Sustainability Strategy

2023 — 2025

aleph

CONTENTS

Introduction 04 – 05

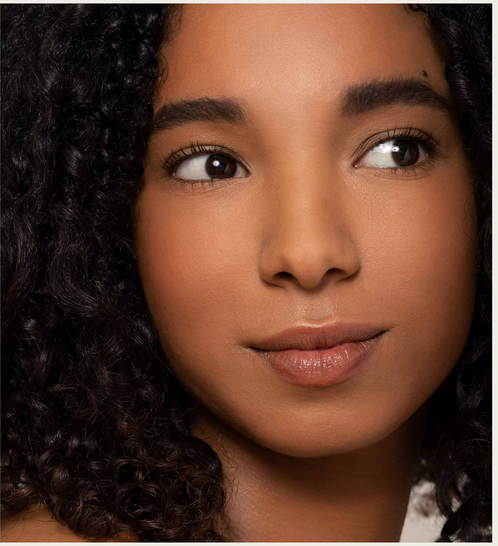
UN *Sustainable* Development *Goals* 06

Our Planet 07 – 17

Our People 18 – 24

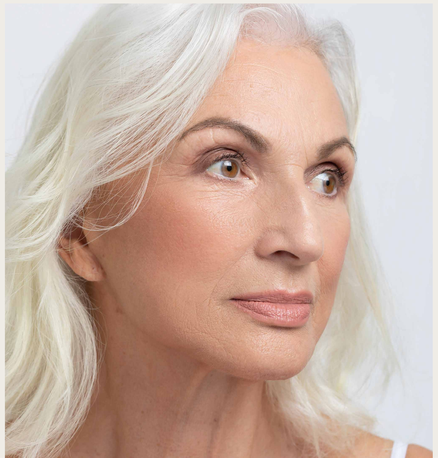
Our Business 25 – 29

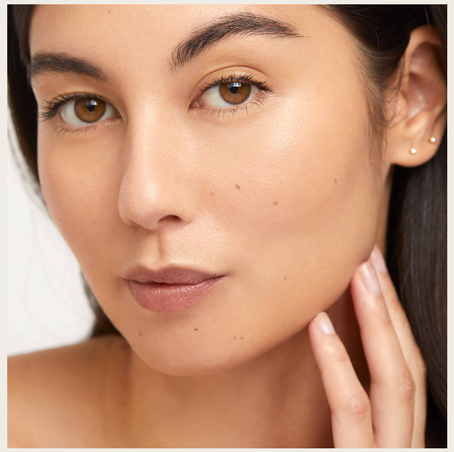
Appendix 30 – 33



Clean beauty.

Clear conscience.





Aleph aims to tick all the boxes of the conscious consumer by putting *people, planet, and animals* at *the forefront of every decision* we make.

Aleph Beauty promises unrivaled innovation in the form of multi-functional, clean beauty that respects the planet while promoting proactive beauty. Our products guarantee world-class performance in sustainable, multi-tasking makeup that empowers wearers to do more with less and actively sets the skin up to follow the best possible path to aging.

Having worked within the beauty industry as a professional makeup artist for over 20 years, I became dissatisfied with the products I was using and the lack of sustainable practice within the industry. This led me to launch Aleph in 2018 - I wanted to create a brand and product line that reflected my values while still performing at the same standard as traditional beauty, if not better.

I'm passionate about helping women feel like the best version of themselves. This includes removing the feeling of guilt created by the excess packaging and other environmental casualties. Through Aleph I sought to provide a solution inline with their conscious lifestyle while removing the overwhelm created by the conventional beauty industry.

Sustainability is foundational to Aleph. Along with supporting and improving skin health and our unique multi-use system of products that work synergistically to create more with less, we aim to tick all the boxes of the conscious makeup wearer by putting people, planet, and animals at the forefront of every decision we make. From ingredients to manufacturing, packaging to recycling, team building to social impact.

Every decision we make is a fastidious one, and our commitment to improving our sustainability metrics informs everything we do. We've created this three-year strategy as a guide to keeping us moving in the right direction, to hold ourselves accountable, and to push the industry to a more sustainable future.

I invite you to join us on our journey in making sustainability the new norm.

Sincerely,

Emma Peters

FOUNDER

Our Existing Practices *or* Commitments

- Re Aleph – Packaging take-back scheme since April 2020.
- Have been working with a sustainable packaging consultant.
- Removing as much plastic from our packaging as possible.
- Partnered with the Glass Packaging Forum.
- Use only FSC certified paper for our packaging.
- All our boxes, postage and packaging materials, and the stickers on the base of the jars are home compostable.
- Our courier bags and labels are compostable.
- We use all natural ingredients and no plastic polymers.
- 100% vegan friendly and cruelty free.
- All but two of our products contain no water.
- Staff travel policy that encourages staff to consider their impact before booking travel.
- Member of the Sustainable Business Network since 2020.
- Member of 1% for the Planet since 2020.
- Donate to Sustainable Coastlines, and For the Love of Bees.
- Planted 2,400 native trees in 2020 with Trees that Count.
- Our office has a sensor lighting system to save energy, and we have taken control of our HVAC system, and reduced the length of time it runs each day by 44%.
- Wherever possible use up-cycled ingredients, such as rice brand wax, kiwi seed oil.

