



OUTFITTING THE FUTURE

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LT APPAREL

OUR

PILLARS



TO
PEOPLE



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Our company values of today are rooted in our leaders who set up the company 60 years ago. We have always believed that doing what's right for people and communities is at the core of having a successful business. We believe that sustainability should be integrated into all aspects of our business. It is a continuous process, and we learn every day and are committed to achieving the highest levels of social and environmental standards in our business.



Richard Sutton

CEO LT Apparel Group

ABOUT LT APPAREL

LT Apparel Group is a New York-based, family-owned company founded in 1958, known for its design, manufacturing, and distribution of the highest quality children's clothing. Our portfolio of brands includes adidas kids, Carhartt kids, and our owned brand, French Toast, the leader in school wear for kids.

As a vertical supply chain organization, we recognize the responsibilities that come along with being in business. Through our collective efforts, we seek to be a part of a supply chain that is committed to upholding all social laws beyond compliance, that forms the core values of our company.

“ We offer a variety of product ranges such as active-wear, denim, holiday wear, outerwear, play wear, school uniforms, and sportswear to all market tiers from department stores to discount stores to independents and direct-to-school as well. ”



OUR GLOBAL PRESENCE

As a leader in the design, marketing, manufacturing and distribution in children's clothing, LT Apparel Group is strategically placed to support their needs of its customer and exceed expectations.

Our global headquarters is in the heart of New York's fashion district, which allows our Design & Product Development to stay on top of fashion and fabric trends. In Fall 2022, LT Apparel Group moved to a new location on Park Avenue, New York.

LT Apparel Group also has a Design & Product Development office in Greensboro, North Carolina; a state that is famous for its textile institutions and talent.

Amid all the growth, LT Apparel Group has stayed on course of its commitment towards the environment by taking measures to conserve resources and reduce carbon footprint.

On the International front, LT Apparel Group has a Production Hub in Bangalore, India as well as regional offices throughout Asia. Additionally, LT Apparel Group has joint venture manufacturing in Vietnam and Bangladesh.

SUSTAINABILITY INITIATIVES

We are focused on making a meaningful impact across 3 areas:



SUPPORTING OUR PEOPLE

Our culture and workplaces are a reflection of our values.



PROTECTING OUR PLANET

We are taking steps across all aspects of our business to mitigate our environmental footprint.



CREATING PRODUCT

Our commitment is to create long lasting, high-quality garments.





RESPONSIBILITY



For over 60 years, LT Apparel Group has worked to ensure that our suppliers' employees, producing our products, are provided with good working conditions. This drive supports our core brand value of "doing the right thing", which our stakeholders and customers have come to expect from us.

A BETTER PLACE

WORKPLACE CODE OF CONDUCT

We understand that when people are treated with respect, work in decent conditions and earn fair rates of pay, both they and their companies benefit from increased commitment and productivity. Ultimately, our customers benefit too, from better quality, better value products and peace of mind.

We achieve these results by developing agreed-on standards with our suppliers, supported by regular site visits and a policy of continual improvement.

Strict sanctions are applied when standards are not met, or where there is no commitment to improve standards.

Even though we work with a complex supply chain, we under no circumstances accept production from non-approved factories or goods supplied from sites that differ from our contracts system for each specific contract. We have therefore published our LT Apparel Group Vendor Manual & Product Integrity Manual that outlines our beliefs and standards and guide our suppliers.



TO WORK

AT LT APPAREL GROUP WE ARE COMMITTED TO:



Excellence in every aspect of our business and across our supply chain

We expect these same commitments to be shared by all manufacturers of LT Apparel Group's merchandise. In the selection of our suppliers, we work hard to choose reputable business partners who are committed to ethical standards and business practices consistent with that of LT Apparel Group.



Ethical and responsible conduct in all our operations

While LT Apparel Group recognizes that there are different legal and cultural environments in which factories operate throughout the world, this Code of Conduct sets forth the basic minimum requirements that all factories must meet in order to do business with us. While providing opportunities of remediation, ultimately LT Apparel Group will not do business with facilities that are unwilling or unable to meet the standards in this Code of Conduct.



Respect for the rights of all individuals

This Code of Conduct applies to factories (suppliers) that produce goods for LT Apparel Group, or any of its subsidiaries, divisions or agents.



A BETTER PLACE

MIGRANT WORKER POLICY

All LT Apparel Group vendors, and/or their subcontractors, that employ foreign migrant workers are expected to take on the following responsibilities for ensuring that migrant workers are treated with due respect to their basic human rights and in compliance with LT Apparel Group Code of Conduct and local law.

CODE OF CONDUCT AUDITS



TO WORK

SOCIAL COMPLIANCE

LT Apparel Group prides itself for its long-standing history of exceptional moral standards in the inner workings of the company to conduct its business in accordance with high ethical and business standards. The following Code of Conduct is the basis for our audit and evaluations of our factories to ensure that all products comply with our ethical standards.

