

THE SOCIAL OUTFIT · 2025 IMPACT REPORT

Empowering women through fashion

THE
**SOCIAL
OUTFIT**

IMPACT REPORT



We are more than a fashion label

Our work is grounded in values that put the skills and stories of refugee and new migrant women at the centre of the fashion industry.

INSIDE THIS REPORT:

- Introduction
- Skills & Jobs
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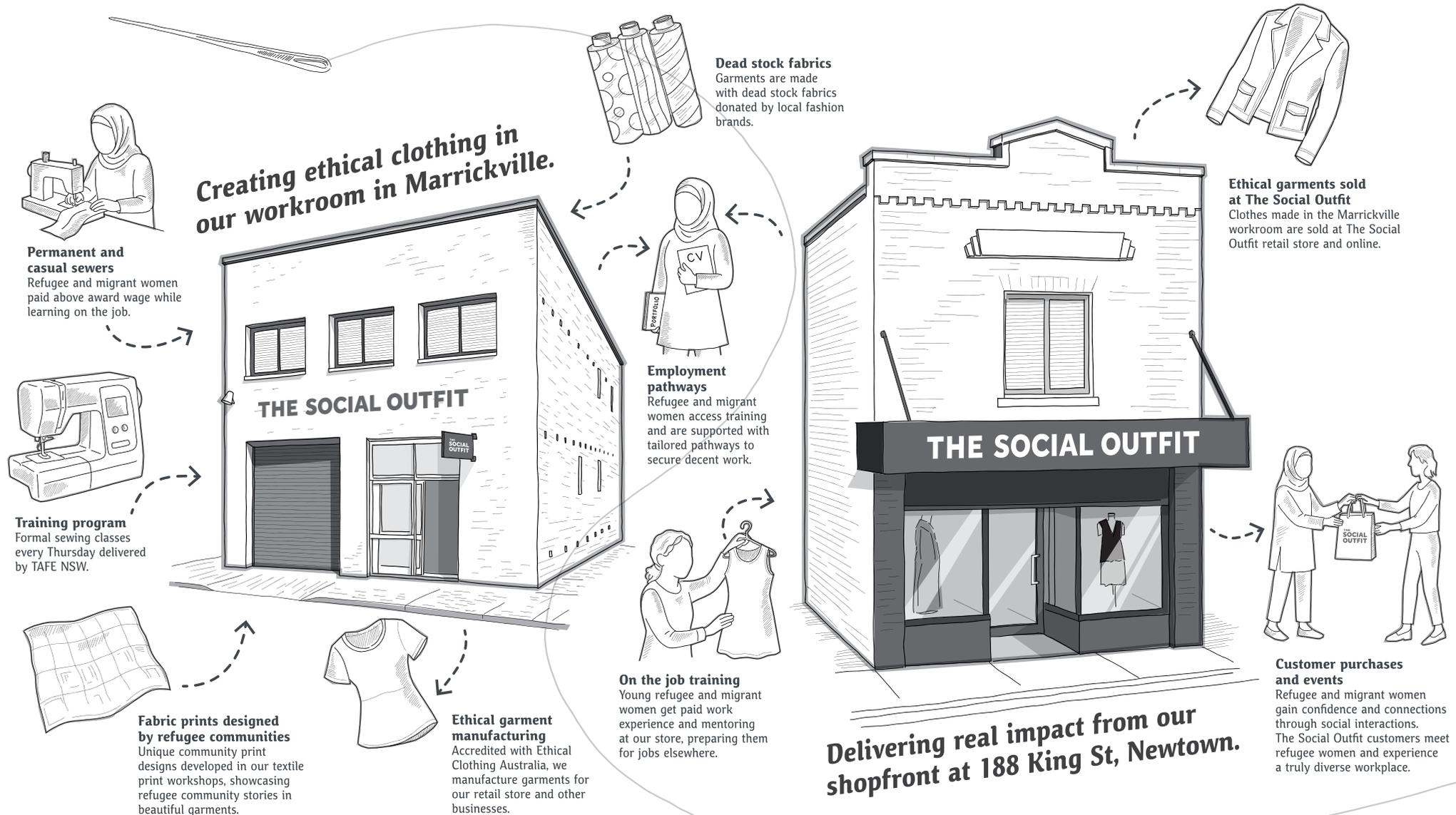
The Social Outfit is a registered charity and accredited social enterprise. We operate a work-integration model that blends paid employment with industry-standard training and tailored personal support.

Our programs prioritise women from refugee and new migrant backgrounds who face systemic barriers to work. We create opportunities that recognise their skills, build financial independence and open doors to careers across fashion and retail.

By immersing our makers and retail staff in our fashion brand, we bring new voices into the Australian fashion industry. Our work contributes to women's economic empowerment within an ethical, local manufacturing context.

We have shown that linking employment pathways with practical experience delivers real change for individuals and creates positive flow-on effects for the wider community.

Our social enterprise charity model



*Her Excellency
the Honourable
Ms Sam Mostyn AC
Governor-General
of the Commonwealth
of Australia*

As Patron of The Social Outfit,
I am so proud of the work showcased
in the 2025 Impact Report.



Whenever I spend time with The Social Outfit – whether at the workroom in Marrickville or the shop in Newtown, or hosting makers and supporters at Admiralty House in Sydney – I am impressed by the simple genius of this organisation, the beauty of the clothes, and the compassion, respect and care at the heart of this enterprise.

The 2025 Impact Report shows emphatically that The Social Outfit gives refugee and migrant women opportunities to learn, train, find work and earn income from newfound skills, while operating a sustainable, ethical social enterprise that is reducing fashion's carbon footprint and magnifying its positive impact. The Social Outfit provides a unique space for women to build confidence, develop skills, and feel respected and valued.

Thank you to the staff, volunteers, partners, and supporters who make this work possible. Most importantly, my thanks to the remarkable and generous refugee and migrant women whose commitment, creativity, and courage are at the heart of The Social Outfit.

Amy Low Chief Executive Officer

The time is right to be ambitious about the contribution The Social Outfit can make towards a modern and optimistic Australia.

Our new Impact Framework is informed by research into the outcomes achieved by work-integrated social enterprises, the barriers to employment for refugee women, and a renewed push for local garment manufacturing. In our dedication to creating employment pathways for refugee and migrant women, our fashion social enterprise model has proved more valuable than ever.

2025 brought new clarity to the meaningful contribution that The Social Outfit can make in delivering jobs and skills, giving voice and visibility to refugee and migrant women in Australia, and addressing the environmental challenges faced by Australia's fashion industry.



Our work intersects with many industries – fashion and retail, manufacturing, settlement services, training and development, social enterprises and community services. Our impact outcomes emerge from bridging the needs of these interconnected sectors and finding the spaces for refugee and migrant women to flourish within them.

