



# **Kings Of Indigo**

Social Report '18

## **SOCIAL REPORT 2018**

kingsofindigo.com

Reporting period January 2018 till December 2018



Fair Wear member since 2013



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# CEO COMMENT

Our ultimate goal is to be the number one sustainable jeans & lifestyle brand in the world! We produce quality products that are long lasting, durable pieces. We stimulate people to be selective in what they buy and to wear their clothing for more than just a season or two.

Offering quality clothing is key, but we have to look ahead. We produce quality wear for the next era, which means finding new, more sustainable ways to produce. This is our top priority. We try to take a leading role in this, inspiring other brands to follow us when it comes to sustainable production. This is why we are 100% transparent about every step of the production chain. Customers and other denim manufacturers can easily read where we buy our fabrics, stitch our garments and wash our jeans. We disclose all of our suppliers so the road our garments have travelled is clear to whoever wants to know. We produce our garments as close to home as possible in order to reduce the CO2 footprint and have a close relationship with our valued suppliers.

“At Kings of Indigo we aim to be a forward player when it comes to working as an ethical company. This means constant innovation in making the production process more environmentally friendly, but also taking care of the people who help us produce our clothing. Next to fabric, factory and finish we try to reduce our reliance on organic cotton materials, focusing instead on recycled and manmade fabrics more and more. Besides that, we make all trims and packaging as sustainable as possible with a strong focus on recycled materials.

It all boils down to offering value for money; having high quality products with good looking designs, for a fair price. A collection with timeless basics mixed with inspiring lifestyle trends whilst being innovative and a high quality. This way we can motivate as many consumers as possible to choose the sustainable option and be able to wear it for a long time. We call this ‘quality wear for the next era.’”

CEO TONY TONNAER





# KINGS OF SUSTAINABILITY

The ultimate goal is to be the number one sustainable jeans and lifestyle brand in the world and be the inspiration to others!

We produce quality products that are long lasting; durable pieces. We stimulate people to be selective in what they buy and to wear their clothing for more than just a season or two. Offering quality clothing is key, but we have to look ahead. We produce quality wear for the next era, which means finding new, more sustainable ways to produce. This is our top priority. We try to take a leading role in this, inspiring other brands to follow us when it comes to sustainable production. This is why we are 100% transparent about every step of the production chain.

Customers and other denim manufacturers can easily read where we buy our fabrics, stitch our garments and wash our jeans. We reveal all suppliers here so one can see exactly what road our garments have travelled - not that it is a very long road; we produce as close to home as possible so most of our garments can be sent by truck. Though we do not yet compensate these truck rides, we do compensate CO2 on our flights when visiting production partners.

We hope to stimulate consumers to be more selective with what they buy and where they buy it from - encouraging a slower approach to fashion and longevity to items.

To aid consumers with this last part, we live by our Triple R philosophy; Repair, Reuse, Recycle. As denim heads ourselves, we hope to impart our knowledge to inspire people to look after their jeans as well as possible, to mend and modify old pairs, and to discard of them responsibly when the time comes.

We position ourself as a pioneer in this ever-changing sustainable fashion world, innovating with materials and sustainable production methods, constantly exploring how to reduce the impact on the planet and people; every garment made with a conscious.

We bring the best of both worlds in denim; the minimalistic beauty of pure, Japanese denim and the tough characteristics of the classic, American blue jeans. All Kings of Indigo garments are designed to last long; quality wear for the next era.

Our HQ is based in Amsterdam (IJburg), The Netherlands, where 14 full time Kings and Queens reign. The collection is sold to 400 carefully selected retailers with a focus on Northern Europe and online. From 2019, we will also be expanding to the USA, Canada and Australia.

This social report covers our work for the financial year starting from January 2018 to December 2018.

# PHILOSOPHY



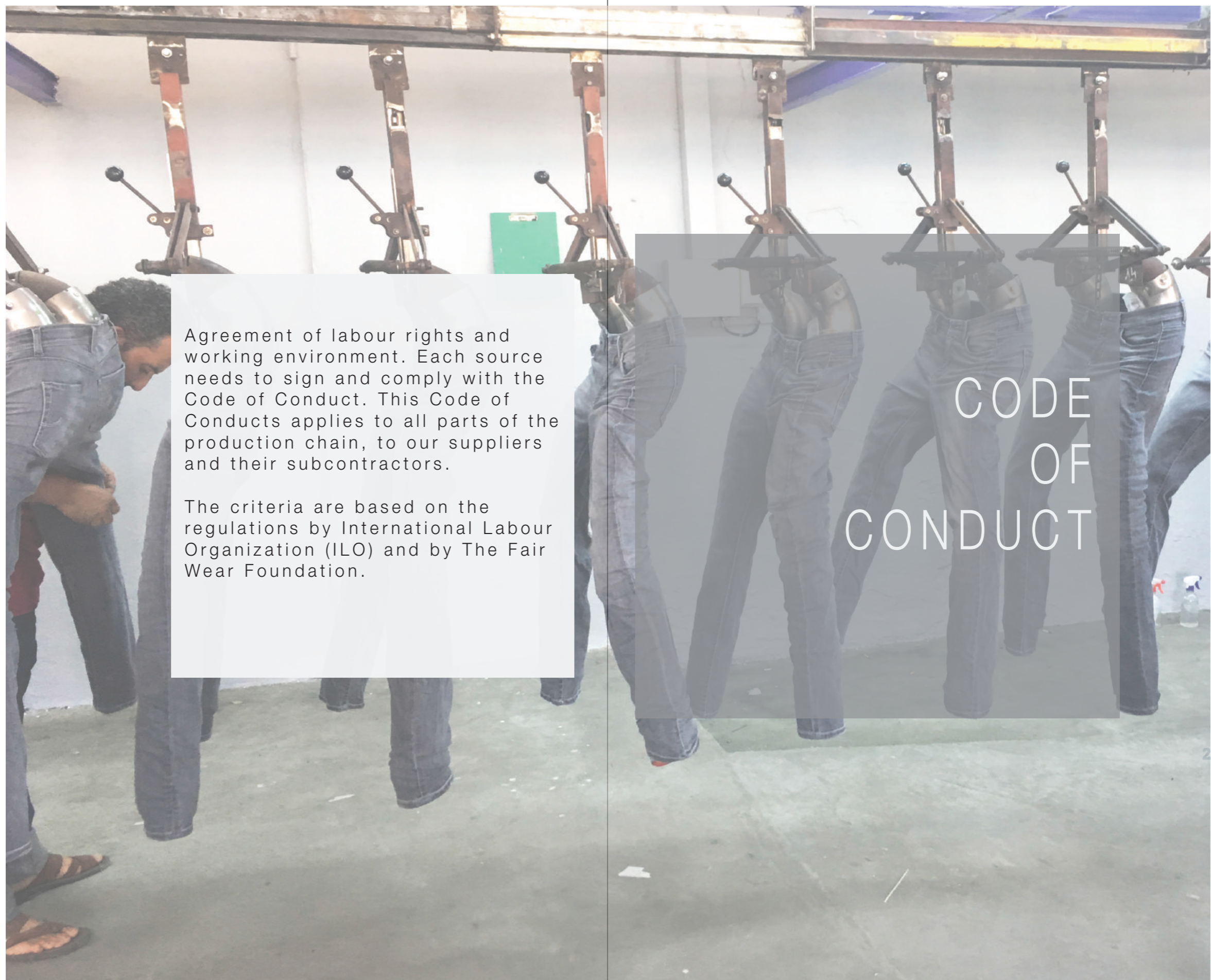


# SOCIAL RESPONSIBILITY

When Kings of Indigo was founded, the objective was clear; to produce clothing in a sustainable way both socially and environmentally, without compromising on quality. Neither sustainability nor quality had to be sacrificed in order to make beautiful garments. Since then, what it means to be 'sustainable' has evolved and become more intricate, and the future promises further changes.

We ensure that the people who make our products are treated with fairness and respect. We collaborate with factories, we bear the responsibility of providing a safe, fair and ethical working environment.

We are appreciative and respectful to all workers who are involved in making our products. Without the people we work with we could not create all unique products. Starting from the cotton field, to the mills, factories, laundries. We are appreciative for the professional, dedicated and skilled people who are taking part into making our products. The textile industry is an incredible labour intensive industry where many factors are involved and we as a brand take responsibility for all our actions.



Agreement of labour rights and working environment. Each source needs to sign and comply with the Code of Conduct. This Code of Conducts applies to all parts of the production chain, to our suppliers and their subcontractors.

The criteria are based on the regulations by International Labour Organization (ILO) and by The Fair Wear Foundation.

## CODE OF CONDUCT



# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals, the SDG's, are a collection of global goals set by the United Nations General Assembly in 2015 for the year 2030.

The SDG's provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 SDG's are an urgent call for action by all countries, developed and developing, in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.

At Kings Of Indigo we relate our commitment and actions to the SDG's. Per subject and chapter we relate a chapter in the social report to a specific goal of the SDG.



End poverty in al its forms every where



End hunger, achieve food security and improved nutrition and promo- te sustainable agriculture



Ensure healthy lives and pro- mote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



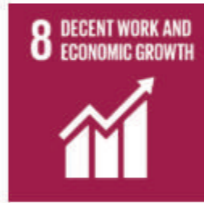
Achieve gender equality and empower all women and girls



Ensure availability and sustainable management of water and sanitati- on for all



Ensure access to affordable, reliable, sustainable and modern energy for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Reduce inequality within and among countries



Make cities and human settlements inclusive, safe, resilient and sustainable



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts\*



Conserve and sustainably use the oceans, seas and marine resources for sustainable development



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat deser- tification, and halt and reverse land degradation and halt biodiversity loss



Promote peaceful and inclusive societies for sustainable deve- lopment, provide access to justi- ce for all and build effective, accountable and inclusive insti- tutions at all levels

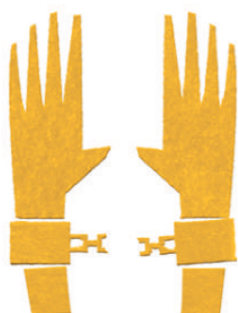


Strengthen the means of imple- mentation and revitalize the global partnership for sustainable development

# FAIR WEAR LABOUR STANDARDS

## EMPLOYMENT IS FREELY CHOSEN

There shall be no use of forced, including bonded or prison, labour. (ILO Conventions 29 and 105).



