

ARDENE

THE

# doing good

REPORT



ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE  
FY 2022/2023

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Volunteers  
Thank You





# ABOUT THIS REPORT

**We're stepping into the second year of publishing our ESG Report, and we're as excited as ever to share this year's edition with our community.**

In 2023, we continued our commitment to improving and tracking our increase in sustainable products and processes. We're making strides every day.

We're all about learning and staying open to the best next steps. Our teams continued to seek knowledge at sustainability conferences, developed partnerships that really matter, and even signed on to participate in a sustainable fashion consortium so we can be part of the solution.

The steps we take – both big and small – are about taking care of our planet and everyone on it together. We're still not perfect, but every challenge we face is a chance to learn and improve, and that continues to be our biggest commitment of all.

**When it comes to doing good, we're in it for the long haul.**

## OH CANADA!

As a proud Canadian-born company, born and raised in Montreal in the early 1980s, we acknowledge the beauty of our nature, wildlife and ecosystems and strive to help preserve our natural habitats. It's important to us to not only secure partnerships with international organizations but also to support local not-for-profit organizations whose priority is Canada. Making a difference worldwide starts in our own backyard - and we have a beautiful backyard.

In addition, we acknowledge that Ardene stores across North America are on the traditional and unceded territory of many diverse First Nations peoples. We recognize and respect these communities as the traditional stewards of this land.

# A NOTE FROM OUR LEADER

As a fashion retailer, the call for change in our industry continues to guide our efforts. Building on our very first ESG report from last year—as well as the years of sustainability efforts before that—we're proud to say that we've reached and exceeded many of the goals we set out for ourselves in 2023. From launching recycled metal jewelry to ensuring our affordable OMG collection was made with recycled content, offering even more sustainable products at attainable prices for all, introducing recycled, recyclable, and repurposable holiday packaging and more, our teams are challenging themselves to rethink our approach at every step of the process.

In a world where the impact of our choices is more evident than ever, we continue with the ethos that taking steps to reduce our impact isn't only the right thing to do; it is essential. On top of that, we're committed to making that happen while staying true to our values. Our values are to be Responsible—in our practices and approach; Real—and honest in the way we show up; Tuned-In—to what our customers want (and what the planet needs); Magnetic—in making sure we stick to our goals; Connected—to our teams and customers; and to consider our Community in everything we do.

We're embedding sustainable practices into the very fabric of our culture, accelerating our efforts year over year.

We also continue with our commitment to giving back. The Ardenne Foundation continues to support our community partners generously, having now donated over \$7.2 million to various causes to date.

By taking measurable, meaningful steps, we aim to move towards a more responsible future for retail. As we learn, adapt, and grow, our hope is to not only inspire our customers but also encourage our industry peers to join us. Together, we can step into a new era of fashion that we can all be proud of.



Mark D.  
Chief Executive Officer



## ARDENE AT A GLANCE

Hey, we're Ardene! We think of ourselves as the ultimate destination in North America and beyond for head-to-toe apparel, footwear, and accessories - all at the best prices. In the early '80s, we started as an accessories and jewelry retailer. Today, we're on a whole new level, with over 250+ stores in Canada, the USA and internationally - not to mention ardene.com and our app!

We believe that fashion shouldn't be exclusive or intimidating - it should be celebrated with youthful confidence and fearless enthusiasm.

**Our journey is ongoing in this new era of retail, as we focus more than ever before on customer experience and sustainable practices.**

# ARDENE

# 25M

over 25 million total Ardene shoppers every year.

# 3500

close to 3,500 employees at our head office, stores, and at the DC.

# 2.25M

over 2.25 million sq. ft. of retail space globally.

# 1982

we opened our first 500sq. ft. store near Montreal, QC in 1982.

# 1M

close to 1 million sq. ft. of head office and DC space.

# 250

approximately 250 stores from coast to coast in North America and internationally.

# 36M

over 36 million annual visitors on ardene.com and our app.



Ardene store, Saint-Hyacinthe, Qc.

## OUR MISSION & VISION

### Mission

To empower customers everywhere to express themselves through fashion by offering affordable, head-to-toe, outfits designed with people and our planet in mind.

### Vision

To pave the path to the future of fashion retail, while staying true to our belief in community, sustainability, and social responsibility.

## OUR VALUES

Our values are the standards that strengthen and support our business.



### We're Responsible

Integrity and accountability are important around here. We take ownership of our actions as individuals and as a company. We're committed to continuous improvement, and to being socially responsible corporate citizens.

### We're Real

We value honesty and authenticity, no matter what. We're genuine with each other and our customers in everything we do, because positive relationships are built on trust and mutual respect.

### We're Tuned-In

We listen to our customers and our teams – it's what helps us innovate, and it keeps us ahead of the curve. We pay attention where it counts, so we can openly embrace change and foster new ideas that drive us forward.

### We're Magnetic

Our teams stick together. We value open collaboration and teamwork, and that's how we attract top talent and loyal customers. Our creative energy makes us interesting, and our open-minded culture inspires creativity every day.

### We're Connected

We're accessible to people wherever, whenever, and however they want to engage with us. We invite our customers (and everyone!) to be inspired by our energetic brand and share in the Ardene fashion lifestyle experience.

### We're a Community

Being a community extends beyond the company walls and reaches our neighborhoods and abroad. We do our part, along with the Ardene Foundation, to enrich people's lives – because it's the right thing to do.

# CHAPTER ONE OUR JOURNEY

**W**e have an ongoing commitment to finding ways to reduce our impact on the environment. With the objective of building on this year over year, we understand that integrating sustainable and socially responsible practices into our business is a team effort. With support from every level and every department, we continued in 2023 to lay the framework for more eco-conscious products, more moments of education for customers and employees, and more partnerships to help us grow and hold us accountable.

## OUR SOCIAL RESPONSIBILITY STATEMENT

We continue with our longstanding agreement with vendors to adhere to our Social Responsibility Statement. This helps us ensure fair and equal conditions for every worker along the supply chain, and all of our vendors must agree to comply with our Social Responsibility Statement.

- All federal, provincial or state and local laws which relate to the manufacture and production of products regarding occupational health and safety, labor and employment practice, human rights, immigration, product safety, shipping and product labelling must be followed.
- Child labor, prison labor or slave labor in connection with the manufacture and production of products must never be used.
- Vendors must adhere to all other federal, provincial or state and local laws which relate to the manufacture and production of products regarding environmental matters and demonstrate continual improvement of their efforts to protect and preserve the environment.
- Workers should have equal access to jobs and training, on equal terms, regardless of their sex, race, color, political opinion, religion, age, disability, sexual orientation, union membership, or social origin.



