

2023 Benefit Corporation Report

EILEEN
FISHER

Letter from Lisa

Dear Friends,

Working with our team to produce the 2023 Benefit Report has been particularly meaningful to me, since 2023 was my first full year as EILEEN FISHER's CEO. I've been able to get to know our incredible teams and see firsthand how their creativity, hard work and love of the EILEEN FISHER mission comes together to create a business that pushes itself to make beautiful products as responsibly as possible.

A key part of acting responsibly is basing decisions on accurate data about the environmental impact of our products, and I'm particularly proud of the work we did to better understand the realities of our carbon footprint. We contributed to the creation of a new life cycle assessment for the carbon impact of silk, which will be accessible by anyone in the industry when it is complete. We will use this information to prioritize actions that have real impact as we move forward. We hope that contributing to publicly available information helps other companies do the same. Taking responsibility for the products we create at the end of their wearable lives is also critical to our mission. In 2023, we passed the two-million mark for garments recovered through our take-back program. In addition, we were able to identify end-of-life solutions for more damaged inventory than ever before, increasing our participation in the nascent fiber-to-fiber recycling industry by recycling 64,142 of the damaged units we have taken back from customers.

Our definition of responsibility extends beyond our products to ensuring that we do the best we can for those who bring our clothing to life. I've been thrilled that 2023 was the year EILEEN FISHER began its partnership with Fair Trade USA and that in the first season, 20% of our products were made in Fair Trade Certified factories. We are committed to working with our supply chain partners to expand access to the Fair Trade program, which allows for a more equitable distribution of resources from brands directly to the workers within their supply chains. Internally, we continued our commitment to increasing the inclusivity of our workplaces by ensuring that close to 100% of our employees participated in DEI training. Our employees also devoted a great deal of time to collaborating with educational and nonprofit institutions, as well as industry groups, to promote responsible business practices and educate the next generation of consumers and professionals on these important issues.

The year was not without challenges. We had to reduce the percentage of eco-preferred fibers due to market limitations in organic linen. While we're not proud of falling short, we do believe there is real value in being transparent about when and where we didn't achieve our goals, so we can learn from those situations and do better in the future. To that end, I am proud of the way our teams handled those moments and the work they continue to put in to push for progress toward all of our goals.

Overall, 2023 was an incredible year, and I am delighted to take a moment to recognize the achievements of our teams. None of this would have been possible without your support, and for that, I thank you.



Lisa Williams
CEO

Our Purpose and Values

Our Purpose

We design for simplicity and wholeness—to inspire joy and connection in women around the world.

Our Values

We are authentic. We thrive in connection. We trust each other. We innovate through creativity. We are committed to the health of the whole. We are united by purpose.

Use of Third-Party Data

In the annual Benefit Report, we report our analysis of results from multiple third-party standards and verified assessments. As a member of Cascale, we use verified Worldly brand and supply chain assessments, which are known as Higg assessments, to report and improve social and environmental impacts. As Social & Labor Convergence Program (SLCP) signatories, we use social assessments developed using the SLCP Converged Assessment Framework, which include the Worldly Facility Social & Labor Module (FSLM) and Better Work depending on geography. As a company committed to Science-Based Targets, our emissions reporting is GHG Protocol aligned. Finally, as a B Corp, we report our latest score on the B Impact Assessment during the triennial period between recertifications. The majority of product- and supplier-level data is based on unit volume. We prioritize third-party-verified data wherever applicable to promote data integrity, support collective action and provide the greatest possible transparency for external stakeholders.

2023 at a Glance

20%

of our clothing was made in Fair Trade Certified factories, our first year with Fair Trade Certified product.

75%

of our line contains eco-preferred fibers.

44%

of new US hires were People of Color.

2M+

EILEEN FISHER garments had been collected through our Renew program since it began in 2009.

100%

of our apparel manufacturers (Tier 1) and mills & dyehouses (Tier 2) were known and traceable.

Benefit 1

We are committed to designing clothing that minimizes environmental and social impact.

Brand Assessments

EILEEN FISHER relies on two tools to evaluate our overall ESG (environmental, social and governance) impacts: the Higg Brand & Retail Module (BRM) and the B Impact Assessment (BIA).