United Nations *Sustainable* Development *Goals*

The SDG's were adopted by all United Nations Member States in 2015 as a shared blueprint for peace and prosperity for people and the planet, now and into the future.

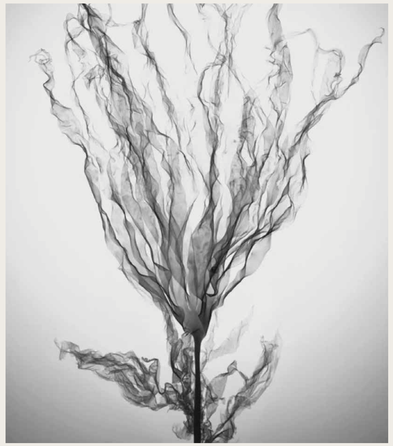
Aleph has reviewed and recognised the SDG's as a benchmark for sustainable business practices across the globe, and we are aligning our strategy to these goals.

We have identified **7 goals** and 15 targets we feel we can have the biggest impacts on, while also ensuring we are not negatively contributing to any others.

You can see the full explanation of the relevant SDGs and specific targets in the appendix.

NO POVERTY	REDUCED INEQUALITIES
ZERO HUNGER	SUSTAINABLE CITIES AND COMMUNITIES
GOOD HEALTH AND WELL-BEING	RESPONSIBLE CONSUMPTION AND PRODUCTION
QUALITY EDUCATION	CLIMATE ACTION
GENDER EQUALITY	LIFE BELOW WATER
CLEAN WATER AND SANITATION	LIFE ON LAND
AFFORDABLE AND CLEAN ENERGY	PEACE, JUSTICE AND STRONG INSTITUTIONS
DECENT WORK AND ECONOMIC GROWTH	PARTNERSHIPS FOR THE GOALS
INDUSTRY, INNOVATION AND INFRASTRUCTURE	

Our Planet



IMPACT AREAS

01 Greenhouse Gas Emissions
02 Water
03 Biodiversity
04 Ingredients
05 Circularity

5 Goals

To be a *carbon positive* business *by 2026.*

IMPACT Greenhouse Gas (GHG) Emissions

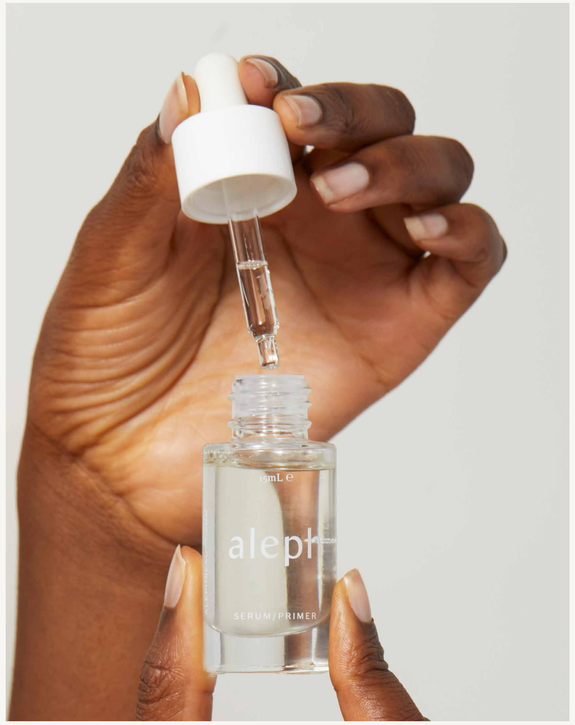
We know that GHG emissions in New Zealand need to reach net zero and Aleph recognise that as a business we have a responsibility to play our part.

SDG ALIGNMENT(S) 13.3

CHALLENGES

- Mapping our emissions and energy usage takes time and resources.
- Our products are manufactured in New Zealand, this means we use more fossil fuels through shipping of raw ingredients and products to other markets.
- Obtaining data about emissions from our suppliers is difficult.
- We have little control over the HVAC and lighting systems due to not owning our office space.

Targets



END OF 2023

Complete a needs assessment with carbon mapping specialists.

Establish regular record keeping of emissions.

Contact our global freight partners to find out what they are doing to reduce their GHG emissions.

Review our use of air freight for the past 12 months, and set a reduction target for the next two years.

Investigate alternative manufacturing partners that are in locations closer to our end market.

Contact our manufacturers to understand what energy sources they use.

Identify which suppliers are still using fossil fuels.

Confirm that our electricity provider uses 100% renewable energy sources.

Research the energy efficiency of the HVAC system in our office.

Contact our landlord to discuss the opportunity of adding solar panels to our roof.

END OF 2024

Engage with carbon mapping specialists.

Map baseline carbon footprint.

Actively prioritise freight companies that have a carbon reduction and management plan.

Achieve our airfreight reduction target.

Partner with one overseas manufacturer that is closer to our end market.

Prioritise suppliers that use renewable energy sources, and have established an environmental management system.