## THE UN'S SUSTAINABLE DEVELOPMENT GOALS

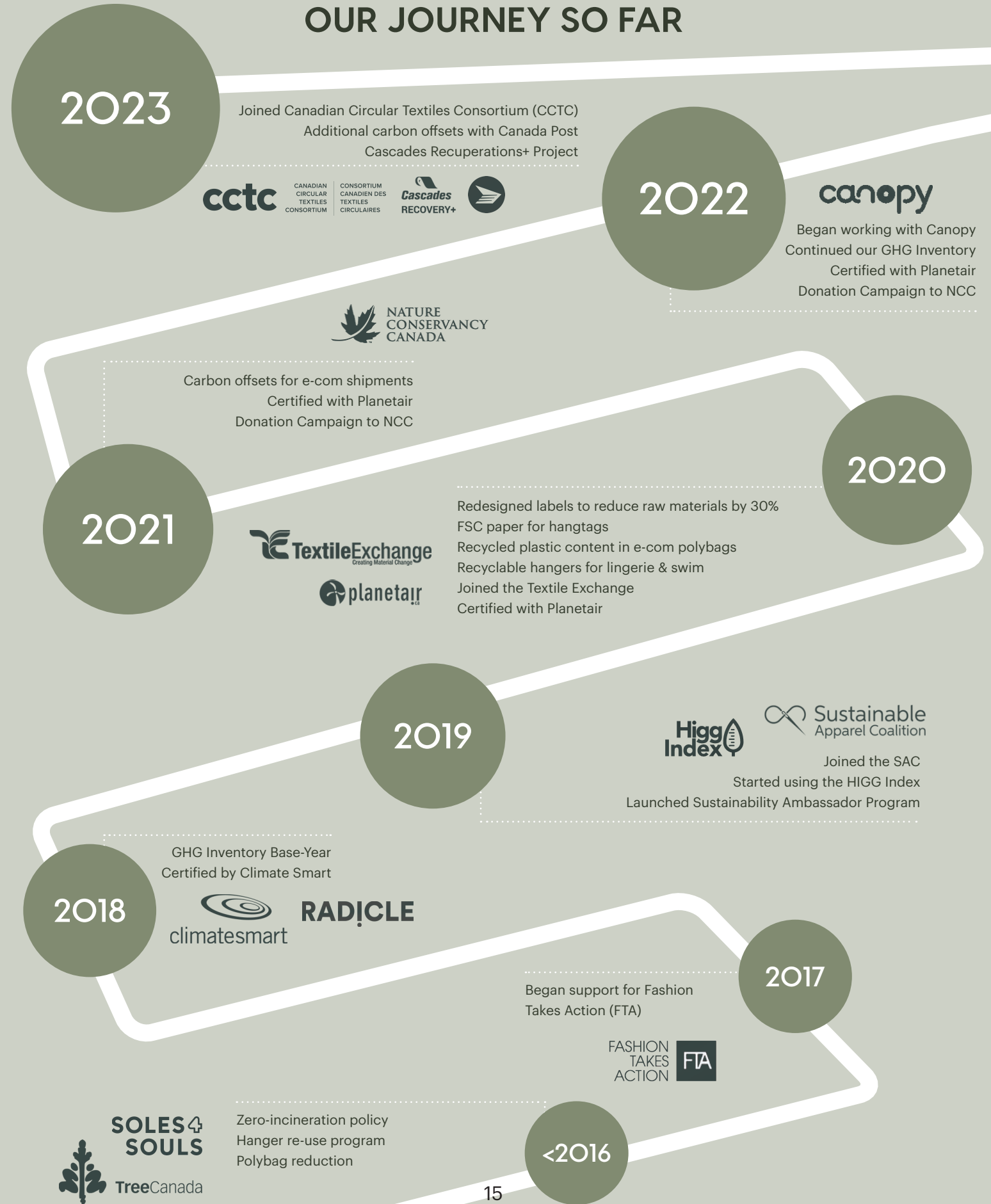


The United Nations has established 17 Sustainable Development Goals, or Global Goals, to pave a path towards a peaceful and prosperous future for all by 2030. These goals include ending poverty, providing education, encouraging economic growth and protecting the planet, and we know that we have a role to play in supporting the UN's targets. We continue to align our current partnerships, initiatives and projects with 6 SDG's in particular, which will be explained in more detail later in the report.

### Our SDG's

3	Good Health & Wellbeing
4	Quality Education
5	Gender Equality
8	Decent Work & Economic Growth
12	Responsible Consumption & Production
13	Climate Action

## OUR JOURNEY SO FAR





# CHAPTER TWO OUR PEOPLE

Our people are at the core of everything we do, and we are committed to creating a culture of belonging and inclusivity for all. These initiatives align with four of the UN's SDG's as well as the Canadian Supply Chains Act.



## DIVERSITY, EQUITY, INCLUSION & BELONGING

We continue to be committed to the principle of Diversity, Equity, Inclusion and Belonging, and believe they are important facets in our organization and in society. Not only have we continued to grow our companywide initiatives related

to DEIB, but we continue to convey our support through campaigns and our partnerships.

In July 2023, we launched a full three-part Diversity, Equity, Inclusion and Belonging training to our 3,500 store team members, supported by a valued partnership with a local consulting firm who shared their knowledge and expertise. The topics covered were:

- *Diversity, Equity, Inclusion and Belonging: Fundamentals*
- *Understanding Bias*
- *Inclusion in Action*

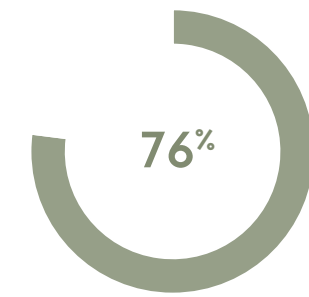
In April 2024, we plan to launch a demographic survey to stores followed shortly after by our head office and DC to gather baseline information so we can continue to build and improve our programs in support of our teams.

In addition, in 2023, we proudly supported the LGBTQ+ community and partnered once again with the It Gets Better Project during Pride, launched a Black History Month pop-up shop in stores, and donated to people-focused initiatives such as Indspire and Jack.org.

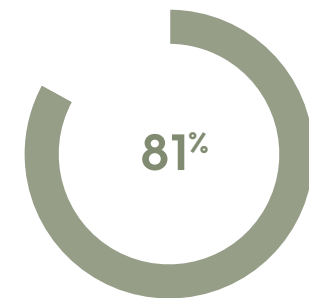
## MINDFULNESS & CONSCIOUS LEADERSHIP

In addition to wellbeing, Ardene continues its ongoing programs related to mindfulness and conscious leadership. We launched the Ardene Mindfulness program in stores in 2018 with the objective of providing team members with techniques to help stay grounded and overcome stress, and over the last years, the program has significantly grown. In

2022, we appointed our first ever Chief Leadership and Mindfulness Officer, strengthened our focus on all our mindfulness initiatives, and introduced our conscious leadership training program, all of which we continue to this day. In 2023, we reinforced all our programs through executive coaching, group coaching, a dedicated communication channel for this topic, and even participated in the Mindful Leader Summit in Washington DC to present our program. With incredible feedback from our teams and the growth opportunity it provides, our objective is to continue growing these programs in the years to come.



People feel comfortable and supported discussing mental health and wellness here.



There are programs and resources available at Ardene to help me take care of my wellness and mental health.

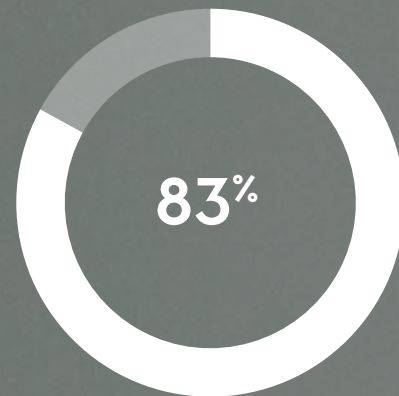
\*results from our Employee Opinion Survey, 2023

## GREAT PLACE TO WORK CERTIFIED

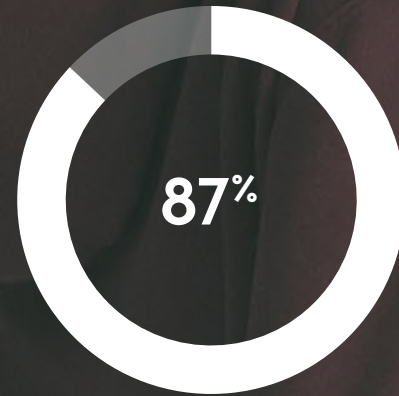
Ardene was once again Great Place to Work Certified in 2023. Based on a confidential poll shared with our 3,500 employees across North America, we took the pulse of our people to understand their experiences and learn how we can continue supporting them.

In addition, in 2023, we were recognized as a Top Employer in Canada, a Top Employer for Women, and were among the companies with the Most Trusted Executive Teams. Some of our strongest results have consistently been in the realms of diversity, equity, inclusivity, and belonging – something we are so proud of!

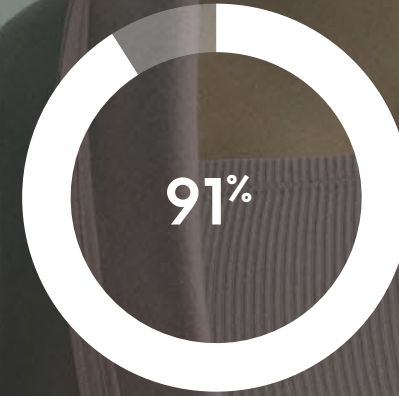
We continue to support our unique teams and to continually improve our programs & policies.



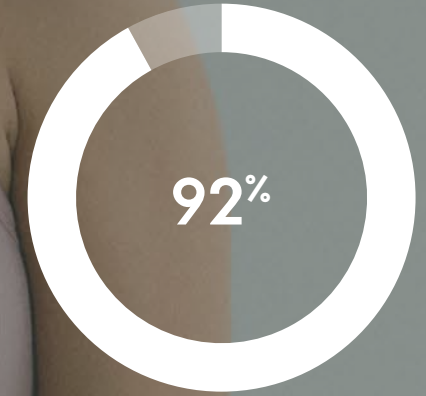
My manager shows a sincere interest in me as a person, not just an employee.



