

An aerial photograph of a rugged mountain range. The mountains are dark green and grey, with a river valley visible in the lower left. The sky is filled with soft, white clouds. The text is overlaid in the center of the image.

Triumph
& Disaster

OUR
SUSTAINABILITY
ROADMAP

01 OUR STANCE

02 OUR COMMITMENTS

We don't test on animals
100% RSPO
Reuse + recycle
Safe ingredients
Community engagement & coaching

03 SUSTAINABILITY

04 OUR GOALS

i. GREEN HEART

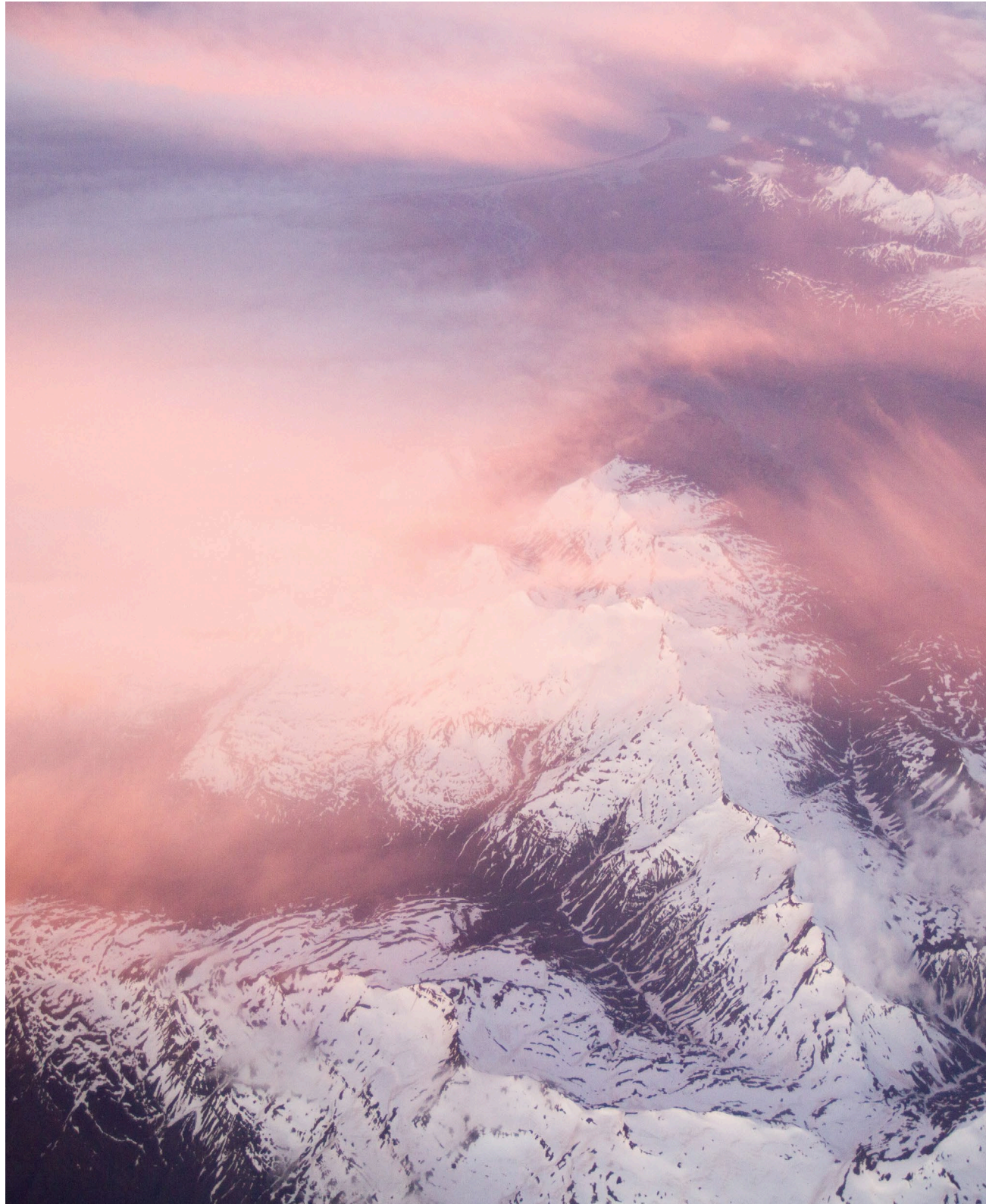
100% RSPO
Reuse + recycle
Safe ingredients
Community engagement & coaching

