

RAYMOND LIFESTYLE LIMITED

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# SASB REPORT FY 2025-26

# TABLE OF CONTENTS

About	1
Management of Chemicals in Products	2
Environmental Impacts in the Supply Chain	4
Labour Conditions in the Supply Chain	5
Raw Materials Sourcing	6
Activity Metrics	8

# SUSTAINABILITY AT RAYMOND LIFESTYLE

## About

This is Raymond Lifestyle's second year of reporting in alignment with the Sustainability Accounting Standards Board (SASB) framework for the Apparel, Accessories, and Footwear industry.

This report presents our Environmental, Social, and Governance (ESG) performance for the period April 1, 2025 to September 30, 2025, unless stated otherwise.

At Raymond Lifestyle, environmental and social responsibility are natural extensions of our core values. We view sustainability as a strategic imperative — one that drives operational excellence, fosters innovation, and builds long-term value for our stakeholders. Through focused initiatives, advanced technologies, and collaborative efforts, we continue to reinforce our commitment to responsible growth and environmental stewardship.

Transparency remains central to our sustainability journey. By disclosing our performance against SASB standards, we aim to provide clear, strategically valuable information to investors and stakeholders on how we manage material ESG topics relevant to our business and value chain. As we progress on our sustainability roadmap, we remain dedicated to continuously improving our practices — safeguarding natural resources, reducing our ecological footprint, and embedding sustainability across every facet of our operations to create meaningful impact for our people, partners, and the planet.

### *Note to Readers*

*Throughout this report, "Raymond Lifestyle Limited," "Raymond Lifestyle Ltd.," and "Raymond Lifestyle" refer to the same entity. These terms are used interchangeably and should be considered equivalent when reading and interpreting this report. For consistency and clarity, any reference to these variations should be understood to mean the same legal entity.*

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

Management  
of Chemicals  
in Products

CG-AA-250a.1

Discussion of processes to maintain compliance with restricted substances regulations

Raymond Lifestyle recognizes that safety is an ongoing responsibility and places the highest priority on consumer protection, environmental stewardship, and regulatory compliance. Our facilities operate under a robust chemical management system that clearly defines stakeholder roles and responsibilities and enables continuous monitoring of chemical usage and environmental impact. This framework incorporates procedures tailored to each facility's manufacturing processes and the specific requirements of the markets served.

The chemical management system governs sourcing, usage, and monitoring of all chemical inputs and is anchored in industry-standard Restricted Substances Lists (RSLs). Identification and restriction of hazardous substances is guided by globally recognized benchmarks, including OEKO-TEX® Standard 100 and Zero Discharge of Hazardous Chemicals (ZDHC) standards. In addition, the framework enforces voluntary restrictions on certain chemicals beyond regulatory mandates, reflecting Raymond Lifestyle's commitment to best-in-class safety and sustainability practices.

Manufacturing facilities ensure all incoming materials meet global chemical safety standards before they enter the production cycle. Dyes and chemicals are sourced from approved suppliers who provide verified Material Safety Data Sheets (MSDS) and recognized certifications such as ZDHC, OEKO-TEX® Standard 100, Bluesign®, and GOTS. All chemical inputs are tested in-house for parameters such as pH, solid content, viscosity, purity, etc. with additional verification by independent third-party laboratories to ensure compliance with global standards.

During manufacturing, chemical usage strictly adheres to the ZDHC Manufacturing Restricted Substances List (MRSL) guidelines and all chemical applications are documented internally for traceability. Standardized formulations usage is ensured through a centralized enterprise system.

Compliance and verification with MRSL for tier-1 suppliers is conducted through ZDHC Chem Check Reports. It is a continuous process, and the facilities periodically review their MSDS. Internal audits and documentation sheets track chemical inventory and monitor usage patterns. Non-compliance is identified through process controls, periodic internal and external certification audits, and third-party product testing. All finished products and selected components are tested and verified for certifications. Corrective actions follow documented procedures under ISO 9001, ISO 14001, and ISO 45001 standards. Facilities use the Plan-Do-Check-Act (PDCA) approach for managing non-conformances. All actions are recorded and verified, and reports are shared with buyers for further review. Compliance with OEKO-TEX® Standard 100 is verified annually, supported by internal and external audits under ISO/IMS, GOTS, and OEKO-TEX® protocols.

