

Sustainability Strategy



2022 - 2024

Leading as a holistically sustainable brand

Message from our CEO + Founder Jyoti Morningstar

I'm honoured to share our 2022 Sustainability Strategy. This is our road map for how WE-AR going to keep leading as a holistically sustainable brand over the next 3 years.

I founded WE-AR as a living thesis to explore what is possible when we design and do business with the understanding that we are all one. I've always felt that design and business don't need to compromise our essential 'humanness' which is how I think of the part of us that knows what is right and wrong and how to be kind and generous with each other, our animal friends and the planet.

As our global situation continues to heat up, I think we all need to get more radical to ensure we're doing everything we can to be part of the cooling down.

In late 2021 we made use Aoteroa's spontaneous 4 month lock down to map the impact savings of our Classics range (you can see the live results on our website) and go on a deep dive into what are we doing, what needs to change and how to actualise this. This strategy is the result and I'm super grateful that you're taking the time to read it and be on the journey with us. We want your help and support to achieve our goals and welcome your input at any step along the way.




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Introduction

WE-AR is built on the foundation that 'we are one'. We recognise the fundamental interconnectedness of all things and understand that every choice we make and each action we take both as a business and as individuals, has an impact on others and our planet.

Our mission is to respect and conserve the natural resources of our Earth and to create positive change within our local and global communities.

This Sustainability Strategy is our action plan to embody this mission. It builds on the work we have already undertaken, outlining our existing 'Business as Usual' practices we are dedicated to upholding, and then setting a progression pathway with the goals and targets we aim to achieve across the next three financial years.

Our Strategy is structured under the themes 'Planet', 'People', and 'Prosperity', with each containing overarching sustainability goals that are then broken down into specific yearly targets. These targets include significantly reducing our carbon emissions, actively restoring biodiversity to our environment, ensuring all our packaging is reusable, compostable or recyclable, that we have 100% traceability from seed to store and that we are positively impacting the people and communities within our global supply chain. As the benchmark for sustainable business practices across the

globe, we have aligned each of our targets with the United Nations Sustainable Development Goals.

In developing this strategy we engaged the expertise of Go Well Consulting to support us in articulating our impacts and choosing where to focus our efforts for the greatest social and environmental benefits. Through setting ourselves ambitious targets for the betterment of our business both socially and environmentally, we hope to play an active role in the transition to a circular, zero-carbon and inclusive global economy that regenerates the health of our people and planet.

It is our intention to act with consciousness, integrity and a commitment to continuous improvement in all that we do, therefore, we welcome any questions, ideas and feedback you may have.

Together, WE-AR one.

How We Will Action This Strategy



United Nations Sustainable Development Goals (SDGs)

SUSTAINABLE DEVELOPMENT GOALS



The SDG's 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 Sustainable Development Goals (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 while tackling climate change and working to preserve our oceans and forests."

- sdgs.un.org/goals



WE-AR recognises that the SDGs are a benchmark for sustainable business practices across the globe, and we are aligning our strategy to these goals. We have included the relevant SDG Targets beside our goals in this strategy, and a comprehensive list of the Goals and Targets at the end of this document.

Our Existing Practices or Commitments

(Business as Usual)

Below are actions / policies / initiatives relating to sustainability that we have already undertaken, or continue to undertake as part of our BAU:

- We are Living Wage Accredited (in New Zealand) and otherwise pay all our workers a living wage¹;
- We provide flexible working hours to all our team members;
- 84% of our Classic Cotton Styles are Certified Organic Cotton.
- Our buying policy is to always purchase unbleached base fabric where available and if we dye our fabrics we use reactive dye process only;
- We have a team member allocated to undertake due-diligence of any new suppliers we work with;
- All dye houses in our supply chain treat their wastewater before discharging.
- We have a code of ethics and environmental policy that our team and suppliers align to, which includes requiring suppliers to complete an assessment we have designed and provide evidence of their compliance with particular standards.
- We purchase services directly from underserved populations in Indonesia. We have strong personal relationships with these suppliers and meet with them regularly.

