



2022 — 2024

# kowtow Sustainability Strategy

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Founded in 2006, Kowtow is committed to creating positive change. We believe in preserving the planet and protecting people in everything we do.

Our decision making is centered around circular design, ethical manufacturing and sustainable fibres. This strategy outlines our roadmap to creating incremental change across each of these founding values.

As a purpose led business from inception, this strategy begins by highlighting our existing commitments that we are dedicated to upholding. These include our commitment to using only Fairtrade and organic certified cotton, Global Organic Textile Standard approved inks and dyes, and SA8000, SMETA and WRAP certified manufacturers that ensure the health and safety of workers.

Our strategy is structured across the pillars of 'People', 'Planet' and 'Prosperity'. Under each of these pillars we have identified our most material impacts, goals and corresponding annual targets that we aim to achieve by the end of 2024 . We recognise the United Nations Sustainable Development Goals as the benchmark for sustainable business practices globally, therefore have aligned our strategy with these goals.

This sustainability strategy will keep us accountable to our ambitions as we continue to challenge ourselves in how we can most positively impact people and the planet.

“The limitations of our ethos keeps us innovative. We don't compromise on design, and embrace restrictions. This gives our garments a strong minimal identity, and we believe the simplicity of our clothing is the first step toward circularity.” – Gosia Piatek, Kowtow Founder .

Many thanks

Gosia Piatek — Founder

Emma Wallace — Managing Director











## Our Existing Practices or Commitments

- 1 All of our clothing is created from cotton, a natural, biodegradable fibre. We source only 100% Fairtrade organic cotton, certified by Fairtrade Labelling Organisations International (FLO).
- 2 All of our cotton is processed using Global Organic Textile Standard (GOTS) approved low impact and metal free inks dyes and washes.
- 3 All of our cotton is rain fed and grown following biodiverse principles that support local communities and regenerative agriculture.
- 4 All our trims are GOTS approved or tested by OEKO-TEX for harmful substances. We use only Forestry Stewardship Certification (FSC) or Global Recycled Standard (GRS) certified cardboard and paper fibre in our packaging.
- 5 Our manufacturers are certified SA8000, SMETA & Worldwide Responsible Accredited Production (WRAP) organisations.
- 6 We actively seek to reduce materials sent to landfill, including using virtual reality technology in the design process to reduce use of resources.
- 7 We use circular thinking in our design and production process, taking a reductive approach to eliminate unnecessary components and trims.
- 8 We offer a free repair programme and have hosted repair workshops in our Wellington store.
- 9 We hold bi-annual staff tree planting days in our local community.
- 10 We have hosted community beach cleans ups with our customers.
- 11 We regularly create fundraising campaigns to support charities including Red Cross Refugee settlement programme, Women's Refuge, Sustainable Coastlines and Take 3 for the Sea.
- 12 We provide financial support to an orphanage in India near our manufacturing supplier.
- 13 We are actively working on operating as a zero waste and plastic free workroom.

# United Nation SDGs



# United Nations Sustainable Development Goals (SDGs)

|   |   |   |   |   |
|---|---|---|---|---|
| <p>3</p>  <p>GOOD HEALTH AND WELLBEING</p> | <p>4</p>  <p>QUALITY EDUCATION</p>                         | <p>6</p>  <p>CLEAN WATER AND SANITATION</p> | <p>7</p>  <p>AFFORDABLE AND CLEAN ENERGY</p> | <p>8</p>  <p>DECENT WORK AND ECONOMIC GROWTH</p> |
| <p>10</p>  <p>REDUCED INEQUALITIES</p>   | <p>12</p>  <p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p> | <p>13</p>  <p>CLIMATE ACTION</p>          | <p>14</p>  <p>LIFE BELOW WATER</p>         | <p>15</p>  <p>LIFE ON LAND</p>                 |

The SDG’s were “adopted by all United Nations Member States in 2015, (to provide) a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.”

Kowtow has reviewed and recognised the SDG’s as a benchmark for sustainable business practices across the globe, and we are aligning our strategy to these goals. We have selected ten goals (displayed left) we feel we can have the biggest impacts on, while also ensuring we are not negatively contributing to any others. We have included the relevant target under each applicable SDG beside our goals in this strategy. You can see the full explanation of the relevant SDG’s in the appendix.

# Planet





# Goal 1/3

To ensure we are responsible for zero materials being sent to landfill or incineration.



Impact

Circularity

We are responsible for what we produce. We need to be part of the transition away from society's current 'take make waste' consumption habits to a regenerative, circular economy.

