



Outland Denim Impact Report

July 2021 - June 2022

OUTLAND DENIM

Acknowledgement of country

In the spirit of reconciliation, Outland Denim acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

A Letter From James

Our 2022 Impact Report, reflecting a year of hard work and unwavering dedication from our team, comes as we navigate yet another challenging year for our company, our customers, our staff and the shareholders who carry the financial risk of our current and future success as a sustainable fashion brand.

Covid-19 and its impacts continue to reverberate around the world, not least within global supply chains. At Outland Denim, we are not immune to such impacts. Our costs have increased as demand for our denim products stagnated due to store closures resulting in losses to the wholesale arm of our business.

Just when we thought the tide had turned and the world was returning to a post-Covid version of normal, Russia's invasion of Ukraine caused the world to spin once again, sending another set of shockwaves across global supply chains.

As a result, fashion retailers have been cautious, and after a rather optimistic bout of "revenge spending" and lockdown induced online shopping (notably on loungewear, not denim), customers who are not buying from Shien have been watching their discretionary spending dollars.

Logic would suggest that those who are most conscious about their clothing, like Outland Denim customers, are also most intentional about their discretionary spending. This may always be the catch-22 for sustainable fashion brands: our customers are a thoughtful cohort of world changers. However, these same people are also less likely to trade down to fast fashion and will continue to seek out investment pieces to put them in good stead for an uncertain future.

What does this all mean for a company like Outland? Survival.

The new climate of caution has meant that our sales projections missed the mark just as our costs of doing business increased (for example, in 2021, cotton prices rose to an average of 40% higher than in 2020)¹. As a result, we humbly concede that we haven't been able to meet some of the bigger ambitions we had set for ourselves in past Impact Reports (see our Goals section to see the detail on this). We have reluctantly but necessarily held sales on our garments. We have cut back costs, reconciled our ambitions with our current capacities, and reassessed where we are going and why in order to tackle the future on more sure footing: one in which the world is intricately connected via social media, supply chains and the shared pain of climate change.

Despite paying a living wage, we have been unable to provide our Cambodian staff with the overtime hours to which they had become accustomed just as inflation ate into family incomes. This has meant that some of the people previously benefiting from employment with Outland Denim have gone on to pursue alternative wage making options. While exit interviews with a sample of staff have helped us to understand some of their choices, we are unable to monitor the movements of everyone. But it's our hope that every single person who comes to work with us has benefited in some way from doing so.

For all these challenges, it's also important to zoom out and celebrate what we have been able to achieve in spite of this period. All of our directly employed staff have continued to receive a living wage; we were able to facilitate life giving health interventions; 62% of staff reported a growth in their sense of achievement; 40% reported a growth in their leadership skills; 80% reported a growth in positive mental health; and 39% received a promotion.

¹ <https://www.iisd.org/system/files/2023-01/2023-global-market-report-cotton.pdf>

To think about the backgrounds that some of these team members have come from, and the things that they have experienced, I am so proud to see this impact. Yes, money is key, education is key, employment is key, but to know that we have helped people improve how they think about themselves - there is no greater metric.

Take Horng, aged 28, who in the 12 months prior to our latest staff survey got married, bought a house and paid off a debt to her parents. She has benefited from learning new skills in financial management, literacy, human rights, women's health and self defence, and has increased her overall financial security. One day she hopes to own her own business and land in the countryside. We can't forget that hopes and aspirations are universal but that we are only able to imagine a better, brighter future when our basic needs are met - when we are not struggling or simply surviving.

Outside the positive impact on an individual or company level, we had other reasons to celebrate in 2022, too: to see why, visit our highlights pages.

What does the future hold?

To create a real, scalable impact we can't do it all ourselves: we have been stretched almost beyond our limits. To this end, we have diversified our operations to welcome other brands into the fold, manufacturing their garments from our two facilities. This has given us the opportunity to offer more work to those in need and to "share the economic burden of care", so to speak. These brands also share our perspective on the need to address the socio-ecological impacts of the garment industry.

It is not cheap to do things the right way. As fashion journalist Rachel Deeley has noted, "Better materials, lower-impact manufacturing and ensuring decent conditions and pay for garment workers all come at a cost."² This speaks to the fundamental idea that brands and retailers must partner with manufacturers around the world to bring about real change on the factory floor from both a sustainability and social perspective. We will continue to invest into our people, producing sustainable apparel that our customers love, and pursuing R&D projects for a cleaner operation overall.

If you or a brand that you know would like to examine how manufacturing partnerships can bring about tangible social change, we would love to hear from you. We also ask that you join us in sharing about our work, our brand and our impact as you go about your lives: it does make a difference.

I would like to take this opportunity to publicly thank our staff for their dedication under duress: they have shown exceptional character and sacrificed their own needs and wants for the greater good. It's one thing to be on board when times are good but quite another when they are not.

Our Impact Report is our record of the past, our roadmap to the future, and our social contract with you, our customers, retailers, shareholders, industry associates and staff. So we value and welcome your feedback by contacting freedom@outlanddenim.com.

Thank you,

A handwritten signature in black ink that reads "James". The signature is stylized with a large, sweeping loop at the beginning and a cursive script for the rest of the name.

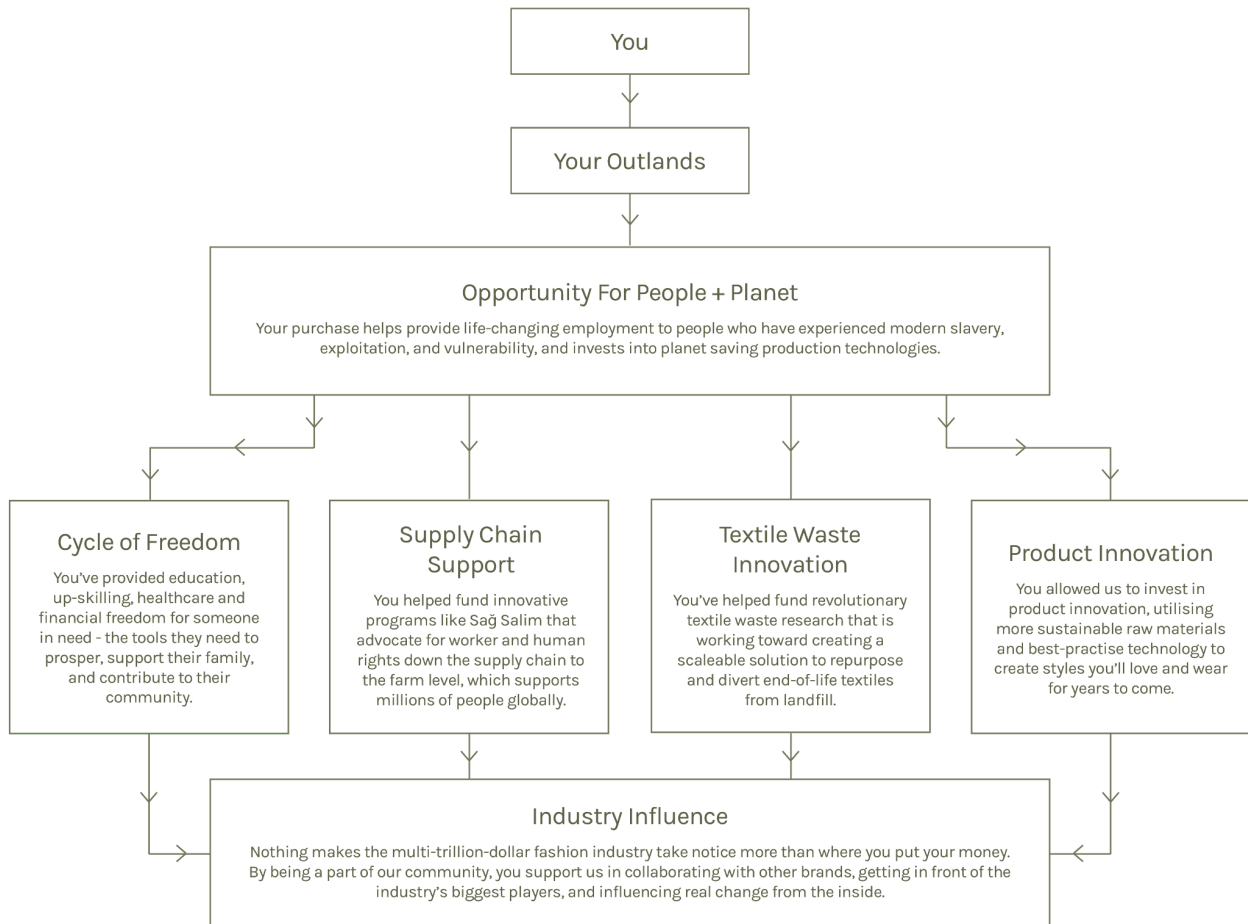
James

² <https://www.businessoffashion.com/articles/sustainability/what-a-recession-could-mean-for-sustainable-fashion/>

Contents

2	A Letter from James
5	Your Positive Impact
6	The 2022 Highlights
7	The 2022 Lowlights
8	How The Outland Denim Model Works
9	Our Social Impact
9	Our Team
10	Our Social Impact At A Glance
10	Measuring Social Impact: The Outland Vulnerability Index
12	Making Inroads - Education, Literacy & Training
13	Our On-Site Medical Centres
13	Sağ Salim: Amplifying Worker Voices At The Farm Level Through Technology And Collaboration
16	The Ecology of Outland
17	Good For Humanity: How And Why We Do Good Denim
17	People
19	Planet
21	The Outland Way
22	Opportunity
22	Training
22	Education
22	Progress Not Perfection
23	Our Products
24	Supply Chain Due Diligence & Traceability
27	Our Supply Chain
31	Our Environmental Impact
31	Our Environmental Impact At A Glance
32	Our Emissions
33	Raw Material Breakdown
39	Product Innovation: Coloured By Earth
39	Welcome To The Wash House
40	The Tech Tour
40	Ozone Washing
40	E-Flow
40	Laser
40	Zero Harmful Chemicals
40	Using Technology To Reduce Chemical Use
41	Our Outlandish Goals
41	Goal One: Eradicate Modern Slavery
41	Goal Two: Transform Fashion Industry For Good
42	Goal Three: Become Planet Positive
43	Our Goals: A Deep Dive
44	Product Design
45	Marketing and Influence
48	Economic
50	Circularity
53	Social Impact And Supply Chain
61	Environment
65	Our Awards And Certifications

Your Positive Impact Flow



The 2022 Highlights

In 2022 Outland Denim was awarded the Common Objective Leadership Award and named a B Corp Best For The World Honouree in the area of Community. We were also named a finalist in the World Justice Challenge for our involvement in the Sağ Salim program. Outland Denim Founding CEO James Bartle and R&D Product Development Manager Serhat Şen were named finalists in Rivet50's "Most Influential In The Denim Industry." Here is what we also achieved...

<p>93% Natural Fibres We increased use of natural fibres to 93%. That's an 8% increase in natural fibres and 8% decrease in synthetics year-on-year.</p>	<p>39% Team Promotions 39% of our Cambodian team received a promotion, and 40% reported growth in their leadership skills.</p>	<p>Staff Cancer Screenings 90.5% of Cambodian team members were tested for cervical cancer for the first time, 89.5% of team members learnt about cervical cancer for the first time.</p>
<p>237 Education Hours 237 hours of upskilling and education in areas including personal finance, languages, health, and self defence were provided to our team.</p>	<p>Tackling Textile Waste Successfully progressed to the commercial testing stage of our innovative textile waste program, demonstrating that in a lab and in a small commercial pilot we can use this technology to eradicate textile waste.</p>	<p>200% Increase In External Production Opened our manufacturing facilities to other brands, expanding our business and therefore our positive impact while influencing the fashion industry for good.</p>
<p>36% Reduction In Brand Emissions Across areas that the brand has control over (scope one and two) as well as those we indirectly contribute to (scope 3).</p>	<p>6.46 MILLION The annual audience reach of our Sağ Salim communications program in Türkiye in partnership with PSG, Bossa, Nudie.</p>	<p>7.9M Our estimated media impressions. Helping us reach new, humanity-loving customers while pushing 'sustainable' fashion further into the mainstream.</p>

The 2022 Lowlights

Just as we reflect on the year's highs, it's just as critical that we reflect on and share with you the areas where we can do better, fell short of our own expectations or regrettably missed the mark.

26.2%

Attrition in Cambodian staff numbers, which coincided with a reduction in overtime hours* after two years of sustaining our workforce through Covid-19. Exit interviews with a representative cohort of outgoing employees found that 46% left to relocate for family reasons, including to care for loved ones or find work in their hometowns, 15% left to start their own businesses, and 15% for personal or family health reasons. This speaks to the transient nature of the Cambodian garment workforce, and the strong familial ties within Cambodian culture, particularly for women. The representative cohort represented 40% of all outgoing employees. It is Outland Denim policy to notify NGOs of any formerly vulnerable staff leaving their positions to flag for follow-up.

"During my four years of employment I learnt many new styles and got knowledge from the library to share with my family. I think I will take the leadership skills with me to lead myself and my family. Before working here my family had many troubles in life. But now I have saved some money from my employment here to pay for my kids' insurance every year and take them to study at private school. My experience at Outland taught me to work like a team. Everyone can share ideas and help each other. I would like to say thank you so much to the team in Cambodia and Australia who support us so much. I will never forget Outland Denim."

- Outgoing staff member Long Polin, business owner, employed 4 years at Outland Denim

What is attrition?

Staff attrition refers to the loss of employees through a natural process, such as retirement, resignation, elimination of a position, personal health, or other similar reasons. With attrition, an employer will not fill the vacancy left by the former employee. While we hope to provide a work environment that is desirable to be in and contributes to the thriving of all parties touched by our impact, we do not force or coerce staff to work with us. Staff are free to put in their notice when they decide to move toward a preferred employment option for them and their families (for many staff, working at Outland is a means, not an end). *There is no forced overtime at Outland Denim; overtime hours are voluntary and capped at two hours per day in busy production seasons in keeping with Cambodian law.

17% of staff are still classified "high risk" to vulnerability

Vulnerability is at the root of exploitative behaviour such as modern slavery, an injustice that affects an estimated 49.6 million people globally**. To support these people is the reason we exist. However, while 83% of staff are now classed as low or medium risk to vulnerability, 17% continue to be high risk. Covid-19 has exacerbated risk factors globally. Read more about our Vulnerability Index further into our Impact Report. **<https://www.walkfree.org/reports/global-estimates-of-modern-slavery-2022/>

Worker welfare at the farm level in Türkiye

Workers down the supply chain at the farm level are struggling to make ends meet and are falling into debt as their low wages do not keep up with ballooning costs. Late wages, low wages and the rising cost of living are the primary issues on their minds. Discrimination and lack of opportunity for education were also identified as areas of concern, revealed through our Sağ Salim program. Read more further into our Impact Report.