- We are actively engaged in philanthropy and have a formal statement on the intended social or environmental impact of this. Our current Social Profit Partner is Yoga Education in Prisons Trust, which we have been the principal sponsors of since 2014.
- We provide staff training on the social and environmental issues important to our business and its mission.
- We have moved a significant portion of our manufacturing to India while also sourcing organic Indian cotton contributing to a large reduction in our greenhouse gas emissions.
- Any leftover fabric from sampling is stored for future use or provided to the local team for personal use.
- Any leftover fabric from production is used to make small items such as hair ties and tiny scraps are taken by the sewers for personal use as rags, stuffing cushions etc.

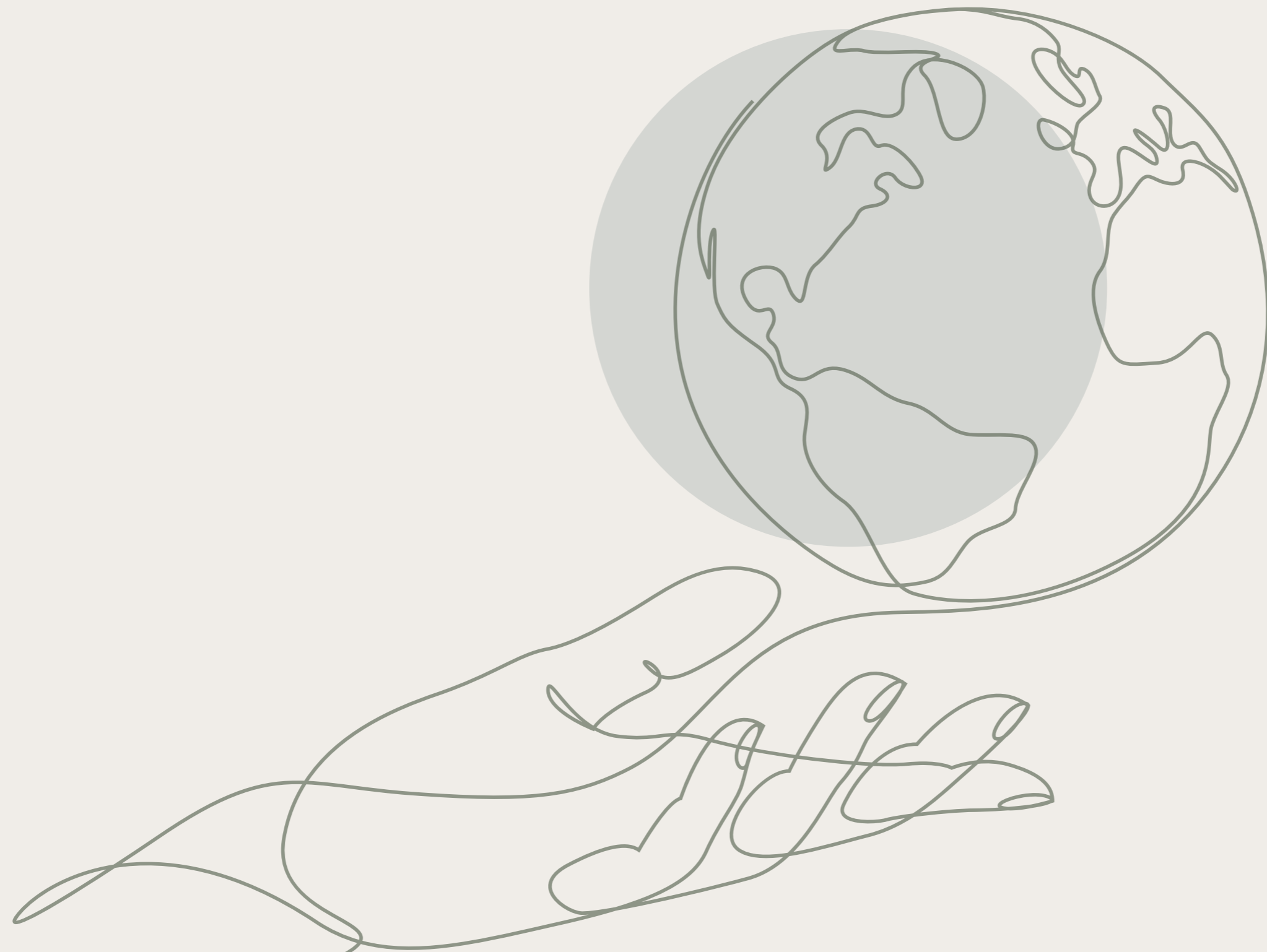
Goals and Targets

Outlined on the following pages are our high level goals for the next 3 years for each impact we identified as material, and the corresponding annual targets. We have organised them under the three pillars: Planet, People, Prosperity.

