

ace & tate

Hi! We're Ace & Tate and we make glasses.

Our Environmental, Social and Governance approach is defined by a commitment to accountability and continuous improvement. By integrating environmental stewardship, social responsibility, and transparent governance into every facet of our value chain, we strive to build a more responsible business that balances growth with a meaningful, positive impact for our people and the planet.



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“Leading positive change means taking ownership of our entire footprint. From the materials we choose to the life of our frames after they leave our stores. It’s an ongoing commitment to transparency and measurable action. In 2025, through close collaboration with our suppliers and teams, we made real strides in reducing our footprint and advancing circularity. We know there’s still a long way to go, but every step forward brings us closer to a more sustainable eyewear industry.”

— Lex van de Vliet, CEO at Ace & Tate



Key Figures 2025

1053

Employees

86

Stores

2

Stores opened in 2025

€65 million

Revenue

7.99kg

CO2-eq average CO2 footprint per product

187,017 kg

of acetate materials used¹

806 t

CO2-eq emitted in operations²

20,000

Prescription lenses donated to Eyes on Ghana

81%

Renewable energy usage at Tier 1 frame suppliers

400,761 kg

Material usage for frame production³

575,491

Frames produced

¹ Acetate weight in the finished product
² Scope 1, Scope 2, waste generated in operations, business travel, employee commuting
³ Material weight in the finished product (e.g. acetate, stainless steel, titanium, etc.)

1 Environment

We design frames built to last and increase the use of lower impact materials across our collections. We critically evaluate our processes to continuously reduce our environmental footprint and lower our emissions year over year.

Progress against goals

The environmental goals we set for 2025 and the progress we made against them, from reducing emissions to launching the first supply chain decarbonisation initiatives with our partners.



Climate action

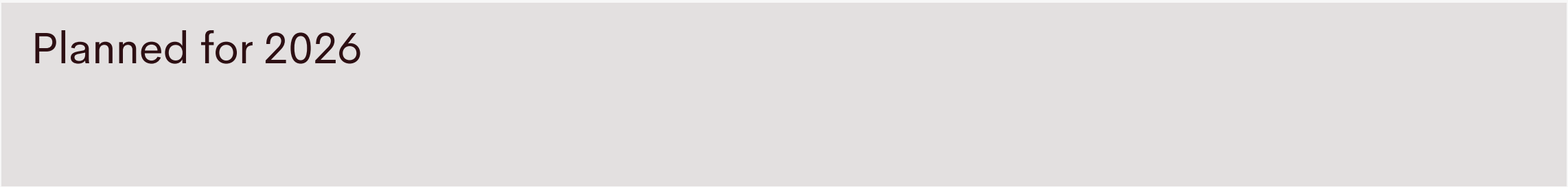
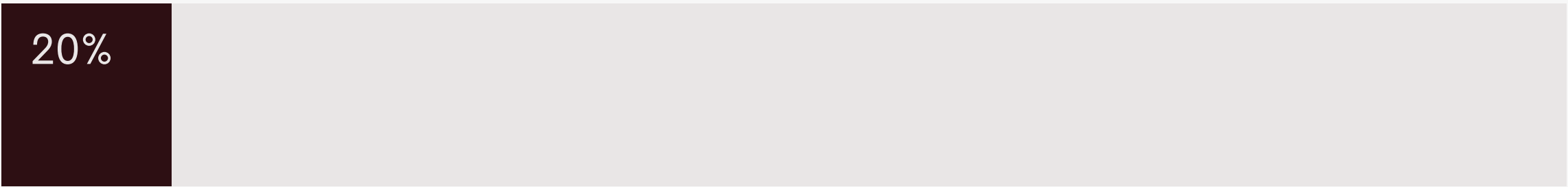
Goals

Reduce absolute greenhouse gas (GHG) emissions (Scopes 1–3) by 42% by 2030 from a 2022 baseline.

Drive measurable impact reduction through near-term, science-aligned targets.

Launch first supply chain decarbonisation initiative with key partners in 2025.

Progress

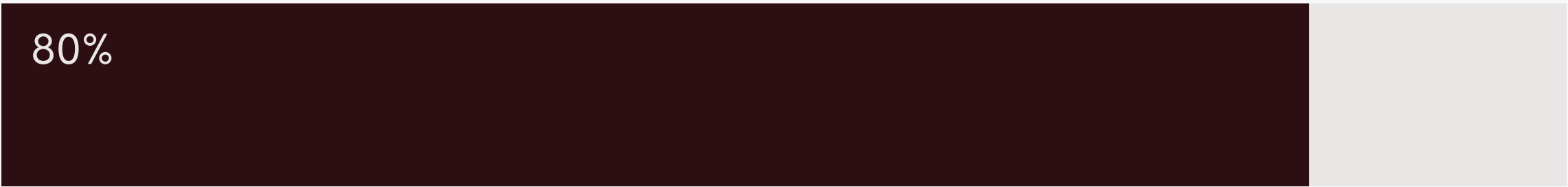


Product footprint

Goals

Gain deeper understanding of value chain impact on climate through our Life Cycle Assessments (LCAs) and reduce environmental footprint per product based on the 2023 LCA, through sourcing of raw materials, supplier engagement and decreasing the use phase impact.

Progress



Materials and manufacturing

Goals

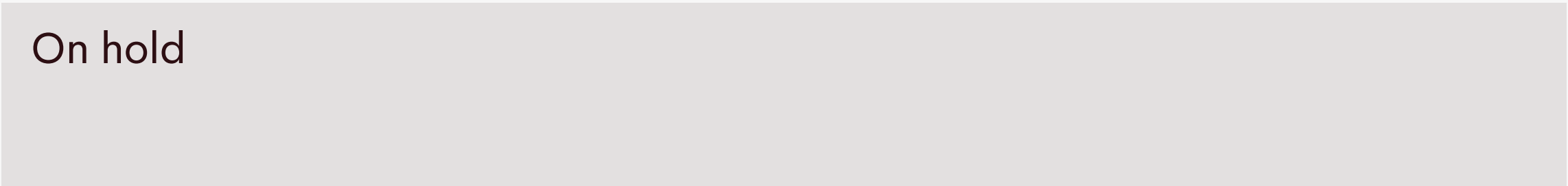
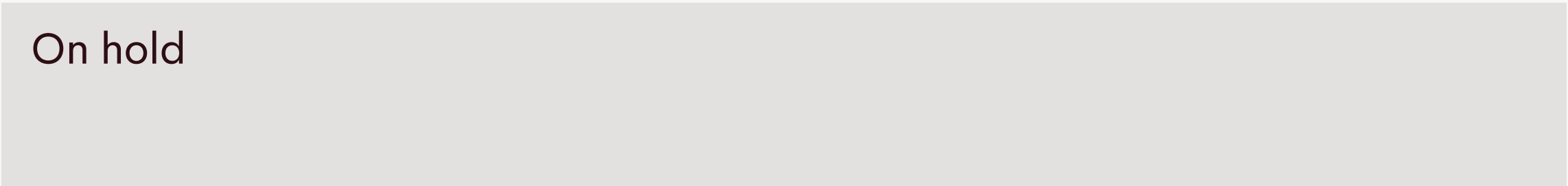
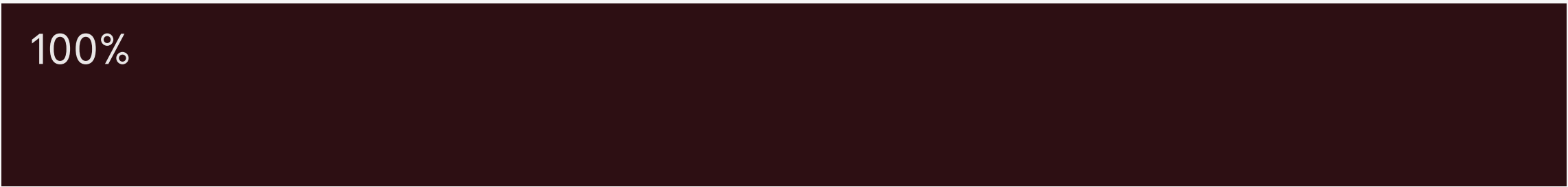
100% of Tier 1 frame and lens suppliers in compliance with Manufacturing Restricted Substance List (MRSL) and Restricted Substance List (RSL).

Scale injection moulding pilot to reduce waste for acetate frames.

Increase percentage of Acetate Renew Bio to at least 50% of acetate frames.

All non-prescription sunnies made with Tritan™ Renew lenses.

Progress



Materials Matrix

Goals

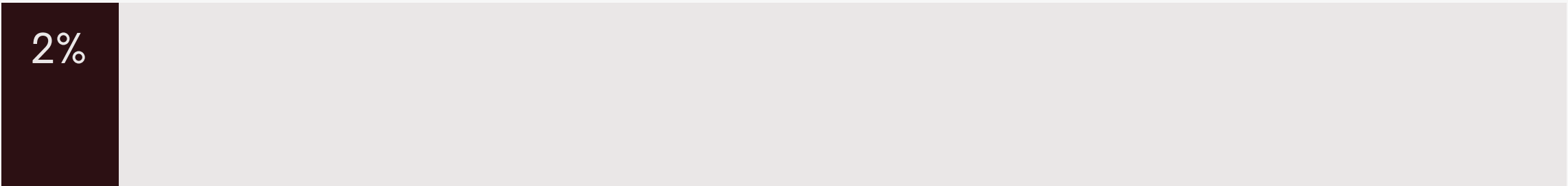
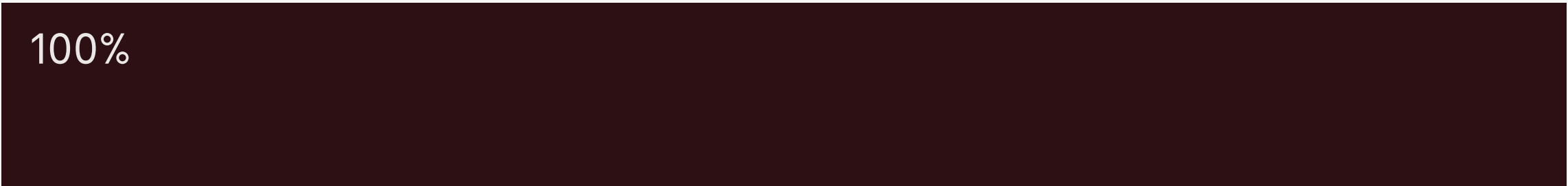
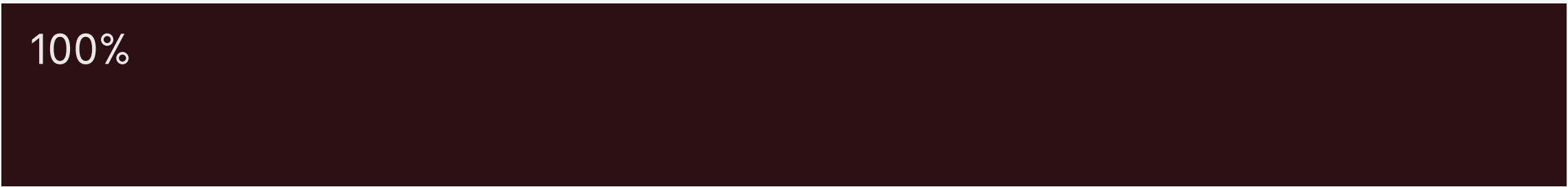
100% of the Tier 1 frame suppliers to adopt the Materials Matrix.

100% of the Tier 1 packaging suppliers to adopt the Materials Matrix.

80% of the frames made from category A and B materials based on the Materials Matrix.

100% of the lenses made from category A and B materials based on the Materials Matrix.

Progress



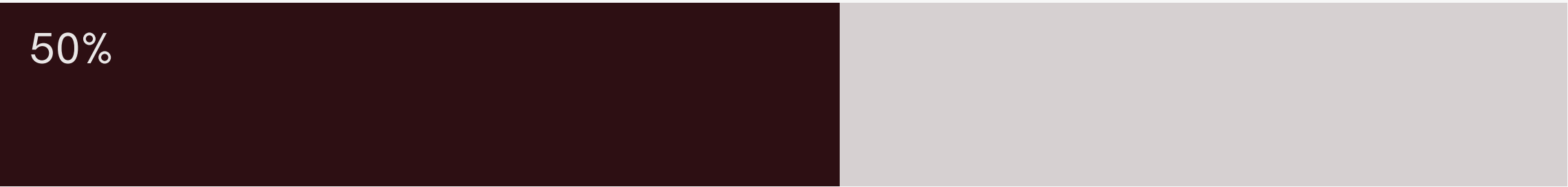
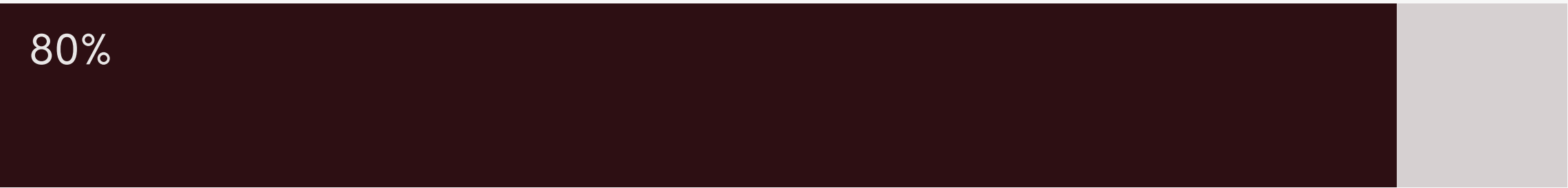
Circularity and innovation

Goals

Launch a take back scheme together with TerraCycle's Zero Waste Boxes.

Launch a collection of frames manufactured from recycled acetate materials.

Progress



Carbon footprint

We make and sell eyewear and have physical stores. With the nature of our business comes an inherent environmental impact throughout its lifecycle, from raw materials to end-of-life, as well as our daily operations. Quantifying this environmental impact in the shape of our carbon footprint forms the foundation of our sustainability strategy. The insights allow us to guide business and design decisions, and ensure we consider the environmental impact with every action.

For the fourth year in a row, we worked with our carbon accounting partner Vaayu to calculate our annual GHG emissions inventory. Our 2025 GHG emissions inventory has been independently verified by SGS. The verification report can be found in Appendix 1.