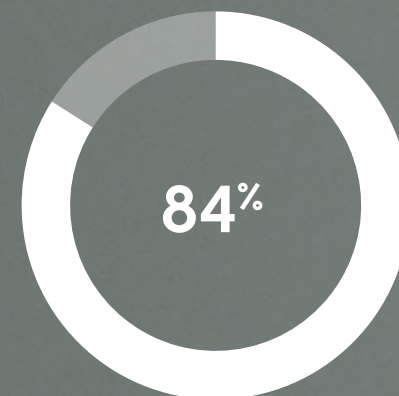
When you join the organization, you are made to feel welcome.



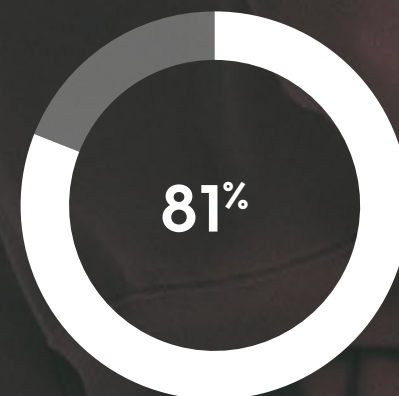
People here are treated fairly regardless of their race or ethnic origin.  
*(88% for those who identify as visible minorities)*



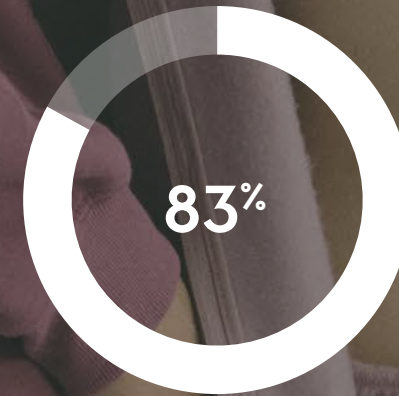
People here are treated fairly regardless of their gender.



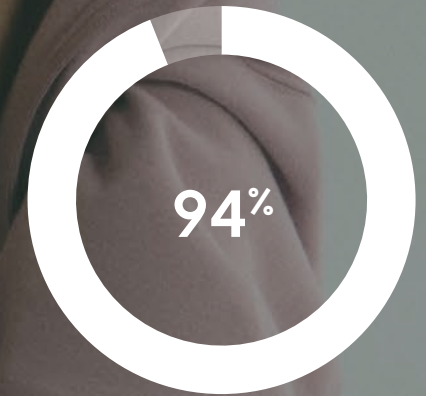
People care about each other here.



I can be myself around here.



People here are treated fairly regardless of their age.



People here are treated fairly regardless of their sexual orientation.  
*(92% for those who identify as LGBTQ+)*

## SPOTLIGHT: THE IT GETS BETTER PROJECT

Inclusivity is one of Ardenes core values, and we believe in equality for everyone, so we recognize the importance of celebrating Pride and supporting the LGBTQ+ community.

Continuing our commitment to inclusivity, Ardenes values equality for all and proudly supports the LGBTQ+ community.

The It Gets Better Project empowers LGBTQ+ youth through educational programs and dynamic community initiatives, primarily through impactful storytelling campaigns. Their global storytelling efforts uplift LGBTQ+ youth across four continents and eight languages, fostering empowerment.

In 2023, we collaborated once again with the It Gets Better Project to raise funds for their mission. Through our Pride campaign, we collected customer donations and offered limited edition tote bags designed by LGBTQ+ artists, including an ongoing friend of our brand, Kezna Dalz. Together, these efforts raised over \$70,000, bringing our total contribution to \$170,000 to date.

IT GETS BETTER PROJECT x ARDENE

## exclusive tote bag

Designed by 2SLGBTQ+ artist Kezna Dalz  
@keznadalz.  
Net proceeds donated to the It Gets Better Project.

Scan to find out more about our partnership.



## SUSTAINABILITY AMBASSADORS

Our cross-department ambassador program continues at head office as well as in stores, helping us drive sustainability within specific areas of the business. In 2023, our ambassadors attended conferences held by organizations such as The Fashion Takes Action WEAR Conference, where we were sponsors; the Sustainable Apparel Coalition Annual Meeting; and the Retail Council of Canada Sustainability Conference. Ardene also joined the Canadian Circular Textiles Consortium (CCTC) to take part in discussions on solutions to industry-wide challenges.

These learnings are then cascaded to our teams, as well as the organization, through dedicated sustainability newsletters and more.

In addition, in 2023, all employees read and signed Ardene’s Declaration for Sustainability Commitments that encourages them to review certain actions in their daily work to participate in the collective effort of reducing our impact on the environment.

## SUPPLY CHAIN

Ardene recognizes the importance of fostering a quality work environment for those involved in all stages of production and distribution. Not only do we strive to offer an exceptional

quality of work domestically, but we also demand a high ethical standard from our third-party suppliers abroad.

Our large supply chain is at the heart of our business and of our brand. Choosing vendors that operate ethically, according to our vendor code of conduct, is an essential part of our third-party selection process, and by working hand in hand with them, we can ensure that they comply with a high standard of ethical operation and are committed to continuously improving working conditions for their employees. The Ardene Vendor Code of Conduct is in place to ensure that all our vendors respect these fundamental ethical requirements.

In order to maintain high standards across our supply chain, when it comes to responsible partnerships with vendors, we also regularly re-examine how we operate to ensure we’re on the right path.

## CANADIAN SUPPLY CHAINS ACT

The measures introduced through the Canadian Supply Chains Act aim to increase industry awareness and transparency and drive businesses to improve their practices. Bill S-211 received Royal Assent on May 11, 2023 and came into force on January 1, 2024. Entities must, on or before May 31 of each year, submit a report to the Minister of Public Safety on:

- *The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.*
- *Its structure, activities and supply chains.*
- *Its policies and due diligence processes in relation to forced labour and child labour.*
- *The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.*
- *Any measures taken to remediate any forced labour or child labour.*
- *Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.*
- *The training provided to employees on forced labour and child labour.*
- *How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.*

In addition to submitting the report to the Minister, the entity must make the report available to the public, including publishing it in a prominent place on its website.

The reporting is directly linked to our supply chain and confirming that there is no forced or child labour within our supply chain.

It is now more important than ever that Ardene tracks social compliance in our supply chain. Although social &

environmental factory audits have been mandatory (section 3.14) for all our tier 1 factories, any factory that does not submit a valid social compliance audit runs the risk of having purchase orders cancelled.

## SUMMARY

### HIGHLIGHTS 2023

- Launched extensive DEIB training module to 3,500 store staff across the chain.
- Fostered partnerships with new and existing organizations that align with Ardene’s goals.
- Maintained the Sustainability Ambassador program, and kept our teams in the loop through newsletters.
- Supported multiple organizations, including Indspire, Shoebox Project, the It Gets Better Project, Jack.org, and more.

### GOALS 2024

- Looking ahead to next year in 2024, we will adhere to the Canadian Supply Chains Act.
- Establish clear and measurable ESG goals for each department.
- Continue to grow the Ambassador Program and seek new partnerships to support our goals.
- Launch mandatory employee training to comply with the Canadian Supply Chains Act.

# SPOTLIGHT: JACK.ORG

We're honored to continually contribute to a future where young people have the education and resources needed for mental health support.

Back in 2021, we joined forces with Jack.org for the first time, sharing their mission to empower young individuals and eradicate the stigma surrounding mental health. Our dedication to mental wellbeing is also supported by established internal programs for our team members, making our collaboration with Jack.org a natural fit.

Since our partnership's inception, we've actively engaged in Jack Ride events, including sponsorship in 2023. Through our collective efforts, we raised nearly \$90,000 in May and October 2023 alone, contributing to a total donation of just over \$140,000 to date.



Select images from Ardené's Virtual Jack Ride, 2023.



# SPOTLIGHT: BLACK HISTORY MONTH

In 2023, in celebration of Black History Month, we honored the rich heritage and contributions of the Black community by hosting two exclusive pop-up shops—one for the public and one for our employees.

Collaborating with Black content creators and small-business owners, we amplified their voices and showcased their unique talents and products. Among the standout items were our best-selling totes, symbolizing both style and empowerment.

Through these pop-up shops, we aimed to spread messages of love, inspiration, and inclusivity that resonate with all our customers, embodying our commitment to diversity and community engagement.



Select images from Ardené's BHM activation, 2023.

