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CORPORATE RESPONSIBILITY REPORT 2023





# A letter from executive leadership

I'm thrilled to have the opportunity to introduce Randa Apparel & Accessories associates, customers, suppliers, and other stakeholders to this first-ever Randa Apparel & Accessories Corporate Responsibility Report, which details the exciting progress we've made over the past two years toward our goal of continuing to make Randa a more responsible global citizen.

Randa's vision is to be the global leader in apparel and accessories by driving change and building on more than a century of innovation. Today, being a leader means not just developing amazing products and great brands but also utilizing the incredible platform that we have built to drive innovation for a better and more sustainable future.

At Randa, we recognize the risks that the ongoing climate crisis poses to our communities, and we know that it is our responsibility to transform our business to meet these challenges. Likewise, we must embrace our commitment to support, enhance, and nurture the diverse community of people who are part of our organization – our associates and their families, the workforces at our suppliers, and the millions of consumers who rely on our products.

For all these reasons, in 2022, we prioritized building a long-term, ambitious, and detailed sustainability roadmap to guide our future investments in responsible practices. That effort engaged dozens of associates from every part of our organization, and culminated in the 2023 launch of our three core Sustainability pillars—People, Planet, and Product. Each pillar is supported by key goals that we aim to achieve over the coming years.

As this Report shares, in the 18 months since the launch of that roadmap, we have made significant progress on each of these goals. We have examined and quantified the environmental impact of every aspect of our business, from

design to production to distribution. We've studied the materials we use to make our core products and have educated our teams on the environmental footprints that different materials can have so that they can make more informed environmental decisions early in the development process. We've pivoted our distribution centers toward a zero-waste future and expect to accomplish this important goal shortly. And we've continued our long-term commitment to investing in the health and well-being of all our associates with new benefits, focused programs, and opportunities for growth.

But our path toward becoming more responsible global citizens is a long journey, and we still have much to learn and much to accomplish. The challenges that our society and our planet face are not going away, so we must continue to learn, to invest, and to progress so that Randa can contribute to a more sustainable and equitable future.

While I am very proud of the progress we have achieved in this initial phase of our journey, I'm even more excited about the effort we will put in over the coming years to make significant strides forward in becoming a more sustainable organization and continuing to champion human rights and inclusivity throughout our business.

## JUSTIN SPIEGEL

Randa Apparel & Accessories  
Executive Vice President, Chief Legal Officer



# Included in our 2023 corporate responsibility report

Randa Apparel & Accessories (Randa) is a global leader in apparel and accessories, trusted by the world's most recognized brands and retailers, operating a portfolio of 30+ brands, meeting our customers' distinct and ever-evolving needs, whatever and wherever they may be. With a heritage spanning over a century, Randa combines deep industry expertise with a forward-thinking approach to deliver quality products and exceptional service. Our commitment to corporate responsibility is woven into our business—from sustainable sourcing and ethical manufacturing to community engagement and environmental stewardship. As a trusted partner to our customers, Randa is dedicated to driving positive impact and empowering others to succeed. We strive for transparency, integrity, and innovation, working to create value for our associates, partners, and communities.

In this report, we share our journey, outlining the steps we've taken and the goals we're setting to create a more sustainable, responsible, and inclusive future for the apparel industry.

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At Randa Apparel & Accessories, *our vision* is to be the global leader in apparel and accessories by driving change and building on more than a century of innovation.

FOUNDED IN  
**1910**

Randa has been driving innovation and change for over a century

**30+**

brands across all channels of distribution

**11+**

countries in which we operate

**20,000+**

stores worldwide that sell Randa products

**1,000+**

global Randa associates



# Over a century of refining expertise



**RANDA ACCESSORIES - SINCE 1910**

Randa Apparel & Accessories (Randa) is a global powerhouse with over 100 years of expertise. Known for its expertise in accessories, Randa’s diverse product portfolio includes some of the most recognized names in fashion.

**HAGGAR - SINCE 1926**

Since its beginnings in a one-room office in Dallas in 1926, Haggar Clothing Co. has grown from a manufacturer of men’s fine dress pants and slacks into one of the most recognized apparel brands in the world. Credited with making the first pre-hemmed dress pant, washable suit, iron free cotton khakis, suit separates, and coining the term “slacks”, Haggar has continued to lead menswear innovation and technology for over 95 years. Worn by U.S. Presidents, Hall of Fame athletes, and leaders in every industry – the brand celebrates the refined elegance and timeless appeal of American style, where tradition meets contemporary flair, and where every detail reflects our commitment to authenticity and excellence.



