

SASB Standard: Apparel, Accessories, and Footwear

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response
Management of Chemicals in Products				
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	<p>Warby Parker is in compliance with:</p> <ul style="list-style-type: none"> Proposition 65 The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2) REACH regulation <p>Product Quality and Safety, p. 45</p> <p>Our Vendor Compliance Manual outlines our required regulatory and performance testing protocols, which were created in partnership with a global third-party testing agency, and reserves the right of Warby Parker to cancel any purchase orders should the supplier fail to comply or the product be found to not be in compliance.</p>
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 Class I medical devices as defined by ISO 10993, and must be evaluated for biocompatibility.</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>Warby Parker is in compliance with:</p> <ul style="list-style-type: none"> Proposition 65 The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2) REACH Substances of Very High Concern (SVHCs) <p>The main supplier of hinge and core wire for our acetate frames follows specific procedures for the approval of the materials, and carries out random testing for the possible presence of materials that are prohibited by international regulations.</p> <p>These policies do not differ by geography.</p> <p>Product Quality and Safety, p. 45</p>

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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. Wastewater discharge is not a material issue for our business, since minimal water is used in the process of manufacturing our glasses. Most water usage in our supply chain occurs during plating. However, none of our Tier 1 suppliers manage this process at their facilities.</p> <p>Managing Our Carbon Footprint, p. 51 Sourcing With Transparency, p. 54</p>
CG-AA-430a.2	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. 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 the standard sets through its environmental management system.</p>

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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 (%)	<p>100% of our Tier 1 suppliers are audited by our third-party auditor, Verité. They also audit the majority of our Tier 2 suppliers.</p> <p>How Social Compliance Shapes Our Supply Chain, p. 58 Warby Parker Social Compliance Program, p. 58</p> <p>Vendor Code of Conduct</p>
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	<p>While most of our routine social compliance in-person visits were able to resume in early 2021, there were some vendors who we were unable to visit in person due to continued COVID-19 concerns and some local challenges with Verité in China. We continue to remain in close contact with all our suppliers, and plan to have Verité visit those who we could not see in 2021 when it is safe to do so. 100% of suppliers audited in 2021 scored Good or Excellent in our Social Compliance Program.</p> <p>Verité reported that employee welfare and benefits did not seem to be negatively affected by any changes related to the pandemic. 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 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> <p>Vendor Code of Conduct</p>

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Labor Conditions in the Supply Chain				
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	<p>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 weigh specific elements differently, with some issues considered zero tolerance, including forced labor, child labor, and human trafficking.</p> <p>Examples of items evaluated under each key risk category in our supply chain include:</p> <p>Management system: organization structure, monitoring systems, risk assessments, policies and Codes of Conduct, etc.</p> <p>Labor: working hours and overtime, recruitment and employment, wages and benefits, harassment and abuse, discipline and termination, etc.</p> <p>Environmental health and safety: emergency preparedness, machine and wiring safety, chemical management, waste management, first aid, etc.</p> <p>How Social Compliance Shapes Our Supply Chain, p. 58 Warby Parker Social Compliance Program, p. 58 About this Report, p. 65</p> <p>Form 10-K</p>

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Raw Materials Sourcing & Innovation				
CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	n/a	<p>The priority raw materials that make up our glasses include:</p> <ul style="list-style-type: none"> Cellulose acetate Acrylic Polycarbonate Stainless steel Titanium <p>All glasses 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. 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, p. 45 Sourcing with Transparency, p. 54 How Social Compliance Shapes Our Supply Chain, p. 58</p>
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	<p>International Sustainability and Carbon Certification (ISCC) is a globally applicable sustainability-certification system and covers all sustainable feedstocks, including agricultural and forestry biomass, biogenic wastes and residues, circular materials, and renewables. 100% of the cellulose acetate for our frames comes from ISCC-certified suppliers.</p> <p>Our main supplier of the hinge and core wire that goes into our acetate frames is certified to ISO90001. The Italian facility of our nonprescription sun lenses is certified by the globally recognized energy management standard ISO 50001. We will continue to collect additional information from our top raw material suppliers.</p>
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1				
CG-AA-000.A	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	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.
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.
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	<p>Warby Parker defines Tier 1 suppliers as:</p> <ul style="list-style-type: none"> Suppliers that we directly transact with Suppliers that each represent >10% of our business
Tier 2 (Indirect) Suppliers	<p>Warby Parker defines Tier 2 suppliers as:</p> <ul style="list-style-type: none"> Frame suppliers that comprise less than 10% but greater than 3% of our business All major glasses raw material suppliers, which we strategically nominate and refer to our frame vendors

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