



FRUIT OF THE LOOM®

THE
FRUIT
WAY

Life's better with Fruit



Find out
more about
The Fruit Way

Life's better
when you
do better.

Making your clothes the right way. The *Fruit* Way.

More than ever before, people are questioning where their garments come from, how they are made, and who is making them. The great news is that at Fruit of the Loom we've been making our own garments ethically and in an environmentally-responsible way for years: The Fruit Way.

Whether it's supporting our workforce, producing products free from harmful materials or finding more ways to positively impact the environment, we fully understand the responsibilities we

have as a textiles manufacturer, and we are committed to being open and transparent about what we do to make a difference as well as sharing our ambitions to do even more.

Discover the measured impacts we're having over the following pages, delivered via our series of Fruit Facts. Understanding exactly how we are making a positive difference through the ways we manufacture our garments should give you the continued confidence in choosing Fruit of the Loom for all your imprint needs.

We believe that you can have great quality garments at great value and great for people and the planet.





Find out
more about
The Fruit Way

If ethical manufacturing is important to your business *choose* garments made by Fruit of the Loom.

At Fruit of the Loom we pride ourselves on using the best fabrics made from the best yarn, which comes from the finest raw cotton.

Most of our raw cotton comes from the USA. As a company committed to the respect for human rights, we have a zero-tolerance policy for cotton produced using child or forced labour.

Examples of our efforts against forced labour include our longstanding prohibition of the use of cotton from Uzbekistan and Turkmenistan (which extends to all our suppliers and business partners), and our more recent position statements and monitoring involving allegations of forced labour of North Koreans in China's Shandong Province and of Muslim Uighurs in the XUAR.



Quality garments start with quality cotton.





Find out
more about
The Fruit Way

Over 90% of our
European garments
are made by us
ethically at our
own facilities
in Morocco.



Millions of garments produced every week!

Following our long tradition of ethical manufacturing, in 2008 we moved into our own full-scale purpose-built European production facility in Morocco. Being close to Europe means we can deliver the qualities our customers need fast, as well as having a positive impact on our shipping and transport miles.

Making our own garments in our own vertically-integrated facility gives us full control over production. That means full control over the quality, colour and consistency of all the Ts, Sweats and Polos that our customers count on.

Even more importantly, it means we can make our collections fairly and with respect for the people we work with, and ensure our suppliers share our values and standards too.

Today in Morocco we employ over 4,000 local people. Here, we provide excellent working conditions, training, and additional benefits including free access to our on-site medical team, dental care and free transport. Not only in Morocco, but across our entire supply chain, we are committed to enabling factory workers to receive fair compensation.

Factory safety and the protection of our workforce is an uncompromising priority, and a host of health and safety processes – including atmospheric dust extraction systems, fire escape tunnels and the plant's own firestation – help keep everyone protected at work.

Together, the team manufactures millions of garments every week; and we're proud to be able to say that just over 90% of our European collection is made by us.





Find out more about Supply-chain



Do you know exactly where your garments come from? Choose Fruit and you do.

Our manufacturing plant in Morocco sets the ethical and environmental standards for how we operate, and we make the majority of our own garments here – including our Iconic Ts, Valueweight Ts, Premium Polos and Classic Sweats.

For any garments we don't currently directly produce, we source very carefully from a select number of suppliers around the world. Guided by our **Code of Conduct**, we hold ourselves and our partners accountable as we seek to continuously evolve our programmes to enrich the lives of workers and the communities they serve.

We only work with businesses who meet our high standards, with **zero tolerance for child or forced labour**.