**TRIBAL - SINCE 1969**

Tribal Sportswear was founded over 50 years ago in Montreal, Canada, to create apparel for a community of like-minded women. Tribal clothing is designed by women for women. From thread to finish, each piece is thoughtfully crafted with unparalleled attention to detail using premium fabrics.



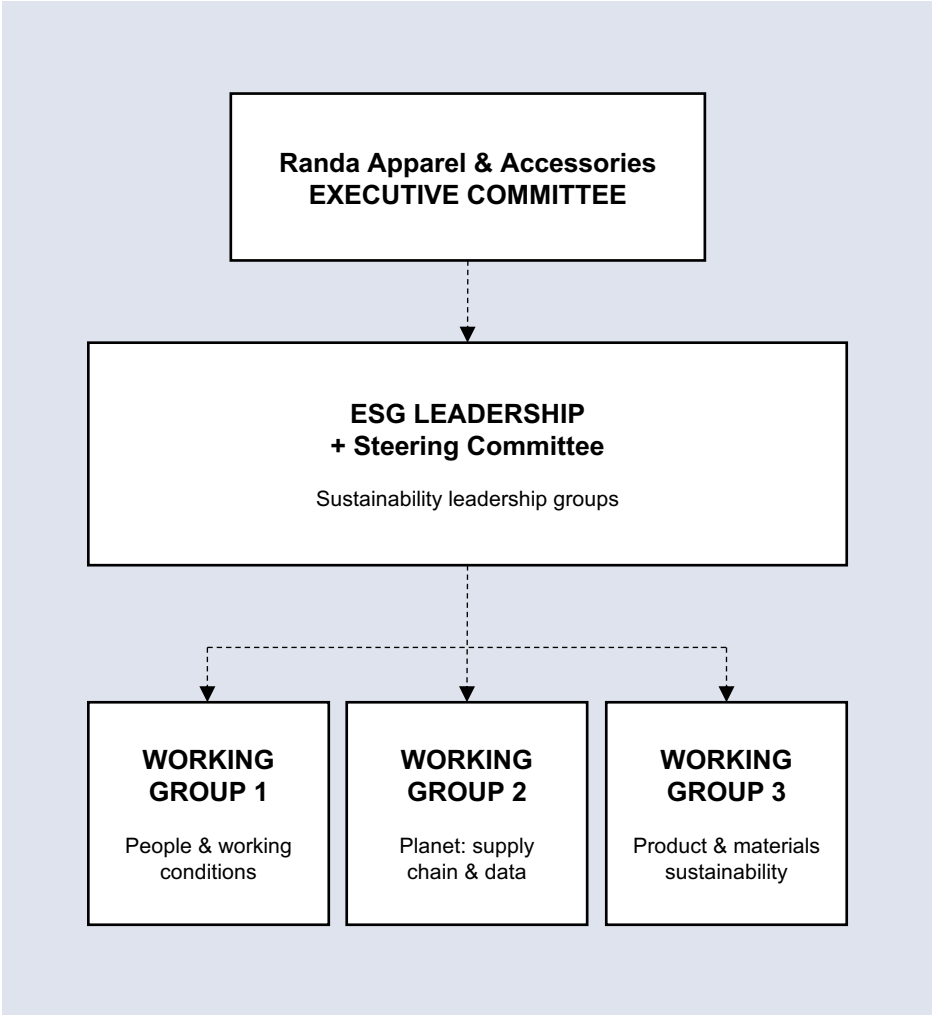
# Randa’s ESG governance

In 2023, Randa established a governance structure to oversee our Environmental, Social, and Governance (ESG) strategy and framework. The structure focuses on risk identification, management, and oversight.

Our Executive Committee ultimately directs our sustainability initiatives. They collaborate with the ESG Leadership team and Steering Committee, which includes leaders from each Randa division, alongside three Working Groups—People, Planet, and Product—representing the core pillars of our Sustainability Framework.

The three Working Groups consist of leaders from relevant areas within our organization, who are crucial in delivering our sustainability objectives. These groups convene monthly to share insights, assess impacts, and report on progress within their areas of responsibility. Each Working Group is instrumental in translating our sustainability vision into actionable plans.

The Executive Committee receives updates biannually and is responsible for approving long-term sustainability goals, strategies, and key initiatives. Our Chief Legal Officer advises on compliance with sustainability standards and regulations, while the Director of Global Sustainability plays a central role in leading programs across all divisions and adapts strategies, as necessary.







# Materiality & stakeholder engagement

In 2022, Randa Apparel & Accessories embarked on its sustainability journey with a comprehensive materiality assessment. Our goal was to develop a robust set of initiatives, a strategic roadmap, and a thoughtful approach to sustainability by identifying the top priority issues for our internal and external stakeholders.