We believe our 2023 score will likely improve to reflect new efforts around Fair Trade Certification, employee sustainability training, improvements in our environmental management systems and corporate governance. Our 2023 BRM score will be available at the end of 2024 and included in our next annual Benefit Report.

The BIA is performed triennially, with EILEEN FISHER's most recent reported in 2020. Our next score will reflect 2023 data and the progress we've made over the last three years.

Metric	2022
Brand & Retail Module ESG score	45%
B Impact Assessment score	89.1

Note that these two assessments have revised their format, so year-over-year comparisons are not relevant.

Materials

In 2023, the three most-used fibers by volume across our product line were organic cotton, organic linen and Tencel™ Lyocell, reflecting the company's commitment to using eco-preferred* fibers. Due to a shortfall in the availability of organic linen on the global market, we used European Flax™, which is certified as traceable to Europe, following certain environmental best practices, but is not organic.

Another gap in the percentage of eco-preferred fibers between reporting years resulted from a higher demand for silk in 2023. Likely due to a post-pandemic return to social gatherings in 2023, our consumers demonstrated a preference for formal attire. As a result, our silk percentage increased relative to 2022 whereas organic cotton and Tencel Lyocell decreased. Although our silk is bluesign APPROVED at the material level, it does not currently carry a third-party certification at the fiber level, meaning that we cannot count it as an eco-preferred fiber. We are currently developing an organic silk supply chain that will increase our share of eco-preferred fibers once it's implemented.

Strategic Objective	Metric	2022	2023
Transition 100% of our fibers to eco-preferred fibers*	74.8% of the raw materials sourced in 2023 met third-party sustainability criteria*	80.90%	74.8%

*Our eco-preferred fiber is defined as fiber meeting third-party sustainability criteria including Global Organic Textile Standard, Global Recycled Standard, Canopy's Hot Button Ranking, Forest Stewardship Council, Savory Land to Market verification and Regenerative Organic Certified®.

Circularity and Waste

Since 2009, EILEEN FISHER has taken back over 2 million gently used garments through our Renew take-back program from customers and employees. We're committed to establishing a fully circular product life cycle, while recognizing that it currently only makes up a small percentage of our overall manufacturing and sales. We're also committed to identifying the most responsible next life option for our take-back inventory.

Strategic Objective	Units		Comments
	2022	2023	
Provide viable second life and end-of-life solutions for EF product	Product Repaired for Customers		
	Customer Repair Program	938	1249
	Gently Worn Product Received		
	Take-Back Program	273,310	273,773
	Units for Resale or Recycling Initiatives		
	Resold through Renew program	93,135	92,009
	Donated	45,269	96,749
	Units repurposed (including mended, resewn, overdyed and Waste No More products)	8,920	4,067
	Units recycled via fiber-to-fiber (including shoes)	-	64,142
	Downcycled	23,630	35,959

Transparency

Transparency is a key facilitator of our efforts to improve the social and environmental impacts of our supply chain. In 2023, we continued to trace our supply chain using third-party certificates and blockchain technology. In particular, we expanded the scope of products on our third-party blockchain traceability platform, Textile Genesis, and increased the fiber volume traced by this platform by 41%. As we look to the future, we will continue utilizing Textile Genesis to trace from fiber forward to discover more links in our supply chain, while also exploring more organic and regenerative supply chains for increased visibility at the fiber level.

Strategic Objective	Metric	2022	2023
100% of our fiber is traced from fiber forward.	% of fiber volume traced by a third party	59%	66%
100% of Tier 1 suppliers are traced.	% of apparel manufacturers known	100%	100%
100% of Tier 2 suppliers are traced.	% of fabric mills and dyehouses known by volume	99.60%	99.90%
	% of dyehouse suppliers known by volume	99.50%	99.70%

Carbon

Science-Based Targets

The company committed to a 100% reduction in absolute Scope 1 and 2 GHG emissions* by 2025 from a 2017 base year. The company also committed to a 25% reduction in absolute Scope 3 emissions from purchased goods and upstream transportation and distribution by 2025. Our current progress toward achieving these goals is reported in the chart below.