SDG Alignments

Target 12.2

Target 12.5

## Our challenges

- 1 There are historic, engrained expectations within our industry that 'new' is best.

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- 2 The demand and supply for environmentally friendly alternatives is limited.

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- 3 The durability and quality of synthetic materials often outperform natural.

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- 4 We have limited control over how our customers care and / or repair our garments.

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- 5 Recycled cotton doesn't currently match the quality of virgin and is in short supply.

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- 6 There are extremely limited fabric recycling facilities globally.

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- 7 We have limited control over what our customers do at the end of life of our garments.

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- 8 Freight and distribution companies have their own preferences relating to packaging our products and how they are transported / stored.

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- 9 We order our bulk units before we have taken the range to market which means we are sometimes under / over in our ordering.

## End of 2022 Targets

- 1 Allocate a team member to be in charge of managing our circularity related impacts and projects.
- 2 Communicate our journey achievements and challenges of removing plastic from our garments.
- 3 Continue our research and development of zero plastic garments and develop a methodology on how we measure this.
- 4 Set 2023 target for percentage of our garments that are plastic free.
- 5 Review the end-of-life solutions for our garments in every market we operate in.
- 6 Create a repair programme that supports the lifetime of our garments.
- 7 Provide concise instructions on how to extend the life of our garments through caring and repairing including a series of videos for common garment repair jobs.
- 8 Investigate how we can reinvent used Kowtow clothing to maintain their desirability.
- 9 Continue to run / facilitate accessible and regular repair workshops (with a 360 lens) to upskill our community on clothing repairs.
- 10 Ensure we make available to our customers the items needed to repair their garments.
- 11 Measure the volumes arising from, and resources needed to run, our repairs programme.
- 12 Develop and implement a strategy to increase the volumes received in our repair and takeback programmes for Aotearoa New Zealand and Australia.
- 13 Research project opportunities arising from the material collected in the Kowtow takeback scheme.
- 14 Investigate facilitating a Kowtow resell market.
- 15 Review the recycled content of our existing product packaging and set a target for 2023 and 2024.
- 16 Review the end-of-life solutions for packaging in Australia and Aotearoa New Zealand.
- 17 Engage with our factories to reduce the packaging they send to us and investigate alternative solutions.
- 18 Review and ensure all sites we operate correctly separate and manage all material streams.
- 19 Ensure we continue to minimise wastage and excess stock through effective data management.

## End of 2023 Targets

- 1 Achieve 2023 target of garments that are plastic free.
- 2 Review our plastic free garment targets and progress and set 2024 target.
- 3 Make information relating to the end of life solutions for garments readily accessible to customers.
- 4 Investigate investing in fabric recycling machinery for mills.
- 5 Investigate undertaking a life cycle assessment for at least one of our garments and share this with our network.
- 6 Expand our takeback and repair programmes in our international markets beyond Aotearoa New Zealand and Australia.
- 7 Investigate reusable packaging options.
- 8 Provide clear instructions for the best way to dispose of all our packaging.
- 9 Develop and implement a project relating to the material collected in the Kowtow takeback scheme and it's circulation.
- 10 Zero materials sent to landfill from all our sites.
- 11 Review the end-of-life solutions for packaging in the markets we sell beyond Australia and Aotearoa New Zealand.
- 12 Achieve our 2023 target for recycled content in our product packaging.
- 13 Review and ensure all sites we operate correctly separate and manage all material streams.

# End of 2024 Targets

- 1 Achieve 2024 target for plastic free garments and set 2025 targets.
- 2 Ensure every Kowtow garment has a clear end of life pathway, which is easily accessible to our customers, in every market we sell in.
- 3 Trial recycled cotton in our garments.
- 4 Achieve our 2024 target for recycled content in our product packaging.
- 5 Review and ensure all sites we operate correctly separate and manage all material streams.





## Goal 2/3

To reduce our emissions as much as possible and become a 'climate positive'<sup>1</sup> business.



### Impact

### Greenhouse Gas Emissions and Energy

We know that greenhouse gas emissions and energy consumption are taking a toll on our planet and we need to play our role in being part of the solution.

### SDG Alignments

Target 7.2  
Target 13.2

1. A carbon positive business is responsible for removing more greenhouse gases out of the atmosphere than it emits. Confusingly, this is also referred to as 'carbon negative', or 'climate positive'.

## Our challenges

- 1 We have little control over what energy is used by our manufacturers and other suppliers.