Note: We work with both Artisanal Home-based Workers* and Production Houses**. Due to the different nature of their resources and capacity to undertake certain initiatives, some targets in this strategy apply differently to Homeworkers and to Production Houses.

*Artisanal Home-based Worker – any person who works for us at their home or in small community hubs. **Production Houses – large scale manufacturing sites.





Planet



Energy and Greenhouse Emissions

Our Goal

To achieve significant reductions in our emissions, and map and communicate the emissions profile of our products.

Why this is important to us

Because we want to live in a clean and beautiful world. The world is in a climate crisis and we must act urgently.

SDG Aligned Target(s)

12.8



13.3



Our Challenges

- We have inherited an economic system that is almost entirely powered by fossil fuels.
- We are reliant on our manufacturers and suppliers providing data on energy usage and carbon emissions.
- We have no control over the forms of energy used by our manufacturers and suppliers.
- We are located in New Zealand and rely heavily on international freight which is powered by fossil fuels.
- Explaining the climate crisis and our relevant business decisions to our stakeholders can be very challenging.

End of 2022 Targets

- Establish and communicate the emissions and energy footprints for 40% of our garments.
- Investigate projects to offset our unavoidable emissions.
- Produce a Carbon Reduction Plan (CRP) and set reduction targets for the garments we have successfully mapped.
- Review our freight logistics to identify any opportunities to improve efficiencies.
- Write a concise plan to use our voice to bring attention to and educate our audience on the climate crisis and the solutions available including a minimum of 50% of our social posts to have a message relating to our social and environmental impacts.

End of 2023 Targets

- Establish and communicate the emissions and energy footprints for 80% of our garments
- Achieve our 2023 reduction targets.
- Influence and support our manufacturers and suppliers to reduce carbon emissions and increase their usage of renewable energy.

End of 2024 Targets

- Establish and communicate the emissions and energy footprints for 100% of our garments, and our entire business operations.
- Achieve our 2024 reduction targets.

Water and Chemicals

Our Goal

To cause no negative impacts on people or the environment from the water or chemicals we use.

Why this is important to us

The fashion industry has been responsible for devastating impacts on people and the environment from its careless use of water and chemicals and we want to help change this.

SDG Aligned Target(s)

6.3, 6.4, 6.5, 6.6

12.2, 12.4

15.1



Our Challenges

- Water is required to grow, produce and process all fibres.
- Water and chemicals are required to produce our garments through the fabric manufacturing and dyeing processes.
- Our Artisanal Printing and Dye Houses operate on very limited budgets.
- Cotton is often grown in areas of the world facing water scarcity.
- Our Production Houses are located in regions that can face water scarcity.
- It is difficult to get visibility of the use of water and chemicals through our entire supply chain.
- Wastewater treatment adds costs and complexity for suppliers.

End of 2022 Targets

- Update our Supplier Codes of Conduct (SCOC) and related policies for our Production Houses, and our Artisanal Printing and Dye Houses to include our requirements around the management of water and chemicals.
- Ensure all our Production Houses have a robust plan and / or third-party certifications relating to their management of water and chemicals.
- Establish and communicate the water footprints for 40% of our garments.

End of 2023 Targets

- 100% of our Production Houses, and our Artisanal Printing and Dye Houses to have signed our SCOC.
- Audit our Production Houses to ensure standards of water and chemical management are being maintained.
- A risk assessment relating to water and chemicals to be undertaken by all our yarn and fabric suppliers.
- A risk assessment relating to water and chemicals to be undertaken by all our Artisanal Printing and Dye Houses.
- Establish and communicate the water footprints for 80% of our garments
- Engage with our Production Houses to investigate how we can support them to implement closed-loop water systems.

End of 2024 Targets

- All yarn and fabric suppliers to have a robust plan and / or third-party certifications relating to their management of water and chemicals.
- All our Artisanal Printing and Dye Houses to have a water and chemicals management plan.
- Establish and communicate the water footprints for 100% of our garments.

