

Size Grading & Fit Coverage Guide for Corporate Uniform Programs

Factory-direct corporate uniform programs. One spec file. No middlemen.

1. Why a Generic Size Chart Fails ~18% of Your Workforce

Most corporate programs order against a single generic size grid. Standard sizes (XS-5XL) cover the core of the bell curve, but the tail — tall, plus, curved, and maternity staff — falls outside it. That tail is where exchange loops, restocking freight, and onboarding delays are born.

GAP TYPE	WHAT A GENERIC CHART DOES	WHAT A GRADING MATRIX DOES
Tall & Long	"Size up for length" — width too big	Extended sleeve and inseam grades, same silhouette
Plus & Curved	Stretched-width versions of a slim pattern	True graded patterns with hip/thigh room
Maternity	No accommodation until a replacement order	Adjustable waistbands and front panels, planned up front

2. Building the Grading Matrix

- **Define your workforce distribution** — pull height/weight data from HR or a sample headcount per store
- **Map roles to garments** — front-of-house, field, and workshop each get their own grade set
- **Add special bodies** — tall, plus, curved, maternity as graded patterns, not alterations
- **Lock a reference sample** — archive garments measured within ± 1.5 cm so every reorder matches

3. Setting Exchange-Rate Targets

METRIC	TARGET	HOW TO MEASURE
Fit exchange rate	<2% of issued units	Exchanges / total units issued per intake
New-starter fit coverage	95%+ sized from stock	First-choice size match at issue
Special-body availability	100% of graded sizes on the program	Orderable SKUs vs. workforce needs

4. Per-Store Size Kit Packing Worksheet

STORE	XS	S	M	L	XL	2XL	3XL+	SPECIAL
Store 1								
Store 2								
Store 3								
Store 4								
Store 5								

5. Rolling This Into a Pilot

Start with a 50-piece pilot per style. Grade the full matrix up front — including special bodies — so you know fit coverage and cost before you commit to full rollout. Approve the reference sample once; it becomes the standard every reorder is measured against.

LantaoWork — Corporate Brand Identity Uniform Solutions — www.lantaowork.com

This document is provided as a procurement resource. Update quantities, specs, and pricing to match your program.