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- 2 We have a global supply chain that is largely reliant on fossil fuel for energy.

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- 3 We are based in Aotearoa New Zealand and rely on transport and logistics companies to ship our products.

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- 4 The washing of garments is a large part of their total life cycle impacts.

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- 5 We need to power our office and retail stores.

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- 6 We have limited control over the energy used to power data centres that we rely on.

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- 7 We have limited control over the emissions our staff are responsible for in their own lives.



## End of 2022 Targets

- 1 Allocate a team member to be in charge of managing our carbon emissions and energy related impacts and projects.
- 2 Map our operational carbon footprint, establish our efficiency per garment, and develop a carbon reduction plan.
- 3 Investigate aligning to science-based targets.
- 4 Investigate offsetting opportunities that are aligned to our business values.
- 5 Identify actions our staff can take to minimise our carbon footprint within their roles.
- 6 Investigate and share actions that staff can take to reduce their personal carbon footprint.
- 7 Share our footprint reduction efforts and goals with our customers.
- 8 Investigate offering carbon offsetting at our online checkout.
- 9 Investigate how we can reduce our returns to lower our courier footprint and set targets for 2023.
- 10 Prioritise freight suppliers who have a plan to reduce their emissions.
- 11 Map our electricity footprint and set reduction targets for our Aotearoa New Zealand operations.
- 12 Research renewable powered data centres and other steps we can take to reduce our data related emissions.





## End of 2023 Targets

- 1 Achieve our 2023 carbon reduction targets.
- 2 Investigate opportunities and develop a plan to engage in carbon sequestration activity.
- 3 Purchase carbon credits to offset any unavoidable emissions by more than 100%.
- 4 Actively and strategically engage our customers with low carbon living.
- 5 Investigate mapping our carbon footprint to the product level.
- 6 Engage with all our major suppliers to ensure they have robust emissions reductions policies in place.
- 7 Engage with our manufacturers to support initiatives that enable them to reduce their emissions and transition to renewable energy.
- 8 Achieve our Aotearoa New Zealand based electricity reduction targets.
- 9 Achieve our returns reduction targets.



# End of 2024 Targets

- 1 Obtain climate positive certification.
- 2 Achieve our 2024 carbon reduction targets.
- 3 Activate our plan to actively sequester carbon.
- 4 Establish a target to offset all of our historic emissions since our brand was established.
- 5 All our major suppliers to have robust emissions reductions policies in place.





# Goal 3/3

# To demonstrate that it is possible for clothing to be created without the negative impacts on water & biodiversity<sup>2</sup>.



## Impact

Water, Chemicals and Biodiversity

The fashion industry is responsible for 20% of global industrial water pollution<sup>3</sup> and has a multitude of impacts on land-use and biodiversity. Kowtow feels a particularly strong desire to mitigate these issues.

## SDG Alignments

Target 3.9  
Targets 6.3, 6.4 and 6.5  
Target 14.1  
Target 15.5

2. The variety of life that can be found on Earth (plants, animals, fungi and micro-organisms) as well as to the communities that they form and the habitats in which they live.

3. [Is fashion bad for the environment?](#) | World Economic Forum

## Our challenges

- 1 Many of our suppliers are based overseas, with differing levels of regulation on their environmental impacts.

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- 2 We have limited control and influence over some of our suppliers.

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- 3 Fresh water is required for the growth and processing of the fibres and fabrics we use.

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- 4 It is difficult to obtain information relating to the amount of water and chemicals used in our supply chain.

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- 5 Chemicals need to be used in the dyeing and processing of fabrics.

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- 6 Closed-loop water systems are expensive to implement.

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- 7 Regenerative agriculture / farming is not well defined, and there is mixed opinion relating to it.

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- 8 It is difficult to measure biodiversity impacts within our supply chain.

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- 9 The care of our products has a significant impact on its total life-cycle impacts yet we have no control over how our customers care for our garments.

## End of 2022 Targets

- 1 Allocate a team member to be in charge of managing our water, chemical and biodiversity related impacts and projects.
- 2 Implement a process to ensure we have up-to-date, verified certificates for all cotton we source.
- 3 Research and deeply understand the principles of regenerative agriculture and how they apply to our fibres.
- 4 Investigate the current level of knowledge on impacts with our customers.
- 5 Develop a campaign engaging our customers on reducing their resource use in washing / caring for our garments.
- 6 Develop a communication plan to share how we are improving the impacts we are having on water and biodiversity.





