

Camilla

IMPACT REPORT



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Acknowledgement of Country

In the spirit of reconciliation, CAMILLA acknowledges the Traditional Custodians of country throughout Australia. We recognise their connection to land, sea and community and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

We pay our respect to Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



✕ INTRODUCTION: A BETTER EARTH

At CAMILLA, we are on a mission to ‘colour the world’ through our vibrant prints, to drive meaningful and positive community change, and to protect our muse, Mother Earth. We commit to conscious creation through innovation, transparency, honest communication and an unwavering devotion to caring for our planet and its people.

CAMILLA is much more than just a fashion brand.

It’s a platform which speaks from the heart to empower, break down barriers and bring about change. We rise by lifting others and we remain committed to helping as many beautiful souls as we can.

Each new place we visit, each face we see, and each voice that passes along knowledge to us, opens our eyes and our hearts wider.

We are always learning, always searching, always seeking and always actively doing more.

This impact report is part of our commitment to that journey. It has enabled us to understand the importance of our impact, identify key areas of improvement, and put steps in place for continual improvement – now and in the future. This report focuses on our impact in FY22. It is the first time we have published a impact report, and we look forward to building on this for the future. This report is both a planning and communication tool, which allows us to track our progress, communicate what we have achieved and record our future plans. More importantly, it is – quite simply – the right thing to do.



✕ 01 A MESSAGE FROM CAMILLA

Mother Nature truly is the greatest muse. We dance to the rhythm of her beating heart, and our ode to her plays through how we choose to live our lives with purpose, and through that we create. She has generously shared her gifts with us: giving us life, warmth, food, shelter, community, and in return, we have a responsibility to protect her. It's up to us to return the favour by respecting, fiercely protecting and nurturing this beautiful earth.

When I was first starting out in the early 2000s, I knew I wanted to create something utterly original and unashamedly artisanal. It was a time where almost anything could be replicated, where craftsmanship was being abandoned to accommodate commercial gain and multinational corporations were plundering and polluting our majestic planet in pursuit of their goals. That wasn't who I wanted to be. There wasn't even a question. I didn't care if it made me uncool or poor or if it meant I had to work twice as hard. I wanted to create with depth, meaning.

I strive to properly honour all the people and places I have been lucky enough to visit. The best way I know to do that is to create with authenticity, integrity and craftsmanship. Not just in my designs, but in the way they are printed, embellished and embroidered. This storytelling needs to burst from every seam!

CAMILLA pieces are created for longevity, to be treasured forever by first timers and our most loyal collectors. They are hand crafted and never trend driven, made to be passed down from generation to generation.

I've always seen CAMILLA as a platform for change. Not just here in Australia, and not just in the way that we present ourselves to the world, but in all the little things that go on behind the scenes. It's easy to do the right thing when everyone is watching. But it's just as important – even more so – to stand up for what you believe in when no one is paying attention.

Conscious creation is at the forefront of our minds, now more than ever. We are taking steps towards a brighter future; a better version of ourselves.

*with love,
Camilla ✕*



✕ 02 ABOUT CAMILLA

Since our debut at Australian Fashion Week in 2004, CAMILLA has grown into an internationally renowned print house with 21 boutiques in Australia, two in the US, and prints sold in 55 countries across the globe.

While CAMILLA was born in Bondi, India is our soul home, and our unique aesthetic is intimately intertwined with the magnetic energy of our true north.

Over the years, we've built long-term relationships with our family of artisans in India who continue to inform, inspire, empower and enrich our creativity.

Many of our talented artisans are from underserved communities, and we take our responsibility to them, their communities, their centuries-old crafts, and the planet we all share, very seriously.

We want our work to transform lives. But we know that is only possible when we hold ourselves and our partners to the highest possible standards. This is our promise to each other.

✕ 03 OUR MISSION

At CAMILLA, we are on a mission to 'colour the world' through our vibrant prints, to drive meaningful and positive community change, and to protect our muse, Mother Earth.

We commit to conscious creation through innovation, transparency, honest communication and an unwavering devotion to caring for our planet and its people.



