

UnAvailable®

[SUSTAINABILITY REPORT]
2020 - 2023

[UA]

CREATING AN IMPACT THAT MATTERS

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[01] INTRO

[INTRO]



The garment industry is a major contributor to global pollution, generating 10% of all human carbon emissions and consuming a substantial portion of the world's water resources. However, at Un-Available, we are committed to transforming this narrative by fostering a planet-forward mindset through innovative initiatives.

We set ambitious goals, establish clear objectives, and implement tangible actions to make eco-consciousness a standard practice. We involve our entire team in adhering to strict protocols, ensuring accountability for environmental and social responsibilities at each stage of our operations. Concurrently, we collaborate with suppliers, partners, and stakeholders who share our vision and core values, guaranteeing compliance with global standards throughout the supply chain.

To provide transparency across our business, we leverage technology to monitor our consumption and evaluate the effectiveness of our sustainability efforts, as well as conduct thorough audits through third party verification.

Our Sustainability Report offers an insightful retrospective of our accomplishments from 2020 to May 2023. By showcasing our progress and ongoing initiatives, we provide an honest view of our journey towards sustainability goals. Despite challenges arising from global tensions, economic downturns, and shifting supply chains, we remain resolute in our mission and steadfast in our determination to drive positive change within the fashion industry.

[SDGS]*

SUSTAINABLE DEVELOPMENT GOALS



Illustration: Azote for Stockholm Resilience Centre, Stockholm University

Developed by the United Nations, the Sustainable Development Goals (SDGs) are 17 interlinked global goals created to achieve “a better or more sustainable future for all” (un.org). Set in 2015 by the UN’s General Assembly, their objective is to accomplish these goals by 2030.

By including the SDGs in our report, we ensure our practices align with a recognized global agenda. The illustration by Carl Folke, Director of the Stockholm Resilience Centre at Stockholm University, provides a visual reference outlining these objectives.

As a garment manufacturer, our dependency and usage of natural resources such as water, cotton, and energy directly affect the planet. To lessen our impact on the biosphere, we’re taking the words of the Stockholm Resilience – “transition toward a world logic where the economy serves society so that it evolves within the safe operating space of the planet” – and creating action.

(stockholmresilience.org)

[CERTIFICATES]

OUR [ACHIEVEMENTS]

2020



International Labour Standards



Kering Group Audit

2021



Sedex Virtual Assessment



ISO 9001:2015



ISO 14001:2015

2022



SLCP Verification



Higg FEM Certification



NBC Universal Assessment



SA8000 Certification



NIKE Audit
Bronze Rating

WHAT WE ARE [PUSHING FOR]

2023



CSI Report



B Corporation Certification

2024 - 2025



GRS & RCS Certification



WRAP Certification



CTPAT Certification



Bluesign Certification



ISO 14064

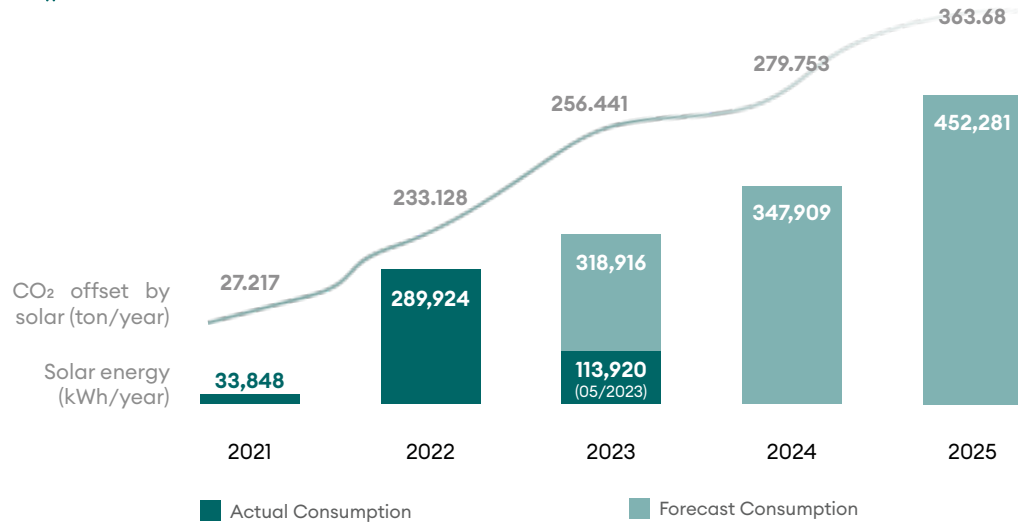
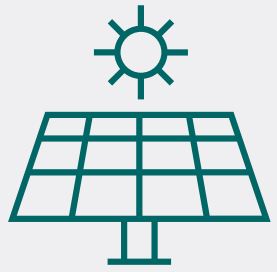
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[02] ENERGY

[SOLAR ENERGY]

Expanding our **solar panel roof**

 **41%** Solar panel roof coverage

437,692 kWh
of solar energy we have been consuming from 2021 to May 2023.

From 2021 to May 2023, by using solar panels, we have been saving **342.607 tons CO₂**, which is equivalent to ...



43,693,455 smartphones charge



33 Hectares of trees



41 yearly energy bills for a family home



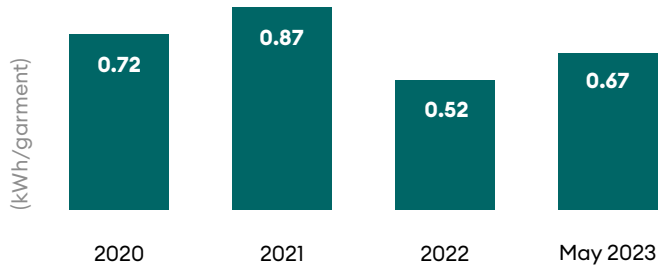
14,007 propane cylinders used for home barbecues

[ENERGY]

A retrospect on our energy used from 2020 to May 2023

[⚡] 0.67 kWh/garment

45 times charging a typical smartphone
(3000 mAh battery & 5V charger)



Despite significant growth in production volume in 2022, we were able to reduce our energy consumption for manufacturing a garment by almost 40% year-on-year. Our progress in mid-2023 has been less than ideal, but we remain convinced that we can hit our target before the close of the year.



We use the **Higg Index** as a tool to track our **energy consumption** and calculate our baseline.

