

DECJUBA

SUSTAINABILITY STATEMENT

At DECJUBA we're on a mission to become Australia's most sustainable fashion label. We recognize that sustainability is a journey and are committed to driving continuous improvement and innovation through our DECJUBA Sustainability Roadmap and Targets.

OUR APPROACH

Established in 2021, the DECJUBA Sustainability Strategy focuses on five pillars: our product, our partners, our brand promise, our planet, and our community.

Each pillar has a specific goal & 2025 target. Our goals have been developed in line with the UN Sustainable Development Agenda which outlines 17 goals to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

To drive ongoing, long-term improvement, we have established the Sustainability Action Team (SAT) to execute the Sustainability Action Plan. The group meets monthly to ensure progress against our yearly sustainability deliverables and the achievement of our 2025 Sustainability Targets.

Our sustainability deliverables are mapped against the following timeframes:

Horizon 1 FY22 "Establish" – by June 2022	Horizon 2 FY23 "Embed" – by June 2023	Horizon 3 FY24 "Expand" – by June 2024
In Horizon 1, we will set our 2025 targets and develop supporting procedures for each Sustainability Pillar to establish a benchmark and outline relevant actions and measures.	In Horizon 2, we will embed the procedures, transform our business practices and publish our progress against our 2025 targets.	In Horizon 3, we will evaluate our progress and report on continuous improvements. We will also start to plan beyond 2025 and evolve our Sustainability Strategy, Roadmap and Targets.

DECJUBA

OUR PRODUCT

At DECJUBA we create feel-good fashion.

At DECJUBA we are committed to continuously growing our responsible and circular product offering. Our 2025 Target is to have 100% of our products made with a sustainable attribute.

We will achieve this by ensuring:

- the transparency, recyclability, and circularity of our product offering.
- Introduction of more recycled and compostable materials in our packaging.

Our Key Product Actions are to:

- establish a measurement framework for raw materials.
- test and trial sustainable product innovation.
- measure and improve product lifecycle impact.
- develop effective ways to communicate responsible product use.

DECJUBA is a longstanding member of the Textile Exchange, a global not-for-profit organisation that aims to accelerate the adoption of ethical materials through clear and actionable guidance. To this end, we partner with the Better Cotton Initiative, and in 2020, achieved our goal of sourcing 100% sustainable cotton. As at year-end 2021 we have also increased our recycled product offering via our puffer jacket, swim, active & REPREVE basics ranges, and will continue to identify other opportunities going forward.

DECJUBA

OUR PARTNERS

At DECJUBA we know how our clothes are made.

At DECJUBA we are committed to ensuring responsible sourcing throughout our supply chain. Our 2025 Target is to ensure 100% of our suppliers adhere to our responsible sourcing requirements. We will achieve this via ethical sourcing, risk management and supplier engagement.

Our key Partner Actions are to:

- establish a framework for mapping all suppliers across our supply chain.
- review and improve our supplier due diligence processes.
- continuously review our plan for supplier visits and engagement.

DECJUBA is a member of VERITE, a global not-for-profit organisation that provides the knowledge and tools to eliminate child labour, forced labour, human trafficking, and gender discrimination from supply chains. Our zero tolerance and risk mitigation policies are outlined in our Modern Slavery Statement. We also established our Ethical Sourcing and Social Compliance Code to ensure clear governance and communicate our expectations to suppliers.

DECJUBA

OUR BRAND PROMISE

At DECJUBA we deliver an amazing experience.

At DECJUBA we are committed to building a positive, inclusive culture for everyone who touches our brand. Our 2025 Target is to be top quartile globally for employee engagement and customer satisfaction. Our key Brand Promise Actions are to:

- measure employee experience and establish a baseline for continuous improvement.
- design and roll out a learning and development framework to engage and upskill team members.
- continue to enhance the wellbeing of team members through the implementation of targeted wellbeing initiatives.
- embed inclusion and diversity through customer and team member experiences.
- create and implement initiatives to increase customer & employee engagement on our sustainability approach.

DECJUBA

OUR PLANET

At DECJUBA we are kind to the planet.

AT DECJUBA we are committed to minimising the environmental impact of our operations. Our 2025 Target is to achieve green energy certification and/or B Corp certification by 2025. This includes our retail stores, head office, warehouse, domestic logistics network, in store packaging and signage.

Our key Planet Actions are to:

- develop a baseline measurement for our operational footprint.
- commence the B Corp Business Impact Assessment to identify focus areas
- implement initiatives to actively monitor and reduce our operational environmental impact, particularly around energy usage, carbon emissions and circular economy practices.

DECJUBA is a member of APCO, a not-for-profit organisation that aims to keep packaging materials out of landfill. We have also reduced our environmental footprint across all work settings via initiatives to limit printing, recycle waste and reduce electricity use. We will continue to identify and implement additional ways to improve our footprint.

DECJUBA

OUR PEOPLE

At DECJUBA we give back.

At DECJUBA we are committed to positively impacting lives & creating real, sustainable change locally and globally. Our 2025 Target is to positively impact 50 million lives and increase our community investment, engagement, and industry collaboration.

Our key People Actions are to:

- establish a process to identify, screen and measure impact of community partnerships.
- invest in long term community and industry partnerships.
- develop initiatives to support community partners beyond funding and donations.
- establish formal communication channels with each major partnership.

In 2021, DECJUBA established the DECJUBA Foundation, the culmination of years of philanthropic work. Through long-term, meaningful partnerships with over ten charitable organizations, the Foundation remains committed to transforming lives, helping those in need and creating real, sustainable change across four key areas: empowerment, education, essentials, and emergency relief. This is the first step to formalising our community approach and better communicating our positive impact.

In 2022, DECJUBA partnered with the AFC (Australian Fashion Council) as a Patron Member. A non-profit membership organisation, the AFC draws members from across the entire fashion and textile ecosystem to champion innovation, resilience, and sustainability, ensuring the Australian Fashion & Textile industry leads the world in purposeful innovation.

As a Patron Member, DECJUBA sits at the forefront of communication and collaboration and plays an integral part of the 'Industry Reference Group' while sharing expertise and celebrating the Australian Fashion & Textiles Industry as the major contributor to the Australian economy.

At DECJUBA we do what's right, and we are so excited to accelerate our journey towards a more sustainable future.