2025 snapshot

10.2%

Decrease of total footprint compared to last year

10%

Decrease of average footprint of sunglasses compared to last year

1,140

SKUs accounted for

3

Frame suppliers at 100% renewable energy

7.6%

Decrease of average footprint of opticals compared to last year

6,446 t

CO2-eq 2025 total carbon footprint⁴

75 t

CO2-eq / store

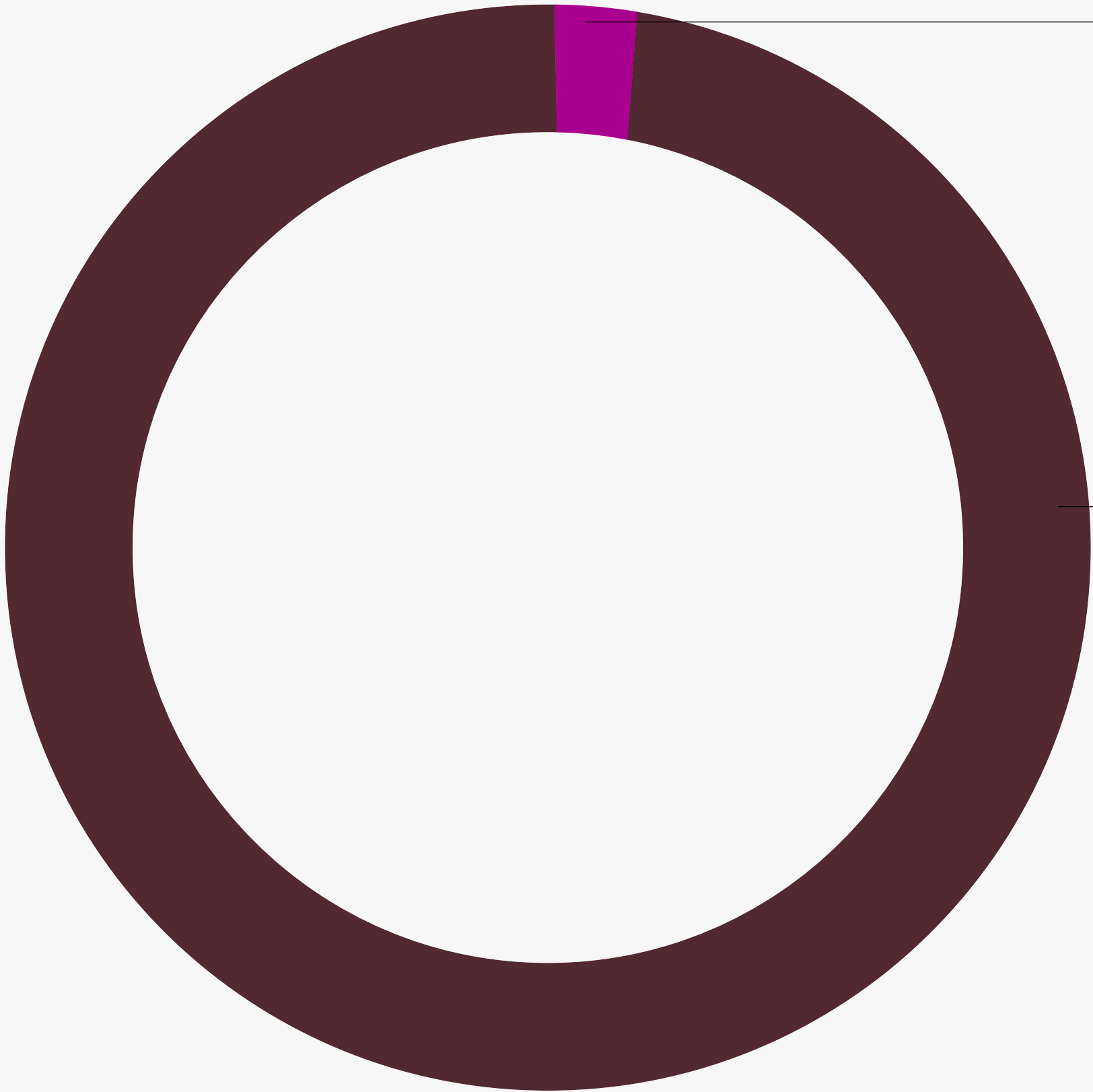
⁴ Market-based Scope 2 emissions

Mapping our emissions: Scopes 1, 2, and 3

A GHG emissions inventory is split into three scopes, defined by the GHG Protocol’s GHG accounting standards:

- Scope 1: Direct emissions from owned or controlled sources, e.g. stores and offices (fossil fuels burnt directly and on-site)
- Scope 2: Indirect emissions from the generation of purchased energy
- Scope 3: Indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions

Appendix 2 details the Scope 3 categories irrelevant to Ace & Tate that were excluded from the calculations.



SCOPE 1:

- Natural gas
- Leased cars
- Fugitive emissions

SCOPE 2:

- Electricity and heating for own use

SCOPE 3 UPSTREAM:

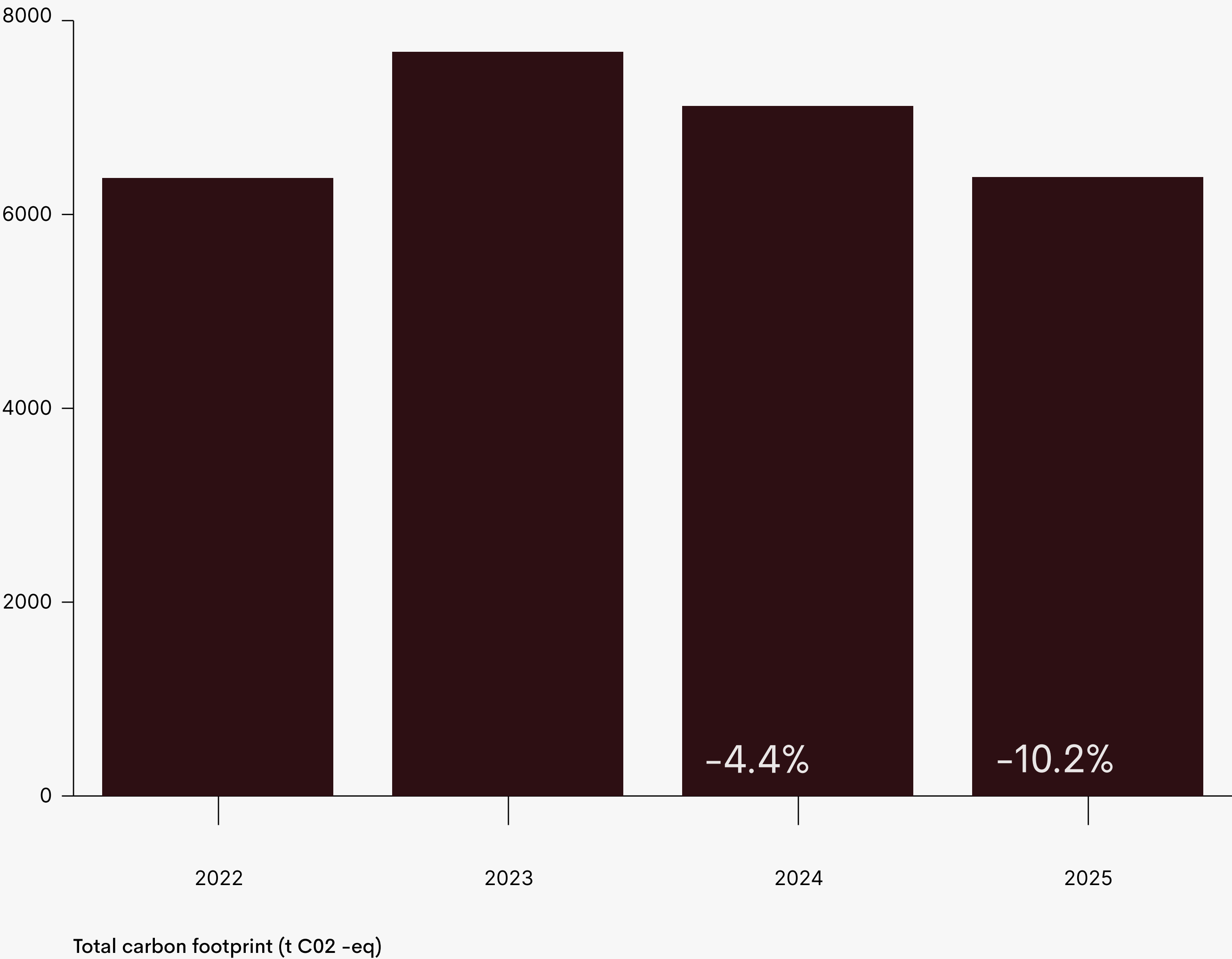
- Purchased goods and services (for resale)
- Purchased goods and services (not for resale)
- Capital goods
- Fuel and Energy Related Activities not reported in Scope 1 and 2
- Business travel
- Employee commute
- Waste from operations
- Upstream transportation and distribution

SCOPE 3 DOWNSTREAM:

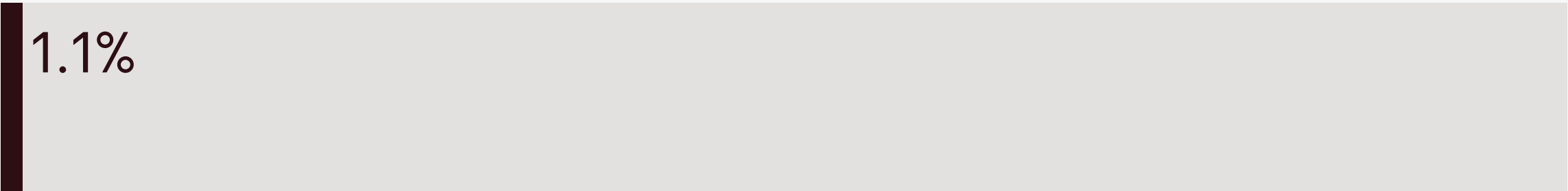
- Downstream transportation and distribution
- Use of sold products
- End-of-life of sold products

General trend

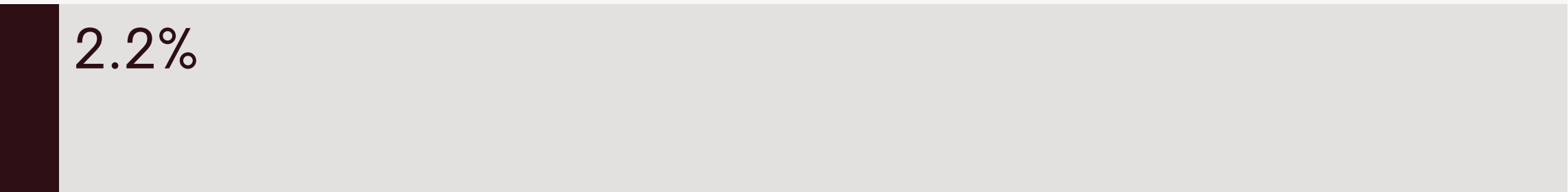
Our carbon accounting scope and methodology have remained largely unchanged since we started measuring our footprint. Year-on-year carbon footprint comparison remains challenging due to changing factors such as business developments, access to primary data and data quality. Our focus lies on improving our carbon accounting year by year and influencing the decarbonisation levers that we do have an impact on. Our reduced emissions from 2023 to 2025 reflect our work on improved primary data access and quality, showing that starting work on carbon footprint reductions is possible without major decarbonisation actions.



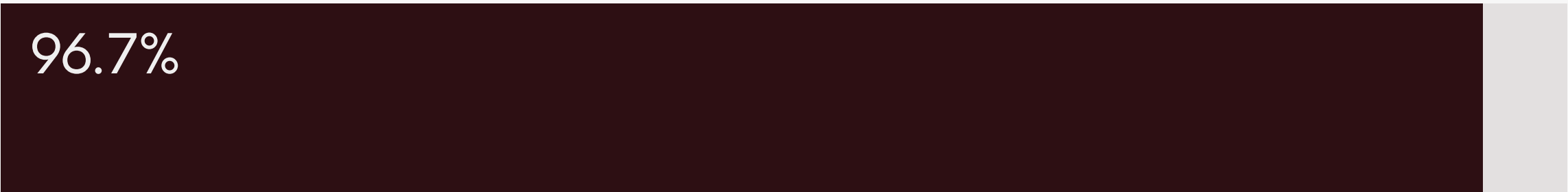
Our carbon footprint insights 2025



Scope 1



Scope 2

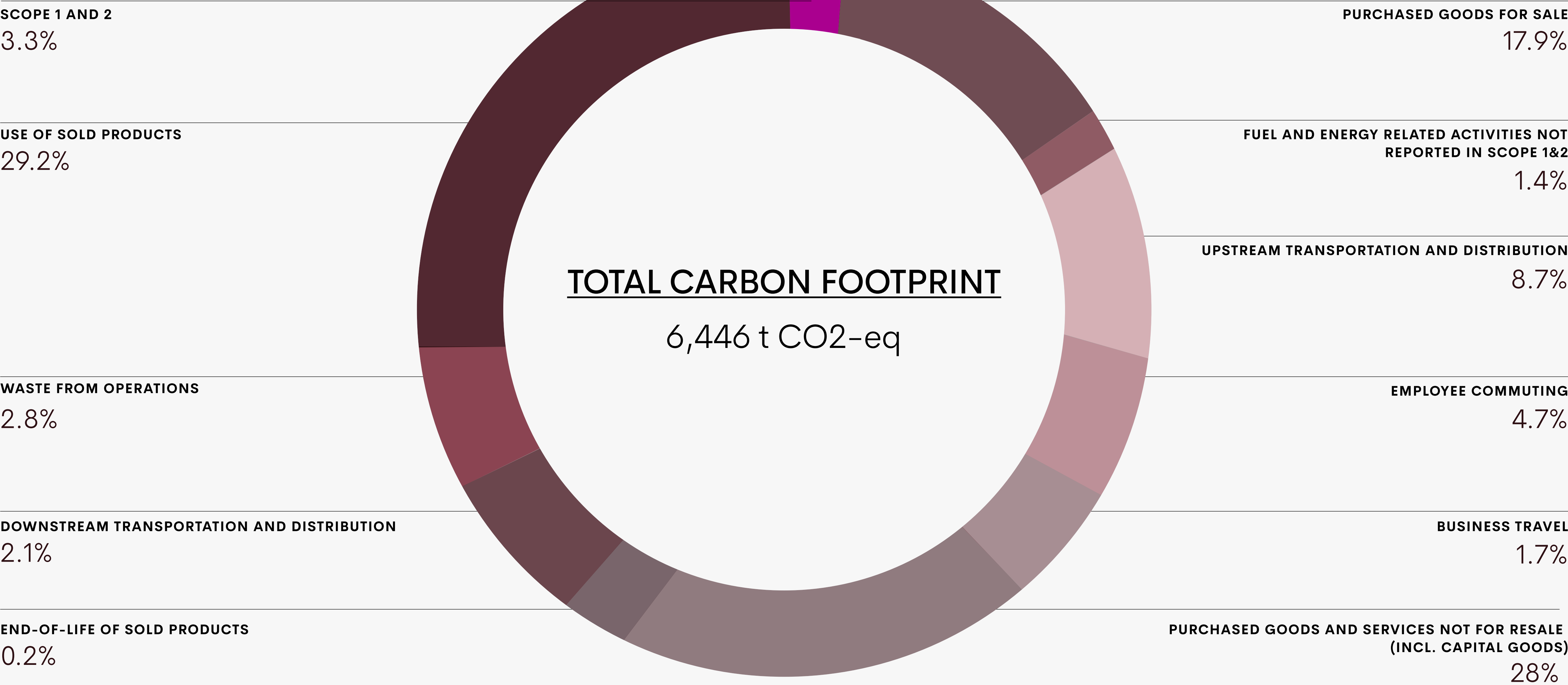


Scope 3

Footprint per GHG scope 2025 (t CO2-eq)

96.7% of our emissions lie in Scope 3. They are embedded in our value chain, from the materials we source to the products we ship. Our own operations (Scope 1 and 2) make up only 3.3% of our total carbon footprint. This reemphasises the importance of our focus on deep decarbonisation within our value chain, driven primarily by materials innovations and supplier engagement.