OUR [ACHIEVEMENTS] SO FAR

01



BUILDING THE RIGHT MINDSET

Implementing a monthly Going Green Newsletter to highlight energy efficiency topics.

02



ELECTRICITY TRACKING

We are diligent about tracking our daily energy consumption by recording our meters to determine whether the output is in line with the factory's actual working time. We do this to ensure the accuracy of usage and find solutions to reduce waste.

03




ENERGY EFFICIENCY

Since 2020, we have conducted our annual energy and water audits and acted upon the recommendations of our consultants:

- Converting the central boilers to single boilers at sewing lines to improve energy efficiency and management.
- Offsetting 100% the amount of heat and water condensation generated by boilers.
- Separating light and air vent switches.
- Installing air compressor valves at sewing lines.
- Converting from LDR (light dependent resistor) to laser light for drying in the printing department.
- Switching to inverter air conditioning machines 100%.
- Installing a waste heat collection system for air compressors to prevent any negative effects on equipment

[ENERGY FUTURE]

Reducing energy consumption from 2023 to 2025

[⚡] **0.39kWh**/garment  26 times charging a typical smartphone (3000 mAh battery & 5V charger)



Our goal is to reduce energy consumption by 25% in 2025 compared to 2022.



SOLAR POWER

Our goal is to raise the roof coverage from 41% to 100% by the end of 2023.



GREEN INSULATION

Increasing the plant coverings on our walls and adding more office plants to cool off our facility.



REDUCING OUR ENERGY CONSUMPTION

We are focused on reducing our energy consumption by 5% by the end of 2023 through:

- Improving the air compressor system to avoid leakage.
- Separating LDR light switches in the printing department.
- Centralizing all automatic energy trackers to avoid errors caused by manually tracking.

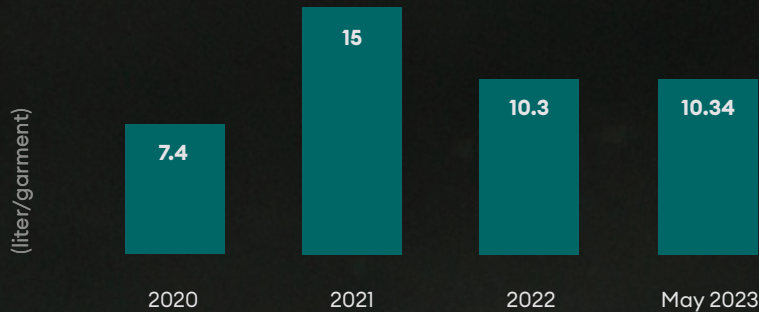
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[03] WATER

[WATER]

A retrospect on our water used in 2020 - May 2023

[] 10L/garment



For nearly two years, our water consumption per garment has remained steady at **0.01 m3 per garment**.

(*) The figure refers to the water used at our facility and excludes washing and dyeing processes from our suppliers. Calculation using Higg FEM Baseline Methodology.

OUR [ACHIEVEMENTS] SO FAR



BUILDING THE RIGHT MINDSET

We continue to use monthly newsletters to inform our teams on topics related to the global water crisis and how to use water more mindfully at our facility and at home.



WATER METER - TRACKING

We have nine different water meters at different sections throughout our facility to track our consumption. Also, we had the water tracking boards set up in all departments to show our teams' actual consumption.



ENGAGING STAKEHOLDERS

Open and honest discussions with suppliers, partners, NGOs, and community organizations on water challenges help build stronger relationships, vital to combating this crisis.



WORKING WITH LOCAL GOVERNMENTS

To create significant and long-lasting change, we will work with our local governments to find long-term solutions around reducing water waste.



CONDUCTING REGULAR AUDITS

We are committed to conducting annual water audits and taking immediate action as recommended by auditing bodies.

[WATER FUTURE]

WHAT WE ARE [PUSHING FOR] IN THE FUTURE

REDUCING WATER CONSUMPTION IN OUR PRODUCTION THROUGH:



Restructuring the cleaning area and process of the printing department to consume less water in 2023.



Reusing treated wastewater for toilet use in 2023.



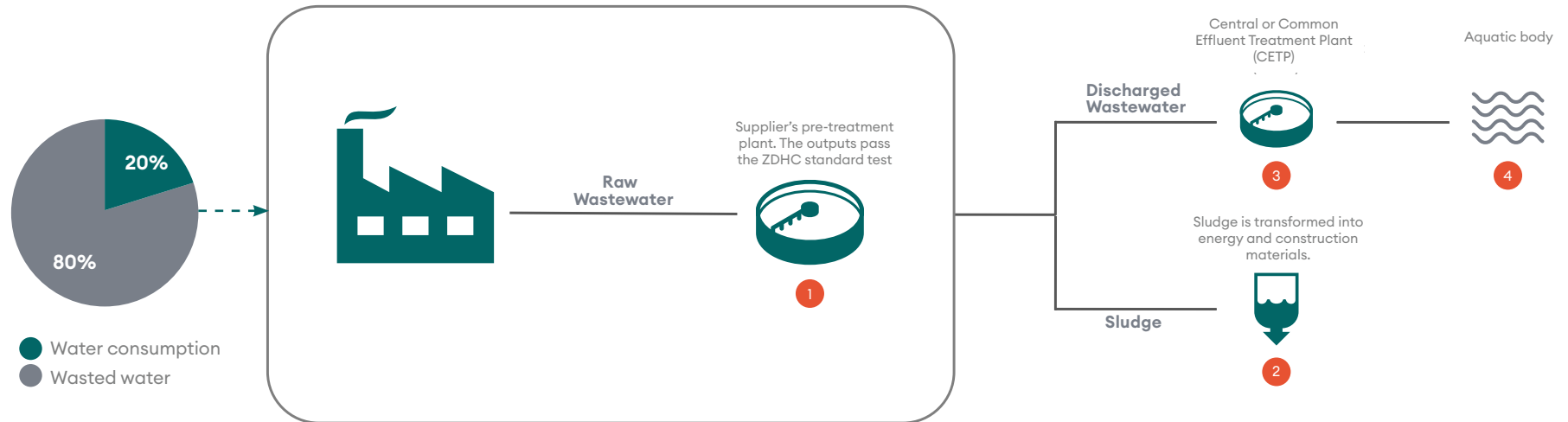
Collecting rainwater: We currently have a 130m³ tank for water storage. In 2024, we will prioritize rainwater for landscaping and cleaning purposes.