04 OUR SUSTAINABILITY JOURNEY

04.1 OUR SUSTAINABILITY TIMELINE

2019

DEVELOPED OUR ANIMAL WELFARE POLICY

PARTNERED WITH i=CHANGE

2020

CREATED A SUSTAINABLE PACKAGING POLICY

IMPLEMENTED INTERNAL RESPONSIBLE PURCHASING GUIDELINES

CREATED A HARMFUL SUBSTANCES POLICY AND RESTRICTED SUBSTANCE LIST

2021

LAUNCHED NEW SUSTAINABILITY FOCUSED PACKAGING SUITE

RE-DESIGNED PRODUCT LABELLING

PARTNERED WITH GLAMCORNER TO LAUNCH RENTAL

VOLUNTARILY WROTE A MODERN SLAVERY STATEMENT

2022

REVIEWED OUR GRIEVANCE MECHANISM FOR SUPPLIERS

LAUNCHED TEXTILE WASTE PROJECTS

ESTABLISHED A WASTE MANAGEMENT PARTNERSHIP

INTRODUCED RECYCLED OCEAN WASTE MAILERS

REQUESTED ENVIRONMENTAL AUDITS FROM TIER 1 SUPPLIERS

HELD INTERNAL RESPONSIBLE PURCHASING TRAINING

CONDUCTED A CARBON ASSESSMENT ACROSS SCOPE 1, 2 AND 3

PUBLISHED OUR FIRST MANDATORY MODERN SLAVERY STATEMENT

COMPLETED A B IMPACT ASSESSMENT (B CORP)

2023

CREATED AN ESG MANAGER ROLE AND SUSTAINABILITY PROJECT TEAM

COMPLETED OUR FIRST APCO REPORT

COMMENCED USING ORGANIC COTTON IN OUR COLLECTIONS

PUBLISHED A DIVERSITY AND INCLUSION STATEMENT

HELD INTERNAL MODERN SLAVERY TRAINING

PREPARING FOR B CORP VERIFICATION

04.2 PEOPLE

We rise by lifting others. CAMILLA works in close partnership with our family of valued artisans in India. However, we recognise that, as a fashion business, we manufacture in some high-risk areas for modern slavery. As such, we have an elevated responsibility to ensure that all people across our supply chain are respected, empowered, and protected.

This begins with a high level of visibility into the practices of our suppliers. Understanding our major suppliers with supply chain mapping and targeted assessments continues to deepen our understanding of our key partners' workforce and serves as a clear framework to review and respond to the risk of modern slavery.

At home, our positive work environment is built on diversity and inclusion, and focuses on the health, welfare, and training and development of the entire CAMILLA team.

In FY22 84% of our suppliers had undergone a globally recognised social audit. The factories that sit outside of this group are:

- The jewellery consignment partner that is currently working towards the Responsible Jewellery Council certification.
- The Australian company that produces 'made to order' wallpaper and has strong sustainability credentials.
- A small individually owned maker in the USA that produces magnets.
- The two other factories without globally recognised social audits have been exited from FY23.

ACHIEVEMENTS

100%
of our Tier 1
suppliers have
signed our **Code
of Conduct**

In FY22 **84%**
of our suppliers had
undergone a globally
recognised social audit.
**These suppliers produce
99% of our stock
intake.**

95%
of our suppliers have
been audited to globally
accepted environmental
standards through
a **4 Pillar SEDEX
Audit.**

04.3 PLANET

CAMILLA is committed to an endless fight to care for and protect our planet. That includes minimising our carbon footprint, maximising material efficiency, and developing recycled packaging.

We have thoroughly reviewed our use of soft plastics and packaging materials and have developed a materiality strategy in line with APCO's Sustainability Packaging Guidelines that focuses on environmentally preferred materials and eliminates single-use plastics.

Our waste management system is designed to divert as many materials as possible from landfill, and ongoing research into digital print and graphics opportunities will further reduce our environmental footprint.