- Scope 1 + 2
- Scope 3



The majority of our carbon footprint is driven by three key impact categories:

Together, these categories make up 75% of our carbon footprint, which is why they will be a large focus of our decarbonisation roadmap. For a more detailed breakdown of our corporate carbon footprint (CCF) and year-over-year comparisons, see [Appendix 2](#).

18%

Purchased goods (for resale), also known as Product Carbon Footprint (PCF)

This category includes the production of our products, with raw materials and manufacturing representing the most impactful stages of their lifecycles.

29%

Use of sold products

This category includes customer product use and care. For example, when customers clean their frame with a cleaning cloth or an Ace & Tate cleaning kit.

28%

Purchased goods and services (not for resale) including capital goods

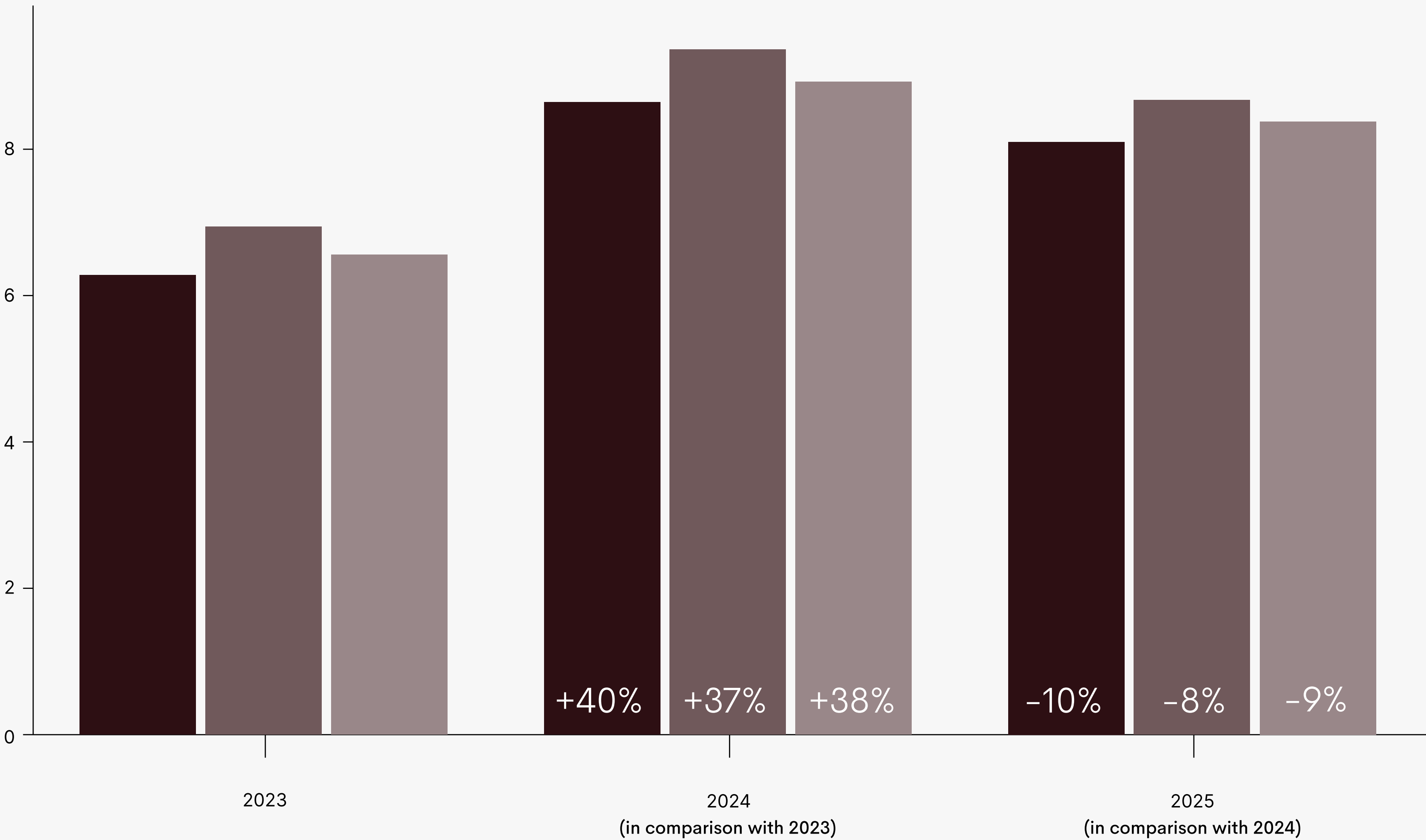
This category includes products and services that we purchase but do not resell, such as optician equipment, store furniture, and accounting services.

- Sunglasses
- Opticals
- All frames

Average product footprint

Optical glasses have a higher footprint than non-prescription sunglasses because the prescription lenses must be edged and mounted to fit the frames. This entails shipping the frame back and forth between the Netherlands and our lens supplier in the Czech Republic, which adds significant transport emissions.

The average product footprint decreased by 9% from 2024 to 2025 due to expanding renewable energy use at our frame manufacturers and the transition to Tritan™ Renew sun lenses, which contain up to 50% certified recycled content.⁵



⁵ Recycled content certified by ISCC using mass balance allocation

Climate action

Measuring our carbon footprint is the foundation and start of a long journey. Our ambition is to reduce our emissions in line with the Paris Agreement, guided by the framework and third-party validation of the Science Based Targets initiative (SBTi).



Climate Working Group

To leverage internal expertise, we established the Climate Working Group, uniting colleagues from Legal, Finance, Supply Chain, Retail, Marketing, and Product teams. Meeting quarterly, the group utilises departmental knowledge to identify decarbonisation opportunities.

Supplier engagement

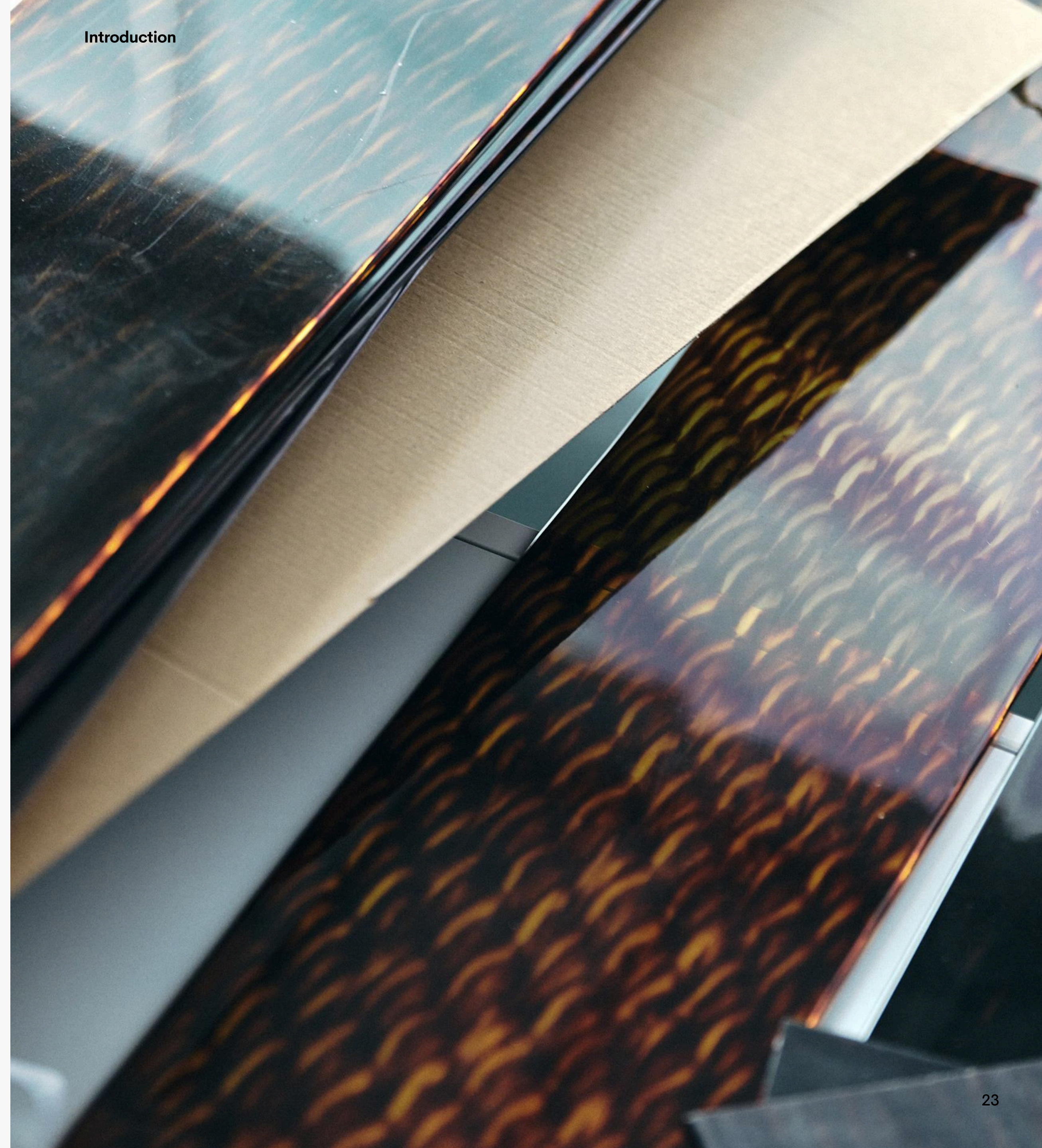
With 96.7% of our emissions in Scope 3, our direct (Tier 1) frame and prescription lens suppliers are a vital pillar of our decarbonisation strategy. We actively collaborate with these suppliers through knowledge-sharing sessions, such as webinars, to enhance their environmental impact and reduce emissions.

Setting science-based decarbonisation targets

We are currently collaborating with a consultant, our carbon accounting partner, and our internal teams to develop the decarbonisation roadmap used to work towards achieving the targets. In the meantime, please refer to our [Climate Action Plan](#).

Materials

While our distinctive finishes and materials give our frames their unique character, their extraction and processing result in a significant environmental footprint. Our strategy focuses on exploring innovative materials while also integrating circular design principles.



Discover our frame materials



Acetate

Acetate is a mixture of cellulose acetate (wood pulp or cotton fibres, combined with acetic anhydride) and a plasticiser. The plasticiser can be fossil fuel-based or bio-based from renewable raw materials.



Acetate Renew Bio

Acetate Renew Bio uses the same wood pulp or cotton fibre base as regular acetate, but uses bio-based plasticiser and replaces the acetic anhydride with ISCC-certified recycled content.



Recycled acetate

Recycled acetate is sourced from our supplier's own internal pre-consumer production waste, such as unusable sheets and manufacturing scraps. The supplier collects the internal waste, then reprocesses and recolours it to make new acetate sheets.

Discover our frame materials



Stainless steel

Stainless steel is an iron alloy containing chromium. It is renowned for its robustness and ability to hold its shape, making it an excellent choice for components that need to endure everyday use. We use it to make our metal frames, temples, and rim wires.



Titanium

Titanium is a hypoallergenic, lightweight metal. It is naturally resistant to corrosion and stronger than steel, allowing frames to be both durable and comfortable for extended wear. We also use it to produce metal frames, bridges, and temples.



Nickel silver

Despite the name, nickel silver contains zero silver. It is actually a copper alloy combined with nickel and zinc. It is our go-to choice for metal components like screws and hinges.



Silicone

Silicone is a flexible, synthetic polymer that we use exclusively for soft components like nose pads. It is valued for its comfort and high-grip texture, ensuring frames stay in place without causing irritation.

Discover our lens materials



CR39

Columbia Resin #39 (CR39) is a strong polycarbonate material. To make prescription lenses it is treated with anti-reflective and scratch-resistant coatings to ensure strength, clarity, and comfort.



PMMA

The thermoplastic polymethyl methacrylate (PMMA) is one of the most reliable materials for applications requiring clarity, strength, and aesthetics. The material is easily recyclable.



Tritan Renew

Tritan Renew is a copolyester. From the SS25 season onwards, we switched all sun lenses (except prescription, polarised, and tinted lenses) from CR39 to Tritan Renew, which contains up to 50% certified recycled content.⁶

⁶ Recycled content certified by ISCC using mass balance allocation

Material hotspots

From all frames purchased in 2025, acetate and CR39 make up the majority of our materials used, followed by PMMA and nickel silver. Acetate also takes the lead in our material emissions, followed by CR39, nickel silver and PMMA. This is because we produce more acetate frames than metal frames and all frames require PMMA demo lenses and nickel silver hardware, and a majority of frames require CR39 prescription lenses.

Acetate	59%
CR39	13%
Nickel silver	12%
PMMA	12%
Stainless steel	4%
Titanium	1%

% of total material emissions

Material mix 2025

The Ace & Tate Materials Matrix (see [Appendix 4](#)) ranks our frame and lens materials from A (lowest impact) to E (highest impact). We track our material mix annually to analyse our performance and identify opportunities for the expansion of the use of lower-impact materials.

Throughout 2025, we maintained a steady focus on expanding our use of recycled content across our collections.

Frames

	A	B	C	D	E
SS23	1.49%	8.87%	89.57%	0.07%	0%
AW23	0.11%	14.80%	84.53%	0%	0.56%
SS24	1.81%	17.69%	80.35%	0%	0.15%
AW24	0.12%	1.47%	98.42%	0%	0%
SS25	2.24%	0%	97.76%	0%	0%
AW25	0.98%	0%	99.02%	0%	0%
SS26	3.18%	0%	96.82%	0%	0%

Lenses

SS23	0%	100%	0%	0%	0%
AW23	0%	100%	0%	0%	0%
SS24	6%	94%	0%	0%	0%
AW24	7%	93%	0%	0%	0%
SS25	33%	67%	0%	0%	0%
AW25	12%	88%	0%	0%	0%
SS26	30%	70%	0%	0%	0%

Circularity and innovation

Our approach to circularity focuses on designing out waste, extending product lifecycles, and closing the loop through recycling initiatives. While we've made progress, we recognise there is still work to do, making this a key strategic priority for the years ahead.



We apply circular economy principles where possible by focusing on the following pillars:

Designing out waste

We prioritise bio-based, recycled, and lower-impact raw materials at the design stage to reduce our reliance on virgin fossil fuels.