We partnered with a leading consulting firm to conduct in-depth research and analysis, focusing on industry trends, industry peers, and non-profits. Additionally, we gathered insights through interviews and surveys with over 70 Randa associates, suppliers, business partners, and customers.

Leveraging global frameworks such as the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), along with following guidelines from recognized organizations like the Ellen MacArthur Foundation and Cascale (formerly Sustainable Apparel Coalition), we identified a list of material issues to narrow our focus.

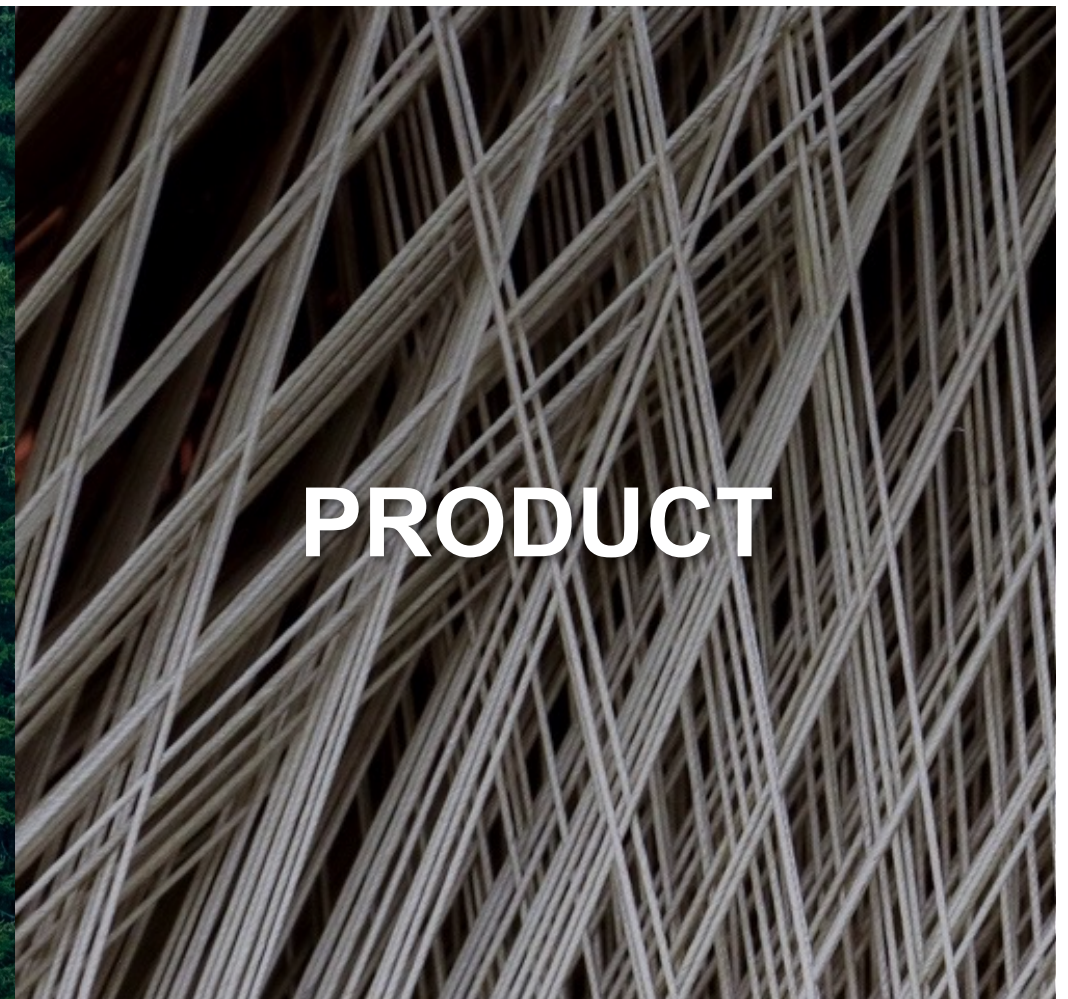
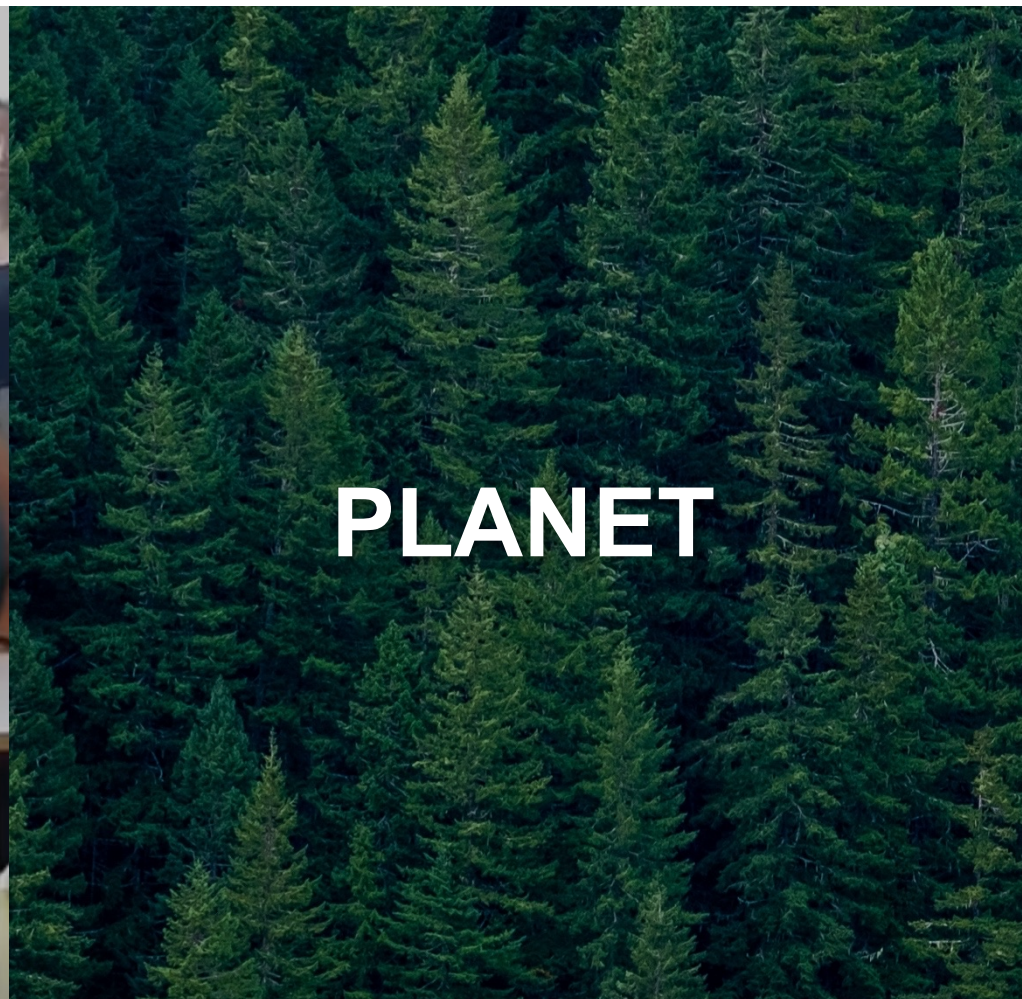
The insights gained from this extensive stakeholder engagement and analysis formed the foundation of Randa’s Sustainability Strategy Framework, highlighting the most critical areas for our organization to address. The list on the right presents the results of this materiality assessment.

