Jac+Jack

RESPONSIBLE DESIGN ROADMAP 2023-2026

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MISSION STATEMENT

To be a brand guided by integrity that empowers makers through our products, protects people through our procedures and respects our natural world.

We are committed to improving our practices within the pillars of sustainability and acknowledge this will be a continuous process of planning, taking action and reviewing for a better business and future. Jac & Jack's goals, objectives and policies in this area are being created in collaboration with sustainability consultancy <u>Sonzai Studios</u> and are internationally benchmarked through the United Nations Sustainable Development Goals for impactful progress. Our focus for the future includes measuring and reducing our environmental impact, expanding our dual-purpose partnerships and shifting to more circular methods of business.

INTRODUCTION

As a brand already involved in ethical manufacturing, responsible environmental practices and social initiatives, this Roadmap is a chance to further our intentions and build prosperity as a value-based business.

We have created tangible and achievable targeted goals to ensure long-term positive impact. We recognise sustainability is a pursuit, void of perfectionism and without a set destination, that requires many small steps and ongoing dedication.

This Roadmap is a work in progress, and as our business shifts and grows, it will be edited and updated. We are committed to full transparency in this process, so if you have any questions or comments please email: service@jacandjack.com.

UN SUSTAINABLE DEVELOPMENT GOAL PRIORITIES

In 2015, the United Nations General Assembly created 17 Sustainable Development Goals (SDGs) as a "blueprint to achieve a better and more sustainable future for all", with the aim to achieve these interlinked goals by 2030.

We have identified five key SDGs that best align with our areas of focus and impact, utilising these to inform our short, mid and long term goals:

- No. 12 Responsible Consumption and Production
- No. 17 Partnerships for the Goals
- No.13 Climate Action
- No. 5 Gender Equality
- No. 15 Life on Land











THE PILLARS OF SUSTAINABILITY

The pillars of sustainability are interlinked and work symbiotically together. Business initiatives often cross over into multiple pillars, but for goal setting and concise strategy creation, they are split up into sections. Not one pillar is more important than another, yet it is the view of industry experts that for strong sustainability, all initiatives actually sit within the environmental pillar. After all, without a healthy well-functioning planet, there cannot be healthy, happy people, communities or businesses. To outline our goals and initiatives we have chosen to split our areas of responsibility into:

Partnership, Planet and Prosperity

PARTNERSHIP

We believe our clothing can positively impact each pair of hands that helps to create it. Through symbiotic partnerships we not only create beautiful pieces, but partner for purpose through all of our creative endeavours. Our 'partnership' pillar encompasses initiatives that are focused on ethical production methods and acknowledge the human-centric sector of production supply chains. We believe that all persons involved in the production of our pieces should be empowered and protected through their work. We believe it is through working together that we will create the future we want for humanity and future generations. We work closely with our offshore suppliers & artisans, and have Tier 2 transparency across our production. Our initiatives within this pillar focus on further transparency, expanding our dual-purpose partnerships with artisans and contributing to rebuilding the Australian fashion industry.

Current Initiatives

View our current initiatives here.

Objectives

- 1. To strengthen our ethical frameworks and increase transparency across our supply chain
- 2. Expand our dual-purpose partnerships and programs
- 3. To contribute to the rebuilding of the Australian Fashion Industry

Goals

To strengthen our ethical frameworks and increase transparency across our supply chain.

We currently have an internal code of ethics that allows us to vet suppliers. This guarantees our suppliers share our values when it comes to issues like living wages, fair working conditions and ethical practices. We will create a formal Code of Conduct for our suppliers to sign, enhancing and solidifying our current agreements to industry and international standards. Although it is difficult to trace fabrics back to the raw material growing and processing phases, we are dedicated to reaching further transparency as we understand approximately 70% of a fabrics environmental and climate impact is done at this level.

Short-term (End of 2023):

- Create a formal Supplier Code of Conduct to implement across the supply chain.
- Commence mapping of the current transparency of our supply chain.

Mid-term (Mid 2024):

- Arrange meetings with all Tier 1 & 2 suppliers to explain the implementation of our Supplier Code of Conduct.
- Any new suppliers will sign our Supplier Code of Conduct.
- Complete the formal map of our supply chain.

Long-term (2024-2026):

- All Tier 1 & 2 suppliers sign our Supplier Code of Conduct document.
- Achieve 80-100% supply chain transparency across Tier 1, 2 & 3 suppliers.

Expand our dual-purpose partnerships and programs

We believe everything we produce is also an opportunity to empower and uplift others. Some of our product partnerships to date include our Chandroti India knitting program, West Bengal Indian towel weavers and dyers, and Papua New Guinea bilum bags. Moving forward, we would like to connect with local Indigenous creatives, artists, and social enterprises supporting the training and employment of women.