Materials We Use

Our Goal

To produce high quality garments from materials that align with our values in supporting the health of planet and people.

Why this is important to us

Using environmentally friendly materials that have good longevity and perform well is fundamental to our brand.

SDG Aligned Target(s)

12.2, 12.5



Our Challenges

- The process to grow and certify materials is time consuming and costly for all in our supply chain.
- There are instances of certification fraud within our industry.
- There is a limited supply of organic cotton available globally and the market is very volatile and exposed to dramatic price fluctuations.
- Access to our preferred materials has been heavily impacted by the global pandemic.
- There are functional and performance requirements for our garments that currently require the use of blended fabrics, and the use of some synthetic fibre.

- Due to how garments are cut and manufactured there is always unwanted material created.
- The longevity of our garments is heavily influenced by how our customers care for them.
- There are very limited volumes of recycled natural fabrics available.
- The infrastructure and capacity for recycling and composting fabrics is very limited globally.
- We do not have the capabilities or capacity to innovate new fabric types.
- The ability of our suppliers to meet our technical needs when making fabrics.

End of 2022 Targets

- Ensure all our organic cotton, and cashmere fabrics have up-to-date and verified certifications.
- Investigate opportunities to test and verify the origin and organic status of our garments / fabrics.
- 100% of our cotton classics range to be made of 100% certified organic.
- Review our preferred materials list², establish existing volumes / percentages we use in our garments, and set targets for 2023 and 2024.
- Communicate our knowledge of the materials we use and their impacts using LCA data.
- Gather data on the volume and types of materials we currently discard throughout our supply chain and set reduction targets for 2023 and 2024.
- Develop and share engaging content relating to the washing and caring of our garments / fabric types.
- Investigate suppliers of recycled fabrics.
- Engage with our local industry on circular end-of-life solutions including at a national / legislative level.
- Develop a communications campaign to provide our customers with the best end-of-life options for our garments.
- Continually investigate and trial new fabric types inline with our values and ethics.
- Establish a policy for the purchasing and discarding of electronics.

End of 2023 Targets

- Achieve our 2023 preferred materials target and review our list.
- Achieve our 2023 discarded materials reduction targets.
- Develop and share basic repair instructions for our garments and to champion extending the life of clothing.
- Provide materials required to repair our garments where suitable.
- Engage with our manufacturers to identify solutions and set targets to reduce volume of material discarded.
- Investigate sourcing fabrics made of regeneratively grown fibres.
- Continually engage with our industry to find and support end-of-life solutions.

End of 2024 Targets

- Achieve our 2024 preferred materials target and review our list.
- Achieve our 2024 discarded materials reduction targets.

² A preferred list of fabrics that align with our environmental values and principles.

Biodiversity

Our Goal

To actively restore biodiversity and the health of our environment.

Why this is important to us

We are living in the midst of a biodiversity crisis and we care deeply about our impact on the lives of other beings.

SDG Aligned Target(s)

15.2, 15.5



Our Challenges

- We have limited control over how the natural fibres we use are grown.
- International supply chains are difficult to trace back to the farm.

End of 2022 Targets

- Engage with our supply chain to increase the traceability of our natural fibres.
- Update our Supplier Code of Conduct (SCOC) for both Artisanal Home-based Workers and Production Houses to encourage them to actively protect and / or regenerate their local environments.
- Investigate and gain a deep understanding of regenerative agriculture.
- Offer our customers the opportunity to support restoration projects.

End of 2023 Targets

- Engage with the growers of the natural fibres we source to understand the steps they are taking to ensure there is no degradation of natural habitats and taking steps to restore them wherever possible.
- Gather what data we can from our supply chain on the impacts they have on their local biodiversity.
- Establish an annual event with an environmentally regenerative impact.

End of 2024 Targets

- Establish a process to screen all new suppliers for their impacts on biodiversity.
- Achieve 100% traceability and transparency of our natural fibres.
- Report on the impacts we have had on biodiversity.



Packaging

Our Goal

To ensure all our packaging is recyclable, reusable, or compostable, and that we best facilitate its correct disposal by our customers.

Why this is important to us

We know that packaging can have considerable detrimental impacts on the environment.