SOPs for restricted substances are established and adapted to meet customer-specific requirements, ensuring conformity across diverse markets. Suppliers are required to provide letters of approval or certificates under recognized standards, including ZDHC v3.1, and ECO PASSPORT for dyes, auxiliaries, and chemicals. Currently, approximately 80% of dyes and chemicals meet ZDHC Level 3 conformance. For the remaining 20%, our facilities actively engage with suppliers to achieve verification and explore alternate vendors where necessary.

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

CG-AA-250a.1

Discussion of processes to maintain compliance with restricted substances regulations

The facilities implement a structured testing program to ensure product quality and compliance. Every finished fabric code undergoes full chemical testing before customer delivery. Third-party laboratories approved by brands perform seasonal testing (twice a year) and additional checks for specific customer orders. This combination of batch-level checks and random sampling ensures robust quality control and adherence to global standards. Testing protocols also specific procedures tailored to each facilities' manufacturing processes and the requirements of the markets served.

Looking forward, Raymond Lifestyle will continue to integrate evolving market and regulatory requirements into its chemical management practices, ensuring compliance, safety, and sustainability across the value chain.

**Management  
of Chemicals  
in Products**

CG-AA-250a.2

Discussion of processes to assess and manage risks or hazards associated with chemicals in products

Raymond Lifestyle implements a risk-based approach to chemical management across its manufacturing facilities. The facilities follow the Hazard Identification and Risk Assessment (HIRA) methodology. Each chemical-related activity is assessed for hazards and risks based on likelihood and severity. Mitigation measures are implemented based on hazard risk score and follows a hierarchy of controls, (a) elimination and substitution of hazardous chemicals, (b) engineering controls (ventilation, containment), and (c) administrative controls (work procedures, exposure limits). HIRA documents are reviewed regularly to incorporate newly identified hazards or chemicals introduced into operations. Review against ZDHC lists to ensure only safe chemicals are used; chemicals not meeting these standards are eliminated or substituted. Updated MSDS is ensured for all chemicals, and safe handling practices are enforced through SOPs and training.

We integrate sustainable design practices from raw material sourcing to the end-of-life of products. We track the environmental impact across the entire supply chain, incorporate recycled and sustainable materials, and apply circular economy principles in our product design. Products are designed with lifecycle sustainability in mind, reducing chemical impact at disposal. Pre-purchase reviews assess hazard classification, storage requirements, and disposal needs to ensure safe handling throughout the lifecycle. Inventory management follows a First-In-First-Out (FIFO) system to maintain proper stock rotation and minimize risk. Storage practices adhere to compatibility matrices, with dedicated spaces for flammables, corrosives, and toxic substances, supported by secondary containment and spill control systems.

We actively embed multiple principles of Green Chemistry into our operations and product development. Safer chemicals are prioritized, and energy-efficient processes are implemented to reduce water and energy consumption. Continuous monitoring of effluent treatment plant (ETP) performance is done through online systems.

These processes are applied across all product lines, with specific adaptations based on fabric requirements. For example, in cotton fabrics, we ensure that substances such as formaldehyde, APEOs, banned azo dyes, and heavy metals are completely excluded from all supplied chemicals.

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

Management  
of Chemicals  
in Products

CG-AA-250a.2

Discussion of processes to assess and manage risks or hazards associated with chemicals in products

Progress on chemical management goals is tracked through a structured process that ensures consistency and accountability. Regular internal audits are conducted to verify compliance and identify areas for improvement. Monthly reports are prepared for leadership visibility and support timely corrective actions.

We work closely with our chemical suppliers to manage chemical risks through clear communication and stringent compliance requirements. Suppliers are provided with detailed chemical management standards and must ensure full transparency by submitting Material Safety Data Sheets (MSDS), complete formulation details, and using only approved chemistries and certified products. All chemical suppliers undergo qualification assessments, and where wet processing is involved, they are required to submit wastewater and sludge test results to verify environmental compliance.