Short-term (End of 2023):

- Allocate a staff member to research and do outreach to expand our dual-purpose product partnerships.
- Create a timeline for approved dual-purpose partnerships, including ongoing projects and one-off products.
- Engage an Indigenous Australian consultant to better understand Culture and creative product partnerships.

Mid-term (Mid 2024):

- Commence 1 x Indigenous partnership.
- Research & collate potential local Social Enterprises to partner with in product repair or upcycling programs.

Long-term (2024-2026):

- Have ongoing partnerships with the local Indigenous community & artisans embedded into the business timeline and strategy.
- Support at least 1 x local Social Enterprise to support, empower, train and hire women in the garment industry.

UN SDG alignments:

No. 17 Partnerships for the goals:

Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.

No. 12 Responsible Consumption and Production:

Ensure sustainable consumption and production patterns.

No. 5 Gender Equality:

Achieve gender equality and empower all women and girls.

PLANET

The 'planet' pillar of sustainability acknowledges the intrinsic value of the environment. At Jack + Jack we design timeless, quality pieces, prioritise the use of natural low-impact fabrications and consider the environment in our overarching operations. Our future goals within this pillar focus on impact measurement, increasing the use of recycled materials, responsible use of natural resources, and a full lifecycle consideration of what we make.

Current initiatives

View our current initiatives here.

Objectives

- 1. To understand, measure & reduce our environmental impact
- 2. To design with the future in mind
- 3. Plastic reduction & avoidance
- 4. To support the regeneration of our planet

Goals

To understand, measure & reduce our environmental impact

We recognise the first step in reducing our overall environmental impact is to measure it. We will work with expert partners to map our footprint including the areas of CO2, energy, water, chemicals, and land use. Whilst we investigate the best partner for this, we will begin to reduce across the areas of our supply chain that we have decision-making abilities and will educate our suppliers on our goals and targets. We are aiming to align with the IPCC (UN Intergovernmental Panel on Climate Change) goal to halve GHG emissions by 2030.

Short-term (End of 2023):

- Investigate courier partners (such as DHL Go Green) who are using renewables.
- Move to renewable energy suppliers across warehouses and offices where possible.
- Investigate what current suppliers and factories are working with renewable energy, and start the conversations on the possibility of switches for those who are not.
- Create a plan to reduce energy use in offices and stores, including implementing timers, sensor lights, LED lighting for example.
- Create a new process in which all data stored by the company is 'cleaned' by staff
 every quarter. This includes the removal of files no longer needed and duplicates to
 reduce our online CO2 impact.

Mid-term (Mid 2024):

- Implement energy reduction plans for offices and stores.
- Implement a green wall or rooftop garden and composting at our Sydney HQ.

Long-term (2024-2026):

- Investigate external partnerships for environmental footprint calculation across operations and the supply chain.
- At least 50% of our suppliers use renewable energy in their factories and operations.
- Through reduction techniques reduce energy usage/bill for offices and stores by 30% by end of 2025.
- 100% of all items and resources needed for our offices, stores, photoshoots and any events are to be reused, recycled, upcycled or second-hand by 2025. This includes printer paper, window displays, signage and furniture.
- We will reuse and/or recycle 100% of all items and resources needed for our offices, stores and any events by 2026.
- Reduce our total GHG by 30-35% by 2026.

To design with the future in mind

True sustainability begins at the design phase. Creating products that are made from low-impact materials, recycled resources and certified sources is an important priority for the future of our collections. We acknowledge the focus needs to lie in the raw material farming & processing of our materials, where approximately 70% of the total climate impact occurs. We have been sourcing and prioritising better material choices since 2019, and look forward to increasing this along with continuing to champion natural fabrications moving forward.

Short-term (End of 2023):

- Research the environmental impact of trims such as buttons, zips and elastic.
- Create a preferred fabrications and trims list to inform designs and share with internal buyers.
- Source materials with recycled or regenerative content and add to the preferred materials list.
- Create a list of possible distribution channels to utilise leftover stock, fabrics and production scraps.
- All newly sourced fabrics to pass international chemical standards/certifications such as REACH or OEKO-TEX.

Mid-term (End of 2024):

- Increase recycled fabrications to be 20% of each collection.
- Source the most sustainable option available for trims and create a preferred trims list.

- Increase lower-impact fabrications to be 70% of each collection.
- Increase lower-impact fabrications to be 50% of total buy for each store.
- Cease designing with cotton that is not certified organic, carbon positive or recycled.
- Cease use of virgin oil-based fabrications such as polyester and nylon.