PROGRESS

POLLAST!C
polybag mailers
made from
100%
ocean bound
plastic

Swing tags
made from
70%
recycled
materials

Woven labels
made from
60%
recycled
yarn

Button bags
made from
100%
recycled material
and FSC®
certified

Swimwear crafted
using **Econyl®**,
which is made from
regenerated materials
salvaged from
our oceans

Satin tape
and swing tag cord
plaque created from
100%
recycled polyester

04.4 COMMUNITY

At CAMILLA, our long-running mission is to make people feel empowered as their strongest selves. That's why we choose to support organisations that drive positive change in the communities we operate in.

We are proud to be a female founded, female led business, that prioritises women-focused charity initiatives. Thirty percent of our suppliers are founded and owned or jointly owned by women.

As part of this mission, we are actively committed to helping to stop child marriage, supporting the education of women and girls, preventing women (and men) dying from breast cancer, and protecting victims of domestic violence.

Through our partnership with i=Change, \$1 from every online order is distributed to our three major charity partners: The Hunger Project, National Breast Cancer Foundation, and Women's Community Shelters.

CONTRIBUTIONS

To date, through

i=Change[®]

**CAMILLA
donated more than
\$600,000**

**CAMILLA
continues her
commitment to the**



**CAMILLA has supported programs
for women and girls living in
marginalised areas of
India to empower
positive change**

05 OUR ENVIRONMENTAL POLICY VISION

**BY END
FY24**



ENERGY

SWITCH TO 50% GREEN
POWER FOR OUR HEAD
OFFICE FACILITIES



AIR FREIGHT

6% REDUCTION
IN INTL LFL
AIRFREIGHT MILES



WASTE

5% REDUCTION IN
WASTE ACROSS
THE BUSINESS



VEHICLES

10% REDUCTION IN
DOMESTIC ROAD
FREIGHT (STORES) LFL



**DIGITAL
FOOTPRINT**

REDUCTION IN THE
EMISSIONS OF OUR
DIGITAL IMPACT



TRAVEL

POLICY TO
OFFSET FLIGHTS



MARKETING

REDUCTION IN
SIGNIFICANT
EMISSIONS



PAPER

20% REDUCTION IN
CARDBOARD WASTE AT
THE WAREHOUSE



DATA

CONTINUED COLLECTION
AND ACCURACY
IMPROVED



06 MEASURING IMPACT

CAMILLA used a comprehensive Materiality Assessment to consult with our stakeholders to identify and understand the human rights and environment topics that are most important to our employees, suppliers, partners and customers.

In addition, CAMILLA has engaged in a Greenhouse Gas (GHG) Assessment to measure our current impact and identify areas for improvement and created an internal ESG/Sustainability Project Team to capture data, monitor

impact, build internal capabilities, and develop strategies for improvement.

We have also implemented an Environmental Management System (EMS) as part of a structured, data-led approach to managing our social and environmental impact. Our EMS has been built using the ISO 14001: 2015 framework to measure energy, waste, water and greenhouse gas emissions, to assess risk, build capabilities, and set goals and KPIs for improvement.

MEASURING IMPACT: CERTIFICATIONS AND AUDITS



SEDEX is an esteemed global entity devoted to advancing Ethical and Sustainable Responsible Sourcing practices throughout supply chains worldwide.



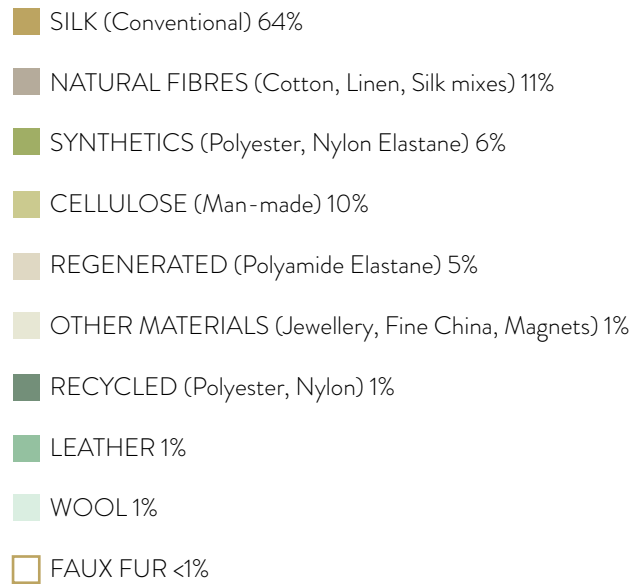
As a SEDEX member, CAMILLA demonstrates an unwavering dedication to fostering a responsible sourcing program. At the core of our efforts lies the paramount goal of providing workers with secure and conducive working environments, where their human rights are upheld, and their freedom of expression is cherished.