ii. GOOD PEOPLE

Men's health awareness
Jobs
Safe ingredients

iii. GREAT BUSINESS

Transparency
Supporting like-minded businesses

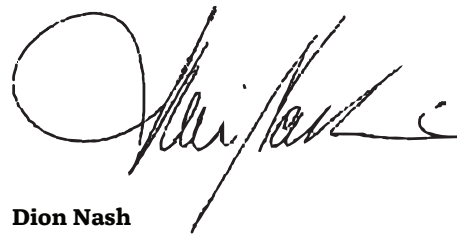


01 OUR STANCE



At Triumph and Disaster we have always been passionate about producing products that come from nature and are based on the best science available. However today human endeavour has placed the natural world under greater strain than ever before and now is the time for drastic change across economies and within our industry to help mitigate that strain. We believe a business should be operated in a way that enhances communities and the environment to ensure a sustainable future for all. We are by no means perfect and recognise we have an obligation to seek continuous improvement in order to play our part. So this, our very first sustainability strategy, is our roadmap to do just that. We engaged with Go Well Consulting to help us better understand our existing impacts on the environmental, social and economic issues we face locally and globally. Together we have developed the following plan which is designed to challenge us with ambitious goals, help us communicate our vision and keep us accountable to you — our valued stakeholders. We invite you to read this and provide us with your feedback, ideas and questions.

Many thanks,

A handwritten signature in black ink, appearing to read 'Dion Nash', written in a cursive style.

Dion Nash
Founder

02 OUR COMMITMENTS

From day one we have set out to be a responsible business. We have tried to be transparent and ethical in all we have done in building T&D. We have never tested on animals, our ingredient choices have been conscious and our community engagement sincere — all of these practices we aim to continue to evolve and improve upon.

WE DON'T TEST ON ANIMALS

We don't test on animals other than ourselves. We never have and never will. All our ingredients have been tried and tested through both their development and manufacturing processes. They all meet the European standards for cosmetics which requires that they have not been subject to animal testing. End of story.



100% RSPO

In recent times palm oil has become the 'pin-up boy' of deforestation and climate change. Whilst we acknowledge the destruction caused by deforestation and the part that the palm oil industry has in it, the solutions are not cut and dried. Palm oil represents 35% of the global vegetable oil crop, yet only uses 10% of the land. Meaning alternatives to palm can be 4 to 10 times less efficient. We believe the most ethical way to work with the issue is to use as little palm as possible, reduce it from our formulations (but not replace it with less efficient and therefore more destructive substitutes). What palm we do use, is registered RSPO (Roundtable on sustainable palm oil), meaning its from a sustainable and existing plantation with transparent practices and reporting.



REUSE + RECYCLE

Better to reuse than to recycle. Our internal policy is to reuse our shipping and packaging boxes until they are no longer fit for purpose at which point we recycle them. This means our six-pack boxes and our external shippers can be reused many times before they are sent for recycling.



SAFE INGREDIENTS

All our ingredients are approved as safe by the strictest international cosmetics body standards. Furthermore, we stand behind them having invested our own time and research in order to set the highest internal standards for ingredient safety. Our bible in this regard is the 'EWG skin deep database' — an independent resource that rates all ingredients from safe to toxic — we take our ingredients and safety seriously and have filtered out any products that we believe are even marginal when it comes to proven science and safety specifications.



COMMUNITY ENGAGEMENT & COACHING

We have an active workplace policy that encourages staff to give back to their communities through coaching and mentoring. This includes flexible working hours and access to external resources to allow for such community engagement.



03 SUSTAINABILITY



United Nations
Sustainable Development Goals
(SDGs)

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

-<https://sdgs.un.org/goals>

We have evaluated the SDGs and selected six goals (in green) we feel we can realistically impact, while also ensuring we are not negatively contributing to any others. Each of the SDG goals we have selected being relevant to the goals we have set in our road map.

04 OUR GOALS

The following outlines the material impacts we are having as a business, our high-level goals relating to each impact, why they are important to us, and the challenges we face in achieving each goal. We have organised smaller milestones and targets we want to accomplish in order to achieve our larger goals under the relevant timelines.

We have categorised these goals and targets under three key pillars.

