

Our Progress

Renew & Restore

Area	Baseline 2018	2019	2020	2021	2022
Climate¹					
<i>Operational emissions and energy intensity (Scope 1 & 2)</i>					
Energy use					
Total energy (MWh)	796,485	781,220	593,139	604,574	614,211
Renewable energy %	31.5%	31.8%	29.8%	4.4%	29.9%
% Change vs. baseline		-1.9%	-25.5%	-24.1%	-22.9%
Energy intensity					
Energy Intensity (kWh/m ²)	171	168	162	175	145
% Change vs. baseline		-2.0%	-5.6%	2.3%	-15.2%
Emissions intensity					
Total emissions (tCO ₂ e)	123,452	123,307	84,191	150,310	80,120
Emissions Intensity (kg CO ₂ e/m ²)	26.58	26.53	22.99	43.61	18.97
Emissions Intensity % change vs. baseline		-0.2%	-13.5%	64.1%	-28.6%
<i>Operational water consumption</i>					
Stores (m3)	624,294	513,060	419,901	366,180	433,651
Distribution centers (m3)	48,910	43,295	35,100	28,702	39,060
Offices (m3)	2,864	25,110	19,170	11,735	14,439

¹ All climate-related figures include Scope 1, 2 and 3 emissions data for C&A Europe, C&A Brazil and C&A Mexico.

This table includes key performance data related to our 2028 Sustainability Strategy. For figures showing progress against our goals, we include financial year data since the relevant baseline year. For all other data points, we report on a three-year-basis. All figures refer to C&A Europe, unless otherwise stated.

Area	Baseline 2018	2019	2020	2021	2022				
GHG emissions by scope									
	tCO ₂ e	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline
Total	5,925,144	5,669,922	-4%	4,035,578	-32%	4,232,661	-29%	4,055,544	-32%
Scope 1& 2	123,452	123,307	2%	84,191	-32%	150,310	22%	80,120	-35%
Scope 3	5,801,692	5,546,616	-4%	3,951,387	-32%	4,082,351	-30%	3,975,424	-31%
GHG emissions by reporting category									
Scope 1 total	18,846	19,227	2%	13,728	-27%	17,040	-10%	13,991	-26%
Fuel oil	748	591	-21%	429	-43%	372	-50%	430	-42%
Natural gas	18,099	18,636	3%	13,299	-27%	16,669	-8%	13,561	-25%
Scope 2 total	104,606	104,080	-1%	70,463	-33%	133,270	27%	66,129	-37%
Purchased district cooling	8,750	8,316	-5%	6,740	-23%	5,974	-32%	7,123	-19%
Purchased district heating	6,336	6,189	-2%	5,202	-18%	5,747	-9%	5,396	-15%
Purchased electricity	225,985	213,092	-6%	141,744	-37%	129,552	-43%	145,660	-36%
Electricity, Renewable Credit	-136,466	-123,518	-9%	-83,224	-39%	-8,004	-94%	-92,050	-33%
Scope 3 total	5,801,692	5,546,616	-4%	3,951,387	-32%	4,082,351	-30%	3,975,424	-31%
Purchased goods and services	4,423,273	4,260,471	-4%	2,900,526	-34%	3,043,677	-31%	2,903,347	-34%
Fuel- and energy-related activities	37,894	36,198	-4%	29,797	-21%	48,157	27%	43,365	14%
Upstream transportation and distribution	495,696	416,387	-16%	423,669	-15%	434,268	-12%	515,254	4%
Waste generated in operations	4,374	4,265	-2%	2,696	-38%	2,832	-35%	3,026	-31%
Business travel	1,649	1,358	-18%	509	-69%	481	-71%	951	-42%
Employee commuting	77,957	71,287	-9%	62,354	-20%	72,634	-7%	69,269	-11%
Use of sold products	706,871	695,053	-2%	494,258	-30%	441,309	-38%	402,324	-43%
End of life treatment of sold products	53,979	61,597	14%	37,578	-30%	38,992	-28%	37,888	-30%
Total emissions	5,925,144	5,669,922	-4%	4,035,578	-32%	4,232,661	-29%	4,055,544	-32%

Due to the ownership change in C&A China market, we conducted a recalculation of historical emission data in accordance with GHG Protocol. In collaboration with partner Aligned Incentives, C&A is constantly reviewing and improving their emissions accounting methods. In late 2022, C&A identified discrepancies in the raw data which fed into the calculations and have since corrected their accounting processes. While this has resulted in only a minor discrepancy versus the 2018 baseline, it does represent a significant reduction on figures published in C&A's 2021 Sustainability Report.

Area	Baseline 2018	2019		2020		2021		2022	
GHG emissions across our value chain and % share of totalCO ₂ e									
	tCO ₂ e	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline	tCO ₂ e	% change vs. baseline
Accessories Manufacturing	28,862	31,577	9%	20,399	-0.293208128	58,759	104%	21,892	-24%
Business Travel	1,649	1,358	-18%	509	-0.691143555	481	-71%	951	-42%
Consumer Use	706,871	695,053	-2%	494,258	-0.300780737	441,309	-38%	402,324	-43%
Employee Commute	77,957	71,287	-9%	62,354	-20%	72,634	-7%	69,269	-11%
End of Life	53,979	61,597	14%	37,578	-30%	38,992	-28%	37,888	-30%
Fabric Production	1,108,258	1,053,701	-5%	657,787	-41%	558,271	-50%	721,362	-35%
Garment Assembly	324,873	355,233	9%	380,393	17%	318,887	-2%	266,330	-18%
Hard & Other Goods Manufacturing	16,012	17,041	6%	2,891	-82%	30,477	90%	30,402	90%
Integrated Production	472,975	524,260	11%	258,790	-45%	428,622	-9%	52,310	-89%
Raw Material Production	903,238	838,034	-7%	556,670	-38%	616,494	-32%	569,542	-37%
Retail Operation	673,394	592,606	-12%	512,880	-24%	525,036	-22%	497,924	-26%
Transportation	495,696	416,387	-16%	423,669	-15%	434,268	-12%	515,254	4%
Yarn Production	1,061,378	1,011,788	-5%	627,399	-41%	708,430	-33%	870,096	-18%