## NO EXPLOITATION OF CHILD LABOUR

There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." (ILO Convention 138) "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." (ILO Convention 182)



## THERE IS NO DISCRIMINATION IN EMPLOYMENT

Recruitment, wage policy, admittance to training programmes, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies or handicaps (ILO Conventions 100 and 111)



## FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The right of all workers to form and join trade unions and bargain collectively shall be recognised. (ILO Conventions 87 and 98) The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 135 and Recommendation 143)



## PAYMENT OF A LIVING WAGE

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. (ILO Conventions 26 and 131). Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.



## SAFE AND HEALTHY WORKING CONDITIONS

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO Convention 155). Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.



## REASONABLE HOURS OF WORK

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)



## LEGALLY BINDING EMPLOYMENT RELATIONSHIP

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

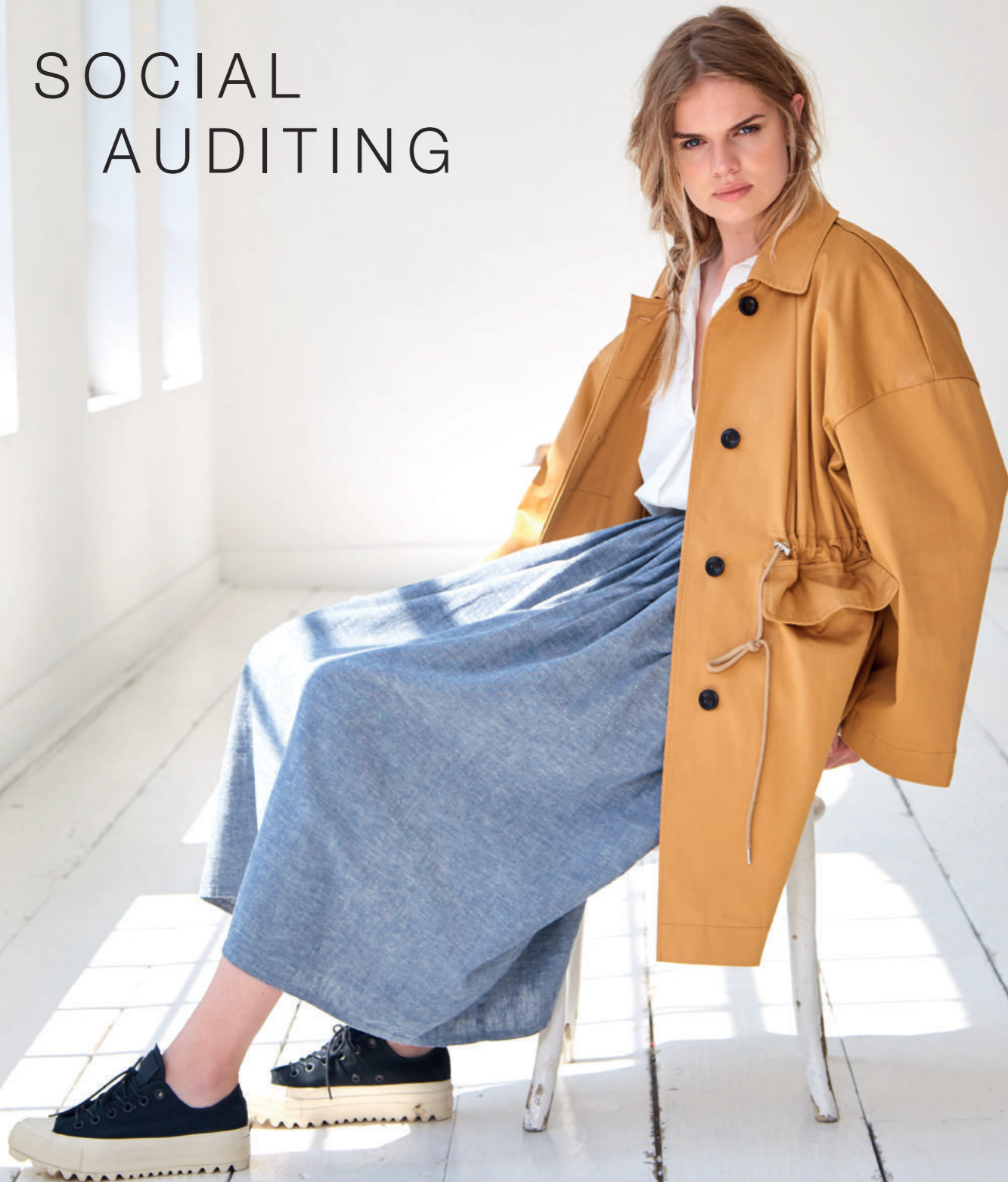


It's our responsibility as a brand to work with sources who are socially audited or in the process of being audited.

Throughout the year, we critically analyze all sources and we plan and implement Fair Wear Foundation audits were required. In cases where a factory has another audit besides Fair Wear audits, we then work with following audited bodies. The reason for this is that we do not want to audit our sources just for the sake of an audit. We also want to avoid several audits taking place at one source, even though these are also useful for us to work and start from.

We examine all existing, valid audits by using the Fair Wear Quality assessment tool on audits in order to confirm whether the existing audit is valid and useable to Kings Of Indigo.

## SOCIAL AUDITING



### **BSCI - BUSINESS SOCIAL COMPLIANCE INITIATIVE**

Is a European initiative that was set up in 2002 by a European lobby association of business, the Foreign Trade Association. BSCI is a code of conduct that is developed to improve the working conditions in the production chain.

BSCI is a certification, but it is also a way for us to investigate the working conditions in our own production chain by executing audits. Factories are receiving a score based on requirements set by BSCI.

### **SA800 - ETHICALLY CORRECT CERTIFIED COMPANY**

The SA 8000 Standard is currently globally the most implanted social certification standard for factories and organizations.

This is a tool that has helped certified organizations demonstrate their dedication to the fair treatment of the factory workers in different industries and in many countries.



### **FWF - FAIR WEAR FOUNDATION**

Fair Wear Foundation is a non-profit organization that works with garment brands, factories, trade unions, NGO's and governments to improve the working conditions for garment workers in 11 production countries.

Because we are a member of the foundation, Fair Wear conducts a brand performance check. This is the most important element. It is to improve working conditions in the factories and this is also the main focus. This is done through audits where both factory management and brand are responsible for remediation and implementation of better conditions.

### **SMETA- SEDEX MEMBERS ETHICAL TRADE AUDIT**

SMETA is an audit method that provides a compilation of best practice ethical audit techniques. It is designed to help the auditors conduct a high quality audit that encloses all aspects of responsible business practices, covering the four pillars of Labour, Health & Safety, Environment & Business Ethics. SMETA is designed to be used by suppliers and to share their audit information with multiple customers the supply to.



KEY ACHIEVEMENTS ON  
SOCIAL  
AND  
ENVIRONMENTAL  
SUSTAINABILITY IN 2018



Kings Of Indigo learned that change can actually happen by doing and acting. Investments on audit and training level were done in 2017, continued in 2018 and results were showing.

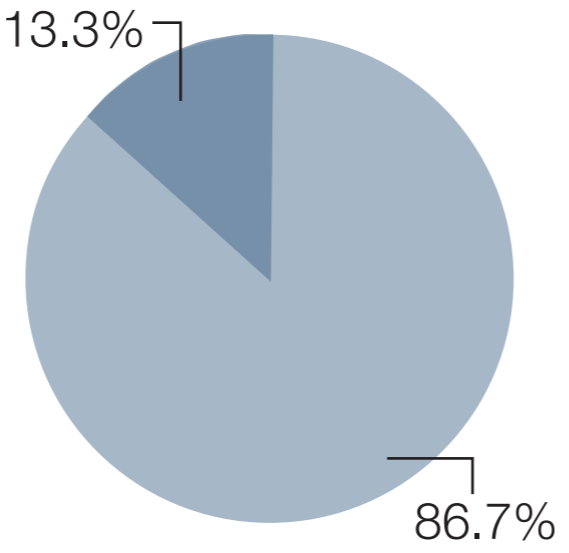
Stable supplier base has been maintained especially on denim in 2018.

At three of our production locations another audit took place a.o. BSCI, SMETA.

In May 2018, Kings Of Indigo bought back all of its shares and has been operating as an independent company since.

86.7 % of our total production took place on audited locations.

13.3% of total production took place in low risk countries such as Italy & Spain.



FWF monitoring threshold has been reached.



Worker Education Program trainings took place on eight production locations in Tunisia, Macedonia and Bulgaria in 2017 and 2018.

In 2018 Kings Of Indigo re-audited two locations that have been FWF audited before. Action and workplace improvements were showing positively in the audit reports.

For Autumn Winter 2018 collection we brought the 100% Recycled Pet Jacket Program. 100% recycled Primaloft filling, 100% recycled shell.



42.000.000 LITER

of fresh drinking water is donated to Made Blue! By our Blue Friday 2018 initiative.



# RESPONSIBLE SOURCING

## SOURCING STRATEGY & PRICING

At Kings Of Indigo we aim to establish long-term relationships with all of our suppliers. Not only when it comes to actual garment manufacturers but also the fabric mills and trim suppliers we are working with.