- No child labor
- No forced or prison labor
- No abuse or discrimination
- Working hour and compensation limitations
- Health and safety
- Communication of principles
- Freedom of association
- Compliance with applicable laws
- Measuring environmental impact
- Monitoring
- Responsible recruitment



LT Apparel Group's Migrant Worker Policy is intended to protect workers who may be vulnerable to exploitation during international migration. The policy promotes workers' rights in relation to recruitment, remuneration, identification documents, repatriation and living terms.

A BETTER PLACE

TO WORK

INVESTING IN PEOPLE

In 2020, we also created our first Diversity, Equality, Inclusion & Belonging (DEIB) committee that is working on multiple initiatives around diversity, equity, inclusion and belonging. Metrics have been set around recruitment and hiring practices at LT Apparel Group to ensure that all are given equal opportunity to join the company.



With success comes responsibilities and we at LT Apparel Group take pride in continually developing and engaging our associates, our global community, and the world we live in.





RESPONSIBILITY



We believe in integrating sustainability in all aspects of our business by continually seeking solutions to leaving a smaller footprint and improving the lives of communities across the globe. To achieve this, we are committed to setting high levels of environmental and social standards in all that we do.

PARTNERS FOR

SUSTAINABLE CHANGE

LT Apparel Group is committed to making transformational change. By using the Higgs Index and partnering with the Sustainable Apparel Coalition globally, we are driving the social and environmental improvements the industry needs to become sustainable.

The Sustainable Apparel Coalition and Higgs Index is a global, multi-stakeholder non-profit alliance for the fashion industry.

250 companies, associations and institutions



Working to reduce environmental impact and promote social justice globally

The Coalition develops the Higgs Index, which provides:



Tools that standardize value chain sustainability.



Measurements that track environmental and social labor impacts across the value chain.

With this data, the industry can identify hotspots, continuously improve sustainability performance, and achieve the environmental and social transparency consumers are demanding.

THE PLANET



SUSTAINABLE COTTON

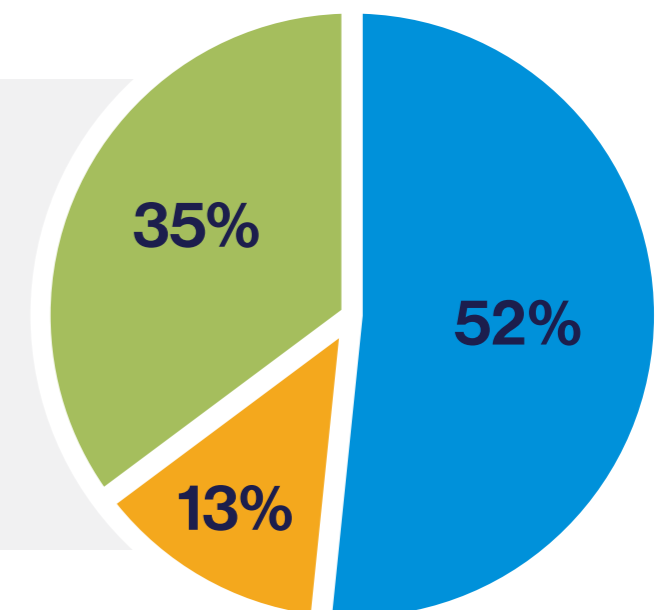
In 2021, LT Apparel Group became a member of Better Cotton (formerly BCI). Better Cotton exists to make global cotton production better for the people who produce it, better for the environment it grows in, and better for the sector's future. The goal is to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity.



Through a holistic approach to sustainable cotton farming which covers all three pillars of sustainability: environmental, social, and economic, Better Cotton is focused on affecting change: reducing the environmental impact of cotton production and improving the livelihoods of cotton farmers through the production of cotton. LT Apparel Group recognizes the importance of setting precedence by responsibly sourcing cotton to ensure both fair trade and transparency in its supply chain.

2022 Sustainability Use

- Non-Recycled
- End Plastic Waste (EPW)
- Better Cotton



PARTNERS FOR

BETTER TESTING

STANDARD 100 by OEKO-TEX® is an independent certification system that tests textiles for harmful substances and has been an established third party certification in textile marketplace for 30 years.

Because chemicals are used to process textiles, you cannot know if a residual of a harmful substance is left on the textile by looking at it. The only way to know is by testing it.

“LT Apparel Group has made its commitment towards continually expanding the usage of Oeko-Tex certified raw materials, trims and notions.”




21k+
global companies holding certificates

THE PLANET



RAW MATERIAL GOALS

LT APPAREL has committed to long range goals to reduce waste in three key areas. We've worked with our licensing partners to align with these same goals to make lasting change.

