meaning that our factory in Ayr sends zero waste to landfill. There is very little production waste from the knitting process at our site in Hawick, so we have not yet conducted any extensive waste analysis there.



Planet – Initiatives

Carbon Reduction: In 2022, we worked closely with The Joy Population, a creative agency based in London, for different projects throughout the year. For our 'On Mayfair' film, directed by Charlotte James, TJP partnered with Tina London, which is involved with carbon offsetting. As part of their ethos, they planted one tree per person per day that they were on set with Begg x Co. Their global efforts so far have planted 931 trees, with a carbon reduction of 17.5 tones (equivalent to 43,418 miles driven in a car.)

Renewable Electricity: Our knitwear mill in Hawick uses 100% renewable electricity. We have plans to transition our weaving mill in Ayr to also utilise 100% renewable electricity, ensuring fully renewable electricity use.

Energy Management: Both our sites are certified to ISO 50001 for Energy Management. We employ internal audits throughout the year which showcase a good level of awareness of energy management among staff and good practice in place. Energy management is going to be an important topic in 2023 – plans include measuring our SCOPE 3 carbon emissions, picking up our work on energy saving opportunities and making measurable steps towards carbon neutrality.

Process Management: Improving our processes is fundamental to our manufacturing strategy and it has all sorts of environmental benefits. Efficient, well managed processes use less energy and water, and will therefore produce less waste. Our process management systems are accredited to ISO 9001 at our Ayr mill following recertification earlier last year. Plans forward include the development of structured problem solving to create a broad range of improvements.

Roadmap to Zero: We continue to actively collaborate with several partners to ensure due diligence on all matters relating to the textile industry's impact on the natural environment and work hard to minimise the inevitable risks. We follow the 'Roadmap to Zero' programme to monitor and minimise our chemical footprint and to help produce safe products, cleaner water and fresher air.



B-Corp

To become [B-Corp](#) certified by the end of 2022.

Completion:

Submitted application, currently in the waiting list.

75%



Carbon Neutrality

To be carbon neutral by 2030.

Still do be done:

We are in the process of developing a roadmap to carbon neutrality.

25%



Plastic

To be plastic free by the end of 2022.

Completion:

Specificities across the supply chain such as humidity in certain territories, require waterproof packaging for wholesale shipping to avoid stock damage. However, we are moving towards removing single use plastics and finding alternative solutions.

75%



Renewable Energy

To solely utilise renewable electricity across our mills by the end of 2022.

Completion:

To be completed by 2023.

75%



B-Corp

Due the pandemic, there's a back log in application. We have submitted ours and will be audit-ready by the end of 2022, hoping to gain certification during the upcoming year.

Carbon Emissions

From 2022, we will also be measuring our Scope 3 emissions so that we can better understand the impact of our manufacturing process relative to the supply chain.

Waste Management and Upcycling

Although we are not using landfill disposal, moving forward we wish to move away from incineration, a process still in use. To correctly design our strategies, we will be conducting extensive analyses on waste management at our sites and develop our strategy accordingly.

Renewable Electricity

Building on the 100% renewable electricity already used at our site in Hawick, we will also switch to 100% renewable electricity at our site in Ayr by the end of 2022.



Product



Product – Introduction

UNSDG 9 – Industry, innovation and infrastructure
UNSDG 12 – Responsible Consumption and Production



With industry experience dating back to the 1860s, the modern-day craftspeople at Begg x Co combine traditional techniques with cutting-edge technology to manufacture responsibly. This unique approach champions the use of innovative computer software alongside traditional mill machinery. With a focus on conscious craftsmanship, our highly skilled team of weavers and knitters sculpt sweaters, scarves, blankets and cushions using only the finest noble fibres of sustainable cashmere. Moving forward, it is our focus to develop better care and repair services alongside product buy-back schemes as we strive for full circularity.

Product – Initiatives

Care Kit Launch: Before the end of 2022, we are launching our first Care Kit, a set of tools to care of your owned cashmere, ensuring product longevity and inviting customers to a practice of caring for their purchases. The kit includes a gentle wash, specialist cashmere brush and a moth-deterring cedar pebble, hand-milled in Scotland.

CapraCare: Since 2017, we have been working to establish a supply chain for ethical, sustainable and fully traceable cashmere from Mongolia. Known as CapraCare, this programme enables the purchasing of small batches of raw cashmere fibre with paper-based transaction certificates to track and trace the fibre through each process. Our intention is that through this pilot program we can start to build out a more comprehensive, transparent, and traceable supply chain for our cashmere fibres in future. For us, wider use and traceability throughout its journey are still areas for improvement.

Product Range: We commit to increasing the amount of upcycled and recycled materials in our product range. In 2021 we launched a variety of patchwork blankets and CashAyr scarves created from upcycled and dead stock products, giving them a new lease of life and increasing the lifespan of the original fibres. Postponed from 2022 to 2023, we will launch our first ever Recycled Cashmere Capsule, with products made entirely of recycled fibres. We continue our commitment to increasing the proportion of recycled products and yarns in our range over the next 5 years.