New sources must fulfill below criteria:

- Social auditing of all production locations:
  - ~ If located in high risk countries we aim to work with Fair Wear audited locations, otherwise BSCI, SA8000 or other valid audits checked on validation with the Fair Wear Quality assessment tool;
  - ~ If located in low risk countries any audit type is valid next to that regular visits are required.
- Sign the CSR supplier declaration and fulfill requirements from FWF: fill in and sign the Questionnaire + WIS on location;
- Transparency from vendor towards Kings Of Indigo and FWF code of conduct;
- Any subcontracting must be known and approved upfront by Kings Of Indigo;
- Free entrance to production locations;
- Product conformity: High quality standard and workmanship;
- Responsible sourcing of materials;
- Located close to home, easy to travel to.

In 2018 we visited Tunisia, Italy, FYROM, Bulgaria and Greece.

Pricing of the garments is cost price up, resulting in cost prices from 18-50 euros FOB. Kings of Indigo should make at least overall 55% margin and gives a markup of 2,5 to its retailers. This results in RRP range starting from 99,95 to 299,95 euro. Price negotiation takes place with all sources at development stage. Here Kings Of Indigo is discussing with the source to freeze the labor cost of the garment. Kings Of Indigo is not putting excess pressure on their vendors when it comes to prices. In certain cases, a gross margin below 55% is accepted to ensure production and lower cancellation rate.

The sourcing, design, development, production and CSR department consists of three Queens and one King in total.

Sourcing decision making rests with the King of Design and King Of Inspiration, who are in control and in charge of vendor sourcing. All in close cooperation with the team members, the Queens of Product. Overall responsibility on development and production of the collection is shared between three Queens. There is a split up in Mens/Womens denim and apparel.

Following responsibilities have been divided within the team. One Queen has been designated to take care of denim production, trims and packaging. Next to that one Queen is responsible for the development process and assisting in the creative process of the collection with focus on patterns. Another Queen is designated for apparel production and CSR/FWF responsible. The King of Design oversees the complete design process and all steps.



# ORGANISATION OF THE SOURCING DEPARTMENT

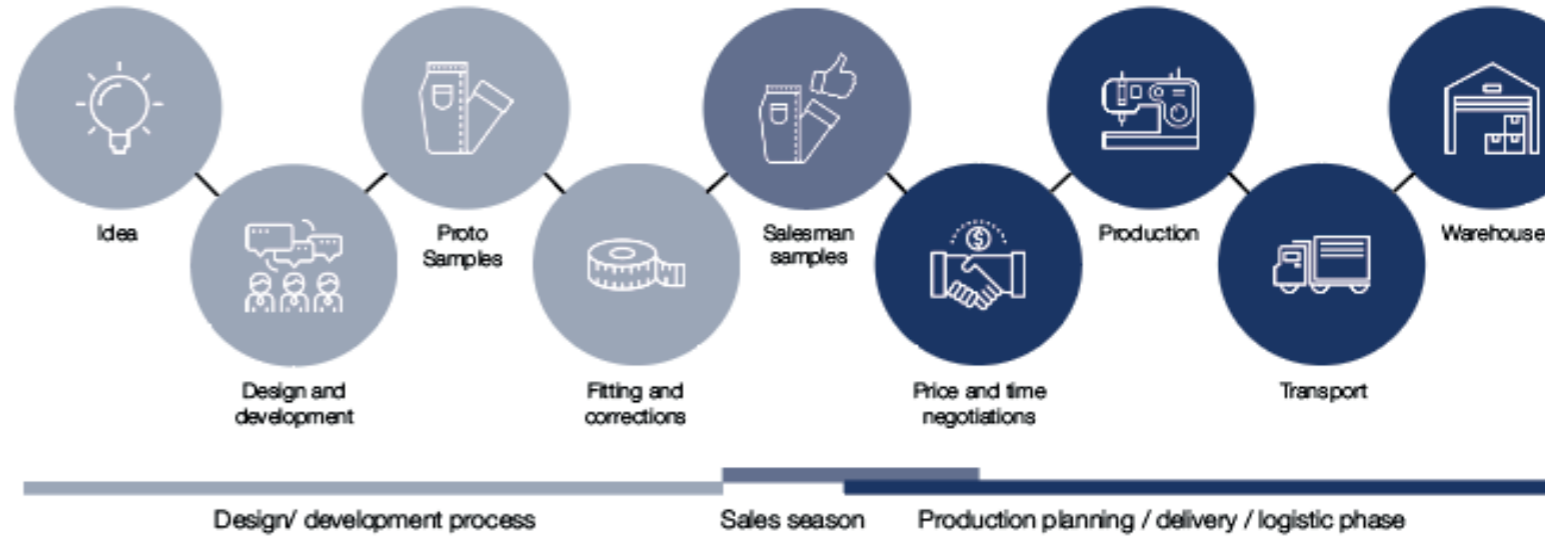
Each year Kings Of Indigo has two collections for menswear and womenswear. Spring/Summer and Autumn/Winter. The denim collection consists of 65 denim options per gender per season. The apparel collection consists of 65 options per gender per season. Several items in the collection are developed as Unisex styles.

We also offers leather goods such as belts and socks, scarves and bags. There is also a small capsule with BABY KOI, KIDS KOI and the KIDS KOI TEE.

Cooperate Social Responsibility is integrated within the sourcing and development department which ensures the sourcing strategy is correctly implemented on supplier and sourcing level: allocation and fabrication.



<b>IDEA</b> It all begins with the design process where a range plan is created based on the turnover targets for that specific season. Fabric, trim prices, MOQ's are requested by Kings Of Indigo at an early stage to all fabric mills in order to, with all information, finalize the range plan per source.	<b>DESIGN &amp; DEVELOPMENT</b> The range plan with the set targets is send to each source. Based on our plan sources come back with their open costing where we start the communication on if the set targets are reasonable or whether changes from the Kings Of Indigo design/development team is required. Pricing and price negotiation is taking place at this stage. Here we are transparent from brand towards supplier and supplier towards brand which makes this an interactive process with active communication from where we together come to the best decisions.	<b>PROTO SAMPLES &amp; FITTING AND CORRECTIONS</b> Designs are made by an external Dutch patternmaker. With these patterns the first prototypes are produced. Technical fittings will take place at HQ with the proto types until they are confirmed to be salesman samples.  By working this way, we are not putting any pressure on sources and together we can see what can be done to achieve the targets that have been set. We could also decide not to continue with a certain style at early, sketching stage. In this way we are reducing the amount of development that will not lead to any order.
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<b>SALESMAN SAMPLES</b> Salesman samples are distributed to all agents in The Netherlands, Germany, Austria, Sweden, Belgium, Switzerland, UK, France and the US. These agents sell to stores by example of these samples. During the sales period Kings Of Indigo attends trade fairs like Pitti, CIFF and Modefabriek.	<b>PRODUCTION</b> After approximately three months the sales period will be closed and all sales orders must be in. After closing, the production orders will be placed at the garment factories. Actual delivery dates/MOQ's, are discussed so they are workable and reachable for all parties.	<b>WAREHOUSE</b> Delivery dates are based on capacity and material lead-time. Exceptionally it happens that fabrics are delayed which has a consequence on the production planning and the delivery date which is then indirectly putting pressure on workers. These matters require flexibility from the side of Kings Of Indigo. In close contact a revised production delivery date will be discussed and confirmed, we do not put any pressure on delivery dates. In close cooperation a solution will be found.
<b>PRICE AND TIME NEGOTIATIONS</b> When all orders are collected by Kings Of Indigo places block orders at the fabric mills with an agreed price and delivery date. Carry over fabrics will be defined and a selection of new sustainable fabrics are sent to the factory and laundry to test. Shrinkage and quality tests are then also done on all fabrics, so the patterns can be altered if needed.	<b>TRANSPORT</b> An internal production planning is mandatory for a smooth and workable production cycle. We have knowledge of fabric, trim lead times and production schedule of all sources. This is essential to support factories in establishing fair working conditions. Short lead times is one of the causes for extensive overtime.	

## SUPPLIER RELATIONS

We strongly believe in long term relationships with our suppliers and we treat them as partners. One third of our production locations have been working alongside us for five years or more.

When entering into new partnerships with production facilities, we do our research upfront. This consists of requesting and checking existing audit reports. We make sure to see the factory itself, not just the office and check the location with the Health & Safety / FWF and our checklist. If we are satisfied with what we see, we will consider working together.

In 2018, we started cooperating with new sources in Republic of Moldova, Romania and China. Kings Of Indigo launched their first Recycled PET jacket program made entirely from 100% recycled plastic bottles including shell, lining and filling. The first production came out mid 2018. For this program, a new source was required as we had not used this before.

The suppliers in Republic of Moldova and Romania have been audited by the Fair Wear Foundation initiated by Kings Of Indigo and another FWF affiliate who is also present on this location. Remediation of the CAP is taken care of together with member brand and factory management.

The factory in China is BSCI audited. As another FWF member is producing at the factories in Moldova and Romania we collaborated with them regarding monitoring and remediation of the CAP. The follow up of the FWF audit at these production locations started 2018 and will be maintained in 2019.

In 2018 we ended the cooperation with one of the sources in Bulgaria.

Future relationship with this production location has been discussed between factory management and Kings Of Indigo mid 2018 during an onsite meeting. Factory management informed Kings Of Indigo and source were no longer a suitable match. Which a.o. had to do with the capacity of the factory and the fact Kings Of Indigo was producing generally above average time consuming styles with the factory where factory management did not have the capacity of handling this. Supplier shared his points and informed Kings Of Indigo to focus on other customers who were more suitable to their set up.



## INTEGRATION, MONITORING ACTIVITIES & SOURCING DECISIONS

The development & production/CSR team is responsible for optimizing the supplier base to achieve a sustainable and conscious collection. Accountability and transparency are important points for making decisions and suppliers are constantly evaluated within the team.