With this report we are sharing our 2030 targets in our impact pillars – jobs and skills, representation, and circularity. Our 2025 report highlights how we deliver these outcomes and what they mean for the women engaged in our programs. There is a depth to the impact we create that can't be measured. We're proud to be sharing some of the stories behind the measurable outcomes, which are a small number of the many that we are part of.

As we look to 2030, I am energised by the impact that we can create by putting the skills and stories of refugee and migrant women at the centre of the fashion industry.

This work is made possible by the industry partners, funders, volunteers and community who share our belief in what's possible. And it is brought to life, every day, by the women at the heart of The Social Outfit whose courage, creativity and commitment continue to inspire us all.

Growing the impact of The Social Outfit

Research on social enterprise outcomes, barriers to employment for refugee women, and renewed national garment manufacturing momentum signal the growing need for The Social Outfit in Australia

	Skills and Jobs Economic participation through paid work	Representation Visibility, voice and belonging	Circularity Sustainable production
Need	Less than 30% of refugee women are currently employed in Australia. Restricted access to local experience and skill development create compounding barriers that keep refugee and migrant women from employment and financial independence.	Refugee women bring creativity, skills and their rich cultures to Australia. Yet, they experience barriers to making social connections and feeling included in the Australian community.	Australians are the world's biggest consumers of fashion. More than 200,000 tonnes of clothing ends up in landfill each year and only 15% of textile waste in Australia is recycled.
How we create change	We provide fair-wage employment, industry-aligned training, and direct connections to the fashion and retail industry. This enables women to secure their first Australian job and progress into sustained employment beyond The Social Outfit.	We create platforms for storytelling, creative design, and community engagement. This enables women to build confidence, expand their networks, and feel more visible and connected within Australian society.	We embed circular principles into our production model through deadstock sourcing, small-batch local production, local manufacturing, and repair services. We reduce waste and emissions for Australia's apparel industry while demonstrating circular fashion models in Australia.
Impact targets 2025 to 2030	<ul style="list-style-type: none"> • 200 refugee women starting their first paid work experience in Australia at The Social Outfit • 200 refugee women assisted with job transitions, award level progression or education pathways • \$2.5M in wages paid to refugee women • 800 vocational skills and competency training completed by refugee women 	<ul style="list-style-type: none"> • 200 refugee and migrant women represented in textile print design process • 200 stories by refugee women in media and at events • 40 million total media reach + event attendance • 600 refugee women attending our events 	<ul style="list-style-type: none"> • 5 tonnes of fabric saved from landfill • 7% of garments unsold at year end (industry reports up to 40%) • Establish metrics to quantify the environmental impact of the repair and alterations service • Partner with researchers to measure CO₂ emissions avoided through deadstock sourcing and onshore production

UN Sustainable Development Goals

The Social Outfit's impact targets align with the United Nations Sustainable Development Goals



Skills & Jobs

Economic participation through paid work



Employment reality for refugee and migrant women¹

Work remains one of the most powerful drivers of successful settlement for refugees and migrants. However, access to stable employment remains a major gap.

There is an employment gap for refugee and migrant women

A 2025 snapshot reports that 74% of recently arrived humanitarian migrants were actively looking for work; however, only 25% of recent arrivals reported starting a job. Of both recent and longer term migrant arrivals, unemployment rates were much higher for women (52% of women vs. 38% of men).²

Work doesn't always mean opportunity

Refugee and migrant women are more likely to be in lower paid roles that neither match their skills nor offer progression opportunities.

Systems are not built to support newly arrived refugees

Many Australian employment services lack the person-centered design needed for people with disrupted education, trauma histories, or low English proficiency.

The Social Outfit delivered the following Skills and Jobs Outcomes in 2025:



27

refugee and migrant women started their first Australian job at The Social Outfit



24

refugee and women assisted with job transition, award level progression, or education pathways



\$443K

in wages paid to refugee and migrant women



151

vocational skills and competency trainings completed by refugee and migrant women
Includes industrial sewing, retail and customer service, online fulfilment, pattern making, financial literacy

Through The Social Outfit, women develop pathways to stable income and lasting participation in Australia's workforce.

The Social Outfit's programs are designed to help women secure their first income, first Australian work experience, and relevant workplace skills. They accommodate the complex needs of migrant women including family care and mandatory English classes.

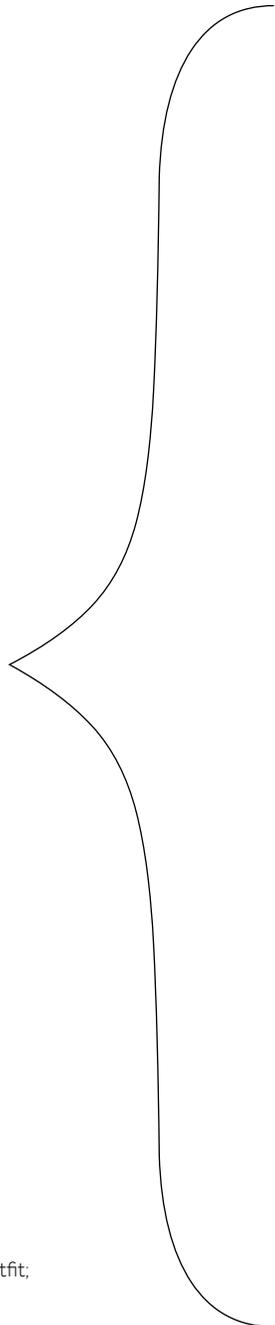


1. Social Enterprise Australia, Economic Pathways to Refugee Integration, 2025

*Where we employed
refugee and
migrant women*

49

refugee and migrant women
were employed at
The Social Outfit in 2025 ¹



12
WOMEN
Retail Training Program
Paid retail training experience
in The Social Outfit's fashion
store in Newtown, Sydney

21
WOMEN
Earn & Learn
Paid sewing training and garment
production at The Social Outfit's
workroom in Marrickville, Sydney

16
WOMEN
Part Time & Casual Staff
Retail assistants and sewing
technicians employed in part time or
casual positions at The Social Outfit

**Employees in
2025 came from
across the world:**

- Afghanistan
- China
- Colombia
- Iran
- Iraq
- Myanmar
- Nigeria
- Palestine
- Thailand
- Türkiye
- Venezuela

**Different
languages
spoken:**

- Burmese
- Cantonese
- Dari
- Farsi
- French
- Hindi
- Karen
- Mandarin
- Pashto
- Swahili
- Thai
- Urdu
- Yoruba

¹. Encompasses women in paid work directed by The Social Outfit; Inclusive of Retail Training and Earn and Learn Programs, and part time and casual TSO sewing and retail staff

Breaking the Employment Barrier: The First Job

Refugee and migrant women face some of the steepest barriers to employment in Australia, particularly without local experience or English proficiency – two of the strongest predictors of employment for newly arrived migrants.¹

86%

secured their first paid job in Australia at The Social Outfit² (of 49 total women employed in 2025³)

1. Social Enterprise Australia, Economic Pathways to Refugee Integration, 2025 2. Encompasses women in paid work directed by The Social Outfit; Inclusive of Retail Training and Earn and Learn Programs, and part time and casual TSO sewing and retail staff



For many women, employment at The Social Outfit is their first entry into the Australian workforce, building the experience and confidence needed for future employment.