# CHAPTER THREE OUR PLANET

Over the past year, we have further deepened our commitment to learning and expanding our efforts in sustainability. These efforts are in alignment with the UN’s SDG on Climate Action, and we continue to actively collaborate with sustainability partners – as well as seeking out new ones – to further measure, and ultimately reduce, our overall impact on the planet.



## SUSTAINABILITY PARTNERSHIPS

We believe that through collaboration comes the greatest achievement, and so on top of our ongoing commitments to change in stores and at our office, we continue to work with partners to help us achieve our goals and keep us on track.

## FASHION TAKES ACTION

Fashion Takes Action (FTA) is the foremost Canadian non-profit organization in the fashion industry dedicated to sustainability, and it’s all about creating a conscious fashion future. FTA researches, educates, and collaborates with industry leaders to make changes in fashion that are better for the planet. FTA hosts a sustainability webinar, and as a supporter of FTA's annual WEAR conference: the World Ethical Apparel Roundtable, and with partnered initiatives, we look forward to future collaborations.

## TEXTILE EXCHANGE

The Textile Exchange is one of the most reputable global sustainable organizations and manages several large initiatives, which are responsible for certification in the chain of command of a product. This means the product has been certified every step of the way from raw material to the final fabric. The Textile Exchange helps us meet our certification

needs, all while helping us learn and grow on our sustainability journey.

As a member of The Textile Exchange, we encourage vendor certification based on their standards, such as:

VENDOR CERTIFICATION STANDARDS
CCS - Content Claim Standard
GRS - Global Recycled Standard
OCS - Organic Cotton Standard
RCS - Recycled Claim Standard

## CANADIAN CIRCULAR TEXTILES CONSORTIUM

Adapting to the principles of the circular economy is one way to reduce the textile and apparel industry’s impact on our planet and support our communities. We believe that collective action is the way to achieve this systemic transformation.

Our long-time partner, Fashion Takes Action, established the Canadian Circular Textiles Consortium (CCTC) in 2023, and invited stakeholders to partner and turn their shared vision into reality. Ardene is happy to be one of these stakeholders.

**WHY ARDENE GOT INVOLVED WITH CCTC**

As a next step in our sustainability journey, we feel it is our responsibility to be part of textile recycling solutions in Canada, and joining CCTC is a great step.

We know attaining solutions for circular textile systems is a needed next step for Canadians and our global community.

We believe this can be achieved by working collaboratively, within our industry, as well as with governments and academics.

Together with the CCTC, we must work towards minimizing textile waste. Input from Canadian retailers and brands like Ardene is key, and guidance from the CCTC can help make our ideas actionable realities.

**WHAT ARDENE WANTS TO ACHIEVE THROUGH THE CCTC COLLABORATION**

**Smarter Textiles & Design**

• Create smarter textiles to enable material recovery (recycling textiles). Ardene can contribute with smarter design strategies that can aid in the recycling process.

• Reduce and eliminate certain types of input materials that are difficult to recycle.

**Leveraging EPR**

• EPR system for plastics and paper can be a framework for developing a textile recycling strategy.

• EPR in other countries can help us implement EPR for textiles in Canada.

**Clearer Labeling**

• Reform on labeling of recycled materials so that consumers and post-consumer recovery can be cleaner and clearer.

Ardene wants to contribute to these solutions, and we hope our involvement will inspire others in the fashion industry to do the same.

**SPOTLIGHT: ONE TREE PLANTED**

In 2023, we partnered with One Tree Planted, a non-profit organization dedicated to global reforestation by tree planting.

We initiated an in-store donation campaign for our Canadian and American customers, alongside donating the net proceeds of our Ardene Foundation product sales. Throughout April, net proceeds from these products were pledged to One Tree Planted, supporting their pledge of planting one tree for every dollar donated. In our first year of collaboration, we proudly donated close to \$25,000 towards global reforestation efforts.

Continuing our commitment to environmental conservation, we are thrilled to announce our ongoing partnership with One Tree Planted in 2024.

Right: One Tree Planted Campaign, Store Signage, 2023.



**DONATE A TREE!**  
from April 20<sup>th</sup> to 24<sup>th</sup>, 2023

**Every \$1 donated  
= 1 tree planted**



Scan here to find out more about One Tree Planted

## TAKING INVENTORY OF OUR EMISSIONS WITH *BMO RADICLE*

We continue to work with BMO Radicle’s Climate Smart to provide us with tools so that we can track our annual greenhouse gas emissions correctly, and they certify our results annually. With their guidance, we commit to an annual reduction plan and are accountable for those reductions. With Climate Smart, we can continue to plan further emission reductions and continue to lower our footprint.

### 2022 Climate Smart Certification

In 2018, we partnered with Climate Smart, now known as BMO Radicle, to help us reduce our carbon footprint by tracking our greenhouse gas emissions, and we’ve made big strides since our base year.

In 2022, we noticed an increase in transportation emissions, which we attribute to a return-to-office after the pandemic period. To counter this, we purchased 41.21 tonnes of offsets from a Gold Standard verified portfolio to apply against our ecommerce shipments as part of our FY2022 inventory. Moving ahead to 2024 and beyond, we have also implemented public transportation, carpool, and shuttle incentives to our team members to support further emissions reduction.



### EMISSIONS BY SCOPE SINCE BASE YEAR 2018\*

SCOPE 1	SCOPE 2	SCOPE 3
Direct emissions from our owned or controlled sources.	Indirect greenhouse gas emissions from purchased energy.	All indirect emissions that occur from our value chain. They are the result of activities from assets we don’t own or control but that indirectly impact our value chain.
Fuel for Ardene-owned vehicles, natural gas used in owned buildings	Purchased electricity, purchased heat or cooling	Inbound & outbound third-party shipping, garbage, air travel, staff commuting, paper consumption
<b>2018-2022 Emission increase of 29%</b>	<b>2018-2022: Emission reduction of 34%</b>	<b>2018-2022: Emission reduction of 17%</b>

**Total emissions for 2022: 12,100.1 tCO<sub>2</sub>e**

\*tracked emissions are for one year prior to reporting year

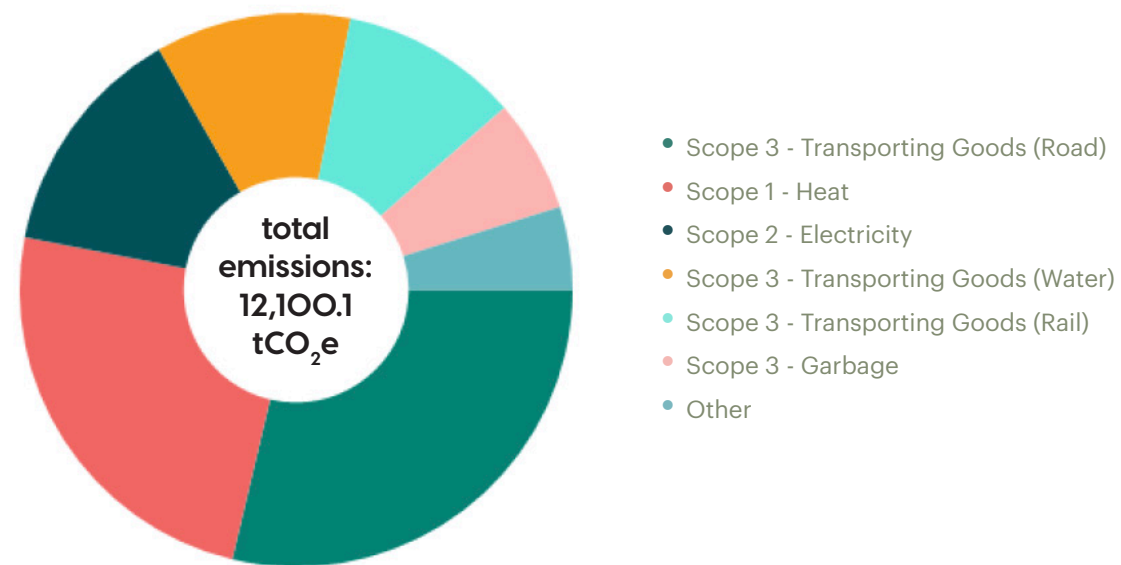
\*Ardene does not currently track the GHG emissions of its suppliers.



## BMO RADICLE (CLIMATE SMART)

### Ardene's Carbon Emissions - Feb 1, 2022 to Jan 31, 2023

This report details the greenhouse gas emissions footprint for Ardene during the FY2022 Inventory, including the breakdown of emissions by source activity and Ardene's plan to reduce their emissions going forwards. This report and inventory were compiled in compliance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition.



