



OUR
LEATHERPRINT®
THE MOSSOP APPROACH

MOSSOP LEATHER
LEATHERPRINT

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MOSSOP
LEATHER

Sustainability.

For us, it is an action-filled
conscientious journey.

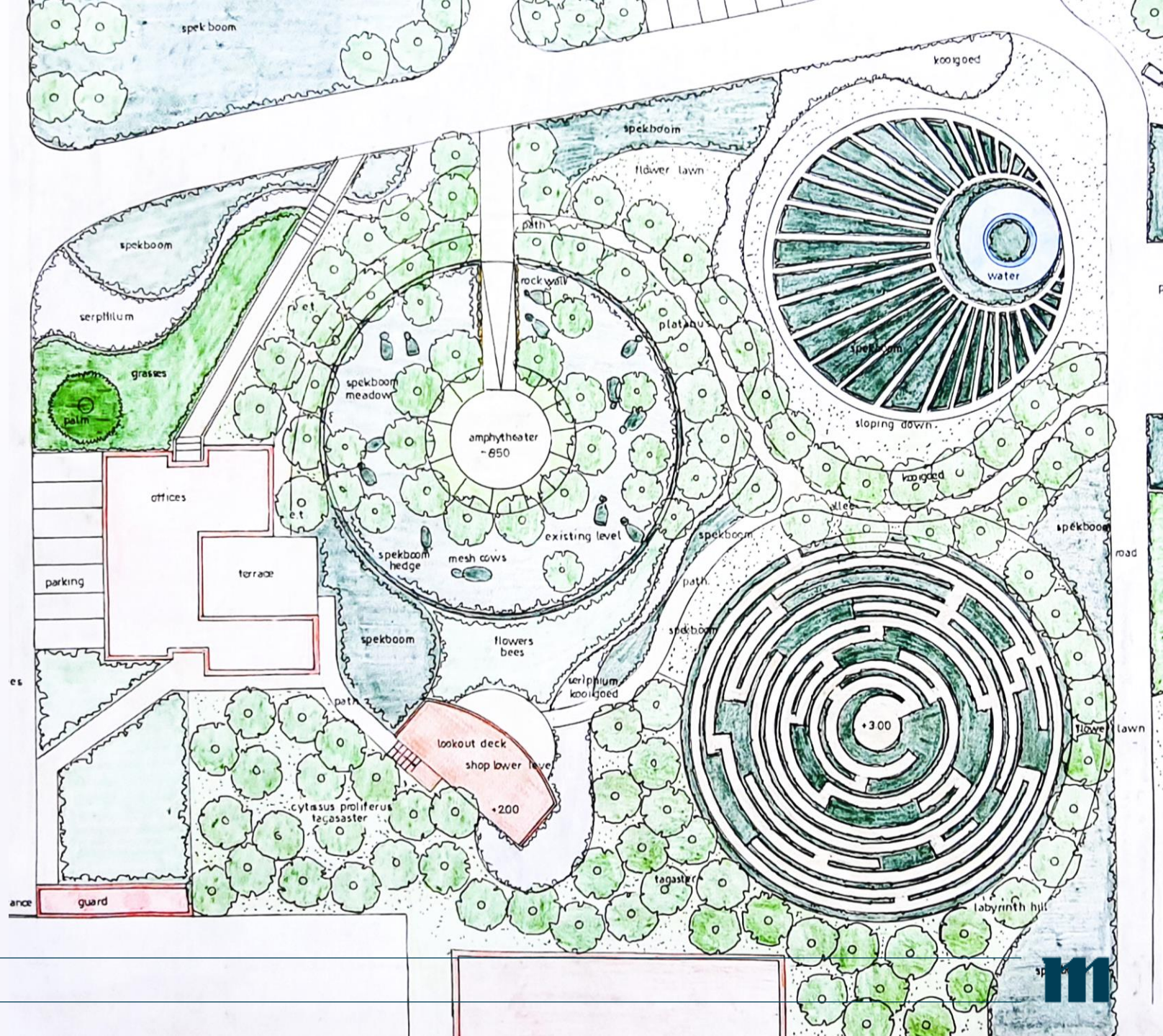
Our **LEATHERPRINT®** is our ongoing commitment to implementing a conscientiousness of the environment, society and economic activity.

Our **LEATHERPRINT®** is a platform that brings our sustainability commitments into one place where we can share them, build on them, and use them to guide us in manufacturing. It is an opportunity to innovate. It shows us how to benefit society and the environment by the way we conduct our business. Leather is more than we think.
MOSSOP IS MORE THAN JUST A TANNERY.



OUR SPEKBOOM GARDEN

We have created a physical manifesto of our **LEATHERPRINT®**, reflecting our efforts to become a sustainable manufacturer. We planted a garden of Spekboom, also known as “Pork bush”. The three circles in the garden represent our social, economic and environmental responsibilities to positively impact sustainability.





SPEKBOOM

(Portulacaria Afra) (Port-u la-car-i-a -Afra) is a succulent plant found in South Africa. A small bright green leaf with a contrasting red stem identifies Spekboom.

WHAT AND WHY THE SPEKBOOM

We chose “Spekboom” in our manifesto because it offers many benefits. The plant is indigenous to South Africa. It is deemed a miracle plant by many for the following reasons;

- It is a favourite habitat for insects and birds.
- It has medical values such as relief for a sore throat.
- Spekboom is a water-wise alternative to the high maintenance garden it replaced.
- The Spekboom is a powerful carbon sequester. Compared to many arid or desert plants, “Spekboom” has a sequestration rate more akin to plants occurring in tropical or wet environments.
- The plant can capture and store between 2.9 and 8.6 tonnes of carbon dioxide per hectare per year in its aboveground biomass.



OUR SPEKBOOM GARDEN

The three circles of Mossop

The three circles represent where we have concentrated our **LEATHERPRINT®** effort.