All non-prescription sun lenses (excluding special drops and tinted lenses) across our collections are made from Tritan™ Renew.

All our black frames are made using pre-consumer recycled acetate sourced from our supplier's own internal production waste, such as unusable sheets and manufacturing scraps.

Keeping materials in use

We extend the lifecycle of existing materials by diverting waste from landfills.

We continue our ongoing initiative established in 2022, of upcycling approximately 187kg of PMMA demo lenses annually into our circular hard cases.

We transformed our old promotional canvases into 150 local, Netherlands-made laptop cases for our new HQ starters.

Closing the loop

We take responsibility for our products after they are sold, collecting and recycling them at the end of their lifespan.

We took a major step toward our retail take-back ambitions. We placed TerraCycle Zero Waste boxes in our stores, allowing customers to drop off their unused frames.

We are currently expanding the scheme to all retail locations and exploring incentive programs.

Quality and safety

We believe that high-quality frames should be built to last and maximising their lifespan requires proper care. Helping customers maintain their frames promotes sustainability by reducing unnecessary replacements, while also promoting personal safety.

Prolonged heat exposure or incorrect cleaning can damage frames, lenses, or even cause skin irritation from degraded materials. We are proactively mitigating these risks by educating our customers across relevant channels, such as social media and our [Glasses Care Guide](#).



Retail and stores

In 2025 we opened two new store locations in Tilburg and Amersfoort which brings our total to 86 stores across Europe.

As our physical presence grows, our emissions will inevitably grow as well. Our focus is on ensuring we limit this increase as much as possible. For us, that means looking at what we already have before making and purchasing anything new. For our Amersfoort store, every piece of furniture was reused from our recently closed store in Brussels.



IRELAND

1 store

UK

19 stores

NETHERLANDS

24 stores

BELGIUM

10 stores

SWITZERLAND

1 store

SPAIN

2 stores

DENMARK

1 store

GERMANY

26 stores

AUSTRIA

2 stores

We want all our stores to run on renewable energy. Here is where we stand at the end of 2025:

In 2025, we introduced a construction spec book setting strict minimum standards for all new stores. This includes non-negotiables such as automatic lighting switch off outside opening hours, and guaranteed high air quality through proper ventilation. Every new location must also complete a sustainability questionnaire tracking utilities, waste, and building data.

67 out of 86

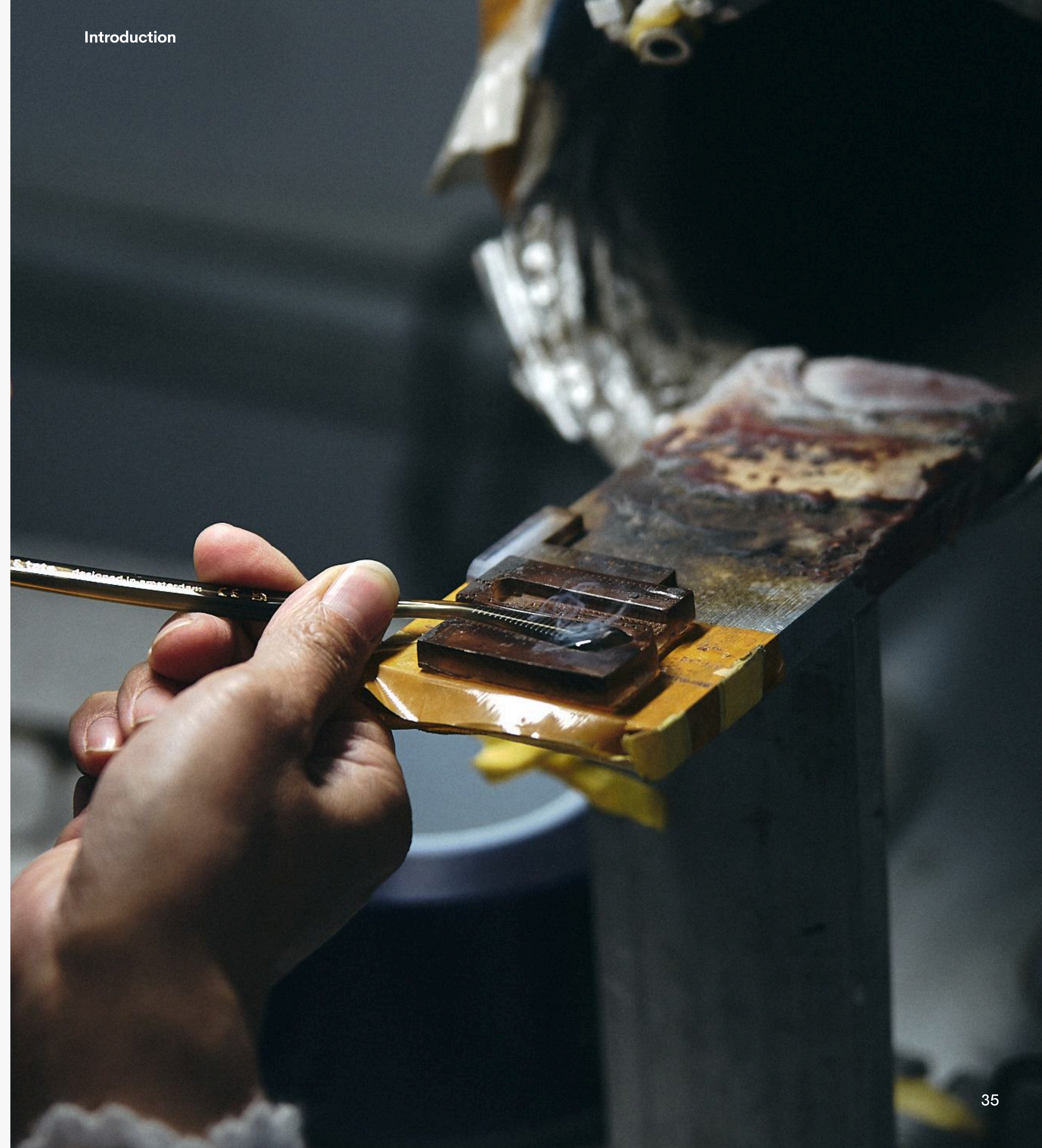
stores run on a renewable electricity contract.

14 out of 86

stores + our HQ rely on gas heating. Phasing these out depends on building infrastructure and landlord cooperation, which slows down the transition. We install heating, ventilation and air conditioning (HVAC) systems in new and renovated stores where possible.

Looking ahead: Our 2026 commitments

We move forward with a determination to do better. Our 2026 commitments guide our next steps.



1	ENVIRONMENT	Looking ahead	Our commitments	
Carbon footprint		Integrate CCF and PCF hotspot data into internal departments’ KPIs to drive targeted reduction strategies.	Set environmental targets with Tier 1 frame and prescription lens suppliers.	
Climate action		Model decarbonisation scenarios with our carbon accounting partner to identify gaps toward our decarbonisation journey, while securing SBTi validation for our near- and long-term targets.	100% renewable electricity at all Tier 1 suppliers (prescription lens and frame) and warehouses through on-site solar, and the purchase of I-RECs.	100% of Ace & Tate offices and stores with renewable electricity.
Materials		Explore replacing conventional PMMA demo lenses with 100% recycled PMMA to drive a reduction in our PCF.	Increase the percentage of Acetate Renew Bio in the collection to 20% in 2026.	
Circularity and innovation		Advance circularity options for all PMMA demo lenses by working alongside our prescription lens supplier to centralise and streamline recycling efforts.	Increase the percentage of recycled materials in our collections.	
Retail and stores		Increase the usage of lower-impact materials in standardised store fit out.	Train store managers to further engage them on waste generation and water usage measures.	

By prioritising lower-impact materials, scaling circular initiatives and driving decarbonisation across our supply chain, we remain dedicated to reducing our environmental footprint in alignment with our long-term goals.

2

Social Responsibility

We use our business to give back, partnering with charitable initiatives and supporting communities through dedicated product and service donation programs. We enforce a mandatory Supplier Code of Conduct and conduct third-party social audits and training across our manufacturing partners to verify fair working conditions, safe environments, and labour standards.

Progress against goals

Each year, we set tangible goals towards becoming a more trusted partner for the people we work with. Here is the progress we made in 2025 in regard to our suppliers.



Supply chain social accountability and partnerships

Goals

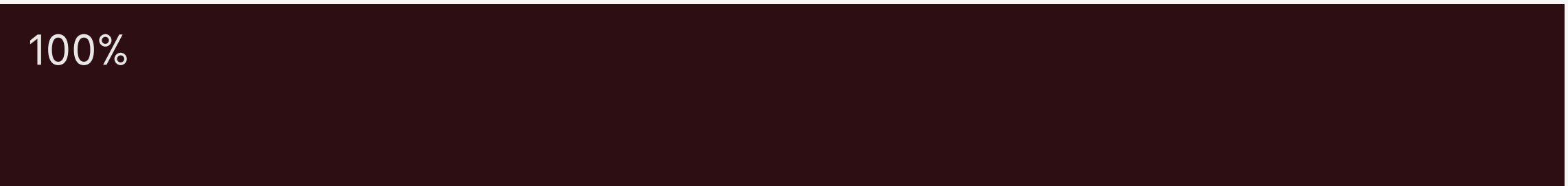
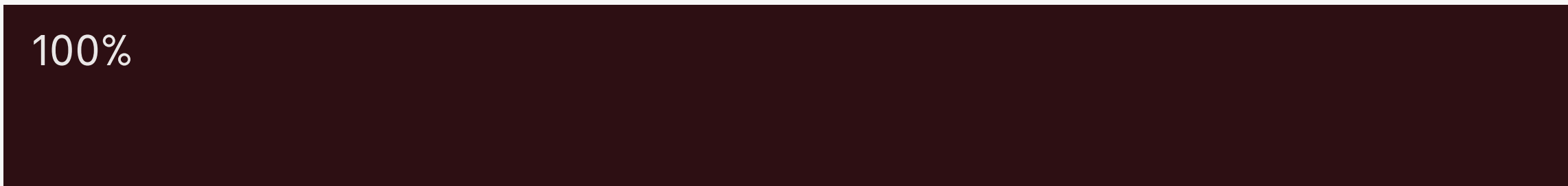
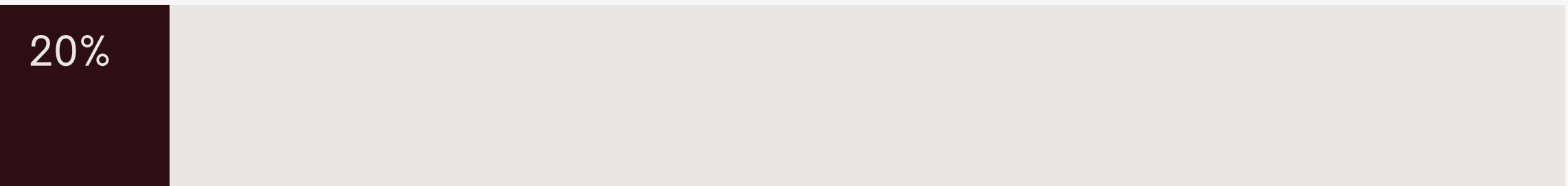
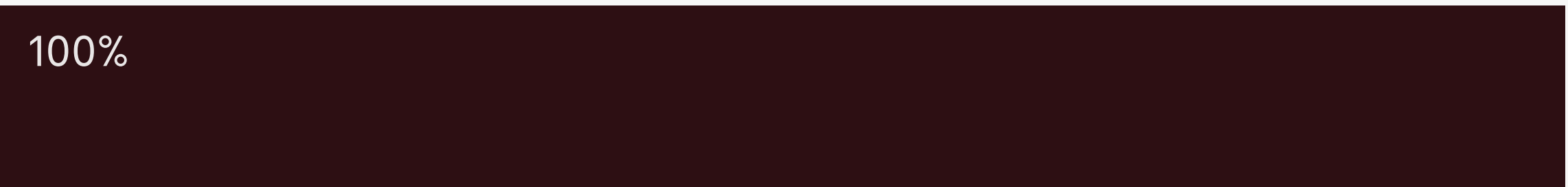
100% of Tier 1 eyewear suppliers to conduct annual ethical and environmental audits.

100% of Tier 2 eyewear suppliers to conduct annual ethical and environmental audits.

Engage with reputable social responsibility stakeholders to advance our existing impact.

100% response rate in the annual Responsible Buying Survey with 75% of the suppliers stating we are a preferred partner.

Progress



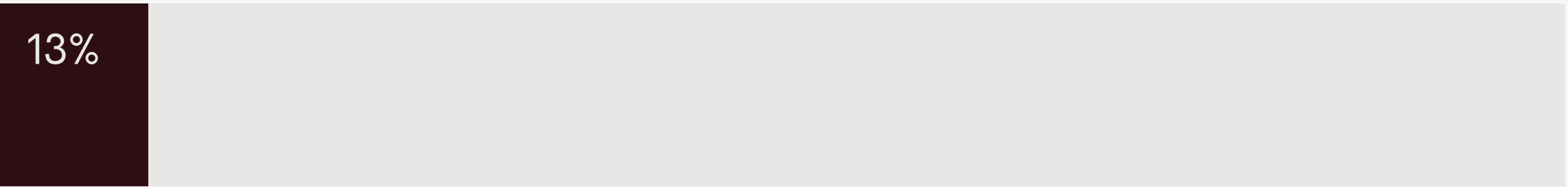
Access to remedy

Goals

Roll-out grievance mechanism to 100% Tier 1 accessories and packaging suppliers by 2025.

Roll-out grievance mechanism to 100% of Tier 2 suppliers by 2025.

Progress

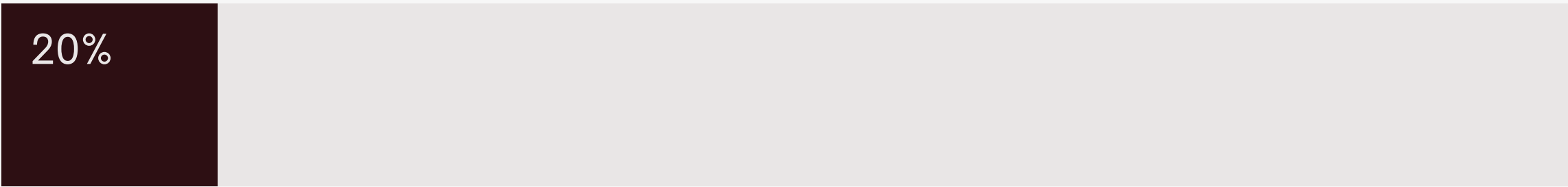


Living wage

Goals

50% of Tier 1 frame and lens suppliers to pay their workers a living wage.

Progress



Our supply chain

Your glasses start with design, sampling, and the conscious selection of materials and designs, whether that be acetate, Acetate Renew Bio, recycled components, or premium metal parts. From there, they travel through multiple stages, across different countries and facilities, from lens cutting to frame assembly, interacting with many different hands before becoming the pair you're wearing. Each Tier involves different facilities, countries, and risks.