## End of 2023 Targets

- 1 Ensure all of our suppliers have a robust environmental management plan and are regularly audited by an independent third party.
- 2 Map our full supply chain for water, chemical and biodiversity data risks, and any accompanying certifications to gain visibility of current management (extraction, use, safety, disposal).
- 3 Support the implementation of solutions to any identified water, chemical and / or biodiversity risks in our supply chain.
- 4 Work with tier 4<sup>4</sup> suppliers to gather data on soil health, biodiversity and water use on farms.
- 5 Investigate undertaking random testing of our garments for chemical safety.
- 6 Develop a plan to support our suppliers to implement closed-loop water systems at their sites and set a target for 2024.
- 7 Develop a case study on how our cotton farmers are growing using organic/diverse or regenerative practices.



# End of 2024 Targets

- 1 Concisely describe and communicate the total impacts on water in our supply chain.
- 2 Map the volumes of water and types of chemicals used in the manufacturing of our garments to a product level.
- 3 Supply data on the volume of water and types of chemicals used per product, for every garment sold.
- 4 Achieve our 2024 target for suppliers operating a closed loop water system.



# People



# Goal 1/3

To be a brand that is diverse, inclusive and accessible and to actively grow our understanding and remain accountable.



Impact

Accessibility, Diversity and Inclusion

The fashion industry can isolate and cut off minority groups. We want to enhance the lives of all people through our operations.

SDG Alignments

Target 10.2

Target 10.3

## Our challenges

- 1 Unconscious bias may exist without recognition and is difficult to address.

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- 2 Minority groups have historically been underrepresented in the fashion industry.

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- 3 Our market demographic is largely made up of relatively affluent individuals.

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- 4 Our products are made of high quality materials, which we pay a premium for.

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- 5 Demand and the price for organic cotton is increasing.

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- 6 We are committed to fairly remunerating people throughout our supply chain, which can make it difficult to compete on price with brands without these values.

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- 7 There are a small number of males in the local fashion industry.

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- 8 Our stores can be perceived as intimidating.

## End of 2022 Targets

- 1 Undertake team questionnaire to measure levels of accessibility, diversity and inclusion.
- 2 Produce and implement a diversity, equity and inclusion policy with specific reference to our remediation pathways.
- 3 Set up an annual review of the diversity of models we use and formalise a policy to ensure they continue to reflect diverse ages, ethnicities, sizes and abilities.
- 4 Set 2023 intention for model diversity.
- 5 Provide accessibility for people in sectors / industries that we admire.
- 6 Investigate how we improve accessibility by looking at price point, channel, messaging, margin, units sold, customers and competition.



## End of 2023 Targets

- 1 Ensure our staff have a strong awareness of what diversity, equity, inclusion and unconscious bias mean to Kowtow.
- 2 Achieve 2023 targets for model diversity and set 2024 targets.
- 3 Investigate formalising internship programme that directly impact our accessibility, diversity and inclusion goals.

## End of 2024 Targets

- 1 Achieve 2024 targets for model diversity and set 2025 targets.







## Goal 2/3



To uphold the highest ethical standards with our supply chain and use our influence to help develop the communities we operate in.

### Impact

### Working with Kowtow

The health and wellbeing of workers are at the core of our values. We want to ensure that we improve the lives of people connected with the Kowtow brand.

### SDG Alignments

Targets 8.5, 8.7 and 8.8  
Target 10.4

## Our challenges

- 1 We have limited contact with many of our suppliers who are based overseas.
- 2 We are heavily reliant on certifying and auditing bodies for information on our supply chain.
- 3 Modern slavery risks and human rights violations exist in the fashion industry but can be hard to identify.
- 4 Covid has disrupted our ability to visit overseas suppliers.



## End of 2022 Targets

- 1 Formalise and allocate KPIs to a team member managing our supply chain impacts and projects.
- 2 Continue to only align with Fairtrade and Social Accountability Accreditation Services certified suppliers for our fabrics and manufacturing.
- 3 Deliver a communications plan on where our components come from and why we choose these.
- 4 Engage with our manufacturers to ensure they are delivering to their continuous improvement obligations under their SA certifications.
- 5 Identify what social and environmental initiatives are happening in our supply chain (Fairtrade, factories etc) and develop case studies on these for our communications.
- 6 Review our Supplier Code of Conduct to ensure it is industry leading, and update if required. In the case of any updates, circulate amongst all suppliers to be signed.
- 7 Engage all our suppliers and conduct a risk assessment of their practices (including subcontracting), social and environmental policies and any certifications they hold.
- 8 Develop a robust understanding of what constitutes a living wage to Kowtow in each of the areas our suppliers operate, including by engaging with the Fairtrade Textile Standard.
- 9 Disclose and make publicly available all certifications relating to ethics within our supply chain.