During audits a Corrective Action Plan (CAP) is written and an agreed time frame between factory management and Kings Of Indigo is set. The follow up of the CAP is coordinated by the designated CSR responsible. The relevant Kings and Queens within the company are informed about the audit outcome and the implementation, required improvements stated in the CAP.

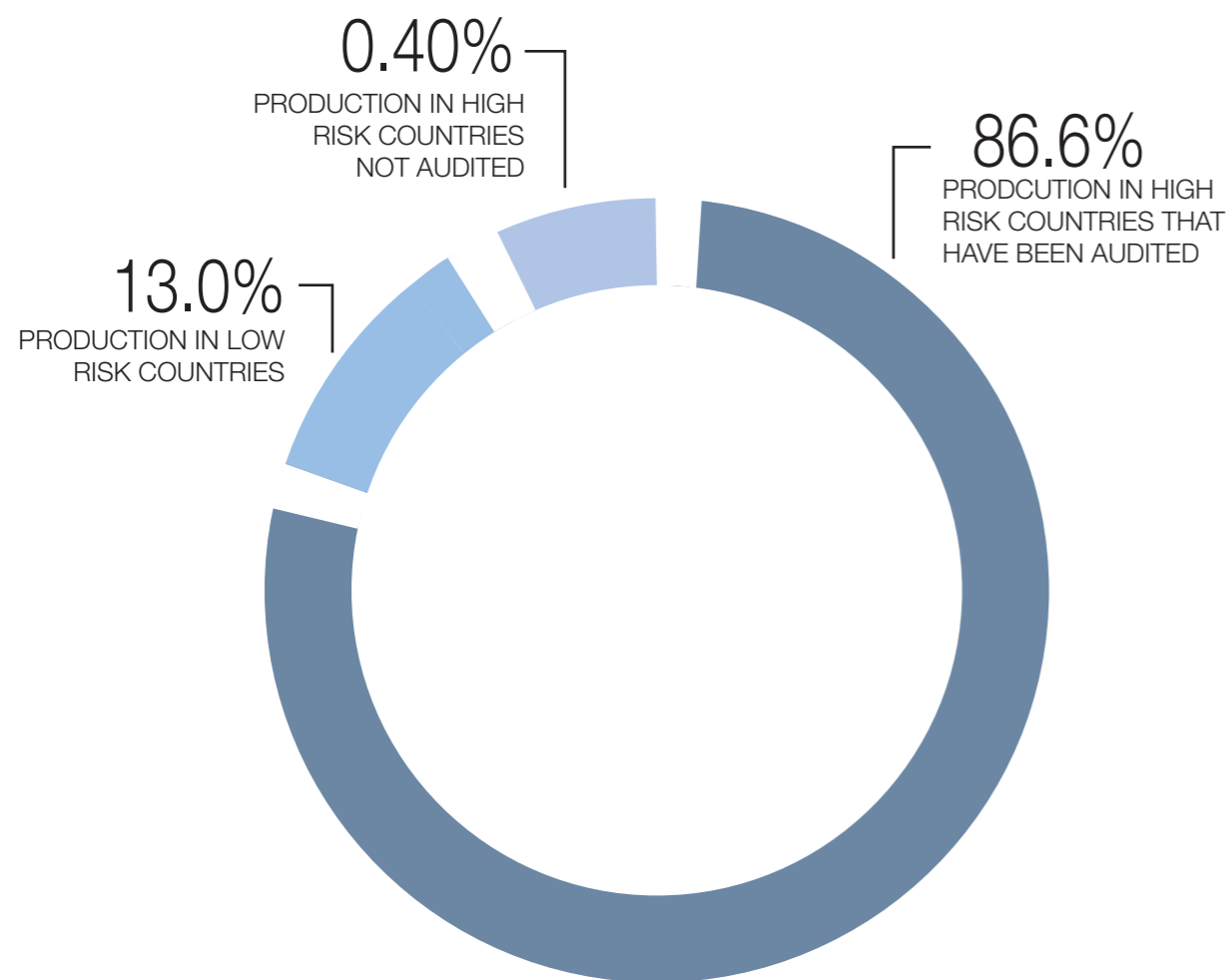
Suppliers have to meet the Kings of Indigo standards which means they (preferably) have a social and/or environmental audit and certification or have a strong base to receive one in co-operation with Kings of Indigo.

Evaluation of every vendor will take place on a regular base, together with the team. We measure the CSR willingness, transparency, commitment, sustainability, performance, quality, degree of delivery and innovation.

These measurements are stated in our benchmark source tool where we keep track of existing and, if applicable new entered sources. We do not only benchmark our sources we also benchmark ourselves and ask sources to share their experience and way of working with us. We look at our buying practices, allocation, relation, cooperation, communication, lead times and future opportunities. At Kings Of Indigo we strongly believe in our product and only want to invest and cooperate with solid and committed partners who are in line with the Kings Of Indigo philosophy.

# AUDITS: MONITORING & REMEDIATION

We continuously analyzes their suppliers and every year we make a plan to select workplaces that need to be audited and/or trained by the Fair Wear Foundation.



During audits a Corrective Action Plan (CAP) is written with a time frame agreed between the auditor and the factory management.

The audit report and the CAP is giving us a clear picture on the actual situation within our production locations. It gives us the opportunity to work on important points of improvement and the priorities of these points. As each and every factory has its own history, story, background a plan of action is shaped in each particular suitable way.

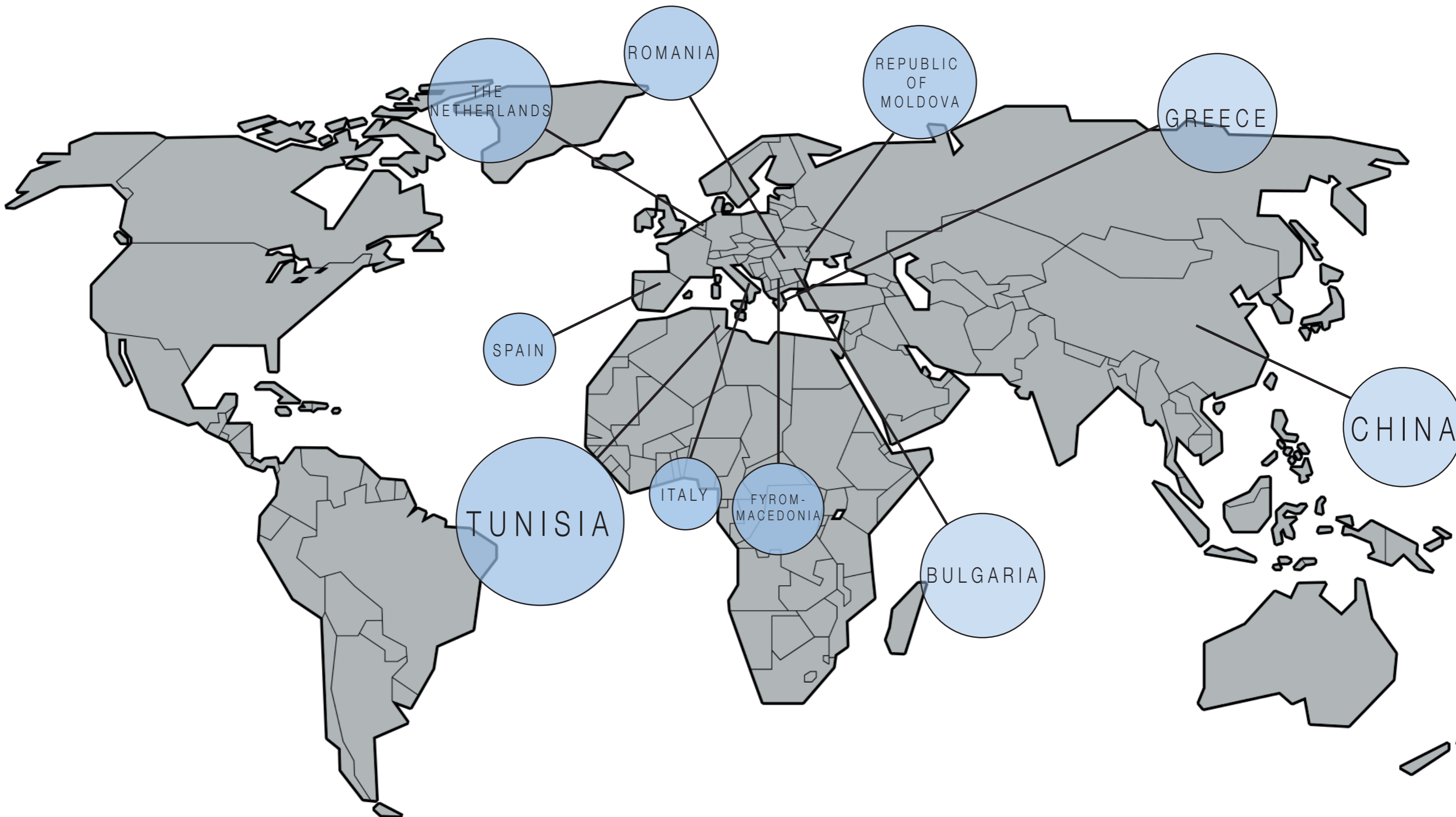
Implementation of recommendations and requirements that come out of the CAP are continuously in process. Every 3 years we re-audit our suppliers by FWF.

As a brand we do not only act based on audits, but we do our Due Diligence which means that we are thorough on the risks we take of making our products and take this responsibility.

The FWF Workplace Education Program (WEP) aims to raise awareness about workplace standards and effective methods to workers and management. It moves beyond auditing and corrective actions, and towards collaborative workplaces where issues are raised and resolved through open communication.

It's a perfect tool to set up effective methods for increasing the social dialogue between worker, supervisors and factory management.