We source frames, lenses, packaging, and accessories through a network of over 200 active supplier locations across the four Tiers.

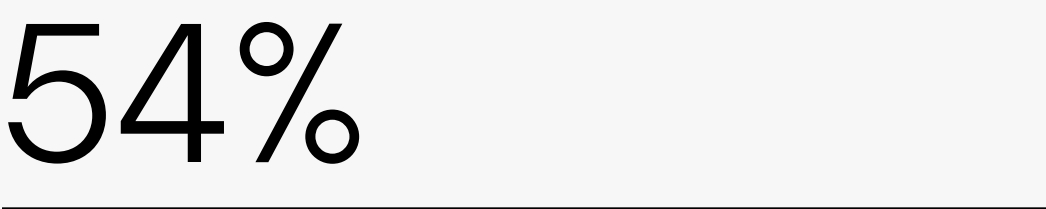
Percentage of visibility



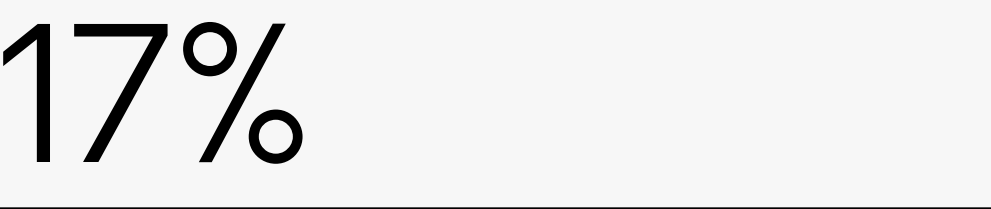
Tier 1
Final product assembly



Tier 2
Component production, materials production (acetate), product treatments (e.g. metal plating)



Tier 3
Raw material processing (cellulose acetate, metal)



Tier 4
Raw material extraction (e.g. cellulose)

Lens edging countries

Czech Republic: 51.78%
Hungary: 48.22%

Frame production countries 2025

China: 42.6%
Vietnam: 30.7%
Cambodia: 26.7%

Semi finished (SF) lens production countries 2025

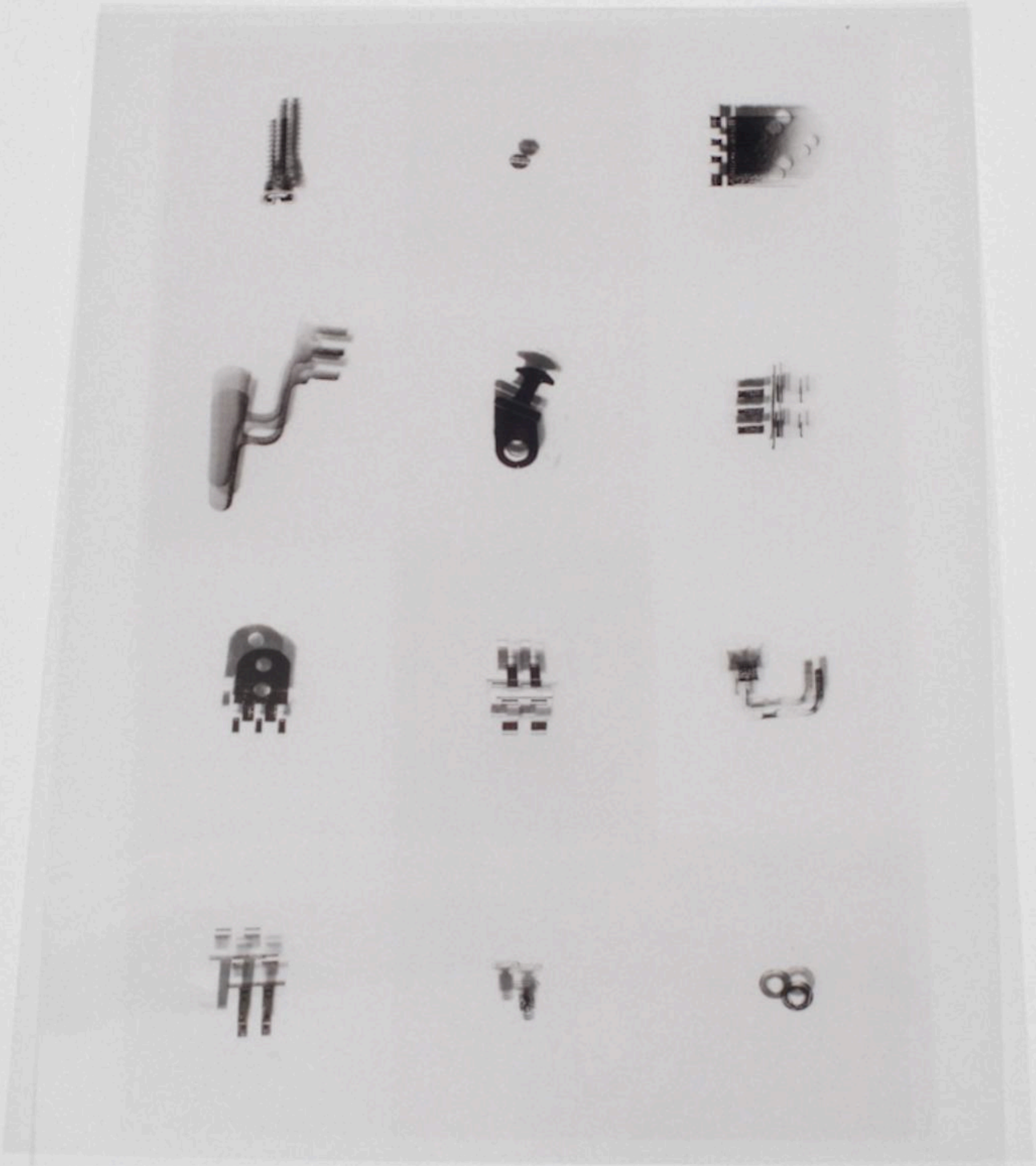
Thailand: 57%
Vietnam: 43%

KEY

- Cambodia
- China
- Czech Republic
- Hungary
- Thailand
- Vietnam

Transparency and traceability

True transparency relies on deep visibility into where our materials come from and the conditions under which our products are manufactured. By working closely with our partners, we are committed to securing and maintaining visibility across every stage of our supply chain.



Supply chain due diligence

What is Human Rights Due Diligence (HRDD) and why it matters

HRDD is a systematic framework used to identify, prevent, and mitigate human rights risks across a company's operations and supply chain. Due to the complexity of global supply chains, workers may face issues such as unfair compensation, hazardous working conditions, (excessive) overtime, and barriers to freedom of association. Implementing structured due diligence ensures these potential harms are identified and addressed rather than remaining hidden.

Our approach

We align our human rights and environmental due diligence with the Organisation for Economic Co-operation and Development ([OECD](#)) and the United Nations Guiding Principles ([UNGP](#)), following a structured six-step cycle, from embedding responsible conduct to providing remediation. For us, legal minimums are just the starting point, not the finish line. We integrate these expectations right from the start via rigorous supplier onboarding, our Supplier Code of Conduct, and a dedicated Environmental Social Governance (ESG) framework.

Identification of risks

To map our risks, we look at both qualitative and quantitative data. This includes supplier audits, visits and engagement, insights from independent reports, NGOs, and local stakeholders. For our key markets we map out human rights issues by severity and likelihood, ensuring we know exactly where extra attention is needed.

We regularly analyse risks for new and high-volume raw materials. Since raw extraction happens deep in the supply chain, we focus our mitigation efforts on certified schemes and LCA data.

Progress over perfection

We review our most salient human rights issues every year (and whenever our operations change) to make sure our focus stays where it matters most, and that we can resolve concerns before they escalate.

We don't claim to be perfect, but we are deeply committed to transparency, continuous growth, and staying accountable through our annual reporting.

Policies and standards

We align our global operations with human rights benchmarks, including the International Labour Organisation ([ILO](#)) and the [Universal Declaration of Human Rights](#), to ensure everyone is treated with fairness and dignity.

Human Rights Policy

Our commitment to uphold human rights is founded on the principle that every individual, in every aspect of work and beyond, is entitled to equal treatment, respect and dignity.

Supplier Code of Conduct

Our direct manufacturers, suppliers, and other business partners share our values and are required to read and sign our Code of Conduct.

The Ace & Tate Supplier Code of Conduct is based on the UN Guiding Principles ([UNGP'S](#)), [OECD](#) guidelines, as well as the conventions and recommendations of the International Labour Organisation ([ILO](#)).

Speak up policy

Since 2022 we have partnered with SpeakUp to establish a secure, anonymous grievance mechanism that allows all stakeholders to anonymously report suspected misconduct without fear of retaliation. It has been fully active since 2023 across our HQ, retail stores, and all Tier 1 manufacturers.

Compliance

To ensure our suppliers uphold human rights, fair working conditions and environmental responsibility, we require them to undergo regular third-party verified ethical and environmental audits.

Supplier engagement and communication

With our ESG framework, the sustainability team biannually measures Tier 1 and selected Tier 2 suppliers against all ESG standards.

This system is designed to provide all suppliers with a comprehensive view of their ESG performance covering human rights, renewable energy usage, certifications, wages, working hours, and collaborative efforts.

Our buying team biannually reviews frame supplier performance balancing business metrics such as quality, on-time delivery, and volume with essential impact metrics.

Supplier engagement and communication

Through the annual Responsible Business survey we collect honest feedback on how we show up as a partner. Frame and lens suppliers anonymously rate our purchasing practices, from forecasting and payment terms, to communication and flexibility. We use those insights to improve our way of working.

75%

Strongly agree that Ace & Tate is a preferred partner.

75%

Strongly agree that the decarbonisation programme positively influences their operational practices.

100%

Agree that Ace & Tate has good communication practices, is respectful, promotes two-way dialogue, and seeks input for decision-making.

Reported issues

Within our supply chain, we are committed to maintaining a transparent, accessible, and effective grievance mechanism. Below is the data for our grievance procedure during the 2025 reporting year:

- **Grievances received and nature:** 6 reports containing multiple issues, working hours (45%), low payment (45%), and health & safety (10%).
- **Requests rejected:** 0 cases were rejected, all reports met the criteria and were investigated.

- **Cases completed and duration:** 6 reports successfully resolved and closed. The average process duration was 12 months.
- **Stakeholder satisfaction:** 89.5% of stakeholders reported to be very satisfied with the process and remediation.

Remediation and follow-up

Following stakeholder consultation, all reported issues were remediated through our Workplace Education Training program, launched in 2026 in partnership with QIMA. Follow-up activities included:

- **Half-day management training:** labour law standards, compliance monitoring, engagement and culture.
- **Half-day worker training:** legal rights, safety hazards and reporting.

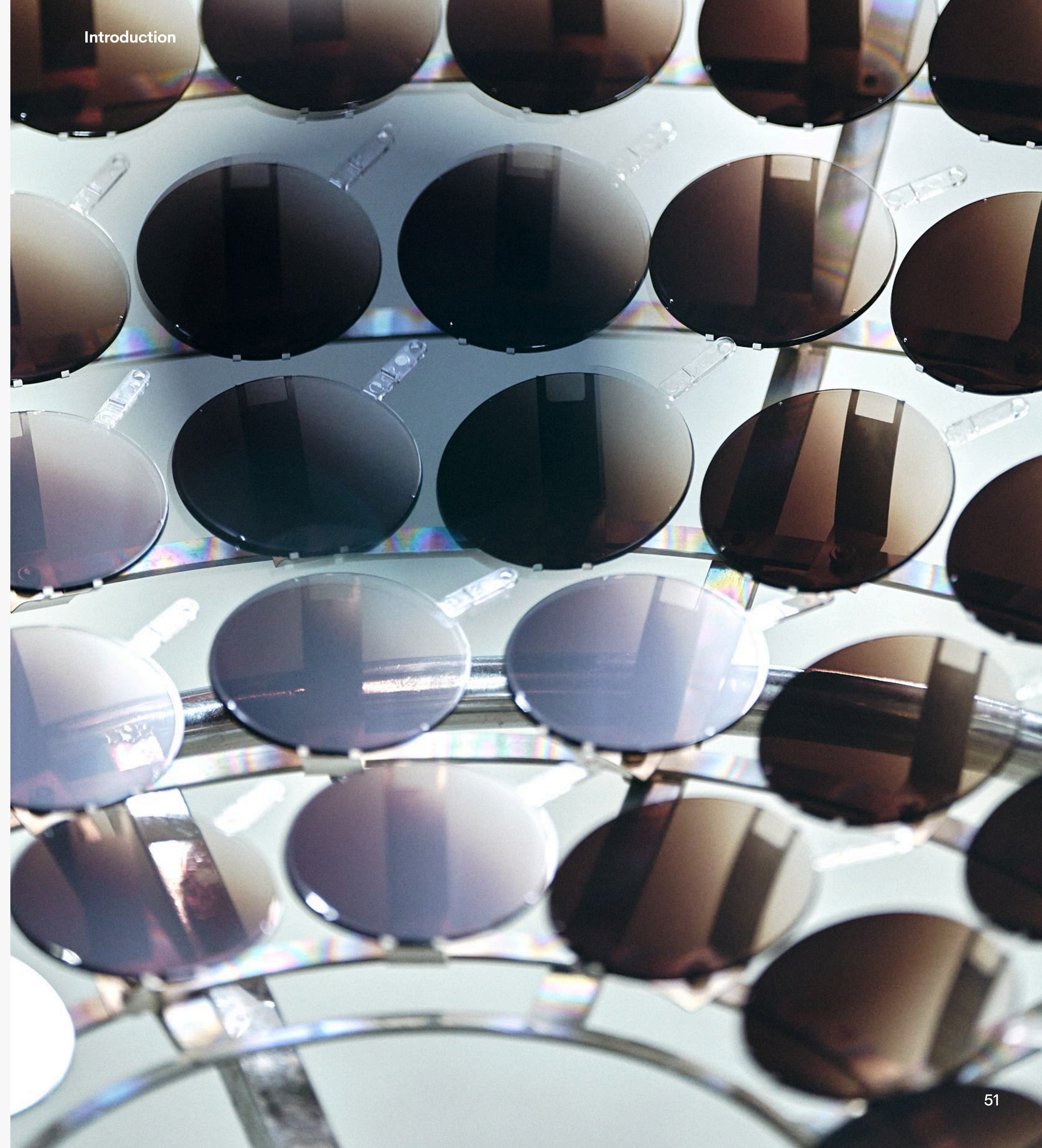
Continuous improvement

To further improve performance, we are taking the following steps:

- **Capacity building:** teams will continue visiting all Tier 1 and most Tier 2 suppliers. The training program applies to all Tier 1, repeated annually.
- **Anonymous off-site worker interviews:** we are currently exploring methods to conduct worker interviews off-site to lower the barrier for reporting grievances.

