

modibodi[®]

Impact Report 2022

We design Life-Changing Apparel for all bodies and *all leaks*.

Founded in 2013, Modibodi® is Australia's original leak-proof apparel brand. Designing underwear, swimwear, active wear, maternity wear and reusable nappies to replace disposable products, we offer a sustainable solution for all of life's leaks. From periods, to incontinence, discharge, breast milk leaks, sweat and more.

People trust our products and love our brand because we celebrate real people, real bodies, real stories and real products that work. We change people's lives for the better – and we believe our products are better for the planet too. We embrace people of all shapes, sizes, ethnicities and abilities, and we celebrate all bodies for what they can do. Game-changer, right?

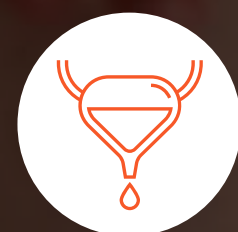
We are the leading brand in Australia and the United Kingdom for all things leaks. Our product range includes: Modibodi®, Modibodi Teen, Modibodi Family (Baby, Kids and Maternity) and Modibodi Men. All our products have been scientifically tested and proven to absorb fluid and control leaks, and it's all thanks to our patented technology.

Modibodi is leading the way when it comes to sustainability and social impact. We have strong commitments and projects to reduce our environmental impact and use our business as a force for good. We're helping to reduce period poverty through education, product donations and supporting charity partners.

OUR EXPERTISE



Periods



Pee



Perspiration



Pregnancy

2022 AWARDS



Best Sustainable Period Brand



Green Fashion Brand - Finalist



Advancing Social & Environmental Impact - Brand Recognition



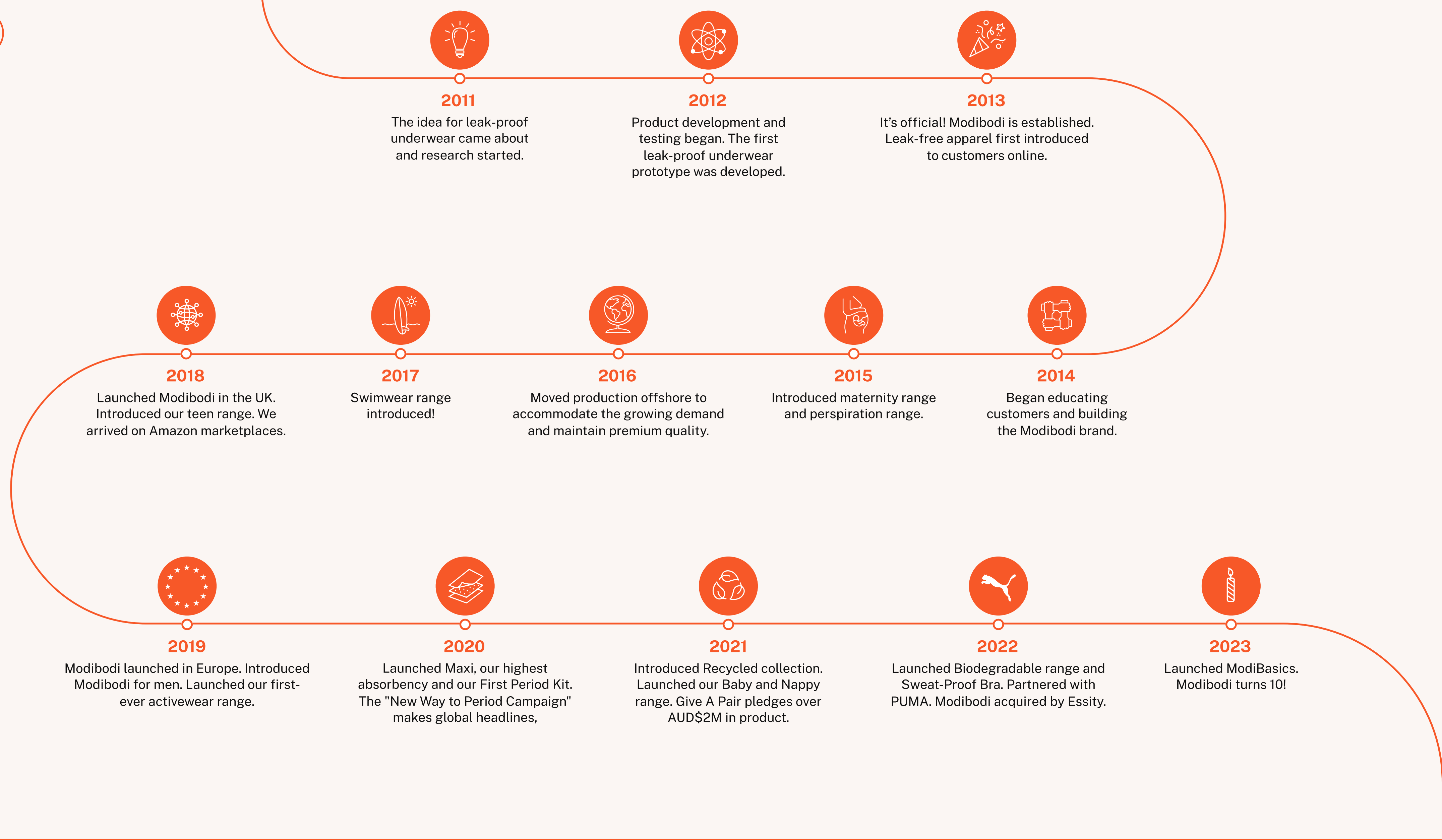
Sustainable Hero Winner

Acknowledgement of Country

Modibodi acknowledges the Eora, Wangal and Birrabirragal People of the Darug language group, the Traditional Custodians of the land on which our head office is located. We also pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

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Timeline





Letter from our CEO

Modibodi has grown rapidly over the last ten years from an idea to a start-up, to an established global brand with operations in Australia, New Zealand, UK, and Europe. In our inaugural Impact Report and our tenth year of operation, we are proud to share our initiatives, commitments, and progress.

Modibodi's founder, Kristy Chong built Modibodi as a purpose-led business with the goal of creating reusable absorbent apparel products. We pride ourselves on being a brand that uses innovation to improve comfort for all bodies, and we are committed to creating positive impacts for society and the environment. We do not believe it is a coincidence that we have earned the #1 brand position in Australia and UK with our differentiated products and brand purpose.

2022 was a significant year for us with some key wins and changes. Kristy Chong sold the business and passed the baton to Essity - a global hygiene and health company, ranked as one of the 100 most sustainable companies in the world by S&P. Essity's purpose strongly aligns with our commitment to be a brand that puts people and the planet at the core of our thinking. In 2022 we launched one of our biggest brand collaborations with PUMA. The PUMA x Modibodi period active range challenges the stigma of menstruation in sport and provides solutions for people experiencing their period to continue actively participating in exercise and sport.

As part of our social impact strategy, we donated over 45,000 pants to global partners who distribute them to school students, women and girls facing homelessness and fleeing domestic violence, and people experiencing period poverty.