1. Amphitheatre – Society

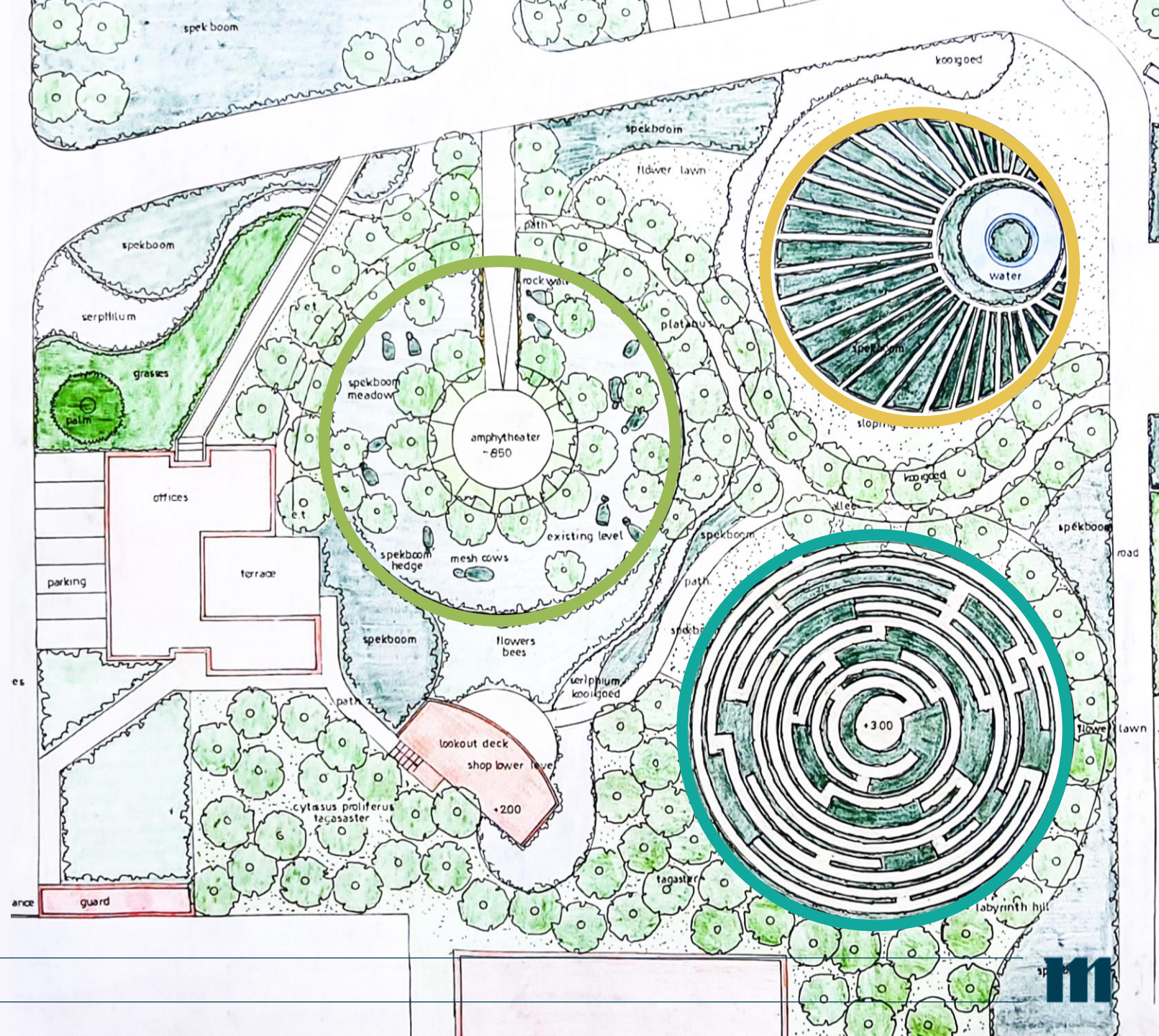
The amphitheater represents our efforts towards greater social sustainability. It provides an opportunity for all employees to come together and break bread or share a coffee. It also embodies our commitment to developing the youth and promoting equality in the workplace. Through this, we strive to make a positive impact on our society.

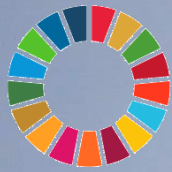
2. The Labyrinth – Economic

This circle expresses our efforts towards sustainable activities. Business is all about the decisions we make. It can sometimes be a maze of choices. Making the right ones is a process and critical thinking will lead us to achieve our goals. How we conduct our business impacts the economic sustainability of, our tannery as well as to influence the future health of the planet and our existence on it.

3. Sun Pond – Environment

The sun pond depicts our responsibility to the environment. We strive for transparency of our raw material sources and tannery operations so that we can be held accountable for our pledge to continuously lessen our environmental impact.





THE GLOBAL GOALS

For Sustainable Development

THE UNITED NATIONS: GLOBAL COMPACT

The United Nations (UN) Global Compact is a global network initiative that provides a framework for organisations to embed and promote sustainability practices and principles in business through Sustainable Development Goals (SDG).

Global and local non-government organisations and foundations recognise SDG for its focus on human rights, labour, environment and anti-corruption. Mossop Leather is committed to the Compact, intending to become a signatory. Our **LEATHERPRINT®** goals align with UN's SDG and represent our efforts, improvements and achievements. Symbolising these goals in our garden serves as a constant visual reminder of our commitment.

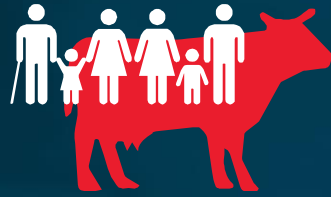


OUR SPEKBOOM GARDEN

The 12 cows of Mossop

Twelve cows represent the goals Mossop identified from the United Nations Sustainable Development Goals that directs our conscience. The identified Sustainable Development Goals expressed by our cows embody our effort to the environment, society, and commercial action.