## End of 2023 Targets

- 1 Develop a media and communications campaign centred around individuals within our supply chain.
- 2 Actively contribute to the continuous improvement of working conditions for workers in our supply chain.
- 3 Review and communicate impacts of our social (and/or environmental) development projects.
- 4 100% of our Tier 1 to 3<sup>5</sup> suppliers to have signed our Supplier Code of Conduct.
- 5 Undertake remedial action to address any concerns noted in the risk assessment of our suppliers.
- 6 Develop and publish a Modern Day Slavery statement to explain our actions regarding modern slavery in our supply chain.

## End of 2024 Targets

- 1 Review and communicate impacts of our social (and/or environmental) development projects.
- 2 100% of our Tier 4 suppliers to have signed our Supplier Code of Conduct.
- 3 Review actions and goals from our 2023 Modern Day Slavery Statement, and update with achievements.

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5. Tier 1 = Garment manufacturer. Tier 2 = Fabric manufacturer.  
Tier 3 = Yarn manufacturer. Tier 4 = Raw material producer/farm.





# Goal 3/3

To use our voice and influence to educate and inspire positive change in our world and challenge our community to join us.



Impact

Education

We have a strong platform that can empower business and people in the transition to a circular, regenerative economy.

SDG Alignments

Target 4.6 and 4.7  
Target 12.8

## Our challenges

- 1 Sustainability is complex and takes time to deeply understand.

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- 2 Our audience is comprised of people with varying degrees of existing knowledge.

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- 3 Our customers are used to digesting their information in small and/or rapid mediums.

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- 4 There is lots of conflicting information relating to sustainability.

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- 5 People are saturated with sustainability-related information and there is huge amounts of greenwashing in our society.

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- 6 We have multiple messages we want to communicate to our customers.

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- 7 We have varying levels of existing knowledge internally and are continually learning.

## End of 2022 Targets

- 1 Allocate team member / members to be in charge of managing our educational projects.
- 2 Establish a clear set of definitions for sustainability-related terms and concepts, then share this on our platforms.
- 3 Integrate rationale behind our purpose driven decisions into seasonal marketing campaigns.
- 4 Create an internal database of all historic decisions / initiatives relating to sustainability (including any undertaken by our suppliers) and why we chose these.
- 5 Provide our staff with training and resources to ensure they can competently and confidently discuss the circular economy and our wider sustainability actions.
- 6 Update our website to ensure we use it to provide educational material, so our community can acquire the knowledge and skills needed to promote sustainable development and lifestyles in harmony with nature.
- 7 Educate our customers on how to best care for our garments and minimise their environmental impacts from this.
- 8 Ensure we regularly educate our customers on the rationale behind our decisions.
- 9 Facilitate bi-annual repair and circularity workshops in New Zealand.
- 10 Develop online education material on the repair and circularity initiatives.
- 11 Share the Fairtrade impact report with staff and customers.



## End of 2023 Targets

- 1 Construct a plan / framework to take our community through a learning journey on key issues including regenerative agriculture, circularity, and GHG emissions.
- 2 Facilitate regular repair and circularity workshops in Australia.
- 3 Investigate how we can support people at our manufacturers to achieve literacy and numeracy and set a target for 2024.
- 4 Investigate offering or funding scholarships for people in our supply chain e.g. for workers in our factory.

## End of 2024 Targets

- 1 Be recognised as industry leaders at educating and inspiring positive change in our world.
- 2 Achieve our 2024 target to support people working at our manufacturers to achieve literacy and numeracy.
- 3 Launch a scholarship programme for workers in our supply chain.



# Prosperity



# Goal 1/2

To be an engaged and active presence that gives back to the communities we operate in.



Impact

Community, partnerships and collaboration

The bottom line is not the be-all-and-end-all for our business - we want to positively contribute to our wider community through our operations.

SDG Alignments

Target 4.7  
Target 12.8

## Our challenges

- 1 We have limited resources outside of our business as usual activities.

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- 2 COVID 19 has impacted our ability to engage within our communities.

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- 3 There are many causes that we would like to contribute to.

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- 4 Our suppliers are located overseas, and we are not easily able to engage with their communities.