The women reported these barriers to employment:

- “ My English is limited
- “ I have applied to jobs with no success
- “ I lack Australian work experience

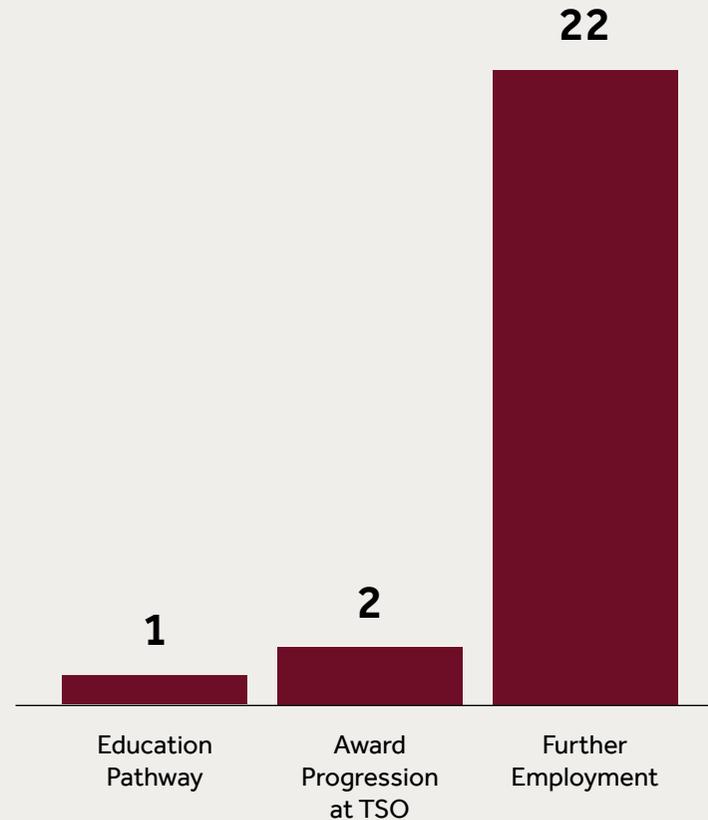
Beyond first jobs: career progression

After gaining their first job at The Social Outfit, participants move through training and work experience into employment and education pathways.



1. Encompasses paid work directed by The Social Outfit; Inclusive of Retail Training Program, Earn and Learn Program, and part time and casual TSO sewing and retail staff.
2. One women pursued both education and employment.

2025 Career Progression Distribution²



Women secured further employment at:



The Social Outfit is actively consulting with industry partners to understand employment needs and build new employment transition partnerships for 2026 onward.

At The Social Outfit, work experience is intentionally structured so women continue building skills, confidence, and workplace capability.

For many women, working at The Social Outfit becomes a pathway to new opportunities and advancement beyond their first job.

The Social Outfit's industry partnerships create pathways for program participants to move into employment with partner organisations.

Ongoing skill development is prioritised for part-time and casual staff, enabling award-level progressions that increase earning capacity, job responsibility and career opportunities.

Hajar's Story

2025 Retail Training Program Participant

Now working at
THE ICONIC while
studying fashion.

Program Overview

- 10 weeks
- 50 hours of retail training and paid work experience
- Fortnightly mentoring and training to build workplace skills, set career goals, strengthen resumes, and increase job readiness
- Access to a direct pathway to external employment after program graduation

"At The Social Outfit, I learned how to communicate with new people, improved my English, and built skills like teamwork and time management."



Hajar arrived in Australia from Afghanistan in May 2024 with limited English and little familiarity with Australian culture. With support from her case manager, she was introduced to The Social Outfit and applied to the Retail Training Program.

At first, Hajar said, "I was afraid I would make a mistake, or not be able to keep the conversation going in English with customers." However, with support from The Social Outfit, she practiced customer role-play and learned key phrases. Over time, she grew more confident understanding customer needs and communicating on the shop floor. Hajar said, "I now have the confidence to speak and ask questions."

A defining moment came when Hajar saw a graphic print designed by another woman at The Social Outfit transformed into garments for sale. Helping customers purchase those pieces sparked her interest in fashion and inspired her dream of one day starting her own clothing brand, which will blend traditional Afghan techniques with modern Australian style.

At the completion of the Retail Training Program, Hajar chose to pursue education in fashion design to build the skills needed to achieve her dream. At the same time, The Social Outfit supported Hajar in transitioning to part-time work at THE ICONIC. The flexibility of THE ICONIC enables Hajar to earn an income and gain industry experience on days she is not studying.

Looking back, Hajar credits the Retail Training Program with helping her take the first steps towards her career. It gave her the confidence and direction to work toward launching her own brand in the future.

Fatima's Story

Sewing Technician at The Social Outfit

Promoted to
Level 4 Sewing
Technician in 2025

Fatima began The Social Outfit's Beginners Industrial Program in 2023. She progressed to Earn & Learn, and was later employed part-time as a Sewing Technician in the Marrickville workroom.

Her journey has been marked not only by technical progression, but by a growing confidence in her voice. When she first joined, she focused quietly on building her skills. A year later, she chose to share her story publicly for the first time.

"I work to support my family and build a better life. My father always says he is proud that I have a skill, and that one day I can start my own business."



Fatima spoke about making the suit for the Governor General at The Social Outfit's Meet the Makers Event

She now shares her story in her own words:

"When I first came to Australia in 2022, it was not easy to enter the workforce. The biggest challenges were language, confidence, and not having local experience. Even though I had years of sewing skills, I wasn't sure how things worked here, and it was sometimes hard to explain what I could do.

I signed up for a industrial sewing course at The Social Outfit because I wanted to learn more about the Australian fashion industry and gain real workplace experience.

When I started, I realised I had never worked in a professional production environment with such high standards. The Social Outfit helped me improve my precision, learn to work with delicate fabrics like silk, and focus on every detail to make garments of the highest quality.

My journey from Level 3 to Level 4 in The Social Outfit workroom has been very motivating. Moving up a level shows that my hard work is recognised, which makes me feel proud and valued. Since my promotion, I work more independently and handle more complex garments.

Developing my skills here has also changed my life outside of work. I have learned to believe in myself and my future. One of my proudest moments was learning to sew tailored coats and suits, and for the first time, I had the honour of making one for the Governor-General. It was very meaningful and showed me how far I have come.

Working at The Social Outfit has helped me build strong relationships with people from different backgrounds, and I feel part of a supportive and respectful community."