Reusing treated wastewater for production in 2025.

[WASTE WATER]

Our waste water treatment system since April 2020



EXPLANATION OF THE ABOVE CHART

01

Our facility's raw wastewater goes through our pre-treatment plant before entering the central treatment plant. After this stage, both wastewater and sludge pass the ZDHC standard test.

02

During the pre-treatment process, sludge, a solid by-product, will occur. A waste processing company collect the sludge and transform it into ingredients and energy for a cement factory.

03

The final wastewater treatment happens at the central or common effluent processing plant (Vinh Loc Industrial Zone)

04

Once the process is complete, the plant releases the water directly into the environment.

UnAvailable®

[04] CHEMICALS

[CHEMICALS]

Chemical Certifications and Requirements

For any chemicals used at our facility, our suppliers must submit all necessary certifications and Material Safety Data Sheets (MSDS) files, which serves to showcase all chemical ingredients contained. This process prevents the use of any harmful substances.

We refer to the Zero Discharge of Hazardous Chemicals (ZDHC) and OEKO-TEX requirements. The ZDHC is a group consisting of brands and retailers working towards a zero discharge of hazardous chemicals.



Ø ZDHC

OUR [ACHIEVEMENTS] SO FAR

01



CHEMICAL DISPOSAL

We work closely with an environment solution company that guarantees the safe removal of hazardous materials and sludge from our internal water waste system.

02



TESTING OUR WASTEWATER

We test our wastewater **every quarter** to to ensure that we meet local compliance requirements. Besides, **every six months**, a ZDHC standard test is carried out.

03



ECO-FRIENDLY DYE

We are working with a natural dyeing supplier in Vietnam. The color palette is limited compared to artificial dyes, but it's **100% non-toxic** and **100% natural**.

04



ECO-FRIENDLY PRINTING INKS

We are actively working with ink suppliers to innovate and produce non-toxic chemical discharge formulas that maintain the same level of quality, durability, and procedure.

[CHEMICALS FUTURE]

Chemical Certifications and Requirements

It's not sustainable if it's not all-emcompassing. Our goal is to remove all harmful substances from our processes and ensure that by the end of 2024, all of our supply chain will comply with the ZDHC MRSL 2.0 standard 100%. To achieve this, we will collaborate with our stakeholders and make them accountable for their responsibilities.

CERTIFICATION BODIES

We will require our suppliers to update their internal systems so chemical formulators can check for newly added substances.

CHEMICAL FORMULATORS

We will require the removal of non-conformant chemical products from our catalogue and develop alternatives. Catalogue will be certified using the ZDHC MRSL V2.0 and uploaded onto Gateway.

FACILITIES (UA)

We will check chemical inventories and communicate with our suppliers about our ZDHC MRSL adaptation. This will guarantee the purchase

BRANDS/RETAILERS

We will inform our suppliers and their supply chains about transitioning to ZDHC MRSL V2.0.

WHAT WE ARE [PUSHING FOR] IN THE FUTURE



TRANSPARENCY IN OUR CHEMICAL DISPOSAL

We're making it our responsibility to know more about the treatment and release of our chemical waste.



ALTERNATIVE RESOURCES

We will continue to invest in our R&D and source more environmentally friendly alternatives.



ZDHC MRSL 2.0 COMPLIANCE

We are striving to make sure our supply chain complies 100% with the MRSL 2.0 by the end of 2024.

[05] MATERIALS



[MATERIALS]

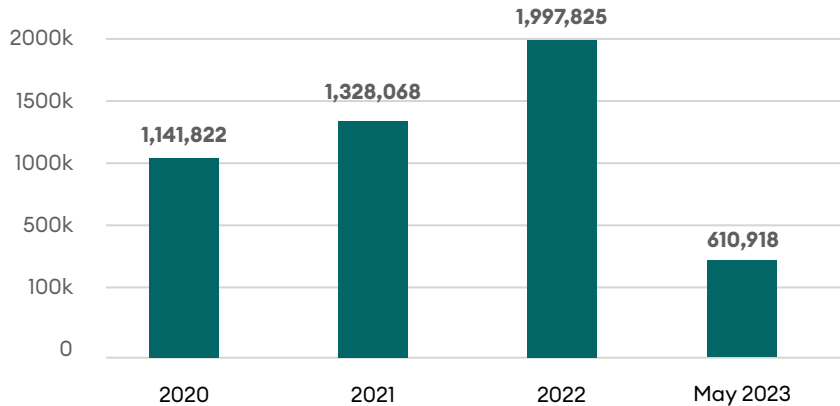
A rack of fabric swatches is shown in a blurred background. A sign on the rack reads "UnAvailable". The swatches are in various colors and patterns, including a prominent red and white striped one.

A crucial aspect of our sustainability strategy is the comprehensive evaluation and refinement of our supply chain. This process begins with the procurement of eco-friendly materials, including recycled, natural, and organic fabrics. Our commitment extends beyond sourcing, as we diligently adhere to the principles of reduction, reuse, recycling, and upcycling to minimize material waste.

[MATERIALS]

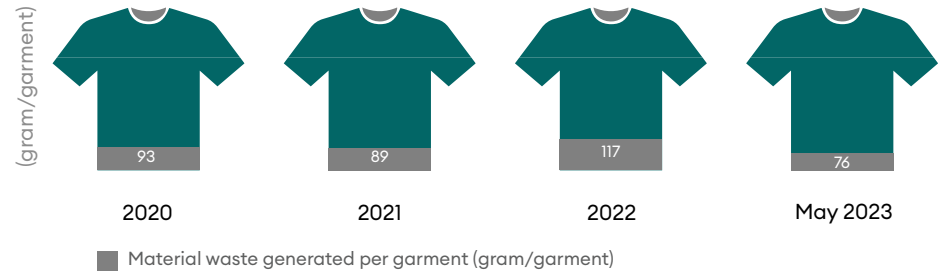
Total garments produced in 2020 - May 2023

 **610,918 pcs**



Material waste generated per garment in 2020 - May 2023

 **76g**/garment



OUR [ACHIEVEMENTS] SO FAR



PRODUCT PROCESS SCORING SYSTEM

We developed a scoring system to help identify the environmental impact of each process required to produce a garment. With it, we can review our actions and products to identify areas for improvement system.



