

WARBY PARKER

# Impact Report



# SASB Index

## SASB Standard: Apparel, Accessories, and Footwear

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response	Data/information source
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"> <li>• Proposition 65</li> <li>• The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2)</li> <li>• REACH regulation</li> </ul> <p>We also are required to comply with standards set by the American National Standards Institute (ANSI) for prescription eyewear and sunglasses (both prescription and non-prescription).</p> <p>Product Quality and Safety, p. 48</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> <p>All nominated raw material suppliers must follow our protocol. We nominate all aspects of the frame in our bill of materials (with the exception of demo lenses, metal suppliers, epoxy suppliers, and shipping materials).</p> <p>Sourcing With Transparency, p. 59</p>	Product Quality and Safety, p. 48 Sourcing With Transparency, p. 59
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. Our vendors may only use raw materials and suppliers recommended by Warby Parker to achieve 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. We partner with international third-party testing agencies to verify the results.</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"> <li>• Proposition 65</li> <li>• The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2)</li> <li>• REACH Substances of Very High Concern (SVHCs)</li> </ul> <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. 48</p>	Product Quality and Safety, p. 48

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CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement <sup>2</sup>	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 significant 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. 55 Sourcing With Transparency, p. 59</p>	Managing Our Carbon Footprint, p. 55 Sourcing With Transparency, p. 59
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 FEM is less relevant to our business. The majority of our Tier 1 suppliers, who each represent &gt;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> <p>100% of our suppliers who manufacture acetate frames are ISCC-certified (International Sustainability and Carbon Certification), as are the acetate raw material suppliers. The main supplier of our nonprescription sun lenses has certified their entire production chain to REDcert<sup>2</sup> standards for applicable material types.</p> <p>Our Global Supply Chain, p. 58</p>	Our Global Supply Chain, p. 58
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. 64 Warby Parker Social Compliance Program, p. 64</p> <p><u>Vendor Code of Conduct</u></p>	How Social Compliance Shapes Our Supply Chain, p. 64 Warby Parker Social Compliance Program, p. 64
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits <sup>3</sup>	Quantitative	Percentage (%)	<p>After each social compliance visit, our auditors at Verité calculate a performance score, and produce a report outlining any open concerns and providing 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>100% of suppliers audited in 2022 scored "Good" or "Excellent" in our Social Compliance program.</p> <p><u>Vendor Code of Conduct</u> How Social Compliance Shapes Our Supply Chain, p. 64</p>	How Social Compliance Shapes Our Supply Chain, p. 64

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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 of these, 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> <ul style="list-style-type: none"> <li>• Management System: Organization structure, monitoring systems, risk assessments, policies and Codes of Conduct, etc.</li> <li>• Labor: Working hours and overtime, recruitment and employment, wages and benefits, harassment and abuse, discipline and termination, etc.</li> <li>• Environmental Health and Safety: Emergency preparedness, machine and wiring safety, chemical management, waste management, first aid, etc.</li> </ul> <p>How Social Compliance Shapes Our Supply Chain, p. 64 Warby Parker Social Compliance Program, p. 64 About this Report, p. 73</p>	<p>How Social Compliance Shapes Our Supply Chain, p. 64</p> <p>Warby Parker Social Compliance Program, p. 64</p> <p>About this Report, p. 73</p>
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	n/a	<p>The priority raw materials that make up our glasses include:</p> <ul style="list-style-type: none"> <li>• Cellulose acetate</li> <li>• Acrylic</li> <li>• Polycarbonate</li> <li>• Stainless steel</li> <li>• Titanium</li> </ul> <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 of these, Policy and Procedure, Implementation, and Performance.</p> <p>Product Quality and Safety, p. 48 Sourcing With Transparency, p. 59 How Social Compliance Shapes Our Supply Chain, p. 64</p>	<p>Product Quality and Safety, p. 48</p> <p>Sourcing With Transparency, p. 59</p> <p>How Social Compliance Shapes Our Supply Chain, p. 64</p>

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CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Metric tons (t)	<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 ISO 90001.</p> <p>Our main supplier of nonprescription sun lenses is certified to REDcert standards and leverages a production process in which 39% bio-based raw materials partially substitute for fossil-based material throughout the value chain for applicable material types. The organic raw material itself comes from the waste produced by the agricultural and lumber industries. As a result, the carbon footprint of this lens has been reduced by 50% compared to a fully fossil-based manufacturing process.</p> <p>The Italian facility of our nonprescription sun lenses is certified by the globally recognized energy management standard ISO 50001.</p> <p>We have partnered with Eastman Chemical to recycle all demo lenses discarded from our in-house optical labs at their Tennessee facility, where Eastman's Carbon Renewal Technology is used to break the lenses down to their molecular level. Once broken down, the molecules are reused as the building blocks to create Eastman Acetate Renew—an acetate exclusively supplied by Eastman that is 60% bio-based and 40% certified recycled content, and produces 20% to 50% fewer greenhouse gas emissions compared to traditional acetate.</p> <p>We will continue to collect additional information from our top raw material suppliers.</p> <p>Product Quality and Safety, p. 48</p>	Product Quality and Safety, p. 48
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	<p>We have more than five Tier 1 suppliers. The exact number of our suppliers is currently confidential.</p> <p>How Social Compliance Shapes Our Supply Chain, p. 64</p>	How Social Compliance Shapes Our Supply Chain, p.64

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### Glossary: Table of Definitions

Term	Definition
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.
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"> <li>Suppliers that we directly transact with</li> <li>Suppliers that each represent &gt;10% of our business</li> </ul>
Tier 2 (Indirect) Suppliers	Warby Parker defines Tier 2 suppliers as: <ul style="list-style-type: none"> <li>Frame suppliers that comprise less than 10% but greater than 3% of our business</li> <li>All major glasses raw material suppliers, which we strategically nominate and refer to our frame vendors</li> </ul>

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