Pathways to financial independence

Recently arrived migrants are ~40% more likely to be underpaid than long-term residents in the same roles.¹

\$443K

in wages paid to refugee and migrant women in 2025²

1. Grattan Institute, Short-changed: How to stop the exploitation of migrant workers in Australia, 2023. 2. Total payout to migrant women earning income at The Social Outfit; Includes Retail Training and Earn & Learn programs, part time & casual staff, and community design work



Many migrants work in industries where underpayment is common. Migrants in Australia face high risk of modern slavery. They have limited bargaining power due to language barriers, unfamiliarity with workplace rights, and visa restrictions. As a result, an estimated 5–16% of employed migrants are paid below the national minimum wage.¹

Lower wages and insecure work make it difficult to afford the cost of living in Australia.

The Social Outfit addresses this gap by providing paid employment that upholds award wages, safe working conditions, and ethical labour practices. This enables women to move toward financial independence and long-term participation in Australia's economy.

“ I feel more independent when getting my pay packet and being able to pay my own bills.

2025 Retail Trainee Participant

“ I have to pay rent, and buy food and clothes. I'm proud of myself for earning money to support myself.

2025 Earn & Learn participant



Representation

Visibility, voice and belonging

How representation supports successful settlement

Research from the Scanlon Foundation identifies indicators of successful settlement ¹



Community Welcome



Social Connections



Sense of Belonging

The Social Outfit contributes to these indicators by enabling refugee and migrant women to be visible and represented within Australian society.

Problem	How The Social Outfit responds	2025 Outcomes
<p>Refugee and migrant women have limited visual representation in fashion. Migrants are more likely to work in production roles than in managerial positions.² In fashion, this means there is a gap between who creates garments and who shapes what appears in shop windows, advertising, and everyday clothing.</p>	<p>The Social Outfit enables women to share their identities and experiences through visual storytelling in the creative design process. In programs such as Community Prints, their designs are transformed into textile prints.</p>	<p>24 refugee and migrant women represented in the textile print design process.</p>
<p>Refugee and migrant women have limited opportunities to share stories in their own voice. Media stories are often told about refugee and migrant communities rather than by them. Only 33% of migrants in Australia feel journalists represent people like them, while 78% of media presenters and reporters are of Anglo-Celtic background.³</p>	<p>The Social Outfit creates platforms and support for women to find their voice and share their stories with the broader community — building confidence and a sense of agency through media engagement and speaking opportunities at events.</p>	<p>49 stories told by refugee and migrant women in media and at events.</p> <p>7.7M total media reach + event attendance.³</p>
<p>Representation leads to a sense of belonging in Australian society. Research shows 86% of people who feel represented say they feel at home in Australia, compared with 62% of those who do not.⁴</p>	<p>The Social Outfit creates spaces for women to participate in society and build community. This strengthens visibility, connection, and sense of belonging.</p>	<p>86 refugee and migrant women attended our events.</p>

1. Scanlon Foundation Research Institute, Refugee Experiences in Australia Study, 2025 2. Australian Bureau of Statistics (2022), Perspectives on Migrants, Australia (reference year 2018–19) 3. Estimated by combining event attendance with estimated reach across earned media coverage and The Social Outfit’s social media channels. 4. The Conversation, Fair representation in news makes multicultural Australians feel more at home, 2023.

Storytelling through design

24

Refugee and migrant women contributed to textile print designs sold at The Social Outfit store.

Through creativity and self-expression, women share stories and cultural influences.

Their designs are worn, sold, and celebrated in the wider community, fostering a sense of pride and belonging.



< Our flagship Community Print Program is a collaborative design project where refugee and migrant women create original artworks that are developed into textile prints and garments.

2025 Community Print Collaborations:

- Nour and Diya
- Jacob Banks
- Sewing Room T-shirt
- Sama

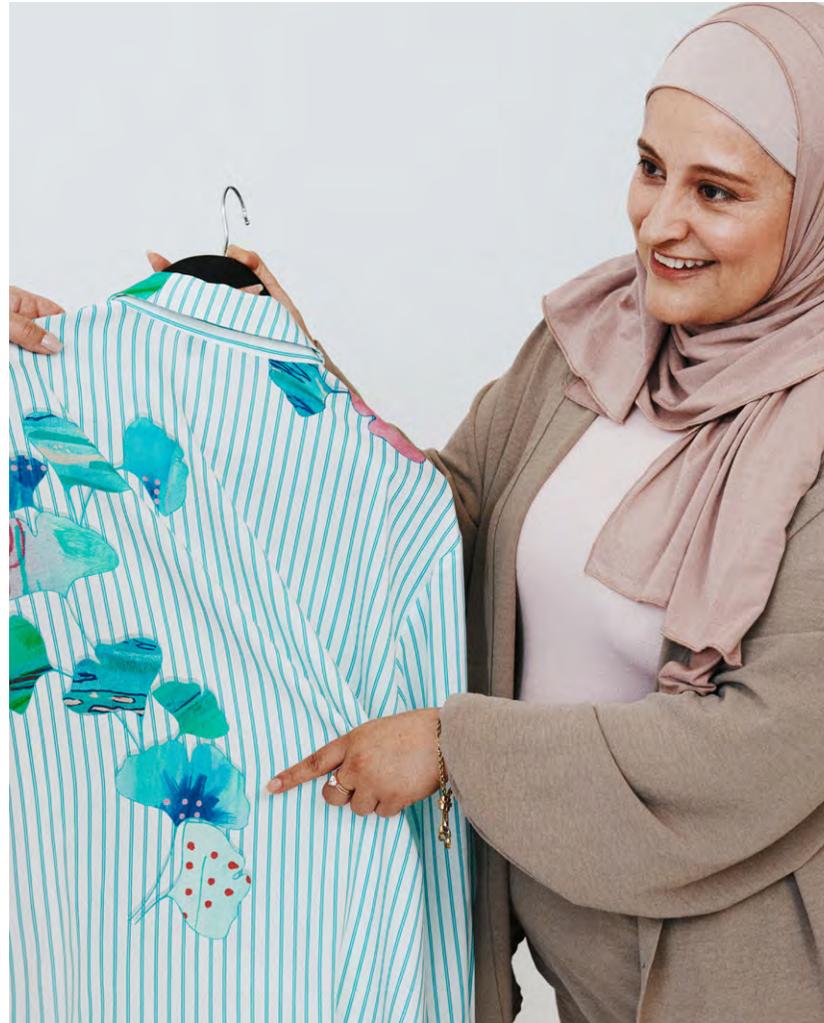
Aisha's Story

2025 Community Print Participant

Now launching her own business, Bloom N Loom

Project Overview

- 12 women from the Chester Hill Community Hub co-created the Spring 2025 Community Print collection, Diya and Nour
- Through creative workshops using mixed media, collage, and storytelling, participants developed individual ginkgo leaf artworks
- The final prints were produced on silk satin and handcrafted into garments in The Social Outfit's Sydney workroom



Aisha with a garment featuring her print design



“
I want Bloom N Loom to be a safe space, where women can learn, relax, and go back to their house happier

“When we went inside and saw the flower, it was magic.”