Moreover, we stand firm in our commitment to promptly address grievances and seek remediation through a working environment fortified by continuous improvement programs and progressive initiatives.

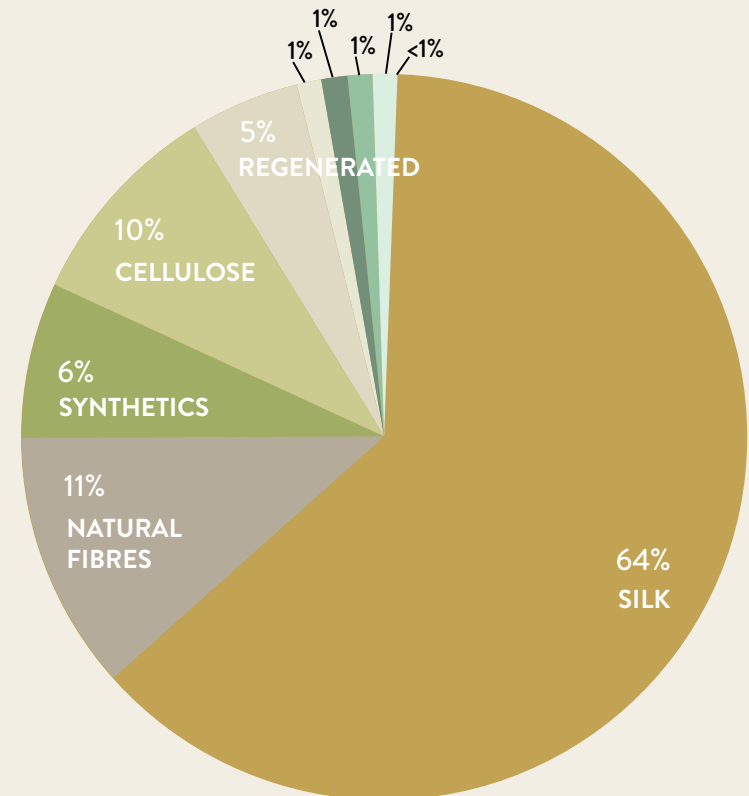
07 FABRICS AND MATERIALS

CAMILLA recognises the importance of the fibres we use, and their effect on the environment, our workers and the communities that engage in their production. Our signature silk is biodegradable, uses less water, chemicals and energy. When we do select other fabrics, we commit to using a set of categories to ensure we track and work towards the best choices.



We look forward to further developing a Fabric Matrix to help guide sourcing decisions with a common goal towards transparency and circularity.

FY22 FABRIC AND MATERIALS BREAKDOWN (AT COST VALUE)



08 SUPPORT FOR ARTISANS

The creation of every CAMILLA garment is a collective effort that draws on our artisan community's unique skills. While the handicraft and artisan sector plays a very significant role in India's economy and provides employment opportunities in underserved rural and semi-urban areas, many corporations have moved their operations to other countries that offer faster production rates.

A significantly high proportion (75%) of the overall value (by total direct procurement spend) of manufacturing activity occurs in India.

Noting China production is important to execute ready-to-wear, swimwear, babywear, home and accessory collections.

We have developed and maintained meaningful relationships with our artisans in India. For many years, our focus has been on better understanding our workforce through increased transparency into the practices and operations of our suppliers.

We will continue to deepen our understanding of our human rights risks across the full spectrum of our supply chain – including our smaller Tier 2 suppliers – to ensure that there is no opportunity for exploitation within our valued artisan community.

This will also provide cultural protection of the exquisite and distinct aesthetic we've developed in partnership with – and grounded in the artisanal culture – of our artisan family in India. In doing so, we also protect the CAMILLA aesthetic that is loved, collected and coveted by our customer tribe.