SDG Aligned Target(s)

12.2, 12.5



Our Challenges

- We need to protect our garments in transit.
- The infrastructure and capabilities to collect, recycle, reuse, and compost packaging is hugely variable across the markets we serve.
- We need to consider the multiple environmental impacts of packaging e.g source, weight, and recyclability which are often conflicting.
- Our packaging options rely heavily on our suppliers.
- Plastic is a cheap and highly functional packaging material compared to less polluting alternatives.

End of 2022 Targets

- 100% of the paper and cardboard we use is sourced from certified sustainably managed forests
- Investigate incorporating recycled content into our packaging and set targets.
- Undertake a review of all our packaging and labeling materials and establish the volumes we use.
- Identify the fossil fuel-based packaging we can remove.
- Research the access our customers have, in the key markets we serve, to end-of-life solutions for packaging materials.

End of 2023 Targets

- Eliminate the use of fossil fuel plastics in our packaging.
- Investigate reusable packaging options for our online orders.
- Implement a plan to support our customers to carry reusable shopping bags.
- Allow our online customers to select used ("ugly") packaging.
- Investigate how we can further align our packaging materials to the end-of-life solutions available to our customers.
- 100% of packing is clearly labelled with how it should be correctly disposed.

End of 2024 Targets

- 100% of our packaging is recyclable, reusable, or compostable.



People



Working at WE-AR

Our Goal

To be a supportive, equitable and inclusive place of work that empowers our team to create authentic connection, to self, family, and community, and advocate for our brand values.

Why this is important to us

We want to create a ripple effect of well-being through our communities.

SDG Aligned Target(s)

3.4



Our Challenges

- Our team all have different needs, skills, backgrounds, beliefs, and worldviews we need to understand and accommodate.
- We are a satellite business with team members in different locations.
- We are a small team with a big vision and limited capacity.
- We are living through a global pandemic.

End of 2022 Targets

- Continue our annual team reviews to measure employee wellness and workplace satisfaction, and set targets for 2023 and 2024.
- Review our Diversity & Inclusion Policy and update if necessary.
- Investigate team building opportunities for our Bali and NZ based teams.
- Continue our wellness day for Auckland and Waiheke team.
- Continue our Family Day for the Bali team.
- Investigate a workplace mental health training course.
- Plan how we can better embed a culture of circular economy thinking in our business.
- Continue to inform, train, and educate our team on the circular economy and sustainability and how they influence the decisions we make.

End of 2023 Targets

- Achieve 2023 workplace satisfaction and wellness targets.
- Undertake a workplace mental health training course.
- Investigate establishing a budget for the professional development of every FTE.
- Undertake a customer survey to understand how our team advocate for our brand values.
- Establish an annual survey of staff to measure their understanding of circular economy thinking, the social and environmental issues important to our business, and our efforts to impact them.

End of 2024 Targets

- Achieve 2024 workplace satisfaction and wellness targets.
- All staff to achieve a score of over 80% in our social and environmental survey.

The People in Our Supply Chain


Our Goal

All people in our supply chain to be safe, respected, and positively impacted.

Why this is important to us

We want to create a ripple effect of well-being through our communities.

SDG Aligned Target(s)

3.4  Further SDGs to be added following the review of our Social Profit Policy and the setting of impact targets.



Our Challenges

- We believe every human being is equally important and we want to nourish all people and communities in our supply chain.

End of 2022 Targets

- Continue to undertake thorough due-diligence of any new suppliers we work with.
- Review and formalise our framework to regularly review labour conditions, foster continuous improvement, and address any related concerns with each of our suppliers.
- Review and update our Supplier Code of Conduct (SCOC) and Purchasing Policy for both Artisanal Home-based Workers and Production Houses.
- Reestablish our regular mental and physical wellbeing initiatives that were paused during the pandemic.

End of 2023 Targets

- 100% of our Tier 1 and 2 suppliers³ to have signed our updated SCOC and have indicated that they fully understand their obligations (including translating the code).
- Establish a Home-based Workers policy.
- Educate all our manufactures and suppliers on the safe PPE and management of chemicals.
- Investigate whether Tier 1 supplier wages meet our definition of a living wage.
- Encourage our suppliers to provide mental and physical wellbeing initiatives and / or EAP (employee assistance programs) to all their staff.
- Investigate collaborating with an NGO to champion homeworking.
- Conduct an audit of labour practises in our Production Houses.