In addition to OEKO-TEX® Standard 100, the facilities adopt certifications and chemical compliance programs as per brand or customer requirements as well as the market served. Facility-level environmental and chemical management practices are monitored through the Higg Facility Environmental Module (FEM), ensuring a holistic approach to sustainability and regulatory compliance.

We follow a precautionary approach by restricting or minimizing the use of certain chemicals. For substances under pending regulation, we proactively phase them out or reduce usage ahead of enforcement deadlines, working closely with suppliers to identify and implement safer alternatives.

Through a comprehensive system for chemical management at our production facilities, we have fostered a culture of safety and embedded sustainability principles in our value chain.

Environmental Impacts in  
the Supply  
Chain

CG-AA-430a.1.

Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements

We do not currently audit our suppliers for compliance with wastewater discharge permits and/or contractual agreements. However, all of Raymond Lifestyle's suppliers are expected to comply with the laws and regulations in the regions where they operate. We require our suppliers to promptly create and implement plans and programs to correct any environmental practices that do not meet these legal standards. Our supplier facilities are subject to laws governing wastewater discharge, and if a supplier fails to adhere to these regulatory requirements, it is flagged as an issue.

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

## Environmental Impacts in the Supply Chain

*CG-AA-430a.2.*  
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment

Raymond Lifestyle has not currently initiated Higg FEM assessments with any of its suppliers, but we are exploring the implementation of these assessments in the future.

## Labour Conditions in the Supply Chain

*CG-AA-430b.1.*  
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor

We do not currently audit our suppliers for compliance with labour code of conduct. However, all of Raymond Lifestyle's suppliers are expected to comply with our [Supplier Code of Conduct](#).

*CG-AA-430b.2.*  
(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits

While a formal audit of the suppliers has not been conducted, Raymond Lifestyle has conducted its own on-site assessments and identified risks and opportunities through a comprehensive materiality assessment.

*CG-AA-430b.3.*  
Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain

The apparel industry is inherently labour-intensive, exposing workers to significant risks throughout the supply chain. Key concerns include occupational hazards from machinery and chemical usage, which can lead to accidents and health issues if not managed properly. Additionally, ensuring fair treatment and diversity is critical in a sector that relies heavily on human capital. Raymond Lifestyle addresses these challenges through comprehensive health and safety protocols and has maintained zero fatalities across its facilities. A diverse workforce is also prioritized to foster innovation.

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

Environmental and safety risks in the supply chain primarily stem from wastewater management and chemical handling, which, if mismanaged, can harm ecosystems and pose health risks to workers. The textile industry is also a major contributor to greenhouse gas emissions, making it vulnerable to climate-related disruptions such as extreme weather events, supply chain interruptions, and rising operational costs. These factors underscore the need for robust environmental management systems and sustainability practices to ensure operational continuity and mitigate long-term risks.

CG-AA-440a.3.

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

**Raw Materials  
Sourcing**

**Priority Raw Material:** Cotton and cotton blends

**Percent of total quantity:** 62.1%

**Percent of total cotton and cotton blends certified:** 12%

**Types of certifications:**

- Better Cotton Initiative (BCI)
- Global Organic Textile Standard (GOTS)

**Environmental or Social Factors:**

Cotton sourcing is increasingly impacted by environmental and social challenges. Rising temperatures and rainfall variability heighten the risk of pest infestations, which can reduce both the quality and quantity of cotton yields. These climate-related stresses also affect working conditions for labourers, exposing them to harsher environments and greater health risks.

**Business Risks and/or Opportunities:**

With six of Raymond Lifestyle's production facilities located in water-stressed regions, reliance on local suppliers poses a significant risk to operational continuity. Water scarcity can disrupt cotton processing and dyeing operations. These challenges create opportunities to innovate and strengthen sustainability practices. Adopting water-efficient technologies and diversifying sourcing regions can support us in meeting growing consumer demand for eco-friendly products and aligning with global ESG standards.

CG-AA-440a.4.

(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard

**Management Strategy:**

Raymond Lifestyle reduces risks associated with cotton sourcing by implementing a multi-pronged approach. We supplement the purchase of certified cotton with additional approaches that strengthen traceability across the supply chain.