09 PREPARING FOR CIRCULARITY

CAMILLA is dedicated to closing the waste loop and supporting a circular fashion economy. We prioritise quality and proper garment care to extend the desirable life of our garments and focus on natural fibres. We also support the resale and rental of CAMILLA garments.



CAMILLA invests in first-class product quality to maximise the longevity of our garments.



CAMILLA supports our customers to appropriately care for, store and retain our garments for longer.



CAMILLA maintains a connection to biodegradable or recyclable natural fibres.



CAMILLA plans to explore partnerships and technologies to facilitate a thriving resale market.



10 STAKEHOLDERS: WHAT IS IMPORTANT?

CAMILLA understands the importance of our key stakeholders' voices and we are listening to the topics that are most important to our employees, suppliers, partners, and customers.

We referenced Global Reporting Initiative (GRI) topics to identify the areas that are most important to our stakeholders and are working on strategies that address your key concerns, and ways to keep you informed about our progress.



10.1 TOP 5 ENVIRONMENT TOPICS

- CAMILLA cares about its impact on the environment
- CAMILLA designs its products considering their lifecycle
- CAMILLA makes good use of renewable and recycled materials in its products
- CAMILLA makes good use of renewable and recycled materials in its packaging
- CAMILLA ensures that the products and services it buys are environmentally sustainable

10.2 TOP 5 HUMAN RIGHTS TOPICS

- CAMILLA avoids supporting and contributing to child labour throughout its supply chain
- CAMILLA has good employment conditions and pays its employees fairly
- CAMILLA behaves ethically and fairly in its business practices
- CAMILLA avoids supporting and contributing to forced labour throughout the supply chain
- CAMILLA offers options that allow people to make product choices that are good for the planet and its people

XC 11 OUR COMMITMENTS

CAMILLA commits to conscious creation through innovation, transparency, honest communication and an unwavering devotion to caring for our planet and its people.



11.1 CAMILLA'S COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Ensure healthy lives and promote well-being for all at all ages

All suppliers are required to audit for health, safety and hygiene alongside the CAMILLA restricted substances list protecting consumers and workers

CAMILLA employees enjoy on-going in-house programs that focus on self development, charity awareness, financial literacy and development topics



Achieve gender equality and empower all women and girls

A female founded, female led business.

88% of employees are women

Through the support of i=change, CAMILLA is actively committed to helping to stop child marriage, supporting the education of women and girls, preventing women (and men) dying from breast cancer, and protecting victims of domestic violence



Promote sustained, inclusive and sustainable economic growth, full of productive employment and decent work for all

CAMILLA supports suppliers in low-income communities and prioritises beneficial trade terms to promote decent work for all

CAMILLA has a zero-tolerance position on all forms of modern slavery



Reduce inequality within and among countries

Transparency in supply chain mapping to understand all workers

CAMILLA supports a diverse and inclusive workplace and aligns to community initiatives that promote equality



Ensure sustainable consumption and production patterns

Limited production runs ensure not only exclusivity but that over-supply is being kept to a minimum

CAMILLA designs with natural fibres, for longevity and to foster quality



Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Remove unnecessary packaging throughout production, retail stores and warehouses to reduce ocean pollution.

CAMILLA has increased the use of environmentally preferred materials, including packaging made from ocean-bound plastic pollution, to help protect marine ecosystems.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

CAMILLA is committed to considering the environmental impact of fibre and material usage

When digital printing, only the pattern pieces required for each garment are printed, helping to eliminate waste, reduce water usage and chemical management

11.2 OUR COMMITMENTS TO PEOPLE

CAMILLA puts people first. We commit to driving diversity, equity and inclusion throughout our workforce, and upholding the highest human rights standards throughout our supply chain. CAMILLA commits to four priority people-focused United Nations Sustainable Development Goals (UNSDGs).



SOME OF THE ACTIONS WE HAVE TAKEN INCLUDE:

1. SUPPORTING ARTISANS

In FY22, CAMILLA achieved full visibility into on-the-ground working conditions in 84% of our Tier 1 supply chain with a globally recognised social audit framework. Tier 1 suppliers without full visibility have been exited from in FY23. Approximately 75% of our key partners workforce are considered 'Artisans'.