- i. Green Heart
- ii. Good People
- iii. Great Business

i. **GREEN
HEART**

PACKAGING MATERIALS

CHEMICALS

GREENHOUSE

WATER

PACKAGING MATERIALS

OUR GOALS:

To achieve a circular model whereby 100% of the packaging used (through our entire supply chain) is recycled, reused, or composted, and procured from certified sustainable and or recycled sources.

Reduce the volume of packaging we use.

IMPORTANCE:

We are troubled by the amount of pollution that has been created by packaging globally and we don't want to contribute to that problem.

As e-commerce sales grow globally the demand for more packaging materials will grow in parallel putting increasing pressure on the extraction of more resources from our already stressed planet.

CHALLENGES:

There are certain expectations from our customers, retail, and supply chain partners relating to how our products are received.

Certain products of ours require specialised packaging to ensure they retain their high quality.

The infrastructure available to our customers and retail partners for recycling, composting, or reusing our packaging differs greatly across the markets we serve.

Recycled, reused, and repurposed packaging materials are more challenging to access than virgin materials.

Our customers expect a tamper evidence feature on our products.

END OF 2021 TARGETS:

Gather a complete data set on our existing packaging inventory including (but not exclusive to):

1. recycled materials used;
2. virgin materials used;
3. material types used;
4. materials certified as sustainably sourced and / or recycled.

Evaluate our packaging data and apply circular thinking (eliminate, innovate, and circulate) to analyse what changes we can make and set relevant targets.

Undertake customer engagement and investigate the implementation of a packaging take-back and/or refillable service for our customers.

END OF 2022 TARGETS:

100% of our packaging to clearly explain how to circulate the materials.

Deliver a communications campaign to engage our customers in our packaging goals.

END OF 2023 TARGETS:

100% of our packaging is designed to be recycled, reused, or composted.

Show how through good practice no T&D packaging should be sent to landfill or be littered. Explain in simple terms how the consumer can play their part and how we have made it easy for them to do so.

CHEMICALS

OUR GOALS:

Be at the forefront of clean science and skin care.

To educate and inform our stakeholders on the science relating to the chemical risks within our industry.

Influence our industry to end the use of dangerous chemicals.

IMPORTANCE:

From our inception we have taken a stand against certain chemicals we know are dangerous to our customers and / or natural ecosystems.

We care deeply that our products do no harm and want to see our industry end the use of those chemicals proven to be unsafe.

CHALLENGES:

We are up against competitors with vastly more resources, reach and market share than us and who do not share our values.

There are some within our industry who deliberately create confusion around the safety of certain chemicals.

Global industry bodies are heavily influenced by corporate money and lobbying.

The science of chemicals is hugely complex and confusing for most people to understand.

END OF 2021 TARGETS:

Provide a complete list of every ingredient we use.

Deliver an education campaign on the 3 of the most risky chemicals in our industry.

Provide a list of our banned materials.

Engage with like minded industry peers to influence our industry and regulatory bodies to clean up the chemicals used.

Investigate achieving EWG certification

END OF 2022 TARGETS:

100% of ingredients to be accepted by the EWG standard.

Deliver an education campaign on the 3 more of the most risky chemicals in our industry.

END OF 2023 TARGETS:

Achieve EWG certification.

GREENHOUSE GASES

OUR GOALS:

To become a carbon negative business.

IMPORTANCE:

Climate change is an existential threat to humanity and we want to play our part in transitioning to a zero carbon economy.

CHALLENGES:

We rely on transport and logistics partners to move our ingredients and products.

Due to supply chain delays caused by Covid-19 we are under pressure to airfreight more stock to meet customer demands.

END OF 2021 TARGETS:

Begin mapping our carbon footprint.

Investigate carbon offsets.

Investigate providing our e-commerce customers the opportunity to offset their transport emissions

END OF 2022 TARGETS:

Develop a carbon reduction plan and set a reduction target.

Publish reduction target.

Offset emissions by 120%

END OF 2023 TARGETS:

Achieve our reduction target.

WATER

OUR GOALS:

To ensure we are not having any negative impacts on waterways.

To ensure we are using water as efficiently as possible

IMPORTANCE:

Water is a vital resource that we all rely on.

We do not want our products to have any negative impacts on the waterways they end up in.

CHALLENGES:

We have limited control over the manufacturing processes used

There are large amounts of water used in the manufacturing of packaging we use, in particular the cardboard used for shipping.

END OF 2021 TARGETS:

Ensure we have complete understanding of the water management practices of our manufacturers.

