



2025

Impact Report

Own less, live more.

“

In 2018, I set out to create a company of value, not only to its stakeholders, but to the greater community. From customers who now exclusively wear Flex Canvas Pants to organizations that have benefited from our support, I'm proud that my team and I have delivered that value.

We're now expanding our understanding of our community to include all human and non-human stakeholders affected by our operations, whether they're our next door neighbors or the neighbors of suppliers on the other side of the world.

”

- Andrew Gibbs-Dabney,
Founder and CEO

“

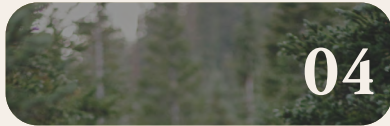
The 2025 Impact Report marks a new era in LIVSN's pursuit of sustainability. Since the conception of LIVSN, we've prioritized making durable, versatile, and timeless garments out of lower impact materials, effectively amplifying function while minimizing harm to people and planet. As we grow, we recognize so too does our responsibility to those directly and indirectly impacted by our business.

In 2024 we created systems of governance and accountability to ensure that our mission remains central to the way we make decisions. While we still have a long way to go, we've created a path to get there and checks to keep us moving forward.

”

- Abby Hollis, Director of
Product and Sustainability





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Defining Impact



04

The words used to describe efforts related to social and environmental progress have changed over time. Before we begin discussing our impact, let's take a moment to align on what exactly it is we're talking about and how we at LIVSN think about it.

What is Impact?

It isn't Sustainability.

As a brand, sustainability is when we are able to balance our social and environmental bottom line with our financial bottom line in a way that allows us to continue doing what we're doing at the rate we're doing it into perpetuity. Sustainability is a complicated ideal to achieve because of the many factors that play into it and the infrastructural barriers to sustainability in our world.

Simply by making apparel in a world oversaturated with apparel, we are inherently unsustainable. Our hope, however, is that over time the way we make products and do business has an impact on consumer behavior and industry standards that allow not only our company but our industry to reach sustainability.

In short, sustainability starts long before us, ends long after us, and is very difficult to measure accurately. Although we continue to partner with those before and after us in the apparel value chain in pursuit of sustainability, this report focuses instead on the direct impact of our business.

So what is it then?

Impact refers to the ways in which people and planet are materially affected by our conduct as a business.

In this context, impact is often considered a negative, although we believe a business's impact can be positive as well.

Negative impacts may include things like carbon emissions, water usage and contamination, and social exploitation. We are working to eliminate or reduce these impacts in our business.

Positive impacts may include things like waste diversion, fair job creation, and long-lasting products that inspire emotional durability among consumers. We are working to maximize these impacts in our business.

What is Responsible Impact?

Although some negative impacts are unjustifiable, we believe that — in general — responsible impact is about striking a balance between negative impacts and positive ones.

We believe, for example, that a product's function should be at least proportional to the direct and embodied resources required to create and deliver it.

We believe that a garment worker's pay should be at least proportional to the time and skill they put into their work.

We believe that the price of a garment should be proportional to the true cost of making the garment and that a consumer should only buy that garment if they will get use out of it that is proportional to its social and environmental cost.

What is an Impact Report?

This document reports on the negative and positive impacts of our business. This report serves as an internal tool for reflection and an external tool for education and evaluation.

As our first Impact Report, we consider this particular document a baseline for future goal setting and chasing.

Our Mission:

Create products and systems that maximize function and minimize harm to people and planet.

	Maximize	Minimize
Design	Utility and versatility Physical and emotional durability Circular design Continuous product improvement	Excessively trendy styles Singular use cases Linear design Product stagnancy
Production	Lower impact materials Fair and safe working conditions High level craftsmanship Stringent quality control	Carbon emissions Water usage and contamination Resource Depletion Harmful Chemicals
Life Cycle	Repairs to extend a garment's first life Resale opportunities Downcycling, recycling, and other end-of-life usage when appropriate	Garments being downcycled when they could be reused Garments being wasted when they could be downcycled
Operations	Fair and safe working conditions Community involvement and support	Carbon emissions Water usage Resource Depletion

*This is not a comprehensive list.



Our Journey



07

The pursuit of sustainability is a journey. We weren't perfect when we began, and we're not perfect now. We believe in transparent progress over feigned perfection. The next couple pages highlight a few steps in our journey that we're particularly proud of. Toward the end of the report, we'll look at our goals for our journey moving forward.

Impact Milestones From 2018

Andrew Gibbs-Dabney posts his **intention** “to create a company of value, not only to its stakeholders, but to the greater community” to Reddit.

LIVSN **Design Principles** are created and documented.

Product warranty is established.

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Flex Canvas Pant V1 enters the world, exemplifying the LIVSN Design Principles.

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Roll packing is introduced, eliminating individual plastic packaging.

Flex Canvas Pant V2 comes out, now with OCS organic cotton and GRS recycled polyester.

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LIVSN launches **Ecotrek Pants** made of 70% Blue Ocean® GRS Certified Recycled Nylon with a CO DWR finish.

Repair program is established.

22

LIVSN begins its **B Corp journey** with the help of the University of Arkansas Social Innovation Initiatives.

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LIVSN hires its first **Head of Sustainability**.

The LIVSN **secondhand marketplace** launches.



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Flex Canvas Pant **survey** goes out to assess how our product functions in the wild.

Office **Environmental Management System** is created to track the impact of our office and travel.

Ecotrek Overalls Kickstarter launches, featuring Gnara's **GoFly® pee zipper** technology, allowing women to *answer nature's call*.

Supplier Code of Conduct is rolled out.

Product Standards Manual is created to ensure durability and consistency across products.

In the **Fall 2024 collection**, the Karst Pants are re-released with an updated fabric made of 90% Recycled 1000D Nylon. Seawool, a fabric made of recycled plastic bottles and oyster shells, is introduced. Polartec® Powerair™, a fabric designed to reduce microfiber shedding, enters the lineup.