Develop an *Environmental Policy* for our suppliers, which outlines our values and standards in regards to emissions.

Review the criteria needed to achieve the ‘Clean air and climate protection’ pillar of the *Cradle to Cradle* certification for all our products

Change electricity providers if our current one is not from renewable sources.

Contact our neighbors to discuss the opportunity of working together to discuss investing in solar panels with our landlord.

END OF 2025

Develop an emissions reduction plan.

Investigate ‘insetting’ our emissions, rather than ‘offsetting’.

Investigate carbon mapping to a product level.

All our freight partners have an established carbon reduction and management plan.

Achieve our airfreight reduction target.

Expand our overseas supply partners that are closer to our end markets.

All our New Zealand based manufacturers have an Environmental Management system.

All suppliers to have signed our *Environmental Policy*.

To have met the criteria for the ‘Clean air and climate protection’ pillar of the *Cradle to Cradle* certification for one of our products.

To *reduce* our water use and ensure *quality* of water.

IMPACT Water

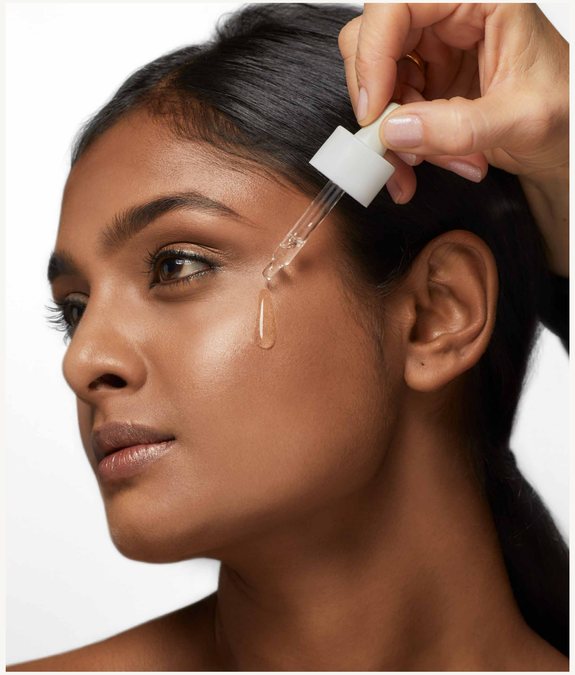
Water is a precious resource. On average beauty products contain 60-85% water, and contribute to water pollution globally.

SDG ALIGNMENT(S) 6.3, 6.4

CHALLENGES

- Many ingredients used in the beauty industry can pollute waters and soil health.
- The agricultural and production practices for some of our raw materials uses a significant amount of water.
- Our Re Aleph programme uses water in the cleaning and sterilisation of packaging.
- There is a high use of water to produce our glass packaging, and contaminated waste water can end up in local waterways.

Targets



END OF 2023

Investigate water efficient sterilisation technology for our operations.

Investigate rainwater capture.

Investigate if it is possible to recycle our wastewater from our operations.

Investigate the water management and irrigation practices used by our agricultural ingredients producers.

Engage with our glass packaging supplier to identify their water and waste water management practices.

END OF 2024

Review the criteria needed to achieve the ‘Water and soil stewardship’ pillar of the *Cradle to Cradle* certification for all our products.

Partner with a local cleaning partner, or invest in new sterilisation equipment to improve water efficiency in our operations.

If cost viable, discuss with our landlord about implementing rainwater harvesting on site.

Prioritise agricultural ingredient producers that use rain water irrigation for our raw ingredients.

Develop an Environmental Policy for our suppliers, which outlines our values and standards in regards to waste water and water use.

Our glass packaging supplier discharges no polluted water.

END OF 2025

To have met the criteria for the ‘Water and soil stewardship’ pillar of the *Cradle to Cradle* certification for one of our products.

All suppliers to have signed our *Environmental Policy*.

To *ensure* Aleph products *do not cause or impact* biodiversity loss.

IMPACT Biodiversity

Many ingredients in the beauty industry are obtained from plants. Due to human influences such as deforestation, land use change and agricultural practices, species are becoming extinct at up to 1,000 times the rate that natural conditions would cause.

SDG ALIGNMENT(S) 15.1, 15.3

CHALLENGES

- Traditional ingredient farming can lead to biodiversity loss, and polluted ecosystems.
- We have limited visibility of the farms where our ingredients are sourced from.
- We have no control and very little influence over the farming practices in our supply chain.

Targets

END OF 2023

Investigate working with international organisations, that can help farmers to transition to regenerative farming practices to help protect biodiversity.

Continue to work with our suppliers to find the country or region of origin for all our agriculturally farmed ingredients.

Investigate the criteria for becoming certified by the *Union for Ethical BioTrade* (UEBT)that work to help protect and enhance biodiversity.

Donate 1,500 trees through partnership with Trees that Count.

Establish an annual planting day with measurable biodiversity impacts for our New Zealand team.

END OF 2024

Investigate working with one of our New Zealand based ingredient farmers, and working with them to implement regenerative farming practices.