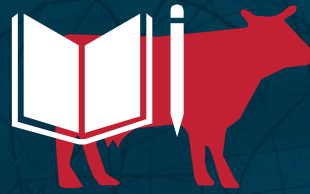




No Poverty



Good health and well-being



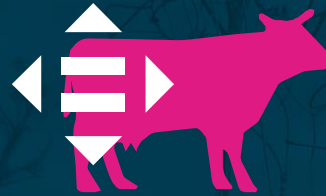
Quality education



Clean water and sanitation



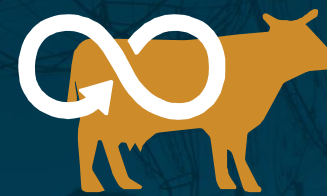
Industry, innovation and infrastructure



Reduce inequalities



Sustainable cities and communities



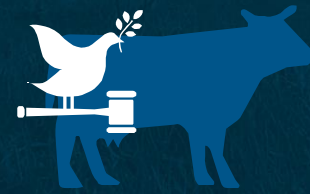
Responsible consumption and production



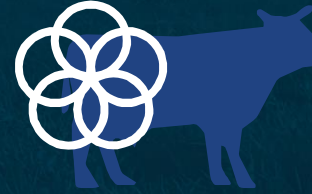
Climate action



Life on land



Peace, justice and strong institutions



Partnerships for the goals



THE AMPHITHEATRE

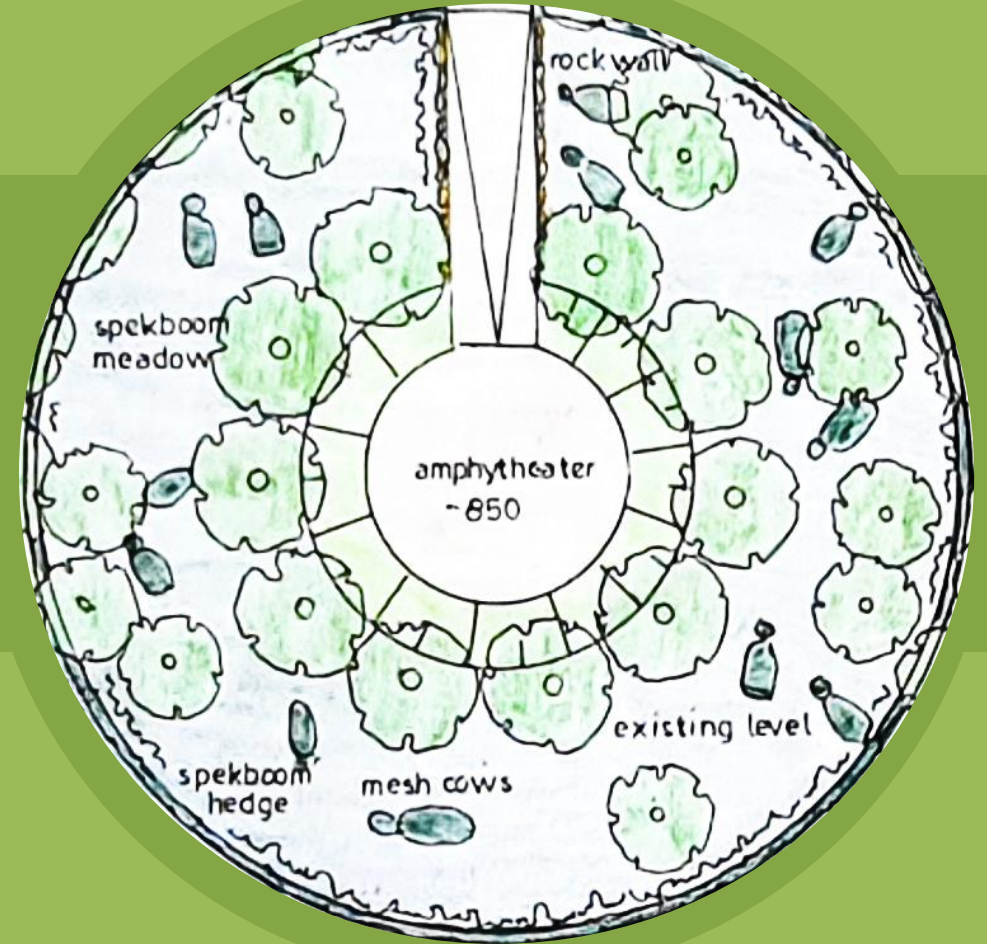
1. SOCIETY



Five Mossop cows roam our amphitheatre. They represent our responsibility towards society:

- 1.1 Quality Education
- 1.2 Peace and Justice & Strong Institution
- 1.3 Reduced inequality
- 1.4 Good Health and Wellbeing
- 1.5 Reduce Poverty

We see our impact on society as crucial to our business. As an African Tannery, we have unique challenges. We have identified areas where we believe we can contribute to our community. The youth are a segment of our population most affected by economic hardship. The skills development of the next generation is an essential part of the solution to tackling these hardships. Lagging socio-economic development and a legacy of Apartheid continue to plague South Africa. Mossop has developed initiatives that are assisting in building a more balanced society.



THE AMPHITHEATRE SOCIETY



1.1 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities which benefit all.

In South Africa, the **unemployment rate** is **32,6%**. This **rate** is **46,3%** among young people aged **15 – 34 years**, implying that almost one in every two young people in the population did not have a job in the first quarter of 2021. **38%** of our workforce (Mossop) is under the age of 34 years. The percentage has consistently grown year on year.



A Window to Tomorrow



Workplace skills plan:

We are keen on developing the next generation of leather innovators. Mossop offers young unemployed South Africans the chance to gain an education, work experience and skillset in the manufacturing sector. We run an unemployed Learnership program, as well as a work integrated internship for workplace experience.



The unemployed Learnerships:

It is an internal training program funded by the Sector Education and Training Authority (SETA) and coordinated by Mossop Leather. Our training Staff present fundamental and core models to the learners. The factory floor (Finishing and Retan) forms part of the practical components of the training. **Fifteen students were found competent in 2020. We permanently employed ten of these students in March 2021.** The program over the years has shown itself to be very successful, with learners from the program taking up Junior Manager positions at the tannery.



Internship Program:

Also a SETA funded program, this positions students who have completed a national certificate level 6 into our business for practical training. When the students complete their 18 months of training, new students take their place. Each intake is of three students from Boland College (a local institution in the area). After completing their training with us, the students enter the job market as competent potential employees. More than half of past students have found permanent placements after being with Mossop Leather, proving that the program provides skills practical to the job market.

THE AMPHITHEATRE SOCIETY



1.2 PEACE AND JUSTICE STRONG INSTITUTION

Promote a peaceful and inclusive workplace for sustainable development, provide access to justice for all and build an effective, accountable and inclusive business at all levels. This goal guides our talent and employees in their approach to learning and work, enabling ethically credible individuals involved at Mossop.



THE SOCIAL ETHICS COMMITTEE:

The role of the Committee is to assist the Mossop's group board with the oversight of social and ethical matters relating to the company and is chaired by an independent non-executive director. It is guided by the legal framework within which the company functions as well as the ten principles contained in the UN global Compact.