How The Outland Denim Model Works

We all deserve the opportunity to create a better life for ourselves, our families, and our children. Sadly, not everyone has this opportunity. Outland Denim exists to create a cycle of freedom for the people it directly employs.

<p>Vulnerability and Exploitation</p> <p>Vulnerability is at the root of exploitative behaviour such as modern slavery, an injustice that affects an estimated 49.6 million people globally.* This vulnerability to exploitation can cause negative generational cycles, including a lack of access to education and healthcare, poverty wages and debt, to persist within families and communities.</p> <p>To support these people is the reason we exist.</p> <p>* https://www.walkfree.org/reports/global-estimates-of-modern-slavery-2022/</p>				
<p>3rd Party NGOs</p> <p>We partner with NGOs that work with individuals who have experienced modern slavery. These organisations support survivors in identifying a career they would like to pursue. Where there is availability in the Outland team, those interested in the garment industry are matched with us at Outland.</p>				
<p>Opportunity</p> <p>Opportunity is the key to resolving systemic issues individuals face, and key to supporting them holistically.</p>				
<p>Upskilling</p> <p>Over 2-3 years trainee staff gain a deep knowledge in the areas of cutting, finishing and sewing.</p>	<p>Financial freedom</p> <p>Team members have the opportunity to earn a living wage to cover necessary expenses, discretionary items and savings for the future.</p>	<p>Education</p> <p>Staff receive education in health, human trafficking awareness, self defence, financial management, Khmer, English, and digital literacy. Staff also have access to two on-site libraries.</p>	<p>Healthcare</p> <p>Team members have access to our on-site medical centre which offers healthcare, health education and an anonymous support hotline.</p>	<p>Career Growth</p> <p>Some of our original team members now lead their departments. We're not about leading our team in Cambodia with a western lens. Local leadership is absolutely critical.</p>
<p>Team Consultation</p> <p>Periodic team consultation to measure the impact of the model, and to identify key education, upskilling and health topics team members are interested in to inform future programs.</p>				
<p>Freedom</p> <p>Our ultimate goal is to see our team members become authors of their own futures: to send their children to school, to care for their family, to have a safe home, and even leave the Outland team to follow another dream if that's what they want to do. No matter their future, so long as they have the freedom to choose.</p>				

Our Social Impact

At Outland Denim, we believe no one should be exploited in the making of your clothing. In fact, we believe that fashion can be the answer to crucial social change: creating a cycle of freedom rather than exploitation.

“When I start with Outland, I am a sample sewing but because I am working hard, the manager promoted me to become technical leader. While working here I can help my youngest sister to go to school with my wage and support my grandmother who was 83 years old.”

- Champei, Outland Denim staff member, July 2022

Our Team - Location and Gender Breakdown*

Location	Female	Male
Australia	66%	34%
Kampong Cham	91.5%	8.5%
Phnom Penh	63%	37%
Cambodia Management Team	67%	33%

* As of June 2022

Our Social Impact At A Glance

<p>100% of Outland Denim staff continued to have the opportunity to receive a living wage.</p>	<p>39% of Outland Denim Cambodia staff received a promotion.</p>	<p>77% of staff report having adequate time with their family in an average week.</p>
<p>91% of staff received a wage increase.</p>	<p>25% of wage increases were based on exceptional performance.</p>	<p>237 hours of education and training given to staff (4.6 hours/week).</p>
<p>80% of staff reported growth in positive mental health.</p>	<p>74% of staff reported growth in work ethic.</p>	<p>62% of staff reported growth in sense of achievement.</p>
<p>40% of staff reported growth in leadership skills.</p>	<p>89% of staff report feeling safe at work. 7.2% were unsure.</p>	<p>98% of staff know how to share a grievance or concern. 82% feel confident or very confident to speak up about a concern.</p>
<p>82% of staff who have debt say that the debt has decreased in the past 12 months, and 85% are making regular repayments on their debt.</p>		<p>19% of staff have made a financial investment in the past 12 months.</p>

Measuring Social Impact: The Outland Vulnerability Index

In order to determine whether Outland Denim is having a positive impact on the lives of people who have experienced or are vulnerable to exploitation, we measure the vulnerability levels of staff at the beginning of their employment with us and six months later.

An annual impact assessment, including vulnerability criteria, is then conducted with staff who have remained in our team. This gives us insight as to the effectiveness of our holistic employment model, education programs, wage sufficiency and additional variables impacting the overall wellbeing of staff and their families.

This year's Vulnerability Index represents 21 staff in total* who have been with us for 6 months or longer and who completed an onboarding survey, our 2021 impact survey (after 6 months' employment or more) and also our 2022 social impact survey. The methodology for the 2022 assessment is consistent with our 2021 data collection.

The data tells us that:

76.2% of staff were in the high or extreme risk categories on commencement of employment with Outland Denim, reducing to 14.3% in 2021: there has been no change to the high and extreme risk category in 2022.

Our survey suggests that factors contributing to ongoing high risk include: debt, being a sole income earner for the household, and a lack of social and psychological support.

However, of 18 continuing staff who tested high or extreme for vulnerability in our 2020 survey, **83% (15) are now classed as low or medium risk**, which is encouraging; **17% (or 3 staff) continue to be high risk**.

This suggests that there is a small cohort of continuing staff who continue to display high levels of risk despite their employment with Outland Denim. Addressing these risk factors requires individualised approaches to intervention (a singular intervention strategy does not fit all), and an acknowledgement of the multidimensional nature of vulnerability and its pernicious persistence in some cases. It also speaks to the idea that while social impact business may be a conduit for change, there are limitations therein. A high degree of personal cooperation and responsibility, in addition to social or family support, is also necessary to create results that truly benefit the individual.

As noted by Winrock International (with USAID, Elevate), "...the complexity of an individual's vulnerability cannot be captured in its entirety in measurement approaches that seek to determine vulnerability factors applicable to a group of individuals. Limitations of vulnerability measurements need to be accepted and accounted for when informing interventions."³

*This cohort represents 25% of total surveyed staff for 2022 and 23% of our total Cambodian staff population as at June 30, 2022.

Our Vulnerability Index methodology will undergo review prior to the publication of our 2023 Impact Report. If you would like to view our current methodology please make a request via freedom@outlanddenim.com.

³ Measurements of vulnerability to human trafficking: Literature review to understand current approaches and identification of further research needs, October 2021
<https://winrock.org/wp-content/uploads/2022/02/Asia-CTIP-ELEVATE-Lit-Review-20211208.pdf>

Making Inroads - Education, Literacy & Training (Learning While Earning)

According to the International Labour Organization, “people may be excluded from accessing and participating in lifelong learning and skills development for a wide range of reasons, including structural, individual and community factors. This leaves them vulnerable in the labour market to many forms of exploitation that still prevail today.”⁴

As part of the broader Outland Denim mandate to offer opportunity to those who are vulnerable to modern slavery, our in-house education program, designed to accompany skill development, covers all manner of topics designed to strengthen staff capabilities, buttress against social shocks such as health care crisis and unexpected unemployment, and enrich lives through fostering a love for lifelong learning and capacity building.

Of our staff (excluding management) 51.39% have completed secondary schooling 7-10yrs (46% of these female staff); 33.3% primary schooling (28% of these female staff), and 5.56% secondary 10+ (4% female).

Over the past year, our staff have participated in 237 hours of paid education and training, an average of 4.6 hours per work week. These trainings offered broadly under “Industry Hours” (upskilling for the manufacturing industry) and “Educational Hours” are designed to build individual capacity and resilience, and are offered on an opt-in basis (i.e. they are elective, not compulsory).

Over the past 12 months we have conducted workshops on road safety, family finance, family planning, and HIV/drug education through the NGO Cambodian Women for Peace and Development (CWPD), and human trafficking and trauma-informed care workshops in association with International Justice Mission (IJM).

On 1 March 2022, we celebrated the opening of our Khmer literacy class and program in conjunction with the Cambodian Garment Training Institute (CGTI) and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

Following this training one staff member reported: *“I am so happy that I can read Khmer in the social media. I can learn together with my son at home more after work.”*



In August 2021, we opened a Library Learning Centre (LLC) in our Phnom Penh factory in partnership with Sipar Cambodia. Sipar is a French NGO that has been working actively to fight against illiteracy in Cambodia for 40 years with one unique objective: make books an educational lever, transport them and make them accessible to the most underprivileged populations.

⁴ https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_762728.pdf

Our On-Site Medical Centres

Quality healthcare is a key contributor to overall wellbeing. Our on-site medical centres, hosted in both our Kampong Cham and Phnom Penh facilities, allow us to employ medical professionals to assist staff with their healthcare needs and concerns while developing workshops tailored to engaging staff on a range of relevant health topics.

Health issues and a lack of access to trusted, quality healthcare are common causes for families falling into debt in rural areas, which can increase vulnerability to exploitation. Our holistic health program provides support via our in-house medical facilities and an international standard of professional health consultation to improve employee, family and community health.

In July 2021 we conducted a Cervical Cancer Screening session in partnership with Mercy Ministries. In our follow-up survey we found that:

- 90.5% of employees were tested for uterus/cervical cancer for the first time;
- 89.5% of employees learnt about uterus/cervical cancer for the first time;
- 100% of employees felt this training was helpful to them;
- 100% of employees said they'd share this training with family and friends;
- 94.7% of employees know they can text our nurse a private health question.

“Before coming to the clinic, I was sick and had difficulty working well, but after receiving treatment, I felt better, which allowed me to continue working. Because the Doctor and Nurse take good care of me, in terms of service and speech, giving me good advice. The clinic is very beneficial for me. Healing, providing knowledge. This clinic gives me knowledge so I can help my family and other people with advice on other illnesses.”

- Outland Denim team member

Sağ Salim: Amplifying Worker Voices At The Farm Level Through Technology And Collaboration

We believe it is our responsibility as a brand to do what we can to not only support our garment makers, but every single person who has a hand in making your clothes, right down to raw material level.

It's the earliest stages of the supply chain, the production of raw materials, where workers are often most vulnerable to labour exploitation largely due to the complexity of supply chains and the challenges involved in mapping them. To put it simply, exploitation thrives in the shadows.

This is why it is so critical that we put in the work to connect with our whole supply chain, from cotton seed to courier. It's also why we don't want to shy away from finding social or environmental weaknesses in our supply chain. When we find these opportunities to improve, we can do something about them.

This is exactly how our Supply Network Intelligence System (locally known in Turkey as Sağ Salim) came to be.

First piloted in 2020, Sağ Salim is designed to connect with workers in fashion’s earliest and therefore most vulnerable segments of the supply chain: those in cotton farming communities. Through Sağ Salim we can better understand the concerns of farm workers by establishing safe lines of communication, and deliver support, educational material, and resources that fit these needs through partnerships.

How it works:

1. Fashion industry partners comes together to join forces and resources
2. Partner with local communications networks to establish connection between program and workers.
3. Worker voice program allows direct line of communication for workers who have concerns around safety, wages, conditions, transportation, discrimination or other issues. Workers can choose to remain anonymous.
4. Partner with local advocacy groups, NGOs, health providers and other community leaders to deliver resources based on key concern areas.
5. Continue to bring more fashion industry brands and manufacturers into the program, further growing the financial backing and therefore reach of the program.

Through Sağ Salim, we can clearly communicate in the local language, and in the language of the largest migrant community, education on human rights and ways that workers can share concerns. We find where issues are occurring, and investigate and connect with suppliers to develop targeted, commercially sustainable solutions that have a meaningful impact on improving the lives of the workers on the ground. In 2022, the program was named a finalist in the World Justice Challenge.

Program achievements	June 2021	June 2022
Program Reach	3.26M	6.46M
Program Engagements	209K	487K
Calls to worker voice mechanism	260	714

Key Identified Issues 2022

The major concern amongst both textile and cotton/agricultural workers is the rapidly rising pace of inflation and the worsening economy in the country. Workers are struggling to make ends meet and are falling into debt as their already low wages do not keep up with ballooning costs. It was also identified that late wages, low wages and the rising cost of living are the primary issues on their minds. Discrimination and lack of opportunity for education were also identified as areas of concern.

Workers accessing the Sağ Salim channels have expressed legal concerns relating to migrant workers, such as work status, lack of permits, insurances and recourse measures. In response to these concerns and others, a worker-rights education component to the program has been introduced that communicates educational material on these areas each fortnight. We believe these topics are resonating with the community as engagement with the program has risen by over 100% since last year.

Sağ Salim has also grown its reach by utilising a new communications channel with the migrant community. It will allow us to create additional two-way dialogue with workers, create and field surveys and otherwise engage in ways that other platforms' functionalities do not allow.

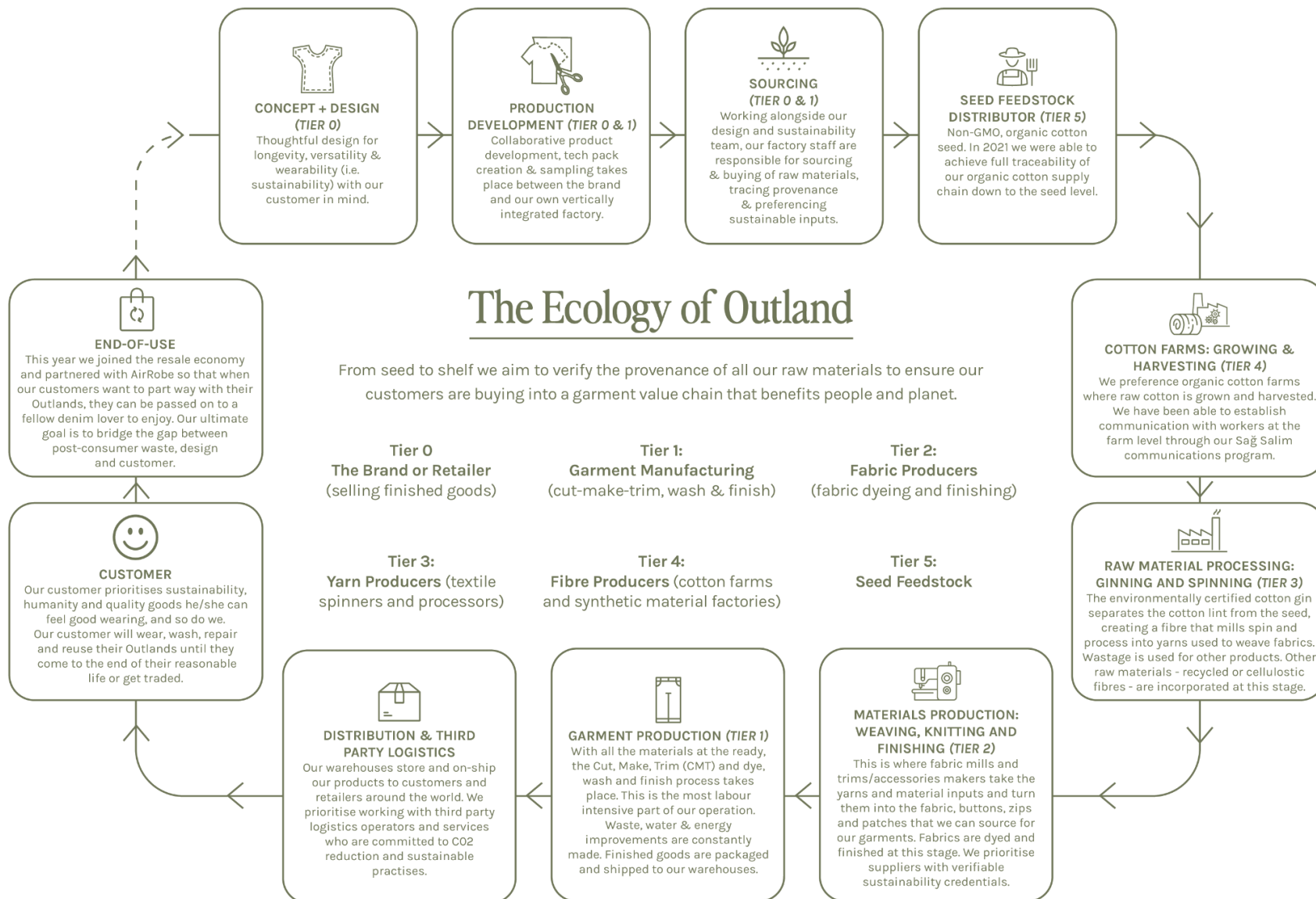
Our supplier Bossa Denim has continued to influence the increase of due diligence at the farm level, with plans to visit additional organic cotton farms within the year.