Develop an *Environmental Policy* for our suppliers, which outlines our values and standards in regards to biodiversity.

To have mapped the region/country of origin for 50% of our ingredients.

Develop a list of our top 10 ingredients we use, and research the nature-related risks and dependencies associated with each ingredient.

Research whether any of our ingredients are obtained through endangered plant species.

If viable, work to become certified by the *Union for Ethical BioTrade* (UEBT).

Donate 2,000 trees through partnership with Trees that Count.

END OF 2025

Start to transition one of our ingredient farms to regenerative farming practices.

All suppliers to have signed our *Environmental Policy*.

To have mapped the region/country of origin for 100% of our ingredients.

Investigate working with NGO’s, other community based organisations, or our partnership with 1% For the Planet, that are helping to protect biodiversity that have been identified through our ingredient risk assessment.

Maintain UEBT certification.

Donate 3,000 trees through partnership with Trees that Count.

To *ensure* the ingredients we procure work to have a *regenerative impact* on people and the planet.

IMPACT Ingredients

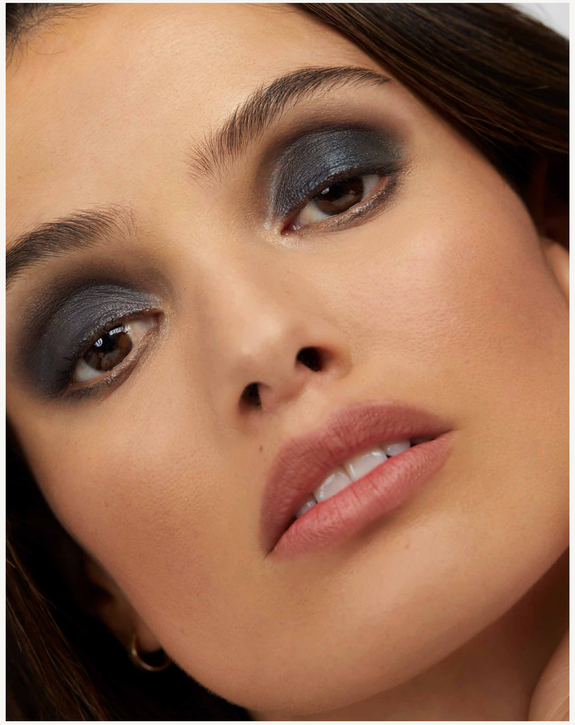
The raw ingredients used in making beauty products can often have a negative impact on the planet, leading to deforestation and pollution to local ecosystems.

SDG ALIGNMENT(S) 12.4

CHALLENGES

- Ingredients used in beauty products are often synthetic and can use harmful chemicals.
- We work with third party distributors, so we have little visibility of where our raw ingredients are farmed.
- We know palm oil has links to ecosystem destruction, however it plays a vital role in the make up of some of our products.
- There are many chemicals and high risk ingredients in the beauty industry, it is often hard for people to keep up to date.
- Traditional ingredient farming can lead to biodiversity loss, and polluted ecosystems (see Biodiversity impact).

Targets



END OF 2023

Research and develop an *Aleph Banned Substances* list, and distribute to all our suppliers, team members, and publish on our website.

Investigate the criteria needed to obtain the *ECOCERT Cosmos Seal* that guarantees the use of safe and organic ingredients.

Reach out to our distributors for our Caprylic/Capric Triglyceride (organic coconut oil), and work with them to learn the origins of where it comes from.

Investigate alternative suppliers of Caprylic/Capric Triglyceride that have a traceable supply chain.

Investigate producers of coconut oil that are working towards being Regenerative Organic Certified.

Investigate becoming a member of Roundtable on Sustainable Palm Oil (RSPO), or the Action for Sustainable Derivatives (ASD) to collaborate with others to address transparency and the negative impacts of the use of palm oil.

Create a list of the highest risk ingredients used in the beauty industry.

Investigate using waste products from other industries, such as byproducts from the food industry, to replace our ingredients.

END OF 2024

Update our Banned Substances list to align with global best practice.

Send our top three products for PFAS testing, to ensure our products do not contain any PFAS.

To have obtained the *ECOCERT Cosmos Seal* for one of our products.

Review the criteria needed to achieve the ‘Material health’ pillar of the Cradle to Cradle certification for all our products.

Investigate supporting industry initiatives such as the Regenerative Coconuts Agriculture Project (ReCAP).

Investigate the origins of our algae raw ingredient, to identify opportunities of measuring carbon capture data through growth.

If viable to join RSPO, register for their Palm Trace platform to help with the traceability of Aleph palm oil.

Investigate working with and/or donating to organisations that use the High Carbon Stock approach to help restore and protect tropical rainforests.

Develop training modules for our staff on all of the highest risk ingredients, to ensure all staff are aware of how these ingredients are sourced, and what the risks are.

Introduce one new ingredient made from a byproduct from another industry.

END OF 2025

Update our Banned Substances list to align with global best practice.

Send another three products away for PFAS testing.

To have obtained the *ECOCERT Cosmos Seal* for three of our products.

To have met the criteria for the ‘Material Health’ pillar of the *Cradle to Cradle* certification for one of our products.