Product Feedback Form is published to formalize feedback collection and product iteration.

LIVSN hires its first **Sustainability Policy Intern**.

Product Impact Data is published to give ourselves and our customers a better understanding of the quantitative impact of our products.

B Corp Assessment is submitted.

Line planning and buying processes are updated for **more responsible buying**.

LIVSN **donates \$3k** to the Arkansas Climbers Coalition.

LIVSN refiles as a **Public Benefit Corporation** with a legal commitment to "create products and systems that maximize function and minimize harm to people and planet."

Impact
Milestones To

2025

Design Impact



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Many impact decisions are made in the design phase — materials, physical and emotional durability, repairability, functionality, trendiness or timelessness, versatility, and more. It's standard in the apparel industry to design a product and *then* try to make it “sustainable.” At LIVSN, we integrate the pursuit of sustainability from the very beginning.

Design Principles

Choose the highest quality materials.

Good products are made of good stuff. When choosing materials, we look for high quality, abrasion resistant materials that will hold up over time and serve their purpose well. We choose materials with function in mind for each product use case, aiming to create pieces that will be loved for the long haul.

Build durability into design.

In addition to choosing durable materials, we reinforce common failure points in all garments with thoughtful stitching and double layering. In 2024, we created our Product Standards Manual which ensures these reinforcements are consistent across the line.

Because even the toughest garments fail eventually, we design for repairability and ensure long-term durability through our warranty and repair programs.

Prioritize mobility.

We believe the clothes you wear should allow you to “live more,” not hold you back from doing the stuff you love. We design our garments to move with you wherever you go, integrating stretch and articulation where needed.

Aim for timeless style.

In addition to physical durability, we prioritize emotional durability: a product's ability to be loved for a long time. We avoid trendy silhouettes and take a lot of inspiration from vintage styles that have stood the test of time. By doing this, we create garments that can be worn and loved season after season.

Integrate features subtly.

It's important to us that our products perform well outdoors but can also blend in indoors. By integrating technical features subtly, we create products that are highly versatile and more likely to be worn over and over in a variety of settings. Our hope is that this means you can do more with less stuff.

Minimize harm to people and planet.

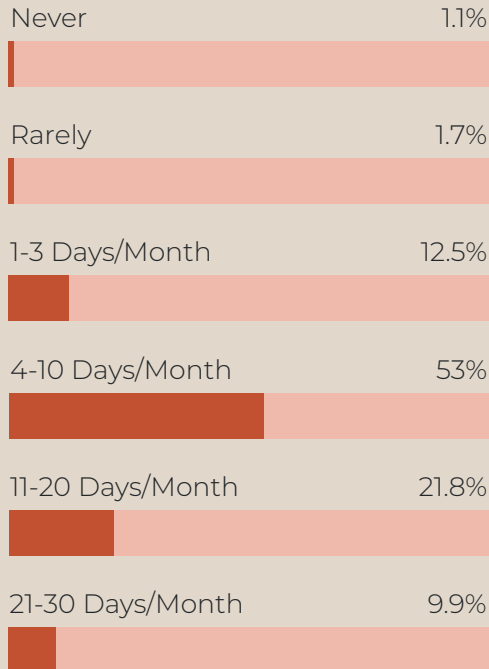
We believe that a product's function should be at least proportional to the impact its production has on the world. In practice, this means that throughout our design practice we strive to minimize impact while maximizing function.

Iterate and stay tuned to feedback.

In addition to designing new styles, we are constantly iterating old ones to make them the best they can be. We make edits to existing products each season based on our own experiences and yours.

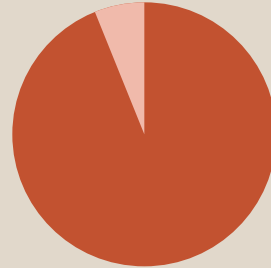
In 2024, we published our Product Feedback Form to formalize feedback collection and began incorporating data from our repair program into our garment construction improvement processes. We welcome your input.

On average, customers wear their Flex Canvas Pants...



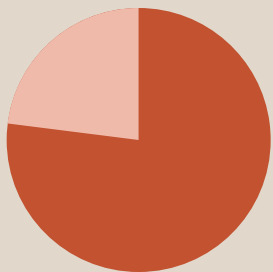
The statistics above are based on a 2024 Flex Canvas Pant Life Cycle Assessment which surveyed 353 Flex Canvas Pant purchasers.

94% of Flex Canvas Pants customers still actively wear their first pair.



The statistic above is based on a 2024 Flex Canvas Pant Life Cycle Assessment which surveyed 353 Flex Canvas Pant purchasers.

77% of Flex Canvas Pants customers report strong durability as compared to other pants.



The statistic above is based on a 2024 Flex Canvas Pant Life Cycle Assessment which surveyed 353 Flex Canvas Pant purchasers.

When asked what they prioritize when it comes to apparel, the LIVSN audience answered...

- #1 Durability
- #2 Fits my personal style
- #3 Versatility
- #4 Timelessness
- #5 Fiber Content
- #6 Warranty/Repair
- #7 Identify with brand
- #8 Feature-rich
- #9 Innovative Materials
- #10 Cost Competitive
- #11 Transparency
- #12 Country of origin
- #13 Currently on trend

The ranking above is based on a 2025 Customer Discovery survey of 286 people in LIVSN's audience, 92.7% of whom were past customers at the time of survey.

Production Impact



Although many impact decisions are made in the design phase, they come to fruition in the production phase. Production is where we begin to see the real impact of the things we make and the decisions we made along the way.

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When thinking about production impact, it is critical to consider both the environmental and social factors, as both people and planet have historically been exploited in the apparel industry.