The Sağ Salim program has been established in partnership with Precision Solutions Group (PSG), Bossa Denim, Nudie Jeans, and IN2 Communications. We want to welcome even more fashion industry partners to this program - the more members we have the greater our impact and the more we can share our resources for good. If you represent a brand or industry member interested in joining Sağ Salim, please reach out to freedom@outlanddenim.com.



**World Justice
Challenge 2022**

Finalist



Good for Humanity: How And Why We Do Good Denim

What are we?

A movement of change that celebrates freedom for people and restoration for the planet.

Why do we exist?

People

Modern slavery is a \$150 billion industry⁵ affecting an estimated 50 million people globally; they are some of the world's most vulnerable people⁶. The global fashion industry is itself guilty of slavery and exploitation: G20 countries import an estimated \$354 billion of at-risk products⁷ annually, and the garment industry is known for its practises of labour exploitation and unsafe and inhumane working conditions.

We believe that the fashion industry in particular has a responsibility to lead the way when it comes to acting on social injustice as both one of the world's most powerful industries and one at high risk of having modern slavery in its supply chains. The fashion industry is worth USD\$1.7-\$2.5 trillion⁸, employing an estimated 430 million workers⁹ along its supply chain (from the farmers growing and processing cotton and other fibres to sewers at the cut-make-trim stage) - and with that kind of economic power and influence, we can either do a lot of harm, or a lot of good.

Even when not explicitly forced labour, human rights abuses and worker insecurity are rife in the garment making industry, further perpetuating cycles of economic vulnerability in individuals, particularly women, their families and communities. The United Nations Office on Drugs and Crime (UNODC) identified that economic need was the greatest pre-existing factor to cases of identified human trafficking (a form of modern slavery), existing in 51% of cases¹⁰.

Further, "to prevent trafficking governments need to address poverty, underdevelopment and a lack of equal opportunity, and raise awareness. That means investing in people - in education and jobs, as part of systemic solutions pursued in solidarity, with support to developing countries most of all. An inclusive recovery must create opportunities and give hope to young people and the disadvantaged."¹¹

We exist to address these issues through an opportunity-employment-living wage-education business model, by creating opportunities for some of the world's most vulnerable people, by investing into stewardship projects, and by advocating for a fairer, more just and equitable industry for the estimated 430 million people (one in eight workers globally)¹² working in the fashion supply chain.

⁵ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_243201/lang--en/index.htm

⁶ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_855019/lang--en/index.htm

⁷ <https://www.globalslaveryindex.org/2018/findings/importing-risk/g20-countries/>

⁸ <https://fashionunited.com/global-fashion-industry-statistics>

⁹ <https://www.commonobjective.co/article/faces-and-figures-who-makes-our-clothes>

¹⁰ https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTiP_2020_15jan_web.pdf

¹¹ https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTiP_2020_15jan_web.pdf

¹² <https://www.commonobjective.co/article/faces-and-figures-who-makes-our-clothes>

To speak to economic stresses alone, of the one in eight working people relying on the fashion industry for their income, only a fraction earn a living wage. A 2019 report showed that zero brands could show that a living wage was being paid to workers in developing countries¹³. A living wage is a crucial protective mechanism against the scourge of modern slavery, human trafficking and exploitation. Further, it is estimated that 181 million people in the fashion supply chain are in vulnerable, or insecure, work¹⁴.

Common Objective explains,

“Those in precarious work are more likely to be in poverty. Without adequate representation or workplace rights, workers are more vulnerable to exploitation and abuse, as well as health and safety violations. This affects both physical and mental health. With no guarantees of income, workers are unable to plan for their families’ future, affecting decisions such as whether to pay for schooling for their children.”

In other words, safe and fair opportunities for employment are key in building positive generational change. This should reverberate down the fashion supply chain.

In practice, beyond advocating for improved worker rights, one of the most impactful actions brands and manufacturers can take is to provide people who are vulnerable with much needed training and employment. Through our unique employment program, we have proven a sustainable career path is the key to lasting social change, in the lives of our staff, their families and communities.

- The latest Estimates of Modern Slavery¹⁵ reveal that 50 million people globally are in situations of modern slavery, a significant increase on the previous estimation of 40.3 million.
- This new estimate translates to nearly one in every 150 people in the world.
- 1 in 8 workers at least is involved in the fashion and textile industry¹⁶ (or 430 million workers)*
- The cotton farming sector alone generates employment for 350 million people¹⁷ globally.
- Roughly 75% of factory-based garment workers are women.¹⁸
- According to the World Bank, COVID-19 dealt the biggest setback to global poverty-reduction efforts since 1990.¹⁹
- The ILO says global employment growth will be only 1.0 per cent in 2023, less than half the level in 2022.²⁰
- 86% of forced labour cases are imposed by private actors – 63% in the private economy in sectors other than commercial sexual exploitation and 23% in forced commercial sexual exploitation.²¹
- 6.3 million people are in situations of forced commercial sexual exploitation at any point in time. Gender is a key determining factor: nearly 4 out of every 5 people trapped in these situations are girls or women.²²

¹³ <http://labourbehindthelabel.net/wp-content/uploads/2019/06/TailoredWagesUK-FP-updated.pdf>

¹⁴ <https://www.commonobjective.co/article/fashion-and-employment-decent-work>

¹⁵ Global Estimates of Modern Slavery: Forced Labour and Forced Marriage International Labour Organization (ILO), Walk Free, and International Organization for Migration (IOM), Geneva, 2022 https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@ipec/documents/publication/wcms_854733.pdf

¹⁶ <https://www.commonobjective.co/article/faces-and-figures-who-makes-our-clothes>

¹⁷ <https://www.commonobjective.co/article/faces-and-figures-who-makes-our-clothes>

¹⁸ <https://www.commonobjective.co/article/faces-and-figures-who-makes-our-clothes>

¹⁹ <https://www.worldbank.org/en/news/press-release/2022/10/05/global-progress-in-reducing-extreme-poverty-grinds-to-a-halt>

²⁰ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_865256/lang-en/index.htm

²¹ https://cdn.walkfree.org/content/uploads/2022/09/12142412/GEMS-2022_Report_EN_ExecutiveSummary_V4.pdf

²² https://cdn.walkfree.org/content/uploads/2022/09/12142412/GEMS-2022_Report_EN_ExecutiveSummary_V4.pdf

Planet

We also exist to course-correct the exploitation of the Earth by the fashion industry. The production of textiles, apparel, footwear and accessories is having a drastically negative effect on our environment.

Farming, mining, ginning, spinning, dyeing, sewing, ironing, shipping, selling and getting the products to your doorstep and retailers around the world sees the fashion industry generate an estimated 1.2 billion tonnes of CO₂²³ equivalent per year (a 2020 report from McKinsey estimates 2.1 billion tonnes of GHG emissions in 2018, equalling 4% of the global total²⁴). A 2021 report from the World Economic Forum²⁵ identified fashion, and its supply chain, as the planet's third largest polluter after food and construction, releasing 5% of the world's greenhouse gas emissions. No one seems to agree on the exact total, but it's fair to say it's big. What's more, the industry's toxic chemicals²⁶ pollute waterways and contaminate soils, its excessive water consumption contributes to water scarcity²⁷, and scientists estimate that textiles produce 35% of the microplastic pollution in the world's oceans (making textiles the largest known source of marine microplastic pollution)²⁸.

Estimates from consulting firm McKinsey and the World Economic Forum suggest the number of garments produced each year has at least doubled since 2000²⁹. Only a small fraction of what's manufactured gets recycled. Eighty-seven percent of the total fibre input used for clothing is incinerated or sent to a landfill; 12% is mechanically recycled by cutting it or shredding it into fibre, insulation material or rags; and less than 1% is chemically recycled back to reuseable raw materials³⁰. Fashion brands have come under criticism for destroying unsold products, and piles of discarded clothes are sent to smouldering landfills across the Global South, on top of often exploitative and dangerous conditions for the workers who on-sell these goods. This includes girls as young as nine years old carting 55kg bales of unwanted clothing on their backs in markets like Accra's Kantamanto.³¹

Meanwhile, modern slavery, environmental degradation and climate change are inextricably linked³². Climate change is a key driver and consequence of modern slavery, which most affects low-income countries³³. When combined with physical, social, economic, and/or environmental vulnerabilities, climate change can undermine food, water, and economic security³⁴. It's estimated that there could be 1.2 billion climate refugees by 2050³⁵. Climate migration due to lost livelihood and income can push people into vulnerable situations, including forced labour³⁶, while extractive industries reliant on forced labour, such as mining, logging and farming, contribute to emissions that add to greater climate-related weather precarity globally.

²³ <https://www.climatecouncil.org.au/resources/fast-fashion-climate-change/>

²⁴ <https://www.mckinsey.com/-/media/mckinsey/industries/retail/our%20insights/fashion%20on%20climate/fashion-on-climate-full-report.pdf>

²⁵ https://www3.weforum.org/docs/WEF_Net_Zero_Challenge_The_Supply_Chain_Opportunity_2021.pdf

²⁶ <https://www.earthday.org/toxic-textiles-the-chemicals-in-our-clothing/>

²⁷ <https://2030builders.world-water-day/> <https://www.commonobjective.co/article/the-issues-water>

²⁸ <https://globalfashionagenda.org/news-article/world-water-day-2022-fashions-water-consumption-and-pollution/>

²⁹ <https://www.mckinsey.com/capabilities/sustainability/our-insights/style-thats-sustainable-a-new-fast-fashion-formula>

³⁰ <https://www.theguardian.com/commentisfree/2019/aug/27/australia-recycles-paper-and-plastics-so-why-does-clothing-end-up-in-landfill>

³¹ <https://stopwastecolonialism.org>

³² <https://www.nottingham.ac.uk/news/modern-slavery-environmental-degradation-climate-change>

³³ <https://www.antislavery.org/what-we-do/climate-change/>

³⁴ <https://reliefweb.int/report/world/report-impact-climate-change-migration-october-2021>

³⁵ <https://www.zurich.com/en/media/magazine/2022/there-could-be-1-2-billion-climate-refugees-by-2050-here-s-what-you-need-to-know>

³⁶ <https://www.antislavery.org/the-global-climate-crisis-how-climate-induced-migration-is-trapping-vulnerable-people-into-modern-slavery/>

In turn, climate related events will prevent four million girls in low- and lower-middle-income countries from completing their education³⁷, making them more susceptible to slavery: Globally, 222 million vulnerable girls and boys are impacted by conflict, climate-induced disasters, forced displacement and protracted crises according to Education Cannot Wait, the UN global fund for education in emergencies and protracted crises³⁸. These negative impacts on learning exacerbate cycles of poverty and inequality and drive conflict for increasingly scarce natural resources. This is a human-made disaster needing a human solution³⁹.

- The fashion industry generates an estimated 1.2 billion tonnes of CO2 equivalent per year⁴⁰
- If no further action is taken over the next decade beyond measures already in place, the industry's GHG emissions will likely rise to around 2.7 billion tonnes a year by 2030, reflecting an annual volume growth rate of 2.7%.⁴¹
- The fashion industry also accounts for a fifth of the 300 million tons of plastic produced globally each year.⁴²
- Polyester, a ubiquitous form of plastic that's derived from oil, has overtaken cotton as the backbone of textile production.⁴³
- Textiles are the second-largest product group made from petrochemical plastics behind packaging, making up 15% of all petrochemical products.⁴⁴
- Scientists estimate that, globally, 35% of the microplastics found in oceans can be traced to textiles, making them the largest source of microplastic pollution in the world's oceans.^{45,46}
- It's estimated that there could be 1.2 billion climate refugees by 2050.⁴⁷
- Climate-exacerbated natural disasters could push an additional 100 million people into poverty by 2030.⁴⁸
- 100 billion garments are produced globally each year, with 33% going to landfill within the first year of purchase.⁴⁹
- 6000kg of Australian clothing and textiles are dumped into landfills every 10 minutes.⁵⁰
- Australian charitable recycling organisations spend \$13 million per year sending unusable donations to landfill.⁵¹
- Two-thirds of material sent to landfill is non-renewable, non-degradable, and synthetic, which will take hundreds of years to break down - releasing carbon emissions as it does.⁵²

³⁷ https://assets.ctfassets.net/0oan5gk9rgbh/OFgutOPKIFoi5IfY2iwFC/6b2fffd2c893ebdebee60f93be814299/MalalaFund_GirlsEducation_ClimateReport.pdf

³⁸ https://www.educationcannotwait.org/sites/default/files/2022-06/ecw_globalestimatesstudy_june2022.pdf

³⁹ <https://reliefweb.int/report/world/climate-crisis-disrupts-education-40-million-children-every-year>

⁴⁰ <https://www.climatecouncil.org.au/resources/fast-fashion-climate-change/>

⁴¹ <https://www.mckinsey.com/-/media/mckinsey/industries/retail/our%20insights/fashion%20on%20climate/fashion-on-climate-full-report.pdf>

⁴² <https://www.bloomberg.com/graphics/2022-fashion-industry-environmental-impact/>

⁴³ <https://www.iisd.org/system/files/2023-01/2023-global-market-report-cotton.pdf>

⁴⁴ <https://www.bloomberg.com/graphics/2022-fashion-industry-environmental-impact/>

⁴⁵ <https://portals.iucn.org/library/sites/library/files/documents/2017-002-En.pdf>

⁴⁶ <https://www.bloomberg.com/graphics/2022-fashion-industry-environmental-impact/>

⁴⁷ <https://www.zurich.com/en/media/magazine/2022/there-could-be-1-2-billion-climate-refugees-by-2050-here-s-what-you-need-to-know>

⁴⁸ https://www.drawdown.org/sites/default/files/Drawdown_Lift_Policy_Brief_Girls_Education_122121.pdf

⁴⁹ <https://lens.monash.edu/@environment/2021/03/31/1382982/coming-full-circle-on-fast-fashion-for-a-sustainable-future>

⁵⁰ <https://ausfashioncouncil.com/wp-content/uploads/2022/06/2022-Industry-Modelling-Report.pdf>

⁵¹ <https://www.abc.net.au/news/2018-10-04/charities-spending-millions-cleaning-up-fast-fashion-graveyard/10328758>

⁵² https://www.monash.edu/_data/assets/pdf_file/0006/3059394/MSDI_Circular_Economy_Textiles_Transitions_Report.pdf

Why we love organic cotton

Carbon capture (or “sequestration”) occurs naturally when plants take carbon dioxide from the air during photosynthesis and store it in the soil or plant. Growing cotton sequesters carbon in its plant biomass and fibres. The cotton plant sequesters 0.5 kg of CO₂ per kilogram of fibre produced. Organically grown cotton has a particularly low carbon footprint, as it does not use synthetic fertilisers, which can release nitrous oxides—a powerful source of GHG emissions. Cotton also readily biodegrades within 12 weeks, whereas synthetic fibres do not. Cotton is a fibre that clearly enhances the potential for the textile sector to mitigate climate change and be more sustainable.⁵³

Did you know? Cotton production directly supports 100 million households in 75 countries and indirectly employs an additional 350 million people.⁵⁴

The Outland Way

However, fashion made the right way (The Outland Way) has many benefits: employment and educational opportunities for people in some of the world’s most vulnerable communities, women’s economic empowerment, reduced social inequalities, strengthened international relations through business supply chains, and lower environmental impact: all crucial to meeting the SDGs. Did you know that educating women and girls also plays a significant role in the mitigation of climate change⁵⁵? And that growing cotton actually sequesters carbon: 0.5 kg of CO₂ per kilogram of fibre produced, while organically grown cotton has a particularly low carbon footprint, as it does not use synthetic fertilisers, which can release nitrous oxides—a powerful source of GHG emissions⁵⁶?