All our coconut oil to be traced back to source, and to be procured from regenerative farms.

All Aleph staff to have attended the Ingredients training.

To be a business that *demonstrates leadership* in the transition to a *circular business*.

IMPACT Circularity

The beauty industry produces an estimated 120 billion units of packaging a year, which leads to plastic pollution and toxic chemicals leaching into the environment.

SDG ALIGNMENT(S) 12.2, 12.5

CHALLENGES

- Beauty packaging often uses multiple materials, making it hard for recycling at end of life.
- Our tester pot samples are still made from plastic.
- The uptake of our Re Aleph programme is low.
- Our brushes are made of multiple materials, making them hard to recycle.
- More resources are required to product virgin glass packaging than recycled.

Targets

END OF 2023

Investigate the criteria needed to obtain the *ECOCERT Cosmos Seal* that guarantees the use of recyclable packaging.

Investigate alternative materials, such as mycelium or aluminum, for our tester pots.

Develop and launch the infrastructure needed to launch the PACT Collective in the US.

Start to collect data on glass jars returned, vs glass jars sold, and set target for increase of packaging returned through Re Aleph programme.

Investigate the feasibility of offering free packaging returns to our customers.

Investigate becoming a member of Roundtable on Sustainable Palm Oil (RSPO), or the Action for Sustainable Derivatives (ASD) to collaborate with others to address transparency and the negative impacts of the use of palm oil.

Investigate offering loyalty points for customers who return empty jars.

Investigate the average lifetime of our brushes.

To develop a care educational section on our brushes.

Establish a plan to increase the percentage of recycled content in our jars.

END OF 2024

Review the criteria needed to achieve the ‘Product circularity’ pillar of the *Cradle to Cradle* certification for all our products.

To have obtained the *ECOCERT Cosmos Seal* for one of our products.

Investigate the viability of increasing the size of our products.

Test alternative materials for our tester pots.

Develop and launch infrastructure needed to launch the PACT Collective in NZ.

Increase return rate of jars through our Re Aleph programme by 25%.

Investigate offering instore refills with one of our retail partners.

Investigate with our suppliers to develop a brush repair service.

Investigate developing a mono-material brush.

To meet our plan of increasing the recycled content of glass in our jars.

END OF 2025

To have met the criteria for the ‘Product circularity’ pillar of the *Cradle to Cradle* certification for one of our products.

To have obtained the *ECOCERT Cosmos Seal* for three of our products.

All sample pots to be recyclable or compostable.

Review and report on our impact through the PACT Collective.

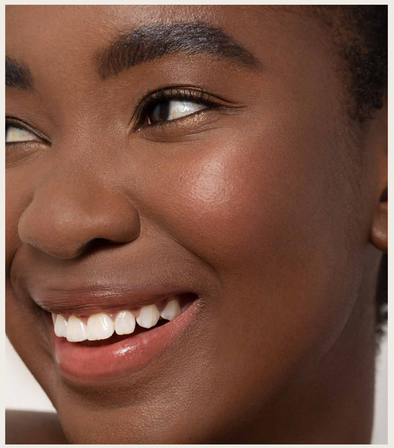
Increase return rate of jars through our Re Aleph programme by a further 25%.

To meet our plan of increasing the recycled content of glass in our jars.

Our People

IMPACT AREAS

01 Ethical and Transparent Procurement
02 Mental Health, Wellbeing and Development
03 Diversity, Equity and Inclusion



3 Goals

To *ensure the rights* of all people in our supply chain are *upheld and valued*.

IMPACT Ethical and Transparent Procurement

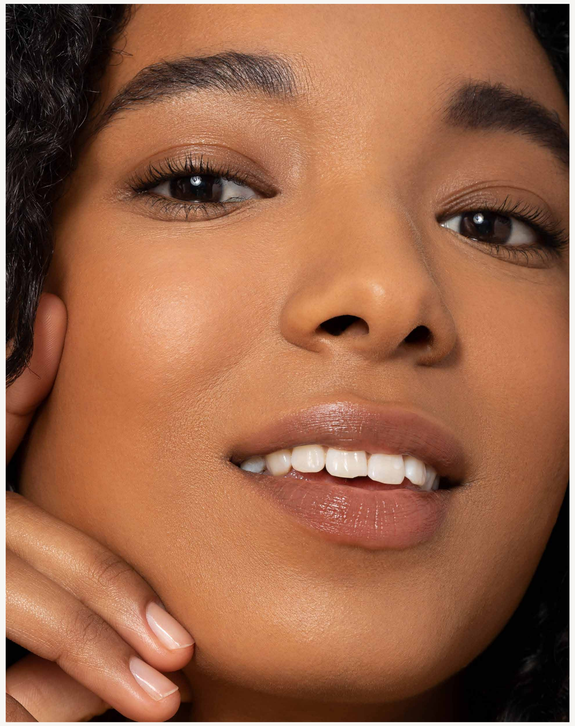
The beauty supply chain has been linked to slavery, child labour and other human rights abuses. We want to ensure that the safety and rights of all people in our supply chain are upheld.