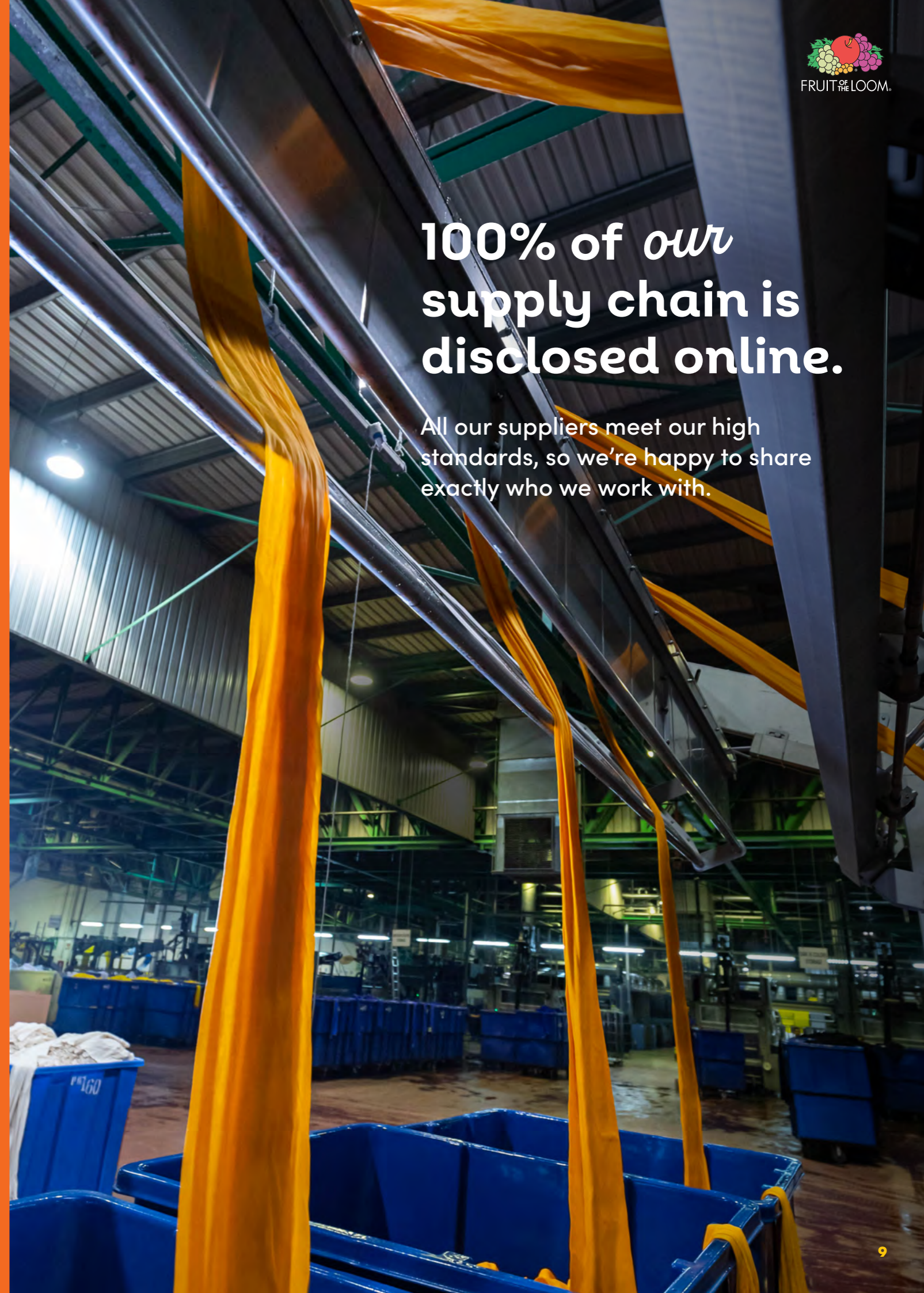
Accreditation is important to us, and we are pleased to be members of Better Cotton and Amfori, and 100% of our garment collection is OEKO-TEX Standard 100 certified, providing extra confidence to customers doing business with Fruit of the Loom.

Since 2012 we've published 100% of the first-tier suppliers we work with so customers can order from us with peace of mind. We're still one of only a third of apparel companies worldwide to do this – and by 2025 we have the ambitious goal of mapping all our global suppliers back to raw materials.

Transparency is just one of the ways we're working to make a real difference to the garment industry – you'll find supplier disclosure on our website: www.fotlinc.com/sustainability/supply-chain

100% of *our* supply chain is disclosed online.