**13%**

Compared to the 2018 baseline, Ardene reduced emissions by 13%.

Overall Ardene's emissions have decreased by 13% (1810.33 tCO<sub>2</sub>e) since the baseline year (2018), with the majority of the reductions occurring in transporting goods - air and electricity.

### Ardene's Emission Reduction Plan

Working closely with BMO Radicle's guidelines, we're committed to further reducing our overall GHG emissions.

CATEGORY	STRATEGY	CONSIDERING	PLANNED	IMPLEMENTED
Electricity	Make use of natural lighting as much as possible			Ongoing
	Use standby settings on electronics			Ongoing
	Set computers to power saving mode			Ongoing
	Put up signage to help people remember to turn off lights and equipment		Oct-24	
	Regularly monitor your usage through your online account with your utility provider to identify inefficiencies			2018
	Implement a policy that all office-based equipment and lighting is turned off when not in use		Oct-24	
	Implement a policy that all non office- based equipment is turned off when not in use		Oct-24	
	Replace incandescent lightbulbs with compact fluorescent lightbulbs			Ongoing
	Replace incandescent lightbulbs with light-emitting diodes		Oct-23	
	Replace fluorescent tube lighting with LED tubes		Oct-23	
	Replace older fluorescent lighting with higher-efficiency models		Oct-23	
	Purchase/install energy efficient office equipment as old ones expire			Ongoing
	Replace desktop computers with laptops at their end of life	Considering		
	Install occupancy sensors in common areas		Oct-23	
	Use variable-frequency drives (VFD) to improve efficiency	Considering		
	We are moving into a new facility for HO and all warehouses which is LEED certified			Feb-23

CATEGORY	STRATEGY	CONSIDERING	PLANNED	IMPLEMENTED
Heat	Ensure bay doors in warehouses and workshops are closed when not in use			Ongoing
	Implement a regular maintenance program			Ongoing
	Check settings on programmable thermostats (if installed) so that heat is turned down in the evenings and on weekends			Ongoing
	Conduct a commercial energy assessment	Considering		
	Install strip curtains or air curtains			Oct-23
	Install Programmable Thermostats			Ongoing
	Use variable-frequency drives (VFD) to improve heat efficiency		Oct-24	
	Assess condition of weather stripping and install new as needed			Ongoing
	Substitute electric heat in the place of natural gas in cases where temperature throughout your space is uneven		Oct-24	
	Install energy efficient windows		Jun-24	
	Install or upgrade building insulation		Jun-24	
	Transportation	Engage employees to consider lower carbon modes of travel where possible for business trips		
Promote carpooling to work by installing a ride share board or facilitating participating in local carpooling program			May-24	
Promote public transit to employees			May-24	
Allow employees to telecommute				Mar-20
Reduce business travel through the use of teleconferencing/videoconferencing				Mar-20
Participate in Ride-to-Work Week or similar programs		Considering		
Provide bicycle parking				Ongoing
Provide EV charging stations				2020
Provide shower facilities			May-24	
Changing Rooms- provide changing rooms for employees to change into work attire after commuting		May-24		
Provide eco-driver training to vehicle operators	N/A			

CATEGORY	STRATEGY	CONSIDERING	PLANNED	IMPLEMENTED
Transportation	Implement a regular vehicle maintenance program	N/A		
	Implement an idle-reduction policy	N/A		
	Implement a route optimization strategy	Considering		
	Install route optimization software, including GPS and engine idling monitoring	N/A		
	Assess whether size of vehicles is appropriate for their use	N/A		
	Purchase biodiesel for diesel vehicles	N/A		
	Purchase or lease hybrid vehicles	N/A		
	Purchase or lease electric vehicles			Ongoing
	Convert fleet to propane	N/A		
	Use variable-frequency drives (VFD) to improve vehicles' efficiency	N/A		
	Source from local / regional suppliers whenever possible			Ongoing
	Transport goods with an eco-friendly shipping company	Considering		
	Ship by rail instead of truck where possible			Ongoing
	Switch shipments from air to truck, rail, or water where possible			2019
	Implement and publicly communicate carbon neutral ecommerce shipping program.			2021
Paper	Put up signage to increase staff paper awareness			Oct-19
	Reduce paper consumption during meetings			2019
	Re-use paper			2019
	Set computer defaults to double-sided printing			2019
	Switch from paper to electronic invoicing, where possible	Considering		
	Switch from paper to electronic file storage	Considering		
	Employ a fax to email service	Considering		

CATEGORY	STRATEGY	CONSIDERING	PLANNED	IMPLEMENTED
Paper	Track and report on office paper use			2019
	Purchase paper with recycled content			2020
	Provide option for electronic receipts instead of paper ones in stores	Considering		
	Transition entirely to paperless receipts/ e- receipts for e-commerce.		Dec-24	
Waste	Participate in a battery recycling program			2019
	Increase waste diversion from landfill through improved signage and other employee engagement activities			2020
	Expand recycling program to include soft plastics		Dec-24	
	Request all suppliers to minimize their packaging			2019
	Switch office waste management vendors to include recycling streams			Oct-23
	Work with regional teams to understand the types of waste retail shops handle to better inform reduction strategies			Ongoing
	Explore an informal waste audit at distribution hubs to understand which materials are being landfilled to better inform a reduction strategy		Jun-24	
Water	Fix leaking taps			Ongoing
	Install faucet aerators on high-use taps			Ongoing
	Install low-flow toilets			2017
Employee engagement	Communicate to staff why your company is getting Climate Smart certified and how they can get involved			2019
	Solicit ideas for greening operations from staff			Ongoing
	Install a green board to communicate GHG emissions reduction initiatives and other sustainability-related activities			2022
	Establish an employee green team to help develop and coordinate GHG emissions reduction initiatives			Sep-19
	Develop and include sustainability policy in operations and/or employee manual			2021
	Regularly report to staff on GHG emissions reduction initiatives and progress			Ongoing
	Build sustainability into employees' performance metrics		Jun-24	

CATEGORY	STRATEGY	CONSIDERING	PLANNED	IMPLEMENTED
	Employees must sign a sustainable commitment document			2023
	Include sustainability as a metric for executive compensation	Considering		
	Work with regional retail teams to better understand sustainability issues at the shop level			Ongoing
Offsets & renewable energy certificates	Purchase renewable energy certificates (RECs)	Considering		
	Carbon offsets are purchased to offset all e-com shipping on an annual basis.			2020

### Methodology

As a Climate Smart certified business, Ardene conducted its GHG emissions inventory according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

### Organizational Boundaries

Ardene used the operational control approach to determine its organizational boundary and included in its inventory all operations and facilities over which it has operational control.

### Inventory Boundaries

The GHG Protocol requires the inclusion of Scope 1 and 2 emissions, and suggests including Scope 3 emissions from activities relevant to an organization's business and goals, and for which reliable data can be obtained. Ardene included emissions from the following activities under Scopes 1, 2 and 3:

Scope 1: includes direct GHG emissions from sources that are owned or controlled by the reporting company or organization.

- Heat > Generated
- Transporting People > Vehicles you own > Road

Scope 2: includes indirect GHG emissions from purchased electricity and purchased heat.

- Electricity > Purchased

Scope 3: includes indirect GHG emissions that are consequences of the reporting company's operations but occur at sources owned by another company.

- Garbage
- Paper Consumption
- Staff Commuting
- Transporting Goods > Vehicles owned by others > Air
- Transporting Goods > Vehicles owned by others > Rail
- Transporting Goods > Vehicles owned by others > Road
- Transporting Goods > Vehicles owned by others > Water
- Transporting People > Vehicles owned by others > Air

### Emission Factors

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart's emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency, and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

Climate Smart also acknowledges that complete adherence to the Protocol requires the seven major greenhouse gases to be accounted for separately and is working towards adding this feature at a future date. Further details on Climate Smart's emission factors, their sources, and methodology for updating them are available upon request to [info@radiclebalance.com](mailto:info@radiclebalance.com).