SDG ALIGNMENT(S) 8.7, 8.8, 10.2, 10.4

CHALLENGES

- The beauty supply chain can be opaque and has been linked to social rights abuses.
- The mica we use in our products is not certified.
- Traditionally laboratories have not been involved in social compliance audits, making visibility of practices difficult.
- We have the highest standards and values around environmental and social responsibility for our suppliers, however this is not currently formalised.
- Supplier diversity can be challenging in New Zealand.

Targets



END OF 2023

Create a supply chain transparency map for all our ingredients, in order of volume, and fill in the data we currently have access to, and highlight gaps.

Investigate mica suppliers who are members of the Responsible Mica Initiative (RMI).

Investigate innovations in ingredients to replace mica.

Investigate auditing service providers for laboratories in overseas manufacturing countries we are looking to expand to.

Investigate laboratories that are certified by *My Green Lab*.

Develop a formalised onboarding process for new suppliers to Aleph.

Conduct a Discovery Questionnaire and Supplier Risk Assessment with all of our Tier 1 factories to identify any high-risk areas, which suppliers use subcontractors.

Develop a Supplier Code of Conduct to ensure our suppliers are upholding our values in respect to human rights in the supply chain.

Identify opportunities to support local Maori or indigenous owned businesses through our procurement.

END OF 2024

Review the criteria needed to achieve the ‘Social fairness’ pillar of the *Cradle to Cradle* certification for all our products.

Continue to fill in the gaps of our supply chain we do not have by working with raw ingredient suppliers.

Publish our supply chain map on our website.

Continue to trace the origins of our mica.

Partner with an auditing service provider for auditing of overseas laboratories (if relevant).

Develop a Procurement Policy.

Develop a Corrective Action plan to work through any issues identified through the Supplier Risk Assessment.

Prioritise NZ suppliers and manufacturers that are Living Wage NZ certified.

100% of our suppliers to have signed our Supplier Code of Conduct.

END OF 2025

To have met the criteria for the ‘Social Fairness’ pillar of the *Cradle to Cradle* certification for one of our products.

Continue to fill in the gaps of our supply chain we do not have.

All mica to be traced back to the country of origin.

All overseas manufacturing laboratories to be audited against our social compliance standards (if relevant).

To be a business that *supports and champions mental health and wellbeing* for our staff and customers.

IMPACT Mental Health, Wellbeing and Development

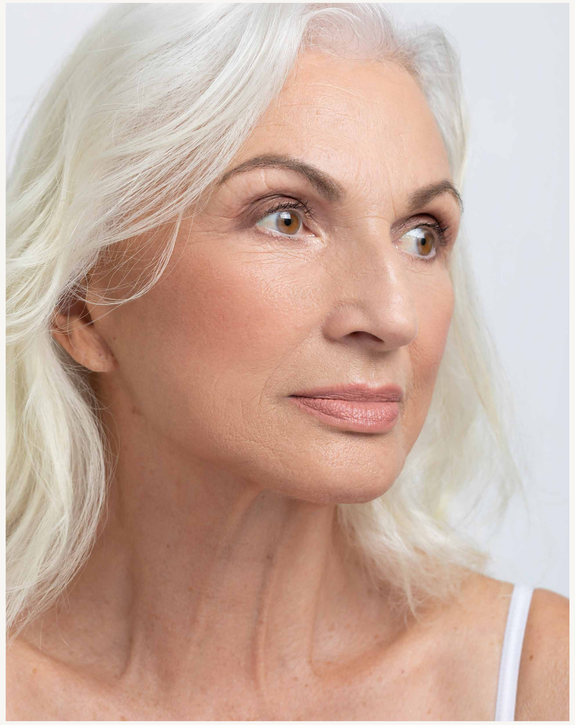
Through a turbulent few years of the pandemic, Aleph have recognised the importance of health and wellbeing, and how we have a responsibility to embrace and champion this for our staff and customers.

SDG ALIGNMENT(S) 3.4

CHALLENGES

- The mental health and wellbeing of our customers has been challenged through the pandemic.
- Our customer service team speak with customers every day who have health and wellbeing concerns which can be stressful.
- The pandemic has increased the likelihood of mental health conditions.

Targets



END OF 2023

Investigate the wellness properties of the ingredients we use, and connect with an expert who can help to create content on the wellness benefits of Aleph products.

Ensure our customer service team has regular breaks and support from other team members.

Establish an annual staff survey to measure their health and well-being.

Investigate employee assistance programmes (EAP) in New Zealand for our staff.

Investigate the criteria to achieve ‘Living Wage NZ’ certified.

Investigate offering staff two paid days per year to volunteer with local community groups, sharing their skills and knowledge.

END OF 2024

Create customer-facing content on body positivity and encourage well-being and positivity from within.

Develop content backed by experts on the wellness properties of five of our ingredients.

Investigate mental health awareness training providers that can educate our customer service team.

A minimum of 85% of our staff to score highly in their sense of health and well-being.

Investigate additional flexible working arrangements.

To have established an EAP for our staff (if relevant).

To become a ‘Living Wage NZ’ certified business.

Implement staff volunteer days.