The responsibility of the committee are as follows:



THE AMPHITHEATRE SOCIETY

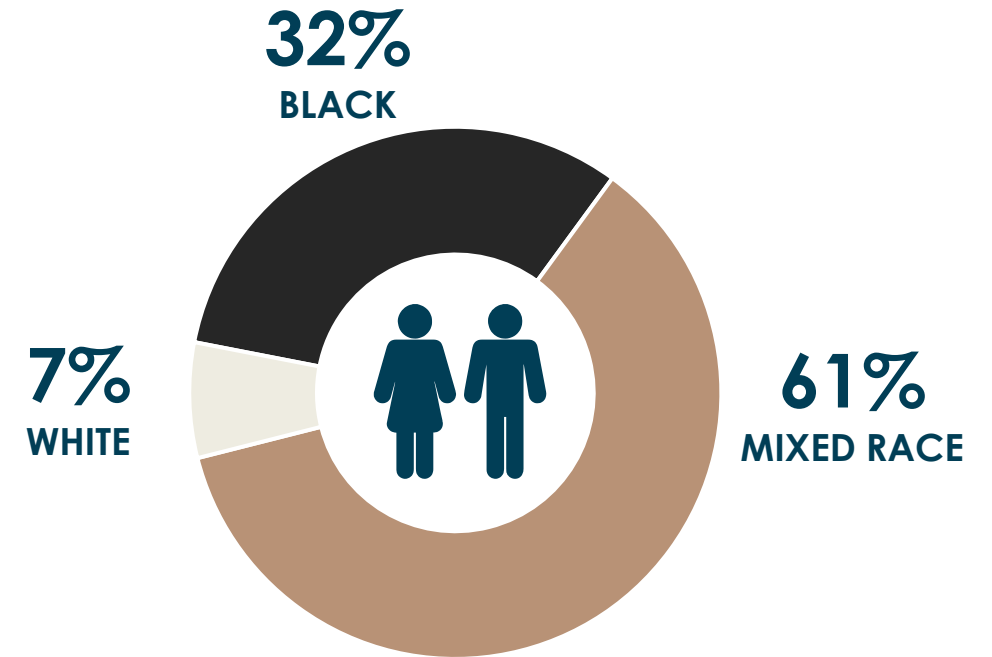


1.3 REDUCED INEQUALITY

Our **Equal Employment Plan and No Harassment Policy** means Mossop Leather is committed to ensuring ethical and fair standards set at our tannery.

The plan has been running since 2018 and has successfully developed diverse management groups, diverse in both culture and gender.

Our staff is reflective of the region's ethnic demographic representation.



THE AMPHITHEATRE SOCIETY



1.4 GOOD HEALTH AND WELL BEING

Mossop is committed to responsibly conducting our business to ensure the well-being of all employees, contractors, visitors, and our community. We do this through various policies, committees, infrastructure and compliance agreements.



Fast Fact: We are one of largest employers in the town of Wellington, Western Cape. Employing around 175 people who supports households on average of three or more family members.
(Compound effect 560 people)



On-site Clinic:

A medical sister is available twice a week for family planning, medical evaluation, drug test, screening and dispensing of medication for minor ailments. We provide yearly flu shots. All employees have access to medical cover through individual plans or through bargaining council arrangements.



Optometry and Dentistry:

For employees that are a member of a Union. The following is available to them; eye testing and discounted spectacles from an optometrist and subsidized dentist visits.



Counselling:

Mossop offers voluntary counselling and assistance with planning for the future. The clinic assists employees seeking advice about family planning and the responsibility regarding raising a family. The United Nations described family planning as central to gender equality and women's empowerment.

THE AMPHITHEATRE SOCIETY



1.5 REDUCED POVERTY

To reduce poverty levels in our region, Mossop financially supports selected NGO's that focus on the education and nutrition of our youth.

Equal development starts at the grassroots. Children who have access to education lay the foundation of a sustainable workforce.

Did you know: When trying to find Spekboom for our garden, we came across a local community member who goes by the name *Mamma Rose*. Rose uses the proceeds she generates from the sale of plants to fund a school that provides meals and tuition to underprivileged children in her area.



Monthly Financial contributions, as well as donation of school shoes to **MVW (Ma's Vir Wellington)**



MVW supports +/-160 under-privileged children with daily meals and education



+/- 1200 learners **Siya Kolisi Foundation** received leather school shoes sponsored by Mossop Leather.

What are benefits of these contribution and donations

- **MVW** uses the contribution and donation from Mossop to provide meals. Studies show that malnutrition leads to behaviour problems. The nutrition from meals makes students healthier. Students are likely to have fewer absences and attend class more frequently.
- The shoes supplied to both **MVW** and the **Kolisi Foundation** keep the children protected from the elements, resulting in fewer absences and keeps the focus on learning.
- **Exposure for NGO's Work:** A major overseas customer of Mossop visited MVW and was so touched that they made a substantial monetary contribution.
- By providing support to **MVW**, we provide a pathway for new talent entering the tannery.



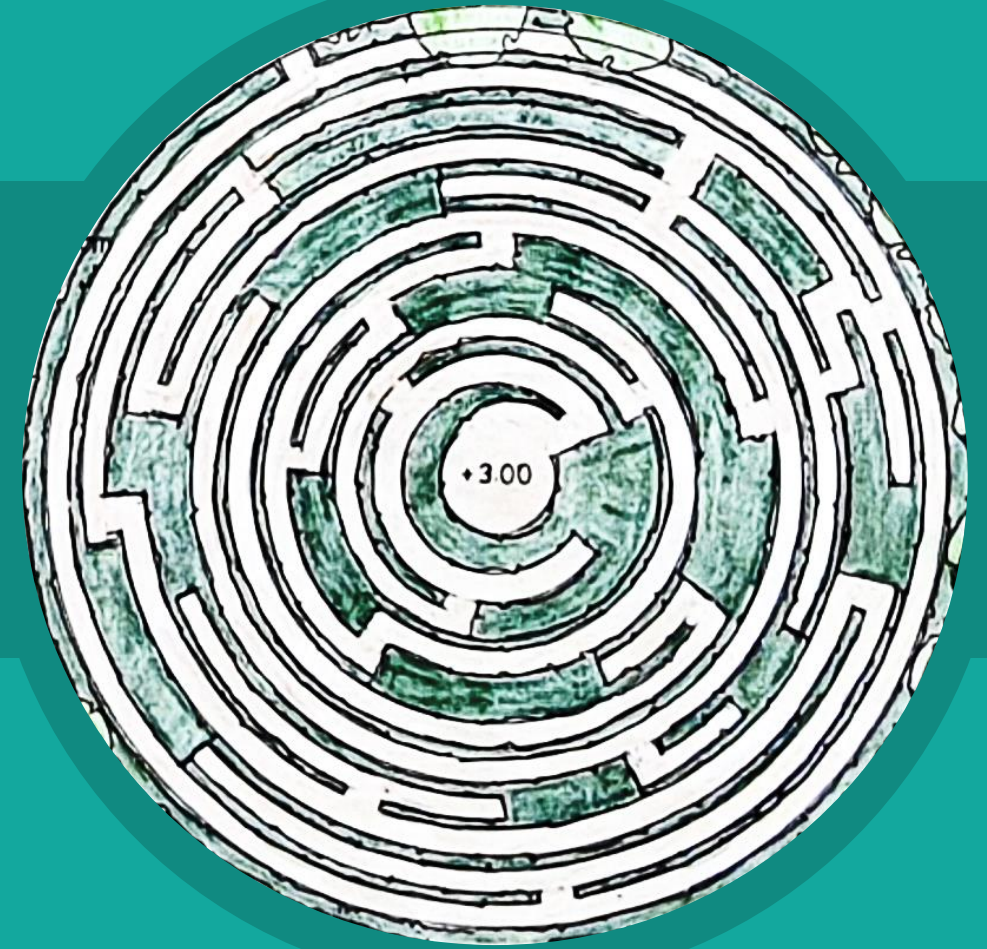
THE LABYRINTH 2. ECONOMIC



Mossop Economic Sustainable Development Goals are represented by four cows placed around the labyrinth. These cows cover the following goals:

- 2.1 Sustainable Cities and Communities
- 2.2 Responsible Consumption and Production
- 2.3 Partnerships for Goals
- 2.4 Industry, Innovation and Infrastructure

We take a by-product of the food industry and convert it into a durable component for the upholstery, footwear, and small leather goods industry. Our mission is to be the preferred provider of leather manufacturing solutions through innovation and commitment to excellence while enhancing value to all stakeholders.



THE LABYRINTH ECONOMIC



2.1 SUSTAINABLE CITIES AND COMMUNITIES

We have committed to aligning ourselves with the city's goal of becoming a Fair Trade City. Our role is to ensure we make our tannery an inclusive, safe, resilient and sustainable workplace.

Did You Know: As part of reducing our waste to landfills, the local construction industry uses co-products generated from our tanning process to create cement and drywall. At Mossop, we are currently looking at ways of turning our crust and buffing shaving into a substrate for use as a material for the fashion industry.



Darkenstein: Fair Trade City

In December 2020, the Drakenstein Municipal Council, in which jurisdiction Mossop is located decided to declare itself a Fair Trade City. The city of Wellington thus supports goods produced using fair labour practices and production processes that do not harm the environment. Drakenstein is the first city in Africa to work towards Fair Trade certification or acknowledgement. The city took this step in becoming the first Fair Trade City in South Africa.

Local partners:

Mossop Leather has signed on to be part of the city's initiative. It is hoped that the partnerships built through this initiative will encourage investment, development, and growth for our local Small, Medium and Micro Enterprises (SMMEs) and communities while also promoting clean air, preserving our landscape's natural beauty and thus developing a strong, healthy, economically sound society.

By signing on to this initiative, we are further motivated to produce a low impact leather to contribute to the city's goals. We aim to do this through sourcing from reputable chemical and service suppliers alike. We are guided by:

- Reach Compliant Chemicals: REACH is a legally binding regulation for registering, evaluating, authorising and restricting chemicals produced in or imported into the European Union. We regularly request certification from our suppliers on their adherence to the EU banned substance lists.

The Life Cycle Assessment methodology allows them to measure a product's environmental impact to help them reduce their ecological footprint in the production of their chemicals.

- To achieve fair city objectives, all solid refuse removal, handling and disposal is contracted to a service provider, namely H&H Waste (solid waste) and CHEMCAPE (liquid waste) removal. **We seek to limit the effect on the environment emanating from any activities undertaken.**



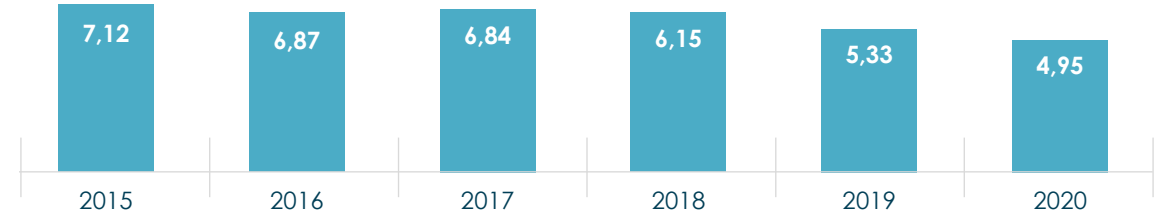
THE LABYRINTH ECONOMIC



2.2 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns in manufacturing of our leather.

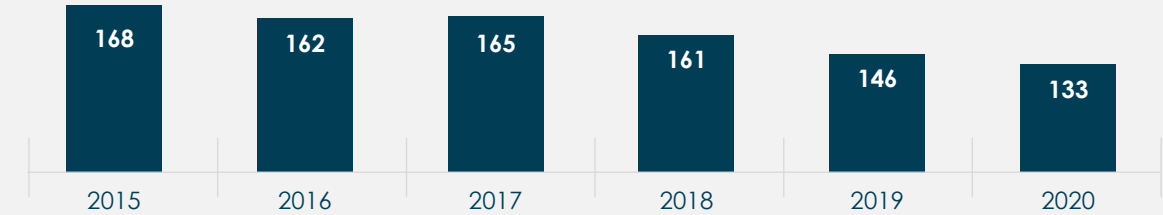
Water drawn from borehole/supplier (Liters/sqft)



2018: Water recycling system put into place during rehydration process.

2019: Rain water harvesting system put in place.

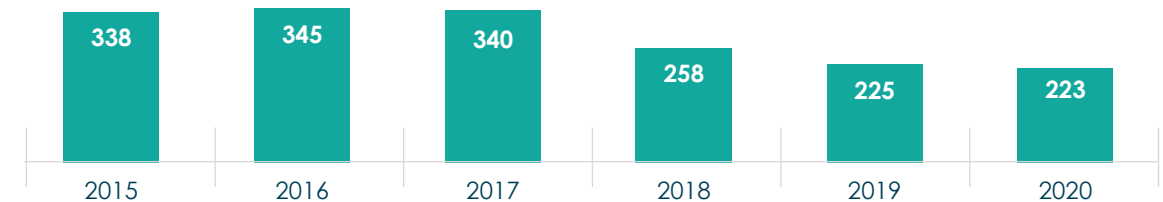
Coal (Grams/sqft)



2019: Boiler upgrade with auto feeding system to improve burning of coal.

2020: All steam infrastructure upgraded in plant.

Electricity (Watts/sqft)



2018: Reduced overtime by optimising the entire supply chain using the Theory of Constraints change process.

2019: Sunlight panels installed throughout the plant - no lights needed in daylight working hours



THE LABYRINTH ECONOMIC



2.2 RESPONSIBLE CONSUMPTION AND PRODUCTION

Fast Facts: WATER CONSUMPTION :

Our production's wet blue and rehydration stage see us recycle 3,750 000 litres of water per year (15 million cups of coffee per year).