2. PROTECTING OUR AESTHETIC

Our commitment to protecting our artisans extends to protecting the coveted CAMILLA aesthetic for our customer tribe. While the traditional Indian crafts are not always evident, the techniques are built on the crafts. These techniques that we have developed have established a new generation of skills. We continue to support these skills by investing in the growth and evolution of each artisan.

3. CONNECTION TO WORKFORCE

CAMILLA commits to workplace diversity and inclusion with a focus on employee wellbeing. As part of this commitment there are many initiatives in place, these include directing further investment to training and development and ensuring that 100% of employees have access to our EAP (Employee Assistance Program) free and confidential counselling service.

4. HUMAN RIGHTS

CAMILLA commits to respecting, protecting and promoting human rights within our organisation and across our supply chain. We have applied a formal response

to modern slavery issues and commit to implementing more robust governance practices. Our membership with SEDEX helps us understand our global risk.

5. DIVERSITY, EQUITY & INCLUSION

CAMILLA commits to zero tolerance for racism or discrimination in our workplaces and strives to achieve diverse representation in our campaigns and shows. Our CSR Group will continue to ensure diversity in all our recruitment, and we will continue to implement additional diversity and inclusivity training for all our teams. During the employee onboarding process, 100% of employees are required to review our Diversity & Inclusion Policy. We choose to align to organisations and programs who have strong Diversity & Inclusion positions.

6. SUPPLIER CODE OF CONDUCT

One hundred percent of our suppliers are required to abide by our Supplier Code of Conduct that conveys our zero-tolerance position towards any form of forced, bonded, trafficked or unlawful prison labour, and prescribes the following requirements:

- Employment is freely chosen
- No forced, bonded or involuntary prison labour
- Working conditions are safe and hygienic
- Child labour is not used

7. MODERN SLAVERY STATEMENT

CAMILLA recognises the value in establishing clear frameworks, including specific key performance indicators (KPIs), to review our modern slavery response. In our annual statement, we commit to improving overall supply chain visibility, and further developing and implementing internal modern slavery governance practices.

8. LIVING WAGE

CAMILLA commits to auditing our primary supply chain to understand our living wage position, and to designing a methodology that ensures the definition of 'living wage' applied in our audits is substantively aligned with current best practice. We are currently carrying out an analysis through a third-party audit program to understand our living wage position.

11.3 OUR COMMITMENTS TO COMMUNITY

CAMILLA is more than just a fashion brand. We commit to being a platform for change in the communities we hold close to our hearts. CAMILLA commits to three priority community-focused United Nations Sustainability Development Goals (UNSDGs).



1. PARTNERSHIPS AND PHILANTHROPY

CAMILLA commits to continuing to support the programs and partnerships we feel can achieve the greatest social or environmental benefits in our communities, including:

• **i=Change**

CAMILLA donates \$1 from every online order to our three key charity partners: The Hunger Project, the National Breast Cancer Foundation and Women's Community Shelters.

• **The Hunger Project: The Butterfly Effect**

CAMILLA has been working with 1,000 girls in North India to become powerful agents for change since 2017.

This is through The Hunger Project's Elected Women's Representative Program CAMILLA has been supporting elected women in Rajasthan to become warriors of justice, love and peace.

• **The National Breast Cancer Foundation (NBCF)**

CAMILLA has supported multiple NBCF projects over many years, and we commit to providing ongoing support for Australia's leading national body for breast cancer research.

• **Women's Community Shelters**

CAMILLA partners with Women's Community Shelters to help provide vulnerable women and children with a safe place to stay and an opportunity to rebuild their lives.

Alongside our ongoing partnership with i=Change, CAMILLA also donates to several charities on an ad-hoc basis and contributes to philanthropic projects utilising textile waste. In FY22, these included:

- National Breast Cancer Foundation
- ID Know Yourself
- Unicorn Charity Bags in partnership with Community Support Services

11.4 OUR COMMITMENTS TO PLANET

CAMILLA commits to fighting for a new era in fashion that respects and reveres Mother Earth through every step of the production journey. CAMILLA commits to three priority planet-focused United Nations Sustainability Development Goals (UNSDGs).