END OF 2025

To have published at least ten pieces of content promoting body positivity and wellbeing from within.

All our customer service team have been trained on mental health support.

A minimum of 95% of our staff to score highly in their sense of health and well-being.

Engage our staff to gather feedback on the EAP and make any required changes (if relevant).

To be recognised as a *diverse, equitable and inclusive* brand and employer.

IMPACT Diversity, Equity and Inclusion

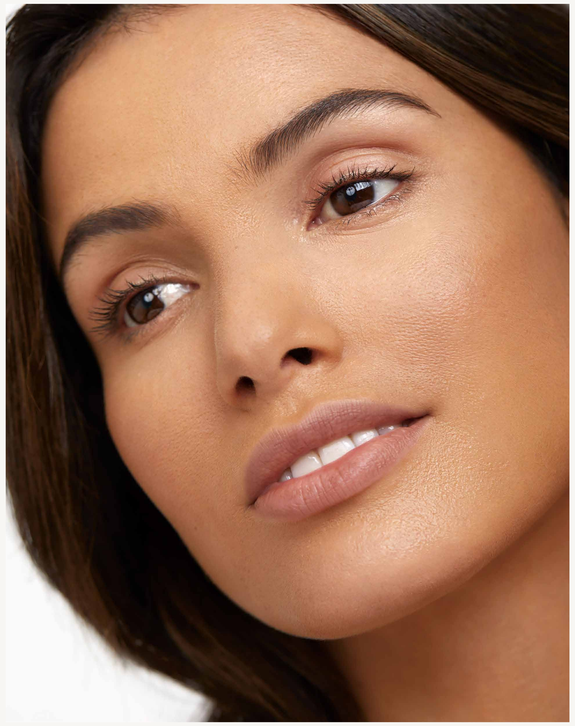
Our customers come from diverse backgrounds and we want to ensure that they all feel represented by our brand.

SDG ALIGNMENT(S) 10.2, 10.4

CHALLENGES

- Beauty advertising and imagery is dominated by female stereotypes and finding diverse representatives can be difficult.
- The beauty industry attracts mainly women.
- Our ethos is that ‘less is more’ and our ranges have been developed to be blended and mixed. However, this has led to customers perceiving us to not being inclusive of all shade ranges.

Targets



END OF 2023

Implement a regular evaluation of our marketing policies and practices to ensure we actively promote the representation of a diverse range of models.

Gather baseline diversity, equity and inclusion data of our operations.

Develop narrative as part of our communications plan to explain our product ethos and reason for limited shades.

Investigate offering a discount to customers who need to buy two shades to create their matching shade.

END OF 2024

Implement our action plan on including a diverse range of models in our campaigns.

Develop a Diversity, Equity and Inclusion Policy.

Set measurable goals for diversity, equity and inclusion at Aleph.

Implement communications plan.

Investigate developing a colour palette which could include places for two-three shades that can be refilled and mixed and matched depending on peoples skin shade.

END OF 2025

All campaigns to meet our model diversity goals.

Measure and report progress against goals.

To offer a more commercial solution for a wider range of shades for all customers.

Our Business

IMPACT AREAS

01 Communication and Transparency
02 Giving Back

2 Goals

All our customers, staff and stakeholders are aware of *our sustainability values* and initiatives.

IMPACT Communication and Transparency

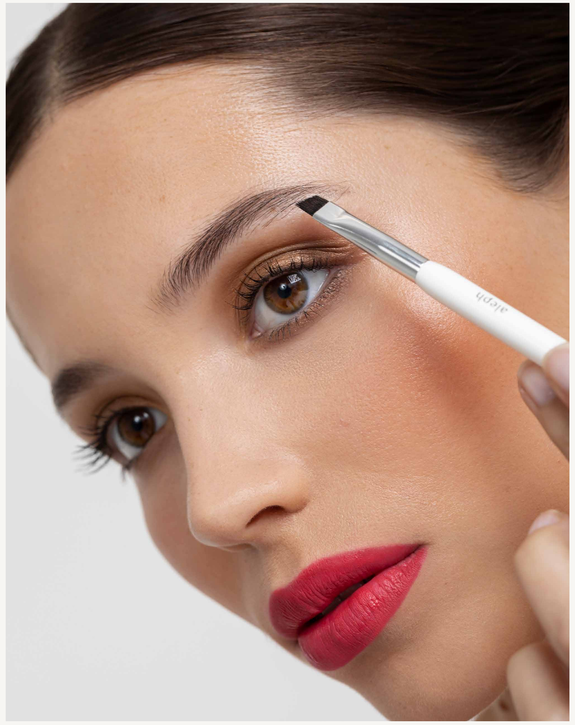
At Aleph, we have been working to protect people, planet and animals for many years, however many of our customers and stakeholders aren't aware of the great work we're doing in this space, and we need all our stakeholders to be engaged in our journey to help us achieve our goals.

SDG ALIGNMENT(S) 12.6

CHALLENGES

- As a small business, there are many challenges to achieving B Corp certification.
- Our customers and stakeholders are not aware of some of the great work we do.
- The results from our survey showed that many of our customers did not know about our Re Aleph programme.