PRIORITY MATERIAL ISSUES
Raw Material Sourcing and Impacts
Supply Chain, Human Rights and Working Conditions
Circular Product & Packaging Design
Climate Change and Greenhouse Gas Emissions
Diversity, Equity, Inclusion, and Belonging
Responsible Manufacturing
Talent Attraction and Retention
Associate Health, Safety, and Well-Being
Community Impact



# *Our priority* is to be a responsible global citizen

Randa's **Sustainability Strategy Framework** is built around three core pillars: **People, Planet, and Product**. This approach underscores our dedication to sustainability and aligns with our corporate vision of driving positive change, rooted in more than a century of innovation.





A woman with long dark hair, wearing a blue patterned sweater, is smiling and speaking into a microphone. She is wearing a lanyard with a badge that says "MONTREAL 2023". The background is a blurred stage setting.

# PEOPLE

## *Empowering teams globally* by driving equity and creating good livelihoods

### **FOSTER DIVERSITY, EQUITY & INCLUSION**

We strive to create a diverse, equitable, and inclusive workspace where associates are empowered to bring their true, authentic self, every day. Stronger together, we break barriers and build bridges to connect people, celebrate uniqueness, and acknowledge that our differences are our greatest strengths.

### **PRIORITIZE HUMAN RIGHTS & SOCIAL COMPLIANCE**

We leverage industry-leading social compliance tools to enable good livelihoods globally. We aim to partner with top-quality factories and support our existing partners to ensure the protection of workers' rights, safety, and well-being.

### **ADVANCE ASSOCIATE WELLBEING**

We will make Randa the best place to build a career by engaging and developing our talent. We prioritize delivering a leadership development program to train and empower our associates, create growth opportunities at every level, and support our associates in all aspects of their lives.