Aisha arrived in Australia from Colombia in 2019. In 2025, she joined The Social Outfit's Community Print Project at The Chester Hill Community Hub.

During the project, 12 women hand-drew designs. Although many of the women, like Aisha, had no drawing experience, The Social Outfit encouraged them to find inspiration in everyday life and helped build their confidence.

When the project finished, the women saw their drawings transformed into vibrant textile prints. Aisha said, “It was proof that something beautiful could grow from something basic.”

Aisha had prior noticed a theme among women in her community: many were brilliant, yet were so focused on caring for their families that they did not dream for themselves. Aisha reflected, “I had been thinking about this problem for a long time. When I saw how The Social Outfit worked, I realised this is the way we can empower women.”

The Community Print Project showed Aisha how creativity could remind women what they are capable of.

Inspired, Aisha founded Bloom N Loom, a social enterprise that brings women together to sew and create handmade items such as tote bags, scrunchies, and cosmetic pouches to sell. More than a sewing group, Bloom N Loom is a space where women can get out of the house and connect with others.

Aisha's vision is for Bloom N Loom to grow into a self-sustaining business that can employ women long-term. She believes that when women earn their own income and work towards creating something meaningful, they gain the confidence to dream bigger and shape their own futures.

Storytelling through voice

49

stories told directly by
refugee and migrant women
in media and at events

7.7M

total media reach +
event attendance ¹

1. Estimated by combining event attendance with estimated reach across earned media coverage and The Social Outfit's social media channels



Where these stories were shared:

7NEWS Bright Side

Broadcast segment

10NEWS

Broadcast segment

Australian Geographic

News article

Compass ABC TV Show

Broadcast segment

Missing Perspectives

News article

Peppermint Magazine

News article

TAFE Minister of Education Visit

Presentation and interview

SBS Radio for Skills Week

Radio segment

A New Day Launch

Speaking event

ECO Living Festival

Speaking event

In-store Graduations

Speaking event

i=Change IWD Event

Speaking event

Jacob Banks Collaboration

Launch event

Generation Women

Speaking event

Meet the Makers at Admiralty House

Speaking event

Refugee Week Celebration

Speaking event

High Summer Soiree

Speaking event

VIP Shopping Event

Speaking event

Soheyla's Story of Empowerment

Soheyla and her 11-year-old daughter arrived in Australia as refugees from Afghanistan in 2019.

A trained tailor, she hoped to return to sewing but struggled to find opportunities with limited English and few local connections.

Determined to build a better life for her daughter, she persevered. In early 2023, a community worker encouraged her to enrol in a sewing course at The Social Outfit, which led to employment as a sewing technician. Today, she is proud of her progress in a place where she feels safe and connected to community.

In 2025, Soheyla shared her resettlement story with the Governor-General in a feature on ABC's Compass. She spoke about becoming an Australian citizen and the pride she feels that both she and her daughter can now vote — a right she did not have before settling in Australia.



“ I have always wanted to make my voice heard. I want to express my gratitude towards The Social Outfit and the government for allowing me to have a voice and for my voice to now be heard.

Soheyla

Soheyla's story came full circle when she met Her Excellency again at Admiralty House. There, she had her citizenship ceremony photo personally signed by the Governor General.

Welcoming community

86

refugee and migrant women attended The Social Outfit events.¹

The Social Outfit hosts events that bring together current and former participants from its refugee and migrant community in welcoming, inclusive spaces.

These events create opportunities to build friendships, expand networks within the fashion industry, and participate in Australian society.

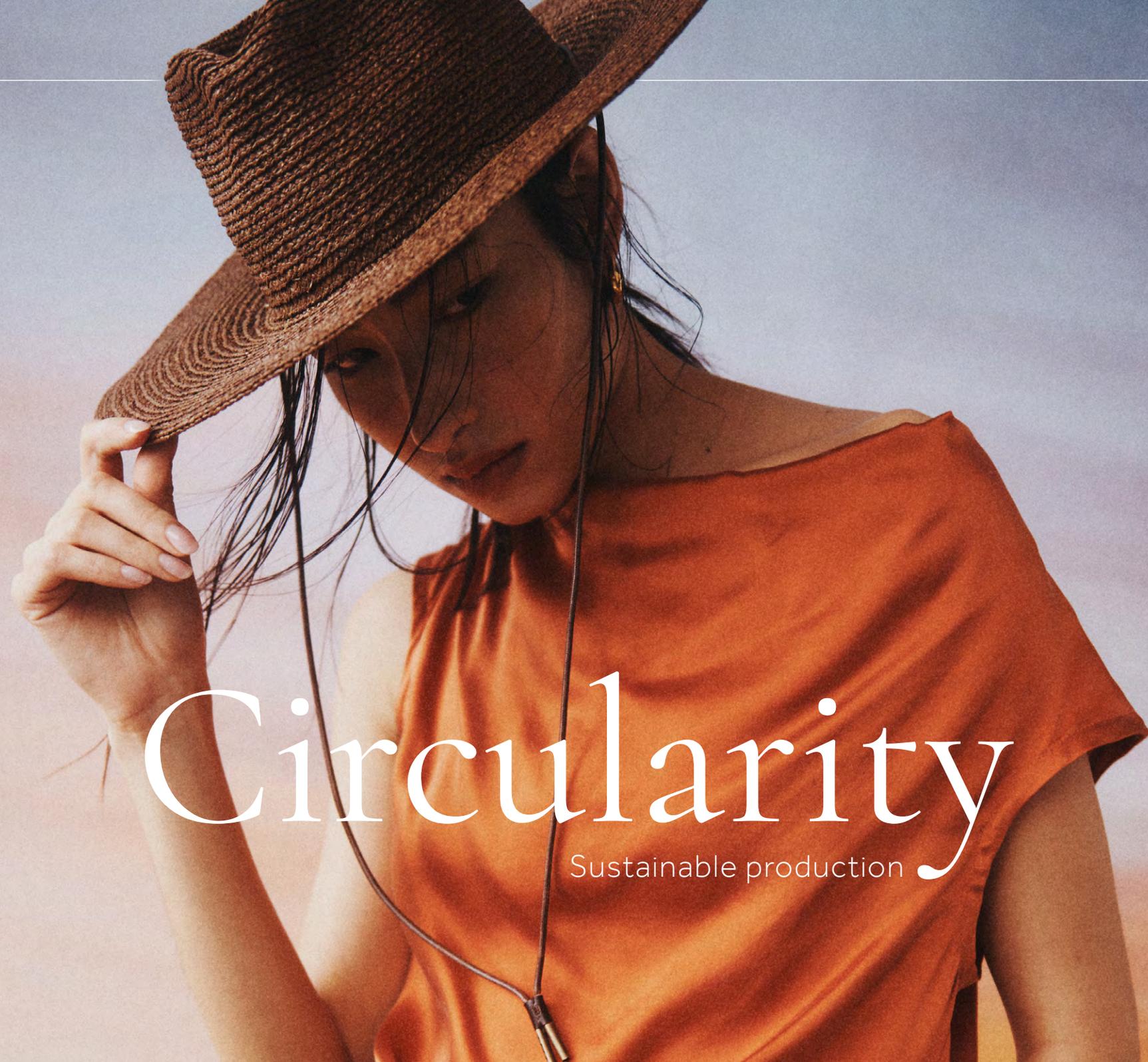
Through these connections, women strengthen their sense of belonging.