GOTS-CERTIFIED MATERIALS

We source GOTS-certified fabrics, crafted with organic fibers and devoid of harmful substances such as toxic heavy metals and aromatic solvents. These fabrics are produced through environmentally and socially conscious processes, ensuring sustainability and quality.



RECYCLED COTTON

Our recycled is inspected and assessed by Global Recycled Standard and Recycled Claim Standard. The cotton sources are faulty yarns, fabrics, finished products and wasted materials during production process.



NATURAL FIBER FABRICS

We worked with our suppliers to source eco-friendly fabrics made from linen, hemp, bamboo, and coffee grounds.

[MATERIALS]

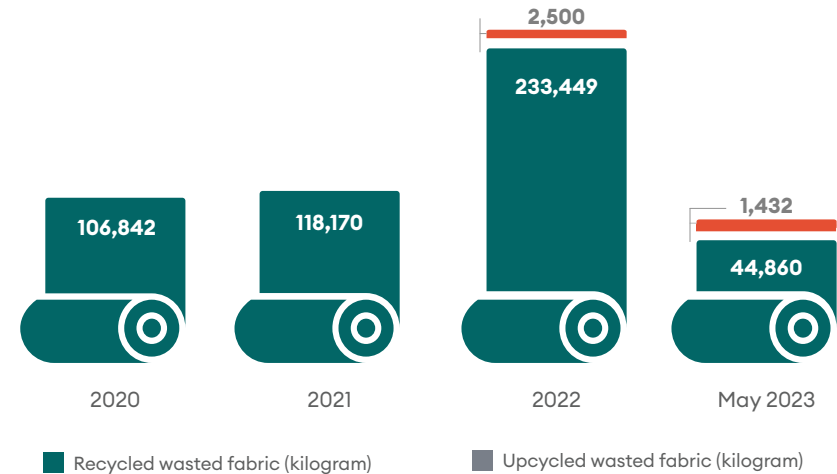
Circularity Approach

A Circular Fashion Economy

At Un-Available, our goal is to create a business model based on a circular economy, which aims to create value at every step of the production process.

To achieve this, we will work with our suppliers to focus on the reusability of raw materials and products.

Materials recycling in 2020 - May 2023



Our commitment to Circular Economy principles is evidenced by our company-wide effort to recycle 100% of fabric waste. Since 2022, we've been upcycling used materials, and have transformed 3% of our fabric waste into new and innovative products.

Source: commonobjectives.co

[MATERIALS FUTURE]

Cotton Traceability

Committed to providing our clients with full transparency, we are looking into partnering with Good Earth Cotton® (GEC).

Good Earth Cotton® (GEC) is a cotton initiative committed to sustainability, ethical farming practices, and innovative traceability solutions. One of these solutions is **FibreTrace®** technology, which combines physical and digital tracking methods with blockchain verification to provide a cutting-edge system for tracking cotton from farm to finished product.

GOOD EARTH COTTON®
CLIMATE POSITIVE, TRACEABLE COTTON

FibreTrace®

WHAT WE ARE [PUSHING FOR] IN THE FUTURE

01

QUALITY, LONGEVITY & SUSTAINABILITY

We prioritize providing products that are premium in quality and longevity. By sourcing and developing sustainable materials that last, we ensure our garments will endure for generations to come.

02

RECYCLING & UPCYCLING

Our **Recycling** efforts involve a mono-material approach in garment design to ensure full recyclability. We also collaborate with suppliers to transform excess fabrics into recycled yarn for new clothes, promoting circularity. For **Upcycling**, we'll explore various upcycling methods that take scrap materials and turn them into something new.

03

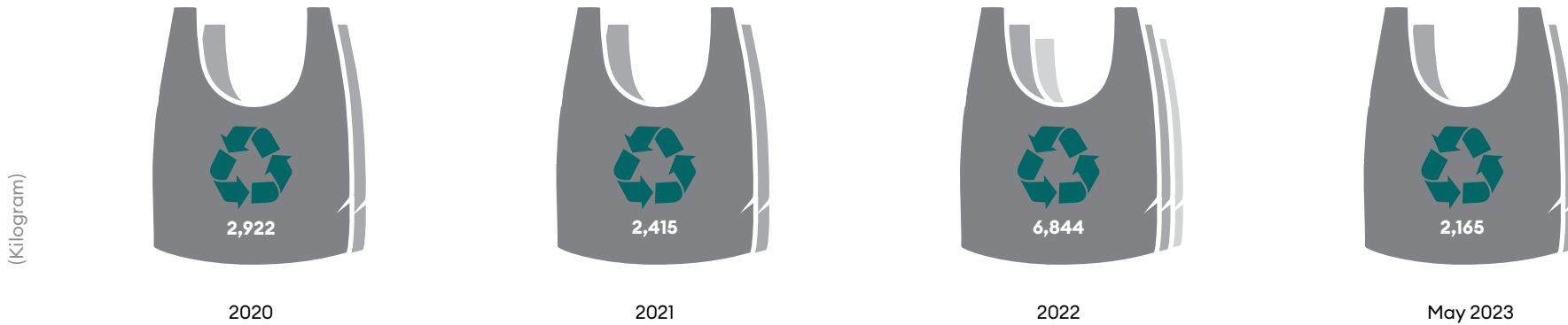
TRACEABILITY

We strongly believe that the transparent supply chain of **Good Earth Cotton®** will give consumers peace of mind, as they can easily confirm the legitimacy of their purchase, which is essential for building trust between consumers and businesses.

[06] PLASTIC

[PLASTIC]

Plastic recycled by UA in 2020 - May 2023



At UA, most of plastic waste results from supplier's deliveries. While working with them to develop more eco-friendly solutions, we reuse the plastics bags for internal storage, from fabric, panels, to garments. After internal use, the plastic waste that is not broken and deteriorated is transported to a recycling facility.

OUR [ACHIEVEMENTS] SO FAR



BANNED SINGLE-USE PLASTIC

In September 2020, we completely banned single-use plastics from being brought into our facility.



ZERO WASTE CAFE

Also in 2020, we established two cafeterias, ensuring that all kitchenware and serving equipment are free from single use plastic.



FABRIC BAGS NOT POLY BAGS

We have launched reusable fabric bags to eliminate the use of plastic for internal storage. Our objective is to collaborate with our suppliers to ensure that all materials delivered to our facility are free from plastic packaging.