Step by step, increased awareness about workplace standards together with functioning grievance systems will help reduce workplace risk. Managers, supervisors and workers are learning about the FWF complaint mechanism. A grievance mechanism can improve the workplace. It can raise awareness and in the longer term, it can help reduce potential risks in the supply chain.



# KINGS OF INDIGO PRODUCTION MAP

This map shows sources used for 2018.



10 production  
countries



33 production  
locations

## AUDITS

In this chapter of the social report, only sources located in high risk countries used for 2018 will be discussed.

### TUNISIA

Denim production country for Kings Of Indigo, covering the biggest percentage of FOB is taking place in Tunisia and is therefore the main production country to Kings Of Indigo.

The team travels to the Tunisian factories regularly. We work with an intermediary platform, Art lab, which is based in Soliman, Tunisia.



Tunisia as production country has some common challenges we face after the FWF audits took place on several production locations. A.o. the use of short-term contracts, minimum wages where the goal needs to be payment of a living wage and other findings related to safe and health working conditions. These findings make Tunisia a production country with several challenges.

Tunisia is known as a country where factory management is quite resistant in following up the CAP's due to their cultural background. Research and experience are showing that local authorities and stakeholders did not have much influence and effect on changing certain circumstances.



We need to understand, and accept culture differences, and try to reduce this kind of issues by requesting Fair Wear trainings, both at management and workers level. This cannot really be addressed remotely, it requires few site visits over one year, then once you put the site management on a direction, you could monitor remotely by workers surveys, a hotline.

As Kings Of Indigo we need to gain as much visibility from the site as possible. With the promise that actions will benefit both the workers' welfare and the business in general.

Therefore, we approach the site from a neutral position through FWF audits, trainings and to stimulate them in an improvement programme that would bring benefits for the production site as well. Step by step, approach each area of the code one by one, systematically. Here we use of the Corrective Action Plan where findings and requirements are stated with step by step set time frame. Which would monitor remotely both quick wins and long-term remediation actions, in between an initial site visit and a closing site visit is taking place.

It's an ongoing process, and this can't be eliminated overnight, it's about educating few generations in a row.

For the factories we are working with we are not putting any pressure on quick results, and to close all findings in the CAP as soon as possible. We accept that there are many factors involved which means that change takes time. We find it important that we talk to the onsite managers to make them understand the logic and benefit behind these standards. We cannot expect to change a whole culture, but after all, human factor can make a big difference.

**ART LAB SARL.**

- 43% Kings Of Indigo production
- Total workers: 80
- Start business: 2015
- First audit: 2015
- 2nd Audit: October 2018
- FWF WEP training: January 2019
- Denim cutting, stitching, finishing, packaging, shipment location

When summing up the audit latest results, the factory made a good progress and remediated several findings. Based on the audit report biggest factor of improvement is that there is a lack of communication and gap between workers and management. For this reason, organized the FWF WEP training and the suggestion box has been replaced to a more accessible place to all workers. Re-activating the CCE and create awareness and knowledge under workers and management are improving the conditions. Whilst H&S meetings were organized the presence of the manager was missing. Art lab agreed on these findings and proved that manager and occupational doctor are present nowadays during the sessions.

**IWT**

- 12% Kings Of Indigo production
- Total workers: 326
- Start business: 2016
- First audit: 2014
- Second audit: 2015
- Third audit: 2018
- FWF WEP training: 2017
- Denim laundry location

Audit finding: The factory did a lot of improvement since the last audit especially on health and safety. Together with all responsible, factory management, local authorities Kings Of Indigo works on resolving topics stated in the CAP and taking actions on findings and requirements.

**LAMAK**

- 2% Kings Of Indigo production
- Total workers: 100
- Start business: 2014
- First audit: 2018
- FWF WEP training: February 2019
- Denim finishing location

**BLUE DENIM**

- 2% Kings Of Indigo production
- Total workers: 312
- Start business: 2010
- First audit: 2017
- FWF WEP training: February 2018
- Denim finishing location

**BLUE & DYE**

- 1% Kings Of Indigo production
- Total workers: 400
- Start business: 2011
- FWF audit: 2017 initiated by other FWF member
- FWF WEP training: February 2018
- Denim finishing location

**CAVALIER INTERNATIONAL**

- 5% Kings Of Indigo production
- Total workers: 320
- Start business: 2015
- FWF audit: 2017
- FWF WEP training: September 2017
- Denim stitching location

**NICE ONE**

- 6% Kings Of Indigo production
- Total workers: 180
- Start business: 2015
- FWF audit: 2017
- FWF WEP training: September 2017
- Denim stitching location

MACEDONIA

ASTERI TEKSTIL DOO

- 9% Kings Of Indigo production
- Total workers: 48
- Start business: 2014
- First FWF audit: 2018
- FWF WEP training: 2017
- Jersey, sweat products

Audit finding: Factory management to work closer with the workers representatives on development of management system for improvement of the working conditions in the factory

The factory is producing our jersey and sweat collection. The factory was before BSCI audited where we together worked on the existing audit report and the CAP. At Kings Of Indigo we always work with the existing if valid audit report and CAP. Since the existing audit was expired in 2018 we audited the factory by FWF which was carried out successfully. Together with the factory we are working on following up on the CAP.

BULGARIA

RAYMAN DESIGN Ltd.

- 1% Kings Of Indigo production
- Total workers: 20
- Start business: 2018
- Audit: 2016
- Woven apparel products

COLLAGE FASHION Ltd.

- 5% Kings Of Indigo production
- Total workers: 75
- Start business: 2017
- BSCI audit: 2017
- FWF WEP training: September 2017
- Woven apparel products

CHINA

Jurong Maohua Ladies' Fashion Ltd.

- 3% Kings Of Indigo production
- Total workers: 136
- Start business: 2018
- BSCI audit: 2018
- Recycled PET jackets

MOLDOVA

FCS Extravie Srl.

- 0.34% Kings Of Indigo production
- Total workers: 44
- Start business: 2018
- FWF audit: 2018
- Denim, Sherpa jackets

ROMANIA

SC Danina Line Srl.

- 1% Kings Of Indigo production
- Total workers: 218
- Start business: 2018
- FWF audit: 2016
- Woven apparel products



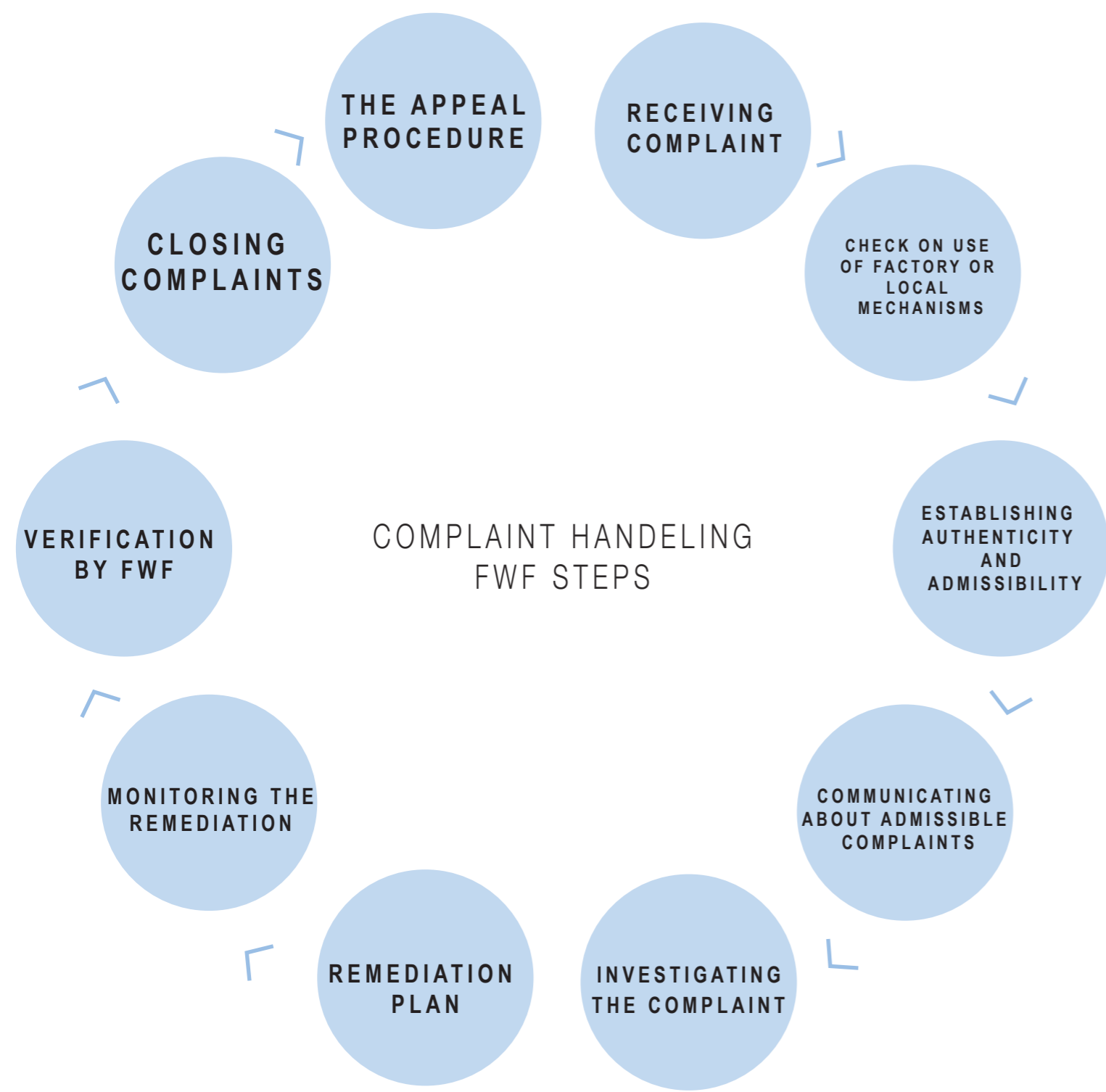
FWF's complaints procedure enables FWF member companies to provide access to remedy for workers in their supply chains. It allows workers, their representatives, including trade unions and civil society organisations to present complaints about working conditions and violations of the FWF Code of Labour Practices at factories supplying FWF members.