All our suppliers meet our high standards, so we're happy to share exactly who we work with.





Find out
more about
The Fruit Way

**67% of our
global employees
and 44% of
our managers
are *women*.**

We're committed to equality in all
countries we operate in.

Diversity and inclusion makes us *stronger*.

As an international employer, Fruit of the Loom Europe promotes a dynamic, culturally-rich and diverse working environment. With employees from 16 countries, diversity and inclusion is of the utmost importance to us – with opportunities for everyone regardless of gender, age or ethnicity. Based on a company-wide culture of togetherness and teamwork, Fruit of the Loom also places great importance on nurturing a friendly, relaxed working atmosphere.

In the apparel industry, women make up the majority of the workforce, so it's important to us that this is reflected across our senior positions too.

At Fruit of the Loom we nurture both our male and female colleagues through ongoing training such as our Fruit University programme, and we're committed to creating a workplace where everyone is treated with respect and empowered to contribute equally – career progression is open to all.

As a global company, we strongly believe that our differences make us stronger and we promote diversity and inclusion practices in our organisation. We foster a culture of belonging for all employees, regardless of their background, and we are focused on attracting, retaining and developing diverse talent.





Find out
more about
The Fruit Way

75% of our electricity used in Morocco comes from *wind farms.*

Supporting our goal to reduce
greenhouse gas emissions by 2030.

Putting all our *energy* into renewables.

Sustainable production is a global priority for Fruit of the Loom and key to this is continuing to develop efficient and responsible ways to use energy. The electricity we buy to power our manufacturing plant in Morocco comes from 75% renewable energy – which in Morocco is generated by wind.

While 75% renewable energy use is certainly positive, we're looking at ways to do even more. We're currently developing plans to add solar power to our production, helping to make us even cleaner and greener.





**Independent
assessment is your
assurance of our
ethical commitments.**



Find out
more about
The Fruit Way



**We're proud of the
standards we maintain
within the textiles industry.**



OEKO-TEX®

All our garments – whether manufactured by us or outsourced – are tested for harmful substances and certified according to Standard 100 by OEKO-TEX®.

oeko-tex.com



Member of amfori, the leading global business association for open and sustainable trade. We improve the social performance of our supply chain via amfori BSCI. For more information visit www.amfori.org.

Amfori

Fruit of the Loom joined Amfori in 2017; it is the leading global business association for open and sustainable trade, whose mission is to enable organisations to enhance human prosperity, use natural resources responsibly and drive open trade globally.

amfori.org



Better Cotton™

Fruit of the Loom is committed to improving cotton farming practices globally and is a member of Better Cotton, an organisation whose mission is to help cotton communities survive and thrive, while protecting and restoring the environment.

bettercotton.org





Find out
more about
The Fruit Way

Up to 60% of
our waste water
in Morocco is
recycled by
our modern
treatment plant.

And we've set ourselves
bigger targets for 2030.

Treating natural resources with *respect*.

In Morocco, at our purpose-built garment manufacturing facility, our modern treatment plant enables us to reuse up to 60% of our waste water.

Using technology designed for our needs, the waste water recovery process uses activated sludge as pre-treatment, plus sand filtration, ultrafiltration and reverse osmosis.

This process is generally applied to desalination of seawater and surface water. We are one of the few companies in the world who use such a process to recycle brackish dyeing water to help reduce consumption and help preserve natural resources.

A dedicated team of on-site experts continuously monitors the process: testing, reporting and overseeing every stage of this vital operation.





Find out
more about
The Fruit Way

How does a T-shirt become a car seat?

Starting in 2018, our annual goal has been to divert at least 95% of our waste from landfills – covering all our facilities from manufacturing to distribution and offices. Since then we've been successful in exceeding the Zero Waste International Alliance business recognition programme requirements.

One of the ways we've been able to achieve this is by designing-out waste in our production processes. We use technology that allows us to cut patterns more efficiently, resulting in less scrap, and we work with 3D modelling software, which replaces the need to create product samples.