Advanced garment manufacturing technologies, and the use of green chemicals (not all chemicals are “bad”), allow us to reduce impact across some of the most water, energy and chemical intensive aspects of the manufacturing stage. This is why we seized the opportunity to create our own vertically integrated “wash house” where our own unique, low-impact wash recipes are applied to your jeans before being shipped across the world.

Having full ownership of our Cut Make Trim (CMT) facility (manufacturing is usually an outsourced activity in the fashion value chain) also allows us to set a standard for employee care and personal progression through our four pillars of engagement: opportunity, training, a living wage and education.

⁵³ <https://www.iisd.org/system/files/2023-01/2023-global-market-report-cotton.pdf>

⁵⁴ <https://www.iisd.org/system/files/2023-01/2023-global-market-report-cotton.pdf>

⁵⁵ <https://drawdown.org>

<https://fashionmakeschange.org> cited by

<https://www.vogue.com/article/fashion-makes-change-womens-empowerment-education-climate-change>

⁵⁶ <https://www.iisd.org/system/files/2023-01/2023-global-market-report-cotton.pdf>

Opportunity

Our employment model begins with offering opportunity to people who are disadvantaged to find opportunity elsewhere due to vulnerability or past exploitation. Our hiring process involves either word of mouth or nonprofit referral. The employees who come to Outland through partner NGOs have often experienced sexual exploitation and/ or labour trafficking. The employees who come through word of mouth referrals have typically experienced workplace exploitation. We have created an internal system to assess the risk level of each employee who comes to work with us. We acknowledge that this system will need to continually strengthen to improve the quality of data collection. As we interview and get to know the employees who join our team, we are able to learn about their lives and collect data that helps us to better understand their experiences of exploitation, modern slavery and/or their level of vulnerability to experiencing these outcomes (see more on this in our 'Vulnerability Index').

Training

Over a period of two to three years, trainee staff enrol in a program of cross-training and up-skilling to gain a deep knowledge in the areas of cutting, finishing, and sewing. Many staff will go on to support and/or managerial roles. It's important to us that our team up-skill in various areas to a) aid in identifying roles in which their strengths thrive, and b) so that if they are ever to decide to leave Outland Denim for other employment they have a range of skills therefore increasing their employability.

Living Wages

100% of Outland Denim team members have the opportunity to earn a living wage, which ensures enough income to cover necessary expenses, discretionary items, and saving for the future. For many of our staff, this level of financial security is freedom in itself. Outland Denim is guided by the Anker methodology, and data specific to its workforce, to calculate a living wage for our Cambodian staff.

Education

Over the past year 237 hours of education and training was offered to staff (an average of 4.6 hours per week). Many Outland Denim production team members had to stop their studies during primary or secondary school, most often due to financial pressure and family responsibilities. Staff receive education as part of their employment in areas that will support their personal growth. Staff and their families also have access to our on-site libraries. Classes include general health, women's health, child health, human trafficking awareness, self defence, financial management, Khmer literacy, English literacy and digital literacy. Our on-site medical centre also offers health education. One of the most exciting elements of these programs is knowing that our team members are passing this knowledge onto their children.

Progress Not Perfection

Today, some of our original makers have become team leaders. They've become the authors of their own futures, and now guide others as they do the same. We haven't perfected our process but we are close and well on our way to creating a truly sustainable brand, producing beautiful garments with a positive impact that leaves both people and planet in a better position to allow future generations to prosper from the investments we make today.

Our Products

The meeting point between our vision and the change we are able to create day-to-day lies in our products. We are inspired by the beauty of a perfectly made garment; the simplicity of a perfect pocket placement or thread accent. It is the meeting point of high-end materials, detailed workmanship, and well thought out design. Our love for the utility and universalism of denim runs deep. Our jeans journey with us, like a trusted friend, and they just get better with age.

Our most popular products, beloved by our customers and retailers, differ from year to year, but maintain a consistency in performance and quality. Every product we make has to earn its way into the wardrobe of our customers. As more Outland Denims make their way into circulation, we are endeavouring to find creative, sustainable ways to prolong their useful lives and ensure that the end of their lives causes no harm to the environment.



ZOE HIGH-RISE STRAIGHT CROP



AMELIA LS CHAMBRAY



LAND PANT

Give your Outlands a second life

This year we've partnered with AirRobe so that when it comes time for you and your Outlands to part ways, you can pass them on to a fellow denim lover to enjoy, while getting a little cash back in your pocket in the process. As you add-to-cart, the option is available for you to add your new Outlands to your AirRobe wardrobe. Once you're ready to pass them forward, you can list them for resale with the click of a button. Check out [pre-loved Outland Denim on Airrobe](#).

Supply Chain Due Diligence & Traceability

Prior to engaging new suppliers in our supply chain, Outland Denim performs a rigorous risk assessment. After an initial assessment form has been completed by the supplier, a thorough review takes place during which the supplier will be asked to supply further information, such as certifications, audit results and employee wage information. Only after reviewing and evaluating the supplier against our stringent requirements will we induct them into our supply chain.

Outland has developed a set of Sustainability and Ethics Criteria through which to filter its direct major suppliers (2nd tier). Outland Denim chooses to work with suppliers that score a minimum of 80% based on meeting and exceeding the following Sustainability and Ethics criteria:

- Agree and adhere to Outland Denim's Supplier Code of Conduct;
- Exact name and address of supplier is provided and publicly available;
- Evidence of employee wages to ensure legal requirements are met (at a minimum);
- Adherence to a recognised Manufacturing/Restricted Substance List (MRSL and/or RSL);
- Can provide a raw materials/ingredients list for the material;
- Can provide audit results to Outland Denim or has been assessed by an internationally recognised external certification body.

In the previous reporting period, 94% of the primary 2nd tier material production supply chain partners had met Outland Denim's Sustainability and Ethics Criteria. This reporting period **97% of the primary 2nd tier material production supply chain partners have met this criteria**. Notably our scoring system has not yet been fully deployed to minor suppliers.

However, we also value the two-way relationship with suppliers and endeavour to work alongside them to see if we are able to proceed further in the business relationship: we understand that transparency and trust also come with time invested and mutual respect. Therefore it is always our preference to visit supplier sites directly: travel restrictions for the past two years have hindered our ability to do this.

Outland Denim's Supplier Code of Conduct for all parties contributing to the company's supply chain is firmly established with respect for human and labour rights. It has been set upon the foundations of The Ethical Trading Initiative Base Code, and, in turn, the International Labor Organization's Four Fundamental Principles and Rights at Work. The four categories are:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of forced or compulsory labour;
- The abolition of child labour and;
- The elimination of discrimination in respect to employment and occupation.

The Outland Denim Supplier Code of Conduct, [publicly available on our website](#), is based upon the following principles that underpin Outland Denim's approach to ethical business:

- All Outland Denim's operations are developed under an ethical and responsible decision making framework;
- All persons, individuals or entities, who maintain, directly or indirectly, any kind of employment, economic, social and/or industrial relationship with Outland Denim, are treated fairly, with respect and dignity;
- All Outland Denim activities are carried out in a manner that most respects the environment; and
- All manufacturers and suppliers (production centres that are not property of Outland Denim Pty Ltd) fully adhere to these commitments and undertake to ensure that the standards which are set forth in the Code are met.

Outland Denim requires all supply chain partners to meet or exceed the standard outlined in its Code of Conduct. Criteria for adherence with this code requires that the supplier company upholds freedom of association and collective bargaining, and the elimination of forced labour (including employee protection around recruitment fees), child labour, and employment discrimination. Outland Denim is thankful that many of our suppliers already do much more for working conditions and the environment than meeting the minimum requirements.

The Outland Denim Supplier Code of Conduct covers these categories:

1. Forced Labour and Human Trafficking
2. Child Labour
3. Discrimination
4. Women's Rights
5. Freedom of Association and Collective Bargaining
6. Safe and Hygienic Working Conditions
7. Wages
8. Hours of Work
9. Traceability of Suppliers and Raw Materials
10. Environmental and Community Awareness
11. Chemical Safety
12. Confidentiality of Information
13. Legal Requirements
14. Code of Implementation
 - a. Transparency & Anti-Corruption
 - b. Reference to National Legislation, Conventions and Agreements
 - c. Verification of Compliance
 - d. Complaints or Breach of Code

Further to these criteria, Outland Denim works with suppliers to provide information around concepts such as living wages and the importance of transparency. Transparency is fundamental to ensuring that our supply chain is ethical. Our priority is integrity in every stage of manufacturing. All Outland Denim suppliers are displayed on the brand's website following the commencement of the supply contract. This is an essential aspect to achieving complete transparency throughout each touchpoint of our supply chain.

We consider traceability an ongoing journey, not a final destination, and continue to communicate and work with all newer suppliers to try and establish as much traceability as possible. Outland Denim has developed a Traceability Score for its supply chain tiers based on the methodology that the supplier of origin for each raw material must score a minimum of 75% of the total available score. This score is generated through each supplier's transparency in providing and exceeding the following criteria:

- Raw material breakdown;
- Country of origin of raw materials;
- Business name and location;
- Externally assessed social standards and certifications;
- Externally assessed environmental standards and certifications.

For its part, as a purchaser of goods impacting the supply chain, Outland Denim has also developed a Responsible Purchasing Policy and Strategy. This Policy outlines a minimum set of standards of ethical and responsible behaviour to be met by Outland Denim buyers, including anti-corruption and bribery principles. The Policy is based upon standards set out in the Suppliers' Code of Conduct and is based on the Ethical Trading Initiative Guide to Buying Responsibly. This includes internationally recognised standards and recommendations for purchasing based on International Labor Organization (ILO) and Ethical Trading Initiative research, including:

- Minimising conflicting messages between a Buyers' Code of Conduct and purchasing behaviours;
- Finalising agreed upon terms through contracts;
- Diminishing power imbalance through appropriate pricing; and
- Ensuring sufficient lead times.

The Policy addresses the use of suppliers engaging temporary or contract migrant workers, setting prices taking into account regional living wage benchmarks, and buyer responsibility for changes impeding production.

Our Supply Chain

Tier	Supplier Type	Supplier Name	Location	Sustainability Attributes
Tier 1: Manufacturing	Cut and Sew Facility	Outland Denim/MAEKA	Cambodia	<p>Living Wages</p> <p>Opportunity for people who have experienced exploitation</p> <p>Healthcare</p> <p>Upskilling</p> <p>Education</p> <p>Zero harmful chemicals</p>
	Wash and Finishing Facility	Outland Denim/MAEKA	Cambodia	<p>Living Wages</p> <p>Opportunity for people who have experienced exploitation</p> <p>Healthcare</p> <p>Upskilling</p> <p>Education</p> <p>Industry leading water and energy saving tech</p> <p>Zero harmful chemicals</p>
Tier 2: Material Production	Primary Denim Supplier	Bossa Denim	Turkey	<p>Leaders in sustainability</p> <p>Tested to ensure no harmful substances</p> <p>Organic cotton</p> <p>Water wise</p>
	Secondary Denim Supplier (Peachy Keen Denim)	Maritas	Turkey	<p>GOTS certified Organic cotton</p> <p>Clay Dye - non toxic, 72.6% saved water, 42.5% saved carbon dioxide</p>
	Jacron Brand Patch	Frameless Asia	China	<p>Vegan</p> <p>Water/waste recycling and reduction initiatives</p> <p>Fair wages for employees</p>

				Bluesign systems partner
	Pocket Lining	Beijing Kailong Yisheng Textile	China	35% recycled materials 100% wastewater recovered Renewable energy BCI cotton
	Thread	Coats	Vietnam	ZDHC Initiative ISO 14001 'Environmental Management Systems' certified. Tested to ensure no harmful substances Fair wages for employees Plastic and water recycling processes Community driven approach
	Zippers	YKK	Vietnam	Part of the Zero Discharge of Hazardous Chemicals Initiative (ZDHC) Tested to ensure no harmful substances Holistic support for workers
	Labels	QLM Labels	Cambodia	ISO9001:2015 Quality Management System certification Local Cambodian supplier Prioritises the well-being and up-skilling of staff Raw materials tested to ensure no harmful substances
	Labels	CJ Labels	Cambodia	Use environmentally friendly water-based inks on labels Transparent in raw materials Local Cambodian supplier Tested to ensure no harmful substances Forest Stewardship Council members

