

Sustainability at hernest project

2021-2030 framework

Company Vision

herness creates the best, most comfortable and effortless loungewear. Our practices contribute to the regeneration of natural systems and remove barriers that prevent people from fully participating in a socially just world.

Company Mission + Values

Our mission is to use innovation and creativity to accelerate the sustainable fashion movement.

We create loungewear that is beautiful, feels good, and **MAKES LIFE SIMPLE** for our customers.

We look for **CIRCULAR** solutions at every touchpoint of our business.

We strive to cause **ZERO HARM**.

This means that we do not contribute to:

- The systemic increase in substances extracted from the earth's crust,
- The accumulation of compounds that do not break down in nature,
- The degradation of natural systems and
- The barriers that prevent people from meeting their needs.

We use **BUSINESS AS A VOICE FOR CHANGE** (and we influence others to create transformation through commerce.)

Our Sustainability Framework and Roadmap

Our framework influences four key areas:



- Planet
- People
- Product
- Advocacy

Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) are a set of global goals that were developed to address some of the most pressing challenges of our lifetime. They are like a business plan for our planet. The apparel industry has a significant impact on the environment and people and the goals can be used as a signpost of what areas we need to be thinking about and planning for. See the SDGs that are most relevant for our company and how we're aligning with action to address these challenges.





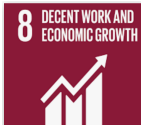


Planet




Topic	Actions	Goals	SDG
<p>Climate Action</p>	<ul style="list-style-type: none"> ● By 2021, conduct a baseline carbon footprint of our scope 1, 2 and 3 emissions. Determine our biggest gaps against our 2025 and 2030 goals and set intermediate targets for emissions reduction. Focus on emissions reduction and energy efficiency, carbon offsetting, renewable energy and advocating for climate policy and action. ● Conduct a climate risk and adaptation assessment to better understand our risks and impacts. Develop an action plan based on findings and recommendations. ● Develop a position statement/policy to communicate Climate Action relevance to our business and our commitments and expectations. 	<p>By 2025, we will be carbon neutral for our scope 1 emissions. By 2030 we will be carbon neutral for scope 2 and 3 emissions. Our ambitious goal is to be a company that is climate positive and contributes to taking back our climate.</p>	 
<p>Water Management</p>	<ul style="list-style-type: none"> ● Conduct a water baseline assessment to better understand our total water footprint. ● Set water targets and develop action plan based on gaps between baseline and water goal. 	<p>We will be water neutral throughout our supply chain by 2030.</p>	

Packaging	<ul style="list-style-type: none">• (include in environmental policy) Create a position statement to demonstrate commitment of company on packaging and our ambitious goal and create awareness of our practices for customers and industry.• Create communication to customers on how to recycle, re-use and compost any relevant packaging.• Assess any packaging that doesn't not meet policy requirements.	By 2021 all of our packaging will be 100% reusable, home compostable, renewable or easily recycled. (position statement - advocacy and awareness for consumers and the industry) I don't want you to ever send me a piece of plastic. This is what guides our business.
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People



Topic	Actions	Goals	SDG
Fair Labour Practices	<ul style="list-style-type: none"> ● Assess current downstream wages of four supply chain and identify gaps and areas for improvement. ● Create a wage transparency document for all suppliers and publish findings 	By 2025, we will ensure 100% living wages for the workers in our supply chain by developing specific targets for wage transparency and gender pay equality.	
Safe working spaces	<ul style="list-style-type: none"> ● Develop Fair Labour and Health and Safety practices expectations for suppliers and assess their alignment with expectations. ● Develop action plan to reduce gaps based on findings. 	Ensure diversity, equity and inclusion and equal opportunity for women, people of colour, and underrepresented people of colour.	 
Diversity, Equity and Inclusion	<ul style="list-style-type: none"> ● Develop anti-racist, DEI policy/position statement and share with suppliers. ● Evaluate representation of workers and assess supplier practices in increasing diversity. 	Ensure diversity, equity and inclusion and equal opportunity for women, people of colour, and underrepresented people of colour.	 

Product

Topic	Actions	Goals	SDG
Regenerative Agriculture	<ul style="list-style-type: none"> ● Develop policy/position statement on materials for products. ● Assess current materials that do not meet these criteria and develop action plan to close the gap. 	By 2025 we use 100% regenerative fibres that are grown in a way that contributes to biodiversity, that contributes to clean water and fresh water availability, and that restores the land.	
Circularity	<ul style="list-style-type: none"> ● Create position statement/policy on our commitment to circularity. ● Evaluate factory commitment to circularity. 	Circularity is the future of our industry. It encompasses every part of the product process. By 2025, we will eliminate virgin fibres and all of our garments will be made from 100% recycled, reclaimed or renewable resources. We will source and reuse more fibres that can be recycled at the end of their life. Our goal is that our entire process and lifecycle of our garments are 100% circular.	 
Non-toxic material processes	<ul style="list-style-type: none"> ● Understand current safety practices of dying and finishing processes including Oeketex Standard 100 – covers mostly dyes, ALL trims and notions. ● Include our commitment to non-toxic dyes and processes in the product policy/positions statement. 	All of our products are produced with clean, safe and certified non-toxic processes understanding more on safety in the industry, dying and finishing process.	

Material waste	<ul style="list-style-type: none">● Understand waste from prototypes and manufacturing, determine baseline and set target for waste reduction, elimination and repurposing opportunities.● Based on our material waste assessment, we will identify new partners to partner with to eliminate waste or repurpose material.	<p>By 2025, 95% of material waste is reused, recycled and repurpose</p> <p>By 2025 develop a process to ensure end-of-life garments are recycled and kept into a circular system.</p>	
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Advocacy

Topic	Actions	Goals	SDG
Anti-racism	<ul style="list-style-type: none"> Develop an anti-racism and DEI position statement and identify, prioritize and commit to actions for 2021. 	We will build an anti-racist community that contributes to social equality and the elimination of systemic racial barriers that prevent people from equitably participating in society.	
Transforming the apparel industry	<ul style="list-style-type: none"> Support consumer education to buy less. Company called Recover, find a way to collect all of worn returns, sell to company, make fabric Look for partnerships with bigger companies to support sustainable systems. 	We will partner with industry groups and non-governmental organizations that support systems change in the apparel industry.	
Advocate for policy and regulations for climate and safety from dyes and finishing processes	<ul style="list-style-type: none"> Support legislative changes for garment recycling. 		