GREEN PACKAGING

The Eco Garment Bag – the culmination of our 2 year research – is made from Aquapak's Hydropol™, a specially engineered material used to create a range of packaging products that are **marine-safe, compostable, recyclable** and **biodegradable** in 12 months if ending up in landfill.

[PLASTIC FUTURE]

Zero plastic supply chain

In addition to our internal efforts to reduce plastic consumption and waste, we've also collaborated with our partners and suppliers.



- Plastic packaging
- Fabric and other eco alternatives



Our goal in 2023 is to work with, give support to and require our suppliers to look for eco-friendly packaging alternatives, aiming to bring the plastic use in deliveries down to **20%**.

WHAT WE ARE [PUSHING FOR] IN THE FUTURE



SUSTAINABLE PACKAGING WITHIN OUR SUPPLY CHAIN

We mandate that our suppliers utilize non-plastic packaging for all deliveries. Recognizing that this is a collaborative effort, we are actively working with them to identify additional eco-friendly solutions.



ECO-FRIENDLY PACKAGING FOR CLIENTS

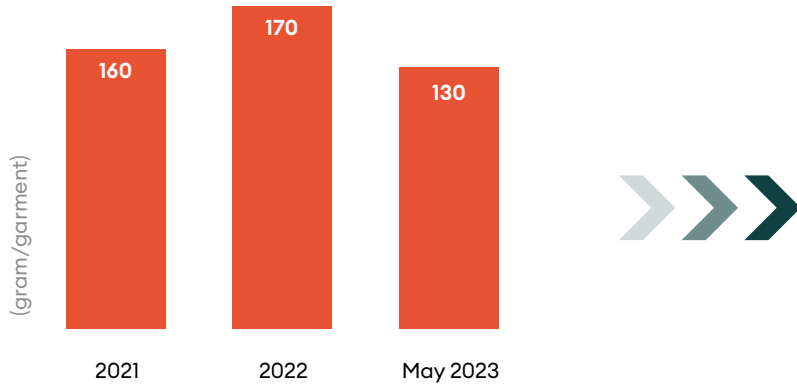
Apart from our current sustainable garment bag offering, we are committed to expanding our range of environmentally-friendly packaging options to cater to the diverse needs of our clients.

[07] OUR RECYCLING

[OUR RECYCLING]

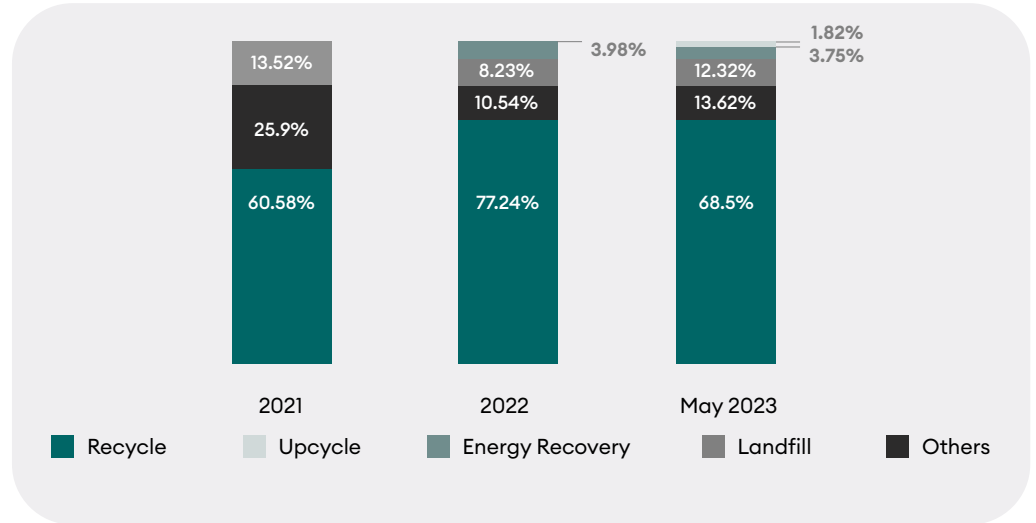
Amount of waste generated per garment(*)

 **130g**/garment



(*) Calculation using Higg FEM Baseline Methodology.

Break down of our waste treatment methods



In an effort to address the significant amount of waste produced during production, we take a proactive approach by implementing eco-friendly waste treatment methods. Specifically, we prioritize reducing landfill use, minimizing incineration, and increasing upcycling, recycling, and energy recovery efforts.

OUR [ACHIEVEMENTS] SO FAR



BUILDING THE RIGHT MINDSET

We trained our team on waste segregation and used visual signs for effective communication. It's now part of our 6S auditing checklist for compliance.



INVESTING IN TECHNOLOGY

In 2022, we invested in a sludge dewatering machine, an innovative solution that decreases sludge waste weight and odor compared to traditional drying processes.



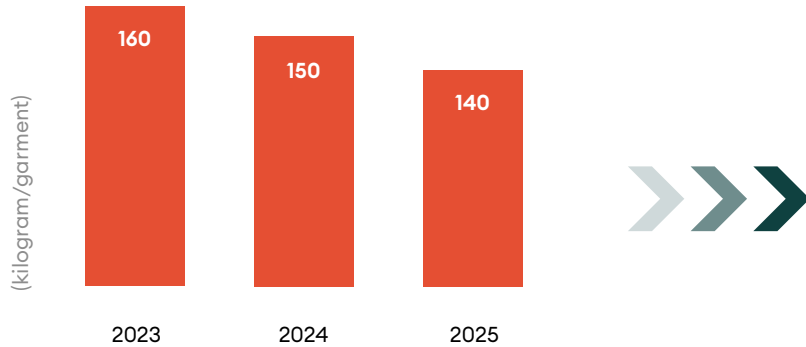
ECOCYCLE WASTE TREATMENT

Through working with suppliers who employ planet forward methods, we have managed to recycle, reuse and upcycle waste while reducing landfill and incineration.