The textile waste we do create is sent to be recycled into new yarn fibres, or sent for repurposing – for example, to make filling for car seats.

We've also fundamentally redesigned our packaging, virtually eliminating polybags and carton liners. Where we absolutely cannot do without packaging, we have been working to include more sustainable and recycled materials.



FRUIT OF THE LOOM

Zero waste sent to landfill from our own facilities.

We're reducing waste wherever we can,
and recycling whenever we can't.

The health,
safety and
wellbeing of all
our employees
is a priority.



Find out
more about
The Fruit Way

Looking after our people always comes *first*.

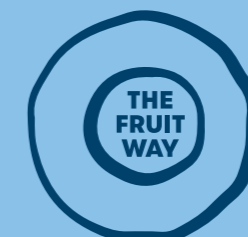
For years, we've set the standard for ethical garment manufacturing, creating safe, fair and rewarding workplaces.

Our industry-leading manufacturing plant in Morocco offers excellent employment opportunities for people in the local area, and we provide safe transport to and from the site for hundreds of employees every day. As well as competitive benefits, everyone has free access to our on-site medical team, and continued access to training and development with equal opportunities to progress their careers.

The safety of our workforce is paramount.

To protect against fire we have an advanced built-in sprinkler system throughout the factory, plus a dedicated fire station with crew. The entire facility was designed around a network of evacuation tunnels – and no employee is ever more than 50 metres away from access to an escape route.

We are proud of our robust safety protocols; any incident is always fully reported and investigated, and action is taken if necessary to minimise future risks. Keeping a motivated safe, respected and supported workforce is essential to Fruit of the Loom and our operation.





Find out more about The Fruit Way



We are committed to *reducing* packaging, recycling waste and using more recycled materials.

Over the last few years we have completely overhauled our approach to packaging. This includes both the packaging we use for our own garments, and the types of packaging materials we now accept coming into our facilities. Here are the key measures we have taken:

- Working with re-usable containers wherever it is practical.
- Eradicating liners and polybag packaging from our garment cartons, and working towards the minimisation and future elimination of plastic bags and stretch films.
- Converting to plastic made from at least 60% recycled post-consumer waste.
- Removing baler bags from our own facilities plus all sourced suppliers in a move that has saved around 12.5 tons of annual plastic since 2022.
- Using recycled materials in all our cartons and packaging, which feature our new recycled materials logo.
- Switching to mineral-free ink for all our carton printing.

As packaging technology develops further into the future, we will be among the first to embrace the changes that make even more of a positive difference to the way we manage all our packaging and the materials we use.



All our cartons in Morocco are made from 100% recycled fibres.



100% of our collection is **OEKO-TEX® Standard 100** certified.



STANDARD 100



Find out more about The Fruit Way

At Fruit of the Loom Europe, we are committed to delivering products that meet the highest quality standards in the imprint industry. As part of this, it's good to know that 100% of our entire collection is OEKO-TEX® Standard 100 certified, ensuring every garment you choose has been thoroughly independently tested for harmful substances.

What exactly does this certification mean?



STANDARD 100

The OEKO-TEX® Standard 100 is an independent testing and certification system for textile products from all stages of production. It ensures that every component of a product – including threads, buttons and even zips – have been rigorously tested for a comprehensive list of harmful substances.

This exhaustive certification process provides an added layer of quality assurance to our customers, and their customers too. With our OEKO-TEX® Standard 100 certification, you can be confident that our garments are verified safe and sustainable.





Find out
more about
The Fruit Way

Contact us.

For further details, please don't hesitate to contact our Customer Service team. We can help by answering any queries about our operations and our products, and give advice to ensure that you choose the correct garment for your needs.



Email us at: service@fotlinc.com

Find out more about our progress towards our sustainability commitments.

Visit our website for details about our commitments to a more sustainable future, and how we are continuing to make progress inside our own facilities. Follow us on our social channels to stay up to date about what we're doing to help create a more Fruitful Future for everyone. That's the Fruit Way.



Find out more at: www.fruitoftheloom.eu/the-fruit-way





www.fruitoftheloom.eu