Five Freedoms: We are proud of the natural fibres we work with to create our products and we remain committed to rigorous animal welfare standards and the monitoring of good practice. We stand by The Five Freedoms of Animal Welfare which ensure the mental and physical wellbeing of animals. The Five Freedoms are: Freedom from Hunger and Thirst; Freedom from Discomfort; Freedom from Pain, Injury or Disease; Freedom to Express Normal Behavior and the Freedom from Fear and Distress.

Ethnically Sourced Fibre: The manufacture of products using natural fibres means that animal welfare is a major concern to us. Our sustainability team make regular visits to Mongolia and China to allow us to feel confident with the high standards of animal husbandry and to certify that cashmere and wools are sourced ethically and without coming into contact with harmful chemicals.



Product – Initiatives

Sustainable Fibre Alliance: We make strenuous efforts to ensure that people are treated fairly at every step of our supply chain. As members of the Sustainable Fibre Alliance, nurturing close relationships with our key fibre suppliers is something we take extremely seriously. This alliance is a global, multi-stakeholder initiative with a mission to ensure the long-term viability of the cashmere sector. We commit to transforming the cashmere sector through responsible practices which benefit people, livestock and the environment. Through the SFA we promote the SFA Cashmere Standards to encourage the adoption of responsible production practices that minimise environmental impact, safeguard herder livelihoods and meet high animal welfare standards.

Non-Mulesing Policy: We actively collaborate with external partners to ensure due diligence on all fronts. To this end, all of our wools are sourced subject to a stringent non-mulesing policy, solely purchasing wools from farms certified to have ceased all mulesing activity.

Circularity: If we are to better protect our world it is paramount that we reduce our use of virgin materials and recycle where we can. Since 2020 – all Begg x Co labels have been manufactured from recycled plastic bottles. The development of relationships with schools and universities – providing students with excess material – is also a step towards circularity in our practices. We continue using excess yarn to produce our care bags that are included in each order for our customers. Through our 2022 partnership with COS we are trialing a buy back scheme, piloting this service and widening the conversation to other sectors of the industry.

Cashmere Circle: We have partnered with [Cashmere Circle](#) to launch our repair service. Outsourcing this has allowed us to join forces with the best in class and provide a smooth process to our customers, ensuring a longer lifespan for their valued purchases. Cashmere Circle is a collective of experts with the skills needed to give knitted garments a new lease of life. From mending small holes to an incredibly high standard and patching more extensive areas of damage to refreshing our most-loved designs with gentle cleaning and de-pilling methods, our partnership with Cashmere Circle will enable everyone to enjoy knits for years to come.



Product – Goals 2022

Repair

We will launch a 'RepAyr Service', to increase the lifespan of our products and in turn reduce their impact on our planet.

Completed

100%



Care

We will launch a Cashmere Care Kit to encourage our customers to care and look after their products, before considering to purchase something new.

Completed

100%



Recycling

We will launch a Product Takeback Scheme to incentivise a responsible end-of-life program for products which are no longer used or wanted. These in turn will be recycled and provided a more environmentally friendly alternative to landfill.

Completion:

25%

Party completed.



Product – Goals 2022

Traceability

We will launch Next Generation Connected Product technology to allow our customers to engage with the traceability of each product and to connect with circular business opportunities (resale and recycling).

Completion:

Still to be done.

Product

We commit to increasing the amount of fully recycled products in our range by at least 10% each year up to a target of 35% of the total range.

Completion:

Still to be done.

Product – Goals 2023

Traceability

Over the next few years, we will be transitioning to comply with the EU Strategies for Textiles directives, including the creation of digital processes and labels to ensure traceability. We will launch Next-Generation Connected Product technology to allow our customers to engage with the traceability of each product and to connect with circular business opportunities (resale and recycling).

Repair

We will broaden our Repair Service to include woven accessories and homeware to increase the lifespan of all Begg x Co products, reducing their impact on our planet.

Product

We commit to increasing the amount of fully recycled products in our range by at least 10% each year up to a target of 35% of the total range.



Closing Statement

When we launched our inaugural Responsibility Report in 2021 we wanted this to be a moment of celebration but also a tool for accountability moving forward. It has proved to be more than that, guiding our steps throughout the year and making us look for alternatives in each of the areas where improvement is needed.

This year we proudly celebrate the existing relationships we have strengthened and the new partnerships we have developed with artists and communities, as was the case with our ongoing partnership with QUEERCIRCLE. Arriving at this moment of looking back, we also acknowledge the areas in which our goals were more ambitious than what we could accomplish (i.e. in the use of more recycled cashmere or our traceability efforts). Above all, we take this moment to re-evaluate and design the objectives that will lead our efforts over the next twelve months.

We want you to be part of this journey and believe the path is to be forged through accountability and, as always, a commitment to our people, planet and product.

Credits

Photography – Robbie Lawrence
Design – StudioSmall

