

# THE IKKARI RESPONSIBILITY CHARTER

March 2023

# IKKARI

IKKARI acknowledges the Traditional Custodians of the land on which we live, learn, grow and gather from. We pay our respects to the Elders past, present and future. We recognise the leadership of all First Nations people around the world, and the deep connection to the land and wisdom the Aboriginal people of Australia have held for over 65,000 years.



Caring for our planet is our priority and responsible sourcing is the foundation upon which IKKARI's belief system is built. We proudly refer to our sustainability guidelines as The IKKARI Responsibility Charter, it is here we will share our progress and pledges to create noticeable change and minimise our impact. We are proud to be transparent and know it's our responsibility to always do better.

We have created a sustainability strategy that is underpinned by four key [United Nations Sustainable Development Goals \(UNSDGs\)](#):

**UNSDG 8 - Decent work and economic growth**

**UNSDG 10 - Reduced inequalities**

**UNSDG 12 - Responsible consumption and production**

**UNSDG 15 - Life on land**

CATEGORIES	UNSGD	OBJECTIVE	GOAL	2023 Progress (March)
PEOPLE	 	Contribute to the improvement of global social conditions	Social Compliance: Verify the social standards of Tier 1 of our supply chain.	Achieved
PLANET	 	Minimise environmental and ecological impact	Packaging: ensure our packaing is 100% recyclable by offering a recycling program in our stores with TerraCycle® via their Zero Waste Box™ solution.	Achieved
			Packaging: Prioritise responsible practices such as refillable and reusable packaging.	Work in progress
			Plastic Neutral: Measure and offset our plastic usage to achieve a Plastic Neutral Certification via a partnership with Waste Revolution.	Achieved
			The Good Book: Achieve 30% recycled paper, responsibly sourced and certified by PEFC. <ul style="list-style-type: none"> <li>Vegetable inks.</li> </ul>	Achieved
			Stores: Develop a sustainable framework with a third party expert for how we want to set up stores in future.	Achieved
			Ingredients: Develop responsibly sourced policies for high risk commodities (including all animal derived ingredients) and obtain third party certifications where possible.	Achieved
			Carbon Emissions: Map our carbon emissions and set targets to reduce and offset for the future.	Work in progress
PROSPERITY		Contribute to our local and global community through philanthropic endeavours	Contribute to our local community through our charity partner Blazeaid.	Achieved



We are committed to the future of our planet and have implemented key objectives and targets to hold us accountable. From the like-minded people and companies we partner with, to the thought and consideration given to packaging, to our social responsibility to give back to our community, ensuring we stay focused and committed to people, planet and prosperity.

Reducing waste is the beauty industry's biggest challenge. It's estimated the beauty industry is responsible for 120 billion units of waste every year, with single use packaging the largest contributor of carbon emissions. By switching to more sustainable options like refillables, carbon emissions could be reduced by 70%, alongside eliminating billions of units of waste.

Currently, 94% of IKKARI packaging (by weight) is kerbside recyclable. The remaining 6% can be brought back into an AJE ATHLETICA store and recycled with [TerraCycle®](#) via their Zero Waste Box™ solution. We offer a \$25 credit to reward customers who return three or more empty IKKARI products to store.

IKKARI recognises reusable refills as the best environmental solution and the most powerful step to reducing carbon emissions. Our goal is to ensure the majority of our range is refillable. As we work towards this, we have partnered with [Waste Revolution](#) to offset our plastic usage and become plastic-neutral, donating to Australian charity [Blaze Aid](#) to ensure our recycled plastic packaging is put to good use, and are mapping our carbon footprint to set targets for the future.





#### **A NOTE ON OUR CURRENT PACKAGING**

Currently our collection contains glass, bioplastic (created from sugarcane), FSC certified paper and virgin plastic that is either reusable or recyclable (either at kerbside or via the TerraCycle® Zero Waste Box™ solution available in all AJE ATHLETICA stores). Our boxes and shopping bags are made from cardboard and paper that has been certified by PEFC or FSC, which means our products adhere to the highest environmental and social standards. We are continuing to work with the world's leading innovators in packaging to reduce our environmental footprint.

#### **A NOTE ON OUR INGREDIENTS**

We believe in using high-performance extracts and actives from the earth, formulated with minimal interference to ensure they're as naturally adjacent as possible. We use intentionally sourced ingredients, leaving out anything that isn't necessary. We are committed to transparency and will always share the origins of all of our ingredients, with each sourced with care and consideration - from the farmers we partner with, to the science and techniques we utilise.

#### **A NOTE ON ANIMAL WELFARE**

IKKARI is committed to animal welfare, our Supplier Code of Conduct specifically states: "Aje Collective (inclusive of IKKARI) has a zero tolerance policy on animal testing and prohibits any such practice. Animals in the protection of Aje Collective suppliers must be treated humanely. Producers must abide by local and international laws and regulations in relation to animal welfare."





#### A NOTE ON OUR SOCIAL COMPLIANCE POLICY

The Aje Collective has a robust Social Compliance Program, it ensures we are partnering with suppliers and facilities who are as equally committed to ethical sourcing and sustainability. All supplying partners are required to commit and adhere to our Supplier Code of Conduct, which outlines the minimum terms and conditions of doing business with us. Within this Code it outlines our commitment to: Human Rights, equal opportunity and employment responsibility, environmental responsibility, animal welfare, ethical responsibility and transparency, all First Nations Peoples, The Aje Collective business values, suppliers and mutual respect by The Aje Collective.

To ensure our suppliers are upholding the standards outlined in the Code, we have in place a robust auditing program. Further to this we aim to build authentic, respectful and supportive relationships with our supplying facilities through regular visits (when and where possible). It's through these relationships, we will be able to gain deeper insight into the unique concerns that inevitably arise within the factories and regions in which we manufacture.

#### A NOTE ON OUR CARBON FOOTPRINT

IKKARI is in the process of tracking its carbon emissions and will continue to do so on an annual basis. Our analysis will be published annually in the Sustainability Impact Report.