Reflecting on Modibodi's achievement over the past ten years we are extremely proud of the innovation, foresight and hard work to successfully challenge the status quo and establish a leading global brand in absorbent apparel. Based on consistent feedback from our customers the solutions that Modibodi provide are "life changing" in terms of comfort and performance.

We are grateful for our team, present and past for their passion, input and dedication to progressing innovative products, an agenda to drive period equality, breaking taboos and raising awareness for crucial issues around menstruation, menopause and incontinence. We are also very thankful for the fantastic, long-standing partnerships we have with our customers, distributors, suppliers and partners, who support our purpose and our vision to change the world, one bodi at a time.

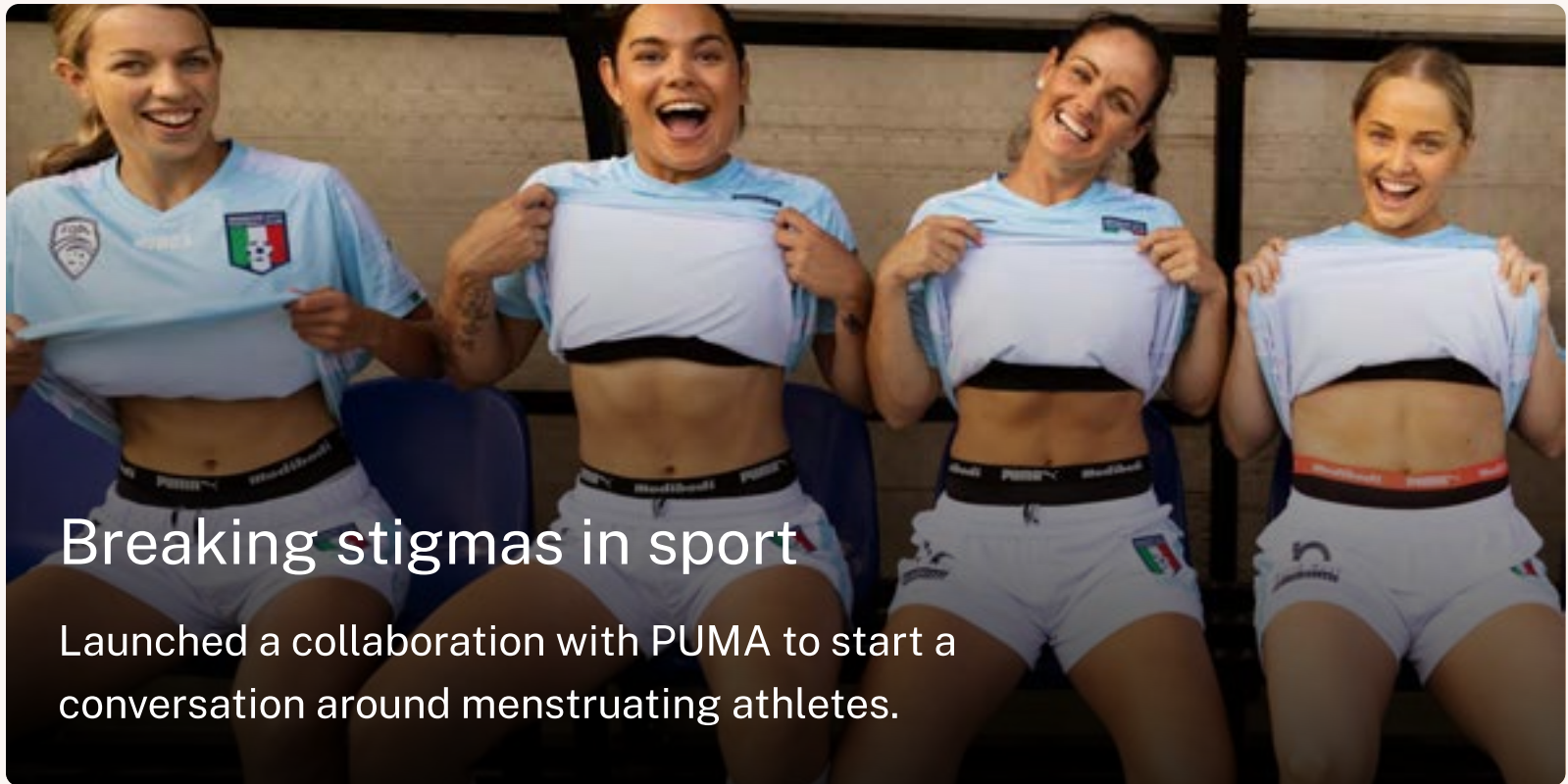
It has been an honour and privilege to accept the baton from Kristy and to lead the Modibodi business in its first year of Essity ownership, and I am confident that that Kerry Cusack, our newly appointed Executive Director, with the Modibodi team will continue to take Modibodi to new heights.

Caitlin Patterson

*Acting CEO, Modibodi and Executive Director -
Consumer Goods, Essity Australasia*

Highlights

Impact we
are proud of



Breaking stigmas in sport

Launched a collaboration with PUMA to start a conversation around menstruating athletes.



Recycled Pairs Project

Commenced and completed the first period underwear recycling pilot in Australia.



Living Wage Analysis

Assessed wages for 80% of Tier 1 suppliers. Garment worker wages were within a 2% range as per the Anker methodology guide.



Donated 45,000 products

Collaborated with charities to donate period underwear globally to progress period equality.



Life Cycle Assessment

Conducted LCA for an additional four gusset types, building on product LCAs to understand environmental impact against tampons and pads.



Carbon Neutral Range

Partnered with C2Zero to offset emissions of a seasonal product range.



Gender Neutral Range

Launched a new range to celebrate gender diversity and all people who menstruate.



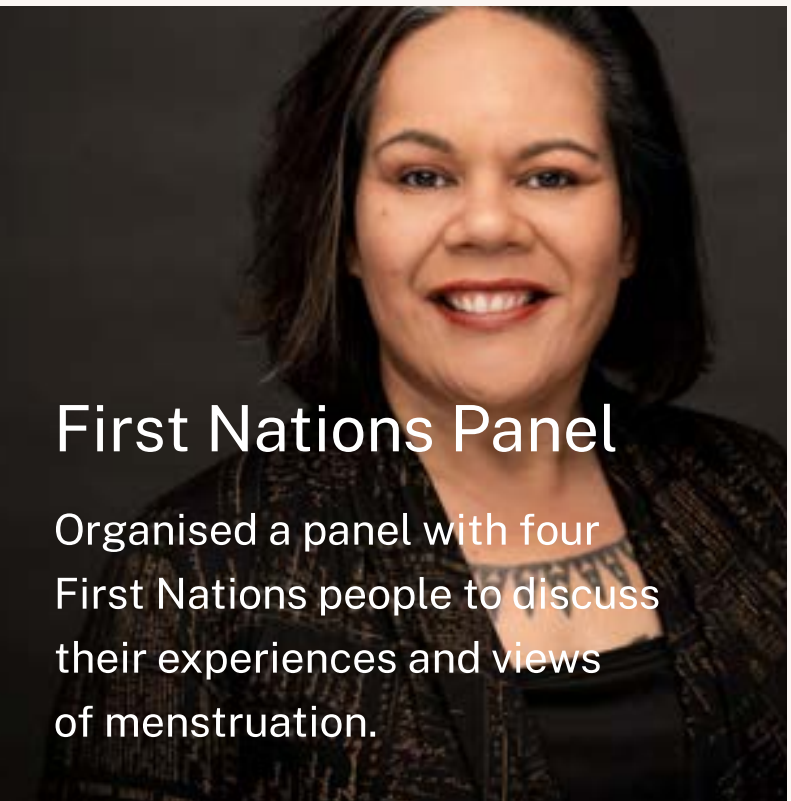
Incontinence Range

Expanded product offering to include greater absorbency in our incontinence range, helping people live with dignity and comfort.