## End of 2022 Targets

- 1 Allocate a team member to be in charge of managing our community engagement and partnerships.
- 2 Facilitate opportunities to collaborate with our industry to solve shared challenges.
- 3 Develop a charity policy and set targets for contributions in FY23 and FY24 - with specific references to long term commitments.
- 4 Identify and formalise our current collaboration activities by region.
- 5 Provide our staff 2 days off annually to contribute to charitable causes and/or our communities.
- 6 Offer our customers the option to round-up all purchases and support causes in line with our charity policy.

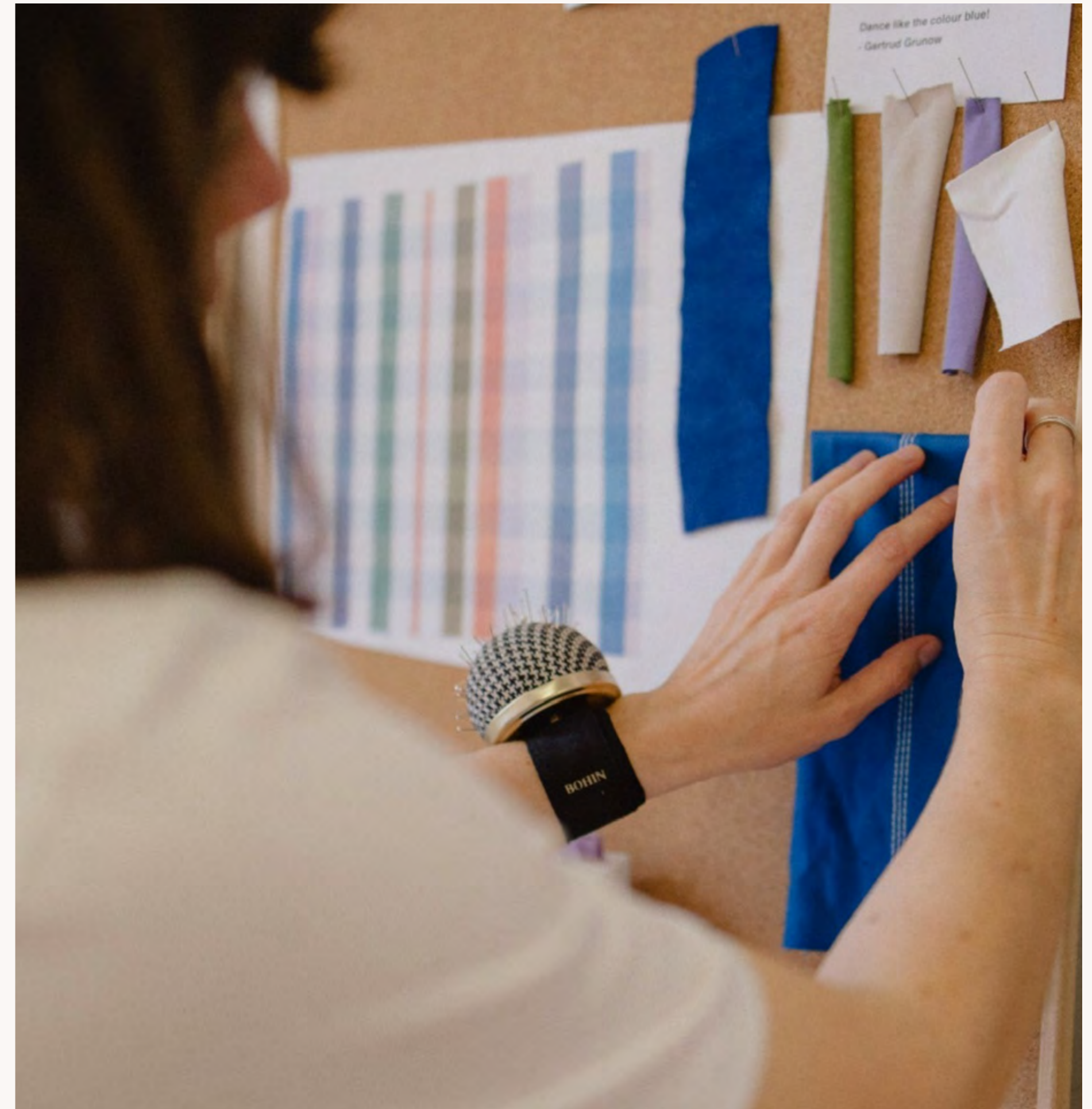


## End of 2023 Targets

- 1 Engage with an education institution to investigate running a design programme / competition / internship.
- 2 Achieve our FY23 charitable contribution target.
- 3 Identify collaboration opportunities with organisations to scale up the regeneration of biodiversity in the key markets we operate.