Targets



END OF 2023

Investigate joining the B Corp Beauty Coalition.

To share our Sustainability Strategy with our staff and talk them through our key goals so they are all on board with our journey.

Hold an event or webinar for our retail stockists to talk them through the highlights of our Sustainability Strategy.

To share our Sustainability Strategy with all our stakeholders and customers.

Develop a transparent and informative communications platform that tells the stories behind how, where, and by who Aleph products are made.

Through our marketing plan, allocate in at least two EDM’s per year explaining our Re Aleph programme.

Investigate the option of working with a PR agency to tell our story.

END OF 2024

To achieve B Corp certification.

Publish a strategy Progress Report.

Launch a transparent and informative communications platform that tells the stories behind how, where, and by who Aleph products are made.

Launch at least four EDM’s explaining our Re Aleph programme.

Investigate creating a video of the journey a recycled Aleph jars makes.

END OF 2025

To maintain our B Corp certification, and to achieve higher points.

Publish a Sustainability Report, aligned with Global Reporting Initiative (GRI) standards.

Launch at least six EDM’s explaining our Re Aleph programme.

To have formed partnerships with charitable organisations that *meet our values*, and enable our people, communities and planet to *thrive*.

IMPACT Giving Back

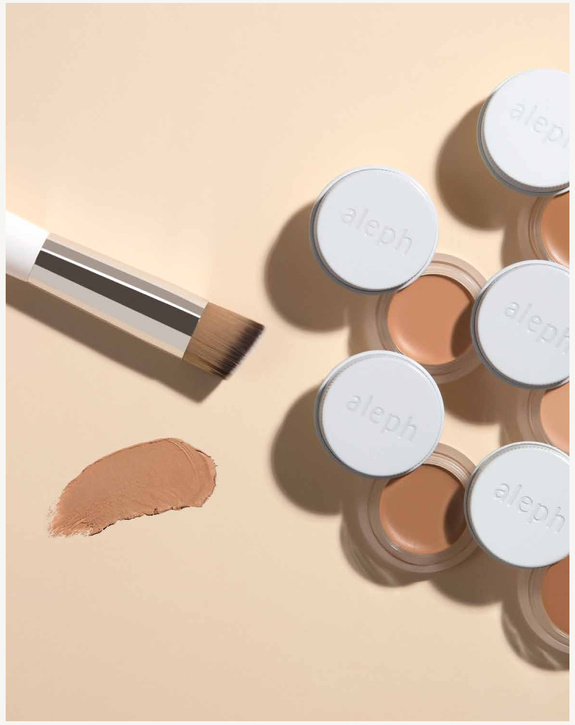
As a responsible business, we have the opportunity to give back to our communities, and ensure we are encouraging and enabling them to grow and prosper..

SDG ALIGNMENT(S) N/A

CHALLENGES

- We could do more with our partnership with 1% for the Planet fund.
- There are multiple causes we are passionate about but can not contribute to them all.
- There are many women who do not have access to make up products to make them look and feel good.

Targets



END OF 2023

Discuss with 1% for the Planet about broadening their scope of charities they support to include social initiatives.

Investigate whether other charity partnerships may be better aligned to our purpose and values.

Work with our finance team to create a budget for charitable giving.

Form partnership with a community organisation and donate $1,000 NZD worth of product to the organisation.

END OF 2024

Use our communication platforms to inform our customers and other stakeholders on the benefits of 1% for the Planet, and where our money is going.

Formalise partnerships with chosen charity organisations.

Through partnership, donate $1,500 NZD worth of product to the community organisation.

END OF 2025

Quantify our impact and share the data through our Sustainability Report.

Investigate working with NGO’s or other community based organisations that are helping to protect biodiversity that have been identified through our ingredient risk assessment (see Biodiversity impact).

Through partnership, donate $2,000 NZD worth of product to the community organisation.

Appendix

SDG Targets We Have Aligned To

OUR IMPACT(S)	SDG TARGET(S)	GOAL(S)
GHG Emissions / Climate Change	**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	CLIMATE ACTION
Water	**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. **6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	CLEAN WATER AND SANITATION
Biodiversity	**15.1** By 2030, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements. **15.3** By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.	LIFE ON LAND
Ingredients	**12.4** By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG Targets We Have Aligned To (Cont.)

OUR IMPACT(S)	SDG TARGET(S)	GOAL(S)
Circularity	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources. **12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	RESPONSIBLE CONSUMPTION AND PRODUCTION
Ethical & Transparent Procurement	**8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. **8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employments. **10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. **10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	DECENT WORK AND ECONOMIC GROWTH REDUCED INEQUALITIES

SDG Targets We Have Aligned To (Cont.)

OUR IMPACT(S)	SDG TARGET(S)	GOAL(S)
Mental Health, Wellbeing & Development	**3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	GOOD HEALTH AND WELL-BEING
Diveristy, Equity & Inclusion	**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. **10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	REDUCED INEQUALITIES
Communication & Transparency	**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	RESPONSIBLE CONSUMPTION AND PRODUCTION

aleph

BEAUTY