Cape Town and its neighbouring towns, nearly became the first major city to run out of water completely.

We identified future droughts as a potential climate change impact, and we see them as a risk to our operation and possible cause for upheaval in our community, as this poses a threat to food the land produces. We are thus implementing the following measures to monitor, conserve, and recycle water.

- We are actively measuring our water usage and monitoring it against our previous month/years usage. We aim to show proficiency in controlling our water use.
- Rainwater harvesting pool. We have built various artificial pools at critical points at the tannery, which will see rainwater runoff from our roof. The water collections pools are around 10000 litres in size.



THE LABYRINTH ECONOMIC



2.2 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns in producing our leather.

Taking responsibility for our waste is a necessary action in the production of our leather. Leather made correctly will give the wearer a lifetime of use. By creating a pathway for bovine hides as a by-product, we limit otherwise effects on landfills.



THE PATHFINDER PROGRAM:

Coined from the Cape Buffalo. The most experienced cows are known as pathfinders. They are responsible for taking the herd to the most beneficial area for grazing and water.



THE LABYRINTH ECONOMIC



2.3 PARTNERSHIPS FOR GOALS

By aligning ourselves with organisations whose objective is to develop/maintain a protocol that assesses leather manufacturers' environmental compliance and performance capabilities and promotes sustainable environmental practices, it strengthens our case of being serious about the goals of our **LEATHERPRINT.**



Leather Working Group (LWG) is a global multi-stakeholder community committed to building a sustainable future with responsible leather. We aimed to achieve a silver rating from the group. In 2022 we were successful in reaching our goal



We are ISO 9001 certified. ISO 9001 sets out the steps necessary to adopt a quality management system. It is designed to help organisations ensure they meet the needs and expectations of both customers and other interested parties, based on internationally recognised quality management principles set out by the International Standards Organisation (ISO).



We aim to become a recognised Fair Trade Enterprise by the end of 2024 through a partnership with the city. The World Fair Trade Organization is a global social enterprise community that thoroughly practices Fair Trade. Their Guarantee System verifies that their members are genuinely Fair Trade Enterprises.



The world's largest corporate sustainability initiative. A call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals. We have based most of our sustainability efforts around SDG of the UN.



THE LABYRINTH ECONOMIC



2.4 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation so as to improve our end product making it more durable and longer lasting for the end user.

Did You Know: We are members of SATRA which assist us in being aware of industry trends and innovation.



OUR RESEARCH AND DEVELOPMENT (R&D) FACILITY: is the first of its kind in Africa.

The facility provides customers with the chance to test out new technologies, as well as come up with a solution to limit the effects of our tanning operations

New Technology Developed in R&D

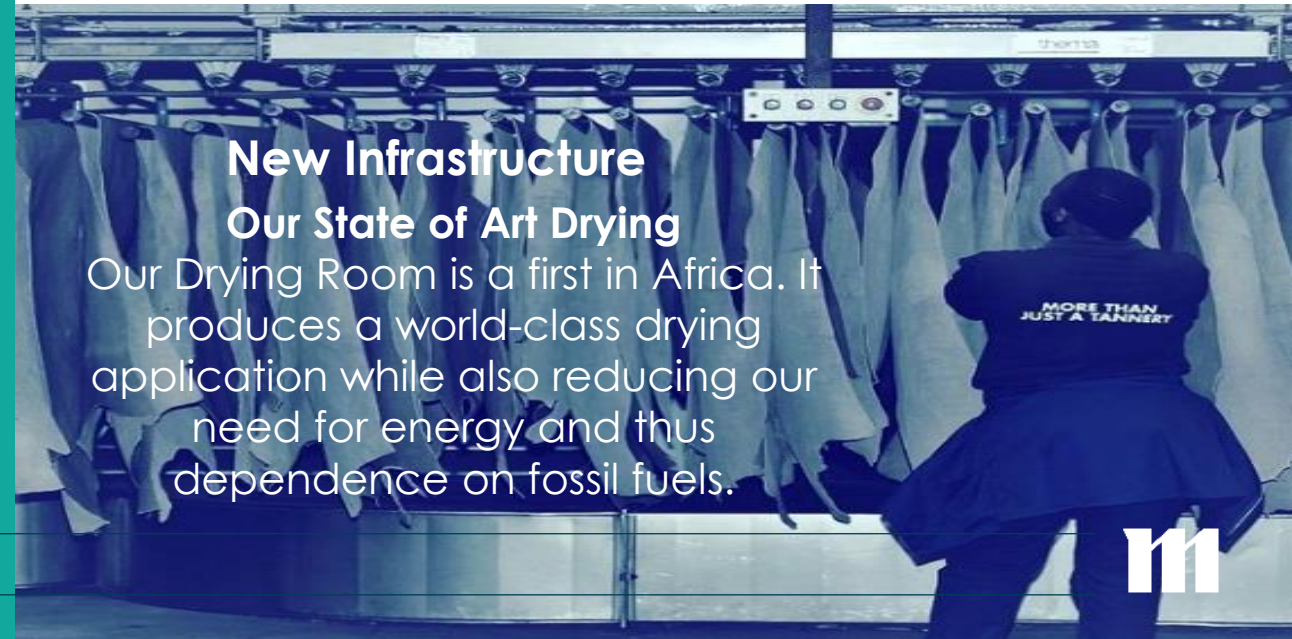


Our newest development **Optimum High Performance Leather Technologies** ensure leather products are more robust and durable, which help to build a reputable brand presence. When a product lasts longer, we use less and can attribute more value to the brand and product to generate positive sales at the retail level while reducing our waste to landfills.

New Infrastructure

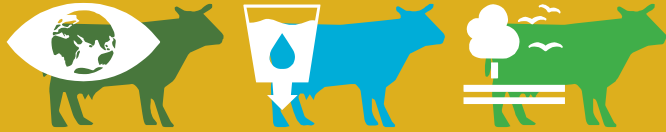
Our State of Art Drying

Our Drying Room is a first in Africa. It produces a world-class drying application while also reducing our need for energy and thus dependence on fossil fuels.