Looking ahead: Our 2026 commitments

From workplace education to expanding our grievance mechanisms, here are the commitments we bring into 2026.



Workplace education

Rollout of Workplace Education Training across all Tier 1 frame suppliers by 2027.

Expand remedy and Speak Up training

Extend access to remedy training, including the Speak Up grievance mechanism, to all Tier 2 suppliers, while continuing to actively raise awareness of its availability among both new hires and current employees at Tier 1 suppliers.

Living wage roadmap

Develop a structured roadmap to ensure living wages across all Tier 1 frame suppliers, beginning with a comprehensive wage gap assessment in 2026.

Through rigorous supplier standards, continuous social audits and meaningful community partnerships, we are committed to upholding ethical labour practices and fostering positive impact across our global supply chain.

3

Culture: Company Workplace and Community

Our culture is defined by how we treat our people, both inside our facilities and across the communities we touch. We foster an inclusive workplace where diversity is celebrated, safety is prioritised, and every individual is empowered to thrive. Grounded in empathy and accountability, our commitment extends from our internal team to our global supply chain, using our business as a platform to give back and support local communities.

Progress against goals

Our team is growing and so is our impact. Here is how we progressed against our cultural goals in 2025.



People

Goals

Grow the Ace & Tate team to 1053 employees, from 80 different nationalities.

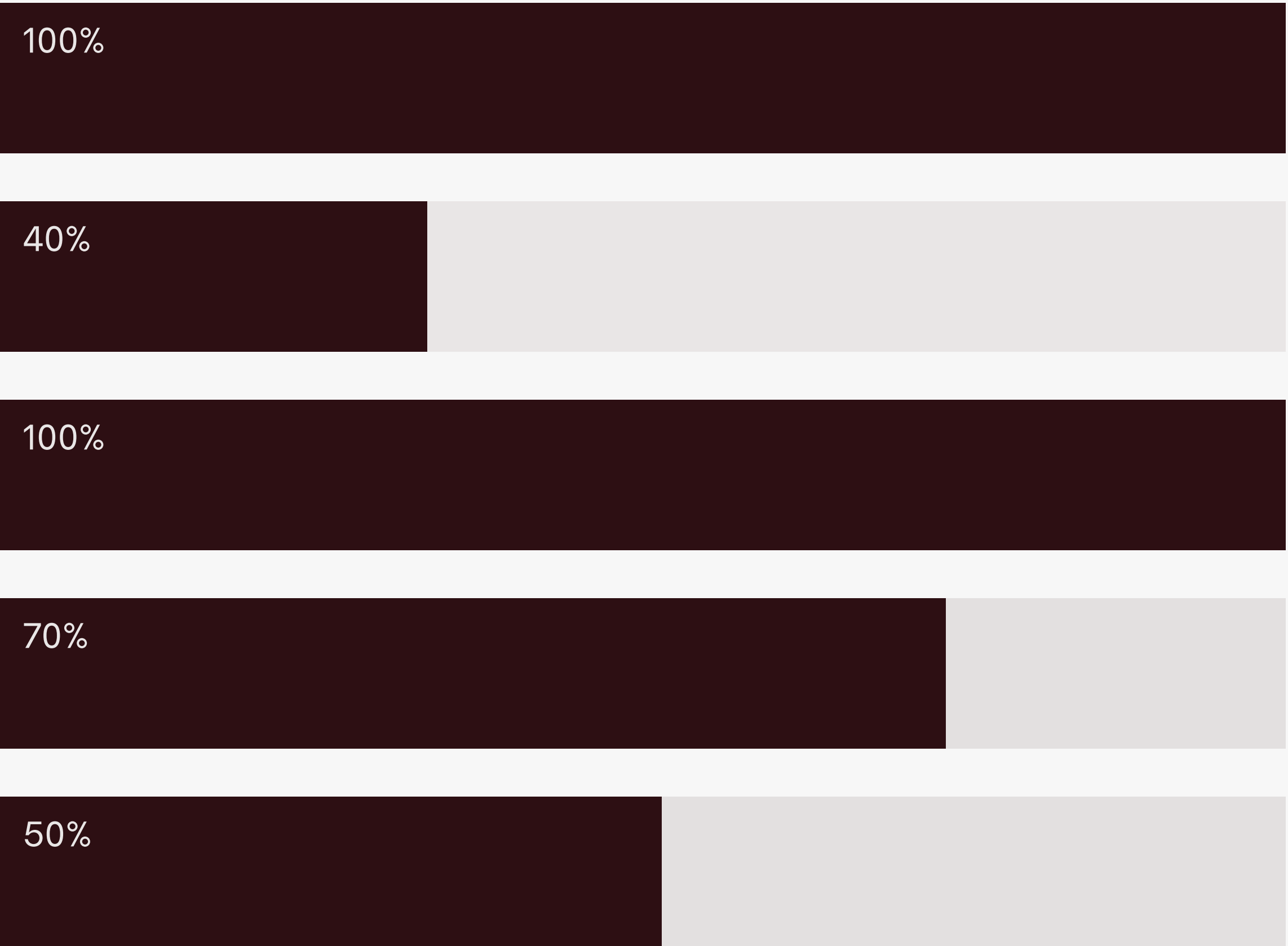
Continue a strong focus on educating and informing our teams, ensuring employees feel aware of our values and empowered to contribute to our mission.

Develop the Store Manager Academy to give managers the tools and techniques to succeed in their role and drive consistency, clarity and equal opportunity throughout the organisation.

Participation of the Sustainability team in store manager calls to share updates on ESG.

Retail and HQ Sustainability e-learning program upgraded.

Progress

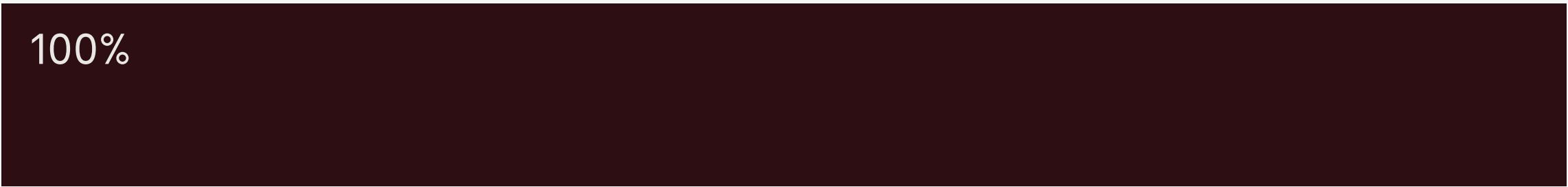


Diversity, equity, and inclusion

Goals

Levelling up our Diversity, Equity, and Inclusion (DE&I) efforts. From fresh recruitment strategies and smoother onboarding, to ongoing team training and real-time tracking, we’re making sure everyone gets a fair shot and feels right at home, from day one and beyond.

Progress



Community

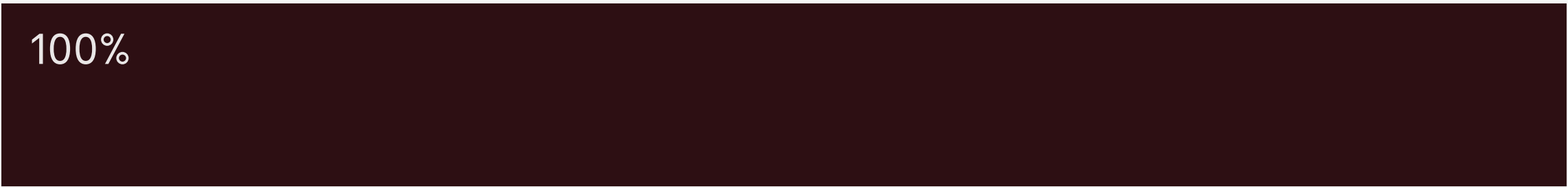
Goals

Maintain our support to local community partnerships and philanthropy causes, offering volunteer opportunities and continuous partnership support.

Expansion of volunteering initiatives abroad to selected markets, and making volunteering accessible to store staff in their free time.

Growth of community impact donation of 50 frames annually to Noodfonds Amsterdam.

Progress



Our people

The way we operate is just as vital as the eyewear we create. Our commitment to well-being and growth remained firm in 2025 through company-wide health initiatives and HQ learning sessions. With the support of experts, the People Team organised various sessions on topics such as pensions, artificial intelligence, project management, optical training, and understanding and building resilience.

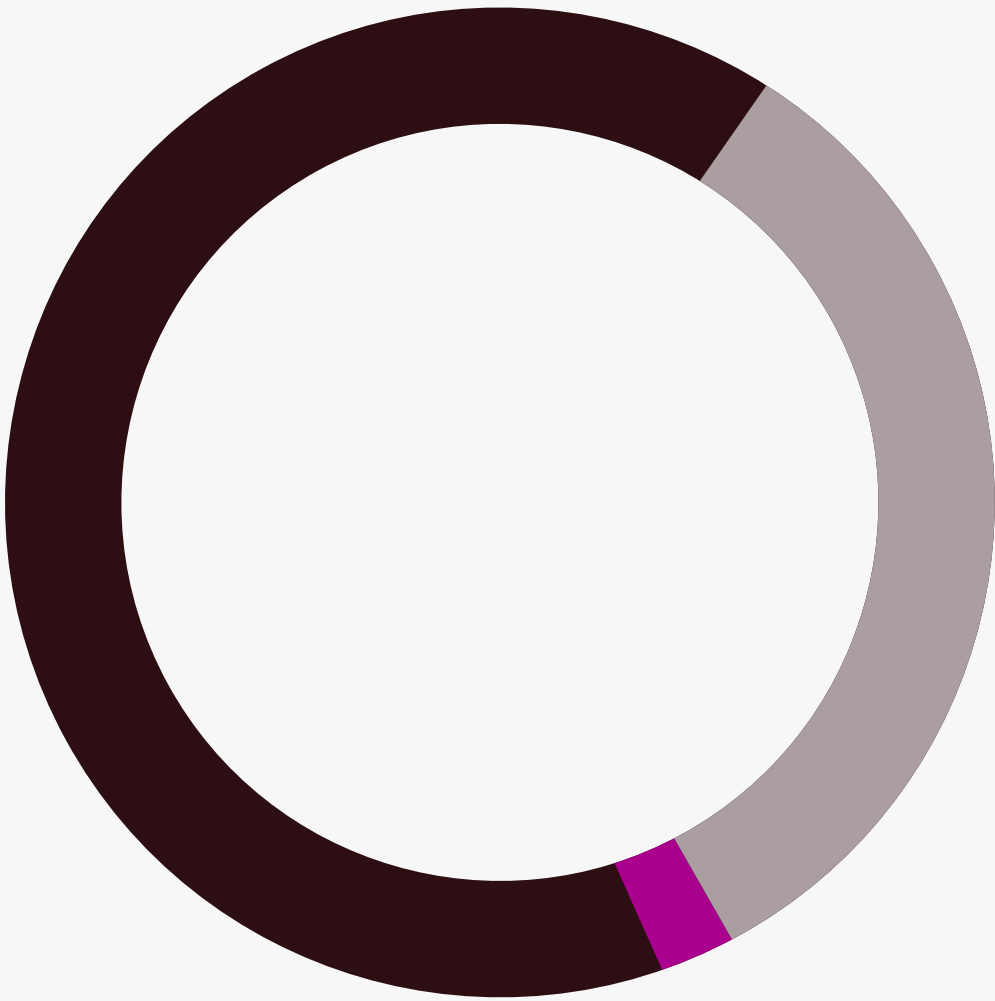


Global headcount:
1053 employees (across HQ
and stores) in 9 countries.

80

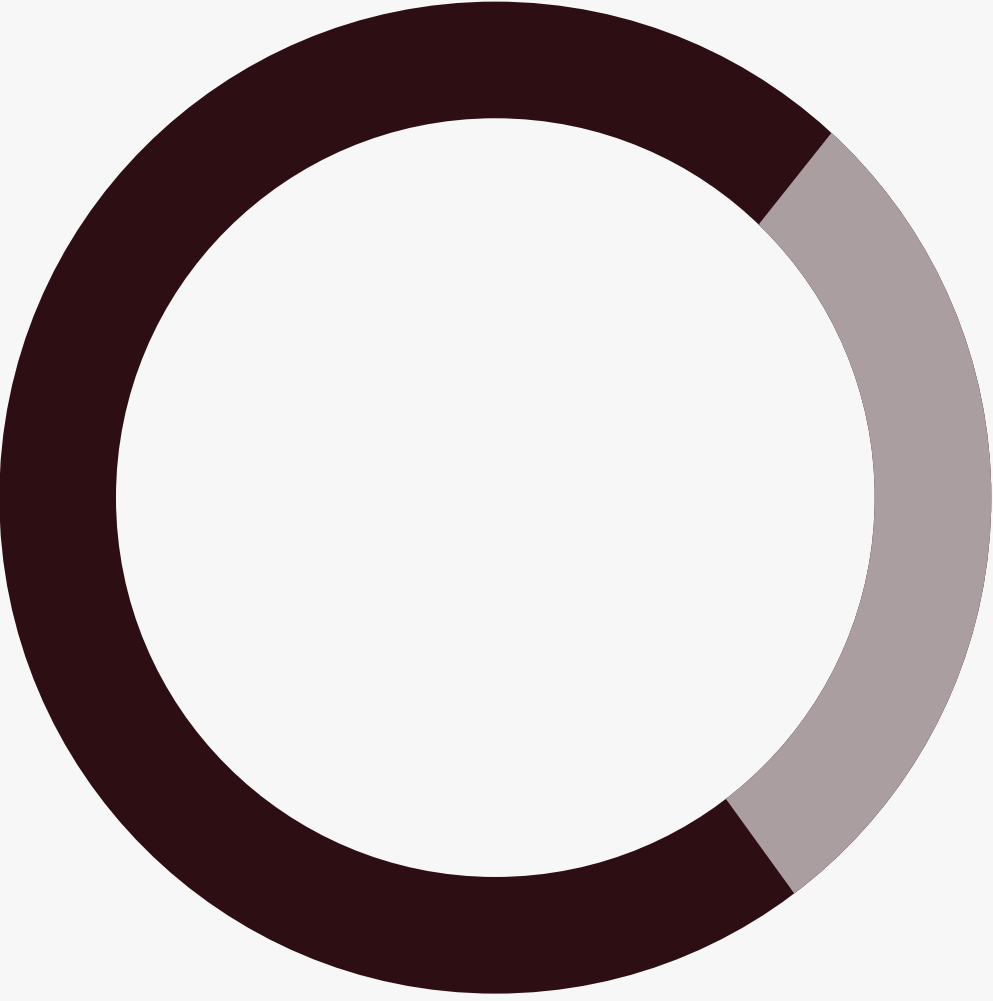
Cultural diversity:

80 nationalities represented across
our global teams.