# Diversity, equity, & inclusion

*Our goal is to ensure that diverse talent is represented across the company and throughout our value chain.*

To advance this vision, we established our Randa D.E.I. Committee in 2022. The committee aims to educate, raise awareness, and celebrate the diversity of our associates by fostering cultural community moments. While we have made meaningful progress in building a more inclusive company culture, we recognize there is still much more to achieve.

Education and Awareness: We are committed to educating our associates on D.E.I. and cultivating a more inclusive work environment. Randa regularly hosts associate-led D.E.I. Committee meetings, monthly events, third-party expert trainings, and professional speaker engagements to promote understanding and inclusivity.

Attract and Develop Diverse Talent: We actively seek to attract and develop diverse talent by partnering with organizations such as Fashion Scholarship Fund, attending minority, LGBTQIA+, and Female Forward career fairs, and maintaining a presence at BIPOC and Historically Black Colleges and Universities.

Give Back to Our Communities and Philanthropies: Randa supports local non-profits through volunteerism that aligns with our core values. We advocate for and sponsor the D.E.I. missions of brand partners, such as Runway of Dreams, a foundation that promotes disability inclusion in the fashion industry by raising awareness and inspiring change through adaptive runway shows.





# Human rights & social compliance

Randa aims to leverage industry-leading social compliance tools to promote sustainable livelihoods worldwide. We partner with suppliers that adhere to fair wage standards and best-in-class safety benchmarks.

As part of our dedication to human rights, we have integrated robust due diligence processes into our procedures and policies. To enhance transparency and accountability, Randa has implemented an AI-powered tool to trace and manage our supply chain from raw material sourcing to the distribution of finished goods. This enables us to verify responsible supplier operations and is supported by our Supplier Terms of Engagement, Code of Conduct, and local audits and compliance framework.

To stay informed about the global macro environment, mitigate risks, and continuously enhance our human rights and social compliance practices, Randa maintains active roles in industry groups. Our memberships include the American Apparel and Footwear Association (AAFA), with participation in Social Compliance, Environmental, and Product Safety Committees, Social Labor Convergence Project Signatory, Cascale, Intelligence Conflict Minerals, and NIRAPON for workplace safety in Bangladesh.

In 2022, Haggag sponsored its third Health Week Medical Camp event for Bangladesh factory workers in collaboration with one of our key suppliers. The event provided over 4,500 workers with consultations from more than 90 medical professionals, including specialists in general medicine, gynecology, dermatology, and dentistry. Additional services included specialized blood tests, health education, and gift packs for pregnant workers. RAA plans to continue and expand this initiative to sponsor vital medical services to workers at our key supplier locations.

SOCIAL & LABOR  
CONVERGENCE

Cascale

NIRAPON

AMERICAN  
APPAREL &  
FOOTWEAR  
ASSOCIATION

SOURCE  
INTELLIGENCE  
A Source 44 Company







## Associate wellbeing

Our goal is to make Randa the best place to build a career, and we take a holistic approach to achieving this. Rather than adopting a one-size-fits-all model, we employ a multi-faceted strategy. Randa is dedicated to providing a well-rounded value proposition for our associates.

Our priorities include delivering leadership development programs to empower our associates, create growth opportunities at every level, and support our associates in all aspects of their lives. We offer a flexible working policy, a comprehensive benefits package with mental health support, and programs for professional, leadership, and internship development. We consistently focus on fostering engagement and a positive company culture.

Randa's commitment to these priorities is evident in our Gallup poll results, which place us in the 85th percentile for associate engagement among U.S. companies of similar size, based on data accumulated from 2019-2023.





An aerial photograph of a dense evergreen forest, showing a vast expanse of green trees stretching towards the horizon. The word "PLANET" is overlaid in large white letters on the left side of the image.

# PLANET

*Collaborating* to create  
a responsible, traceable &  
transparent supply chain

#### **REDUCE CLIMATE IMPACT**

Randa is committed to addressing the issue of global climate change and mitigating the impacts of our business by reducing greenhouse gas emissions across our value chain.

#### **MANUFACTURE RESPONSIBLY**

To reduce our greenhouse gas emissions and environmental impact, Randa aims to set science-based Greenhouse Gas (GHG) reduction targets that extend beyond our direct operations, where a significant portion of our environmental footprint lies.

#### **MINIMIZE OPERATIONAL IMPACTS**

Randa will integrate zero waste principles across our operations, aiming to divert waste from landfills. We have created a path for Randa-controlled distribution centers to achieve zero-waste certification and work towards Net Zero carbon emissions.