SOME OF THE ACTIONS WE HAVE TAKEN INCLUDE:

1. MATERIAL CERTIFICATIONS

As a SEDEX member, CAMILLA commits to fostering a sustainable and ethical sourcing program across our supply chain. In FY22, 65% of our products were produced by suppliers with a SMETA 4 Pillar Environmental audit.

2. PACKAGING

CAMILLA commits to designing and manufacturing packaging in line with the following Sustainable Packaging Principles:

- Design for recovery
- Provide consumer information on sustainability
- Optimise material efficiency
- Design to reduce product waste
- Eliminate hazardous materials
- Use recycled materials
- Use of renewable materials
- Design to minimise litter
- Design for transport efficiency
- Design for accessibility

3. RESTRICTED SUBSTANCES LIST

CAMILLA commits to limiting the use of harmful substances throughout our supply chain. We require our suppliers to adhere to our Restricted Substance List (RSL) and Harmful Substances Policy (HSP) and commit to Eurofins testing to ensure compliance. In FY22 50% of suppliers were audited with the 4 Pillar SEDEX system that includes checking that usage and discharge of hazardous waste is measured. In the future we will encourage all suppliers to include their environmental performance in auditing.

5. CARBON EMISSIONS

CAMILLA completed Greenhouse Gas (GHG) assessments across scopes 1, 2 and 3 with the subsequent implementation of key emissions reduction goals and initiatives.

6. ENVIRONMENTAL POLICY

CAMILLA commits to reducing adverse environmental impacts while actively supporting sustainability. Our key Environmental Policy priorities include:

- 6% reduction in international, like for like (LFL) airfreight miles
- 10% reduction in domestic road freight (Stores) LFL
- 5% reduction in waste across the business
- 20% reduction in cardboard waste
- Switch to Green Power for head office facilities
- Travel Policy to state offset option for flights
- Continued collection of Greenhouse Gas Emissions data

7. WASTE

In addition to a 5% reduction in waste across the business and a 20% reduction in cardboard waste, CAMILLA commits to using a waste management system to measure our performance across cardboard and paper recycling, plastics recycling and landfill disposal as part of our ongoing journey to reduce our carbon footprint.

✕ 12 FUTURE VISION

CAMILLA is committed to being a responsible business that safeguards Mother Earth, our people, and our communities. This is an ongoing journey, and we will continue to listen to our stakeholders, collaborate with our suppliers, and explore new ways to reduce our impact and drive positive change.

As part of the next step in our sustainability journey, we aspire to become a B Corp and have undertaken a Business Impact Assessment (BIA) to assess and evolve our practices against the very best global standards. This would make CAMILLA a leader in innovative, economic and operational systems that have a positive impact on people, the planet and our communities.

Additionally, our seven priority UNSGDs will continue to provide a roadmap for change, and we restate our commitment to the following action points:

- CAMILLA commits to ensuring healthy lives and promoting wellbeing for all at all ages.

- CAMILLA works to achieve gender equality and empower all women and girls.
- CAMILLA promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- CAMILLA strives to reduce inequality within and among countries.
- CAMILLA aims to ensure sustainable consumption and production patterns.
- CAMILLA is taking action to conserve and sustainably use the oceans, seas and marine resources for sustainable development
- CAMILLA works to protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

✕ 13 FINAL NOTE FROM JANE

This report marks another important step forward in our journey.

We are excited about what we have achieved over the past few years, particularly in our commitments to our workers, supporting our artisans and protecting their crafts, consciously creating for longevity and in the visibility and transparency we have over our supply chain.

Right now, we understand our responsibility as a part of the fashion industry to commit to our environmental goals, and to sustained and ongoing improvement in the areas that we've identified.

We have set ourselves high targets because we believe it's important to stretch; to strive for continual improvement. We can, and will, achieve our targets if we pull together as a collective, work smart, work hard, and take steps towards our goals every day.

Jane McNally

CEO