Carbon Audit

Mapped our office and Tier 1 suppliers' footprint creating a baseline for Scope 1, 2 and 3, to inform an emissions reduction plan.



First Nations Panel

Organised a panel with four First Nations people to discuss their experiences and views of menstruation.



Got the GOTS

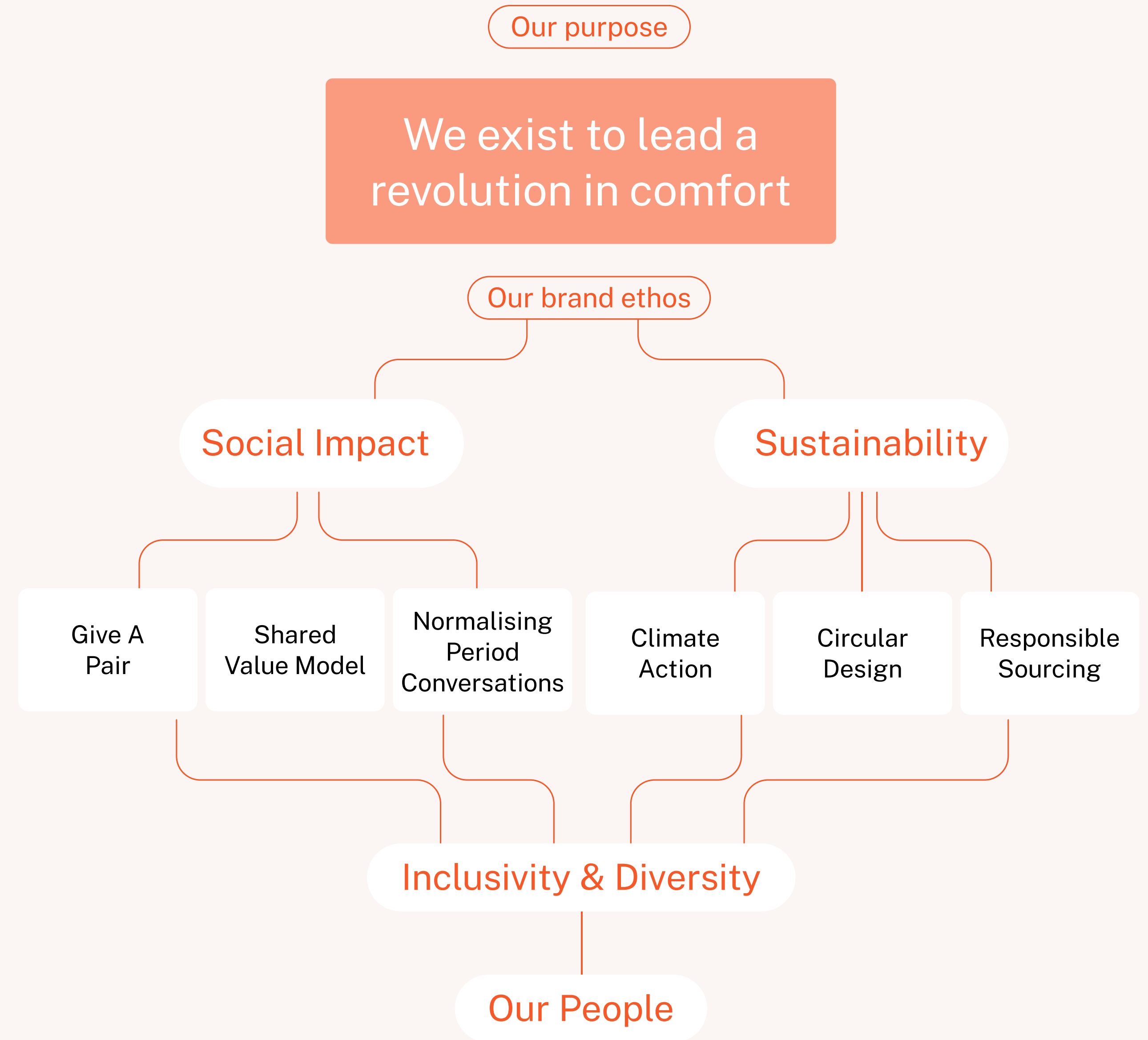
Gained brand level Global Organic Textile Standard (GOTS) certification for all our organic cotton products.



Partnership with 20k England schools

Launched our Social Impact B2B Model with the UK Government and PHS Group to provide students free access to period pants.

We break down barriers, challenge the status quo, and champion uncomfortable conversations around *periods, incontinence, breastfeeding, sweat and more*.



Our People

Our employees are at the heart of our business. Their passion and commitment to *our purpose* is what truly drives our growth and achievements.

OUR COMMITMENTS

We offer all staff 10 days of Menstruation, Miscarriage and Menopause Leave a year.

Our team will commit 400 volunteer hours by 2025.

We ensure our workplace is safe, respectful, inclusive and supports growth and wellbeing.

We offer flexible work options, including a hybrid WFH model.

Our People

Knowledge building

We nurture a culture of knowledge and are big on sharing and imparting. Throughout the year we offer staff subject expert sessions to deepen their understanding of topics related to our business and customers.

Our talks included:



My Vital Cycle Menstrual Education with Felicity Roux, School of Public Health, Curtin University.



Incontinence and Continence At All Life Stages with Sonya Meyer, Continence Specialist Nurse Education.



Childbirth, Post-partum Prolapse and Incontinence Lived Experience with Stephanie Thompson.



Gender, Language and Representation with Twenty10, provides peer to peer support for LGBTQIA+ folk.



Menopause and Hormones with Dr Jana Pittman.



of our senior leaders are women.



of our total staff are women.

Menstruation, Menopause and Miscarriage Leave (MMM)

We launched our paid MMM Policy, and we're proud to be one of the few Australian companies to acknowledge menstruation in the workplace. This policy provides options for staff on days when physical or emotional symptoms may make it difficult to be at work or in the office.

Reconciliation Action Plan (RAP)

As an Australian company we believe in taking action to advance reconciliation with the Aboriginal and Torres Strait Islander peoples to build relationships, respect and opportunity. RAPs are a tool for organisations to connect and support development. We now fall under the Essity RAP framework. Currently we are working with our parent company on staff training and contributing our insight into the formulation of a RAP strategy.

Social Impact

We're proud to be making a *positive impact* through our products and campaigns.

OUR COMMITMENTS

We support menstrual equality conversations to drive openness and understanding of the full menstrual cycle; menarche to menopause.