# Climate & greenhouse gas emissions

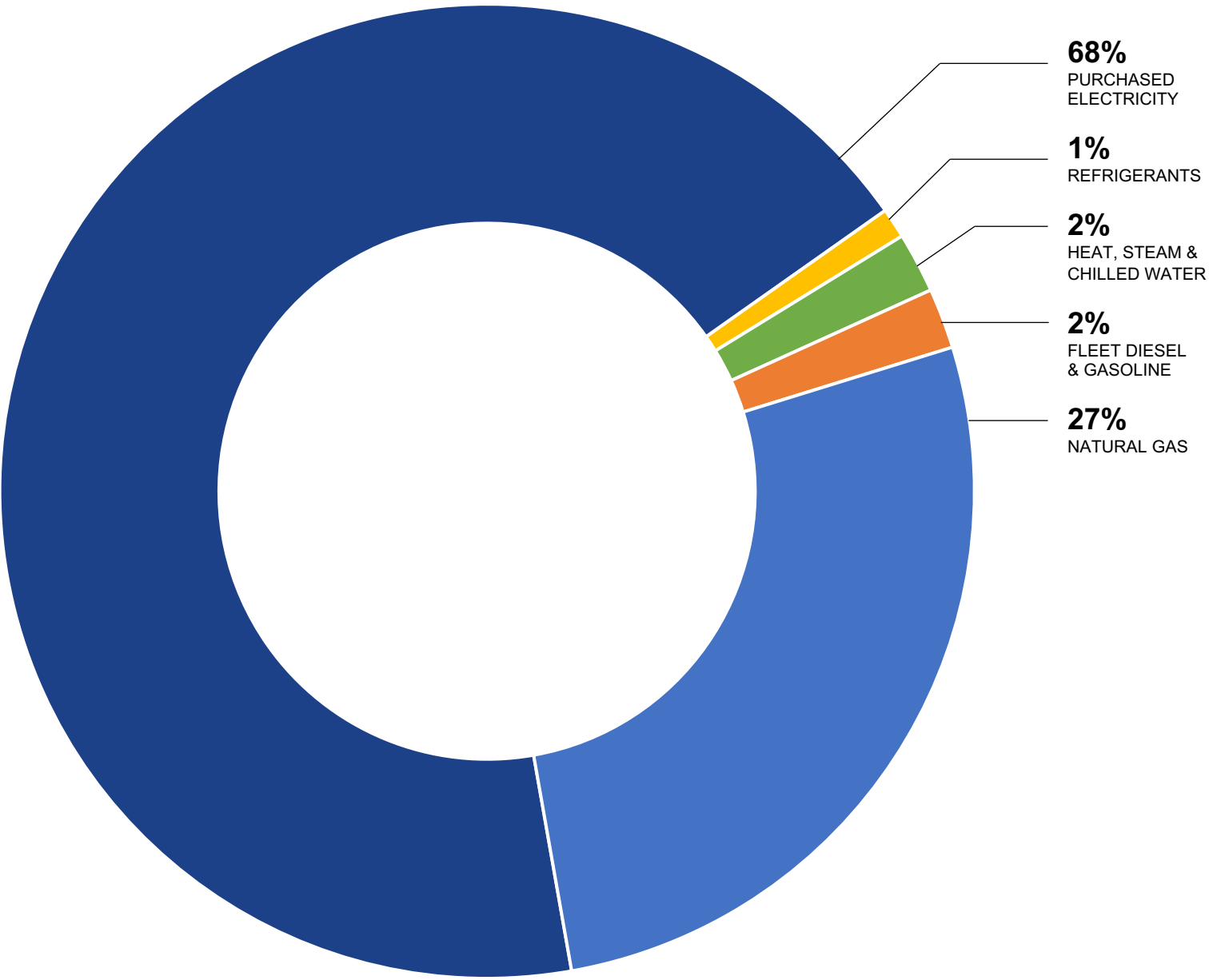
As a **Responsible Global Citizen**, Randa is committed to addressing climate change and mitigating the environmental impact of our business by reducing greenhouse gas emissions across our value chain.

We completed our greenhouse gas inventory of our Scope 1,2, and 3 emissions for fiscal years 2022 and 2023, encompassing both our operations and supply chain. In 2025, we plan to establish science-based targets, using 2022 as our baseline year. We are identifying key emissions hotspots and developing a decarbonization plan across the value chain.

In 2023, we reduced our overall owned operational greenhouse gas emissions (Scope 1 & 2) by 14% compared to 2022, primarily through a decrease in emissions from electricity emissions. This achievement was driven in part by energy-saving initiatives and efficiency upgrades at our Fort Worth distribution center.

World Resources Institute Greenhouse Gas Protocol, the international standard and tool for carbon accounting, was used to measure our GHG emissions. Where consumption data was missing due to landlord owned control, estimates were used based on average and previous year data where available.