THE SUN POND

3. ENVIRONMENT



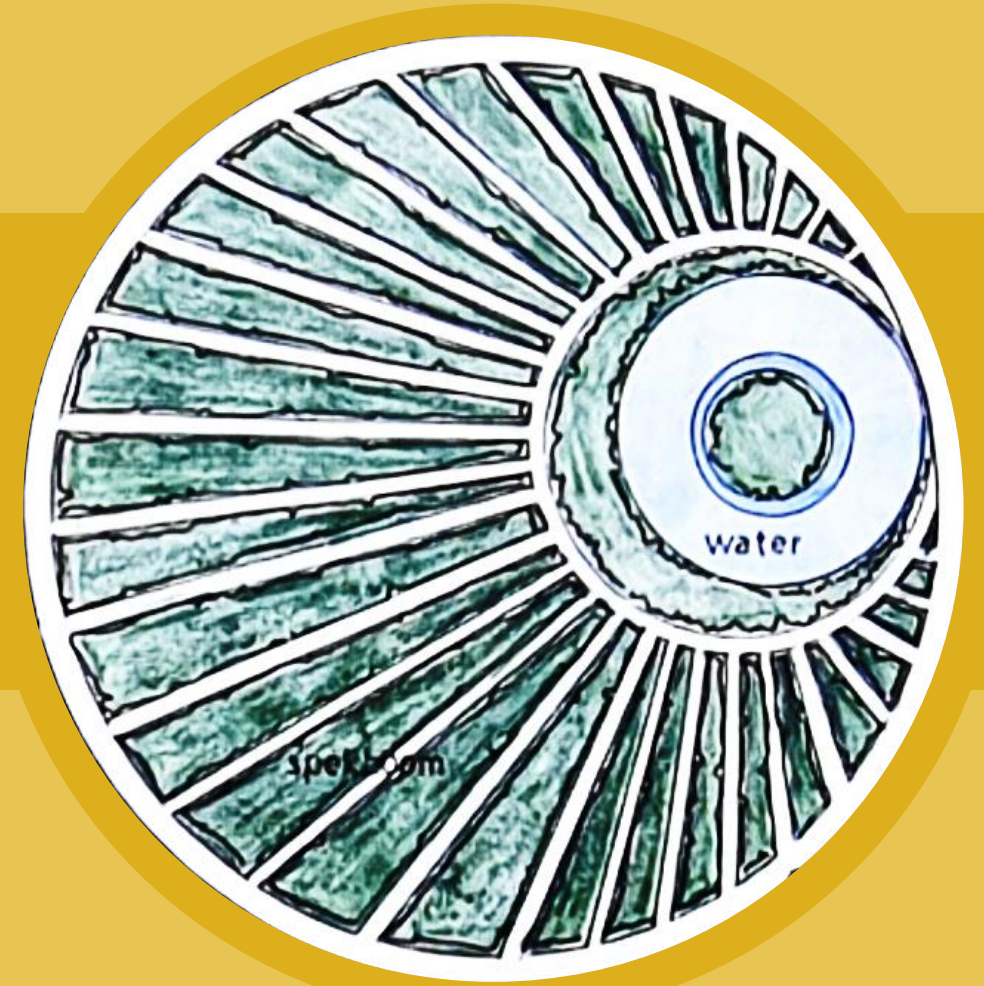
Mossop environmental Sustainable Development Goals are represented by three cows found at the Sun Pond.

3.1 Climate Action

3.2 Clean Water and Sanitation

3.3 Life on Land

We believe leather is the most sustainable material because in essence it is a recycling business. We convert a by-product into a commodity by taking a food waste product destined for landfill and recycling by adding science, skill, technique and lots of love. Mossop transforms thousands of tons of waste a year into a valuable product utilised in footwear, belts and furniture. At Mossop, our raw hides are source from by-produce of food industry's pasture raised cattle, which adds value to the integrity of that supply chain. Producing leather sourced and produced responsibly. The most sustainable choice a person purchasing their next shoes, belts, or sofa is to make sure it is made of our leather.



THE SUN POND ENVIRONMENT



3.1 CLIMATE ACTION

One of the significant measures of our LEATHERPRINT is the reduction of carbon emissions. By sourcing responsibly, reducing our dependency on fossil fuels, and recycling our raw material, we can critically combat climate change and its impact.

FAST FACT: We have reduced our coal consumption by 28% in a period of five years to date. We are in advanced stages of evaluating the implementation of a solar energy system which will provide 55% of our electricity from a renewable green resource. Further reducing our need for fossil fuels.



Chemical suppliers:

Our Chemical suppliers actively measure the impact of their product on the entire supply stream and ensuring they comply with the EU restricted substance list. They are also looking at carbon emissions and how they can reduce them to a minimum.

They are achieving this in the following ways;

Reduced CO2 emissions by 10% in 2020

- Sourcing green energy
- Investing in long-term efficiency gains at our manufacturing sites.

Life Cycle Assessment

- The Life Cycle Assessment methodology allows our supplier to measure a product's environmental impact to help us reduce our ecological footprint.

Reducing waste to landfill:

We implement several recycling initiatives at the tannery to reduce waste in landfills.

- Hides that do not make the grade are recycled back into our system to create laminated leather for the local school shoe market. The production of laminated foil uses recycled materials from the plastic industry.
- We sort our scrap paper for recycling on-site to be reused as pulp on its return to the mill.
- Blue Recycling containers: The containers are available at the various checkpoints in the tannery to collect offcuts from the leather making process, sold by our factory shop.



Transport and Innovation.

- We source over 70% of our rawhides from within Southern Africa, minimising transportation carbon footprint.
- In addition to sourcing locally, we have also set up depots in our important market territories with key stock lines. In this way, we are limiting the amount of shipment taking place on our roads.
- We have also implemented new machinery at the tannery which uses fossil fuels more effectively. These include our drying room, our boiler, as well as our electric forklifts.



