

## EcoVadis Gold Sustainability Rating

Independent Verification of ESG Performance  
Across Our Global Operations



Headwear has been awarded the EcoVadis Gold Sustainability Rating, placing the organization among the highest performing companies worldwide for responsible and ethical business practices. This independent assessment confirms the strength of our sustainability framework and provides distributors with a trusted, globally recognized assurance of quality, compliance, and supply chain integrity.

### WHAT IS ECOVADIS?

EcoVadis is a leading international platform that evaluates companies on corporate sustainability and responsible sourcing.

The assessment covers four key areas:



Environment



Labour & Human Rights



Ethics



Sustainable Procurement

More than 130,000 companies use EcoVadis ratings to benchmark suppliers and meet modern procurement standards.

### WHAT GOLD MEANS

Achieving Gold places Headwear in the top tier of all companies assessed globally, reflecting strong, documented performance across all ESG categories.

The rating validates that Headwear operates with:

- ✓ Verified environmental controls
- ✓ Ethical and transparent governance
- ✓ Responsible manufacturing standards
- ✓ Audited and monitored supply chain processes

### BENEFITS FOR DISTRIBUTORS

Supports Enterprise Selling  
• Meet procurement requirements where ESG verification is mandatory.

Strengthens Credibility  
• Use the Gold rating in proposals, tenders, and customer communications.

Provides Independent Assurance  
• Backed by recognised third party evaluation, supporting compliance and risk reduction.

Aligns With Customer Expectations  
• Buyers increasingly demand responsible sourcing - makes the conversation easier.

Headwear's Gold rating builds on long standing sustainability measures across our operations, including:

- SEDEX/SMETA audited manufacturing
- A growing Eco Range featuring recycled and organic materials

- Oeko Tex Standard 100 certified core product lines
- Responsible procurement practices embedded across the supply chain

These initiatives ensure that distributors can offer Headwear products with confidence and transparency.