Science-Based Target Status

Scope	% of Total		% Reduction Since 2017 Baseline Year		Status	Notes
	GHGe	Science-Based Target	2022	2023		
1	1%	100% reduction of Scope 1 emissions	3113% ↑	2798% ↑	Off Track	Additional Scope 1 emissions were identified after the baseline goal was set, therefore, emissions targets are currently not being achieved. We're working on it.
2	3%	100% reduction of Scope 2 emissions	61% ↓	58% ↓	On Track	Science-Based Target on track due to purchase of RECs. 100% electricity usage covered by Green-e Certified Renewable Energy Certificates (RECs).
3	96%	25% reduction of Scope 3 emissions	52% ↓	51% ↓	On Track	SBTs for Scope 3 emissions are currently on track to achieve targets.

Greenhouse gas (GHG) emissions by scope (tons CO₂e)

	2017	2018	2019	2020	2021	2022	2023
SCOPE 1: Direct emissions from sources owned or controlled by the company							
Corporate Vehicles	-	8	10	9	6	1	3
Gas & Propane	-	-	-	-	279	256	229
SCOPE 1 TOTAL	-	8	10	9	285	257	232
SCOPE 2: Indirect emissions from purchased electricity							
Building Spaces	2,169	2,091	2,154	1,616	852	844	907
SCOPE 3: Indirect emissions from sources not owned or controlled by the company							
Category 1: Purchased Goods and Services Raw Material to Finished Garment Factory	46,728	54,732	39,717	-	18,625	20,883*	23,186
Category 3: Fuel and Energy Related Activities Transmission and Distribution Losses	-	-	-	-	48	40	42
Category 4: Upstream Transportation and Distribution Inbound and Outbound Shipping	11,054	11,210	9,975	4,572	5,654	6,574	2,860
Category 6: Business Travel	-	1,690	821	92	4	55	255

*2022 Category 1: Purchased Goods and Services total is estimated based on weighted average of GHGe per unit from 2021.

Note: The calculations for Scope 1, 2 and 3 GHG emissions for 2023 have been assessed and verified by the third-party organization Leadership & Sustainability.

Greenhouse gas (GHG) emissions by scope (tons CO₂e)

	2017	2018	2019	2020	2021	2022	2023
SCOPE 3: Indirect emissions from sources not owned or controlled by the company (Cont.)							
Category 11: Use of Sold Products	-	-	-	-	-	-	1,461
Category 12: End-of-Life Treatment of Sold Products	-	-	-	-	-	-	250
SCOPE 3 TOTAL	57,782	67,632	50,513	-	24,331	27,552	28,054
TOTAL EMISSIONS (Scope 1 + Scope 2 + Scope 3)	59,951	69,731	52,677	-	25,468	28,653	29,192
SCOPE 1, 2, 3 TOTAL with RECs and Insets/Offsets							
RECs (converted to GHGe)	2,169	2,091	2,154	1,616	-	844	907
Insets/Offsets	7,220	7,390	6,500	3,500	4,405	1,333	1,389
TOTAL EMISSIONS (Scope 1 + Scope 2 + Scope 3) with RECS and Insets/Offsets	50,562	60,250	44,023	-	21,063	26,476	26,896

*2022 Category 1: Purchased Goods and Services total is estimated based on weighted average of GHGe per unit from 2021.

Note: The calculations for Scope 1, 2 and 3 GHG emissions for 2023 have been assessed and verified by the third-party organization Leadership & Sustainability.

Supplier Energy Use

Below is a breakdown of our Tier 1 and Tier 2* suppliers' energy sources in 2023. In connection to our efforts to track and improve supplier energy sources and reduce Scope 3 emissions, we support suppliers' efforts to decarbonize through the Higg Facility Environmental Module and Apparel Impact Institute.