In all of our production units, we have posted the Code Of Labour practice in the local language for the employees to read. The WEP training includes an introduction to FWF, FWF standards, communication and the grievance mechanism and information on the complaints mechanism.

The WEP training is an opportunity for workers to have their voice heard and to gain knowledge and awareness about their rights. This training also makes the workers aware of the FWF hotline.

In 2018 Kings Of Indigo has not received a complaint.

In case of a complaint FWF will help investigating and solve their issue anonymously or transparently as they wish, with our help of feedback and follow-up. A complaint has high priority and needs to be solved urgently.



# COMPLAINTS PROCEDURES



# COMMUNICATION & TRAINING

## Activities to inform staff members

All Kings and Queens within the company are aware of the FWF membership, the signed agreement of the Dutch Textile Covenant and the actual meaning of it. The production team is closely involved in the FWF membership and current CoLP status. Updates regarding FWF are discussed during the weekly production team meeting.

Seminars, trainings, The Annual Conference, national stakeholder member day were attended by the responsible CSR person and further briefed towards the production team. FWF related documents and materials are shared within the team and accessible via the internal server. Awareness is key.

Each season our sales agents are informed with the updates regarding the FWF reports and remind them of the importance of the FWF and our membership.

## Activities to inform agents

We are mainly working through production agents which means that communication between the factories we produce in and us goes through them. We aim to produce as fair as possible and being transparent. These are the main reasons of cooperating with an agent. We have the same benchmark for our agents as we have for the sources. In 2018 we have made our agents more conscious about CoLP which makes them more engaged to establish implementation of the CoLP and proper follow up.

## Activities to inform manufacturers and workers

Before we start the sample process with a new source we first require the vendor to sign and return the Code Of Conduct: FWF questionnaire, supplier declarations and share existing audit reports including the CAP. We want to be informed about everything including, in case applicable, subcontractors.

It's mandatory to post the FWF Code of Labour Practice including the WIS on the production locations which must be easy accessible to all workers within the facility. Suppliers must commit to work according the Code of Labour Practices.

We are mainly working through agents for the apparel part of the collection. Therefore, agents must be familiar with and aware of the CoLP and FWF membership. They will be further instructed and supported by CSR responsible within Kings Of Indigo.

When it comes to our denim supplier we work directly with the factories. Hanging the FWF Code in the factory is not enough. It's not guaranteed that workers are understand it's meaning. For this reason we have organized WEP trainings on several main production locations in 2018. The training will be continued in 2019 on the remaining locations which haven't been trained yet and where FWF is also offering this opportunity. As we hear about the positive feedback from workers on these trainings, we are even more excited to increase awareness and knowledge of the workers and their rights. We will continuously put effort into this successful tool.

# INFORMATION MANAGEMENT

We work with suppliers based in Tunisia, Spain, Italy, Macedonia, Bulgaria, Greece, Republic of Moldova, Romania, China and The Netherlands. We have a clear view and insight of which production step takes place where.

Suppliers and sub-suppliers are known and all information such as: contact details, certificates, audit results are saved on our internal server and locations are registered in the online FWF database and internally saved supplier declarations. We not only collect and save all this information because of FWF regulations but foremost because of our transparency requirement.

We visit the sub-contracting facilities especially when it comes to the stitching and laundry part.

# TRANSPARENCY & COMMUNICATION

We communicate our Fair Wear Foundation membership on the website under the header "Sustainability".

We allow website visitors to download the latest published report to stay up to date on the accomplishments.

Every year we update the report on the website and every half year we update the agents. We share the fact sheet on a weekly basis to different stakeholders through multiple channels.

# STAKEHOLDER ENGAGEMENT

In 2018 we have used the country study for Bulgaria, Romania, Macedonia, Tunisia and the risk assessment of Italy for a better understanding of local topics. Besides the country studies we often attend webinars, trainings and workshops organized by Fair Wear and the Dutch agreement on sustainable Textiles and Garments. These interactive sessions give tools to the team for implantation and to stay alert on the risk factors in the different production countries and dive deeper into the material.

We also determine how to approach these issues with our production agents and our vendors to see what our role can be in solving and improving these situations. Where our production agents are mandatory for the required support.



# ENVIRONMENTAL RESPONSIBILITY



## MATERIAL USE 2018

### RECYCLED COTTON

Made with a mixture of cotton waste and pre-used cotton products (mix of organic and nonorganic cotton). They are shredded down, made into a raw material, spun into yarn, and then made into a new garment created with recycled cotton. This reduces water, CO2 emissions, and other impacts of cotton farming.



### RECYCLED WOOL

Recycled wool is produced by taking prewarn wool garments and shredding them down into individual fibers and then using this to create a new piece. Separating the wool by colors before shredding also eliminates the need to dye the product further; reducing water and chemical resources. Results show that their recycled yarn has an 98% less environmental impact than normal yarn. Producing virgin wool not only takes a vast amount of land to raise the sheep, but the production demands extreme amounts of energy, water, and chemicals. The new fiber recycling process maintains fiber length which ensures good quality yarns. This proving that recycled yarn can have the same quality or better as yarns made from virgin fibers. This process also reduces dye pollution.

### LINEN

Is a material that stays cool in warm weather and keeps you warm in cool weather fabric. Long lasting, completely natural, doesn't require chemicals to be processed into a textile, biodegradable. Less water pollution than cotton. Flax can be grown in almost any environment and takes about 100 days to grow. Flax requires little watering and attention during this time. It's a sustainable option because of the small amount of resources needed to grow.

### HEMP

Is a durable and natural fiber that grows with no pesticides and returns 60-70% of the nutrients it takes from the soil, requires little water (uses 4x less water than cotton production) , requires a small amount of land to grow and can produce up to double the fiber yield per heactare than cotton. Hemp grows like a weed, is naturally resistant to bests, fungi, and thrive on less crops. It establishes strong and long roots. Hemp also absorbs CO2 while it grows through a natural photosynthesis, which makes it carbon-negative even before production. It only takes 11 weeks to mature during growing. Throughout the growing process is also improves soil health, which means that farmers can grow crops immediately after they harvest the hemp without a fallow period.



## RECYCLED PET

Recycled polyester (made from recycled plastic). Plastic materials are collected and melted down to create a thick material. This is then spun through spinnerets making them into filament fibers. These fibers are then spun into yarn and used to create a garment.

The filling comes from Primaloft, Primaloft Gold Insulation ECO product, and is GRS (Global Recycled Standard) certified and consists out of 100% recycled content. Plastic bottles that are salvaged from landfills, cleaned and shredded into chips, and then the chips are melted down and used to create high performance prima loft fibers.

Feels like down, worn like down, looks like down.

## CLEANING UP THE DENIM INDUSTRY

When it comes to the finishing process, we use innovative and sustainable production methods to reduce the impact on the planet and people. Kings of Indigo is working closely with its suppliers to explore new washing and finishing techniques.

The main goal? To reduce water and energy consumption and pollution.

Kings of Indigo never uses sandblasting which is very harmful for the workers. Instead, Kings of Indigo focuses on more sustainable techniques such as laser, ice blast and ozone that are used to substitute manual scraping, stonewash and bleach finishes.

With those techniques, the washed down, used jean look can still be achieved but in a more sustainable way; laser beams burn a pattern in the denim, while ozone takes out the color. Ice blast is another technique used to fade a denim fabric with dry ice.

Kings of Indigo constantly works on improving and reducing the impact of the finishing processes. The partners Kings of Indigo works closely with in production are regularly re-inventing the way of washing, distressing and finishing in the jeans in more sustainable ways.

We do not use any of the chemicals mentioned on the REACH list in our production, which means amongst others no chlorobenzenes, azo dyes or heavy metals.

Kings of Indigo is proud to offer cleaner products with every season.

## ANIMAL ORIGIN

Our goat leather, vegetable tanned waistband patches come from Italy. From AW19 production, delivery mid 2019 Kings Of Indigo will not use any leather for the waistband patches anymore. The current stock will be finished as a process of phasing it out in a sustainable and conscious way. The goat leather patches will be replaced with patches made from recycled polyester.



## LENZING TENCEL

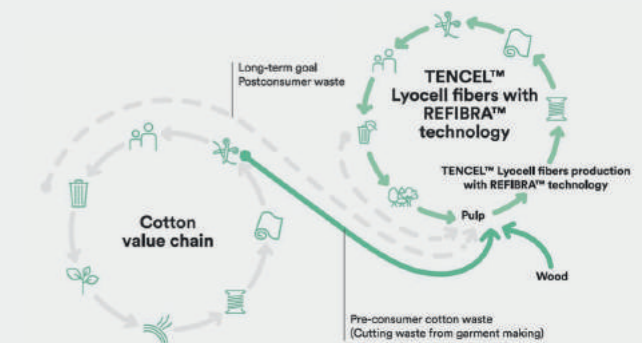
Created with wood pulp. Closed loop process contributing to the circular economy in the textile industry. The use of resources and energy is reduced to a minimum; achieving a distinguished level of environmental protection and resource preservation.

Wood and pulp used is manufactured from the renewable source of raw material beech wood, sourced from sustainable forests in Austria and neighboring countries. LenzingTencel absorbs moisture. Naturally regulating, skin feels cool and dry throughout the day, enhance breathability.

All chemicals used to create Tencel are reused throughout the production process, so nothing ends up in the environment. The fabric has a lot of movement and is soft to the touch.

