

## ONE ESSENTIALS Ethical & Sustainability Roadmap

### Our Vision:

To create a business that proves we can make clothing without harming the natural environment whilst opening up access to sustainable essentials to a wider consumer.

We want to create a world where there isn't a choice between planet & people and profit, where the responsibility for our impact is embedded in everything we create and do, allowing consumers to have a huge impact with what they wear everyday.

<p><b>Objective 1</b></p> <p><b>Reduce waste &amp; impact in our production processes.</b> Working with our supply base we want to be able to reduce our environmental impact in our production.</p>	<p><b>Objective 2 -</b></p> <p><b>Prevent our garments ending in landfill through our take back scheme.</b> Ensure that consumers fully understand how the scheme works, why it's important and that the system is convenient. We have the aim of recovering 80% of everything we produce.</p>	<p><b>Objective 3 -</b></p> <p><b>Be an active part of cleaning up existing textiles in landfill and improving the lives of those most affected by it.</b> Our 1% donation to the OR foundation allows us to directly impact the landfill cleanup and those most affected..</p>
<p><b>Targets</b></p> <p>Short term - 1 year</p> <ul style="list-style-type: none"> <li>● Receive independent impact assessment on our 1st production run.</li> <li>● Use our impact ticket to inform consumers of their impact when they purchase.</li> <li>● Understand the cutting room floor wastage on our first production run to determine where we can improve.</li> <li>● Understand level of waste in fabric mill during manufacturing.</li> <li>● Focus to get transparency to raw materials across all components in the supply chain by Year 3 - begin the work.</li> </ul>	<p><b>Targets</b></p> <p>Short term - 1 year</p> <ul style="list-style-type: none"> <li>● Use social media to make followers aware of the impact of clothing in landfill.</li> <li>● Educate consumers on how to care for their products to reduce environmental impact.</li> <li>● Inform consumers of the existence of the take back scheme and customer incentive</li> </ul>	<p><b>Targets</b></p> <p>Short term - 1 year</p> <ul style="list-style-type: none"> <li>● Use our marketing channels to ensure that consumers are aware of their impact when they purchase..</li> <li>● Look to speak on podcasts to share the impact of what we do &amp; the reason why we are doing it.</li> <li>● At the end of year one - create an annual report on the impact of our donation.</li> <li>● Create a campaign to show the impact of clothing in landfill and why we can help change this.</li> </ul>

<p>Medium Term - 2 years</p> <ul style="list-style-type: none"> <li>● Find collaborative partners for our waste materials in production where they can feed into another industry as a material.</li> <li>● Look at energy usage of suppliers, we want to move to greener energy sources. - Garment supplier moving to a solar powered factory in 2022.</li> <li>● Reduce sampling wastage by trialling virtual prototyping with 1 supplier.</li> </ul> <p>Long term - 3 years+</p> <ul style="list-style-type: none"> <li>● Introduce virtual prototyping across complete supply chain</li> <li>● To have fully traceable supply chain to raw material across components in all styles launched.</li> </ul>	<p>Medium Term - 2 years</p> <ul style="list-style-type: none"> <li>● Consumer journey to take back should begin in Y2</li> <li>● Ensure seamless journey for consumers who wish to take back</li> <li>● Communicate the full impact of a product lifespan from cradle to cradle</li> <li>● Need to have end of life partners fully aligned by end of Y2 as expect returns at scale by Y3</li> <li>● Explore creation of own facility for biodegradable products.</li> <li>● Communicate the importance of the return to consumers - shift behaviour.</li> </ul> <p>Long term- 3 years+</p> <ul style="list-style-type: none"> <li>● We would expect to receive around 50% of products sold in Y1 returned by beginning of Y3</li> <li>● Have an understanding of the average lifespan of our products so we can create the use-case and have data to back up our assumptions.</li> </ul>	<p>Medium Term - 2 years</p> <ul style="list-style-type: none"> <li>● With actionable data of the projects we've been able to support in Y1.</li> <li>● Share above with consumer</li> <li>● Set Y2 targets for growth of impact.</li> </ul> <p>Long term- 3 years+</p> <ul style="list-style-type: none"> <li>● Business and sales expansion by Y3, should have directly increased the impact that we can have.</li> <li>● Look for other partners so we can impact globally.</li> </ul>
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Actions	Actions	Actions
<ul style="list-style-type: none"> <li>● In receipt of impact assessment look at key areas of focus where we may need to reduce our impact and amend our sustainability targets and roadmap accordingly.</li> <li>● Reach out to suppliers to get information on the fabric wastage at both stages. Collect data.</li> <li>● Model traceability of existing supply base to highlight where we have gaps to make a strategy on best way to collect that data.</li> <li>● Look for virtual prototyping technologies that we can use and build costs into Y2 financial plans.- look for appropriate training.</li> </ul>	<ul style="list-style-type: none"> <li>● Create automated customer journey for the take back scheme</li> <li>● Speak to existing LCA partner see if they can help support data capture of full lifecycle.</li> <li>● Create a communication strategy and ask for feedback from the target consumer group to ensure understanding.</li> </ul>	<ul style="list-style-type: none"> <li>● Continue communications across marketing channels.</li> <li>● Seek out media collaborations to share our message.</li> <li>● Create end of year impact receipt individualised for each consumer.</li> <li>● Work with OR foundation to establish best practice for reporting impact of donations</li> </ul>

## Sustainability Policy

### Summary of Vision, Objectives, and Targets

ONE Essentials vision is to create a business that proves we can make clothing without harming the natural environment, free of exploitation at a commercial price point for a wider consumer base.

ONE Essentials objectives are to minimise the environmental impact of the production process of everything we create, challenge the normal linear model and switch to a circular business model returning our items at end of life and to take an active part in the environmental clean-up of textile waste.

ONE Essentials target is to recover a minimum of 80% of what we create through our take back scheme, to create products with the lowest environmental impact with the aim of being a product

positive brand by 2023.

### **Scope**

Our sustainability policy covers all stakeholders within the business, from supply chain partners, to customers and charitable partnerships to create a holistic business with big impact.

### **Requirements**

ONE Essentials will not partner with any supplier that does not meet our ethical or environmental policy baselines and actively seek partners that are pioneering in reducing their environmental impact through renewable energies and innovations.

### **Reporting**

ONE Essentials will continue to review our impact on every new item create, and look to improve on every production run.

We will report annually to all stakeholders of our business impact, social and environmental and include specific impact reports to consumers on their individual purchases and annual impact.