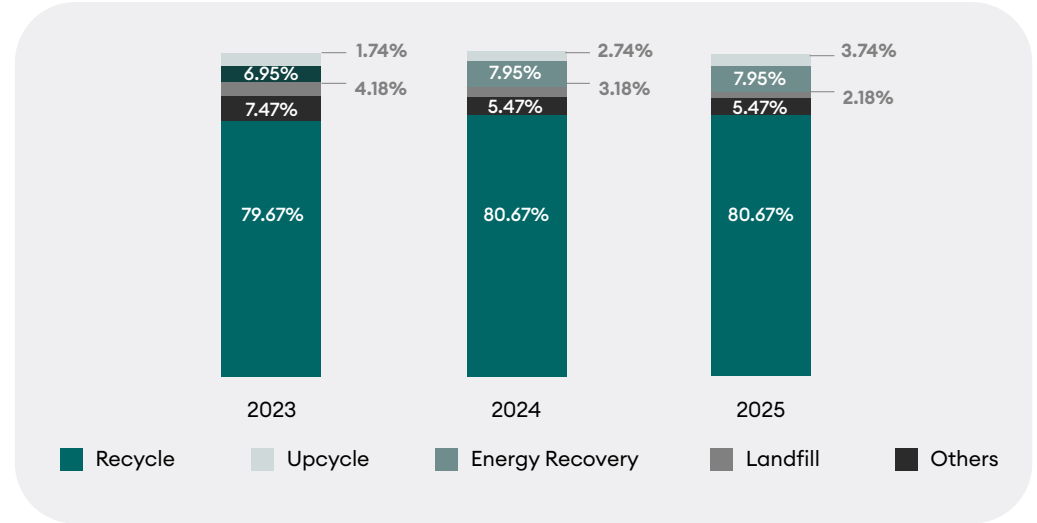
[OUR RECYCLING FUTURE]

Amount of waste generated per garment

 **140g**/garment



Break down of our waste treatment methods



In terms of the amount of waste generated during the production of garments, our goal is to achieve an 15 % reduction by 2025, compared to the current levels in 2022. Over the next two years, we're committed to keeping incineration out of the picture and drastically reducing landfill to a mere 2.2% by 2025. Our eco-friendly treatments will be the primary method, accounting for 92.4% of our efforts through recycling, upcycling, and energy recovery.

WHAT WE ARE [PUSHING FOR] IN THE FUTURE



EVALUATING WASTE TREATMENT PARTNERS

We will carry out regular assessments to ensure all treatment facilities meet our expectations and follow the procedures we agree upon.



SWITCHING TO ENERGY RECOVERY METHOD

By the end of 2024, we pledge to revolutionize our waste processing methods, including those for plastics, by adopting energy recovery approaches. This transformation will ensure that all waste is converted into alternative energy forms.

[08] SUPPLY CHAIN

[SUPPLY CHAIN]

Breakdown of our suppliers based on certifications

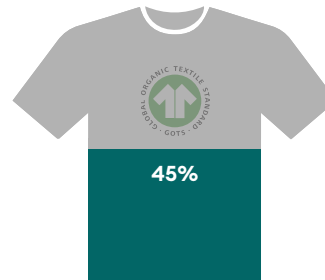
* Data from 2022

GRS/RCS Certified



Fabric Suppliers

GOTs Certified



OEKO-TEX Certified



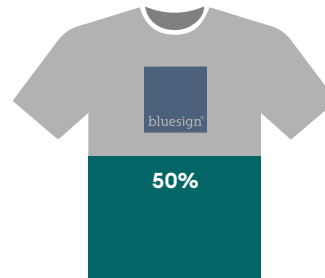
Subcontractors

Higg-FEM Certified



Trim Suppliers

Bluesign Certified



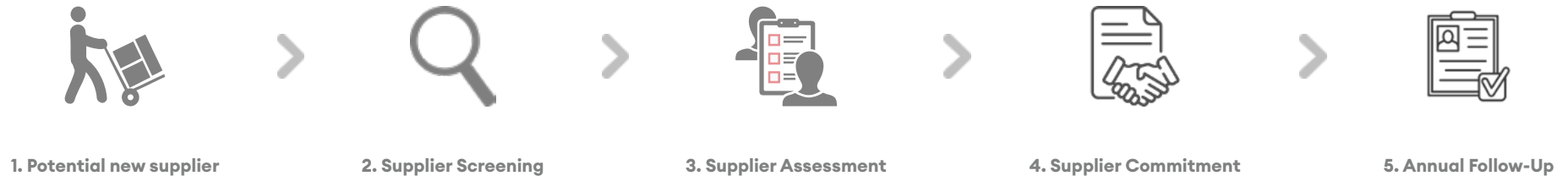
Chemical Suppliers

ZDHC MRSL, RSL Certified



[SUPPLY CHAIN]

Our current supplier onboarding process



OUR [ACHIEVEMENTS] SO FAR

Technical quality is crucial in our supplier selection process, but equally important is a supplier's commitment to sustainability, including social compliance and environmental protection efforts. As part of our ISO 9001:2015 Quality Management System, we have devised a comprehensive checklist for evaluating every potential supplier. Our outlined process guarantees that new applicants align with our objectives and adhere to our business practices. Upon completing the rigorous auditing process, we confidently onboard new suppliers, knowing our supply chain is in capable and responsible hands.

Currently, **76%** of our major suppliers possess at least one industry-standard compliance certification. Importantly, **all of them** have signed a commitment to actively pursue sustainable goals and attain the highest international standards, with clearly defined timelines for achieving these objectives.

[SUPPLY CHAIN FUTURE]


[ORGANIC STANDARDS]



[FAIR CONDITIONS]



[CHEMICAL CONTROLS]



[OVERALL STANDARDS]



WHAT WE ARE [PUSHING FOR] IN THE FUTURE



Evaluating all current suppliers, ensuring 50% comply with the industry standard for environmental and social accountability



Ensuring 100% of our supply chain is fully certified, complying with the industry standards.

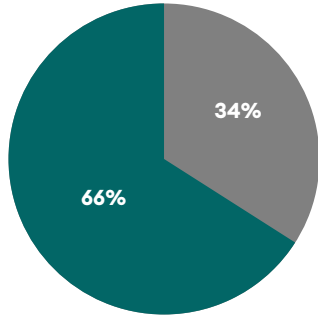


Ensuring 100% of our supply chain has the highest international standard.