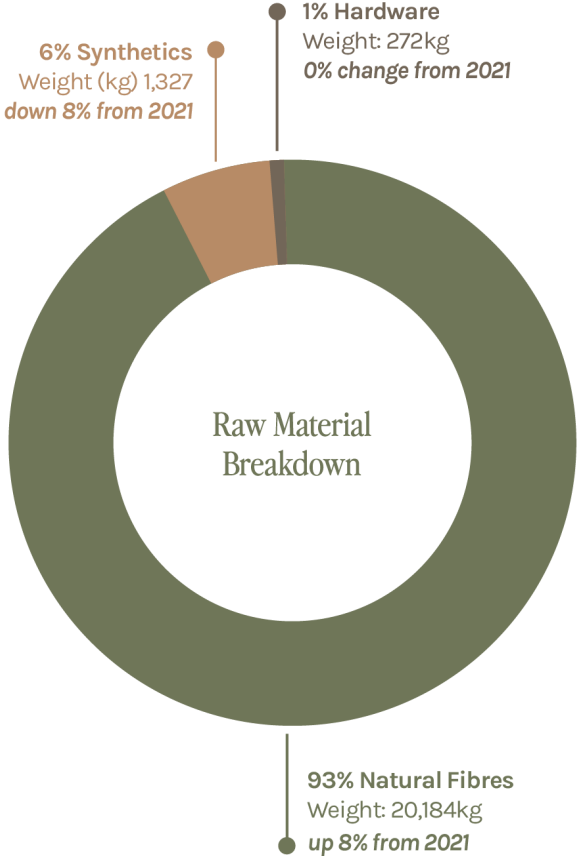
	RTW Cotton Fabric	Kadeks	Turkey	Solar energy system Organic cotton Transparent in raw materials Tested to ensure no harmful substances
	RTW Cotton Fabric	5P India	India	Organic cotton Hand-loom artisans using traditional practices Fair wages Solar energy use
	Winona prints	Fab Agencies SNT	Turkey	Lenzing Ecovero Up to 50% lower water impact From sustainable wood source
	Tencel Satin Fabric	STCC	India	SA800 Social Compliance Lenzing Certified Tencel Transparent supply chain
	Stripe Sweatshirts	Fab Agencies BORDO	Turkey	Organic cotton Stripe jersey Using renewable energy
	Waffle knit	Utenos	Lithuania	Organic Cotton
	Packaging - Standard Tote Bags	Remnant	Cambodia	Made by our entry-level seamstresses Crafted from locally sourced remnant fabric
	Customer Packaging and Printing	Print Together	Australia	Designed for re-use in the event of return or exchange Compostable and recyclable
	Customer Packaging and Printing	NovaPress	Australia	Designed for re-use in the event of return or exchange Compostable and recyclable
	Transit Packaging Bags	Cleanbodia	Cambodia	Cassava root starch Bioplastic certified EN 13432 biodegradable bags Made from biologically renewable sources

	Transit Packaging Boxes	ES Packaging	Cambodia	Closed-loop recycling system Forest Stewardship Council certified Raw Materials chemicals all tested
Tier 3: Primary Raw Material Processing (Organic Cotton Agency and Processing)	Primary Cotton Agency	Agrona Tekstil	Turkey	Global Organic Textile Standard (GOTS) certified 100% disclosure of organic cotton farm locations
	Primary Cotton Gin and Baling Plant	Sökpam Pamuklu San Tic Ltd Şt	Turkey	Global Organic Textile Standard (GOTS) certified
Tier 4: Primary Raw Material Extraction (Organic Cotton Farms)	Primary Cotton Farms (excluding Peachy Keen)	Agrona - Organic Cotton Farms	Turkey	29 x organic cotton farmer's names and locations provided Inspected by certification body Control Union - Organic EU No GMO seed allowed No artificial fertiliser No pesticides
Tier 5: Primary Raw Material Feedstock (Organic Cotton Seeds)	Primary Cotton Seeds (excluding Peachy Keen)	Agrona - Cotton Seed Supplier Gokkusagi	Turkey	No GMO seed

Our Environmental Impact

Our Environmental Impact At A Glance

At Outland Denim we take our environmental footprint very seriously. We invest heavily in ensuring our products are made with the highest quality and most sustainable raw materials available. But of course, no material is perfect, so we'll also explore the challenges with each in our Raw Materials Breakdown.




60% average water saving


GOTS Certified Organic Cotton
77% of our production volume


37% average energy saving


36% reduction in brand carbon emissions year-on-year

Our Emissions

It's not lost on us as a brand that we are in a state of climate emergency. According to the targets set by the Paris Climate Agreement, there are only 27 years remaining to reach global net-zero emissions. Every year counts.

Calculating our annual carbon footprint, including direct and indirect emissions, has provided us with a better understanding of our environmental impact as a brand and how we are contributing to climate change.

As we work toward becoming an "Earth Positive" brand, depositing more goodness back into the Earth than we take, we are making a stop at Carbon Neutrality by offsetting those emissions that we can't reasonably reduce in our operations. Owing to financial constraints in FY22, we were unable to commit to offsetting for this year. However, we have committed to doing so for FY23.

- 36% reduction in brand emissions year-on-year. Across areas that we have control over (Scope 1 and 2) as well as those we indirectly contribute to (Scope 3).
- 60% reduction in upstream freight based emissions.
- 29% reduction in emissions from purchased goods & services.

Year-on-year, we're proud to have reduced brand emissions by 36% across areas that we have control over (Scope 1 and 2) as well as those we indirectly contribute to (Scope 3).

There are a few key areas of the business that are the greatest contributors to our emissions footprint. One of these, upstream freight, we have been able to reduce by 60% largely by prioritising sea over air freight.

The second of these key areas is purchased goods and services (i.e. goods procured through our supply chain and the products made and sold to Outland Denim by our Cambodian factories). This is the largest CO2 contributor to the business, accounting for between 50 and 60% of our overall emissions, which means our purchasing practises really matter: we've reduced emissions in this area by 29%. However, full disclosure: this is largely attributable to a change in methodology adopted between our 2021 and 2022 Impact Reports.*

Our emissions from "Use of Product Sold" (how our customers wear, care and repair their Outland Denim products over their lifetime) has increased 13% year-on-year relative to the volume of product purchased (i.e. more product sold = more emissions unless significant emissions reduction practises are adopted by our B2B customers - i.e. stores - and direct customers of Outland Denim).

Click [HERE](#) for a deep dive into our emissions audit for 2022.

*We updated our methodology for FY22 to work out an average total emissions from the raw materials purchased by the Outland Denim Group as a whole (i.e. including raw materials purchased for our other brand manufacturing clients), divided by the units produced by the group, to provide a per unit CO2e. This was then multiplied by the total units Outland Denim (the brand) purchased.

We look forward to pursuing third party verification of our initial emissions audit in future. Our internal audit methodology has been guided by industry consultants and has been calculated in accordance with the GHG accounting and reporting principles outlined by the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and in line with the Australian National Carbon Offset Standard guidelines.

Raw Material Breakdown

We invest heavily in ensuring our products are made with the highest quality and most sustainable raw materials available. But of course, no material is perfect, so here in our Raw Materials Breakdown, we'll also explore the challenges.

Raw Material	Percentage Of Production	Weight (kg)	Year-on-Year Change
Natural Fibres	93%	20,184	↑ 8%
Synthetics	6%	1,327	↓ 8%
Hardware	1%	272	0%

Raw Material Breakdown

Material	Classification	Percentage of Production	Year-On-Year Change	Why We Use It	Challenges
GOTS Certified Organic Cotton	Natural	77%	9%	<p>“Organic cotton is grown in agricultural systems that work with nature, rather than against it. The organic way of farming combines tradition, innovation, and science to benefit the environment, promoting fair relationships and improved quality of life for all.”⁵⁷</p> <p>Unlike conventional cotton, organic cotton is farmed with zero use of agrochemicals such as synthetic pesticides and chemical fertilisers, which are known to reduce soil quality, contribute to water pollution, and severely affect the health of farmers.</p> <p>Organic farming also helps to reduce environmental impacts and enhance social responsibility while potentially saving water.</p> <p>Organic soils are also shown to sequester more carbon than conventionally farmed soils and the farming of organic cotton has been linked to lowering emissions⁵⁸, though this is relative to the geography and other influencing factors at the farm level.</p> <p>According to Textile Exchange, the Global Organic Textile Standard (GOTS) works with certified</p>	<p>The primary challenge in using organic cotton is its price. While the benefits are 100% worth it in our opinion, organic cotton does cost more for us and therefore our customers, too.</p> <p>Currently organic cotton represents only 1.4% of cotton production.⁶¹ With the fibre’s social and environmental benefits, we hope to see its use increase in future, and the potential for increased demand lead to the fibre being a more affordable - and sustainable - option for all.</p> <p>The transition to organic cotton farming by smallholder farmers needs to be supported by governments, business and NGOs by way of education, training and financial incentives. This is a transition that can take three years to full certification⁶² and involves considerable effort and financial risk. Brands could theoretically support the transition by guaranteeing orders of organic cotton - at a fair price - via their mills and fabric suppliers, thereby sharing the risk of conversion and growing organic cotton. But uncertainty in global markets has a knock-on effect for organic cotton farmers.</p>

⁵⁷ https://textileexchange.org/app/uploads/2022/10/Textile-Exchange_OCMR_2022.pdf

⁵⁸ <https://www.researchgate.net/publication/348959120>

⁶¹ https://textileexchange.org/app/uploads/2022/10/Textile-Exchange_OCMR_2022.pdf

⁶² <https://textileexchange.org/in-conversion-transitional-cotton/>

				<p>organic cotton by ensuring that the organic cotton is tracked through the supply chain (called the 'chain of custody') and that all stages of production - washing, spinning, dyeing and garment construction - are done in accordance with strict environmental standards and labour conditions aligned to International Labour Organization principles.⁵⁹</p> <p>Textile Exchange links organic cotton to the following Sustainable Development Goals (SDGs):</p> <ul style="list-style-type: none"> - Poverty Reduction (SDG #1) - As farmers can earn more and spend less on inputs - Zero Hunger (SDG #2) - As organic cotton is usually grown alongside food crops - Good Health & Wellbeing (SDG #3) - As cotton farmers and their families are not exposed to harmful chemicals - Clean Water and Sanitation (SDG #6) - As it does not cause contamination to local water sources.⁶⁰ 	
Lyocell (Lenzing Tencel™)	Natural	7.2%	.8%	<p>Lyocell is a natural, biodegradable fibre material used in our rigid denim and some RTW garments. It is made with treated wood pulp and is known for giving garments a super soft feel.</p> <p>We use Lenzing Tencel branded lyocell for its environmental benefits. Textile Exchange categorises Lenzing Tencel lyocell as a "preferred man made cellulosic because it comes from renewable sources, is biodegradable, and is made in a unique closed-loop system that recycles 99.5% of the solvent used."⁶³</p>	Although Lenzing Tencel lyocell is made in a closed-loop system, it does require intensive chemical and energy use in the process of making the fibre.

⁵⁹ <https://commonobjective-uploads.storage.googleapis.com/resources/articles/17-Cotton-e51.pdf>

⁶⁰ <https://textileexchange.org/wp-content/uploads/2020/04/Textile-Exchange-Organic-Cotton-Market-Report-2019.pdf>

⁶³ <https://textileexchange.org/glossary-abbreviations/>

Recycled Cotton	Natural	6%	.7%	The key benefit in using recycled cotton within our rigid denim jeans is that it reduces a small amount of our reliance on virgin fibres by using fibres already in circulation.	As with many recycled materials, the recycled nature of the fibre can affect performance over a long period of time.
Better Cotton Initiative (BCI) Cotton	Natural	.07%	-3%	<p>Better Cotton Initiative (BCI) cotton is the primary fibre used in our pocket linings. For this use it is combined with a small amount of virgin polyester.</p> <p>BCI is not a type of cotton, but rather a body that offers cotton farmers tools and education in farming practices that are both environmentally and socially better than conventional practices. Only farmers that meet the BCI standards can sell their cotton as BCI certified.</p>	<p>While BCI cotton does have benefits over conventional cotton, our preference is GOTS certified organic as this is considered the leading cotton certification.⁶⁴</p> <p>Ultimately our aim is to transition all pocket linings to 100% organic cotton and zero polyester, however currently 100% organic cotton pocket linings do not meet our performance and longevity requirements. As the trusted real estate of your phone, cards, and keys, we want to make sure your pockets last!</p>
Linen	Natural	.5%	-.1%	Linen has a beautiful feel, it's highly breathable and comfortable to wear. It is also a natural and regenerative fibre made from the flax plant.	Generally linen is known as a fibre that can be a high risk for worker exploitation in the early supply chain tiers, and this is why it is so important for us to continue to create strong relationships with our suppliers to have the best chance possible of identifying any potential exploitation. Linen is also a delicate fibre and not as robust as some alternatives.
Corozo Nut Buttons	Natural	.06	-.05%	Corozo nuts are a natural alternative to plastic or metal buttons that originate from the seed of a palm tree.	In using Corozo nut buttons, colour matching/consistency can be limited which can be challenging for customers buying garments online. But on the other hand we love the uniqueness that this subtle inconsistency can give each button.
Remnant Fabric	Synthetic	.6%	.5%	Remnant fabric refers to left over fabric or fabric scraps remaining from other uses. The primary benefit of using remnant fabric is that it diverts it from landfill. Our remnant fabric is sourced from local Cambodian markets and is used to create our Outland Denim Tote.	<p>As our remnant fabric is purchased at local markets, we are unable to know, without third party testing, the true composition of the fabric.</p> <p>The reality is that it is most likely primarily made out of cotton, however without knowing with certainty, for the purpose of this report we classify</p>

⁶⁴ <https://textileexchange.org/sustainable-cotton-matrix/>

					it as a synthetic to take into account any synthetic fibres the material may contain.
Jacron Paper	Natural	.09%	.02%	Jacron is a paper product. It is a leather-look alternative to the leather brand patch often found on denim. When it comes to leather alternatives, we found jacron to be the best option as it is the product of natural materials and does not contain plastics or harmful chemicals.	In terms of performance, jacron paper can have shorter longevity compared to alternatives.
Virgin Polyester	Synthetic	2%	-5%	There is a small polyester and elastane component to some pairs of Outland Denim jeans. Polyester, when mixed with cotton, gives jeans their shape recovery capacity and added strength. Elastane/spandex gives jeans their stretch capacity.	Synthetic polymers are obtained from nonrenewable resources (e.g. fossil fuels), and the production of these fibres requires an enormous amount of energy, causing higher GHG emissions. They are also linked to microfibres that work their way into the world's water systems. Finding polyester and elastane alternatives that can withstand durability tests has been a part of our ongoing product development mission. Currently the alternatives for natural stretch fibres are very early in development, and because of this, those formative fabrics with natural stretch elements, have their own downfalls, such as being difficult to control in production (i.e. handling the fabric and washing/finishing the fabric), and don't perform as well as elastane over time, which means you would need to replace your denim more often. In this way, there's no perfect answer, apart from the certainty that progress is needed. The balance we strike is to produce a small selection of styles with virgin elastane, while also introducing options that do not contain elastane, and invest into continuing to trial alternative options.
Elastane	Synthetic	1%	-3%		
Recycled Polyester	Synthetic	2%	-3%		
Metalware (buttons, rivets, and zippers)	Hardware	1%	.2%	Our zippers are sourced from YKK, who are considered the leaders in durability and sustainability with regards to zippers. They are part of the Zero Discharge of Hazardous	Like any non-natural material, metalware can affect the circularity of the garment as it needs to be removed from the fibres in order to recycle the garment. In taking steps to address this, and in

				<p>Chemicals Initiative and provide a holistic support and remuneration program for their team.</p> <p>Our buttons and rivets are sourced from Frameless Asia. Frameless Asia are a Bluesign systems partner, remunerate their team with fair wages, and have implemented water and waste recycling and reduction initiatives.</p>	<p>line with the Ellen MacArthur Foundation Jeans Redesign Program, we have over the past two years reduced the number of rivets on each jean to minimise the amount of hardware while maintaining the structural integrity of the garment.</p>
Satin	Natural	0%	-.1%	No satin garments have been produced in this reporting period.	No satin garments have been produced in this reporting period.