To address environmental and innovation opportunities, we promote the use of blended fabrics such as cotton-lyocell and cotton-bamboo with cellulosic materials. These blends reduce dependency on conventional cotton, lower water and chemical footprints, and enhance fabric performance. By diversifying material sourcing and integrating sustainable fibres, the company not only mitigates climate-related and resource risks but also capitalizes on growing consumer demand for eco-friendly apparel, strengthening its competitive advantage in a rapidly evolving market.



## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

Raw Materials  
Sourcing

CG-AA-440a.3.

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

**Priority Raw Material:** Polyester and polyester blends**Percent of total quantity:** 22%**Percent of total polyester and poly blends certified:** <1%**Types of certifications:**

- Global Recycled Standard (GRS)

**Environmental or Social Factors:**

Polyester production relies on energy-intensive processes and non-renewable resources, leading to significant carbon emissions and environmental impact. Socially, the use of high temperatures and chemical catalysts in manufacturing poses worker safety risks, while growing consumer awareness and regulatory scrutiny around synthetic fibers may influence brand reputation and market dynamics.

**Business Risks and/or Opportunities:**

While polyester plays a key role in modern apparel, Raymond Lifestyle recognizes environmental and business considerations associated with it. Its persistence in the environment draw attention from regulators and consumers alike. These evolving expectations may influence future policies, market dynamics, and brand perception.

**Management Strategy:**

To mitigate environmental risks associated with polyester usage, we prioritize sourcing from reputed organizations that comply with recognized environmental standards. Additionally, we are increasing the procurement of Global Recycled Standard (GRS)-certified polyester and embedding circular design principles to improve product longevity and recyclability, thereby reducing overall ecological impact.

CG-AA-440a.3.

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

**Priority Raw Material:** Wool and wool blends**Percent of total quantity:** 11.3%**Percent of total wool and wool blends certified:** 11%**Types of certifications:**

- International Wool Textile Organisation (IWTO)
- Responsible Wool Standard (RWS)

**Environmental or Social Factors:**

Wool is natural, renewable, and biodegradable, offering benefits like reduced laundering needs. However, its production involves high water use, land degradation, and methane emissions, while social risks include poor labor conditions and animal welfare concerns.

**Business Risks and/or Opportunities:**

Importing wool introduces environmental and social risks due to limited visibility and control over upstream practices in foreign supply chains.

## TOPIC

## METRIC

## RESPONSE

## Apparel, Accessories &amp; Footwear industry

Raw Materials  
Sourcing

CG-AA-440a.4.

(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard

Regulatory pressures and animal welfare concerns add further complexity to sourcing. However, these challenges also create opportunities to strengthen supply chain resilience through certified wool sourcing.

**Management Strategy:**

We mitigate these risks through diversified sourcing, procuring wool from multiple regions and suppliers to reduce over-reliance on any single geography. We have introduced innovative blends like wool-silk. Additionally, continuous market analysis is conducted to monitor global supply trends, enabling proactive decision-making to manage disruptions and pricing fluctuations.

CG-AA-440a.3.

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

**Priority Raw Material:** Linen and linen blends**Percent of total quantity:** 3.3%**Percent of total linen and linen blends certified:** 20%**Environmental or Social Factors:**

Linen is natural and biodegradable with low water and pesticide needs, making it eco-friendly. However, chemical processing can harm water quality, and social risks include labor-intensive work and poor conditions in some sourcing regions.

**Business Risks and/or Opportunities:**

The linen segment is experiencing volatility in pricing and supply, while collections are gaining strong momentum, particularly in Southern and Western India, driven by regional demand trends.

CG-AA-440a.4.

(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard

**Management Strategy:**

We prioritise natural and sustainable fibres, including GOTS certified organic cotton, European Flax Certified linen, and 100% Responsible Wool Standard-certified wool. Further, once an imported offering, linen is now a core strength, backed by our advanced linen plant and in-house spinning capabilities. It allows us to manage the entire journey, from flax to finished fabric, with precision and care.

Activity  
Metrics

CG-AA-000.A

Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1

During the reporting period, Raymond Lifestyle reported a total of 72 Tier 1 suppliers for its raw material purchases. Tier 2 suppliers located across 8 regions were also identified.