### Sources of Data Included

Ardene used the following sources of data to estimate their greenhouse gas emissions for the FY2022 inventory. (right):



ACTIVITY	DATA SOURCE
Heat > Generated	The total giga-joules of natural gas used were entered based on utility bills.
Transporting People > Vehicles you own > Road	The total litres of fuel used were entered.
Electricity > Purchased	The total kilowatt-hours of electricity used, based on utility bills, were entered into the Climate Smart software tool.
Garbage	The total estimated weight of garbage was entered into the Climate Smart tool.
Paper Consumption	The paper type, paper bond weight, number of reams used and post-consumer recycled content were entered. The paperweight and paper type were entered into the paper calculator ( <a href="http://papercalculator.org">http://papercalculator.org</a> ) to calculate emissions.
Staff Commuting	The distance commuted by each mode of transport was entered based on staff commuting survey.
Transporting Goods > Vehicles owned by others > Air	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Rail	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Road	Distance travelled and weight for each parcel were entered.
Transporting Goods > Vehicles owned by others > Water	Distance travelled and weight for each parcel were entered.
Transporting People > Vehicles owned by others > Air	The total kilometers travelled were entered by type of flight (short-, medium-, or long-haul).

## VENDOR ENVIRONMENTAL COMMITMENT

In order for our sustainability initiatives to make a collective impact, we also expect our vendors to conduct their business in a manner that preserves and protects the environment as well. We encourage our vendors to adopt a clear environmental policy, implement appropriate environmental management systems, and adhere to the following environmental management and sustainability practices wherever feasible:

- *Minimize waste, avoid excess packaging, use non-toxic recycled and recyclable materials where possible and promote energy efficiency.*
- *Obtain, keep current, and follow the reporting guidelines of all the required environmental permits and registrations to be at any time legally compliant.*
- *Optimize their consumption of natural resources, including energy and water.*

- *Implement and demonstrate sound measures to prevent pollution and minimize generation of solid waste, wastewater and air emissions. Prior to discharge or disposal, vendors should characterize and treat wastewater and solid waste appropriately and according to applicable laws and regulations.*
- *Minimize water usage and manage water discharge to minimize environmental impact.*
- *Monitor and assess energy used and carbon emitted to drive efficiency improvements and use alternative renewable energy options.*
- *Incorporate practices to recycle materials, use recyclable materials wherever possible, reduce waste and minimize packing materials as much as possible without compromising Ardene product.*

## SPOTLIGHT: CARBON OFFSETS

For a few years, we have been partnering with Planetair, a non-profit leader in the fight against climate change, to offset our carbon emissions. Through our partnership we have invested in global Gold Standard carbon offsets and supported other initiatives, such as the Nature Conservancy of Canada, in past years.

As of 2023, we now offset our carbon emissions in two impactful ways:

sustainability initiatives like renewable energy, reforestation, and methane capture to neutralize the environmental impact.

### CANADA POST CARBON NEUTRAL SHIPPING

Canada Post helps offset the carbon emissions generated during the transportation of our ecommerce packages. This means that the environmental impact of delivering Ardene goodies to our customers' doorstep is reduced through various

### PLANETAIR CARBON OFFSETS

We continue with our ongoing initiatives to offset carbon emissions through diverse projects, including energy efficiency, renewable energy, and more.



## SUMMARY: OUR PLANET HIGHLIGHTS AND GOALS

### ONGOING INITIATIVES

We continue to make strides in implementing in-store and head office policies and practices focused on reducing waste, recycling and smart planning.

In previous years, we eliminated 99% of our individual polybags for merchandise shipments to stores, ran company-wide waste reduction and recycling programs, implemented a ban on single-use plastic and styrofoam, like cutlery and cups, built a Head Office organic community garden and beehives, and - of course - we have always maintained a zero-incineration policy, meaning our overstock is either donated or liquidated.

In 2023, not only did we publish our first-ever ESG report, we ran a month-long sustainability challenge at our Head Office, offering eco-conscious activations and learning moments each week, including take-home resources and even a department-wide clothing swap, with all remaining garments being donated to local charities.

### HIGHLIGHTS 2022/2023

- We reduced our GHG emissions by 13% since our base year
- We continued to transition our operations to our new LEED-Certified HQ

- We continued to elaborate on textile recycling projects with Fashion Takes Action
- We began working with the CCTC to be part of textile recycling solutions in Canada
- We began working with Canada Post to bolster our carbon offsets
- We published our first-ever ESG Report



## SPOTLIGHT: OUR BEEHIVES

We opened the Ardene garden back in 2018, and it has been thriving since then. Over the years, not only have we added herbs and veggies that our team members can take home, but we also installed beehives to support local colonies.

In 2023, we partnered with a new provider, Apiguru, to maintain our hives, marking our first year of collaboration. While we've tended to our hives for several years, Apiguru's expertise has enhanced our beekeeping efforts.

They offer workshops for our employees to deepen their understanding of beekeeping. Our dedicated teams harvest, bottle, and label the honey produced by our hives.

The honey is sold internally, with proceeds supporting the Ardene Foundation. And, last year, we polled our teams to name our beehives: Beatrice and Miel-odie!



# CHAPTER FOUR OUR PRODUCTS

Our design teams continue to work with suppliers to source sustainable materials and use better processes. In 2023, our teams continued to launch new eco-conscious and Ardene Collective collections, integrating better fabric choices more often, all using more sustainable packaging.



## RESPONSIBLE MATERIALS AND PRODUCTION

We introduced our first eco-conscious clothing collection in 2018, which included the use of recycled polyester and organic cotton. In 2023, over 400 styles within our total assortment used recycled and/or sustainable materials, and we continue to introduce more sustainable options in 2024.

### APPAREL

Our collection includes products made with natural materials, recycled content, or sustainable processes.

#### Natural Materials

Naturally derived or organic. Responsibly sourced materials with less environmental impact.

#### Recycled Content

Material with a new life. Made from post-consumer materials to reduce waste.

#### Sustainable Processes

Made with better processes. Less harmful chemicals. Less water. Less waste.

## JEWELRY

We require the vendors for all our necklaces, earrings, bracelets, rings, body jewelry, metal hair accessories and keychains to comply with all applicable jewelry guidelines and regulations.

## CRUELTY-FREE COSMETICS

When it comes to our cosmetics and beauty products, we've always been committed to offering customers products that have not been tested on animals. In addition to the final product, none of the ingredients used in the production of the cosmetic can be tested on animals either.

The types of tests performed on animals include acute toxicity testing, eye and skin irritation testing, skin sensitivity testing, carcinogenicity testing and re-productivity and developmental toxicity testing. Instead, we use valid alternatives for these tests.

## FOOTWEAR & ACCESSORIES

In 2022, we predicted that we would quadruple the quantity of sneakers and flats with recycled materials to 125,000 pairs by 2023. Looking back, we are proud to say that we have exceeded that goal and are continuing well into 2024.

# 15

15 styles, representing 185,058 pairs of sneakers and flats made of 50% recycled post-consumer cotton.

# 13

13 styles, representing 36,027 bags made of recycled water bottles.

# 21

21 styles, representing 117,776 pairs of suede boots made of 51% recycled post-consumer polyester.

## SPOTLIGHT: SOLES4SOULS CANADA

Since 2016, we've proudly partnered with Soles4Souls Canada, an organization dedicated to diverting unwanted shoes and clothing from landfills by putting them to good use.

During our annual Black Friday campaign, we donated close to 120,000 pieces of footwear and apparel. To date, the Ardenne Foundation has contributed over 1.7 million pairs of shoes and clothing items to support Soles4Souls' initiatives. In addition, our team actively volunteers with the organization on trips across the globe to give back directly to communities in need.

We're honored to continue supporting their mission of providing relief and empowerment, ultimately breaking the cycle of poverty.





Photo from OMG sweatsuit campaign, 2023.

## SPOTLIGHT: REACHING OUR GOALS

In 2023, we set out to accomplish many sustainability-related goals, including to offer ever more affordable and fashion focused products to our customers.

### **RECYCLED METAL IN JEWELRY**

In last year's report, we announced that we would launch our first-ever sustainable jewelry collection consisting of bracelets, rings, earrings and necklaces made with recycled zinc, steel, iron and brass with Recycled Claim Standard (RCS). We are proud to say we accomplished this goal, with lots more to come!

### **ECO-CONSCIOUS "OMG" PRODUCTS**

Our teams set out to continue making eco-conscious options available and attainable to customers everywhere. During Holiday period in 2023, we are proud to say we introduced recycled materials to almost all of our affordably priced "OMG" products for feel good gifting (plus we have a growing eco-conscious assortment overall!).

### **RECYCLED & RECYCLABLE HOLIDAY PACKAGING**

As part of our 2023 Holiday PJ campaign, our teams brainstormed ways to make the season a little less wasteful. Not only were our wrapped PJ's packed in recycled and recyclable cardboard, but they contained holiday game prompts so customers could repurpose the cardboard before recycling it once again.

## FABRICS IN 2023

Our collection includes products made with natural materials, recycled content, or sustainable processes.



