

Our Performance

This table includes key performance metrics related to our 2028 Global 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	Unit	Baseline 2018	2019	2020	2021
The Planet					
Climate¹					
<i>Energy intensity (Scope 1 & 2)</i>					
— Total energy	MWh	810,674	794,508	618,715	617,661
— Reduction of energy (vs baseline)	%	0	-2.0	-23.7	-23.8
<i>GHG emissions by scope</i>					
Total	tCO ₂ e	7,326,702	7,012,177	4,813,570	4,953,311
— Scope 1 & 2	tCO ₂ e (%)	129,817 (1.8)	129,515 (1.8)	88,336 (1.8)	150,310 (3.0)
— Scope 3	tCO ₂ e (%)	7,196,885 (98.2)	6,882,662 (98.2)	4,725,233 (98.2)	4,803,001 (97)
<i>GHG emissions by reporting category</i>					
Scope 1					
Total	tCO ₂ e	18,846	19,277	13,728	17,040
— Fuel oil	tCO ₂ e	748	591	429	372
— Natural gas	tCO ₂ e	18,099	18,636	13,299	16,669
Scope 2					
Total	tCO ₂ e	110,971	110,288	74,608	133,270
— Purchased electricity	tCO ₂ e	234,003	220,689	146,996	129,552
— Purchased district cooling [■]	tCO ₂ e	8,750	8,316	6,740	5,974
— Purchased district heating [■]	tCO ₂ e	6,336	6,189	5,202	5,747
Scope 3					
Total	tCO ₂ e	7,196,885	6,882,662	4,725,233	4,803,001
— Purchased goods and services	tCO ₂ e	5,781,789	5,557,552	3,649,098	3,764,327
— Fuel and energy-related activities	tCO ₂ e	36,679	38,510	30,189	48,157
— Upstream transportation and distribution	tCO ₂ e	495,696	416,387	420,360	434,268
— Waste generated in operations	tCO ₂ e	4,374	4,265	2,696	2,832
— Business travel	tCO ₂ e	1,649	1,358	509	481
— Employee commuting	tCO ₂ e	77,957	71,287	62,354	72,634
— Use of sold products	tCO ₂ e	744,764	731,706	522,450	441,309
— End of life treatment of sold products	tCO ₂ e	53,979	61,597	37,578	38,992
<i>GHG emissions across our value chain and % share of total CO₂e</i>					
Raw materials production	tCO ₂ e (%)	1,200,975 (16.4)	1,118,543 (16.0)	704,044 (14.6)	763,811 (15.4)
Materials processing	tCO ₂ e (%)	3,039,910 (41.5)	2,902,608 (41.4)	1,702,782 (35.4)	1,577,045 (31.8)
Product manufacturing	tCO ₂ e (%)	1,033,148 (14.1)	1,107,500 (15.8)	846,024 (17.6)	1,099,734 (22.2)
Transportation	tCO ₂ e (%)	495,696 (6.8)	416,387 (5.9)	420,360 (8.7)	434,268 (8.8)
Retail operations	tCO ₂ e (%)	680,274 (9.3)	602,548 (8.6)	517,978 (10.8)	525,517 (10.6)
Consumer Use	tCO ₂ e (%)	744,764 (10.2)	731,706 (10.4)	522,450 (10.9)	441,309 (8.9)
End of Life	tCO ₂ e (%)	53,979 (0.7)	61,597 (0.9)	37,578 (0.8)	38,992 (0.8)
Employee Commute	tCO ₂ e (%)	77,957 (1.1)	71,287 (1.0)	62,354 (1.3)	72,634 (1.5)

Area	Unit	Baseline 2019	2020	2021
Sustainable materials				
<i>Fibres by weight and % share of materials portfolio</i>				
Cotton	Metric ton (%)	68,837 (59.8)	48,524 (60.3)	56,675 (62.7)
Polyester	Metric ton (%)	22,816 (19.8)	15,237 (18.9)	16,644 (18.5)
MMC	Metric ton (%)	8,614 (7.5)	7,306 (9.1)	7,334 (8.1)
Polyamide	Metric ton (%)	5,437 (4.7)	3,450 (4.3)	3,532 (3.9)
Acrylic	Metric ton (%)	4,113 (3.6)	2,264 (2.8)	2084 (2.3)
Elastane	Metric ton (%)	1,521 (1.3)	1,046 (1.3)	1,252 (1.4)
Polyurethane	Metric ton (%)	1,528 (1.3)	880 (1.1)	964 (1.1)
Linen	Metric ton (%)	825 (0.7)	791 (1.0)	776 (0.9)
Wool	Metric ton (%)	474 (0.4)	351 (0.4)	267 (0.3)
Leather	Metric ton (%)	233 (0.2)	188 (0.2)	154 (0.2)
Stretch	Metric ton (%)	166 (0.2)	157 (0.2)	149 (0.2)
Cashmere	Metric ton (%)	143 (0.1)	128 (0.2)	125 (0.1)
Other fibres	Metric ton (%)	348 (0.3)	125 (0.2)	257 (0.3)
<i>Synthetic fibres use</i>				
— Synthetic fibres volume	Metric ton	33,910	22,006	23,524
— Share of all fibres	%	29.5	27.3	26.0
<i>Recycled fibres use</i>				
Recycled fibres volume				
— Total recycled	Metric ton	112	1,038	3,260
— Share of all fibres	%	0.1	1.3	3.6
Cotton				
— Recycled cotton	Metric ton	11	125	220
— Share of total cotton	%	0.0	0.3	0.4
Polyester				
— Recycled polyester	Metric ton	100	819	2,621
— Share of total polyester	%	0.4	5.4	15.7
Other fibres				
— Recycled acrylic	Metric ton	0	1	201
— Share of total acrylic	%	0.0	0.0	9.6
— Cashmere	Metric ton	0	2	3
— Share of total cashmere	%	0.0	2.0	2.6
— Recycled polyamide	Metric ton	2	84	200
— Share of total polyamide	%	0.0	2.4	5.7
— Recycled wool	Metric ton	0	7	15
— Share of total wool	%	0.0	2.0	5.6

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

Area	Unit	2019	2020	2021
The People				
Employees				
<i>Number of employees</i>				
— Total	Number	29,432	23,961	25,237
— Women	%	87.7	88.0	87.8
— Men	%	12.3	12.0	12.2
<i>Employment type</i>				
Full-time employees				
— Total	Number (%)	9,238 (42.0) ²	12,210 (40.8) ²	8,134 (32.2) ³
— Women	%	75.0	95.9	75.9
— Men	%	25.0	4.1	21.1
Part-time employees				
— Total	Number (%)	12,775 (58.0) ²	8,414 (59.2) ²	11,011 (43.6) ³
— Women	%	96.0	75.9	89.4
— Men	%	4.0	24.1	10.6
<i>Employment contracts</i>				
Permanent contracts				
— Total	Number (%)	22,013 (74.8)	20,624 (86.1)	19,128 (75.8)
— Women	%	87.2	87.8	87.3
— Men	%	12.8	12.2	12.6
Temporary contracts				
— Total	Number (%)	7,419 (25.2)	3,337 (13.9)	6,108 (24.2)
— Women	%	89.4	89.2	89.1
— Men	%	10.6	10.8	10.9

² Total number of employees and percentages here refer only to permanent employees.

³ Total number of employees and percentages here refer to all permanent and fixed contract employees, excluding flexible/ seasonal contracts.