Click [HERE](#) for a full breakdown of our suppliers and traceability policy. Each Outland Denim garment is made with the finest and most sustainable materials on the market today, in partnership with suppliers that share in our social and environmental values.

Product Innovation: Coloured By Earth



In 2022 we introduced our first offering of clay-dyed denim, the result of natural textile dyeing, which originally dates back to ancient times.

Originating in Turkey, the clay's pigment represents the story of earth events - sunlight, wind, pressure, heat. Resulting in a natural hue without chemical interference. The process uses 72.6% less water during the dyeing process and results in lower carbon emissions.

This edit is made with 100% Organic Cotton denim, designed to prioritise natural fibres to improve the circularity of the garment while also mitigating the release of micro-plastics into our waterways during home laundering.

Welcome To The Wash House

Authentic denim. Innovative methods.

Our Wash and Finishing facility (aka The Wash House) is where we add elements like fading, tone, and distressing details to your jeans - basically all the rich characteristics that bring them to life.

In the world of denim, this stage conventionally relies on toxic chemicals, extreme water and energy use, and techniques that are harmful to both the environment and garment makers.

This is why we have our very own Wash House and fit it out with innovative, state-of-the-art water, energy, and chemical reducing technology. Led by our expert Textile Engineer, The Wash House allows us to have control of our environmental impact while also creating further job opportunities.

60% Average water saving*	96% Max. energy saving*^	37% Average energy saving*^
Ink (71.5%) Wash with the largest water saving compared to conventional methods*	Grounded (42.5L) Wash requiring highest water use*	Black (4L) Wash requiring lowest water use*

* During the wash and finishing phase

^ Based on last 3rd party Environmental Impact Measurement scores taken in 2021

The Tech Tour

Lasers, ozone, nanobubbles - it's not science-fiction, it's the tech that went into making your favourite denim.

Ozone Washing

Ozone is the greenest oxidising agent available, and it's the process responsible for that beautiful 'aged' look in your denim. It replaces traditional techniques of using harsh chemical bleaching agents and pumice stones, plus reducing the amount of water, energy and chemicals required.

E-Flow

Each denim wash is created by using a unique 'wash recipe' made up of water and chemicals, and E-Flow is how this recipe is transferred onto the garment. E-Flow takes air in the atmosphere and converts it into nanobubbles. It then coats the bubble with just the right amount of 'wash recipe' to transfer onto the garment. This unique combination of digital programming and innovative science isn't just very cool, it also reduces waste by releasing just the right amount of water and chemicals needed to complete the garment.

Laser

Laser technology is exactly what it sounds like. Using this machine our Wash Engineers are able to program in the exact placement of denim fading and whiskering and our Laser does the rest, by quite literally lasering the pattern into the garment. This method is not only faster, but it also replaces the existing methods of scrapping and washing to create authentic designs with significantly less use of water and energy.

*During final stage manufacturing, aka the wash and finishing stage.

Zero Harmful Chemicals

You wouldn't put toxic chemicals on your face, so why would you wear them in your clothes?

We exclusively use Green-screen, Bluesign or Standard 100 by OEKO-TEX® certification chemicals. This ensures strict testing for no harmful chemicals. All chemicals used in our wash and finishing process are certified to meet Level 1 or Level 3 ZDHC Manufacturing Restricted Substance List V2.0.

Using Technology To Reduce Chemical Use

The chemicals we use might be safe, but that doesn't mean we can't continue to try and reduce our reliance on them. With state-of-the-art wash and finishing technology, and the expertise of our textile engineers, your Outlands are made with up to 85% less chemical and on average 75% less chemical during the wash and finishing phase in comparison to conventional methods.

Our Outlandish Goals

We have some big goals. You might even call them Outlandish. But we know we can't achieve them alone. We truly believe that there is a future out there where fashion is a force for good. We have to believe that there is. Because what's the alternative? We can't continue doing things the way they've always been done.

In the next pages we'll dive deeper into our Outlandish Goals and how your purchase has a direct impact on helping make them reality.

- Goal One: Eradicate Modern Slavery
- Goal Two: Transform Fashion Industry For Good
- Goal Three: Become Planet Positive

Goal One: Eradicate Modern Slavery

"Modern slavery" is used as an umbrella term for different forms of severe exploitation, including trafficking in persons, forced labour and forced marriage.

To combat this injustice is the whole reason Outland Denim exists, hence why 'Eradicate Modern Slavery' sits in pole position in our list of Outlandish goals.

Our brand was founded on the idea that business can be the key to solving some of the biggest social and environmental problems we face today. But not business-as-usual-business, business reshaped and reimagined to be human-centric, innovation led, an avenue of opportunity for those most vulnerable.

Fashion has been a huge contributor to injustice historically, it's also one of the largest industries globally, which is why we believe it's in rethinking how we do 'fashion' that the most impact can be made.

Our unique employment and business model works to prevent modern slavery and support those who have experienced modern slavery, though we are always evolving the methods we use to identify and mitigate potential vulnerability to exploitation in our own factories and in our supply chain.

Goal Two: Transform Fashion Industry For Good

We can make all the jeans we like, but at the end of the day the social and environmental issues associated with the clothes we all wear are systematic - they won't be solved by one brand alone.

In the fashion industry there is a lot of talk about the 'race to sustainability', which we find ironic. We all share the same planet and often the same suppliers too - in fact, one garment factory may be responsible for the production of hundreds of different brands. So when we all as industry members

are tied up together in a ball, who is going to win the race to sustainability? Either no one, or all of us together. We'd prefer the latter.

We need to collaborate on and share the financial cost of creative and innovative solutions that address the issues. We need to connect makers and wearers, build empathy and dismantle the mentality that the issues are 'over there'. We need to work together to trace our supply chains.

And we need to influence the power-players in this industry - showing them that good for people and the planet is good for the bottom line, too.

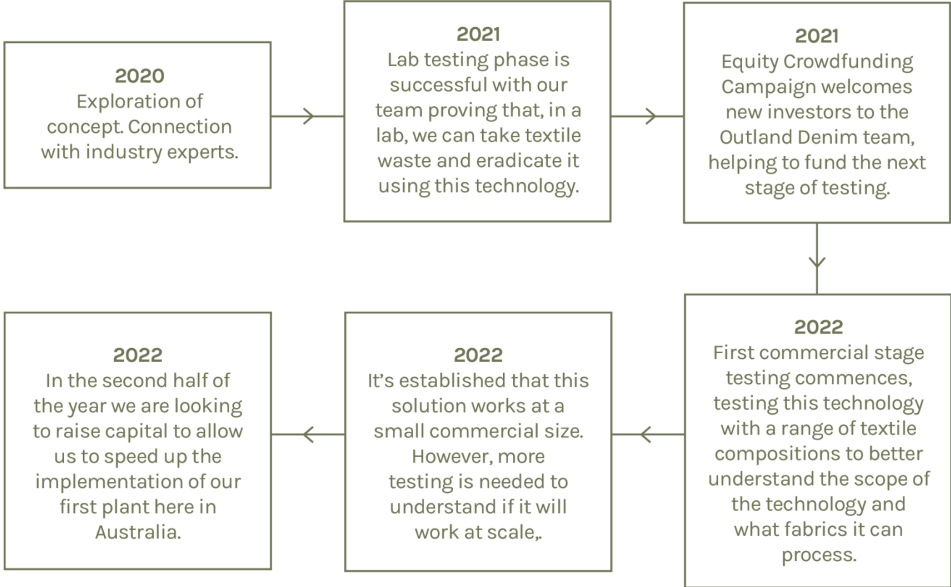
Goal Three: Become Planet Positive

In Australia alone, approximately 800,000 tonnes of textile waste end up in landfills each year.

As a community, slowing our consumption may help reduce our waste, but we fear it won't be a fast enough solution. And it's true that we could recycle, but not all textiles can be recycled, and depending on the material, recycled fibres aren't always as durable as virgin fibres, so their lifespan is shorter.

This is why we are investing heavily into research and development of waste and circularity technology, working to remove textiles from landfill and revolutionise the way we dispose of clothing. Not just for the use of us as a brand, but for the use of the whole fashion industry.

Now, you know we are all for transparency, but to be transparent with you, we can only share limited details with you at this stage (or else our legal team will be after us). But we can share with you some exciting updates from the past 12 months.



Our Goals: A Deep Dive

Here you'll find a detailed view of our goals and progress at a departmental level.

How we categorise and prioritise goals:

Good Goal

Short term goal we hope to achieve in 12 months or from our first impact report (approx. by 2021).

Better Goal

Medium term goal we hope to achieve in 24 months from our first impact report (approx. by 2022).

Best Goal

Long term goal we hope to achieve 5 years from our first impact report (approx. by 2025).

New Goal refers to a goal that we have established this year, and will report on in subsequent reports.

Some of these goals were met last year, why are they included? We have kept our 2021 goals in this report and continued to report on our progress towards these as we recognise that is one thing to meet a goal, but it's another to maintain it. 'Met and Continuing' refers to a goal that was met in our last Impact report and has continued to be maintained throughout this financial year.

Changes to how we communicate our progress towards goals

Rather than allocating each goal a percentage score to represent progress as we did in last year's report, this year we have allocated each a status falling under 'Not started', 'In progress/ Continuing', 'Goal Met', or 'Met and Continuing'. We have made this change as not all goals have a single or simple quantitative measure that can be associated with them, and we also feel that this is an improved way of recognising that some goals, particularly those relating to sustainability, are often an ongoing journey.

The Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They 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. You'll find the SDG icons pertaining most to our work at Outland Denim within our Goals.

Product Design

Good Goals	2022 Progress Notes		Sustainable Development Goals
Increase use of water-saving, "Saveblue" dyes in range.	Where available, Outland Denim has continued to adjust our Bossa denim orders to be dyed using the Saveblue/black dyeing techniques. Through the Saveblue/black process, 85% water saving was achieved in proportion to the conventional dyeing, therefore the same amount of decrease in wastewater was realised.	Met and Maintained	Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production Goal 14: Life Below Water
Make 100% of the Outland Denim range leather-free.	All new and existing designs have continued to be leather-free.	Met and Maintained	Goal 12: Responsible Consumption And Production Goal 15: Life On Land
Further use of natural cellulose fibres and therefore reduced use of polyester.	Outland Denim reduced use of synthetic fibres by 8% and increased use of natural fibres by 8% in this financial year.	Goal Met	Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production Goal 14: Life Below Water
Expanding range and products for increased employment opportunities and job creation.	This financial year we continued to expand on our product range in the Outland Denim and MAEKA offering. During this period this contributed to upskilling opportunities but not job creation in our team.	In Progress/Continuing	Goal 5: Gender Equality Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 10: Reduced Inequality Goal 11: Sustainable Cities And Communities
Better Goals	2022 Progress Notes		Sustainable Development Goals
Change the interlining of jean waistbands to an option crafted using recycled polyester fibres	This goal has been met.	Goal Met	Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production Goal 14: Life Below Water

New Goals	2022 Progress Notes		Sustainable Development Goals
Maintain "Low Impact" denim washes as measured by third party Environmental Impact Measurement scores or similar system.			Goal 6: Clean Water And Sanitation Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production Goal 14: Life Below Water
Reduce reliance on fibres that require heavy energy use to produce.			Goal 7: Affordable And Clean Energy Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production
Engage with development or partners who are developing new natural dye alternatives with the goal of eventually phasing natural dyes into all products.			Goal 6: Clean Water And Sanitation Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal

Marketing and Influence

Good Goals	2022 Progress Notes		Sustainable Development Goals
Release dashboard to public providing live information on company social and environmental impact	While some infrastructure has been created for this project, it has been placed on hold to focus human and financial resources towards other goals and commitments. We look forward to providing this level of in-demand transparency in the form of a dashboard in future and in the meantime continue to report on impact through our existing channels.	Not started	Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production

<p>Continue to provide educational resources to consumers on the part they play as an 'ethical' shopper and how to care for their garments.*</p> <p>*Due to their similarity, we have merged the following four goals featured in our previous impact reports into this goal: Continue to provide education to consumers as to the part they play as an 'ethical' shopper; Continue to provide education to consumers and the industry on living wages; Continue to provide education to consumers on caring for denim; Provide education to consumers on certifications and what they mean.</p>	<p>A key content pillar for Outland Denim's communications is education targeted at consumers as to the current practices of the fashion industry, as well as how we believe these can be improved upon. Channels where these content pieces are delivered include the Outland journal, external speaking engagements, events, media, email and social, and influencer or brand collaboration partnership. A key example of these education is our annual World Day Against Trafficking in Persons campaign, International Women's Day campaign, and Fashion Revolution campaign.</p> <p>This year we have also produced and released a number of content resources on the topic of living wages on our social and EDM channels, as well as partnered with third parties including Fashion Revolution and Ethical Made Easy to produce guest pieces on the topic for their channels. Outland Denim has continued to provide education on best practice denim and garment care by way of social media content, POS, and post-purchase emails by continued use of existing assets as well as production of new resources on this topic.</p> <p>We have continued to provide education by way of EDM, social, Impact reports, and website content to our audience on what different certifications mean. Our focus in education has been in providing customers with holistic steps they can take to more simply shop ethically (for example shopping with ethical boutiques) rather than relying on certifications alone. We have also done work in educating on the limitations of certifications and where the industry needs to continue working on these.</p>	<p>Met and Maintained</p>	<p>Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production</p>
<p>Diversify our marketing, imagery and influencer network</p>	<p>We've made some progress to diversify our visual representation across our marketing, branding and influencer mediums with a broader representation of both culture and size however we recognise there is still a long way to go. Our vision is to work with more models during our shoots so that as you shop you can see our products worn by people who visually represent our global community. In this past year our ability to do this has been limited as we have been more conservative during the pandemic in our marketing budgets.</p>	<p>In Progress/Continuing</p>	<p>Goal 10: Reduced Inequality</p>
<p>Better Goals</p>	<p>2022 Progress Notes</p>		<p>Sustainable Development Goals</p>