We donate a minimum of 50,000 bundles of pants a year through our Give A Pair program.

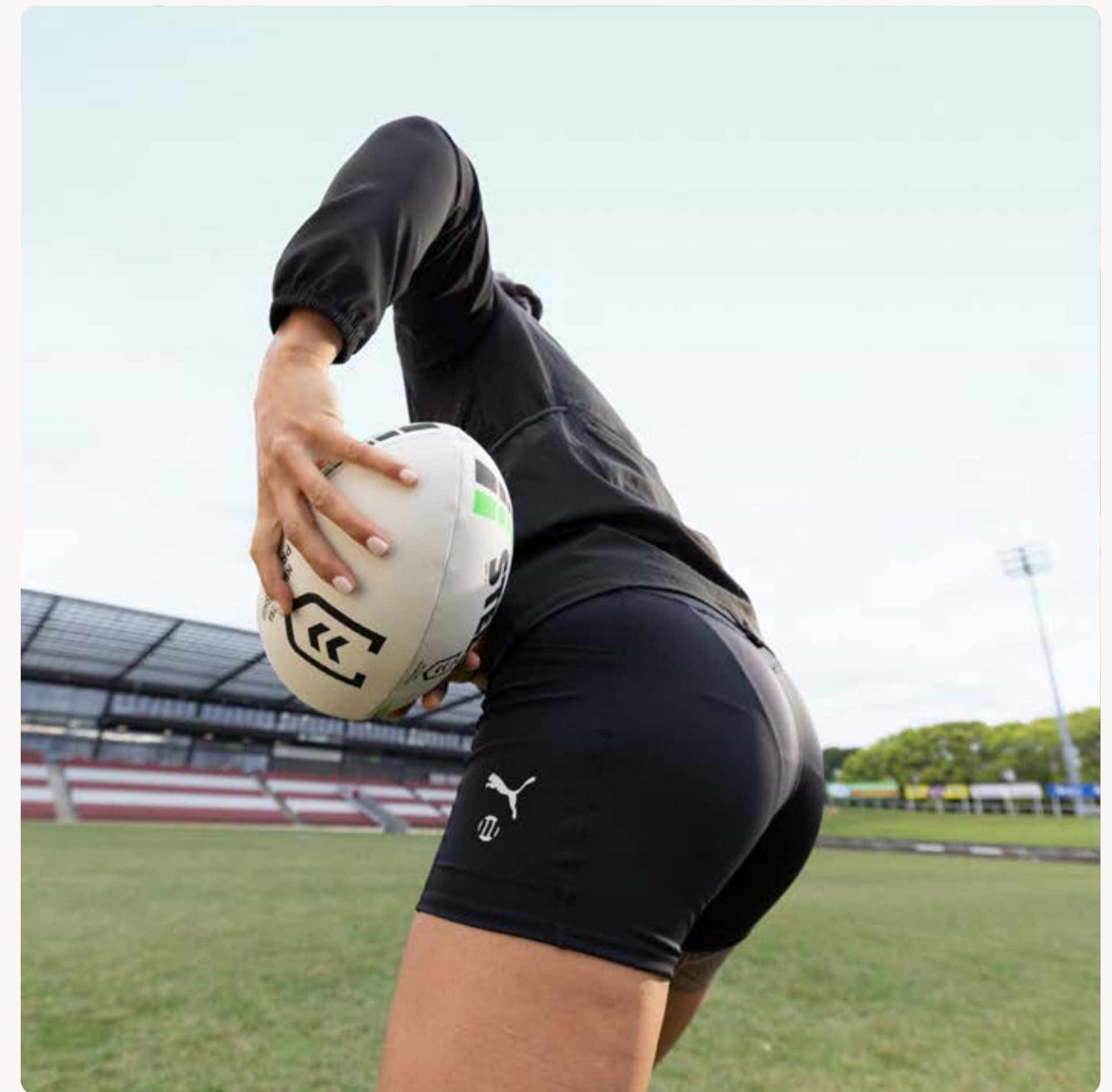
We celebrate diversity and demonstrate inclusion by showing real women in our campaigns and product offerings.

Social Impact

Starting the conversation

Period stigma is still prominently felt on the sporting field and the archaic narrative of ‘sitting out when you have your period’ is still dominating the conversation. This is making young girls choose to leave sports when they hit puberty.

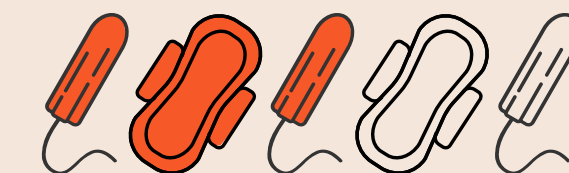
We partnered with the global sports brand PUMA, to create a collection of period activewear and start an important conversation around playing sport on your period. Our product gives all people who menstruate the confidence to play on the sporting field without the anxiety of leaks and stains.



Our global survey found that...

3 in 5

skipped sport as a teen due to fear of leaking or revealing their period.



think periods are stigmatised or seen as shameful in the world of sports.



3 in 4 have never discussed their period with their coach

Sharing diverse conversations and experiences



The Red Tales Podcast

A podcast with teens about the stuff no one dares to share. No judgements: just real, honest tales about teen-hood today.



First Nations experiences

We sat down with four First Nations people to discuss their experiences and views of menstruation within the Indigenous Australian, Māori, and Native Hawai'ian communities. The panel challenged stereotypes and provided hope for a way forward for culture to be part of a conversations starter.



All bodies, all leaks

As a brand that caters to all bodies, and all leaks, diversity and inclusion are at the heart of everything we do. We believe and portray body positivity across all our social channels and campaigns. Embracing all ethnicities, abilities, ages, orientations and sizes.

Shared Value Model

The Shared Value concept developed by Harvard Professors Mark Kramer and Michael Porter describes how businesses can create solutions to social and environmental problems. A Modibodi Shared Value Model aims to solve the lack of access to leak-proof products for those in need by delivering a low-price option, specifically for NGOs to donate to the communities they serve.