Map our existing water usage and establish an efficiency score (litres per product).

END OF 2022 TARGETS:

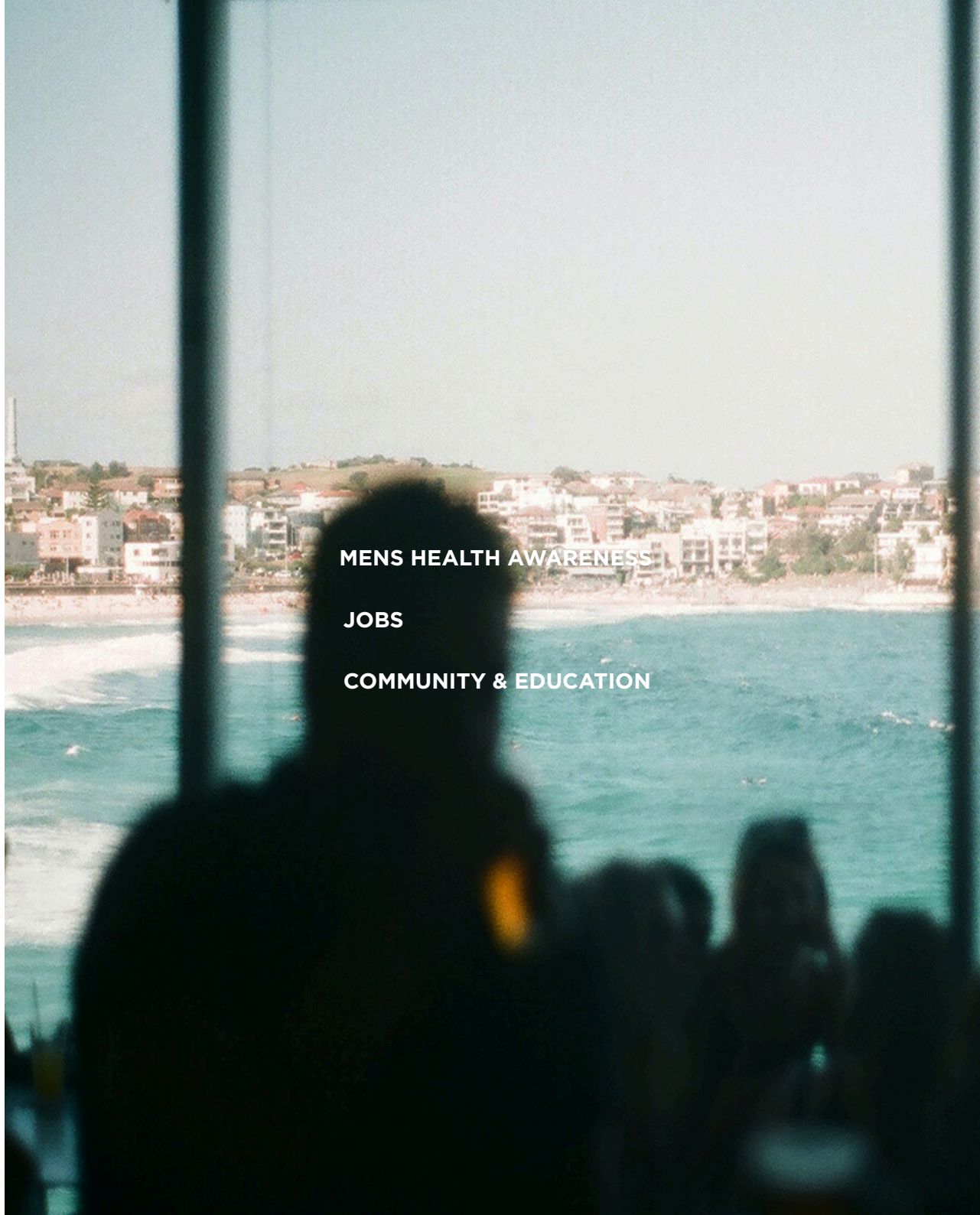
Evaluate water usage to set a water reduction target.

Ensure all manufacturers are managing water to our expectations.

END OF 2023 TARGETS:

Achieve our water reduction target.

ii. **GOOD
PEOPLE**



MENS HEALTH AWARENESS

JOBS

COMMUNITY & EDUCATION

MEN'S HEALTH AWARENESS

OUR GOALS:

To champion the health and well being of men.