Long-term (2025-2026):

- 100% of cotton produced is certified organic, carbon-positive or recycled (will result from ceasing to design with it)
- Reduce mixed-yarn fabrications (which are impossible to recycle closed-loop) to be a maximum of 10% of each collection. When they are used, we will prioritise sourcing recycled mixed yarns.
- Increase recycled fabrications to be 30-35% of each collection.

Plastic reduction & avoidance

Since 2019, we have been reviewing and reducing our use of single-use plastic across the supply chain. This includes a redesign of our packaging suite and in-store displays such as switching laminated timber hangers to FSC certified birch. We understand plastic is used within the wider supply chain to protect fabrications, trims and garments from being damaged, and we are dedicated to finding suitable solutions where possible.

Short-term (End 2023):

• Review replacement of garment bags with more sustainable option.

Mid-term (Mid 2024):

- Review any single-use plastic in the current supply chain, and note areas for reduction and improvement.
- Research suppliers for alternatives to single-use production packaging.

Long-term (2024-2026):

• Implement our plastic avoidance and reduction standards of all current and future suppliers.

UN SDG alignments:

No. 12 Responsible Consumption and Production:

Ensure sustainable consumption and production patterns.

No. 13 Climate action:

Take urgent action to combat climate change and its impacts.

No. 15 Life on Land:

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

PROSPERITY

Prosperity for us is about building opportunities to put frameworks and funds in place for a better future and business. We see our business as a means to economically empower those we work with, be that artisan communities offshore, or local philanthropic programs for women. Our initiatives in this area focus on education, circularity and business model innovation.

Current initiatives

View our current initiatives here.

Objectives

- 1. To pursue greater circularity
- 2. To be an inspiring company to work for
- 3. To educate our customers

Goals

To pursue greater circularity

It is essential that the future of the fashion industry collectively shifts gears to a more circular economy. At Jac + Jack, we design for longevity through using quality materials and timeless design. This means our products are naturally geared to stay in circulation, but we would like to explore what new opportunities could enhance our circularity through new business ventures.

Short-term (End 2023):

- Investigate rental options and present to the business.
- Investigate options for the business to introduce second-hand purchasing and selling for our customers.

Mid-term (Mid 2024):

- Launch a second-hand channel for garments.
- Initiate 1 x new procedure or partnership channel for upcycling dead-stock.
- Launch repair initiative.

Long-term: (2024-2026)

• Launch rental.

TO BE AN INSPIRING COMPANY TO WORK FOR

We understand sustainability is an area of collective interest to our current and future staff. Diversity and inclusion is paramount and we will create more formal procedures around this as well as company standards by exploring B-Corp certification and hosting education sessions for our staff- inviting them to be active participants in the ongoing improvement of the business.

Short-term (End 2023):

Create a timeline of casual 'Responsible Design' education evenings for our staff.
 Sharing our current initiatives, future goals and launching our Responsible Design Roadmap.

Mid-term (Mid 2024):

- Investigate B-Corp certification.
- Include diversity and equality in our management procedure/approach and actively consider these aspects when hiring staff, especially for management positions.
- Include diversity and equality training in our staff onboarding and training docs.
- Host ongoing and regular education sessions for our staff.
- 100% of our staff are aware and educated on our sustainability initiatives and future goals.
- Our wholesale customer's service staff are well informed about our sustainability initiatives and future goals.

Long-term (2024-2025):

• Initiate external partner to start the process of B-Corp certification.

To educate our customers

Education is key for the future we want to collectively create. We are excited to share our initiatives and future goals with our customers. We will do this through transparency and sharing more information across all of our platforms.

Short term: (EOFY 2022-23)

- Externally publish our current responsible design initiatives.
- Externally publish our Responsible Design Roadmap.
- Create a communications plan around initiatives and sustainability milestones.
- Create a list of international initiatives that link to our own values that we can support moving forward.

Mid term: (End of 2023)

• Report on our sustainability goals and progress publicly and transparently.

- Solidify international initiatives to participate in (such as International Women's Day) and create communications to educate and celebrate what we are doing within that field.
- Create online and easily accessible education resources for our customers. For example how to improve the longevity of their pieces, garment care, repair, and responsible disposal of packaging.

Long-term: (2024-2026)

- Externally publish our Supplier Code of Conduct.
- Continuously and regularly report on our sustainability goals and progress publicly and transparently.

UN SDG alignments:

No. 12 Responsible Consumption and Production: Ensure sustainable consumption and production patterns.

No. 17 Partnerships for the Goals Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.