1. Reflects refugee and migrant women directly connected to The Social Outfit (current and former), and does not include general public attendees.



2025 Events:

- High Summer Soirée
- Meet the Trainees
- Music in Exile
- Jacob Banks Collaboration Launch
- Sama VIP Shopping
- A New Day Launch
- TAFE Minister of Education Visit
- In-store Graduation
- Meet the Makers at Admiralty House
- Refugee Week Celebration
- Retail Trainee Graduation
- Alumni Event
- i=Change Event



Circularity

Sustainable production

The environmental cost of the fashion system

Overproduction is built into the fashion system¹

The global apparel industry produces far more clothing than can be worn. **Around 40% of garments made each year remain unsold**, reflecting a system designed for constant newness and high turnover.

When clothing isn't sold, it becomes waste²

Much of this overproduction never reaches a wardrobe. Instead, it enters a global waste stream. Each year, **92 million tonnes of textile waste are generated worldwide**. Unsold and discarded clothing is commonly landfilled, incinerated, or exported to lower-income countries.

The problem is especially prevalent in Australia³

Australians purchase an average of 56 new clothing items each year — the highest rate of clothing consumption per person in the world.

Over 1.4 billion garments enter the Australian market annually, and **more than 200,000 tonnes of clothing end up in landfill each year** — nearly four times the weight of the Sydney Harbour Bridge.

Together, these patterns give Australia one of the largest fashion footprints of any G20 country.³

1. Oxfam, 2025 ;

2. Thread Together, Annual Report, 2025 ;

3. The Australia Institute, Textile Waste in Australia, 2024



In 2025, The Social Outfit applied these circular fashion principles in its everyday operations:



Using deadstock fabric for the majority of garments produced (with the exception of the community print production)



Small batch production runs



Local onshore manufacturing



Providing repair and alteration services

“

While a single organisation cannot address the full environmental impact of the fashion industry, the circular fashion model demonstrates how thoughtful production choices can reduce waste and resource use at a local scale.

Through The Social Outfit, circular fashion principles are put into practice locally.

The global fashion industry largely follows a linear model: raw materials are extracted, and garments are produced, worn briefly, and discarded. Circular fashion offers an alternative: keeping materials in use for as long as possible through reuse, repair, responsible production, and waste reduction.



Where The Social Outfit Intervenes

Green markers indicate stages where The Social Outfit actively intervenes in the clothing lifecycle.