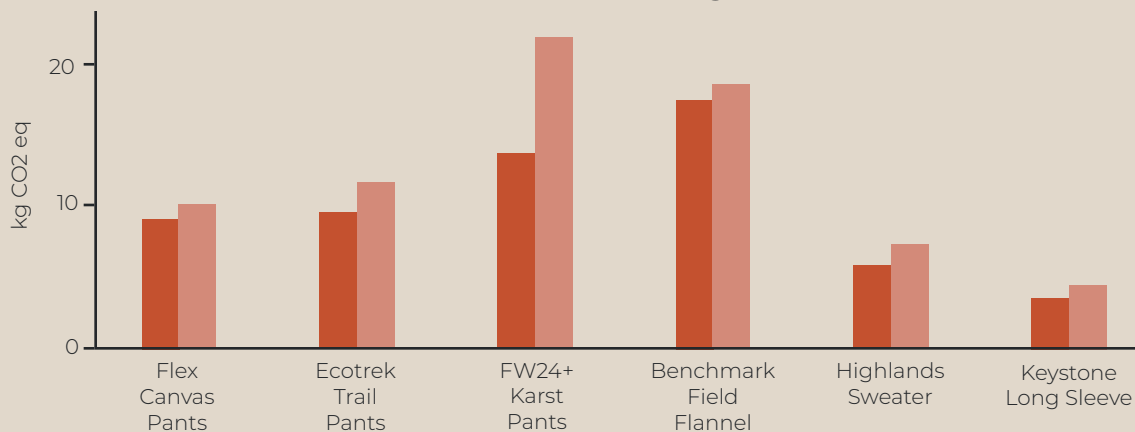
Data by Piece

The charts below compare the estimated impact of our products as they compare to similar products made with conventional materials and processes. The data comes from models created using the Worldly Material Sustainability Index (MSI) and Product Module (PM) and is based on industry averages.

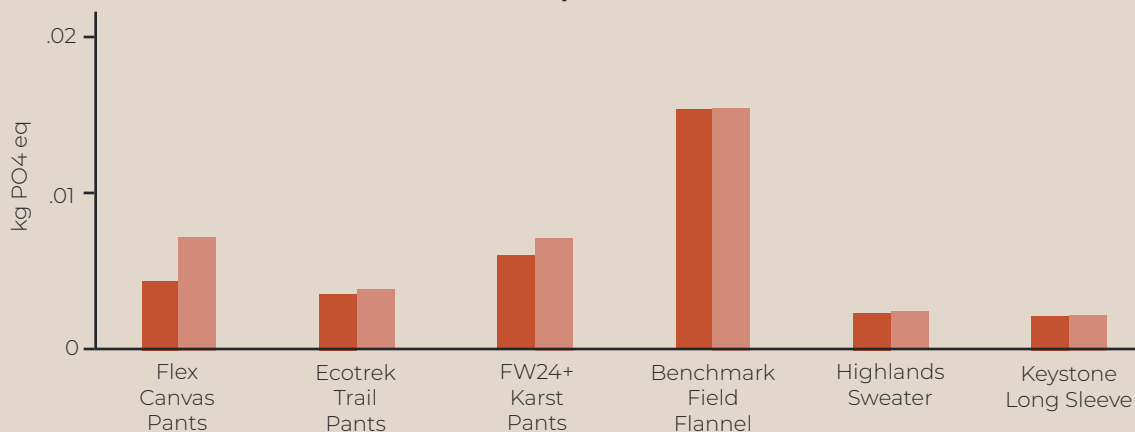
The numbers below represent the impact of production which makes up a majority of a product's overall life cycle impact.