Innovate & Lead

Area	Baseline 2019		2020		2021		2022	
Fibre portfolio								
Fibres by weight and % share of materials portfolio								
	Metric ton	%	Metric ton	%	Metric ton	%	Metric ton	%
Cotton	69,036	59.7%	48,577	60.1%	56,743	62.6%	54,325	62.3%
Polyester	23,051	19.9%	15,395	19.0%	16,742	18.5%	16,667	19.1%
Man-made cellulosics	8,614	7.4%	7,306	9.0%	7,334	8.1%	6,799	7.8%
Polyamide	5,437	4.7%	3,450	4.3%	3,532	3.9%	3,648	4.2%
Acrylic	1,522	1.3%	2,266	2.8%	2,085	2.3%	1,940	2.2%
Elastane	4,113	3.6%	1,046	1.3%	1,253	1.4%	1,263	1.4%
Polyurethane	1,528	1.3%	880	1.1%	964	1.1%	753	0.9%
Linen	825	0.7%	791	1.0%	777	0.9%	755	0.9%
Wool	474	0.4%	352	0.4%	267	0.3%	307	0.4%
Leather	233	0.2%	157	0.2%	154	0.2%	136	0.2%
Cashmere	143	0.1%	125	0.2%	127	0.1%	119	0.1%
Other fibres	751	0.7%	512	0.6%	609	0.6%	507	0.5%

Area	Baseline 2019	2020	2021	2022
<i>Synthetic fibres use</i>				
Synthetic fibres volume (metric tons)	33,908.54	22,006.48	23,525.29	23,425.87
Share of all fibres (%)	29.30%	27.22%	25.97%	26.86%
Sustainable Materials				
<i>Synthetic fibres use</i>				
TOTAL recycled fibres volume				
Total recycled fibres (metric tons)	1121	1,038.4	3,320.8	4,525.3
Share of all fibres (%)	0.10%	1.28%	3.67%	5.19%
<i>Polyester</i>				
Recycled polyester (metric tons)	100.4	818.9	2,682.2	3,242.3
Share of total polyester (%)	0.44%	5.32%	16.02%	21.25%
<i>Cotton</i>				
Recycled cotton	10.6	124.5	219.9	490.2
Share of total cotton	0.02%	0.26%	0.39%	0.90%
<i>Polyamide</i>				
Recycled polyamide (metric tons)	1.1	83.8	199.6	387.3
Share of total polyamide (%)	0.02%	2.43%	5.65%	10.62%
<i>Acrylic</i>				
Recycled acrylic (metric tons)	-	1.3	200.8	92.6
Share of total acrylic (%)	-	0.06%	9.63%	4.77%
<i>Wool</i>				
Recycled wool (metric tons)	-	7.4	15.0	13.3
Share of total wool (%)	-	2.11%	5.64%	4.33%
<i>Cashmere</i>				
Recycled cashmere (metric tons)	-	2.5	3.3	-
Share of total cashmere (%)	-	1.98%	2.61%	-

Unite & Inspire

Area	2019	2020	2021	2022
Employees				
<i>Number of employees</i>				
Total number of employees	29,432	23,961	25,237	27,149
Women (%)	25,812 87.7%	21,086 88.0%	22,158 87.8%	23,912 88.1%
Men (%)	3,620 12.3%	2,875 12.0%	3,079 12.2%	3,237 11.9%
<i>Employment type</i>				
Permanent full-time employees ¹	9,238 42.0%	12,210 59.2%	8,134 42.5%	8,194 41.9%
Women (%)	6,929 75.0%	11,709 95.9%	6,174 75.9%	6,290 76.8%
Men (%)	2,310 25.0%	501 4.1%	38,550 21.1%	1,904 23.2%
Permanent part-time employees ¹	12,775 58.0%	8,414 40.8%	11,011 57.6%	11,380 58.1%
Women (%)	12,264 96.0%	6,386 75.9%	9,844 89.4%	10,823 95.1%
Men (%)	511 4.0%	2,028 24.1%	1,167 10.6%	557 4.9%
<i>Employment contracts</i>				
Permanent contracts	22,013 74.8%	20,624 86.1%	19,128 75.8%	19,574 72.0%
Women (%)	19,195 87.2%	18,108 87.8%	16,699 87.3%	17,113 87.4%
Men (%)	2,818 12.8%	2,516 12.2%	2,410 12.6%	2,461 12.6%
Temporary contracts	7,419 25.2%	3,337 13.9%	6,108 24.2%	7,575 28.0%
Women (%)	6,633 89.4%	2,977 89.2%	5,442 89.1%	6,799 89.8%
Men (%)	786 10.6%	360 10.8%	666 10.9%	776 10.2%

	Women	Men
Gender split per job role - 2022*		
<i>*March 2022 to February 2023 data</i>		
CALT (Executive Board)	67%	33%
Head of	33%	67%
Unit Leader	44%	56%
Manager	76%	24%
Other employees	89%	11%

¹ Total number of employees and percentages here refer only to permanent employees.

At C&A, we believe there are more than two genders. The data above refers to women and men based on the binary gender data available today. Our long-term goal is to close data and other inequity gaps for people belonging to underrepresented and historically marginalized groups.