### Recycled Polyester

Fibers that are made using the recycled waste from bubble wrap, bottles and poly waste give a second life to materials that would have ended up in a landfill.



### Organic Cotton

Organic cotton comes from non-GMO plants, and is grown without the use of synthetic agricultural chemicals (like fertilizers & pesticides).



### Recycled Cotton

Recycled cotton takes existing cotton fabric from pre or post-consumer cotton waste and converts it into new cotton fiber that can be reused in textile products, eliminating the need to source virgin cotton.



### Recycled Metal

Created by melting down and repurposing existing metal, recycled metal reduces carbon emissions because it reduces the need for metal mining and using raw materials, and it can easily be recycled again and again.



### Recycled Nylon

Using recycled nylon reduces the need for new petroleum-based products, and uses fewer natural resources to produce. Some recycled nylon fabrics come from old fishing nets and leftover factory scraps, meaning less waste overall.



### Bamboo

Bamboo is one of the fastest growing plants in the world, and grows without the use of pesticides or harmful chemicals, making it a sustainable raw material.

## RECYCLING AND EPR

Extended Producer Responsibility (EPR) means the producer is responsible for the disposal of the post-consumer product by helping to prevent waste at the source.

We continue to partner with Circular Materials, a Canadian national not-for-profit producer responsibility organization (PRO) established to support producers with meeting their obligations under extended producer responsibility (EPR) regulations across Canada. Through them, we are registered for the Blue Box program, which holds us accountable for the disposal of materials such as hangtags, shopping bags and other materials that end up in our recycling blue boxes. In addition, we've continuously implemented reduction strategies by reviewing signage, tags and labels every year to see where we can reduce and how we can make better material choices. We've also introduced recycling programs, a hanger reuse program, and eliminated individual polybags for apparel shipments to stores. At Head Office, we eliminated single-use plastic many years ago.

## RECYCLED PACKAGING

Our packaging team proactively makes conscious choices not only about the materials we use, but also the way we package goods. Innovation will not

only help us reduce waste and our overall carbon footprint but will allow us to share new and exciting products with customers.

By 2020, we had redesigned our price tickets to reduce paper usage by 30% (measured by weight), and we had begun using FSC paper. This, as well as our support of Canopy, continued through 2022/2023 and will continue to increase in coming years.

In 2023, in compliance with Canadian government regulations, we eliminated plastic shopping bags from our stores. We also have 100% recyclable hangers for all our lingerie and swim products, and our famous surprise bags are made from 100% recycled plastic as well. We've also reduced the size of our store signage and continue to use modular signs that can be reused throughout the year to avoid reprinting.

## REDUCTION IN LABELS

Reducing the size and amount of our labeling is an important goal of ours as well; one that we've made huge strides with in 2021/2022, including reducing the labeling packaging on our denim by about 40%.

In 2022/2023, we increased our sustainable packaging even further and decreased the size of our hangtags to reduce our impact on paper consumption.

## SPOTLIGHT: ECO-CONSCIOUS PACKAGING 22/23

We are consistently reassessing and reducing the amount of packaging materials for 2024/2025.

### SEW-IN LABEL

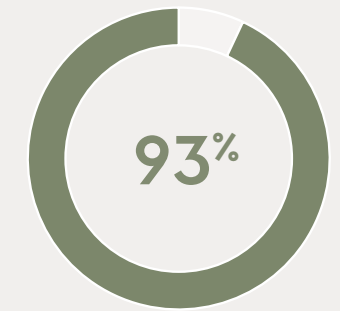
Our garment labels are crafted from recycled polyester substrate.

### STICKERS

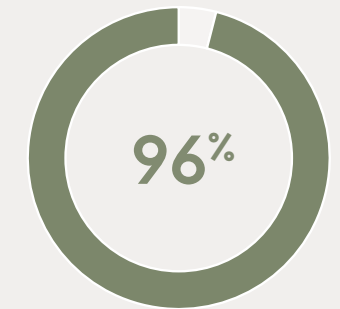
Our paper stickers carry FSC certification.

### HEAT TRANSFER

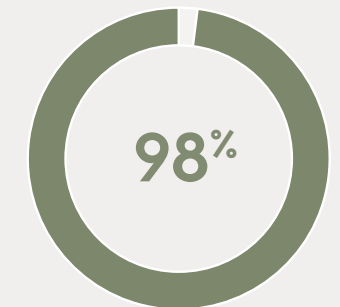
Our heat transfer utilizes water-based ink.



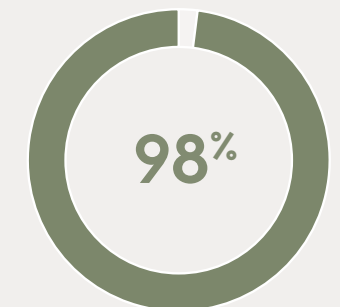
**Apparel** | Sustainable Packaging by Volume



**Apparel** | Sustainable Packaging by Value



**Footwear & Accessories** | Sustainable Packaging by Volume



**Footwear & Accessories** | Sustainable Packaging by Value

## SUMMARY: OUR PRODUCT HIGHLIGHTS AND GOALS

### HIGHLIGHTS 2022/2023

- We added new eco-conscious material options, including organic cotton and recycled metal.
- We launched recycled jewelry and OMG products with recycled content.
- We increased our overall amount of sustainable packaging in terms of volume and value in Apparel and Footwear & Accessories.
- We continued our work with key partners, such as Phineas, Soles4Souls, and more!
- We continued to transition our operations to our new LEED-Certified HQ.

### GOALS 2024

Our goal in 2024 is to continue on our growth trajectory across the entire organization, with an increasing focus on Apparel, Footwear, and Accessories to bring more attainable eco-conscious options to customers and reduce our overall footprint.

## SPOTLIGHT: PHINEAS

For several years, we've been working together with Phineas Group, the leading manufacturer of sustainable hangers, to contribute to their '1 carton = 1 tree' project in support of Ripple Africa's reforestation projects.

Through this project, we have contributed to planting over 20,000 trees.

We're happy to help Phineas reach their pledge of one million trees planted by 2024 and continue to seek innovative partners for even more ways to give back to the planet!

**phineas**

**1 million trees planted!**

Phineas is extremely proud to announce that 1 Million trees have been planted through the Ripple Africa and the Phineas '1 carton = 1 tree' project set up in April 2017 in Malawi!

1 million trees planted helps to support a minimum of 330 families with sustainable timber and sequester around 100 000 tonnes of CO2 in their lifetime. The project also contributes to the invaluable regeneration and protection of forests in Malawi.

Thank you so much **Ardene** for your contribution to planting **20,718** trees and help Phineas meet our pledge.

**Ripple Africa**

# CHAPTER FIVE OUR COMMUNITY

Our community is part of who we are as an organization and it's part of our core values. Giving back through the Ardene Foundation is at our core, and our longstanding partnerships – as well as the new ones we build along the way – help us do good in the world.