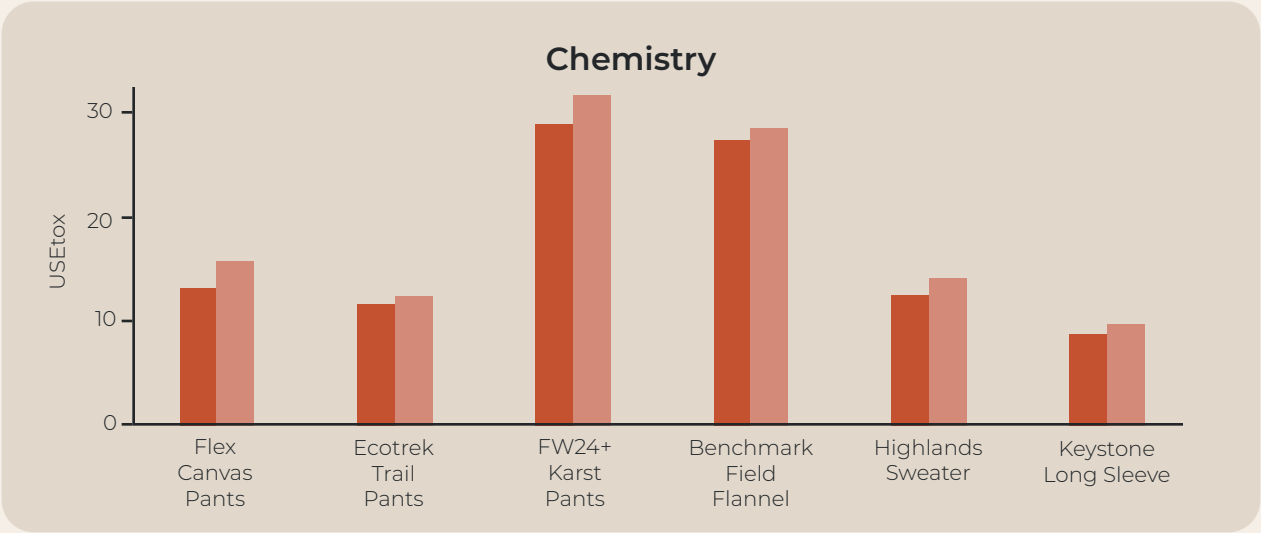
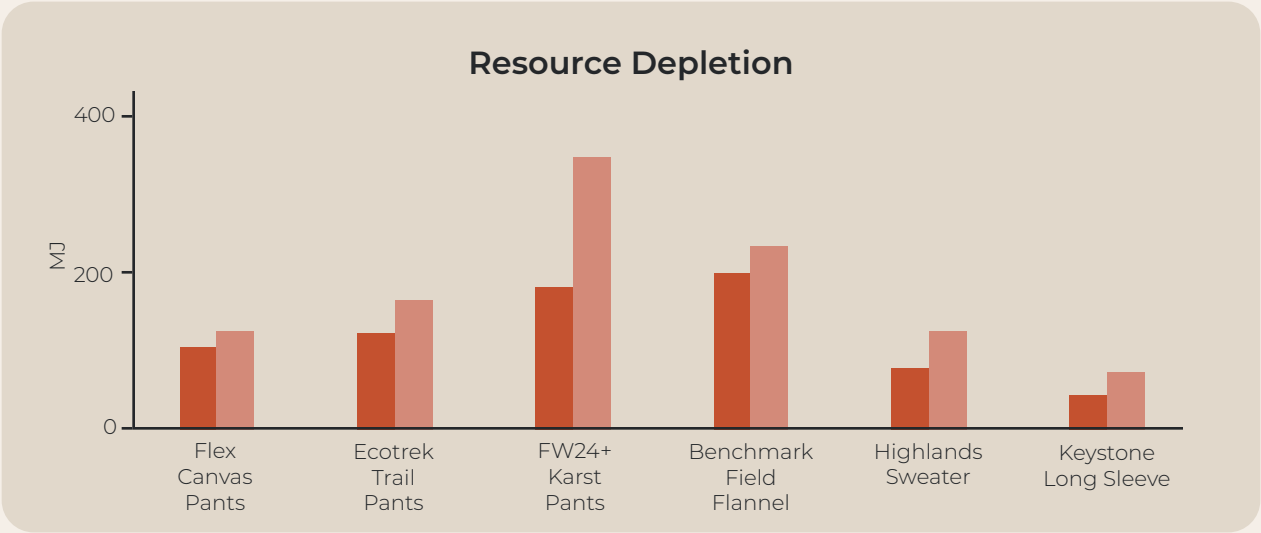
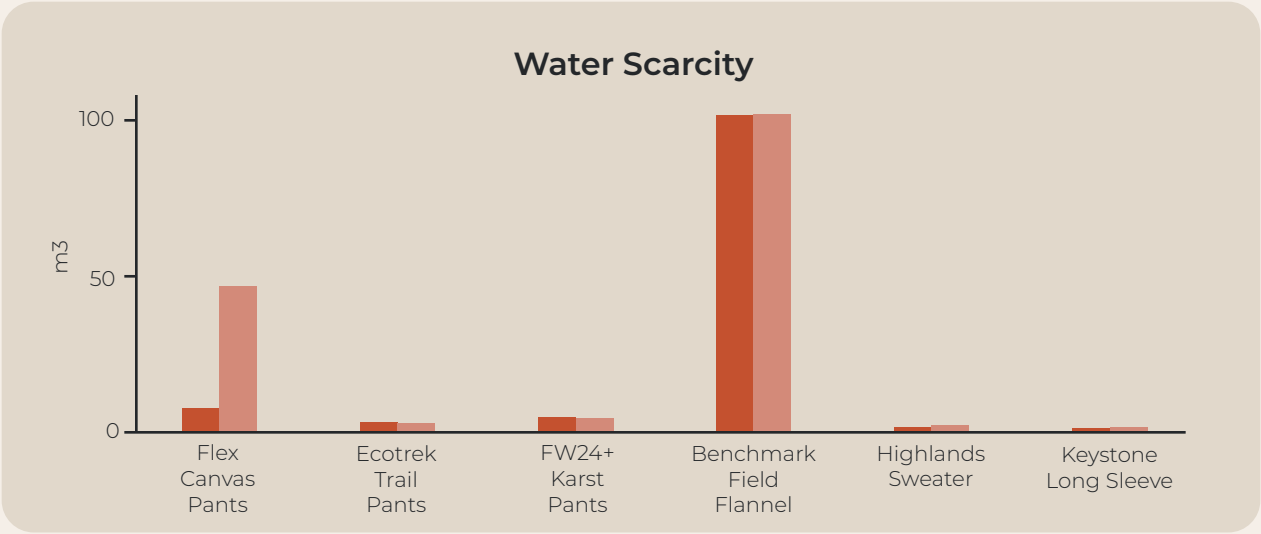
 = LIVSN product  = similar conventional product

Global Warming



Eutrophication

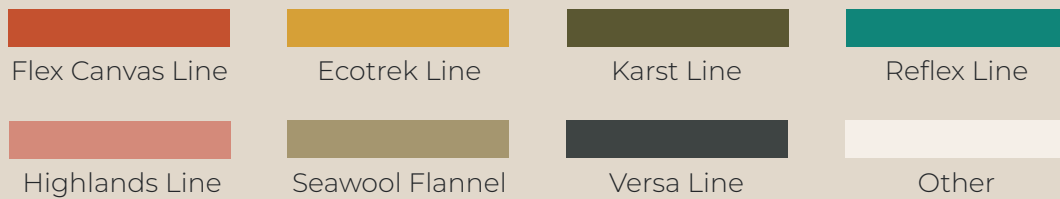




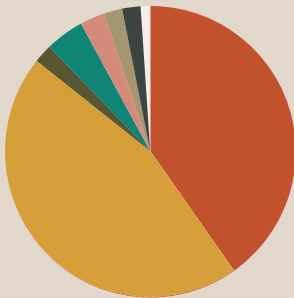
Data by Line

The Data By Piece on the previous two pages looks at impact by individual garment. On this page, we look at impact by line, taking into account both individual garment impact and how many of each garment in each material line were produced in 2024. This gives us a snapshot of where our overall production impact is concentrated.

