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CORPORATE UNIFORMS · SIZE GRADING

Size Grading & Fit Coverage Guide

Why a generic size chart misses roughly 18% of a workforce, and how a grading matrix closes the exchange loop before it opens.

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DISCLAIMER

This resource is practical procurement guidance written from a China-side workwear factory's perspective. It is not legal, tax or compliance advice. Size grading, exchange rates and cost figures are planning targets; confirm every value against your own workforce data and an approved sample before you commit funds.

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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.

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Grade the tail, not just the middle.

Send the workforce size data and role list — a graded matrix, a per-store size kit plan and a reference sample are returned.

CONTACT US

Website	www.lantaowork.com
Email	info@lantaowork.com
Office	Hangang Sci & Tech Industrial Park, Jintan Road, Dongxihu District, Wuhan, Hubei, China

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