At a Glance: Supplier Energy Sources

Tier 1		Tier 2	
53%	Purchased Electricity	35%	Natural Gas
17%	Coal	33%	Purchased Electricity
14%	Wood Biomass	27%	Purchased Steam
9%	Natural Gas	5%	Remaining Emissions from Refrigerants, Biomass, Fuel Oil, Liquid Petroleum Gas
7%	Remaining Emissions from Diesel, Petrol, Steam, Propane, Fuel Oil, Biodiesel		

*Definition of tiers:

Tier 1: Apparel Manufacturers

Tier 2: Mills & Dyehouses

Tier 3: Material Formation

Tier 4: Raw Material

Supply Chain

EILEEN FISHER works with apparel manufacturers (Tier 1) and mills & dyehouses (Tier 2) to improve social and environmental performance. Our recent effort to expand human rights programming into Tier 2 started in 2022 and will progress as we expand this work throughout Tier 2 and into Tier 3 and Tier 4.*

Strategic Objective	Metric	2022	2023
Purchasing Practices			
Improve our suppliers' perception of our purchasing practices every year.	Tier 1 responsible purchasing practices YOY performance (Better Buying Report) out of a maximum score of 5	2.5	5
Human Rights			
100% of EF clothing is manufactured in Fair Trade Certified apparel facilities.	% of product by volume made in Tier 1 apparel manufacturing facilities that are Fair Trade Certified	-	20%
100% of Tier 1 apparel manufacturers are covered by human rights programs.	% of Tier 1 apparel manufacturers that have completed verified SLCP-aligned social assessments	90%	94%
100% of Tier 2 mills & dyehouses are covered by human rights programs.	% of Tier 2 mills & dyehouses that have completed verified SLCP-aligned social assessments	24%	29%

*Definition of tiers:

Tier 1: Apparel Manufacturers

Tier 2: Mills & Dyehouses

Tier 3: Spinners

Tier 4: Fiber Growers & Creators

Strategic Objective	Metric	2022	2023
Human Rights (Cont.)			
100% of Tier 1 apparel manufacturers exceed our target for worker well-being through their workplace management systems.	% of Tier 1 apparel manufacturers that participate in SLCP-aligned assessments (FSLM, Better Work) and achieve a score of at least 76	Not tracked	53%
100% of Tier 2 mills & dyehouses exceed our target for worker well-being through their workplace management systems.	% of Tier 2 mills & dyehouses that participate in SLCP-aligned assessments (FSLM, Better Work) and achieve a score of at least 76	Not tracked	5%
Environment			
100% of Tier 1 apparel manufacturers are covered by an environmental management program.	% of Tier 1 apparel manufacturers that completed verified Higg environmental assessments	82%	95%
100% of Tier 2 mills & dyehouses are covered by an environmental management program.	% of Tier 2 mills & dyehouses that completed verified Higg environmental assessments	50%	51%
100% of Tier 1 apparel manufacturers are working to exceed our target for environmental management.	% of volume produced by Tier 1 apparel manufacturers with at least a score of 76 on the Higg FEM	Not tracked	30%
100% of Tier 2 mills & dyehouses are working to exceed our target for environmental management.	% of volume produced by Tier 2 mills & dyehouses with at least a score of 76 on the Higg FEM	Not tracked	10%

* Definition of tiers:

Tier 1: Apparel Manufacturers

Tier 2: Mills & Dyehouses

Tier 3: Spinners

Tier 4: Fiber Growers & Creators

Benefit 2a

We are committed to creating an inclusive workplace that respects and honors differences in gender, age, race, ethnicity, religion, sexual orientation and political views.

Inclusive Workplace

Diversity, Equity and Inclusion (DE+I) is a company priority. We've made important efforts to infuse our commitment into all aspects of our company. This includes developing educational opportunities accessible to all employees. As a result, nearly all of our workforce—both individual contributors and people leaders—has successfully completed the offered modules in DE+I education.

Strategic Objective	Metric	2022	2023
100% of company leaders are trained in inclusive leadership.	% of directors and above who have been trained in inclusive leadership	96%	98.5%
100% of employees receive DE+I training.	% of employees who have received Diversity, Equity and Inclusion (DE+I) training	68%	94.8%
Continue to monitor and track hiring demographics to ensure that there are no systemic racial barriers to employment at EF.	% of US hires who are People of Color	45%	44%

Benefit 2b

We are committed to wellness and well-being for all of our employees.

Well-Being

EILEEN FISHER's Healthy Community Reimbursement Program is designed to support and promote employee well-being by providing employees with an annual allowance to use for an expansive list of expenses related to wellness, education and paid time off.

