

WARBY PARKER

2020 SASB
SUMMARY

The Sustainability Accounting Standards Board’s (SASB) mission is to connect investors with companies’ progress against pressing environmental, social, and governance topics. The metrics included below are those most relevant to Warby Parker’s business from the Apparel, Accessories, and Footwear industry standard.

Code	Accounting Metric	Category	Unit of Measure	Data	Reference
Management of Chemicals in Products					
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	Warby Parker is in compliance with: <ul style="list-style-type: none"> • Proposition 65 • The Restriction of Hazardous Substances Directive EU 2015/863 (RoHS 2) • REACH regulation 	Impact Report: Product Quality and Safety, pp. 85-86
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	<p>Acetate comprises the majority of materials used in our products. Our frames fall under the category of medical devices class I and must be evaluated for biocompatibility, as defined by ISO 10993.</p> <p>Our primary acetate suppliers regularly conduct tests required by ISO 10993 and submit documentation to medical consultants who have favorable opinions on biocompatibility. These tests and alignment with ISO 10993 help mitigate potential risks associated with human health impacts.</p> <p>The products we purchase from our suppliers also do not contain ingredients listed in: <ul style="list-style-type: none"> • Proposition 65 • The Restriction of Hazardous Substances Directive EU 2015/863 (RoHS 2) • REACH Substances of Very High Concern (SVHC) </p>	Impact Report: Product Quality and Safety, pp. 85-86

Code	Accounting Metric	Category	Unit of Measure	Data	Reference
Environmental Impacts in the Supply Chain					
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	<p>100% of our factories must demonstrate a regard for the environment, as well as compliance with all applicable local environmental laws.</p> <p>Wastewater discharge is not a material issue for our business, since minimal water is used in the process of manufacturing our glasses.</p> <p>The most water usage in our supply chain occurs during plating. However, none of our Tier 1 suppliers manage this process at their facilities.</p>	Impact Report: Managing Our Carbon Footprint, pp. 107-116
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	<p>Because Warby Parker is an eyewear company that must adhere to biocompatibility standards for medical devices, the Higg Facility Environmental Module is less relevant to our business.</p> <p>The majority of our Tier 1 suppliers, who each represent >10% of our business, are certified to the ISO 14001: 2015 standard. This standard provides a framework for suppliers to take action to protect the environment. The standard also specifies requirements that enable suppliers to achieve the intended outcomes it sets through its environmental management system.</p>	

Code	Accounting Metric	Category	Unit of Measure	Data	Reference
Labor Conditions in the Supply Chain					
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	100% of our Tier 1 suppliers are audited by our third-party auditor, Verité.	Impact Report: Social Compliance Within Our Supply Chain, pp. 117-118
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	<p>Our routine social compliance in-person visits were suspended for the first half of 2020, but resumed once it was safe to do so in the second half of the year. Verité reported that employee welfare and benefits did not seem to be negatively affected by any changes related to the pandemic.</p> <p>Suppliers identified as being noncompliant are required to complete a Corrective Action Report that requires them to disclose information on employment policies, compensation and hours, and health and safety. Our auditors provide recommendations for corrective actions for zero-tolerance issues, immediate-action issues, and for continuous improvement. We arrange follow-up visits from our auditors for suppliers who need additional support in remediating any open issues and making sustained improvements.</p>	Vendor Code of Conduct

Code	Accounting Metric	Category	Unit of Measure	Data	Reference
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	n/a	All Warby Parker Tier 1 and key Tier 2 suppliers must maintain a score of "Good" or higher in our Social Compliance Program. To calculate suppliers' scores, we assess three categories, which focus on key risks in our supply chain—Management System, Labor, and Environmental Health and Safety—and within each, Policy and Procedure, Implementation, and Performance. Within these areas, we weight specific elements differently with some issues considered zero tolerance, including no forced labor and no child labor, and human trafficking.	Impact Report: Social Compliance Within Our Supply Chain, pp. 117-118
Raw Materials Sourcing					
CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	n/a	<p>All suppliers may only use raw materials and suppliers recommended by Warby Parker to ensure expected results in final third-party testing; these suppliers must submit either internal or third-party test results for both regulatory and performance parameters well before the product reaches the customer.</p> <p>All strategic raw material suppliers must maintain a score of "Good" or higher in our Social Compliance Program. To calculate the score, we assess three categories, which focus on key risks in our supply chain—Management System, Labor, and Environmental Health and Safety—and within each, Policy and Procedure, Implementation, and Performance.</p>	<p>Impact Report: Product Quality and Safety, pp. 85-86</p> <p>Responsible Sourcing, pp. 111-116</p> <p>Social Compliance Within Our Supply Chain, pp. 117-118</p>

Code	Accounting Metric	Category	Unit of Measure	Data	Reference
Raw Materials Sourcing cont.					
CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage (%) by weight	We are in the process of collecting this information from our top raw material suppliers.	
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1					
CG-AA-000.A		Quantitative	Number	We have more than five Tier 1 suppliers. The exact number of our suppliers is currently confidential.	

Term **Definition**

Glossary: Table of Definitions

Proposition 65	A California law, also known as the Safe Drinking Water and Toxic Enforcement Act of 1986, intended to prevent drinking water from contamination that could lead to human health risks, including cancer and reproductive health risks. California businesses are required to publicly disclose potential exposure to chemicals linked to these risks.
Restriction of Hazardous Substances Directive EU 2015/863 (RoHS 2)	A European Union regulation for products that restricts the use of hazardous materials associated with human health and the environmental risks. The regulation sets maximum allowed levels for each hazardous material in a product. These materials include lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls (PBB) and polybrominated diphenyl ethers (PBDE), bis(2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP), and diisobutyl phthalate (DIBP). Under this directive, manufacturers are also required to comply with the restriction of these hazardous materials.

Term	Definition
REACH	A European Union regulation that stands for Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH). Under this regulation, organizations are required to both identify and manage human health and environmental risks in the substances of their products.
REACH Substances of Very High Concern (SVHC)	The materials identified by REACH as being the most dangerous for human health and the environment. These include substances classified as carcinogenic, mutagenic, reprotoxic, bio-accumulative, and endocrine-disrupting.
ISO 10993	A series of standards created by the International Organization for Standardization (ISO) to evaluate biocompatibility of medical devices to manage potential human health risks.
ISO 14001	A standard created by the International Organization for Standardization (ISO) that requires organizations to have an effective environmental management system to measure environmental impacts and make improvements over time.
Tier 1 (Direct) Suppliers	Warby Parker defines Tier 1 suppliers as: <ul style="list-style-type: none"> Suppliers that we directly transact with Suppliers that each represent >10% of our business
Tier 2 (Indirect) Suppliers	Warby Parker defines Tier 2 suppliers as: <ul style="list-style-type: none"> Frame suppliers that comprise less than 10% but greater than 3% of our business All major raw material suppliers, which we strategically nominate and refer to our frame vendors

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