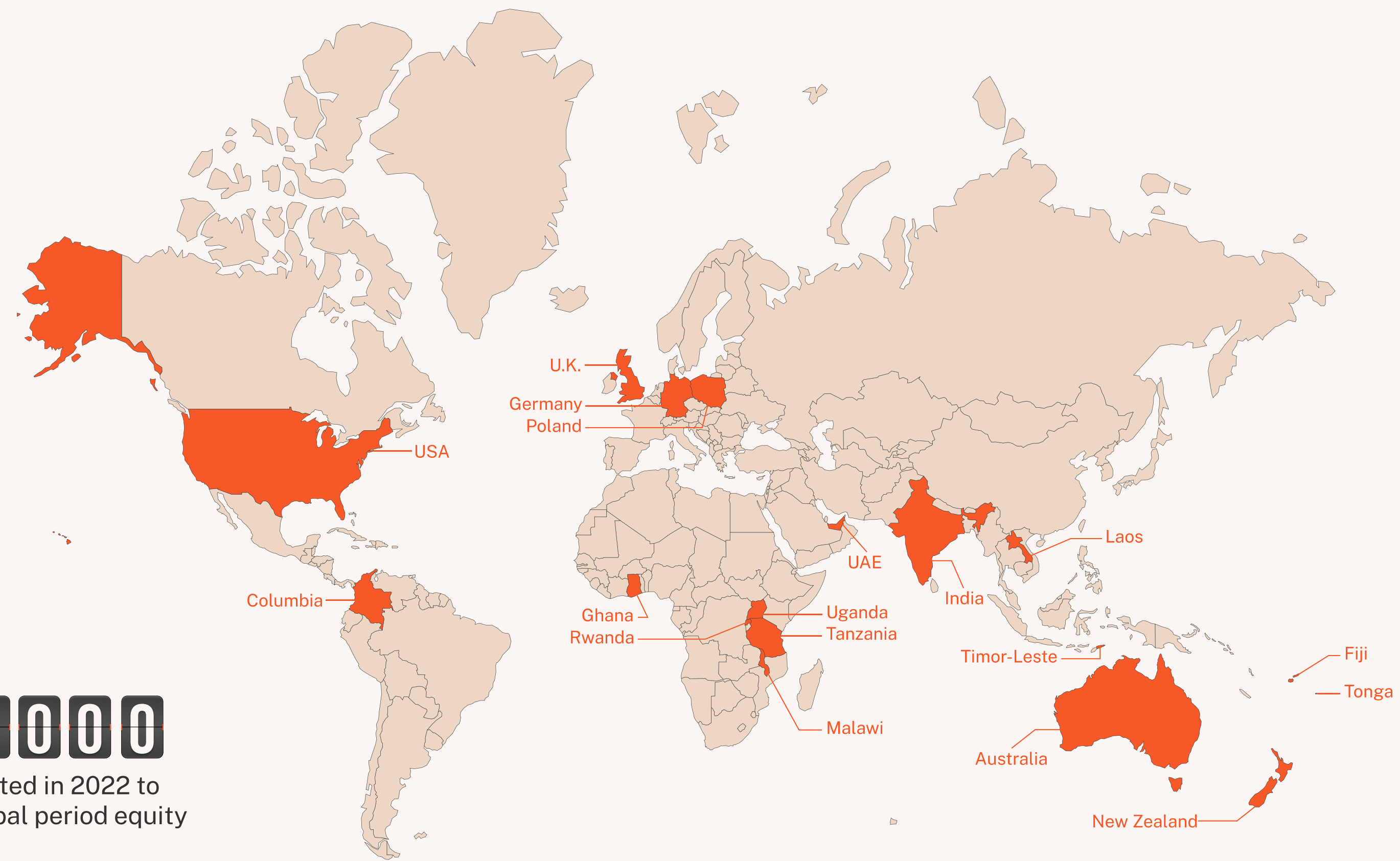
Our first partnership with Women's Health Tasmania and the Undies Project saw significant benefit for women in Hobart winning the State Government Award: Tasmanian Community Achievement Award for Sustainability. We also worked with PHS Group, the UK Government supplier for the free period product program supporting 20,000 English schools and institutions.

Give A Pair

This is our flagship community led program, and the generosity of our customers is the force behind its growth and success. **We raised \$185,492 in donations.** These funds along with our additional funding allowed us to **donate 45,000 products** and support product distribution and education via our global partners. We thank our partners for their continued work to ensure we get reusable period and incontinence products into the hands of those who need them most.

45.000

pairs donated in 2022 to improve global period equity



Partners

AU and NZ

- Period Place
- Support the Girls
- Thread Together
- The Good Box
- Plan International Australia
- Women on Country

UK

- Irise International
- Bloody Good Period
- Freedom for Girls
- Plan UK
- In-Kind Direct

EU

- Kulczyk Foundation distributed via the Period Coalition Poland to refugees fleeing Ukraine
- UNHCR

Global South

- Malawi
- Ghana
- Rwanda
- Tanzania
- India





Case Study

Plan International Australia and the Laos Government initiative

Modibodi and Plan International Australia donated **22,000 pants** to **2,000 female students in 15 schools** in Houn District, Oudomxay Province.

Wrapped in an education program endorsed by the Laos Government, our pants were part of a WASH project that delivered an ongoing solution for students while also addressing the lack of waste disposal options in the area.



“Distribution events, like the Modibodi packs, are a great way to get the conversation started to normalise periods. Some women and girls have misconceptions about menstruation and reproductive health – an important part of our work is to break these taboos. During such events, we explain to girls that having your period is a natural and normal thing that happens every month – you can eat what you want and do activities as you would normally.”

-Manivanh Phetsalath, Project Manager - Adolescent Projects, Plan Laos

Partner stories: Australia

The Good Box

Supporting homeless women with beautiful personal care boxes and Modibodi period underwear bundles.

Women on Country

We collaborated with Dr. Nina Lansbury, from The University of Queensland, and Ms. Minnie King, an Indigenous businesswoman and co-founder of Women on Country, to support their work in Weipa, far north Queensland. The team conducted Indigenous student menstruation workshops to inform research on health outcomes. Ms. King believes that access to information and education on menstrual health – for both men and women, boys and girls – is integral to improving community health outcomes.

“To have thirty-odd years of menstruation - that's a huge chunk of your life, especially if you're Indigenous in this country, where the life expectancy is so, so short compared to a non-Indigenous person. Generally, for your adult life, you'll have your period almost to the end.”

-Ms. King



Partner stories: UK

Irise International

We distributed 3,000 bundles to 3,000 people through the Irise Train the Trainer workshops, ensuring the network of local organisations understand and could teach, how to use and care for reusable underwear.



Partner stories: UK

Freedom for Girls

Our partner organisation's CEO, Bettina Leslie was recognised for her incredible dedication to ending period poverty with a Member of the Order of the British Empire (MBE) from King Charles III.

"It's an honour to be recognised for my work. This award is not just for me but gives a voice to everyone."

-Ms. Leslie

Plan UK

The Champions of Wales program supported 400 girls, many who had experienced homelessness, been in the care system, were at risk of exclusion or falling into the criminal justice system.

"The pants are great for our girls living in a hostel as it is cheaper than having to buy tampons every month."



Partner stories: India

I Am Woman

I Am Woman is a project led by students from La Trobe University and CERES global, which distributed 500 underpants in the rural parts of India to women and girls. A survey from recipients found a positive and empowering benefit.

“I can go to school while I have my period and not worry about leakages.”

-Swati, aged 16



Partner stories: Special Partner

Hoxton Industries

Our donation programs are only made possible with the support of a team of like-minded suppliers. Hoxton Industries provides meaningful employment to people who face barriers to mainstream employment. They help us prepare and bundle unused stock for donation.



Climate Action

Climate change is one of the
defining issues of our time.

OUR COMMITMENTS

95% of our freight is delivered by ship, instead of air.

We're looking into customer offset for delivery-related emissions by end 2023.

We plan to set a 5-year fibre transition strategy to meet our natural/recycled Material Standard.