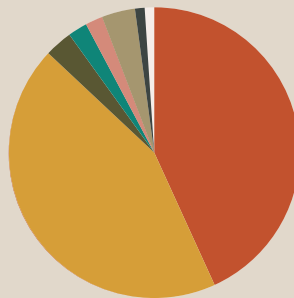
Looking at the data this way allows us to identify what changes would be most meaningful and set priorities for impact reduction.



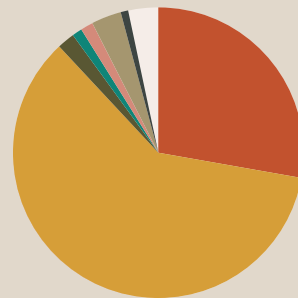
Quantity
Produced



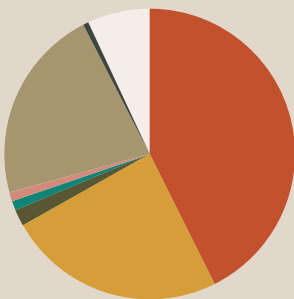
Global
Warming



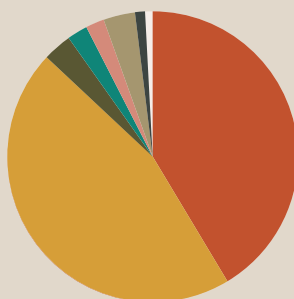
Eutrophication



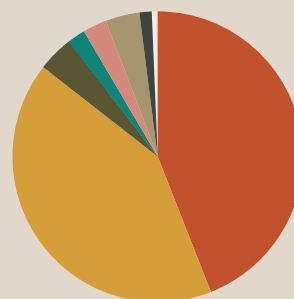
Water
Scarcity



Resource
Depletion



Chemistry



On average, the production of LIVSN garments produces **12.3% less carbon emissions** than similar products using conventional materials.

87.5% of 2024 LIVSN styles were made of majority recycled or organic materials.

87.5% of LIVSN styles produced in 2024 contained recycled materials. **50% of LIVSN 2024 styles** were made of majority recycled materials.

37.5% of LIVSN 2024 styles were made of majority certified organic materials. Two styles were made of majority conventional cotton.

0% of LIVSN styles ever produced have included added **PFAS or “forever chemicals.”** Nine styles produced in 2024 featured a C0 DWR finish.

Code of Conduct

What is it?

In 2024 we rolled out a new Supplier Code of Conduct to formalize our social and environmental expectations for suppliers. These expectations draw inspiration from the best of the outdoor industry, from our core brand values, and from standards of the International Labour Organization.

The key purpose of this document is to provide a framework for our suppliers to continuously improve their health, safety, labor, and environmental practices. We have used this document to start meaningful conversations with suppliers that allow us to collaboratively acknowledge our shortcomings, limit our negative impact, and use our positions of influence to improve the lives and livelihoods of others. We are working closely with suppliers to reach full compliance by 2027.

91.7%
of primary Tier 1-3 suppliers
signed

We consider "primary" Tier 1-3 suppliers those involved in the production of primary materials and finished garments. We plan to expand compliance efforts to trims and Tier 4 suppliers.

% Compliance by Standard, of those signed

100%	1.1 Law and Code Compliance
100%	1.2 Environmental and Labor Accreditation
90.5%	1.3 Sourcing
100%	1.4 Subcontracting
100%	2.1 Child Labor
100%	2.2 Forced Labor
100%	2.3 Discrimination
100%	2.4 Harassment and Disciplinary Practices
100%	3.1 Free Association and Collective Bargaining
100%	3.2 Wages and Benefits
100%	3.3 Hours of Work
100%	3.4 Overtime Work
100%	4.1 Factory Conditions
100%	4.2 Building and Fire Safety
100%	4.3 Housing Conditions
100%	5.1 Environmental Responsibility
100%	5.2 Impact Reporting
100%	5.3 Chemical Requirements
100%	5.4 Animal Welfare
100%	6.1 Monitoring
100%	6.2 Non-Compliance
100%	6.3 Code Communication

Compliance is currently self-reported with planned follow-up audits.

Code of Conduct Standards	
Section 1: Compliance	Provides basic expectation that our suppliers comply with the code of conduct and any laws and regulations in their area of operation, requires third party accreditation of environmental and labour standards, and emphasizes the importance of communication of these standards and throughout the supply chain.
Section 2: Employment Conditions	Sets requirements for employment practices of suppliers based on International Labour Organization standards, prohibiting child labour, forced labor, trafficked labour, hiring discrimination, harrasment, and cruel disciplinary practices throughout the supply chain.
Section 3: Workers Rights	Requires fair terms of employment for employees of suppliers, including allowance for collective bargaining and for active pursuit of livable wages for employees. This section also sets expectations for overtime pay rates and terms, and general limits on the number hours employees work each week.
Section 4: Health and Safety	Establishes expectations for health and safety conditions in supplier facilities, including machine safety, building fire and safety requirements, and cleanliness. This section also provides further and more stringent requirements for suppliers whose facilities include housing units for employees.
Section 5: Environment	Encourages environmentally responsible policies, requires suppliers to regularly report environmental impact data, and sets standards for human treatment of animals at supplier facilities. This section also requires adherence to the bluesign® Restricted Substances List, a set of industry standard chemical requirements.
Section 6: Enforcement	Lays out methods and responsibilities for enforcement of the code of conduct, including practices of monitoring compliance and steps taken when noncompliance occurs. This section also requires that the document be translated and posted in supplier facilities, and establishes a contact for employee grievances.