End of 2024 Targets

- 100% of our Tier 1 suppliers are paying wages in line with our definition of a living wage.
- Achieve 100% traceability and transparency of where and by whom are garments are made.

Community

Our Goal

Contribute to building stronger communities through business opportunity, education and empowerment.

Use our business to nourish authentic connection with self and community as well as our relationship with the natural world.

We believe this is simply the right thing to do and how business should be run.

Why this is important to us

SDG Aligned Target(s)

3.4



Our Challenges

- There are multiple community initiatives we want to support but we can't support them all.
- We operate in communities in different locations.

- Our community consists of a diverse range of people with unique needs.
- Covid has impacted our options to participate in festivals and offer community events significantly.
- People feel increasingly separate from the natural world which is contributing to a sense of powerlessness in the face of the climate crisis.

End of 2022 Targets

- Review our Social Profit Policy, update where required and clearly communicate all aspects of this on our communications channels.
- Allocate a team member to manage the implementation of our social profit policy.
- Publicly report on our actions and impact under our existing Social Profit Policy.
- Set impact targets for our Social Profit Policy for 2023 and 2024.

- By conforming to the new regulations we will offer 6 free community Sunrise Yoga classes on the waterfront in the summer of 2022.
- Research and assess which community festivals and events we can offer support to with awareness raising exercises such as hosting panel conversations, yoga classes and related education.
- Review our Conscious Collaborators programme to ensure they are aligned with and advocating for our goals and brand values, and set targets for 2023 and 2024.
- Research ways to facilitate reconnection with nature for our team and community at large.