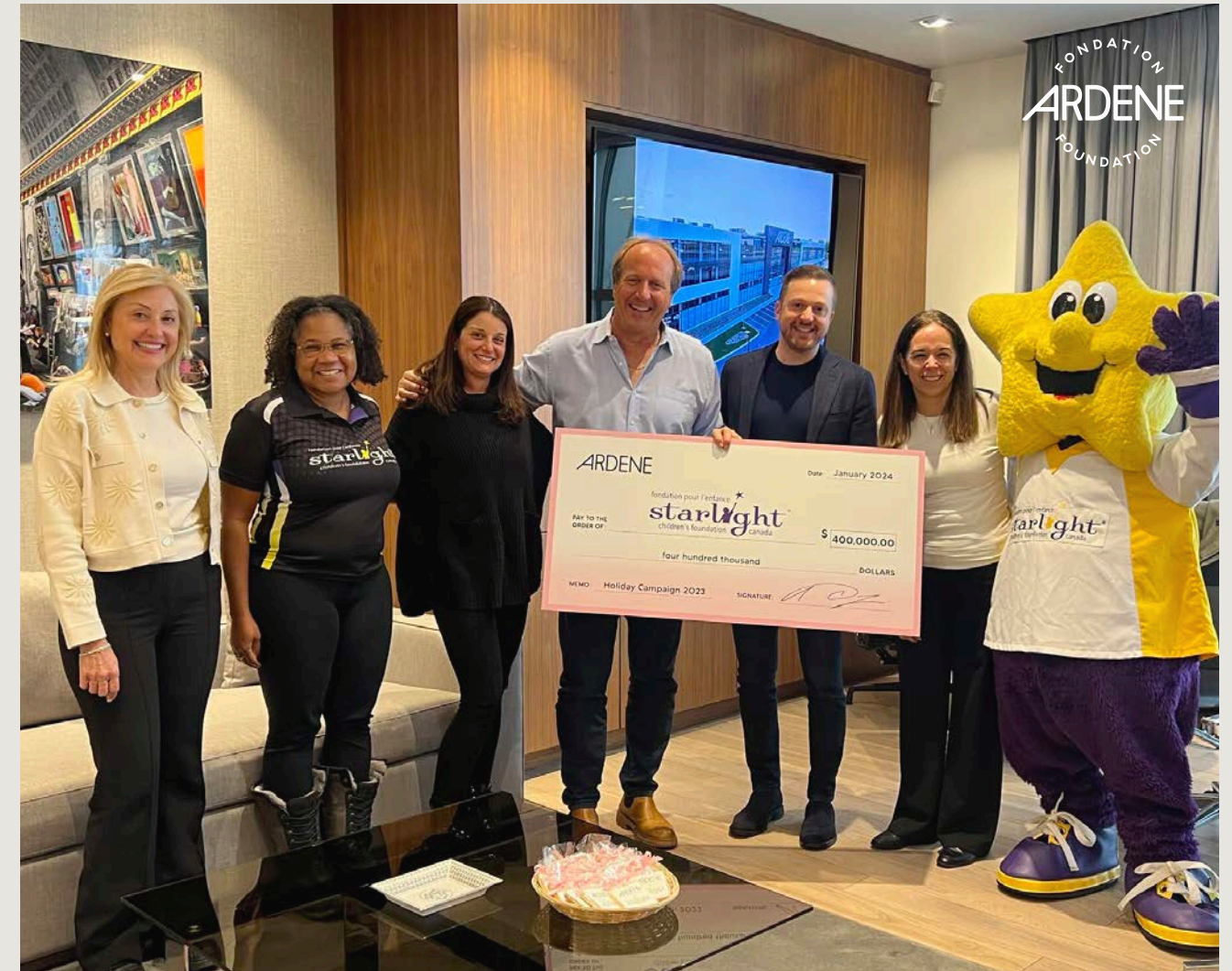
## ARDENE FOUNDATION

In 2013 The Ardene Foundation was founded as a completely independent not-for-profit organization with its own board of directors and financial statements. Its purpose was to help support numerous initiatives; initially working under four main pillars: empowerment, poverty, education, and health. By 2016, the Foundation had already raised \$1.2M in charitable donations.

By 2023, the Foundation had raised over \$7.2M in total for its incredible charity partners.

### Foundation Partnerships

The Ardene Foundation partners with both local and international charity partners. Advocacy groups that help people navigate issues of mental health, charity partners that deploy resources to help break the cycle of poverty, and non-profits that provide



# \$7.2 M

The Ardene Foundation had provided \$7.2 million in total donations to its charity partners by the end of 2023.

# 2 M

Over 2 million products have been donated to various charity initiatives since the Ardene Foundation began.

# 2124

2124 Teen Kits were placed, reaching 47 hospitals, designed to give teenagers some emotional relief while in-hospital, and let them know that they're not alone.

# 4

4 Starlight VR devices were delivered, a new program designed to use the magic of virtual reality to transform the hospital experience by giving sick children an exciting way to escape their room and explore the world.

## STARLIGHT DONATIONS 2023

The Ardene Foundation is proud to celebrate a decade of friendship, partnership, and impact with Starlight Children's Foundation Canada. In 2023, Ardene made an impact across various starlight initiatives, including event sponsorship such as Tea & Tiaras, the Starlight Gala, the Starlight Open Golf Tournament, Trick or Suite, Drive for Smiles, the Ardene Playroom at the Montreal Children's Hospital, and more.

*"For ten years, Ardene's generous support and commitment has been a driving force behind Starlight Children's Foundation Canada's mission to bring joy and laughter to families with hospitalized and seriously ill children. The Ardene Foundation exemplifies the idea that building a better world begins at the local level, with each Ardene store making a real a difference in their own community. Their remarkable leadership, dedication to philanthropy, and drive to create positive change have profoundly impacted thousands of Starlight families across Canada."*

- Starlight Children's Foundation Canada



# 4

4 Fun Centers were placed, each with a mobile entertainment unit featuring a flat-screen tv and gaming system with a wide variety of games for every kid.

# 2,915

Thanks to the Ardene Foundation, 55 boxes filled with 2,915 toys were distributed to 37 hospitals across 8 provinces.

# 35

35 Starlight Handhelds were delivered; a portable gaming device that encourages play, reduces stress & empowers kids.

# 15

In Banff, Alberta, the Ardene team warmly welcomed 15 families with seriously ill children for an exclusive VIP shopping spree.

# 10

Thanks to the Ardene Foundation, a year of wishes were granted for 10 deserving Starlight children across Canada!

# \$2.9M

We have donated a total of over \$2.9 million in support of Starlight Children's Foundation Canada's inspiring initiatives since the start of our partnership.

hope to families in need represent some of the Foundation’s top partners and main focuses.

The Ardene Foundation’s dedication to making a positive impact on people’s lives has driven it to seek out some of the country’s most impactful organizations. Through its growing partnerships, the Ardene Foundation continues to spread love, raise awareness and leverage the strength of local communities. The foundation continues its commitment to the community by continuing to seek out new partnerships and working with different non-profit organizations year over year:

- *Starlight Children’s Foundation Canada*
- *Soles4Souls*
- *Jack.org*
- *It Gets Better Project*
- *Indspire*
- *Shoebox Project*
- *The Montreal Children’s Hospital*
- *One Tree Planted*
- *Apiguru*
- *Canadian Red Cross*

In 2023, Starlight Children’s Foundation Canada and Soles4Souls continue to be our two largest and longest relationships.

## VOLUNTEERING

Ardene team members have opportunities to create a lasting, positive impact in their communities and around the world. Each year, our teams generously give thousands of volunteer hours and participate in voluntary donation programs – often working with the same organizations over many years.

In 2022/2023, these initiatives once again included:

- *Packing boxes for the Shoebox Project to donate to local women’s shelters*
- *Volunteering to sort food at Moisson Montréal*
- *Doing yard work at the bird sanctuary, Le Nichoir*
- *Helping naturalists from Guepe clean parks*
- *Helping clean and build kennels at the Refuge Magoo dog shelter*
- *Assisting at various Starlight Foundation Canada events and fundraisers*
- *Donating holiday gifts to local children, distributed by the Welcome Hall Mission*
- *Donating food baskets for the holidays for the West Montreal Readaptation Center*
- *Employee volunteering in the Ardene Community Garden, which supplies herbs and vegetables to the head office cafeteria in summer months.*

# SPOTLIGHT: MONTREAL CHILDREN’S HOSPITAL “CARING FOR KIDS RADIOTHON”

For the past two years, we’ve proudly supported the Montreal Children’s Hospital through the Caring for Kids Radiothon.

This annual event provides vital funds for the hospital's programs and services, benefitting children in our community. Our contributions, totaling over \$20,000, demonstrate our commitment to supporting our local hospital and its young patients. Additionally, we actively participate in smaller events with the Montreal Children's Hospital, furthering our support for its mission. As a company deeply rooted in our community, we believe in giving back to organizations like the Montreal Children's Hospital to foster a healthier future for our children.



## THANK YOU

Our Doing Good journey continues every single day thanks to the dedication and teamwork of our incredible teams – from Stores to DC and the HQ. The collective commitment and enthusiasm of our teams is what fuels Ardene’s ongoing pursuit of innovation and growth within the realm of social responsibility.

While this report continues to be a simple snapshot of what Ardene and the Ardene Foundation have done in 2022/2023, and may not contain every initiative we have undertaken, it captures the most impactful initiatives as well as the essence of our commitment.

Ardene continues to seek out new partnerships to amplify our impact, and we remain committed to fostering an inclusive workplace culture that supports mental health and celebrates people for who they are.

Doing good starts from within, and with the foundations we’re building at home, we can do even more for our global community.







The Doing Good Report was prepared by Ardene for FY 2022/2023 and outlines Ardene's Environmental, Social, and Corporate Governance. It provides a summary of the company's priorities related to People, Planet, Product, and Community. For more information, please visit [ardenecorporate.com/ social-responsibility](https://ardenecorporate.com/social-responsibility).

#ardenelove

**ARDENE**