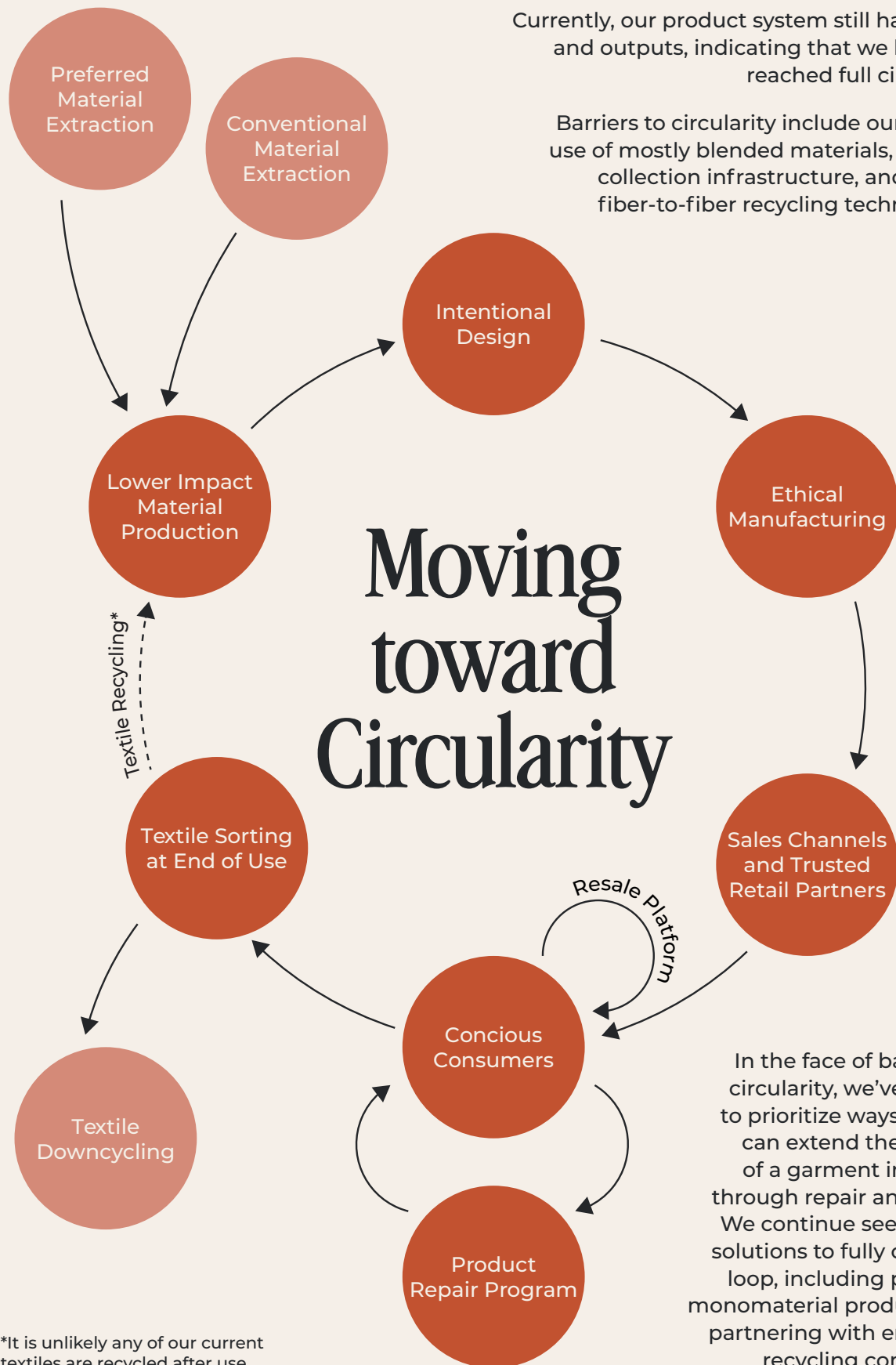
Life Cycle Impact



When we think about product impact, we often think about production. However, the use and end-of-use of a garment also has impact. In the same way that we believe we as a brand hold a portion of the responsibility for the role a garment plays in your life after purchase, we also believe we hold responsibility for the impact that garment has after purchase.

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Our part includes providing garment care resources, systems for repair, opportunities for resale, and partnerships for eventual downcycling or recycling.



Currently, our product system still has inputs and outputs, indicating that we have not reached full circularity.

Barriers to circularity include our current use of mostly blended materials, a lack of collection infrastructure, and limited fiber-to-fiber recycling technologies.

Moving toward Circularity

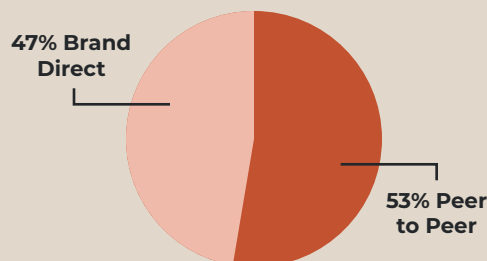
In the face of barriers to circularity, we've chosen to prioritize ways that we can extend the first life of a garment including through repair and resale. We continue seeking out solutions to fully close the loop, including pursuing monomaterial products and partnering with emerging recycling companies.

*It is unlikely any of our current textiles are recycled after use.

In 2024, there were

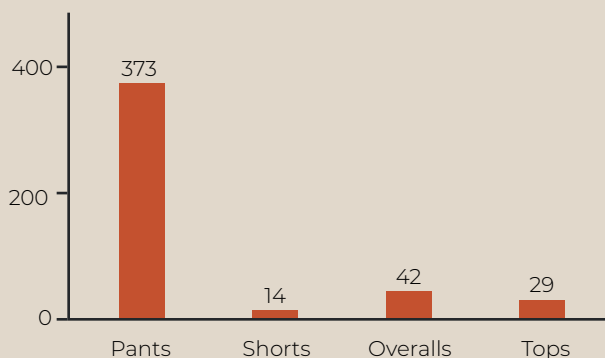
221
pre-loved
pieces sold
through the LIVSN
resale platform.