<p>Calculate and make public the social and environmental impact of one Outland Denim garment*</p>	<p>While some infrastructure has been created for this project, it has been placed on hold to focus human and financial resources towards other goals and commitments. We look forward to providing this level of in-demand transparency in the form of a dashboard in future and in the meantime continue to report on impact through our existing channels.</p> <p>* This goal requires more time and has therefore been moved to our 'Best' goals. In previous reports this goal was listed as a 24 month goal.</p>	<p>In Progress/Continuing</p>	<p>Goal 12: Responsible Consumption And Production</p>
<p>Continue to influence industry and advocate for better wages throughout the supply chain.</p>	<p>Outland Denim team members actively spoke at and participated in conferences, panels, podcasts and other events to share on Outland Denim's social impact business model, living wages and the need for other businesses to take on a similar model to ensure those working in fashion supply chains are able to enjoy a recent a decent standard of living for themselves and their families.</p>	<p>Goal Met</p>	<p>Goal 1: No Poverty Goal 5: Gender Equality Goal 8: Decent Work And Economic Growth Goal 10: Reduced Inequality Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>Best Goals</p>	<p>2022 Progress Notes</p>		<p>Sustainable Development Goals</p>
<p>Our long-term goal is to demonstrate to the wider fashion industry and business in general that purpose-led business can be profitable while protecting the planet and humanity.</p>	<p>While there is still a very long way to go, we believe that we have made progress towards this goal, and are proud of the influence that we have so far had on the industry by way of collaborating with some huge brands in the industry, being approached for either manufacturing/supply chain services or guidance, and our contribution to knowledge sharing by sharing our experience at a number of in-person and virtual industry events throughout the year. Two members of our team have also been shortlisted this year for the Rivet 50 Most Influential People in Denim accolade.</p>	<p>In Progress/Continuing</p>	<p>Goal 12: Responsible Consumption And Production Goal 16: Peace And Justice Strong Institutions Goal 17: Partnerships To Achieve The Goal</p>
<p>New Goals</p>	<p>2022 Progress Notes</p>		<p>Sustainable Development Goals</p>

Consistently engage in collaboration with other brands to expand impact reach and continue to influence industry towards a future where sustainable practices are mainstream.			Goal 12: Responsible Consumption And Production Goal 16: Peace And Justice Strong Institutions Goal 17: Partnerships To Achieve The Goal
---	--	--	--

Economic

Good Goals	2022 Progress Notes		Sustainable Development Goals
Increase revenue generated by digital/online sales to offset wholesale losses experienced as a result of COVID-19	Digital sales have continued to be a key source of income for the business. For FY2022, this channel represented 62% of total sales for the business, up from 58% the prior year.	In Progress/Continuing	Goal 12: Responsible Consumption And Production
Continue to improve our direct sales experience through more streamlined websites across all our regions	Completed previous reporting period, although continues to be worked on.	Met and Maintained	Goal 12: Responsible Consumption And Production
Expand our product range to ensure loyal customers are able to “shop Outland” for more of their wardrobe requirements without sacrificing dedication to sustainability	Completed previous reporting period, although continues to be worked on.	Met and Maintained	Goal 12: Responsible Consumption And Production
Better Goals	2022 Progress Notes		Sustainable Development Goals
Expand to have staff working full time in producing for other brands in Cambodia	Completed previously, although continues to be worked on.	Met and Maintained	Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure

			Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal
<p>Continue to nurture wholesale brand partnerships with retailers who align with our brand values. Provide product accessibility at scale as well as formalise holistic stockist support program.*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small></p>	<p>Unfortunately, FY2022 started off with long-term lockdowns in Victoria and NSW. As such, many boutique wholesalers were greatly impacted and unable to trade. This also impacted regions where lockdowns were not as extensive, due to the lack of travel resulting in reduced business. However, as restrictions eased in the new year and consumer sentiment began to increase, the business had our sales team out on the road meeting both new and existing retailers.</p> <p>Overall for FY2022, Outland Denim added 16 new boutique stores to its database and saw a 20% increase in revenue generated from the boutique sales channel. The business has also invested into new ways to engage with its retailers including sending retail staff thank you messages from some of its Cambodian team. Following last year's developments including onboarding the Joor sales system and working on strategies to deliver season relevant stock faster to stockists, this year we have continued to formalise and expand our stockist support program to provide a direct line between stores and the marketing team, deliver bespoke marketing assets, in-store visits from marketing team and event offerings, store decals, team training sessions, and monthly impact updates for buyers and store assistants.</p>	In Progress/Continuing	Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal
Offer investors better-than-average returns on investment	Outland Denim is committed to achieving healthy returns for their investors. While this is a medium-to-long term goal of the company, it is vital that this is achieved in order to encourage more funds into the impact investment space and encourage other fashion brands to also invest into their sustainability goals if they want to continue to grow their value and deliver returns to investors.	In Progress/Continuing	Goal 17: Partnerships To Achieve The Goal
Best Goals	2022 Progress Notes		Sustainable Development Goals
<p>Provide manufacturing services to medium-large scale brands who want to prioritise sustainable manufacturing.*</p> <p><small>*In 2020 and 2021 reports this goal was worded as "Provide manufacturing services to the world's"</small></p>	Our manufacturing arm, Maeka, is continuing to provide manufacturing work for its existing clients. In addition, Maeka has started expanding its services and is in discussions / sampling stages with several key Australia brands to provide manufacturing services.	In Progress/Continuing	Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production

largest brands". Moving forward we have revisited and reworded this goal to reflect that size is not our top priority in partnering with MAEKA clients, but a long-term commitment to sustainability is.			Goal 17: Partnerships To Achieve The Goal
Help facilitate existing manufacturers to producing to the Maeka StandardTM	The company has piloted segments of its Maeka Standard TM with its development partners. The R&D and piloting stages are near completion and the model is expected to be rolled out and commercialised in the coming years.	In Progress/Continuing	Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal
Demonstrate continued growth in brand and therefore continued increase in market share in the premium denim space.* *Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Capture market share from brands who have shown little real desire to remunerate their supply chain workers fairly or to genuinely invest into sustainability" and "For the Outland Denim brand to have market share in the premium denim space."	The brand has grown over FY2022, increasing revenue by 25%. As such, it continues to work to capture market share and grow its influence as a sustainable denim brand. As stated last year, while still only representing a fraction of the global denim jeans market, the demand for sustainable denim has continued to grow, which puts Outland Denim in a strong position to continue to capture market share from other global denim brands who are still yet to invest genuinely into sustainability. This goal will continually be in progress while the market share is held predominately by denim brands who have shown little real desire to remunerate their supply chain workers fairly or to genuinely invest into sustainability.	In Progress/Continuing	Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 12: Responsible Consumption And Production

Circularity

Good Goals	2022 Progress Notes		Sustainable Development Goals
Finalise environmental testing and continue diverting Outland Denim textile waste to research and development programs.	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	Met and Maintained	Goal 9: Industry, Innovation And Infrastructure Goal 11: Sustainable Cities And Communities Goal 13: Climate Action Goal 15: Life On Land Goal 17: Partnerships To

			Achieve The Goal
<p>Continue partnerships with charity partners such as Thread Together and similar overseas charity organisations in our major areas who support local community members with dignified new garment choices.*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Continue partnership with Thread Together to support local community members with dignified new garment choices." and "Establish similar partnership programs to Thread Together in each of Outland Denim's major regions of distribution, including the United States, United Kingdom, and Canada"</small></p>	<p>\$53K worth of new Outland Denim product was donated to Australians in need this year in partnership with Thread Together and the We Wear Australian Campaign. We are also currently in conversation with potential new charity partners exploring how we can work together.</p>	Met and Maintained	<p>Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal</p>
Better Goals	2022 Progress Notes		Sustainable Development Goals
<p>Be subject to a case-study evaluating the effects of water recycling on water and plastic pollution in the garment sector.</p>	<p>We have built relationships with universities that could facilitate this research project. However, over the past year COVID travel restrictions have limited collaborations such as this with universities over the past year, and system upgrades need to take place at Outland Denim before we are able to be a case study for this research project.</p>	Not started	<p>Goal 6: Clean Water And Sanitation Goal 13: Climate Action Goal 14: Life Below Water Goal 17: Partnerships To Achieve The Goal</p>
<p>Decrease environmental impact of using stretch fabrics while maintaining and improving product durability</p>	<p>This year we have reduced our use of synthetics, which includes stretch fabrics, by 8% compared to last year. 93% of fibres used are natural, 6% are synthetic, and 1% are hardware elements.</p>	Goal Met	<p>Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production Goal 14: Life Below Water</p>

Expand product repair opportunities	Outland Denim has employed a team member in-house with the sewing skills to perform repairs on Outland products when possible. However we recognise the limitations of this service in terms of human resource and necessity for customers to mail us their jeans for repair. We hope to in future expand this service to be even more accessible to our customers while also educating customers on how to do basic repairs at home or how to access their local tailor.	In Progress/Continuing	Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production
Best Goals	2022 Progress Notes		Sustainable Development Goals
Find a solution to textile waste in landfill, that can be utilised by Outland Denim as well as other brands. <small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Create waste management system that leaves the planet and people in a better position", "Find a solution to textile waste in landfill, that can be utilised by Outland Denim as well as other brands." and "Remove the environmental impact of using stretch fabrics in the post-consumer phase".</small>	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	Goal Met	Goal 9: Industry, Innovation And Infrastructure Goal 11: Sustainable Cities And Communities Goal 13: Climate Action Goal 15: Life On Land Goal 17: Partnerships To Achieve The Goal
Create carbon offsets as a byproduct of products sold	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	In Progress/Continuing	Goal 9: Industry, Innovation And Infrastructure Goal 13: Climate Action
Implement post-consumer recycling or second-hand program	Outland Denim has begun research into a formal post-consumer recycling and second hand program. In the short-term, we have begun a partnership with Airrobe to support customers in purchasing and selling their Outland Denim's second hand should they wish to.	In Progress/Continuing	Goal 11: Sustainable Cities And Communities
New Goals	2022 Progress Notes		Sustainable Development Goals

<p>Continue working towards textile waste solutions that will be able to remove or divert from landfill 2x the amount of textiles that we produce by weight.</p>			<p>Goal 9: Industry, Innovation And Infrastructure Goal 11: Sustainable Cities And Communities Goal 13: Climate Action Goal 15: Life On Land Goal 17: Partnerships To Achieve The Goal</p>
--	--	--	--

Social Impact And Supply Chain

Good Goals	2022 Progress Notes		Sustainable Development Goals
<p>Maintain and introduce education programs each year as relevant and informed by employee survey data.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Provide water and safe sanitation education to Outland Denim staff and surrounding communities", "Collate health data to guide educational seminar topics and monitor overall impact of the clinic.", "Re-establish education and training programs post facilities closure due to COVID-19".</small></p>	<p>Outland Denim was able to facilitate hygiene education to employees through its partnership with Sipar and CWPD in Cambodia. The workshop covered the importance of clean water, nutrition and a hygienic lifestyle. The average pretest score was 4.48/10 compared to the average 10/10 Post Test Score. 97% of employees share information learnt at Outland Denim with their family and community. In addition to this, multiple health workshops were also run to share knowledge on topics including Covid-19 prevention measures, to further support employees and their families to stay safe and healthy. During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).</p>	<p>Met and Maintained</p>	<p>Goal 3: Good Health And Well-Being Goal 4: Quality Education Goal 5: Gender Equality Goal 10: Reduced Inequality</p>

<p>All material suppliers to provide evidence of testing for harmful substances.*</p> <p><small>*This is a rewording of a previous goal: "All material suppliers to hold Standard 100 by OEKO-TEX Cert"</small></p>	<p>The Outland Denim team has adjusted this goal to ensure all material suppliers hold OEKO-Tex Certification and/or the Global Organic Textile Standard (GOTS) Certification as both have strict testing standards in place. All material suppliers have been able to provide certifications for either or both of these standards.</p>	<p>Met and Maintained</p>	<p>Goal 3: Good Health And Well-Being Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>All international freight from production facilities to be carbon neutral.*</p> <p><small>*In the interest of making this goal more specific, it has been broken into two goals and reworded. In our 2020 and 2021 reports it was published as "All domestic and international logistics to be carbon neutral".</small></p>	<p>Outland Denim maintains a commitment to the development of a decarbonisation roadmap for our operations, which includes the offsetting of emissions that we cannot reduce, to put us on a path to a climate positive future.</p>	<p>In Progress/Continuing</p>	<p>Goal 13: Climate Action Goal 17: Partnerships To Achieve The Goal</p>
<p>All customer transactions to be carbon neutral.*</p> <p><small>*In the interest of making this goal more specific, it has been broken into two goals and reworded. In our 2020 and 2021 reports it was published as "All domestic and international logistics to be carbon neutral".</small></p>	<p>Outland Denim maintains a commitment to the development of a decarbonisation roadmap for our operations (Scope 1 & 2), and our supply chain and customer offering (Scope 3). A life cycle assessment is part of this process.</p>	<p>In progress/Continuing</p>	<p>Goal 12: Responsible Consumption And Production Goal 13: Climate Action</p>
<p>100% of direct suppliers waste management systems signoff</p>	<p>80% of Outland Denim's 2nd tier material production suppliers have waste management systems or sustainability plans implemented. This reporting period 90% have waste management systems or sustainability plans implemented.</p>	<p>In Progress/Continuing</p>	<p>Goal 12: Responsible Consumption And Production Goal 13: Climate Action</p>

<p>Research the environmental and social impact of each of the fibres used for our materials.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Assess further to current methods the use of fibres used for our raw materials, taking into account the environmental impact of each." and "Outland Social and Environmental Impact Manager or representative of Outland Denim to visit organic cotton farms to research social standards."</small></p>	<p>Outland Denim has numerous research projects on-going for the fibres it works with and considers working with. Current research projects include: organic cotton, vegan leather alternatives, pre and post consumer recycled cotton, Ecovera/viscose, hemp, polyester, PBT, elastane, fibre in-use and end of life environmental impacts research. This is on-going as Outland Denim's range grows and new information and technology becomes available</p>	<p>In Progress/Continuing</p>	<p>Goal 1: No Poverty Goal 3: Good Health And Well-Being Goal 6: Clean Water And Sanitation Goal 7: Affordable And Clean Energy Goal 8: Decent Work And Economic Growth Goal 12: Responsible Consumption And Production Goal 13: Climate Action Goal 14: Life Below Water Goal 15: Life On Land</p>
<p>Support vulnerable worker populations down the supply chain with training in local language about human rights, modern slavery and anti-trafficking</p>	<p>Outland Denim has been able to be part of pioneering the due diligence program, Sağ Salim. This program has given us the ability to share human rights education and hear directly from the most vulnerable communities in global supply chains. Through the Sağ Salim social channels we have been able to reach over 3 million, engaged with over 200K and had direct hotline communications received from 260. We hope to expand this further along our supply chain sourcing regions.</p>	<p>Met and Maintained</p>	<p>Goal 1: No Poverty Goal 2: Zero Hunger Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 10: Reduced Inequality Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>100% of direct supply chain meet Outland Denim's Sustainability and Ethics Criteria</p>	<p>In the previous reporting period, 94% of the primary 2nd tier material production supply chain partners had met Outland Denim's Sustainability and Ethics Criteria. This reporting period 97% of the primary 2nd tier material production supply chain partners have met this criteria.</p>	<p>In Progress/Continuing</p>	<p>Goal 1: No Poverty Goal 2: Zero Hunger Goal 3: Good Health And Well-Being Goal 5: Gender Equality Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal</p>