GOALS	2021	2022	2023	2024
 Achieve 100% Sustainably sourced labels, hangtags & poly bags by 2024	66%	66%	75%	100%
 Achieve 100% Sustainably sourced cotton by 2024	100%	100%	100%	100%
 Achieve 100% of products containing polyester to recycled polyester by 2024	15%	35%	70%	100%





We build long-term relationships with our suppliers because we know having trust and mutual respect supports our ability to create products more responsibly.

RESPONSIBILITY



MINDFULLY MADE

PRODUCT



FAIR PURCHASING POLICY



LT Apparel Group personnel are trained and educated to practice a fair purchasing policy to avoid any adverse impact on worker conditions. LT Apparel Group's sourcing strategy does not revolve around buying at the cheapest price. Alignment of prices and financial terms with workplace standards and true value of the product forms the core of purchasing decisions.

LT Apparel Group internal as well as partner teams conduct regular audits to ensure that all suppliers pay legal wages and benefits to workers, including the ones mentioned in Collective Bargaining Agreements, wherever applicable.

LT Apparel Group is conscious that any factory/supplier termination has an impact on the workers. We provide advance termination notice to the suppliers to ensure they can find other customers for their open production capacities. We work very closely with the suppliers to minimize any adverse impact on the workers.

LT Apparel Group has a zero-tolerance approach to bribery and corruption. We stand committed to act professionally, fairly and with integrity in all our business dealings and relationships.

RESPONSIBLE SOURCING

We at LT Apparel Group have cultivated a strong portfolio of licensed and owned brands which are the basis of our company and drive our business. We source product from all the major apparel producing countries. To ensure that our suppliers are operating with the same high standards which we and our partner brands and customers set for ourselves,

we have actively developed holistic and responsible global strategies. We pledge to conduct business with integrity, openness, and respect for the rights of all individuals and core labor principles throughout our supply chain.

This policy provides the framework through which we set out our responsible sourcing ambitions and approach.



MINDFULLY MADE

SUPPLY CHAIN RISK ASSESSMENT

LT Apparel Group participates in two programs initiated by USCBP - ISA (Importer Self-Assessment) and CTPAT (Customs Trade Partnership Against Terrorism). As participants in these programs, LT Apparel Group incorporates processes in supplier activation which encompass a complete risk assessment of the supplier's facility and processes, ensuring our cargo is handled in a secure environment.

LT Apparel Group employees are trained to identify and address possible risks within our own facility ensuring the safety of not only our personnel but others receiving our goods.

PRODUCT



“ *LT Apparel Group continually audits its processes with USCBP, ensuring that our transactions meet or exceed their requirements and our customers receive product in full compliance to expectations of USCBP.* **”**



TRANSPARENCY

Sustainability and traceability are fast becoming a necessity for brands and consumers alike. However, the complex, global supply chain in the textile industry makes it difficult to identify the origin of natural fibers, such as cotton. We partnered with Oritain because they are the world leader in using forensic science to verify product origin.

MINDFULLY MADE

DATA-DRIVEN SOURCING

LT Apparel Group has partnered with ELEVATE to help drive their responsibility sourcing initiatives in their supply chain. ELEVATE is a leading business risk and sustainability solutions provider. ELEVATE delivers improved supply chain sustainability and performance through assessments, consulting, program management and analytics. The ELEVATE IQ platform being used by LT Apparel supports data-driven analysis of responsible sourcing program design and effectiveness, focusing on sourcing and supply chain activities.

EiQ uses proprietary data from 10+ years of boots-on-the-ground consulting and advisory services, combined with over 150,000 audits to develop proprietary risk exposure scores and predictive risk analytics. The EiQ tool combines internally created risk indices based on real audit data with complimentary public domain indices from renowned organizations like UNICEF, Walk Free Foundation, the US Department of State, etc. The tool is composed of 5 key pillars:



Labor



Environment



Health & Safety



Business Ethics



Management Systems

EiQ will help LT Apparel build transparency and manage risk in their supply chain with the help of validated boots-on-the-ground data.

PRODUCT

3D TECHNOLOGIES

In 2019, LT Apparel committed to moving towards a more sustainable solution throughout the development pipeline. Our goals are to work with Browzwear, the leading technology in 3D fashion design, development and merchandising solutions. LT Apparel Group is effectively implementing this technology to minimize the sampling process and make the production cycle much faster for the industry.

- We make design and fit validation decisions digitally in 3D
- Reduces number of physical samples
- Fewer approval iterations required to achieve desired end result

The On the Road Map is intended to reduce a significant amount of sales samples by minimizing the costly, time-consuming e-Commerce photography process. It does this by creating digital illustrations, which reduces the need to make samples solely to take pictures of them.



3D Rendered short on photographed live model



“

We are committed to a sustainable future and to improving the social, economic and environmental well being of the apparel industry, as this is more than business but a lifestyle.

”

Ro Jain

Ro Jain

Vice President - Factory Compliance, Product Integrity, Sustainability and Quality Assurance





Headquarters
Park Ave, NYC

Explore more at LTapparel.com