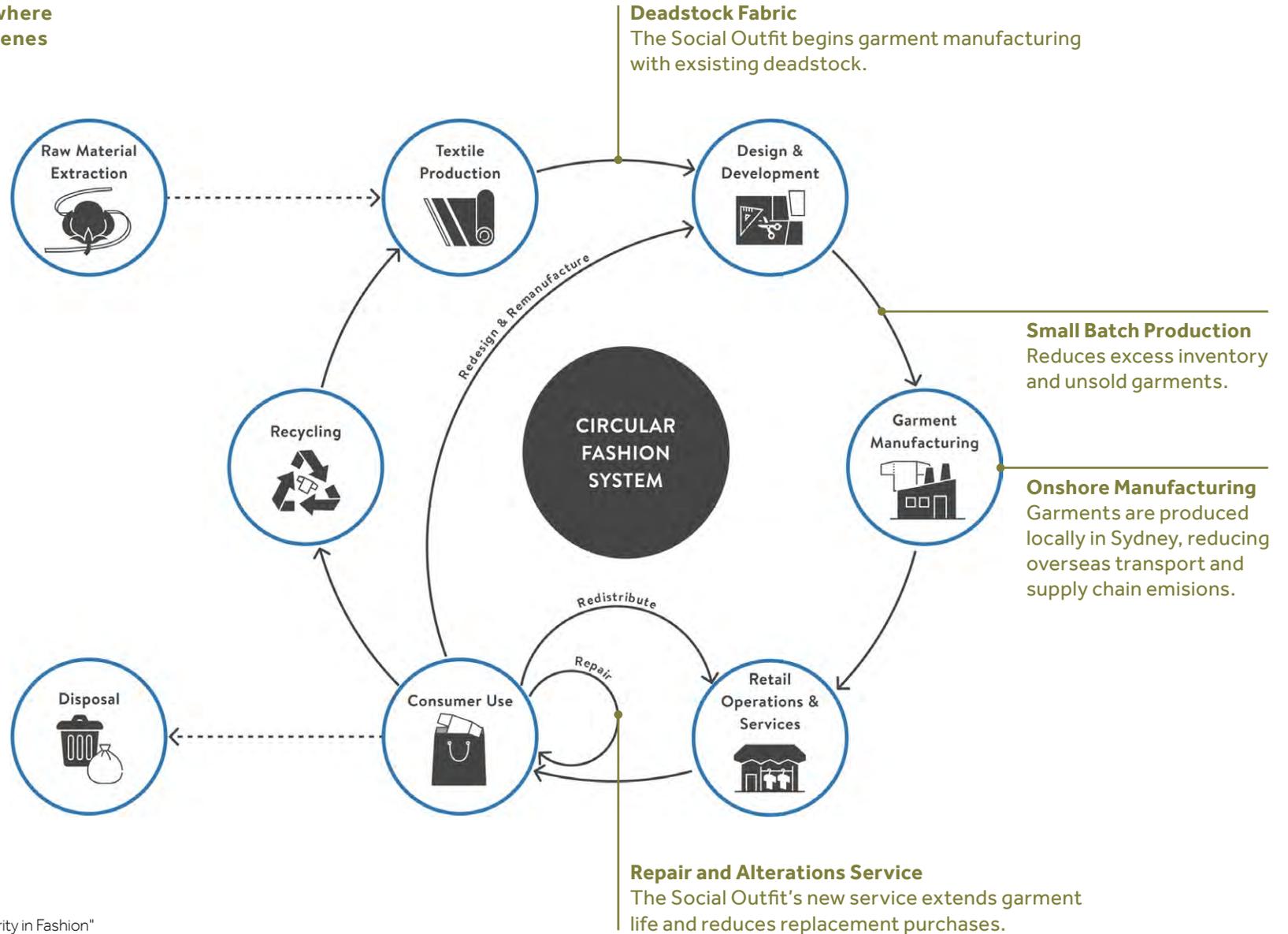


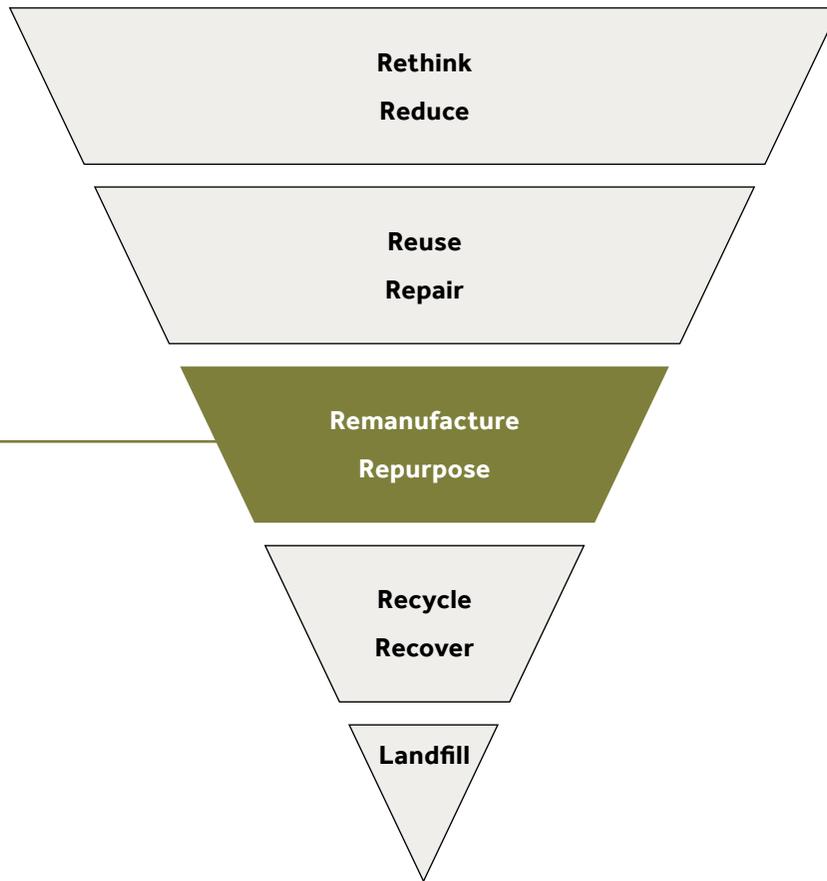
Diagram sourced from Redress Limited, "Circularity in Fashion"

Repurposing deadstock fabric into new garments

TSO Intervention Point



The Fashion Waste Hierarchy¹



The Social Outfit provides a reuse pathway for local fashion brands, transforming surplus textiles into new garments before they become waste.

What deadstock is
Deadstock fabric is unused textile stock left over from fashion production, cancelled orders, or excess inventory.

How the partnership works
Local fashion brands donate fabric that would otherwise be stored, discounted or discarded. The Social Outfit transforms these materials into garments in its Marrickville workroom, sold just 3.4 km away at the Newtown store.

Why it matters
Without a reuse pathway, surplus textiles commonly become waste. This partnership keeps materials in use and reduces the need for new fabric production.

Together with our fabric partners, we diverted:²

~1 TONNE

(estimated range of 0.9 – 1.5 tonnes)
of fabric from being discarded to landfill

Our 2025 fabric partners:

- | | | |
|---------------------------------|-------------------------|-------------------|
| Alemais | Bec & Bridge | Zimmermann |
| Textile and Lace Imports | Camilla and Marc | |
| Cue & Veronika Maine | Moss & Spy | |

¹. Sustainability Victoria et al., Refashioning: Accelerating Circular Product Design at Scale, 2021 ². Estimated using the aggregate fabric weight of garments produced from donated deadstock textiles in 2025. This calculation assumes the materials would not have been used by the original brand and would otherwise have entered the waste stream.

Small Batch Production

Reducing Overproduction

Small-unit manufacturing means producing garments in small batches and made-to-order runs rather than large seasonal volumes.

Because production is closely aligned with demand and items are replenished as they sell, fewer garments remain unsold and fewer resources are used to create clothing that may never be worn.

Garments are offered online and often made-to-order within a two week time period.



In 2025

~7%

of TSO garments
produced in 2025
remained unsold
at season end.

Compared to

~40%

globally.¹

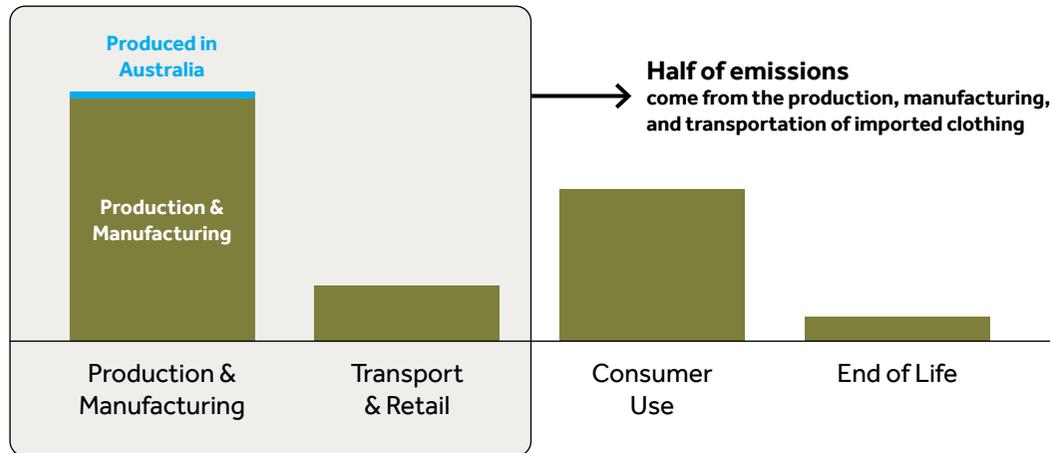
1. Oxfam, 2025

Reducing fashion’s carbon footprint through early intervention

In 2024, clothing consumption in Australia generated an estimated 14.5 million tonnes of carbon emissions (CO₂-e).¹

Relative carbon footprint across the garment lifecycle stages

Seamless, 2024



The environmental impact of clothing begins long before a garment is worn. Growing fibres, manufacturing textiles, and transporting garments account for most emissions in the fashion lifecycle.

Because most clothing sold in Australia is produced overseas, much of fashion’s carbon footprint occurs before garments arrive in the country.

