

Environmental compliance policy

At HEMA we create products that are more practical, more beautiful and simply better. Products that make everyone happy. These products are produced in factories of suppliers around the world, whereby HEMA does not have its own factories. The majority of HEMA's carbon emissions and (water-)pollution takes place during the production of our products. Therefore, HEMA is aiming to collaborate closely with suppliers and production locations to reduce carbon emissions and pollution throughout the production chain.

Through our membership of amfori, we use the amfori BEPI framework to assess and monitor the environmental performance of factories in our supply chain. While BEPI provides insight into a factory's overall environmental performance, ZDHC sets requirements for responsible chemical management and wastewater quality. Information on factories' compliance with BEPI and ZDHC requirements is available through the amfori platform.

Relation to other policies

This policy outlines HEMA's environmental compliance expectations for all suppliers involved in producing HEMA products. It defines the environmental standards, reporting requirements, and improvement processes that suppliers must follow as part of HEMA's commitment to responsible and future-proof production. On our [website](#) you can find an interactive world map that shows where all non-food HEMA products are made. More policies related to the reduction of the environmental impact of HEMA can be found [here](#).

Amfori Business Environmental Performance Initiative (BEPI)

We know that global production still relies heavily on fossil-fuel energy, and that production processes can vary in their level of energy efficiency. To reduce HEMA's emissions, we first need to understand where this happens in our supply chain. That's why we collect environmental performance data from the factories that make our final products. This allows us to identify where our biggest impacts are and to work with our partners to reduce emissions step by step.

To increase transparency on the environmental impact of factories of our suppliers, we make use of the BEPI program of amfori. The environmental performance data that we collect through BEPI includes :

- Energy sources and usage data.
- Water sources and usage data.
- Pollution data, including emissions and waste generation.
- Information on material use, recycling, and waste reduction practices.

HEMA sets the following requirements:

1. **All tier 1 production locations** must complete a BEPI risk assessment before starting production for HEMA.*
2. The BEPI risk assessment must be **updated annually** reporting on the previous calendar year.*
3. **Production locations** that have a **significant** share in HEMA's Scope 3 emissions are requested to complete the BEPI risk assessment **annually between January and March**, reporting on the previous calendar year. This is to ensure the most up-to-date data can be included in HEMA's CO2 footprint, which is published annually in May. Production locations that fall under this obligation will be contacted directly by HEMA.

** Equivalent standards such as Higg FEM are also accepted, provided they share the full report results with HEMA.*

Zero Discharge of Hazardous Chemicals (ZDHC)

A large part of the environmental impact in our textile supply chain comes from the use of water and chemicals during production. To make sure this is managed responsibly, we work the Zero Discharge of Hazardous Chemicals-initiative, who help us improve safe chemical management and reduce pollution. By aligning with ZDHC, we aim to protect the people who make our products from exposure to hazardous substances, safeguard communities living near production facilities, and reduce harm to ecosystems affected by industrial discharge. At the same time, ZDHC helps our suppliers work safely and meet clear, internationally recognized standards.

ZDHC focuses strongly on compliance with the MRSL, which is the backbone of the programme, while also supporting broader chemical management and wastewater improvement efforts. The ZDHC Manufacturing Restricted Substances List ([MRSL](#)) is a science-based list of chemical substances that are prohibited from intentional use in the manufacturing process of textiles, apparel, leather, and footwear. The MRSL targets chemicals at the input stage, before they enter the production process. This helps prevent pollution at the source.

We make use of the connection between ZDHC and Amfori to access ZDHC data. This partnership helps reduce duplication and audit fatigue for suppliers, while improving transparency and environmental performance across global supply chains. This connection is made via the open supply hub, by creating an OS ID for your production location.

HEMA sets the following requirements:

- By 2028, 100 % of HEMA's **tier 1** textile, apparel & footwear production locations with wet processes* will achieve compliance with the ZDHC MRSL.
- By 2030, **all** textile, apparel & footwear production locations with wet processes* will achieve 100% compliance with the ZDHC MRSL.

*Wet processes include; washing, dying, printing, bleaching, scouring, finishing, etc.

In order to comply with the ZDHC MRSL, we ask our production locations with wet processes to:

- Fill in the **ZDHC InCheck report** on a monthly basis, where you show conformity with the MRSL. This report is a self-assessed chemical inventory report that evaluates a facility's chemical products against the ZDHC MRSL. In the report an overall MRSL conformance score is given. External verification is not necessary.
- Conduct wastewater testing twice a year (April & October) through the **ZDHC ClearStream report**, testing conformity with the MRSL. These tests must be performed by a [ZDHC Approved Wastewater Laboratory](#), which will upload the results to the ZDHC gateway.

Monitoring

The data we collect helps us understand where emissions and pollution are highest and where our efforts will have the biggest impact. By tracking this information consistently, we get a clear view of our progress and can be transparent about our environmental impact. For example, the carbon emissions from our tier 1 suppliers related to the production of HEMA products are included in our annual carbon footprint calculation, and each year we report on our ZDHC compliance KPI in our sustainability report. By meeting the requirements in this policy and collaborating with us, we can reduce our environmental impact and build a future-proof supply chain.

Data privacy and use

HEMA only collects the environmental data needed to understand performance and track progress. We use this information to identify improvements and support suppliers in meeting our standards. All individual factory data is treated confidentially and never shared publicly. Any external reporting is aggregated and anonymized, so no supplier or production location can be identified.

If you have any questions, please contact your contact person at HEMA or reach out to sustainability@hema.nl. If you are a supplier and have specific questions about the amfori platform, please reach out to info@amfori.org.