Company wide
gender breakdown:

Female: 689 (65.4%)
Male: 358 (34%)
Non-binary: 6 (0.6%)



Management team
representation at HQ:

Female: 8 (61.5%)
Male: 5 (38.5%)



Board of directors:

Female: 0 (0%)
Male: 3 (100%)

Mental health

Since 2021, we’ve partnered with the online platform OpenUp, to give our HQ and retail teams support on employee mental health and well-being.

Culture Club

From social gatherings and team-building exercises to seasonal celebrations and creative challenges, the Culture Club brings colleagues together in an informal, engaging way, helping to maintain a strong, connected culture across departments.

Employee engagement

The Employee Net Promoter Score (eNPS) measures job satisfaction by assessing the likelihood of employees recommending Ace & Tate as a good workplace. In 2025, our eNPS response rate was 56%, with a company-wide score of 24.5 points up from earlier that year. Overall, 82% of employees said that they’re happy at Ace & Tate and

46.5% see themselves staying for at least two more years.

Diversity, Equity, and Inclusion (DE&I)

Our dedicated DE&I Committee works to make sure everyone feels welcome and included. We empower our teams through ongoing learning, including mandatory DE&I training during onboarding. In 2025, we hosted an LGBTQ+ Allyship workshop and kept the conversation going through regular newsletters from our DE&I Group, sharing insights and inclusivity tips.

Community

Ace & Tate's community mission centres on making clear vision accessible to everyone. Through local volunteering, team members give back to their immediate neighbourhoods, while frame and lens donations support essential eye care initiatives both locally and globally.



Volunteering

Ace & Tate believes in using business as a force for good by driving positive local impact in the communities we operate in. In 2025, our HQ employees came together to contribute a total of 128 volunteering hours.

In September 2025, we launched a pilot volunteering programme in Germany. Five of our Berlin store managers spent their day volunteering with Berliner Tafel, sorting and distributing food to locals in need. The initiative was a success, and described by our colleagues as a great way to contribute – not only supporting a vital organisation but also expanding the bond between Store Managers. Working together with volunteers outside of their regular profession led to a grounding experience and expanded their comfort zone.



Donations

In 2025, we strengthened our existing partnerships and established new ones, to further our mission of helping people see clearly and supporting local communities.

20,000 prescription lenses

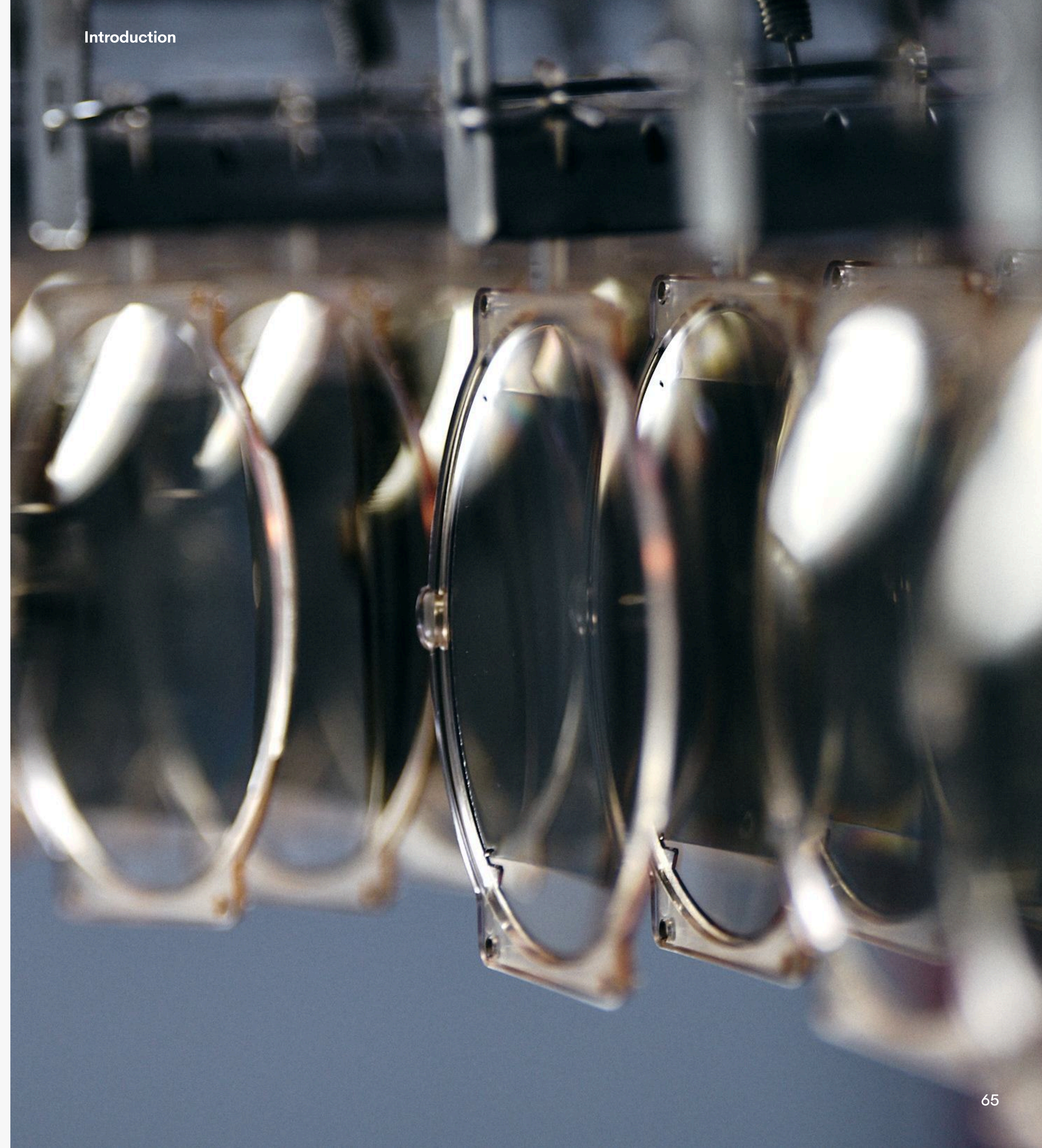
and 331 sunglasses donated to Eyes on Ghana, our long-term partner supporting patients at Theresa Hospital, giving patients access to clear, corrected vision. Sun lenses help protect eyes recovering from cataract surgery.

20 vouchers

donated to Noodfonds Amsterdam, giving Amsterdammers facing financial barriers free access to prescription eyewear.

Looking ahead: our 2026 commitments

The work doesn't stop here. Explore the commitments that shape our action plan for 2026.



People – driving sustainability culture and training	All department leads will have at least one sustainability KPI embedded into their annual performance reviews.	Achieve 100% completion of sustainability onboarding workshops among internal department heads.	Develop and publish the internal "Sustainability Playbook."
Broaden national and international partnerships	Expand our community impact by collaborating with a wider network of charitable organisations across the country and globe.		
Scale product donations	Increase our product donations for our unsold inventory products to support various causes and maximise our social impact.		
Deliver on 2026 DE&I Commitments	Partner with HR to improve the communication of available support resources and expand internal educational seminars throughout the year.	Equip department leaders with targeted feedback from the 2025 DE&I employee survey to address identified areas of improvement.	Engage Store, Regional, and Country Managers to collaborate on actionable solutions for employee concerns.
Retail volunteering	Expand volunteering programs to include all retail store employees across all markets, enabling hands-on community support at the local level.		
Formalise community policies	Implement structured guidelines and policies to govern, measure, and support our growing community initiatives.		
Improve store communication on accessibility	Enhance our physical stores and update our website to clearly inform customers whether their local store is accessible.		

Together, our commitment to our people, our inclusive workplace, and the communities we serve forms the foundation of who we are and drives our shared future forward.

4 Governance

As a certified B Corporation™, our overall social and environmental performance is independently verified against strict third-party standards. Under our governance framework, we systematically measure and disclose our corporate carbon footprint across all operational scopes. We publish verifiable impact updates to ensure complete accountability to our customers, employees, and stakeholders.

Progress against goals

Being a certified B Corp™ calls for the rigorous upkeep of environmental and ethical standards. Here is how we did in 2025.

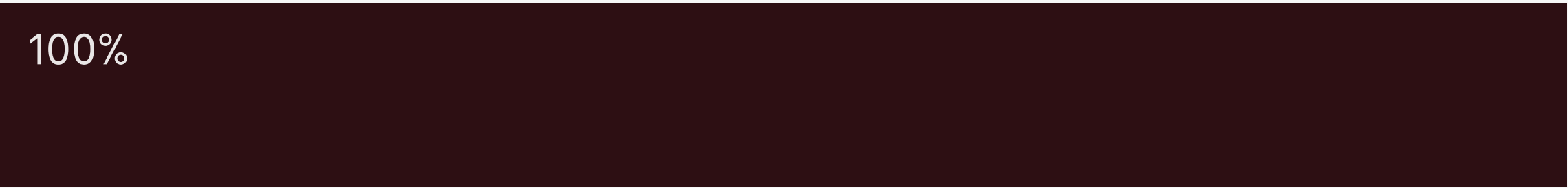




Goals

Ensure B Corp™ recertification under the new standards by September 2026 to meet Empowering Consumers for the Green Transition (ECGT) Directive compliance.

Progress



Double materiality assessment

In 2024, we conducted a double materiality assessment to pinpoint the most critical priorities for our sustainability strategy.



Our approach

1

Identification of topics

We analysed Ace & Tate within our wider landscape by looking at three angles:

Internal:
Own documentation, risks, and opportunities.

External:
Legislation, international standards, and the UN Sustainable Development Goals (SDGs).

Market context:
Competitors, peers, and industry-wide trends.

2

Stakeholder selection

To ensure a comprehensive view, we invited a balanced mix of internal and external stakeholders to join the discussion.

External partners:
B2B partners, frame and lens suppliers, quality control partners, and representatives speaking for our end-consumers.

Internal team:
Our Leadership Team (CEO, CFO, MT), board members, our internal CSRD working group, and the Employee Representation board (ER board) representing all Ace & Tate employees.

3

Stakeholder engagement

We chose a targeted approach to rank these topics, using two main channels:

Deep-dive interviews:
Conducted in person or via video call. We shared materials beforehand and collected signed reports afterward to understand the “why” behind the impact.

Online surveys:
Used alongside interviews to let stakeholders score topics, rank priorities, and flag anything we missed.

4

Material topics

After the three phases we identified seven core material topics that now define our strategy. These topics establish a clear framework for our commitment to innovation, social responsibility, and a sustainable future.

A topic is identified as material through two lenses:

Impact materiality:
When Ace & Tate's operations significantly affect society or the environment.

Financial materiality:
When a topic presents substantial financial risks or opportunities for the company.

Impact materiality

Positive (+) and/or negative impact (-)



Environment

Financial materiality

Opportunity (+) and/or risk (-)



Social



Governance



- Climate change mitigation

- Energy

- Waste

+ Equal treatment opportunities for all own workforce

- Working conditions workers in the value chain

+/- Personal safety of consumers and/or end-users

+/- Corporate culture

B Corp™

Certified B Corporations™, or B Corps™, are companies verified as meeting standards for social and environmental performance, transparency, and accountability.

Ace & Tate has used the B Corp™ framework as guidance since 2017. We became a certified B Corp™ in July 2021 with a score of 84.8 points and recertified in 2025 with a score of 116 points, achieving a B Corp™ certification under the V1.6 standards. This certification reflects an ongoing commitment to continuous improvement in these areas.



In April 2025, B Lab released the B Lab Standards V2, which require businesses to take meaningful action across seven key ESG Impact Topic areas.

During the certification journey under the B Lab Standards V2, companies are expected to continuously improve their actions over a five-year period. In July 2026, Ace & Tate recertified under the B Lab Standards V2 by meeting the Year 0 requirements. Certifying in time for ECGT compliance places Ace & Tate among the first wave of companies to recertify under the new standards and lead with clearer, more consistent, and more impactful business practices.

Climate Action [Read more](#)

Purpose & Stakeholder Governance [Read more](#)

Environmental Stewardship & Circularity [Read more](#)

Human Rights [Read more](#)

Fair Work [Read more](#)

Government Affairs & Collective Action [Read more](#)

Justice, Equity, Diversity & Inclusion [Read more](#)

Collective action

As a Certified B Corporation™, we're proud to be part of a community of companies working together for change, and taking part in collective action to advocate for a shared goal of a global economy that benefits people and the planet.



B Corp™ Fashion Circle

In 2024, Ace & Tate became a founding member of the B Corp™ Fashion Circle, a bi-monthly collective of Dutch B Corps™ and industry experts working on improving the sustainability and ethics in the fashion industry.

B Corp™ JEDI Circle

Ace & Tate has been a member of the B Corp™ Justice, Equity, Diversity, and Inclusion (JEDI) Circle since 2023. This B Corp™ community connects HR and DE&I professionals from diverse industries in the Benelux region.



Looking ahead: Our 2026 commitments

A B Corp™ certification is only the beginning.
Explore our key commitments for 2026.



Secure B Corp™
Recertification V2 standards

Achieve recertification under the updated B Corp™ standards by September 2026, ensuring full compliance with the new Empowering Consumers for the Green Transition (ECGT) Directive.

Drive eyewear industry
collaboration

Explore joining a strategic eyewear alliance to foster collective action, share best practices, and scale our sustainability impact within the industry.

Strengthen consumer safety

Launch clear, accessible frame and product safety guidance across all relevant owned digital and physical channels.

Grounded in transparency and a commitment to collective action, our governance framework ensures that accountability and rigorous ethical standards remain at the core of our decision-making and operational strategy.

5 Appendix

A source of detailed information for a more complete understanding of our impact journey in 2025.

Appendix 1

Our reports are conducted in accordance with the general standards for LCA (ISO 14040 and ISO 14044), using Vaayu's third-party verified methodology. Ace & Tate's Corporate Carbon Footprint report is aligned with the GHG protocol. The GHG protocol is the most widely adopted accounting and leading standard for calculating carbon footprints.

Vaayu's environmental footprint calculations are based on a combination of data sources. Primary data is obtained directly from Ace & Tate and value chain suppliers. Secondary data is derived from academic literature, established emission factors, and other reputable resources. Vaayu's calculations prioritise the utilisation of primary data when accessible.

Ace & Tate's 2025 GHG emissions inventory has been independently verified by SGS according to the ISO 14064-3:2019 standard (specification with guidance for the validation and verification of greenhouse gas statements) with a limited level of assurance. The verification report can be found [here](#).