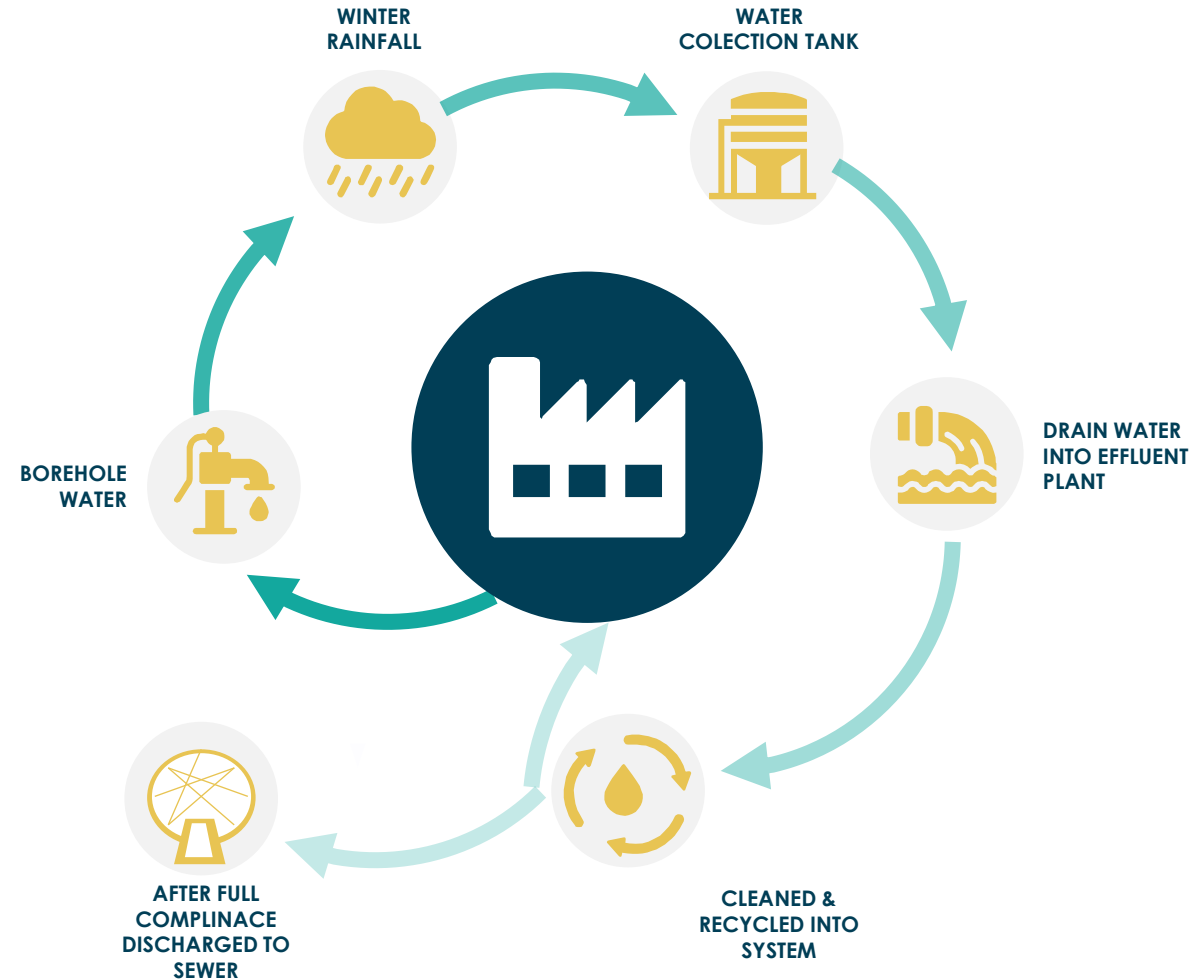
THE SUN POND ENVIRONMENT



3.2 CLEAN WATER AND SANITATION

Ensuring that we are processing our water correctly and responsibly is essential in ensuring we safeguard our environment and its ecosystems which it supports.

Did You Know: Our effluent is treated to comply with stringent requirements of our local municipality. We conduct weekly test on our discharged effluent at an accredited laboratory to ensure full compliance to bylaws.



OUR WET- END WATER RECYCLING INNOVATION

Our production's wet blue and rehydration stage see us recycle 3,750 000 litres of water per year (15 million cups of coffee per year).



THE SUN POND ENVIRONMENT



3.3 LIFE ON LAND

Did You Know: Mossop leather, as part of its manifesto to our life on land, planted a garden. Our garden aims to provide a sanctuary for Flora and Fauna alike. The African honey bee is attracted to the nectar generated from the Spekboom (*Portulacaria Afra*), which fertilises the plants and provides more abundant food for birds, insects, and other small animals. The garden will also sequester around two tons of carbon emissions per year.



Land/conservation:

In South Africa we in the fortunate position of having natural Savannah (Rangelands, Australian Alps montane grassland) which has always been home to large herbivore herds. Our suppliers' large tracts of grazing are strategically monitored to allow for rotation for our pasture-raised and grain-fed cattle. Where soil erosion could or has taken place, they have implemented water stream rehabilitation. Our primary raw material is locally traceable and without risk of deforestation.



Waste management:

Our raw hide suppliers' groundwater is tested regularly by the Institute for Groundwater Studies at the University of the Free State. Effluent dams collect feedlot run-off, which provides essential water for irrigation. Our suppliers make use of manure on its fields, which is more eco-friendly and increases soil fertility, water retention and the absorption rate of the soil.



Locally sourced hides:

Sourcing over 70% of our rawhides locally gives us real-time traceability into our primary raw material.

Our suppliers' cattle are individually identified and have their movement traced throughout their lives. It is essential for two reasons: it supports the control and eradication of certain diseases, affecting other ecosystems if not controlled. The other being that it protects consumers by ensuring both hides and food products are fully traceable and safe.

A commissioned environmental impact study of our supplier's cattle feeding was completed and approved by the Department of Environmental Affairs in 2007.

Due to the natural grasslands, our suppliers do not engage in deforestation or desertification. Strategic monitoring to allow for rotation of pasture-raised and grain-fed cattle assists in regenerative processes.



THE SUN POND ENVIRONMENT



3.3 LIFE ON LAND

Locally sourced hides: Hides are obviously the key building blocks of our business. Ensuring that we purchase from suppliers who echo the same sentiments is important to our climate action.



TRACEABILITY OF HIDES: TRACEABILITY OF HIDES PLAYS AN IMPORTANT ROLE IN OUR SUPPLY CHAIN



Fast Facts

- Our hide suppliers' business practices underpin good animal husbandry and strict adherence to health and safety regulations.
- Their electronic identification tag system ensures that their cattle are traceable from the farm to the raw product.
- Our hides come from bovine, which requires time, dedication, and a fundamental understanding of the animal to raise a healthy specimen
- Our primary supplier is certified ISO 22000.





LEATHER IS SUSTAINABLE

When manufactured with a conscience.

Leather ages better than any other material.

Leather, if taken care of, is one of the most durable materials on earth. Its longevity results in a significantly decreased carbon footprint on the environment as the item made from it is used for longer and discourages the fast consumer fashion “throw-away” mind-set. Leather products tend to improve over time as the material ultimately reflects the lifestyle of the user, developing a rich patina during everyday use. Buying leather from reputable tanners which use responsible production processes will result in leather that biodegrades over time after use, alleviating pressure on landfills. At Mossop we look at the choices we make by continuously developing more sustainable ways of tanning our leather.

MOSSOP LEATHER – MORE THAN JUST A TANNERY.



THANK YOU
FOR THIS OPPORTUNITY

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