IMPORTANCE:

Men make up the vast majority of our customer base.

Men's health and wellbeing (particularly mental health) needs support and improvement.

CHALLENGES:

Talking about mental health and wellbeing is challenging for many men.

We are not mental health experts.

END OF 2021 TARGETS:

Engage with a mental health expert to help us build a constructive approach to supporting men's mental health

Survey our customers to establish their levels of health and wellbeing.

Develop a campaign around men's health and wellbeing.

Establish an event based on men's health.

END OF 2022 TARGETS:

Re-survey our customers to understand our impacts.

Build on foundations of our initial men's health event and expand our impact.

END OF 2023 TARGETS:

Have a fully established calendar for the activities and events surrounding men's health.

JOBS

OUR GOALS:

To be an enjoyable, fulfilling, and rewarding place to work.

IMPORTANCE:

We care deeply about our staff.

We believe diversity adds to our workplace effectiveness and gives us a breadth of thinking and understanding that makes us a stronger business.

CHALLENGES:

We have a diverse team with different needs and wants.

END OF 2021 TARGETS:

Establish an annual anonymous staff survey to establish levels of enjoyment and fulfillment at T&D and how we can improve.

Establish a budget to support staff development.

Evaluate our staff satisfaction of the diversity and inclusion of our workplace through the annual staff survey.

Establish a company policy relating to voluntary work and community coaching/mentorship.

Produce a public statement on our approach and position on diversity and inclusion.

END OF 2022 TARGETS:

Re-survey our staff to understand our impacts.

Review and amend targets based on feedback.

Evaluate our staff satisfaction of the diversity and inclusion of our workplace through the annual staff survey.

END OF 2023 TARGETS:

Have a track record of staff development and outreach success.

Have a track record of staff diversity and inclusion.

COMMUNITY EDUCATION

OUR GOALS:

To be a trusted and reputable source of knowledge.

To support our communities learning and understanding of the social, economic and environmental challenges we face.

IMPORTANCE:

Education and awareness is critical in solving these issues.

We rely on our stakeholders to help us achieve these goals.

CHALLENGES:

We have a diverse community with differing levels of awareness and understanding of these challenges.

Many of these challenges are complex and will require changes to the way we think and act.

END OF 2021 TARGETS:

Develop a framework for T&D to share their knowledge and educate our community.

Survey our community to understand their existing knowledge.

Engage with subject matter experts monthly/bi-monthly for our own continued learning.

Host 2 community events with an educational focus.

Coaching / Mentoring program for staff Undertake a beach clean up with T&D staff.

END OF 2022 TARGETS:

25% of all social posts to be focused on educating our community.

All T&D staff to have one extra curricular community outreach - coaching mentoring etc

Undertake a beach clean up with T&D staff and key partners.

END OF 2023 TARGETS:

Grow community outreach programme to include partner businesses.

Grow our beach clean up day to include T&D staff, key partners, and other stakeholders.

iii. GREAT BUSINESS



TRANSPARENCY

SUPPORTING LIKE-MINDED BUSINESSES

TRANSPARENCY

OUR GOALS:

Recognised as an honest and transparent business.

IMPORTANCE:

There are businesses within our industry who we believe act unethically and put people and the planet at risk.

CHALLENGES:

We are a comparatively small business within the industry with limited resources.

Global supply chains are complex and we rely on the transparency of others.

END OF 2021 TARGETS:

Publicly provide a complete list of every ingredient we use.

Publicly provide a complete list of all regions we receive ingredients and packaging from.

END OF 2022 TARGETS:

Expand on our lists of ingredients and supplier regions to provide further transparency and information.

END OF 2023 TARGETS:

Produce a sustainability report that clearly shows our progress towards being a truly circular business and showcasing leadership in this regard.

SUPPORTING LIKE-MINDED BUSINESSES

OUR GOALS:

To work with and support suppliers and other businesses who match our ethics and values.

IMPORTANCE:

We know we must collaborate with others to achieve a sustainable future.

CHALLENGES:

We need to be mindful of our expenses.

It takes time to vet suppliers and build strong relationships.

END OF 2021 TARGETS:

Define our minimum standards for suppliers.

Audit existing suppliers against our minimum standards.

END OF 2022 TARGETS:

Develop a supplier code of conduct.

END OF 2023 TARGETS:

Have 100% of suppliers sign our code of conduct.

THANKS FOR CARING.