The Social Outfit avoids emissions by intervening before the highest-emitting stages of the lifecycle:

- 1 Using deadstock fabric instead of producing new textiles
- 2 Manufacturing in Australian factories, powered by more efficient energy grids than in major import countries
- 3 Producing and selling locally, reducing international freight and transport emissions

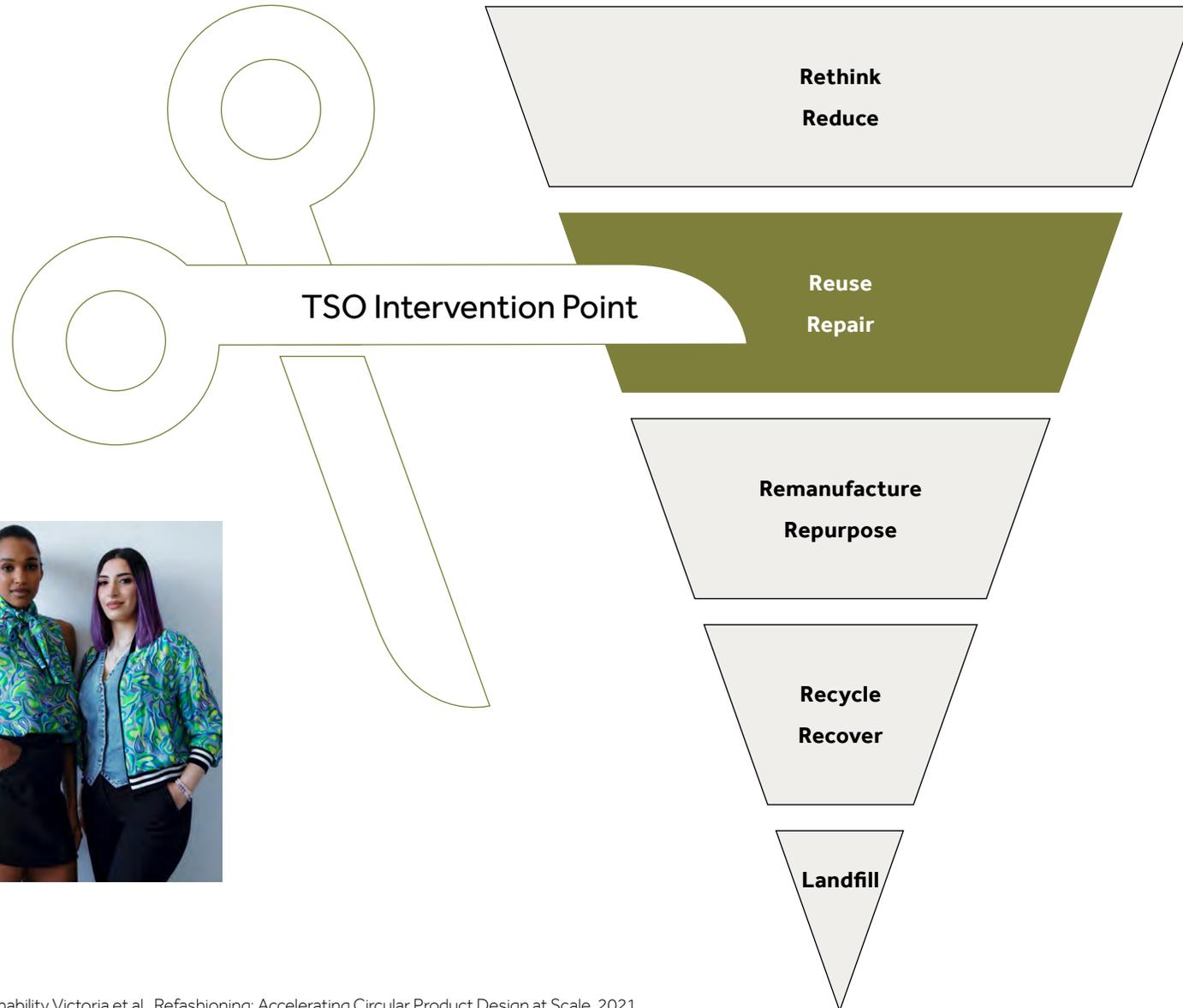
Our next step:

We are strengthening internal processes to better understand the carbon emissions avoided through the use of deadstock materials and local manufacturing, supported by a new Circularity Action Plan to guide our next steps.

1. Seamless, Environmental Impact of the Australian Clothing Industry, 2024

Piloting a repair and alterations service

The Fashion Waste Hierarchy¹



In 2025, The Social Outfit piloted a repair and alterations service.

About the repair and alterations pilot: The Social Outfit partnered with a small group of brands to provide garment repair and alterations services. In our Sydney workroom, TSO sewing technicians repair items so they can be returned to sale, extending their lifespan and keeping them in circulation.

How the partnership works: Partner brands deliver agreed-upon garments to The Social Outfit for repair and collect them once repair is completed.

Why it matters Repair creates a reuse pathway within the fashion system, extending a garment's usable life and keeping it in circulation rather than sending it to landfill.

We are continuing to refine this model with aligned partners committed to social impact and circular production.

1. Sustainability Victoria et al., Refashioning: Accelerating Circular Product Design at Scale, 2021



Acknowledgements

Thanks to our community

Ann Sherry AO Chancellor QUT and business leader

Why our customers shop with us.

Inside every business community are the businesses, often small at first, that begin with social purpose at their heart.



These businesses combine entrepreneurial activity with a broader outcome. The Social Outfit is one such business.

The Social Outfit has blossomed. It begins with the intent of providing training and pathways to employment for women from refugee and newly arrived migrant communities by recycling the end rolls of fabric used by many local designers and clothing manufacturers.

With so little clothing manufacturing done locally, the importance of maintaining the skills base and producing more sustainable fashion grows. The chance for companies looking for more sustainable items in their uniform catalogues represents a great opportunity.

And then comes the personal experience of offering support by buying. I am excited to have many of the designs in my own wardrobe and wear them proudly with the story of the enterprise to add even more colour.

With thanks

Donors

**Aledal
Foundation**



SLINGSBY
Foundation



Contract manufacturing customers

Baba's Place

CAMILLA

Designed by Kate

Ikuntji Artists

PASS~PORT

Reverse Garbage

VicX Tower

A Lendlease Workplace

Westpac

Workwear Group

Social Impact Hub

Yalanji Arts

A message from a supporter

The Social Outfit is at the cutting edge of innovation in fashion, showing what's possible when creativity is combined with a deep commitment to people and the planet.

Westpac Foundation has proudly supported The Social Outfit with grant funding for almost a decade, contributing to the growth of their programs providing refugee and newly arrived migrant women with training, employment and a strong sense of belonging in Australia.

We were also proud to become their first corporate manufacturing customer, partnering with The Social Outfit to design pocket squares and scarves worn by Westpac branch staff.

We hope this collaboration continues to open doors, strengthening their profile and extend their positive social and environmental impact across Australia.

Amy Lyden,
Westpac Foundation
& Scholars Trust

Thank you to **Sydney Tritsch** of Oliver Wyman New York for producing The Social Outfit's inaugural Impact Report.

THE
**SOCIAL
OUTFIT**



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