Appendix 2: A detailed look at our footprint – year over year

Scope	Category	2022 (t CO2-eq)	2023 (t CO2-eq)	2024 (t CO2-eq)	2025 (t CO2-eq)	YOY change 2024 to 2025	Explanation	Percentage of market-based total 2025
Scope 1	Stationary combustion	125	70	46	62	34.8%	Overall consumption in 2025 was higher compared to 2024.	1.0%
	Fugitive emissions	0	0	22	11	−50.0%	2025 includes two fewer facilities reporting fugitive emissions.	0.2%
Scope 2	Electricity (location-based)	438	320	255	270	5.9%	Overall consumption in 2025 was higher compared to 2024.	
	Electricity (market-based)	26	11	32	117	266%	Stores that were thought to have a green electricity contract but did not.	1.8%
	District heating	32	21	88	26	−70.5%	Area-based methodology was applied consistently across both years.	0.4%
Scope 3 upstream	3.1 Product Carbon Footprint (Purchased Goods for Sale)	751	894	2030	1155	−43.1%	Increased renewable electricity at frame suppliers through on-site solar panels and I-RECs. Sun lens material changed from CR39 to Tritan Renew.	17.9%
	3.1 / 3.2 Purchased Goods & Services not for resale (incl. Capital Goods)	2694	2893	2893	1802	18.9%	Total spend in 2025 was approximately 50% higher than in 2024, partially due to new store openings.	27.9%
	3.3 Fuel & Energy Related Activities not reported in Scope 1&2		109	117	92	−21.4%	Decrease reflects the overall reduction in purchased heating and changes in the electricity portfolio.	1.4%
	3.4 Upstream transportation and distribution	416	712	563	562	−0.2%	Slight variation in the underlying primary data. Update to Vaayu's calculation methodology, now aligned with PEF and the GLEC Framework V3.2 (2025), which adopts a primarily mass-based approach compared to the previous volume-based method.	8.7%
	3.5 Waste generated in operations	86	957	590	182	−69.2%	Less waste produced in 2025 compared to 2024. Less facilities impacted by an area-based methodology.	2.8%
	3.6 Business travel	103	112	61	107	75.4%	A higher number of flights and train journeys were reported in 2025.	1.7%
	3.7 Employee commuting	283	185	205	302	47.3%	Employee count and survey response rate increased. Significant change in the average one-way travel distance compared to 2024, contributing to variations in emissions.	4.7%
Scope 3 upstream	3.9 Downstream transportation and distribution	375	335	308	137	−55.5%	Improvement to Vaayu's calculation approach to align more closely with PEF and the GLEC Framework V3.2 (2025), which is primarily mass-based, whereas Vaayu's previous approach was primarily volume-based.	2.1%
	3.11 Use of sold products	922	1131	1490	1881	26.2%	Sales increased in 2025 compared to 2024. Vaayu has updated the model to incorporate standardized assumptions, including from the PEFCR A&F V3.1 (2025).	29.2%
	3.12 End-of-life treatment of sold products	98	78	112	11	−90.2%	Vaayu previously utilised a proprietary EOL model, which was developed based on credible third-party sources. Vaayu's updated EOL model incorporates standardized assumptions, including from the PEFCR A&F V3.1 (2025).	0.2%
Total (location-based)		6322	7816	7402	6601	−10.8%		
Total (market-based)		5910	7507	7179	6447	−10.2%		100%

Appendix 2: The following Scope 3 categories are excluded from the GHG inventory

Category	Reason for exclusion
3.8 Upstream Leased Assets	Emissions are already captured in Scope 2 (utilities).
3.10 Processing of Sold Products	Products are sold as finished goods, not intermediate components.
3.13 Downstream Leased Assets	Ace & Tate does not act as a lessor of assets.
3.14 Franchises	Ace & Tate operates a Direct-to-Consumer (DTC) business model. There are no franchised locations.
3.15 Investments	Ace & Tate is not a financial institution. There is no relevant investment portfolio.

Appendix 3: Other impact indicators

Our LCA considers the following impact indicators, thus not only focussing on climate change and CO2 equivalent emissions:

- 1. Climate change (CO2-eq)
- 2. Water scarcity (m3 water-eq of deprived water)
- 3. Abiotic depletion – fossil fuels (MJ)
- 4. Abiotic depletion – metals (kg SB-eq)
- 5. Marine eutrophication (kg N-eq)
- 6. Freshwater eutrophication (kg P-eq)
- 7. Freshwater ecotoxicity (CTUe)

Scope	Average (2024)	Average (2025)	Minimum (2025)	Maximum (2025)
Water Scarcity (m3 water-eq of deprived water)	16	4.13	3.13	5.44
Abiotic depletion Fossil fuels (MJ)	85	84.46	62.88	121.33
Abiotic depletion Metals (kg SB-eq)	7.05e-5	6.63e-5	2.55e-5	25.81e-5
Marine eutrophication (kg N-eq)	1.41e-2	1.39e-2	0.97e-2	2.53e-2
Freshwater eutrophication (kg P-eq)	1.17e-2	1.92e-3	1.20e-3	3.00e-3
Freshwater ecotoxicity (CTUe)	110	62.69	37.03	115.76

Appendix 4: Materials matrix

	A - Recommended	B - Good	C - Could be better	D - Discouraged	E - Avoid
Acetate frames	Recycled acetate	Acetate renew bio	Bio acetate Bio TPU PA11	Renew acetate	Standard TPU Standard acetate
Metal frames	Recycled stainless steel Recycled titanium	Monel Nickel silver Beta titanium	Stainless steel Titanium		
Sun lenses	Tritan Renew	CR39			
Demo lenses	Recycled PMMA	PMMA			

Appendix 5: Recalculation policy

The intent of this base year recalculation policy is to ensure that base year emissions and associated required metrics remain accurate, representative, and comparable over time. This policy is reviewed annually and aligned with the SBTi V2 and GHG Protocol standards. Base year recalculation is required in response to material structural or methodological changes, which includes occurrences resulting in significant emissions changes such as:

- 1. Ongoing evaluation (when any of the following events occur at any time during the target timeframe)
 - Structural changes in the organisational (e.g., mergers, acquisitions, divestments, outsourcing of emitting activities) and operational boundaries (e.g. emission categories inclusion) that significantly impact emissions;
 - Changes in the consolidation approach (e.g. from equity share approach to operational control approach);
 - Changes in company activities that cause emissions to shift across scopes or across scope 3 categories.

- 2. End-of-cycle evaluation (at the end of the target cycle, evaluate whether a recalculation is required due to the events that may have occurred at any time during the target timeframe)
 - Changes in the calculation methodology that have significant impacts on base year data (e.g. improved activity data, updated assumptions, calculation methods, changes in emission factors where the update is not related to an actual change in conditions);
 - Discovery of significant or cumulatively significant errors.

We aim to comply with significance thresholds at which recalculations shall occur that apply for the GHG Protocol and SBTi V2 frameworks. When such changes would cumulatively lead to a variation (increase or decrease) of 5% or more in total emissions for any individual scope (scope 1, 2, or 3) in the base year, recalculation is needed. Additionally, we need to assess whether changes in scope 3 cause any category to newly meet or cease to meet the 5% threshold for target coverage.

Where the significance threshold is exceeded, we will recalculate the base year GHG emissions inventory and update any associated required metrics accordingly. We may also choose to

recalculate our baseline for changes below this threshold. We will decide on a case-by-case basis whether to recalculate and report the emissions between the base year and the year of the change.

Importantly, changes that are a result of ordinary business activities or other changes in real emissions (e.g., increases or decreases in sales or revenue, closures or openings of stores, hiring or terminating employees, changing materials or emissions generating activities, decreases in the same emission factors over time reflecting real changes in emissions) do not trigger recalculation and should not be considered as part of the 5% base year change analysis.

We will obtain independent third-party assurance for the recalculated GHG emissions inventory and other metrics at a minimum level of limited assurance. All recalculations and the reasons for such recalculations will be published in our annual Responsibility Report in the next reporting cycle following the recalculation.

Amfori BSCI: A supply chain management system that helps companies improve social compliance by monitoring and promoting fair working conditions. Audits are based on international labour standards (e.g., ILO, UN, OECD) to address social risks. (Source: [amfori](#))

B Corp: B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. (Source: [B Corp](#))

Capital goods: A category that makes up part of a company's corporate carbon footprint. It includes all upstream (i.e. cradle-to-gate) emissions from the production of capital goods purchased or acquired by the company. (Source: [GHG Protocol](#))

Corporate Carbon Footprint (CCF): Measures the emissions of a company's entire value chain, including its direct emissions (e.g. fuel combustion) and indirect emissions (e.g. during production of the products). (Source: [TUV Rheinland](#))

Corporate Sustainability Reporting Directive (CSRD): EU law requires companies above a certain size to disclose information on what they see as the risks and opportunities arising from social and environmental issues, and on the impact of their activities on people and the environment. (Source: [European Commission](#)).

Empowering Consumers for the Green Transition Directive (ECGT): The EU Directive on Empowering Consumers for the Green Transition aims to combat greenwashing, enhance transparency in environmental claims, and promote sustainable consumption, with full application starting from 27 September 2026. (Source: [European Union](#))

Fugitive emissions: E.g. equipment leaks; methane from coal mines and venting; emissions from the use of refrigeration and air conditioning equipment; and methane leakages from gas transport. (Source: [GHG Protocol](#))

Greenhouse Gas Protocol (GHG Protocol): The GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions. (Source: [GHG Protocol](#))

International Labour Organisation (ILO): The International Labour Organisation is devoted to promoting social justice and internationally recognised human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. (Source: [UN](#))

International Renewable Energy Certificate (I-REC): Market-based instruments that certify the generation of one megawatt-hour (MWh) of electricity from renewable energy resources. They provide a transparent and credible way for companies and individuals to support renewable energy development and verify their renewable energy usage. (Source: [World Green Economy Organization](#))

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Greenhouse Gas Protocol (GHG Protocol): The GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions. (Source: [GHG Protocol](#))

International Labour Organisation (ILO): The International Labour Organisation is devoted to promoting social justice and internationally recognised human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. (Source: [UN](#))

International Renewable Energy Certificate (I-REC): Market-based instruments that certify the generation of one megawatt-hour (MWh) of electricity from renewable energy resources. They provide a transparent and credible way for companies and individuals to support renewable energy development and verify their renewable energy usage. (Source: [World Green Economy Organization](#))

International Sustainability and Carbon Certification (ISCC): An independent multi-stakeholder initiative and leading certification system supporting sustainable, fully traceable, deforestation-free and climate-friendly supply chains. ISCC certification covers sustainable agricultural biomass, biogenic wastes and residues, non-biological renewable materials and recycled carbon-based materials. (Source: [ISCC](#))

ISO 14001: ISO 14001 is the internationally accepted standard that sets requirements for an environmental management system, developed by the International Organization for Standardization. The environmental management system is used to develop an environmental policy that fits the organisation and to ensure its effective implementation. (Source: [ISO](#))

ISO 9001: the international standard for quality management systems (QMS), developed by the International Organization for Standardization (ISO). ISO 9001 sets out the criteria for a quality management system that helps organisations consistently meet customer and regulatory requirements, and drive continuous improvement. (Source: [ISO](#))

Life Cycle Assessment (LCA): A methodological tool used to quantitatively analyse the life cycle of products/activities within the context of environmental impact. In LCA, the total life cycle of a product or activity is considered, from the extraction of resource materials to the waste and waste treatment stage, also referred to as from the cradle to the grave. For this purpose, specific calculation tools are being applied. (Source: [RIVM](#))

Market-based method: A method to quantify the scope 2 GHG emissions of a reporter based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with contractual instruments, or contractual instruments on their

own. This is opposed to the location-based method, a method to quantify scope 2 GHG emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries. (Source: [GHG Protocol](#))

Mass balance: Mass balance provides manufacturers with a methodology to track the certified materials as they move along the value chain and attribute the inputs of a production process, like certified recycled plastic, to outputs of that production process through certified bookkeeping. Although the material's physical features are mixed and cannot be told apart within the mix anymore, their sustainability and GHG emission data remain assigned to the batches of materials in the bookkeeping. (Source: [ISCC](#))

Manufacturing Restricted Substance List (MRSL): A list of chemical substances that are banned from, or whose use is limited, in manufacturing processes, not just in finished products themselves. MRSLs apply to all chemical inputs used to make a product, such as dyes, coatings, adhesives, and cleaning agents. By controlling substances at the process stage, MRSLs help reduce the use and release of hazardous substances in manufacturing, supporting stronger chemical management across the supply chain. (Source: [Enhesa](#))

Product Carbon Footprint (PCF): Measures the greenhouse gas emissions of a product from production to disposal. This includes emissions from extracting raw materials, manufacturing, transportation, use, and disposal. (Source: [Ecochain](#))

Product Restricted Substance List (PRSL): Restricts the use of chemicals in the final product. (Source: [TFL](#))

Purchased Goods and Services (not for resale): A category that makes up part of a company's corporate carbon footprint and is counted in the upstream Scope 3 emissions. It includes all upstream (i.e. cradle-to-gate) emissions from the production of products purchased or acquired by the company that are not for resale. Products include both goods (tangible products e.g. store furniture, optician equipment, etc.) and services (intangible products). (Source: [GHG Protocol](#))

QIMA: A global provider of testing, inspection, certification and compliance services for consumer products, food and life sciences industries. QIMA ethical audits help companies ensure ethical practices across their supply chains. The social compliance audits provide visible proof to stakeholders that their supply chains are ethically managed. (Source: [QIMA](#))

Stock keeping unit (SKU): A unique identifier assigned to each product for easier and more efficient record-keeping. (Source: [Corporate Finance Institute](#))

SA8000: SA8000 is an international standard for social accountability management systems developed by Social Accountability International. It covers eight performance criteria related to labour rights, health and safety, and discrimination in the workplace. (Source: [Social Accountability International](#))

Spend-based methodology: Estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g. industry

average) sector-tailored emission factors (e.g. average emissions per monetary value of goods) (Source: [GHG Protocol](#)). Vaayu applied the spend-based method for all other purchased goods and services, computing vendor spend against relevant EEO factor that assumes a sector-tailored emissions value per unit of economic value.

Science Based Targets initiative (SBTi): The Science Based Targets initiative provides businesses with a clear view on the scope and speed at which they need to reduce their GHG emissions to be in line with the Paris Agreement target to limit global warming to 1.5°C. (Source: [SBTi](#))

SMETA: An audit that helps businesses assess and improve social and environmental performance in their own operations or at a supplier site. (Source: [SEDEX](#))

The UN Guiding Principles on Business and Human Rights (UNGPR): The UN Guiding Principles on Business and Human Rights are a set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations. (Source: [Business & Human Rights Resource Centre](#))

UN's Sustainable Development Goals: The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. (Source: [United Nations](#))

Worldly: A global sustainability platform used by thousands of facilities and brands worldwide. Its centralised data collection system minimises workload by eliminating duplicate reporting. By completing the Higg Facility Environmental Module (Higg FEM) module, facilities gain a score of their environmental performance that they can easily share with any global brand. (Source: [Worldly](#))

WRAP: Established in 2000, Worldwide Responsible Accredited Production (WRAP) is an independent certification programme focused on promoting and certifying safe, lawful, humane, and ethical manufacturing globally, specifically in the apparel and footwear industry. (Source: [WRAP compliance](#))

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www.aceandtate.com

responsibility@aceandtate.com