SCOPE 1 & 2 ACTIVITY – FY23







# Responsible manufacturing

To minimize greenhouse gas emissions and reduce our environmental impact, Randa is working to set science-based Greenhouse Gas (GHG) reduction targets across our value chain, extending beyond direct operations where a significant portion of our environmental footprint lies. As a member of Cascale, Randa receives support and guidance on decarbonization efforts and utilizes the Higg Index suite of technology tools to measure and manage our environmental footprint.

Randa has completed inventory of Scope 3 greenhouse gas emissions for fiscal years 2022 and 2023, having diligently gathered detailed activity data regarding our facilities, products, materials, and supply chain. Our goal is to set our science-based targets using 2022 as the baseline.

## THE HIGG FACILITY ENVIRONMENTAL MODULE

The Higg Facility Environmental Module is a key industry-aligned tool that evaluates the environmental footprint of our supply chain. It allows us to measure and record our suppliers' GHG emissions and identify areas of opportunity to improve at the manufacturing level, including environmental management systems, energy, water, wastewater, air emissions, waste, and chemicals. For 2023 results, 91% of our core factories (Tier 1) completed self-assessments, with 65% undergoing third-party verification.

We are actively working to onboard more secondary suppliers (Tier 2), including textile mills and material suppliers, and ensure their data is accurately verified.

Randa is committed to engaging with suppliers through onboarding and training programs, intending to increase data verification, enhancing scores, and driving supplier performance across all environmental criteria.

## CHEMICAL MANAGEMENT PROGRAM

Randa maintains Restricted Substances Lists aligned with regulatory standards, licensor guidelines, and customer requirements. Suppliers are required to adhere to product testing protocols to prevent the use of restricted substances and ensure product safety. We will continue to monitor and further reduce the use of hazardous chemicals and discharge in our production process.





# Minimize operational impacts

Randa is integrating zero waste principles into our operations, striving to divert waste from landfills by embracing circularity principles: Reduce, Reuse, and Recycle. We aim for Randa-controlled distribution centers (DCs) to achieve zero-waste by 2025 and reach Net Zero carbon emissions by 2033.

## ZERO WASTE CERTIFICATION

To earn certification, facilities must divert over 90% of their annual waste from landfills or incineration. Randa's Toronto DC piloted the Zero Waste initiative in 2023, diverting 82% of waste from landfills or incineration that year. We aim for our Fort Worth DC to surpass the 90% threshold in 2025, with our New Orleans and Reno DCs to follow. Since 2008, Randa has used corrugated box recycling program across our distribution centers. To enhance efficiency, we installed auto-baggers to replace traditional boxes and redesigned our box construction to minimize waste.

## DISTRIBUTION CENTER DECARBONIZATION

In 2023, Randa invested in energy reduction and efficiency measures to reduce the carbon footprint of our DCs. Our Fort Worth DC achieved an average monthly energy savings of 21% by efforts such as replacing 200 metal halide fixtures with energy-efficient LED lighting. Our New Orleans DC installed a new reflective roof and 36 skylights (5' x 8'), resulting in further energy reductions.

## GREEN TEAMS LAUNCH

We launched our local Green Teams throughout Randa's North American offices to promote waste reduction and raise awareness of our sustainability initiatives. These teams lead events, including Earth Day celebrations and Zero Waste campaigns, to engage associates and drive sustainable practices.







# PRODUCT

*Driving trust* by integrating sustainability into product quality and innovating to meet customer needs

## **REDUCE MATERIAL IMPACTS**

Randa aims to use responsibly sourced and environmentally preferred materials. We strive to build trust and reduce our environmental footprint by continuously innovating our products and processes to meet customer needs.

## **INVEST IN RESPONSIBLE MATERIALS AND INNOVATION**

Randa aims to develop a portfolio of next-generation, innovative, and responsible materials to advance our climate goals and reduce our environmental and social footprint.

## **PROMOTE CIRCULARITY**

Randa aims to make circular design a key driver of innovation across our products, packaging, and business models. By 2033, our goal is that 10% of our product assortment will be designed for circular business models or to support a circular product lifecycle.



# Material impacts

## BUILDING TRUST

Randa designs and develops products with a focus on longevity and versatility and a commitment to building trust through a portfolio of responsibly sourced, environmentally preferred materials. Leveraging innovation, we strive to meet customer needs and aim to reduce our environmental footprint. We aim to drive measurable progress toward our 2033 climate goals by adopting new materials standards.

In 2023, we established the Product Sustainability Working Group, consisting of leaders in design and merchandising from across our organization. With sustainability training, these leaders are pivotal in advancing our company’s environmental objectives. Guided by the Director of Global Sustainability, the group meets monthly to exchange knowledge, discuss impacts, and report on progress within each Randa area of responsibility.