In 2024, customers bought pre-loved garments from LIVSN and from one another, proving that



sharing is caring.

Since we began tracking repairs in early 2022, **we've repaired...**



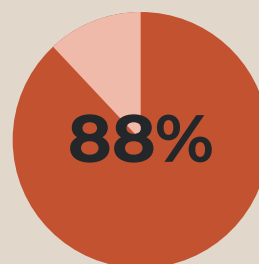
In 2024, there were

234
garments
repaired
through the LIVSN
repair program.

45.2% of the LIVSN audience buys less than one used garment per year, while only 3.6% buys less than one new garment per year.

The statistics above are based on a 2025 Customer Discovery survey of 286 people in LIVSN's audience, 92.7% of whom were past customers at the time of survey.

Blended fabrics
made up



of LIVSN's 2024 primary fabrics.

Operational Impact



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Undoubtedly, the bulk of our impact as a company comes from the production of our products. However, we believe it's important to strive for the same level of excellence that we ask of our suppliers. As we grow, it will become increasingly important to track our operational impact along with the direct impact of our products.

Operational Impact

What is it?

Our operational impact includes the social and environmental impact of the day-to-day work we do.

Environmental Impact Management

In 2024, we began using an environmental management system to track water usage, energy usage, and waste generation at the office. We also began tracking our company travel and the associated impact. Moving forward, these benchmarks will be used to set operational impact goals.

Additionally, we created a formal office purchasing policy which prioritizes lower impact products along with durability, versatility, and scalability. This document includes links to environmentally preferred options of commonly purchased products. Since several of us work hybridly, we also compiled resources for environmental optimization in home offices.

We had our first company-wide sustainability training session in 2024. This training focused on aligning our team's understanding of sustainability and of our mission to create products and systems that maximize function and minimize harm to people and planet. By including every department in this training, we aimed to permeate these ideas through every aspect of our business.

Employer Policies

2024 saw the expansion and formalization of our Employee Handbook. This document includes a written code of ethics, a written whistleblower policy, grievance resolution processes, workers' right to bargain collectively and associate freely, primary and secondary parent paid leave, support for external professional development opportunities and continuing education, and more. In 2024, we also established company sponsored health insurance for all fulltime employees.

In 2024, all fulltime employees completed diversity, equity, and inclusion training. We formalized our commitment to non-discrimination by including relevant policies in our handbook and a non-discrimination statement in all job postings moving forward. We made a commitment to publicly post all job opportunities to avoid hiring exclusively from within our own social circles. We look forward to the impact these policies will have on our team.

Giving

Over the last few holidays seasons, we've made a habit of donating to organizations that are near and dear to us, including Buffalo River Foundation and Ozark Folkways. In 2024, we made our largest donation to date to the Arkansas Climbers Coalition, a non-profit organization dedicated to preserving and protecting climbing areas in The Natural State.

In addition to these monetary donations, we've made several in-kind donations of product to events, fellow small businesses, and nonprofit organizations including Restore Humanity, Southeast Climbers Coalition Trail Daze, Rivers Roads and Trails Sustainable Fashion Show, Sunflower Outdoor Customer Appreciation Night, Birdeye Gravel Festival, UREC Arkansas, and Boulders and Brews Climbing Competitions.

2024 LIVSN HQ Impact Compared to 2023

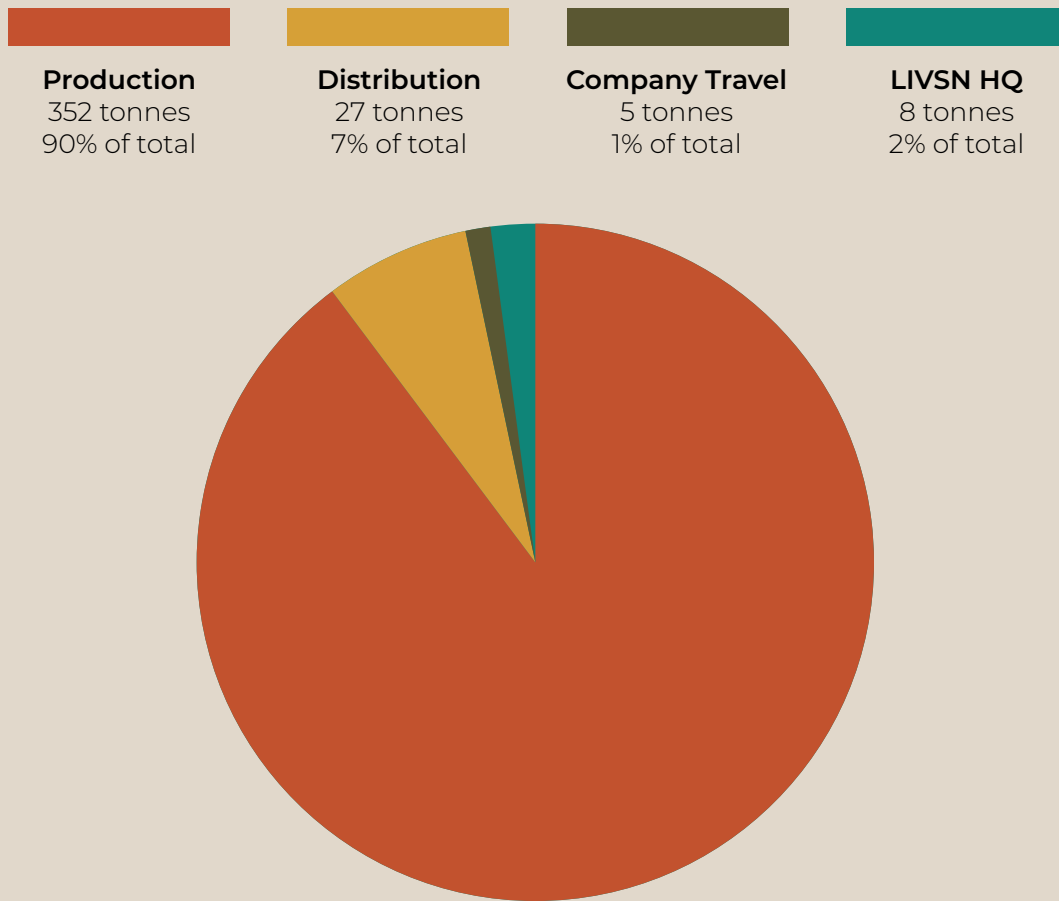
Water Consumption **-86.6%**
Energy Consumption **-4.2%**
Gas Consumption **-11.7%**