<p>100% Traceability* achieved for every tier of our primary raw material supply chain.</p>	<p>Outland Denim worked with a new supplier in this reporting period on a small collection that was able to share the region their organic cotton was sourced from, but not the exact cotton farms. We, however, consider traceability an ongoing journey, not a final destination, and continue to communicate and work with all newer suppliers to try and establish as much traceability as possible.</p>	<p>In Progress/Continuing</p>	<p>Goal 1: No Poverty Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 10: Reduced Inequality Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>Acquire evidence that all second tier suppliers remunerate their staff with a fair wage.</p>	<p>Currently 90% of the direct major supply chain partners have been able to provide wage evidence. This could be through disclosing payslips, collective bargaining agreements, audit evidence or a signed wage statement letter from the business management confirming wage structure.</p>	<p>In Progress/Continuing</p>	<p>Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 10: Reduced Inequality Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>Establish in-house library and education centre, also equipped with resources for children's education at home.</p>	<p>Education and library centres are established at both Cambodian facilities. During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).</p>	<p>Goal Met</p>	<p>Goal 4: Quality Education Goal 5: Gender Equality</p>
<p>Provide access to free cervical cancer screenings for all female employees.</p>	<p>This service has been provided in partnership with Mercy Medical Clinic.</p>	<p>Goal Met</p>	<p>Goal 3: Good Health And Well-Being Goal 5: Gender Equality Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal</p>
<p>Better Goals</p>	<p>2022 Progress Notes</p>		<p>Sustainable Development Goals</p>

<p>Work with supply chain partners to improve due diligence monitoring and the improvement of social and environmental practices through long-term partnerships, site visits where possible, and investment in 'always on' methods of due diligence that provide more accurate data than traditional audits alone.</p> <p><small>*Due to similarity and cross-over five previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Work with suppliers and farmers in supporting improvements for water, pesticide and chemical and energy usage during production", "Monitoring farmers' income to ascertain that fair cotton prices and wages are being paid", "Partner with experts to ensure a robust human rights due diligence program is in place throughout the supply chain, from farm to final product", and "Support suppliers with free training, plans and programs to improve social conditions for all workers", "Outland Social and Environmental Impact Manager (with a social auditing expert) to visit supplier facilities to ensure social compliance and that Corrective Action Plan (CAPs) are being followed", "Remove 100% of irrigated cotton in the production of our garments"</small></p>	<p>Outland Denim has already been providing education on human rights and other key social issues, to the workers in its supply chain. We are now starting the process of planning further capacity and training for our primary raw material supply chain. Outland Denim has co-developed and established an innovative approach as we believe an enduring due diligence system is more important for a supply chain, than the traditional audit and one-off site visit approach</p>	<p>In Progress/Continuing</p>	<p>Goal 8: Decent Work And Economic Growth Goal 9: Industry, Innovation And Infrastructure Goal 10: Reduced Inequality Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
--	---	-------------------------------	---

<p>Traceability Scoring System and Sustainability and Ethics Criteria implemented for minor suppliers (ie. packaging)</p>	<p>Scoring system has been created but not yet implemented with all minor suppliers.</p>	<p>In Progress/Continuing</p>	<p>Goal 12: Responsible Consumption And Production Goal 17: Partnerships To Achieve The Goal</p>
<p>Develop, facilitate and replicate a Mental Health program aimed at employees with low levels of literacy and education who have experienced exploitation prior to their employment with Outland Denim. Improve self-care, mental health and, therefore, workplace productivity and satisfaction.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Welcome an on-site mental health support professional to the team." and "Develop, facilitate and replicate a Mental Health program aimed at employees with low levels of literacy and education who have experienced exploitation prior to their employment with Outland Denim. Improve self-care, mental health and, therefore, workplace productivity and satisfaction."</small></p>	<p>Outland Denim's HR and Staff Support team and our clinic Nurses, have received training around mental health care. Our leadership team has also joined a workshop on Trauma Informed Care, hosted by International Justice Mission. There is still work to do to reach this goal and have all employees equipped in this area.</p>	<p>Not started</p>	<p>Goal 3: Good Health And Well-Being Goal 5: Gender Equality Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal</p>

Contribute to a reduction in preventable disease and illness in workforce and workforce households	Outland Denim is providing on-going education around relevant health topics to all employees and with the help of expert partners, also providing health screenings and access to further medical support for certain conditions.	Goal Met	Goal 3: Good Health And Well-Being Goal 5: Gender Equality Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal
Expand on Living Wage Methodology and research for each location and tier in Outland Denim's supply chain	Outland Denim has set up a living wage template and has looked to adopt living wage calculations to use as a benchmark and guide for the majority of its direct supply chain. Work still needs to be done to research beyond tier 2.	In Progress/Continuing	Goal 1: No Poverty Goal 2: Zero Hunger Goal 3: Good Health And Well-Being Goal 8: Decent Work And Economic Growth Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production
Deliver 150 hours/year of free education programs	Education hours have exceeded 150 hours this year.	Met and Maintained	Goal 4: Quality Education Goal 5: Gender Equality Goal 10: Reduced Inequality
Influence local community in primary manufacturing region with education on health and other topics.* <small>*The wording of this goal has been updated to be more specific. In previous reports it was published as "Open current programs and education to wider local community."</small>	Outland Denim has set up a library and education centre in its facilities that has allowed parents to borrow books for their children and other household members. This has been especially timely with Covid-19 school closures. There are further opportunities to take education programs to the wider local community.	In Progress/Continuing	Goal 3: Good Health And Well-Being Goal 10: Reduced Inequality
Best Goals	2022 Progress Notes		Sustainable Development Goals

<p>Use resources to contribute to improved wider community health outcomes by way of educational resources and the Outland Denim Health Clinic.*</p> <p><small>* This is a rewording of a goal previously published in our 2020 and 2021 report at "Open Outland Denim Health Clinic for the benefit of the wider local community".</small></p>	<p>Both facilities now have health clinics established that run regular health education workshops for Outland Denim employees. We know from staff surveys that this education is supporting the wider community as staff report to share the information received with family and friends, however no formalised system exists as yet for wider community health outreach through our facilities.</p>	<p>In Progress/Continuing</p>	<p>Goal 3: Good Health And Well-Being Goal 5: Gender Equality Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal</p>
<p>All suppliers in the primary raw fibre supply chain to remunerate their staff with a fair wage, adequate to ensure a decent standard of living, with the aim and vision to continue working towards all workers in all supply chain tiers receiving a living wage.*</p> <p><small>*In the interest of making this goal more specific and therefore actionable, it has been reworded. In our 2020 and 2021 reports it was published as "All suppliers in each tier to remunerate their staff with a fair wage, adequate to ensure a decent standard of living."</small></p>	<p>Outland Denim has been able to trace to the organic cotton farms supplying for the majority of our denim orders. We have been able to assess wages at the 1st and 2nd tier, though still have work to do for wage insight at tiers 3, 4 & 5.</p>	<p>In Progress/Continuing</p>	<p>Goal 1: No Poverty Goal 2: Zero Hunger Goal 3: Good Health And Well-Being Goal 8: Decent Work And Economic Growth Goal 11: Sustainable Cities And Communities Goal 12: Responsible Consumption And Production</p>
<p>Establish retirement fund for Outland Denim Cambodia staff</p>	<p>Pension payments for employees are currently expected to begin in October 2022.</p>	<p>In Progress/Continuing</p>	<p>Goal 1: No Poverty Goal 3: Good Health And Well-Being Goal 5: Gender Equality</p>

International certification or accreditation for training	This remains a goal, however we have not made progress at this stage.	Not started	Goal 4: Quality Education Goal 17: Partnerships To Achieve The Goal
Scholarships for staff to further education	This remains a goal, however we have not made progress at this stage.	Not started	Goal 4: Quality Education Goal 17: Partnerships To Achieve The Goal
Introduce additional educational topics such as small business, nutrition classes, agriculture, environmental impact and further leadership development.	Outland Denim's General Manager has continued to run leadership and other soft skill training classes.	In Progress/Continuing	Goal 4: Quality Education Goal 10: Reduced Inequality Goal 17: Partnerships To Achieve The Goal

Environment

Good Goals	2022 Progress Notes		Sustainable Development Goals
Develop on-going water management program for finishing facility	In 2021 Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process is scored and tracked through the Environmental Impact Measurement (EIM) system by Jeanologia. Outland Denim worked on improving its water filtration system with the aim to incorporate water recycling into the new system, however owing to financial limitations progress has not been made in this area in the last financial year.	In Progress/Continuing	Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production
Conduct a life cycle assessment measuring the impact of OD's Carbon Footprint	Progress has not been made towards this goal. However, Carbon Footprint is currently in the process of being measured as it pertains to the overarching Outland Denim brand.	Not Started	Goal 13: Climate Action
Test durability by way of laundry test	At this time Outland does not implement this test method on fabric or garment form before or after treatments. This continues to be a goal	Not started	Goal 12: Responsible Consumption And Production

Better Goals	2022 Progress Notes		Sustainable Development Goals
100% recycled water to be used in Wash and Finishing Facility. Implement a closed loop water filtration system.	In 2021 research began into an upgrade for our water filtration system. We are looking to update the system so that recycled water can go back into the process for reuse, however, owing to financial limitations progress has not been made in this area in the last financial year.	In Progress/Continuing	Goal 6: Clean Water And Sanitation Goal 9: Industry, Innovation And Infrastructure Goal 14: Life Below Water
Track the environmental impact of every garment through the Wash and Finishing process by using 3rd party Environmental Impact Management scores.	In 2021 Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process was scored and tracked through the Environmental Impact Measurement (EIM) system by Jeanologia. All but one wash at this time was considered to be 'Low Impact'. Owing to financial limitations progress has not been made in this area in the last financial year, however we continue to select wash recipes for their low water, energy, and chemical reliance and look forward to continuing to pursue this goal.	In Progress/Continuing	Goal 6: Clean Water And Sanitation Goal 7: Affordable And Clean Energy Goal 12: Responsible Consumption And Production
Where possible invest in use of clean energy to support manufacturing facilities <small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Increase use of clean energy in all manufacturing facilities" and "Increase the use of solar in Cambodian production facilities".</small>	Progress has not been made towards this goal owing to facility limitations.	Not started	Goal 7: Affordable And Clean Energy Goal 12: Responsible Consumption And Production
Create a product that is 100% carbon neutral	Some progress has been made towards this goal, with 100% of brand carbon now being offset.	In Progress/Continuing	Goal 12: Responsible Consumption And Production Goal 13: Climate Action

<p>Prioritise use of Bluesign certified chemicals, and proceed testing chemicals through the ZDHC Gateway*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small></p>	<p>As at last financial year ('20/'21) 73.6% of the chemicals Outland Denim use in its wash and finishing process meet Level 1 ZDHC MRSL V2.0.</p> <p>As at last financial year ('20/'21) 26.4% of products used meet level 3 ZDHC MRSL V2.0 and are Bluesign certified.</p>	<p>In Progress/Continuing</p>	<p>Goal 6: Clean Water And Sanitation Goal 12: Responsible Consumption And Production</p>
<p>100% of all post-industrial waste materials to be diverted from entering landfill within two years</p>	<p>While this goal has not been met in the original timeframe allocated, progress has been made towards this goal. Currently all Outland Denim textile waste is collected, donated or stored for our textile waste solution project.</p> <p>Laboratory testing has been successful for the development of a closed loop textile waste solution.</p>	<p>In Progress/Continuing</p>	<p>Goal 9: Industry, Innovation And Infrastructure Goal 11: Sustainable Cities And Communities Goal 13: Climate Action Goal 15: Life On Land Goal 17: Partnerships To Achieve The Goal</p>
<p>Best Goals</p>	<p>2022 Progress Notes</p>		<p>Sustainable Development Goals</p>
<p>Become carbon + and achieve Net Zero Greenhouse Gas Emissions by 2030*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small></p>	<p>At this time progress has not been made towards this goal.</p>	<p>Not started</p>	<p>Goal 12: Responsible Consumption And Production Goal 13: Climate Action</p>
<p>All Outland Denim washes to measure in the 'Low Impact' standard by using 3rd party Environmental Impact Management scores*</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Research new sustainable and safe chemical</small></p>	<p>In 2021-22, Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process was scored and tracked through the Environmental Impact Measurement (EIM) system by Jeanologia. All but one wash at this time was considered to be 'Low Impact'. Owing to financial limitations progress has not been made in this area in the last financial year, however we continue to select wash recipes for their low water, energy, and chemical reliance and look forward to continuing to pursue this goal.</p>	<p>In Progress/Continuing</p>	<p>Goal 6: Clean Water And Sanitation Goal 7: Affordable And Clean Energy Goal 12: Responsible Consumption And Production</p>

<p>options to get all Outland Denim wash and finishing processes to measure in the 'Low Impact' category using 3rd party Environmental Impact Management scores." and "All Outland Denim washes to measure in the 'Low Impact' category by using 3rd party Environmental Impact Management scores".</p>			
<p>Establish plastic free facilities</p>	<p>At this time progress has not been made towards the goal of reducing plastic use within facilities. However we continue to reduce the use of synthetics within Outland product themselves. Over this financial year we have reduced synthetic raw material use by 8%.</p>	<p>Not started</p>	<p>Goal 12: Responsible Consumption And Production Goal 14: Life Below Water</p>
<p>Continue to collaborate across the fashion industry to research and encourage more sustainable black dye options such as organic or plant-based dyes.</p> <p>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Collaborate across the fashion industry to make research into black dye alternatives available and usable for other brands manufacturing denim", "Implement findings of research program into black dye alternatives that use organic or plant-based dyes into 100% of Outland Denim's black denim range" and "Continue research program into black dye alternatives that use organic or plant-based dyes".</p>	<p>Outland Denim has now updated all its black denim to denim dyed using a process known as Saveblack. Through the Saveblack process, 85% water saving was achieved in proportion to the conventional dyeing, therefore the same amount of decrease in wastewater was realised. In addition to this, Outland Denim has expanded its range of undyed denim products.</p> <p>Outland Denim has continued to look into more sustainable alternatives for black denim dyes. Currently we have not been able to find a mill with the equipment we need to proceed in developing a complete solution, though we will continue to investigate options as more technology becomes available.</p>	<p>In Progress/Continuing</p>	<p>Goal 17: Partnerships To Achieve The Goal</p>

Our Awards And Certifications



Thank you.

*“Thank you for supporting Outland brand.
I hope that you will like every of the products and fit you well.
You support has change not just my life but for others, too.”
Sokhanya, Outland Denim staff member, July 2022*

OUTLAND DENIM