[09] PEOPLE

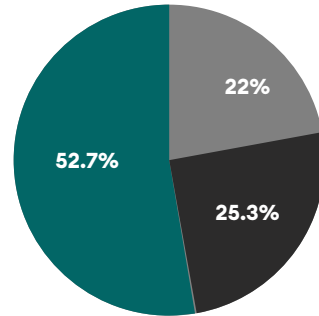
[PEOPLE]

Gender distribution



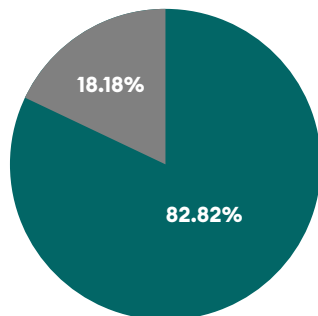
Men
Women

Job security



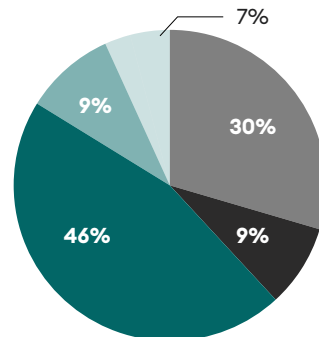
12 month contract
36 month contract
Indefinite-term labor contract

Employee satisfaction



UA employees who are satisfied with:
Company's brand
Working environment
Training & self development
Benefits
Management
Other opinions

Areas of improvement



Extra benefits
Vehicle parking shelters
Relaxing 6S rules
Improving meals quality
Compliance & Management

OUR [ACHIEVEMENTS] SO FAR



EMPLOYEES SATISFACTION SURVEY

Starting from 2022, we have been conducting Employee Satisfaction Surveys to gauge our employees' contentment level, pinpoint areas where they are satisfied or dissatisfied with their job or the company.

Our 2022 result was 82%. Through our efforts on **"Areas of improvement"** we anticipate a 2-3% increase, meeting our target of 85% employee satisfaction by the end of 2023."



TRAINING

Investing in our teams leads to not just individual triumphs but also drives our company's success. In 2022, we crafted a holistic training approach for both factory and office departments, focusing on three core areas: standard operating procedures, functional skill development, and soft skill enhancement. As we wrapped up Q4, our yearly attendance rate stands at 91.5%, with a completion rate of 98% of the whole master plan. Furthermore, the average training hours per person reached 37.8 hours.



TEAMBUILDING

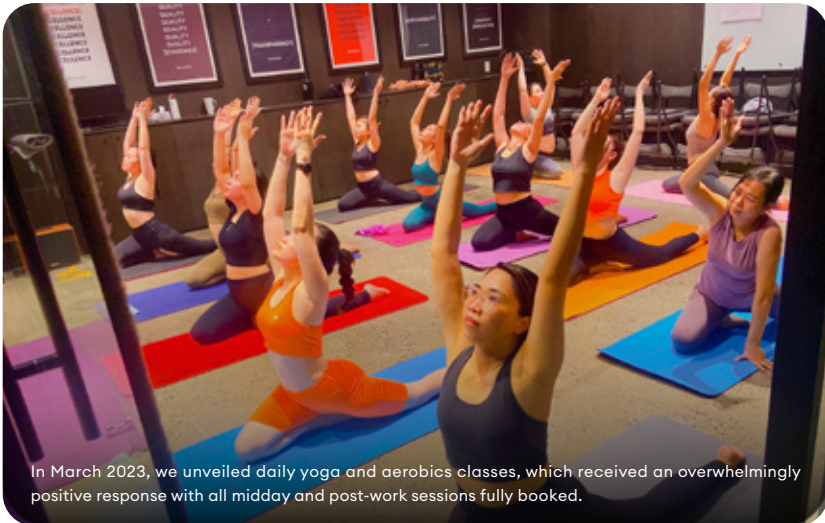
By reducing stress and fostering trust, we pave the way for stronger collaborations. Department-level bonding events occur every quarter, while company-wide gatherings take place 2-3 times per year.

What makes our team-building events even more special is our partnership with local NGOs. Through co-organized trips, we not only bring our people together but also raise their awareness about pressing social and environmental issues. This unique approach to team building ensures that we create memorable experiences while contributing positively to our community.

[PEOPLE]



In December 2022, striking one-third of our team (200 participants) laced up their sneakers for the annual Techcombank marathon.



In March 2023, we unveiled daily yoga and aerobics classes, which received an overwhelmingly positive response with all midday and post-work sessions fully booked.

OUR [ACHIEVEMENTS] SO FAR

01



ENERGIZING BODY & MIND

In 2022-2023, we rolled out an exciting mix of indoor and outdoor activities designed to boost overall wellness and spark dynamic connections across departments. We also aim to enlighten our workforce on key health issues by hosting an engaging series of workshops led by doctors and health specialists. From reproductive health to early cancer detection and stroke prevention, we're committed to empowering our team with knowledge for a healthy life.

02



MANAGEMENT SYSTEM

An efficient HR management system goes beyond streamlining operations – it also boosts employee satisfaction by providing clarity on their tasks. In 2023, we persistently refined our organizational chart and job description systems across all departments. As a result, we've successfully improved our working procedures in alignment with the ISO 9001:2015 standard.

03

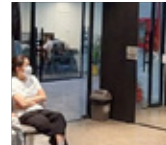
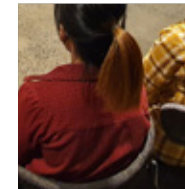
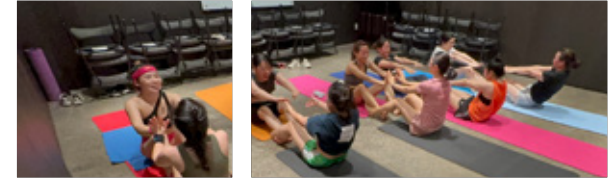


SOCIAL COMPLIANCE

Working hand-in-hand with our sustainability team, our HR department has made considerable strides in ensuring our people are treated fairly, adhering to industry standards, and meeting the expectations of our global clientele. We're delighted that our diligent efforts have been acknowledged by prestigious organizations such as SA:8000, Universal, and Nike in 2022, as evidenced by numerous audits. This recognition underscores our unwavering commitment to employee well-being and exceptional business practices.

[PEOPLE]

At Un-Available, people are our passion. They are the driving force behind our company. By investing in growing our culture and providing a breath of new opportunities, we ensure a nurturing environment for our teams.



[PEOPLE FUTURE]



WHAT WE ARE [PUSHING FOR] IN THE FUTURE

01 

CHARTING SUCCESS AND BOOSTING BENEFITS

Our commitment to enhancing organizational charts ensures a well-structured company where employees can clearly envision their career paths at UA. By continually evaluating the labor market, we're dedicated to providing our team with an attractive benefits package that keeps them motivated and satisfied.