The reductions above are calculated from monthly utility bills from January 2023 to December 2024. Note that a leak contributed greatly to 2023 water consumption.

93.8%
of employees
report that they would
recommend LIVSN Designs
as a **great place to work.**

The statistic above is an average based on monthly anonymous surveys of PTE and FTE from May to December of 2024. Surveying began in May of 2024.

2024 Scope 1-3 Estimated CO2 Equivalent Emissions



Frequently Asked Questions & Next Steps



26

Impact is nuanced, and we're not perfect. We are, however, committed to transparency and to having open conversations all along the value chain. That conversation includes our suppliers, our retailers, our customers, and all those impacted by our actions as a company. In this section, we'll answer some frequently asked questions and discuss our next planned steps related to impact. If you still have questions, we encourage you to reach out to us to continue the conversation.

Why do you use supplier self-reporting?

We believe a combination of self-reporting and third party verified audits are important to establish open conversations with our suppliers and build trust in both directions. This reinforces to our suppliers that if something isn't right, we want them to tell us about it so that we can work toward a solution together. Following up those conversations with 3rd party audits proves that we mean what we say and builds accountability.

Currently, 91.7% of primary Tier 1-3 suppliers have submitted self-assessments according to our Code of Conduct. Our highest volume suppliers have also undergone third party social and environmental certification. We plan to work with our suppliers toward further verification, keeping lines of communication open along the way.

In addition to self-assessment and third party verification, we believe it's important to know one's suppliers personally, to visit facilities, and to ask questions to better understand the motivations of leadership.

Why are your products made in Vietnam?

We've chosen where to make products based on which supplier could make our products the best, accept our order quantities, and comply with our social and environmental standards. Currently, domestic manufacturing is relatively limited, suffers from much of the same exploitation that we see across the global garment manufacturing industry, and lacks the efficiencies gained from being in a manufacturing hub. We would love to see this change and continue actively exploring options domestically and globally.

We're working closely with our existing suppliers on an ongoing basis to ensure they meet our social, environmental, and quality standards. We value the relationships we've built with these suppliers and are sensitive to the fact that, without careful planning, onshoring production would mean hurting their businesses and the people who make our products.

Why do you use synthetic and blended materials?

Every fiber has different advantages and disadvantages from both a performance and an environmental standpoint. Simply put, there is no perfect fiber. For this reason, we approach each sourcing decision from a use case perspective, considering what fiber or fibers will make the best possible product.

A significant con of blended materials is the current barriers they pose to recyclability. However, post-consumer fiber-to-fiber recycling technology and infrastructure is limited at this point, and most articles of clothing never get worn enough to warrant recycling (notably the last option in the tried-and-true "reduce, reuse, recycle"). For this reason, at this point in time, we prioritize making garments that will be used, loved, and repaired for many years to come, maximizing what we call the "function to impact ratio." As recycling technology evolves, we continue to explore how we may design upfront with circularity in mind without sacrificing performance.

What is Tier 1, 2, 3, and 4?

In apparel manufacturing, Tier 1 is the facility that cuts out the pieces and sews them together into a finished product. Tier 2 includes fabric creation and finishing - weaving,

knitting, dyeing, etc. Tier 3 is raw material processing, typically where a fiber is spun into a yarn, and Tier 4 is the raw material extraction.

What is Scope 1, 2, and 3?

Scope 1, 2, and 3 refer to different types of emissions. Scope 1 includes emissions from sources owned or controlled directly by an organization, like burning fuel while driving a company vehicle. Scope 2 includes emissions produced elsewhere from energy that is bought. Scope 3 includes all other indirect emissions, especially those embodied by bought products and services. A majority of our emissions are Scope 3 as a result of production.

What's next?

We're proud of the progress we've made in regards to social and environmental impact, but we recognize that we still have a long way to go. We're honored to have the opportunity to continue progressing forward, challenging norms, and moving the needle.

Goals for 2025 and beyond

- Complete B Corp verification process (2025).
- Expand Code of Conduct compliance efforts to trims suppliers and Tier 4 suppliers (2026).
- Verify Code of Conduct Assessments with third party audits (2025-2027).
- Work with suppliers to make a plan to resolve all Code of Conduct incompliancies (2025-2027).
- Set (2025) and meet (ongoing) science-based reduction targets.
- Obtain chemical certifications for products (2026).
- Confirm, collect, and publish environmental and labor accreditations for all primary suppliers (2027), starting with Tier 1 (2025).
- As we move into a new office, look for opportunities to maximize function and minimize harm to people and planet (2025).
- Increase garment redistribution through repair and resale at a greater rate than we increase new garment distribution (ongoing).
- Develop products featuring all natural materials (to be released 2027).
- Develop mono-materials or other materials with a clear path to fiber-to-fiber recyclability.
- Convert all virgin, non-spandex synthetic fibers to recycled or otherwise lower impact alternatives (2027).
- Convert all conventional natural fibers to organic or otherwise lower impact alternatives (2027).
- Explore alternative supply chains including domestic manufacturing opportunities
- Create a clear action plan and timeline for completing the goals listed above



Thank you.