## WHAT IS MEASURED CAN BE MANAGED

Our analysis of company-wide materials data from 2022 and 2023 indicated that the majority of Randa's GHG emissions stem from materials, particularly in Tier 2 and below. We will leverage these results to establish future impactful and actionable goals.







# Responsible materials & innovation

We acknowledge the need for transparency about the origins of our raw materials. While the apparel industry’s supply chain may be complex, we are committed to traceability and due diligence to support responsible product creation. Randa is part of Textile Exchange’s Recycled Polyester, Bio synthetics, Manmade Cellulosic, Sustainable Cotton, and Leather Round tables, where we access the latest information on responsible, next-generation materials.

### POLYESTER

Randa aims to increase the percentage of recycled polyester or bio-based alternative materials in our products and track usage annually to measure progress.

### LEATHER

Randa joined the [Leather Working Group](#) (LWG) in 2021. LWG is a global non-profit organization that promotes best practices for the leather industry. LWG sets standards for environmental, social, traceability, and chemical aspects of leather production. They certify tanneries based on these standards. As a member, we have access to resources, tools, and support to make informed decisions about our leather sourcing and manufacturing partners. We primarily source leather from LWG-rated tanneries and are committed to expanding this certification across all our tanneries.

Randa is committed to using only leather sourced as a byproduct of the meat industry. Furthermore, we do not source leather from animals raised in the Amazon biome. In 2023, Randa adopted recycled leather and cactus leather as alternatives to virgin leather. We remain dedicated to enhancing materials traceability and expanding the use of innovative materials that further reduce our environmental impact.

### VISCOSE

In 2023, our Tribal team began increasing the use of more sustainable manmade cellulosic fiber alternatives, such as Lenzing™ Tencel™ and EcoVero™, in place of conventional viscose rayon. We plan to expand usage of those fibers and track annual usage.

**Randa is focused** on developing a portfolio of next-generation, innovative, and responsible materials to advance our climate goals and reduce our environmental and social footprint.





# Circularity

Randa aims to make circular design a core driver of innovation. By 2033, our goal is that 10% of our product assortment will be designed for circular business models or to support a circular product lifecycle. We are committed to integrating the principles of Reduce, Reuse, and Recycle in our products and packaging.

## PRODUCTS

Using responsibly recycled materials instead of virgin materials reduces environmental impact. Since 2009 to June 2023, Haggar has utilized REPREVE®, a recycled polyester made from post-consumer plastic water bottles, recycling over 175 million post-consumer plastic bottles into products made with REPREVE®.

Choosing REPREVE® over virgin polyester, Haggar has prevented 7.16 million kilograms of CO<sub>2</sub> emissions and conserved over 30 million gallons of water during the same period. Randa will explore a variety of circular products, including closed-loop recycled polyester from textile waste, and items made with lower carbon and renewable materials.

## PACKAGING

Randa is reducing packaging volume and weight and is transitioning to packaging that is recyclable, reusable, or made from more sustainably sourced materials. Our goal is to increase the use of recycled materials and Forest Stewardship Council (FSC)-certified paper over time. We are establishing baseline metrics for measuring packaging impact.

## END OF LIFE

As part of our zero-waste operational goal, we strive to donate unusable materials, products, and samples, and minimize waste to landfills and incineration. We regularly donate to organizations such as Delivering Good, Craig's Closet, and 100 Suits. Randa will continue to seek end-of-life solutions for products and materials in order to reduce waste.

\* REPREVE® is a registered trademark of Unifi®, Inc.

# 175M+

plastic bottles diverted from landfills since 2009

# 7M+

kilograms of carbon dioxide equivalents diverted

# 30M+

gallons of water conserved

# 2033

Randa's target year to have 10% of product assortment designed for circularity





Randa Apparel & Accessories reaffirms its commitment to driving meaningful change. Empowering people remains at the heart of our efforts. Together, we have made important strides, but the journey continues. We invite our associates, partners, and stakeholders to join us as we transform challenges into opportunities for a more sustainable and equitable future.

**THANK YOU FOR BEING PART OF THIS ENDEAVOR.**





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#### ABOUT THIS REPORT

This is our inaugural Corporate Responsibility Report, which outlines our key ESG-related goals and developments based on available data and current expectations. This report includes performance data for the fiscal year 2023 (January 1 to December 31, 2023) as well as relevant accumulated data from the specified timeframe. The data presented in this report reflects the best available information at the time of collection and what could be reasonably collected. We look forward to sharing our future progress. For more information, visit [www.randa.net](http://www.randa.net)