02 

PROMOTING WELL-BEING

We're excited to introduce more health programs, engaging both male and female team members. As we grow, we remain focused on employee satisfaction, striving to make UA a truly enjoyable and efficient work environment. Our annual Happiness Index will keep us accountable, ensuring we consistently outperform previous scores.

03 

ADVANCED TRAINING

With basic training in place, we'll concentrate on advanced training to enhance both hard and soft skills, cultivating an elite and highly motivated workforce. Our ambitious goal is a four-day workweek by 2026.

04 

EXPANDING COMMUNITY IMPACT

Our dedication to community impact extends beyond just financial assistance to local NGOs. We aim to actively involve our teams in various community initiatives, fostering a culture of altruism and connection within UA. Together, we can make a difference in the communities we serve.

[COMMUNITY]



Over the past three years, we've been dedicated to making a difference in the lives of those less fortunate, working closely with NGOs like Newborns Vietnam and Bamboo Bridge. Our focus has been on supporting vulnerable groups, including orphaned and abused children and women.

Our approach to providing care is a blend of financial assistance, fundraising efforts, clothing donations, and hands-on involvement.

We are also passionate about environmental preservation and extend our support beyond mere funding. Our team actively takes part in events that broaden their understanding of environmental issues and inspire a deeper commitment to change. Our collaboration with Gaia Nature Conservation on a tree planting event is a prime example of this dedication.



[COMMUNITY]



UA merchandise for a fundraising event



GAIA tree planting activity



GAIA tree planting activity



Bringing our garments made for disadvantaged children in Dak Lak



Our team visited and organized a Christmas party at a local charity in 2021

OUR [ACHIEVEMENTS] SO FAR

01 

NEWBORNS VIETNAM

We are proud to continue our partnership with Newborns Vietnam (newbornsvietnam.org), an exceptional organization led by Ms. Suzanna Lubran. Through fundraising and grassroots initiatives, they reach out to low-income communities, providing essential medical equipment and training to reduce infant mortality and save precious lives. Our contributions include donating thousands of clothes and sponsoring their impactful work.

02 

BAMBOO BRIDGE

Bamboo Bridge (bamboobridgevn.com) is a dedicated non-profit organization committed to offering opportunities, training, and support to disadvantaged individuals in Ho Chi Minh City. Our ongoing support for this commendable cause includes fundraising efforts and regular financial contributions.

03 

GAIA NATURE CONSERVATION

Gaia is a non-profit organization in Vietnam, devoted to empowering individuals through their nature preservation initiatives. In the summer of 2022, we actively participated in a hands-on tree planting event, joining forces with 7 other like-minded companies. Together, we successfully planted 8,500 indigenous trees, contributing to the restoration of 17 hectares of degraded forest within the Dong Nai Cultural and Nature Reserve. This collaborative effort exemplified our commitment to fostering environmental stewardship and nurturing a sustainable future for generations to come.

[10] OUTLOOK

[OUTLOOK]



In 2022, despite a challenging macro landscape filled with risk and uncertainty, the Un-Available team's dedication to sustainability remained unchanged and guided us through these turbulent times. As consumers tightened their budgets and looked for more value for their money, market demand shifted towards high-quality, uniquely designed products and away from fast fashion. Our eco-conscious approach has experienced an increased appreciation, leading to significant growth and an expanding client base. Seizing this opportunity, we further invested and reached for new heights in sustainable innovation.

Among our most significant accomplishments, we implemented environmentally responsible waste management practices, substantially reducing our greenhouse gas emissions. We are also proud to have achieved full compliance with industry social and environmental standards, surpassing our previous year's index values. This dedication to sustainability has enabled us to maintain certifications and successfully pass numerous client audits. However, our most treasured achievement in 2022 has been the impact on our people. We fostered a positive environment through health-focused programs and community engagement initiatives, encouraging our team members to grow with purpose and unity.

As we look ahead to the end of 2023, Un-Available has ambitious expansion plans, alongside a steadfast commitment to pushing the boundaries of sustainability further. Our top priority is to increase renewable energy consumption, with a goal of achieving 100% solar panel roof coverage. Additionally, we aim to involve all teams in sustainability activities and integrate urgent environmental topics into our training programs. Our third objective, while challenging, is to encourage our suppliers to adopt higher industry compliance standards, as we believe true sustainability must be all-encompassing. Furthermore, we will devote more effort to sourcing eco-friendly materials, chemicals, and treatments.

By striving on all fronts, we aspire to rank among the top 100 sustainable companies in Vietnam on the Corporate Sustainable Development Index (CSI). While this ambitious goal presents its own set of challenges, our dedicated team wholeheartedly embraces the pursuit. To us, the most crucial aspect of achieving this goal is to continuously improve ourselves every day, and to create a more significant impact together as a team.



ENERGY

- 2023** Solar panel roof coverage at 100%
More greenery
- 2025** Reducing energy consumption by 25% in 2025 compared with 2022

WATER

- 2023** Redesigning the cleaning area & process in our printing department to consume less water

Reusing treated wastewater for toilet use
- 2025** Reusing treated wastewater for production

Starting to use rainwater for landscaping and cleaning in 2024

CHEMICALS

- 2023** Continuing to invest in R&D for more eco-friendly alternatives
- 2024** 100% compliance with ZDHC MRSL 2.0 within our supply chain

SUPPLY CHAIN

- 2023** 50% compliance with the industry standards for environmental and social accountability
- 2024** 100% compliance with the industry standards for environmental and social accountability
- 2025** 100% has the highest international standards

PLASTIC

- 2023** Pushing for sustainable packaging within our supply chain

Developing more eco-friendly packaging alternatives

WASTE MANAGEMENT

- 2023** Ensuring all waste treatment processed are being followed and reported accurately
- 2024** Switching to the energy recovery method completely

MATERIALS

- 2023** Continuing to broaden our offer of sustainable materials

Diversifying recycling and upcycling methods

Proving full transparency in material origins, powered by blockchain technology

PEOPLE

- 2023** Enhancing the organizational chart
Further improving benefit package
Further promoting well-being
increase 2-3% employee satisfaction
Expanding community impact through more hands-on support
- 2026** Advancing training to cultivate an elite workforce with a four-day workweek by 2026

A group of hands of various skin tones are stacked together in a circle, holding a small green plant with two leaves. The background is dark and slightly blurred.

[THANKS]

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