Climate Action

As a product-creating business, we play an important role in reducing greenhouse gas (GHG) emissions and aligning to global goals to keep climate warming below 1.5 degrees. Our primary focus is to find emission reduction opportunities within our supply chain by working with our Tier 1 suppliers, freight and logistics and warehousing. This is supported by our fibre choices.

Our annual carbon audit helps us track our emissions and progress towards net zero. In 2023, our strategy will be aligned to match or exceed our parent company Essity's broader goals of an 18% Scope 3 emission reduction by 2030 and net-zero by 2050.

Carbon Audit

We completed our second carbon audit calculating Scope 1, 2 and 3 emissions. Due to differing audit periods from a financial year to calendar year, we will use 2022 as our baseline year. The table highlights our key areas:

Emissions tracker	FY 2021	CY 2022	Progress
Total emissions	6840.53 t CO2-e	6,839.69 t CO2-e	Our CY2022 sales were higher than FY2021, but our emissions remained stable.
Scope 1	0.00 t CO2-e	0.00 t CO2-e	Remained unchanged.
Scope 2	401.74 t CO2-e	0.64 t CO2-e	Significant reduction due to the shift to carbon neutral energy for our HQ operations.
Scope 3	6438.79 t CO2-e	6,839.05 t CO2-e	We have managed to keep our emissions low even with growth in our business. Either through reduction mechanisms or carbon offsets, the increases in sales and logistics have been balanced.

Scope 3 has our highest emissions, coming predominantly from marketing, inbound and outbound freight, and professional services. Emissions associated with marketing are more complex to manage as they fluctuate according to the boundaries set, cost per acquisition and media channel.

In 2023 our focus is to understand how we can support supplier emission reduction and examine our choice of suppliers, particularly our professional service providers. Currently, the availability of renewable energy for manufacturing in China is limited, working with our suppliers on transitioning to energy efficient equipment and processes to reduce energy use, is an opportunity to explore.

Scope 3 emissions = 6,839.05 t CO2-e		CY 2022
Goods & Services	Marketing	4,145.56 t CO2-e
	Professional services	810.21 t CO2-e
	IT services	68.96 t CO2-e
	Other services	15.72 t CO2-e
Inbound & Outbound Freight		1,498.56 t CO2-e
Upstream & Downstream Leased Assets (manufacturing, warehouses)		253.13 t CO2-e
Others (indirect energy, waste disposal, travel & commuting)		46.94 t CO2-e

Figure shows Modibodi Scope 3 category emissions

Our Progress

- Modibodi HQ is powered by 100% carbon neutral energy.
- Maintained 90% sea freight shipping which is approx. 30% lower carbon emissions than air freight.
- UK warehouse transferred to 100% renewable energy.
- Invited professional service suppliers to develop their GHG emission plans and highlighted our goal to prioritise suppliers with emission reduction targets.
- Staff trained to understand their carbon footprint. Our Carbon Footprint quiz is available for all on our website (a free 2-min carbon calculator quiz).

Lifecycle Assessment (LCA)

We conducted several LCAs to understand the environmental impact of our products to inform our fibre, design and supply chain choices. We examined three key products – a bamboo viscose pant, a recycled nylon pant and a breast-feeding singlet, along with four gusset absorbencies (including a vegan and non-vegan options).

The results were compared against single use disposable tampons and pads. The study considered only the gusset for comparison as it performs the equivalent function to disposables.

The peer-reviewed results from the study show Modibodi reusable gussets have superior environmental outcomes and lower carbon emissions than single use disposable equivalents. Our results confirm:

Two years of use

A Modibodi gusset has **33% to 59%** lower GHG emissions as compared to equivalent tampons and pads.

This LCA data is based on four gussets (stitched within MB pants - being washed and reused) in comparison to equivalent pads or tampons.

Four years of use

A Modibodi gusset has **63% to 77%** lower GHG emissions as compared to equivalent tampons and pads.

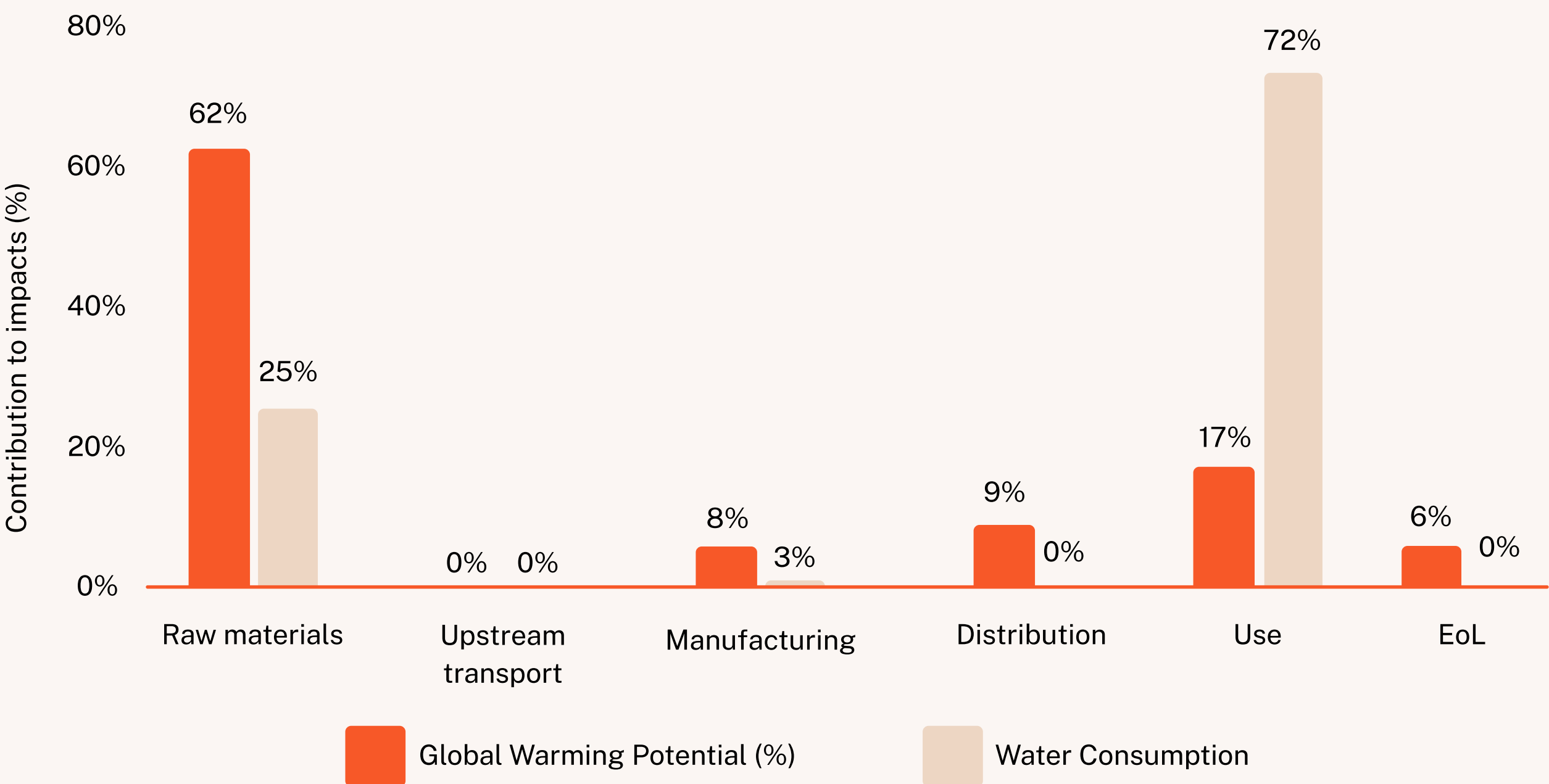
This LCA data is based on eight gussets (stitched within MB pants - being washed and reused) in comparison to equivalent pads or tampons.

