

FOWNES BROTHERS INC. CORPORATE SUSTAINABILITY PRACTICES AND INITIATIVES

UR's parent company, Fownes Brothers Inc., is committed to incorporating sustainable and socially responsible practices in all areas of the business company-wide.

While Fownes Brothers Inc. has already identified and worked on various sustainability initiatives, we realized we needed a clearer and more comprehensive blueprint of a path forward, which is why we have developed a strategic and achievable sustainability plan.

Here's an overview of our current, short-term and long-term initiatives:

Our current sustainable practices:

- Participating in the [HIGG Index](#) to help accurately measure our product's sustainability performance and identify areas of opportunity
- Increased supply chain traceability of our raw materials
- Sourcing recycled and recyclable raw materials and packaging
- Re-imagining our product lines and design strategies to strengthen our partnership with fewer suppliers to reduce excess inventories
- Working more efficiently with CAD software for digital presentations to help reduce our sampling needs

Our short-term plan:

- Partnering with [BLC/Eurofins](#) to help us evaluate our current practices and identify immediate areas of improvement, as well as help curate our long term comprehensive strategic sustainability plan.

Our long-term goal:

- Partnering with Non-Government Organizations (NGOs) programs in order to move to the next phase of our sustainability path.

Fownes has a long-standing corporate social responsibility program in place to safeguard the welfare of our workers globally. We have a fully trained CSR team in Asia that partners with third-party auditing companies, to ensure that our products are made under safe, fair, legal and humane working conditions.

We are unwavering in our commitment to remain a fashion and technology leader in soft accessories - making achievable and meaningful progress towards a more sustainable business model.