Strategic Objective	Metric	2022	2023
100% of US employees utilize the Healthy Community Reimbursement Program.	% of US employees who utilized the Healthy Community Reimbursement Program	69.6%	68%

Benefit 3

We are committed to conducting business in ways that empower women and girls, support the fair treatment of all people, and preserve the environment.

Business for Good

We continue to maximize our limited philanthropic dollars by making merchandise and gift card donations, as well as matching employee donations toward disaster relief.

2023 Community Support at a Glance

Grants

Black Girl Green	Love Your Labels
Daughters for Earth	Textile Exchange

Merchandise and Gift Card Donations

914Cares (NY)	Habilitat Hawaii (HI)
American Red Cross (TX)	Lemon Salvage (WA)
Big Brothers Big Sisters (WA)	Lifelong Thrift (WA)
Brooklyn Youth Chorus (NY)	Pine Hill Community Center (NY)
Cobble Hill Playschool (NY)	Public School 29 PTA (NY)
Community Center of Northern Westchester (NY)	Roosevelt Island Senior Center (NY)
Cycle for Kids Cancer (CA)	Ryther (WA)
Dress For Success International (WA)	Soles4Souls (AL)
Family-to-Family (NY)	St. Bartholomew's Church (NY)
Germantown Kids' Programs (MA)	Women's Housing Equality & Enhancement League (WA)
GraceWorks (TN)	Women's Rights Information Center (NJ)

2023 Community Support at a Glance

Employee Matching

Anera (DC)	Maui United Way (HI)
Belev Echad (NY)	Oxfam (DC)
Council for Native Hawaiian Advancement (HI)	Palestine Children’s Relief Fund (CA)
Doctors Without Borders (NY)	Pledgeling Foundation Hawaii Relief Fund (HI)
Global Empowerment Mission (FL)	Syrian American Medical Society (DC)
Hawaii Community Foundation Maui Strong Fund (HI)	Tibetan Community of New York and New Jersey (NY)
Islamic Relief USA (VA)	UN Foundation (NY)
Jewish Federation of Northern New Jersey (NJ)	UNICEF (NY)
Jewish Federation of St. Louis Israel Emergency Fund (MO)	World Central Kitchen (DC)
Jewish Federations of North America Israel Crisis Fund (NY)	World Food Program USA

Benefit 4

We are committed to working collaboratively and transparently with other companies in the fashion industry to advance ethical business practices.

Collaborative Impact

Advancing Our Own Values

There are many organizations working to advance the social and environmental impact work that EILEEN FISHER focuses on. They include:

American Apparel & Footwear Association (AAFA)	Fair Trade USA
Apparel Impact Institute (Aii)	Fordham University's Responsible Business Coalition
B Lab	Labor Solutions
Better Buying Institute	Land to Market
Better Work (Vietnam and Indonesia)	Native
bluesign	Open Supply Hub
Brown and Wilmanns Environmental	Regenerative Organic Alliance
Canopy Planet	Renewcell
Cascale (formerly SAC)	Science Based Targets Initiative
Ceres Policy Network	Social Accountability International (SAI)
Clean Energy Buyers Association	Spiber Biosphere Circulation Project
Conservation X Labs	Textile Exchange
Council of Fashion Designers of America (CFDA)	Trove
Cyntex	Worldly (formerly Higg)
Eleven Radius	ZDHC

Advancing Values Throughout the Industry

We know we can't support our People and Planet agenda alone. To inspire others to take action, EILEEN FISHER works with brands, students and industry associations to help us achieve our desired level of positive impact.

Below is a snapshot of how we engaged with people outside our company in 2023.

Brand and Industry Conversations: 35+	Student Conversations: 12+	Speaking and Media Engagements: 10+
Examples:	Examples:	Examples:
VORN Academy (Germany) Conservation X Labs Design Within Reach	Quarterly student calls with EF Social Consciousness Team Virginia Tech Executive Masters of Natural Resources Columbia University Business School	Aspen Ideas: Climate GreenBiz Circularity Conference Remake Seattle Community x Prairie Underground

Advocacy

EILEEN FISHER recognizes that lasting systemic change often starts with policy. In 2023, we engaged with ten issues that advance our core values of people and planet.