## REFIBRA

REFIBRA™ is much like TENCEL™, except that the process recycles waste and gives nature a little break. REFIBRA™ is made from leftover cotton scraps that are collected from garment factories and combined with woodpulp.



Thus, it is a technology that relies fully on re-using what is already there to create fresh fibers for use.



### **GOTS - GLOBAL ORGANIC TEXTILE STANDARD**

The Global Organic Textile Standard is one of the leading textile processing standard for organic fibers worldwide. This also includes ecological and social criteria, which is backed up by independent certifications of the entire textile supply chain. Which means GOTS certifies products from raw material until the finished product. The used fibers are sent to laboratories to verify no pesticides or genetically modified seeds went into the products.



### **BCI - BETTER COTTON INITIATIVE**

The Better Cotton Initiative brings the whole production chain in a global community that is committed to develop better cotton as a sustainable mainstream. This initiative helps and trains farmers to grow their cotton in a way that will reduce stress on the local environment and that improves the lives and welfare of the farming communities.

## RESPONSIBLE MATERIAL SOURCING

### **GRS - GLOBAL RECYCLE STANDARD**

The Global Recycle Standard traces is an standard for companies that use recycled products in their new products. It traces the products from raw material until the finished product.

This includes criteria on banning hazardous chemicals. This is the strictest standard, on the market, for materials that have been recycled.



### **STANDARD 100 - BY OEKO - TEX**

The STANDARD 100 by OEKEO TEX is an additional control system to ensure that the materials that Kings of Indigo uses are healthy for nature, worker and user.

They perform independent chemical texts that gives assurance to our products on being free from harmful chemicals.



### **OCS 100 - THE ORGANIC CONTENT STANDARD 100**

This standard is to make sure that the products contain 95 till 100 percent organic material. It controls the presence and the amount of the of organic material in the end product but also the way those materials are sourced and made into a product.

OCS 100 uses third independent parties to execute audits to make sure the end products contain the right amount of the used organic material.



### **OE 100 - THE ORGANIC EXCHANGE 100**

The OE-100 is a standard that certifies products made from 100% organic fiber. These fibers have been traced through the production chain from raw material till the end product.

It also makes sure that the material is segregated to prevent other fibers mixing with the organic fibers.



### **OCS BLENDED- THE ORGANIC CONTENT STANDARD BLENDED**

This standard applies to products that contain 5 till 100 percent organic material. The standard controls the presence and the amount of the organic material in the end product. OCS BLENDED controls the product from raw material until the finished product.

OCS BLENDED uses third independent parties to execute audits to make sure the end products contain the right amount of the used organic material.



### **OE - BLENDED- THE ORGANIC EXCHANGE BLENDED**

The OE- Blended is a standard is for tracking and documenting the handling and use of certified organically farmed cotton fiber in blended yarns, fabric and finished products. The standard applies to all products that contain a minimum of 5% organic cotton.



### **REACH**

Reach is an European regulation for the production and trading of chemicals. It describes what rules every company and government needs to follow. This regulation is only for countries with in the European Union.

We are obliged to record every chemical that is used in our production. Reach can forbid or limit the chemicals that can be used for production, use or import.

What is not covered by this regulation are radioactive substances, waste and Pesticides. These all have their own rules.



# FABRIC MILLS

## CALIK

Calik Denim started within the first decade of its foundation the company began operating the ring spinning facility in 1997. The factory is located in Malatya, Turkey.

Calik operates according the SDG's.



Available certification on fabric level:



Available certification on mill level:



## ORTA

Orta, based in Turkey, has been weaving a denim heritage passed from generation to generation. Founded in 1953, Orta transformed from a spinning & weaving company to a denim manufacturer in 1985.

Available certification on fabric level:



Available certification on mill level:



TEJIDOS ROYO

Tejidos Royo is a Spanish company founded in 1903, based in Valencia.  
Vertical businessmodel:

- Spinning
- Indigo dyeing
- Weaving
- Piece dyeing
- Special finishes

ROYO operates according the SDG's.



Available certification on fabric level:



Available certification on mill level:



CANDIANI DENIM

Candiani Denim was established in 1938 in a tiny town near Milano and is a family-run company ever since.  
All fabrics are tested in their Development Center, their internal laundry, in order to find the perfect match of fabric and treatment. They develop new washing techniques for a more sustainable way of treating denim garments and share this knowledge with their customers.

Businessmodel:

- Spinning
- Indigo dyeing
- Weaving
- Piece dyeing
- Special finishes

Sustainability:

The Detox commitment, promoted by Greenpeace



Available certification on fabric level:

Candiani adopts a whole series of voluntary standards which are issued by national, European and international organizations



Available certification on mill level:



KILIM DENIM

Kilimdenim located in Edrine Turkey, they manufactured denim for the first time 80 years ago.

Available certification on fabric level:





# KINGS OF INDIGO STORIES

## RECYCLED PET JACKET

Our puffer jackets in the Autumn Winter 2018 collection are made with 100% recycled PET bottles - that's the shell, lining and 100% recycled filling coming from Primaloft. Pretty cool, right?

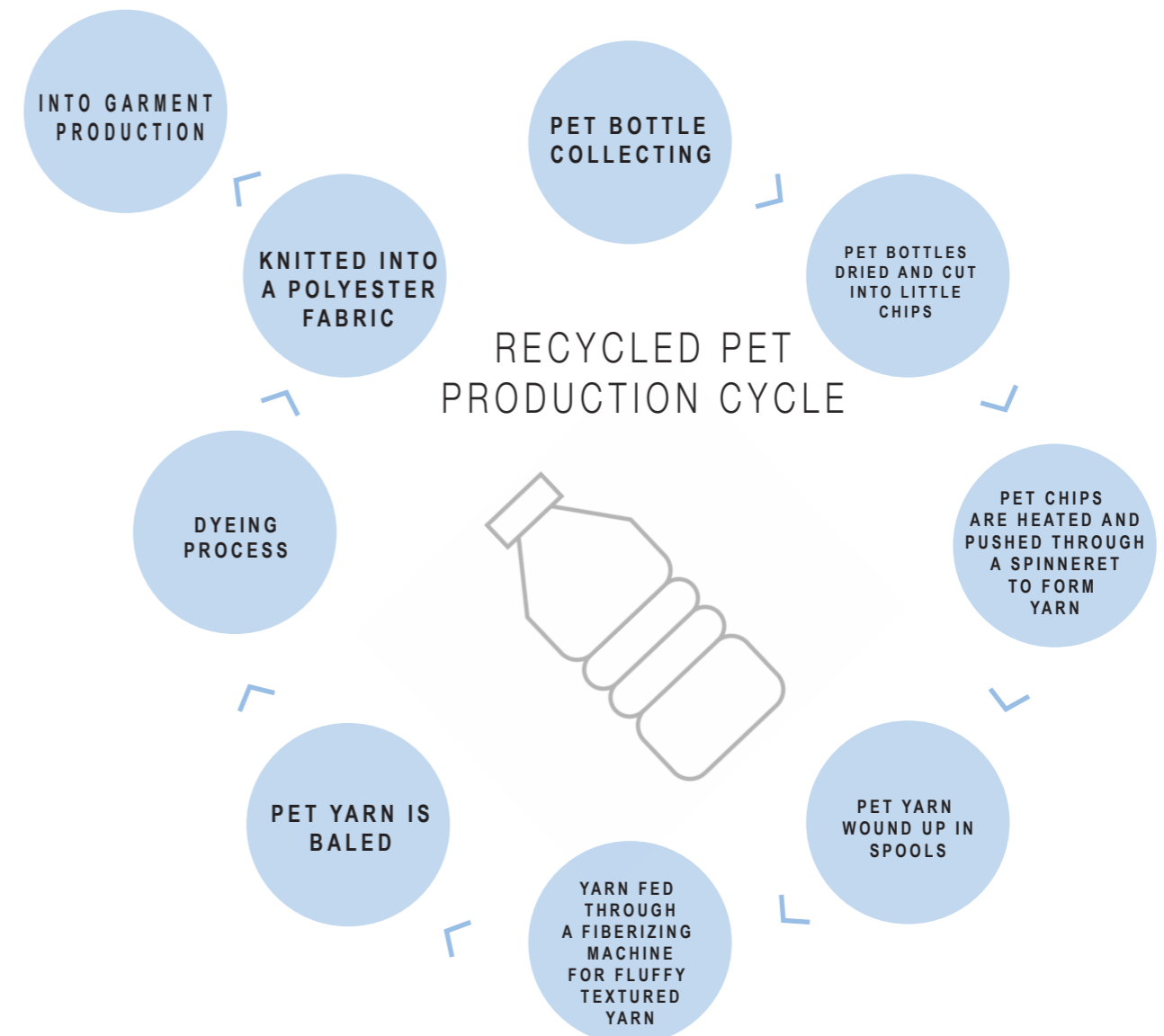
Textiles made from natural materials are better for the environment than man-made textiles. But in the end the polyester fiber proves that wrong. Polyester uses less energy during washing and cleaning and is completely recyclable at the end of its life.

Plastic accounts for 12% of the total amount of waste we produce. Instead of recycling all our plastic waste, we send a third of it straight to landfill. To make things worse, millions of tons of this waste ends up in the oceans. A solution to the waste problem is recycled polyester.

Recycled polyester is made from PET (Polyethylene terephthalate) bottles collected from the plastic waste.

Advantages of recycled polyester in comparison to conventional polyester:

- Saving energy; the process of recycled polyester takes 33 – 53% less energy than the process of conventional polyester.
- Saves natural resources.
- Estimate fewer CO2 emission.
- Keeping bottles and other plastic out of landfills (reduces pollution).
- Good quality fabric, breathable and light weighted (is it breathable?) .
- Lower use of chemicals and greenhouse gas emission.
- 10 plastic bottles are approximately 450 grams of polyester fibers.
- Recycling plastic bottles takes 8 times less energy than producing new ones.
- There are two ways of recycling plastic: mechanical and chemical.