Customer education

The LCA for our recycled nylon seamfree pant presented some interesting findings:

- Raw materials and processing are the most significant contributor to carbon emissions (62%) and the second highest contributor to water use (25%).
- The customer use stage is the largest contributor to water use (72%) and second highest contributor to carbon emissions (17%).
- Manufacturing and distribution stages account for 3-9% of the carbon and water impacts.

Impacts across product stages



The results serve as input into our circular design principles. Fibre choices play an important role in emission reduction in the production and use phase, particularly when durability and longevity of the product is considered.

By following our product care instructions, of washing in cold water with a full load and then hanging to line dry, customers can improve the overall environmental outcomes of the product.

The environmental impact of our product depends on the number of times it is worn. If a pair of underpants is worn once, 100% of its impact is attributed to that one wear. However, if an underpant is worn multiple times, the impact is spread across many wears. We test the efficacy of our absorbent gusset to 100 washes.



Pretty
powerful
pants
by **modibodi**™



Case Study

Carbon Neutral Pants

Last year we launched our first Carbon Neutral Range, starting a conversation on products and their carbon emissions. We partnered with an Australian start-up C2Zero, who purchase carbon emission allowances within global emission trading schemes to permanently remove emissions from the atmosphere. Using data from our LCA for a recycled seamfree underpant, we were able to lock away 2.4kg CO2-e emissions for each pant sold using C2Zero’s program.

While our first step is to reduce emissions via our fabric and supplier choice, this campaign explored an option to offset where we could not reduce. The campaign provided space for a carbon conversation with customers, and demonstrated the power that consumers have through their purchasing choices.

Circular Design

About 80% of a products' *environmental impact* is determined at the design stage.

OUR COMMITMENTS

We send zero products to landfill including customer returns.

Our product card sleeves contain 100% Forest Stewardship Certification (FSC) recycled content.

We're aiming for 80% recycled cardboard in all freight packaging by 2025.

We're aiming for 80% protective plastic in freight packaging recycled by 2025.

We're piloting a recycling returns program in AU and will explore the same in the UK by 2025.

In 2023 we will outline a 5-year transition pathway for our fabrics to a higher level across all products.

Circular Design

By focusing on fibre choices, waste and processing techniques, we can design for environmental impacts. Our Sustainability team along with our Product and Innovation team collaborate to ensure we focus on design improvements through durability, performance and most importantly, sustainable product principles.

Renewable sources

Materials that are naturally occurring, derived from a renewable source, durable, high quality and 100% biodegradable. Preference is for materials farmed using regenerative practices.

Circular

Either natural or synthetic, that can be kept in use at their highest value through a *technical cycle* that reuses/recycles the material or a *biological cycle* that returns the material back to the soil as nutrients.

Socially responsible

Materials that have been produced by people who earn a living wage and can sustain a safe, dignified, decent standard of living.

Responsibly processed

Fibres have been processed into fabrics with **minimal environmental impact** considering chemical inputs, water usage, energy use, waste, pollution creation and biodiversity.

Traceable

Materials and production processes are traceable through the supply chain back to raw material production. Recycled inputs must be checked as feedstock input (pre- and post-consumer).

Fibre	Revolutionary	Superior	Great option	Phasing out
Cotton	Certified recycled	Certified organic, Fairtrade, Better Cotton Initiative (BCI), Australian Cotton	High quality, traceable	Low-quality, untraceable
Wool	Regeneratively grown non-mulesed or recycled	Traceable non-mulesed	Non-mulesed	Untraceable
MMCFs	Recycled textiles or next generation (agricultural waste)	Canopy Green Shirt Producer & FSC certified	FSC certified	Untraceable
Synthetics		Global Recycled Standard (GRS) certified recycled	Recycled	Virgin synthetic
Trims	Bio-based elastic	Certified recycled metal, lace, buttons etc.	Recycled metal, lace, buttons etc.	Virgin synthetic

Based on this Standard, we map our material use and transition. Transitioning a performance product is a lengthy process as it requires products to be refit, and as necessary, lab tests rerun to meet our leakproof absorbency standards. Our fabric mix consists of five types of fibres accounting for 94% of our fabric by volume.

MB Material Transition	MB Fabric Percentage		2022 Status
	2021	2022	
Revolutionary	0%	0%	Unchanged
Superior	39.4%	49.4%	Progress
Great option	18.1%	22.2%	Progress
Phasing out	42.5%	28.4%	Progress

Packaging

Product packaging is an opportunity for us to make choices that have a direct influence on environmental impacts. We are very proud to be part of Canopy's Pack4Good campaign towards sourcing next generation alternatives to conventional packaging. We have implemented our Canopy Package4Good policy in the procurement of paper products and MMCFs, including a focus on the redesign and reuse of cardboard shipping boxes.

Our current products are packaged in a cardboard sleeve or box that are FSC certified and made from a minimum of 75% recycled paper and can be recycled after use. Additionally, we use compostable mailer satchels from Grounded packaging for direct to customer deliveries. Our suppliers use recycled cardboard boxes to ship our products to our warehouses, these boxes are recycled locally.



Waste prevention

As a reusable apparel business we know that while we design for longevity, once the product has finished its useful life there will be textile waste.

With a commitment to zero landfill, we divert clean, unused, returned, end-of-line products and samples via donation. Products are washed to activate technology and bundled into donation packs and delivered to NGO partners, providing an option for those who may otherwise have no menstrual product option available. Damaged returns or samples are recycled.

Waste Prevented

Units	KGs	GHGs
Unused returned/ sample stock: 27,967 units	= 2,237 kg of potential waste given a second life through donation	= 7,829.50 kg GHG prevented
Post-consumer Recycled Pairs: 1726 units	= 131 kg post-consumer pants given a second life through recycling	= 458.50 kg GHG prevented

Case Study

Recycled Pairs Project

Whilst period underwear provides a fantastic reusable alternative to single use disposables, once a product has served its purpose, it is a textile waste product. The end-of-life (EoL) pathways for absorbent underwear are limited, as it is generally not accepted for recycling, and repair is not an appropriate option. This means that the overwhelming majority of underwear is landfilled or incinerated.

We piloted the Recycled Pairs Project in Australia, to find an EoL pathway for Modibodi customers' used underwear. The lack of textile recycling and perceptions around hygiene presented challenges and rich learnings:

- Customers were willing to join the pilot.
- Underwear can be successfully downcycled.
- Textile recycling is a small industry in Australia, needing investment and innovation to support different products.
- All returned products were clean and dry.
- Most people wear their Modibodi underwear for 2-3 years.

