

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	Area	Unit	Baseline 2019	2020	2021
The Planet						Sustainable materials				
Climate¹						Fibres by weight and % share of materials portfolio				
<i>Energy intensity (Scope 1 & 2)</i>						Cotton	Metric ton (%)	68,837 (59.8)	48,524 (60.3)	56,675 (62.7)
— Total energy	MWh	810,674	794,508	618,715	617,661	Polyester	Metric ton (%)	22,816 (19.8)	15,237 (18.9)	16,644 (18.5)
— Reduction of energy (vs baseline)	%	0	-2.0	-23.7	-23.8	MMC	Metric ton (%)	8,614 (7.5)	7,306 (9.1)	7,334 (8.1)
<i>GHG emissions by scope</i>						Polyamide	Metric ton (%)	5,437 (4.7)	3,450 (4.3)	3,532 (3.9)
Total	tCO2e	7,326,702	7,012,177	4,813,570	4,953,311	Acrylic	Metric ton (%)	4,113 (3.6)	2,264 (2.8)	2,084 (2.3)
— Scope 1 & 2	tCO2e (%)	129,817 (1.8)	129,515 (1.8)	88,336 (1.8)	150,310 (3.0)	Elastane	Metric ton (%)	1,521 (1.3)	1,046 (1.3)	1,252 (1.4)
— Scope 3	tCO2e (%)	7,196,885 (98.2)	6,882,662 (98.2)	4,725,233 (98.2)	4,803,001 (97)	Polyurethane	Metric ton (%)	1,528 (1.3)	880 (1.1)	964 (1.1)
<i>GHG emissions by reporting category</i>						Linen	Metric ton (%)	825 (0.7)	791 (1.0)	776 (0.9)
Scope 1						Wool	Metric ton (%)	474 (0.4)	351 (0.4)	267 (0.3)
Total	tCO2e	18,846	19,277	13,728	17,040	Leather	Metric ton (%)	233 (0.2)	188 (0.2)	154 (0.2)
— Fuel oil	tCO2e	748	591	429	372	Stretch	Metric ton (%)	166 (0.2)	157 (0.2)	149 (0.2)
— Natural gas	tCO2e	18,099	18,636	13,299	16,669	Cashmere	Metric ton (%)	143 (0.1)	128 (0.2)	125 (0.1)
Scope 2						Other fibres	Metric ton (%)	348 (0.3)	125 (0.2)	257 (0.3)
Total	tCO2e	110,971	110,288	74,608	133,270	<i>Synthetic fibres use</i>				
— Purchased electricity	tCO2e	234,003	220,689	146,996	129,552	— Synthetic fibres volume	Metric ton	33,910	22,006	23,524
— Purchased district cooling	tCO2e	8,750	8,316	6,740	5,974	— Share of all fibres	%	29.5	27.3	26.0
— Purchased district heating	tCO2e	6,336	6,189	5,202	5,747	<i>Recycled fibres use</i>				
Scope 3						Recycled fibres volume				
Total	tCO2e	7,196,885	6,882,662	4,725,233	4,803,001	— Total recycled	Metric ton	112	1,038	3,260
— Purchased goods and services	tCO2e	5,781,789	5,557,552	3,649,098	3,764,327	— Share of all fibres	%	0.1	1.3	3.6
— Fuel and energy-related activities	tCO2e	36,679	38,510	30,189	48,157	Cotton				
— Upstream transportation and distribution	tCO2e	495,696	416,387	420,360	434,268	— Recycled cotton	Metric ton	11	125	220
— Waste generated in operations	tCO2e	4,374	4,265	2,696	2,832	— Share of total cotton	%	0.0	0.3	0.4
— Business travel	tCO2e	1,649	1,358	509	481	Polyester				
— Employee commuting	tCO2e	77,957	71,287	62,354	72,634	— Recycled polyester	Metric ton	100	819	2,621
— Use of sold products	tCO2e	744,764	731,706	522,450	441,309	— Share of total polyester	%	0.4	5.4	15.7
— End of life treatment of sold products	tCO2e	53,979	61,597	37,578	38,992	Other fibres				
<i>GHG emissions across our value chain and % share of total CO2e</i>						— Recycled acrylic	Metric ton	0	1	201
Raw materials production	tCO2e (%)	1,200,975 (5.0)	1,118,543 (4.6)	704,044 (2.9)	763,811 (3.2)	— Share of total acrylic	%	0.0	0.0	9.6
Materials processing	tCO2e (%)	3,039,910 (12.6)	2,902,608 (12.0)	1,702,782 (7.1)	1,577,045 (6.5)	— Cashmere	Metric ton	0	2	3
Product manufacturing	tCO2e (%)	1,033,148 (4.3)	1,107,500 (4.6)	846,024 (3.5)	1,099,734 (4.6)	— Share of total cashmere	%	0.0	2.0	2.6
Transportation	tCO2e (%)	495,696 (2.1)	416,387 (1.7)	420,360 (1.7)	434,268 (1.8)	— Recycled polyamide	Metric ton	2	84	200
Retail operations	tCO2e (%)	680,274 (2.8)	602,548 (2.5)	517,978 (2.1)	525,517 (2.2)	— Share of total polyamide	%	0.0	2.4	5.7
Consumer Use	tCO2e (%)	744,764 (3.1)	731,706 (3.0)	522,450 (2.2)	441,309 (1.8)	— Recycled wool	Metric ton	0	7	15
End of Life	tCO2e (%)	53,979 (0.2)	61,597 (0.3)	37,578 (0.2)	38,992 (0.2)	— Share of total wool	%	0.0	2.0	5.6
Employee Commute	tCO2e (%)	77,957 (0.3)	71,287 (0.3)	62,354 (0.3)	72,634 (0.3)					

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.