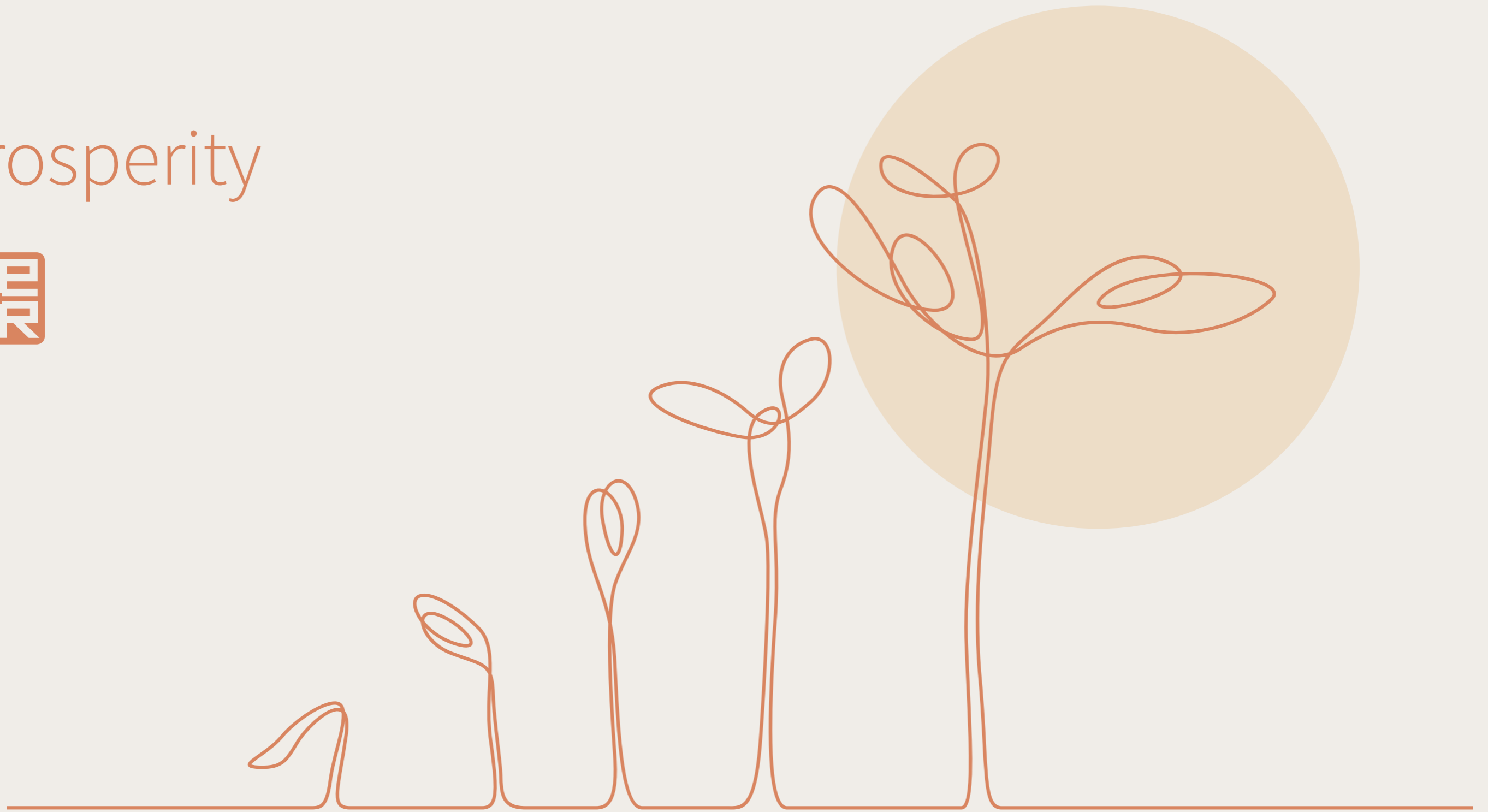
End of 2023 Targets

- Achieve our 2023 Social Profit Policy targets and publicly report.
- Achieve our Conscious Collaborators 2023 target.
- Continue to offer free Sunrise Yoga classes in central Auckland
- Assess which other communities, including underserved communities, in Aotearoa we could expand this offering to through collaborations.
- Activate our festival and community event strategy.
- Activate our strategy to facilitate reconnection with nature. Develop this as a means to combat disempowerment around climate change.

End of 2024 Targets

- Participate in the Achieve our 2024 Social Profit Policy targets and publicly report.
- Achieve our Conscious Collaborators 2024 target.
- Continue Sunrise Yoga in central Auckland.
- Deliver Sunrise Yoga concept to other communities via collaborative relationships.
- Continue developing further activations at festivals and community events.
- Continue researching and developing approaches to connect individuals and groups with the natural world to facilitate a meaningful and empowered relationship that motivates positive change.

Prosperity



Transparency and Communication

Our Goal

100% traceability and transparency of our supply chain from seed to store.

Why this is important to us

We want no body or no thing to be forgotten.

SDG Aligned Target(s)

3.4



Further SDGs to be added following the review of our Social Profit Policy and the setting of impact targets.



Our Challenges

- Our headquarters are based in NZ while our fabric suppliers and manufacturers are based overseas.
- Historically the fashion industry has not been transparent of supply chains.
- There is a lot of greenwashing that confuses the sustainability message.
- Understanding sustainability and circular economic thinking is challenging and requires continual learning.
- We have to consider the impacts on our business of sharing commercially sensitive information.

End of 2022 Targets

- Map our current supply chain and identify the gaps in our traceability.
- Communicate how we negotiate prices.
- Make this strategy publicly available.
- Update our website to clearly communicate our sustainability strategy and policies.

End of 2023 Targets









- Engage with our supply chain to achieve 100% traceability to Tier 44.
- Investigate technology solutions that could aid in our traceability goals.
- Use our communication platforms to regularly update our stakeholders on our progress through this strategy.
- Produce a report to communicate our progress on this strategy.









End of 2024 Targets

- Achieve 100% traceability and full transparency of our supply chain to Tier 4.
- Produce a report to communicate our progress on this strategy.

SDG Targets



Energy and Greenhouse Emissions	12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	
	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	
Water and Chemicals	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.	
	6.5	By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.	
	6.6	By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.	
	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	
	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.	
	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.	
Materials We Use	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.	
Biodiversity	15.2	By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	
	15.5	Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2030, protect and prevent the extinction of threatened species.	
Packaging	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	

Working at WE-AR	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.	
	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	
The People in Our Supply Chain	1.1	By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.	
	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.	
	3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	
	8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	
	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	
	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 employment.	
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	
	10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	
Community	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. Further SDGs to be added following the review of our Social Profit Policy and the setting of impact targets.	
Transparency and Communication	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	

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