We partnered with UPPAREL, to mechanically shred our Modibodi underwear into fibre for insulation and compressed acoustic paneling.

Textile recycling and other EoL options play a vital role in addressing the problem of textile waste. We support the Australian Fashion Council's newly created National Clothing Product Stewardship Scheme Seamless, as a textile circularity roadmap.



The Recycled Pairs Project

Responsible Sourcing

Our suppliers are a crucial part of our business, and we *take pride* in our longstanding supplier partnerships.

OUR COMMITMENTS

100% of Tier 1 suppliers have a third-party verified Sedex, WRAP or Higg Index audit by 2024.

Trace 70% of our supply chain to Tier 4 by 2024.

Living wage analysis of at least 90% of Tier 1 suppliers.

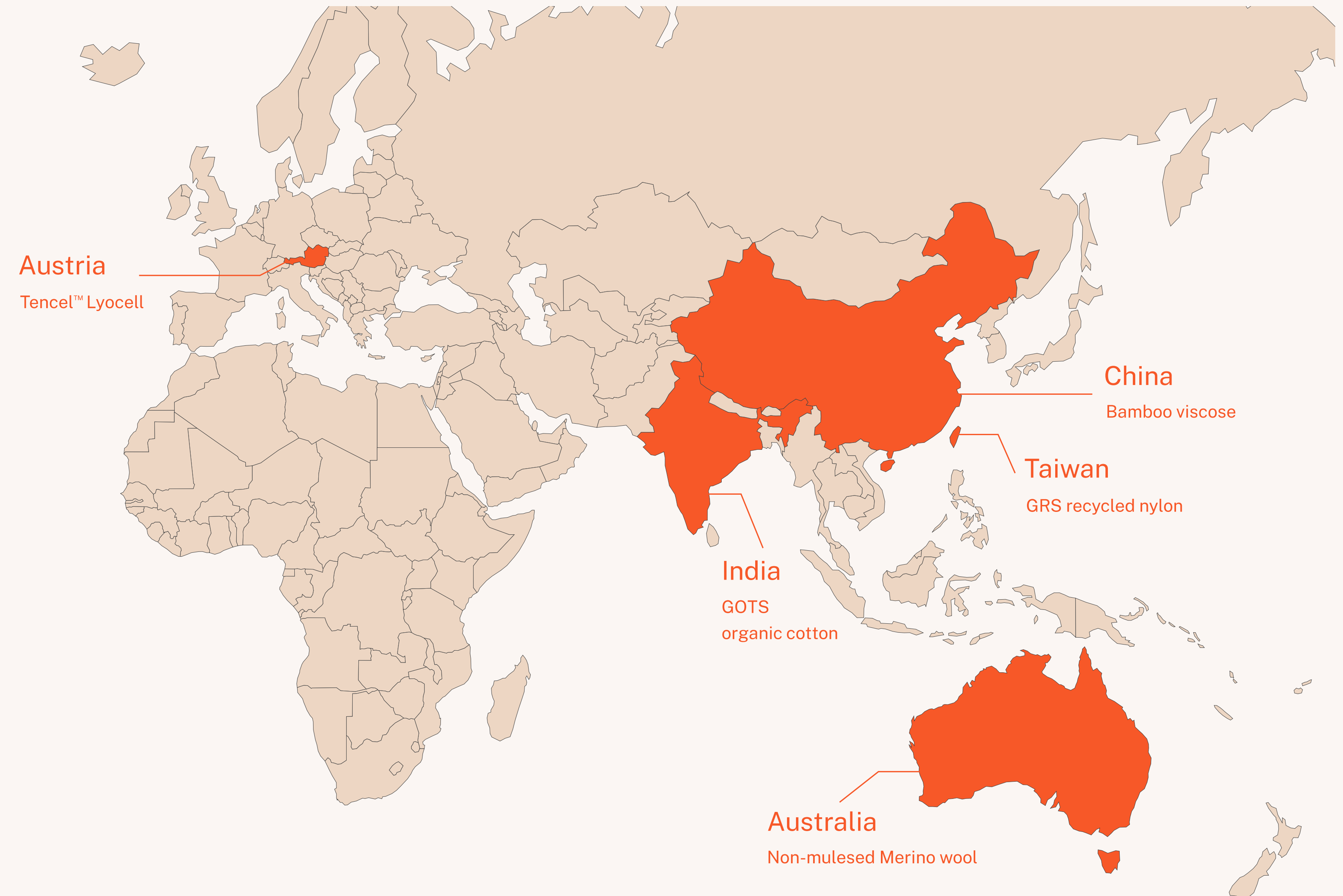
Supply chain management

In 2022, 70% of our Tier 1 suppliers completed third-party audited ESG reports. We assessed our suppliers against the Sustainable Apparel Coalition Higg Index and Sedex SMETA to monitor environmental performance, including energy use, GHG emissions, water use, wastewater, waste and chemical management. Along with social performance including workers' rights, facility conditions, child labour, wages, health and safety, and transparency.

As part of our commitment to our key suppliers we share the cost of auditing, which has allowed us to move them to more robust systems and increase their knowledge in the process of key environmental and social principles which they can share with others.

We also traced 75% of our fabrics back to the company, country or region of raw material production.

Source countries of our raw materials



Modibodi certifications

Modibodi and our relevant Tier 1 suppliers maintain Global Organic Textile Standard scope certification. Achieving certification to the brand level was a significant piece of work for us and supports our ability to maintain a high level of social and environmental compliance with our cotton products.



Supply chain and modern slavery

Modibodi supports and adheres to the Modern Slavery Statement published by our parent company Essity, which meets the reporting requirements of the Australian Modern Slavery Act 2018 and UK Modern Slavery Act 2015. Our parent company reviews and publishes our group modern slavery statement annually. We follow these guidelines to remediate human rights and modern slavery issues through our policies, procedures, supplier management and other systems relating to our supply chain.





Case Study

Living Wage Analysis

The welfare of our garment workers is paramount to our manufacturer relationships. We undertook a living wage assessment of Tier 1 facilities covering 80% of our production. A living wage should be earned in a standard work week (of up to 48 hours) and be sufficient to afford a decent standard of living for a worker and their family. This includes food, housing, healthcare, clothing, education, transportation, energy and water. It also includes some money that can be put aside for unexpected events.

To understand living wage, we calculated the prevailing wage of the lowest paid workers using the most up-to-date living wage estimate from the Global Living Wage Coalition (GLWC) Anker Methodology.

The data from wages and non-production related benefits were analysed through a prevailing wage calculator and compared to the GLWC living wage estimate. Our calculations were undertaken with the support of a living wage external expert, these results are currently being verified by third party to verify our results.

Our current analysis showed that the prevailing wage paid to the lowest paid workers in our Tier 1 suppliers was within a 2% range of the GLWC living wage estimate for the region in which the factory is located.

Modibodi will complete a prevailing wage analysis for at least 90% of our Tier 1 suppliers in 2024 with a verified partner.

modibodi®

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