## End of 2024 Targets

- 1 Achieve our FY24 charitable contribution target.
- 2 Through collaborations achieve significant positive impacts on regenerating biodiversity.
- 3 Identify ways we can support, collaborate with and/or mentor businesses to improve environmental and social performance.





## Goal 2/2

To demonstrate that full transparency in a fashion supply chain is possible and use our position of influence to inspire others.



Impact

Transparency

The fashion industry does contribute significant harm to both people and the natural world and we believe that transparency is part of the solution.

SDG Alignments

Target 12.6



## Our challenges

- 1 We are reliant on the information and practices of others when assessing transparency and traceability.

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- 2 Global fashion supply chains are complex and historically transparency and traceability have not been prioritised.

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- 3 It is often difficult to trace our entire supply chain.

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- 4 Due to COVID-19, we currently have limited opportunity to visit our overseas suppliers in person.



## End of 2022 Targets

- 1 Allocate a team member to be in charge of managing our transparency impacts and projects.
- 2 Share this strategy with our staff and make it available publicly.
- 3 Update our website to ensure it holds all relevant information relating to our supply chain and operations and is easy to access and understand.
- 4 Produce a sustainability impact report<sup>6</sup>.
- 5 Develop and action a communications plan to competently and confidently communicate our sustainability performance.
- 6 Regularly provide internal updates on our sustainability measures / targets / initiatives.
- 7 Implement an internal communication framework so that all of our staff can feed ideas into our sustainability initiatives.
- 8 Trace 100% of our supply chain, including Tier 4 suppliers and share internally.
- 9 Investigate technologies to increase traceability of the fibres we use.
- 10 Actively engage with Fairtrade to understand their auditing process.
- 11 Incorporate a purpose statement (and mission lock provisions) into our company's constitutional documents.
- 12 Become B Corp certified.

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6. A Sustainability Report (sometimes called an Impact Report) is a detailed and comprehensive report that follows the GRI framework. It covers far more than just your progress through this strategy.



## End of 2023 Targets

- 1 Release annual sustainability strategy progress update<sup>7</sup>.
- 2 Publish all of our suppliers on our website, including addresses, the type of products made there, the number of workers at each site, and their last date of audit.
- 3 Investigate providing information to our customers around pricing transparency.

## End of 2024 Targets

- 1 Release annual sustainability strategy progress update.