## TRIPLE R

All the garments in landfills do not just lie there, they decompose. That means that they release landfill gas that includes greenhouse gases carbon dioxide and methane. A lot of landfill gas is simply vented into the atmosphere. A good thing is that ways of keeping your clothes out of landfill are very simple.

The first one is a little obvious; reuse and recycle as much as possible. Then donate your clothes or give it to charity. When you really can't do anything anymore with your clothes, a good option is to look at a good textile recycle places close to you. A lot of new things can be made from old garments. At Kings of Indigo we have Triple R; reuse, repair, recycle your old clothes and we will make new ones. It is a way to give your clothes a new life

Our SHOTOKU is made of fully fleece linen with an outside of patchwork. The patchwork is made from old stock jeans. The old jeans are collected and cut into pieces, after that the pieces are sewn together into a new fabric.



## REUSE, REPAIR & RECYCLE

This fabric is used to make a new garment. Every piece has its own exclusivity because every patchwork is different. A big advantage is that the fabric does not have to be shredded and spun into new yarns, but the fabric only has to be cut into pieces and sewn together. This saves a lot of energy in comparison to making a whole new fiber.

The name Boro comes from the expression 'boro boro' which stands for the beauty in something that is expired or repaired.

The fun thing about patchwork is that the patches can be cut secure and put geometrically together or just place random into a larger piece. There is a lot of place for creativity.

The triple R (repair, recycle and re-use) is something we hold much value to and is one of our philosophies, which goes hand in hand with the boro technique.



**DRY DENIM**

‘Dry’ denim is denim fabric that has never been washed. Because the fabric hasn’t been treated, dry is the purest kind of denim. Dry denim is the most sustainable options in jeans and therefore one of our favorites.



**VEGGIE DENIM**

Veggie denim – or vegetable dyed denim – is a great example of how the denim industry is innovating. The warp yarns are vegetable dyed.

The advantages of vegetable dyeing:

- No use of synthetic chemicals
- No use of hazardous materials
- The dye is made of the waste part of vegetables. This makes in environmental friendly
- Only natural and local resources are used
- Dye will wore out like normal fabric

Veggie denim fabric is 100% GOTS certified, organic cotton. The veggie denim dyeing process uses up to 70 litres less water per kg fabric, fewer chemicals and 30% less energy.

**RESOURCEFUL REFIBRA™**

We like to challenge ourselves to find the most sustainable options when it comes to our garments, and our AW18 collection sees this challenge achieved. REFIBRA™is much like TENCEL™ (find out more about TENCEL™ here) except that the process recycles waste and gives nature a little break.

REFIBRA™is made from leftover cotton scraps that are collected from garment factories and combined with woodpulp. Thus, it is a technology that relies fully on re-using what is already there to create fresh fibers for use. REFIBRA™has been used in our Autumn Winter collection with jumpsuits, trousers and blouses.

The way REFIBRA™ interacts with the garment dye means that each garment has a unique look to it. Some garments will come out in a stronger color, and some will have nuanced fades

# KINGS OF INDIGO X SUSTAINABLE ACTIVITIES '18



## APRIL 2018 FASHION REVOLUTION WEEK 2018

Fashion Revolution campaigns for systemic reform of the fashion industry with a focus on the need for greater transparency in the fashion supply chain. The vision and mission of the organization fits perfectly with our mission "Transparency".

Fashion Revolution has designated the anniversary of the Rana Plaza disaster in Bangladesh as Fashion Revolution Day, 24th of April. Millions of people around the world called on brands to answer the question #WhoMadeMyClothes?

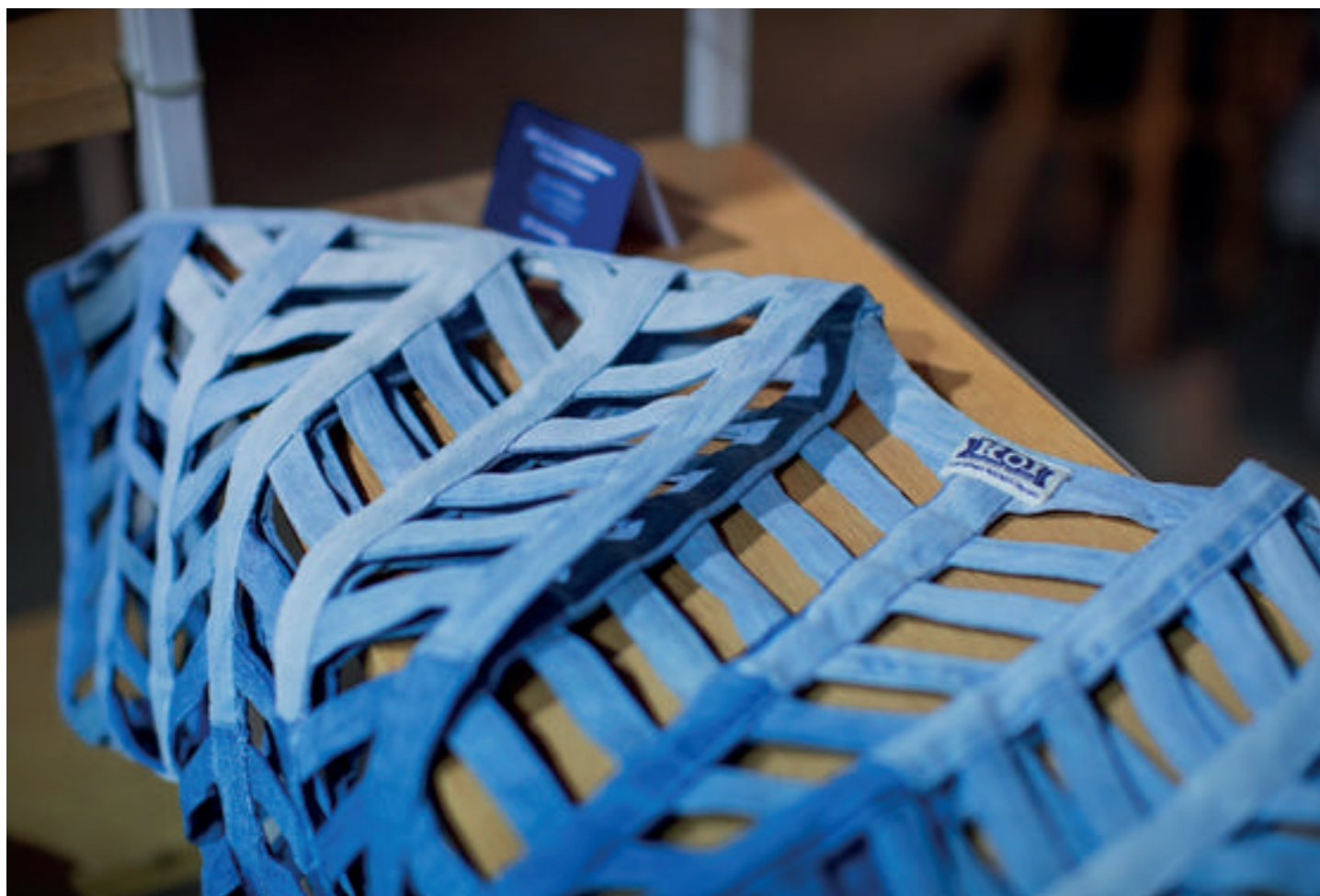
During this week, Kings Of Indigo did daily posts on our social media of skilled workers participating in creating our products, holding the recognizable statement of the Fashion Revolution campaign of 'I made your clothes'.

Fair Wear Foundation held a lifestream interview with the Founder and CSR responsible employee. Questions were asked by members of the audience and answered live. The video is still available for viewing.



## JULY, AUGUST, OCTOBER 2018 TRIPLE R EVENT

As big supporters of the re-use your blues, our TRIPLE R philosophy is very important. We used social media to promote 'Reusing' the blues. We organized a competition where selected participants received our B-choice products, trims and encouraged to make something new and usable in order to win a prize. The initiative was an incredible and overwhelming event as we already got almost 90 participants within 24hrs. 7 winners were selected and showcased at Denim Days 2018. Through organizing this event we taught people about our Triple R philosophy



## BLUE FRIDAY – NOVEMBER 2018

This year has seen the biggest backlash against fast fashion's most important date in the calendar; Black Friday. We fundamentally disagree with purchases made under pressure and based solely on their low prices. On this day we focused our efforts to making the planet a little bit better for all. As well as the environmental and social impact, our commitment to sustainability includes respect we have with our suppliers, retailers and consumers.

At Kings of Indigo, we are always striving to save water in the production process where possible. This Blue Friday, we have partnered up with Made Blue to provide safe drinking water to the people who need it most.

For every sale we have made this weekend, Made Blue will match us with clean water which will then go on to help those who need it most.

So if we sell one jean, Blue Made will be able to donate almost 100,000 litres of water, which would allow 4,300 people to drink safely! Or; one t-shirt is equal to 33,300 litres of water, which means 33 children in less developed countries would have access to drinking water at school for a whole year.

The numbers speak for themselves, wouldn't you say?

It's unrealistic for us all to renounce our material objects, and not useful to feel guilty for having privileged lives. But what we hope to encourage is a slower mindset when it comes to consumption. Be critical of the brands you love, be curious about the production process, the materials used, the living conditions of those who make your clothes.

Quality wear for the next era, and every garment made with a conscience.

We were able to donate 42,000,000 litres of fresh drinking water to those who need it through Made Blue!



**MADE BLUE**



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# THANK YOU!

Do you want to know more?

If you have any questions regarding our sustainable journey, which are not answered in this report, feel free to contact us!

Contact Margreeth Dronkert at  
[margreeth@kingsofindigo.com](mailto:margreeth@kingsofindigo.com)