Issue	Date	Action
<hr/> Apparel Industry <hr/>		
NY Fashion Act (S. 4746)	Mar. 2023	EILEEN FISHER participated in Lobby Day with Senator Gillibrand’s office in Albany to raise awareness of the Fashion Sustainability and Social Accountability Act (NY Fashion Act). The NY Fashion Act holds companies accountable and levels the playing field for apparel brands with human rights and environmental programs in their supply chains. If passed, it will establish New York as the global leader in thoughtful accountability for the fashion industry.
	All year	EILEEN FISHER declared general support for the spirit of the NY Fashion Act, and—together with other stakeholders (labor, brands, NGOs)—offered input into content and wording.
<hr/>		
FABRIC Act (S. 4213)	Mar. 2023	EILEEN FISHER spoke with Senator Gillibrand’s office in Albany in support of the Fashioning Accountability and Building Real Institutional Change Act (FABRIC Act). The FABRIC Act introduces workplace protections and manufacturing incentives for US apparel suppliers. Specifically, the FABRIC Act enforces minimum wage standards, ending wage theft; combats factory violations with workplace protections; increases transparency of brand practices; and revitalizes domestic manufacturing with a multi-million-dollar grant program.
<hr/>		

Issue	Date	Action
Climate		
Clean Economy Advocacy	May 2023	EILEEN FISHER participated in Ceres LEAD 2023. LEAD on a Clean Economy is an opportunity for business leaders to advocate for pragmatic climate legislation directly with lawmakers in Washington, D.C. We attended meetings with the offices of Rep. Mike Lawler (R-NY), Sen. Tom Carper (D-DE), Sen. Peter Welch (D-VT), Sen. Chuck Schumer (D-NY), Rep. Pete Aguilar (D-CA) and Rep. Hakeem Jeffries (D-NY).
Fine Particulate Matter Standards	Feb. 2023	EILEEN FISHER submitted a letter to the Environmental Protection Agency (EPA) Administrator advocating for stronger national particulate matter (PM) 2.5 standards by noting that such standards are highly feasible and would protect us all from serious health issues from particulate pollution.
Clean Air Act	Aug. 2023	EILEEN FISHER urged the EPA to strengthen standards of sections 111(b) and (d) of the Clean Air Act in order to best leverage the Inflation Reduction Act (IRA) and Infrastructure Investment and Jobs Act (IIJA).
Equitable Clean Energy	April 2023	EILEEN FISHER supported New Jersey Governor Phil Murphy's goal of achieving clean energy by 2035 in the state by urging the state legislature to establish an equitable clean energy standard and invest in ambitious offshore wind projects.
Energy Savings Act (EmPOWER)	Feb. 2023	EILEEN FISHER urged the Maryland General Assembly to voice support for legislation to further invest in energy efficiency and align the Energy Savings Act (EmPOWER program) with Maryland's commitment to reaching net-zero greenhouse gas emissions by 2045.
Climate Corporate Data Accountability Act (SB-253)	Aug. 2023	EILEEN FISHER expressed support for the Climate Corporate Data Accountability Act (SB-253), which requires corporations with more than \$1 billion in gross revenues that do business in California to annually and publicly disclose their greenhouse gas emissions.

Issue	Date	Action
Climate (Cont.)		
Climate-Related Financial Risk Act (SB-261)	Aug. 2023	EILEEN FISHER expressed support for California’s Climate-Related Financial Risk Act (SB-261). This Act requires companies with greater than \$1 billion in annual revenues to publicly disclose their greenhouse gas emissions.
The Fossil to Clean Campaign	Nov. 2023	EILEEN FISHER expressed support for the Fossil to Clean campaign, a global movement of businesses going from fossil fuels to clean solutions. By taking collective action to phase out fossil fuels, participating companies can help send a clear market signal that encourages energy suppliers, capital providers and governments to accelerate the provision of affordable, reliable and safe alternatives.

Final Word

We hope this new, more streamlined Benefit Report format provides the essential data needed to understand how EILEEN FISHER is managing its people and planetary commitments. As we continue on our journey, we wish to thank you for supporting our brand—and for believing in the purpose and values of EILEEN FISHER.