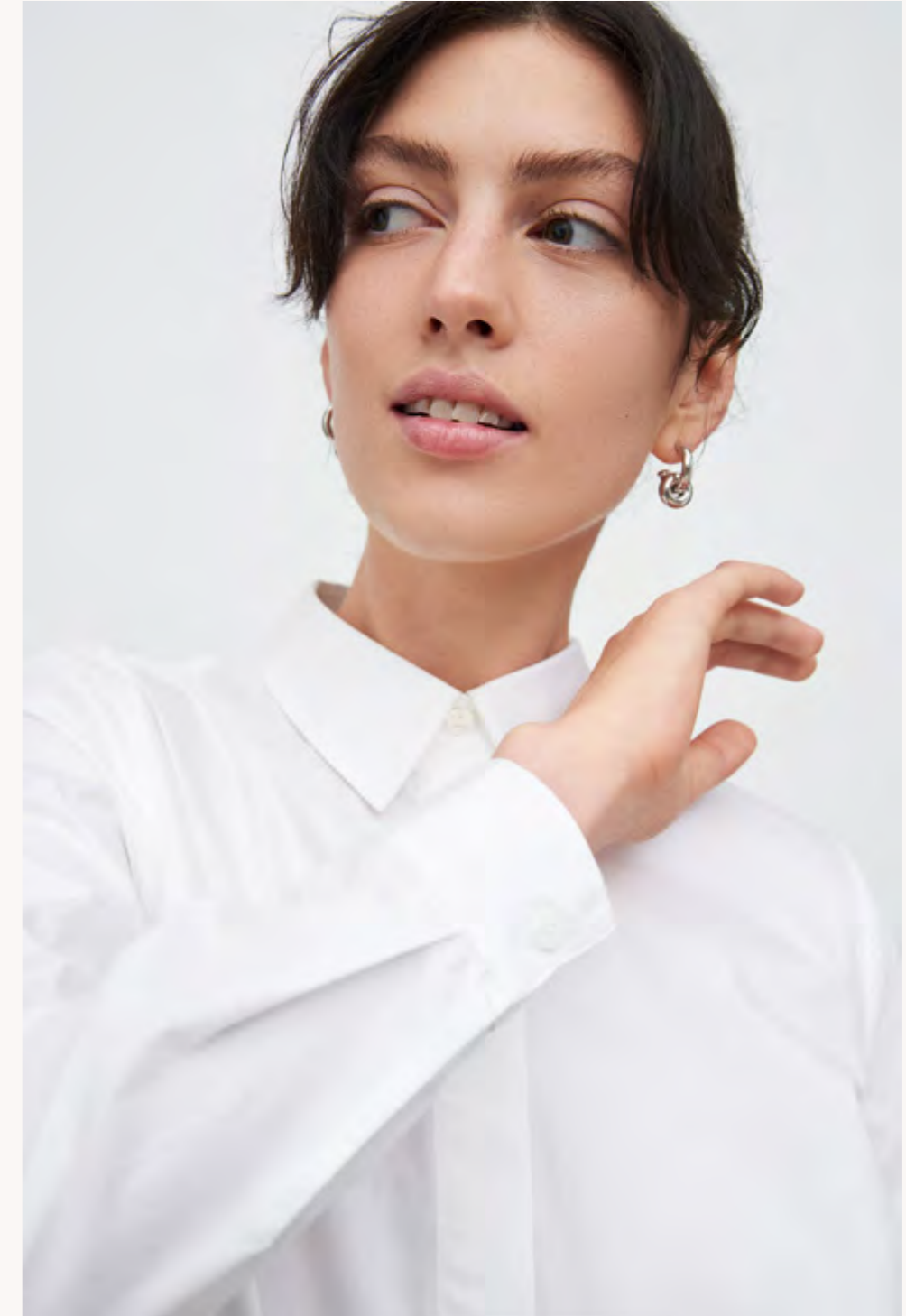
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7. A Strategy Progress Report is a simple report to communicate the progress you have made on your stated targets in this strategy.















# Appendix








## Appendix - SDG Targets We Have Aligned To

| SDG Target   | Logo  | Our Related Impact(s)                                  |
|--|---|--|
| 3.9 — By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination  |    | Water, Chemicals and Biodiversity                      |
| 4.6 — By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy   |    | Education  |
| 4.7 — By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development |  | Education<br>Community, Partnerships and Collaboration |
| 6.3 — By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally   |  | Water, Chemicals and Biodiversity                      |
| 6.4 — By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity  |  | Water, Chemicals and Biodiversity                      |

## Appendix - SDG Targets We Have Aligned To (continued)






| SDG Target   | Logo  | Our Related Impact(s)               |
|--|---|-------------------------------------|
| 6.5 — By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate   |    | Water, Chemicals and Biodiversity   |
| 7.2 — By 2030, increase substantially the share of renewable energy in the global energy mix   |    | Greenhouse Gas Emissions and Energy |
| 8.5 — By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value   |   | Working with Kowtow                 |
| 8.7 — Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms |  | Working with Kowtow                 |
| 8.8 — Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment  |  | Working with Kowtow                 |

## Appendix - SDG Targets We Have Aligned To (continued)

| SDG Target   | Logo  | Our Related Impact(s)                |
|--|---|--------------------------------------|
| 10.2 — By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status                       |    | Accessibility, Diversity & Inclusion |
| 10.3 — Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard |    | Accessibility, Diversity & Inclusion |
| 10.4 — Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality  |  | Working with Kowtow                  |
| 12.2 — By 2030, achieve the sustainable management and efficient use of natural resources  |  | Circularity                          |
| 12.5 — By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse   |  | Circularity                          |



## Appendix - SDG Targets We Have Aligned To (continued)

| SDG Target  | Logo  | Our Related Impact(s)                                  |
|---|---|--|
| 12.6 — Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle               |    | Transparency   |
| 12.8 — By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature                                   |    | Education<br>Community, Partnerships and Collaboration |
| 13.2 — Integrate climate change measures into national policies, strategies and planning  |  | Greenhouse Gas Emissions and Energy                    |
| 14.1 — By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution                      |  | Water, Chemicals and Biodiversity                      |
| 15.5 — Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species |  | Water, Chemicals and Biodiversity                      |



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