



	Supplier Relationships	Material Selection Criteria	Internal Code of Ethics	Supplier and Manufacturer Code of Conduct	Green Office Policy	Environmental Policy	Measurement of Carbon Footprint	Source Reduction	Product Circularity	Philanthropic Initiatives	Sustainability Business Model	Transparency Policy	Sustainability Reporting
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SDG #2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

<p>Target 2.3</p> <p>By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment</p>													
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SDG #8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

<p>Target 8.5</p> <p>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</p>													
<p>Target 8.7</p> <p>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</p>													
<p>Target 8.8</p> <p>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</p>													

SDG #12: Ensure sustainable consumption and production patterns

<p>Target 12.2</p> <p>By 2030, achieve the sustainable management and efficient use of natural resources</p>													
<p>Target 12.4</p> <p>By 2020, 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</p>													
<p>Target 12.5</p> <p>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>													
<p>Target 12.6</p> <p>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>													

What are SDGs and Why Does Piper & Skye Care?

The 17 Sustainable Development Goals (SDGs) were created by the United Nations (UN) and adopted by all member states in 2015. The purpose of the SDGs is to create a blueprint for global peace and prosperity. Within each SDG, the UN has outlined a series of 'Targets' which act as sub-goals designed to power our progress towards the realization of each SDG. Rather than each SDG being a separate endeavor with an isolated path to achievement, each SDG is interconnected with all others. For example, SDG #3 aims to achieve good health and well-being for all. But parallel progress on SDG #13 (Climate Action) and SDG #12 (Responsible Consumption and Production), assist in the pursuit of good health and well-being.

While individuals can undoubtedly shape progress towards each SDG through personal consumption patterns, product choices, etc., businesses also play a significant role in SDG achievement. From supply chain decisions to office policies, employee relations, product materials/design/packaging and circularity, every aspect of a business provides the opportunity to consider how it may be re-aligned with the SDGs. While Piper & Skye is just one business, our involvement in the B-Corp and Positive Luxury certification processes means that every aspect of our business is continually being assessed to determine how we can have the most positive impact possible on planet earth and all the creatures that call it home.

How Does Piper & Skye Conceptualize the SDGs?

Each and every action a business takes is an opportunity to make further progress towards SDG achievement. Rather than spread ourselves too thin by focusing on all 17 goals, we sat down and mapped out our entire organizational structure including every touchpoint with suppliers, employees, customers, and the environment. We then asked ourselves, "Given the nature of our business, which of the 17 SDGs do we have the greatest opportunity to make a positive impact?" The result was the list provided below containing our Primary Focus SDGs. These SDGs represent how our efforts are rooted into our corporate ethos, as well as company values; respect, responsibility and community.

Primary Focus SDGs

- **SDG #2:** End Hunger, Achieve Food Security and Improved Nutrition, and Promote Sustainable Agriculture
 - **Target 2.3**

- **SDG #8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work
 - **Target 8.5**
 - **Target 8.7**
 - **Target 8.8**

- **SDG #12:** Ensure sustainable consumption and production patterns
 - **Target 12.2**
 - **Target 12.4**
 - **Target 12.5**
 - **Target 12.6**

Acknowledging that there is always room for further improvement, we hand selected SDGs that we intend to explore further, and ones upon which we believe we can have an authentic impact, positive impact on.

SDGs to Explore Further - SDGs highlighted in this tier are ones that we believe our business model will allow us to have a positive impact, but that we have not yet fully explored and implemented. We are currently researching how best to optimize our contributions towards these SDGs.

Positive Indirect Impact - The nature of our business allows us to have a positive, though indirect, impact on many other SDGs. The impact might not be as large as our 'SDGs of Primary Focus', but we still proudly showcase the impact we have.

Our intention throughout the rest of this report is to outline what we are currently doing in pursuit of each SDG, what our next steps might be, and how we are measuring our progress.

Our Contributions - These are ways in which Piper & Skye is currently contributing to the global pursuit of a particular SDG. Our contributions could include company policies (e.g. Green Office Policy), a manufacturer code of conduct with a variety of pro-SDG stipulations, sustainable sourcing practices, and product circularity initiatives. These are our current actions upon which Piper & Skye continues to build.

Next Steps - We are continuously researching new ways in which Piper & Skye can have a positive impact on the SDGs. Our research may be focused on positively re-shaping parts of our current business model, adding new SDG-friendly initiatives, or pivoting to more eco-friendly materials where available.

Progress Metrics - Using progress metrics is a way to ensure that our actions are helping us work towards our end goals. Where applicable, we use the UN indicators for each SDG Target. In other instances, however, we have created our own set of measurements which we believe are aligned with those set by the UN. By assessing both current and future initiatives within the scope of these measurements, Piper & Skye is able to allocate its resources in the most efficient way to maximize progress towards SDG achievement.

Our goal in the remainder of this report is to transparently present how Piper & Skye is currently contributing to our chosen SDGs, what our next steps are going to be to achieve further progress, and to outline metrics to measure the progress we have already made, and more importantly, the progress we hope to make in years to come.



End Hunger, Achieve Food Security and Improved Nutrition, and Promote Sustainable Agriculture

The flagship material of Piper & Skye's luxury handbags is pirarucu. An Amazonian fish native to Brazil, pirarucu is a food source for individuals living in small fishing towns. The skin of the pirarucu is usually thrown in the trash or burned after harvesting resulting in increased waste and carbon emissions. By utilizing this food by-product in the design of our sustainable handbags, Piper & Skye directly increases the income of local fishermen. This additional income can be used by these fishermen to achieve greater food security and improved nutrition. Furthermore, by making use of the whole fish, rather than just the meat, a more sustainable form of agriculture is achieved.

Target 2.3

By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

Our Contributions



Relationships with Amazonian Fishing Communities: Through close partnerships with local Amazonian fishing communities, Piper & Skye directly works towards achievement of this target by purchasing a component of the pirarucu which would otherwise go to waste. Doing so directly increases the income of these hard-working small-scale food producers. Piper & Skye has partnered with suppliers who use certified sustainable fishing practices to produce our signature Pirarucu fish leather. We are proud to have made an investment in new nets for the fishermen and communities surrounding the lakes and ecosystem. Before the donation, there were

communities that fished in a precarious way and often did not make their quota required by the Brazilian Environmental Agency.



Material Selection Criteria: Two of Piper & Skye's material selection criteria directly support efforts to achieve this SDG. First, preference is given to the use of raw materials which are a byproduct of a natural food source. As a traditional food staple of fishing communities in the Amazon, the skin of the pirarucu would otherwise become a biodegradable waste product. By making direct use of this natural material, Piper & Skye helps achieve another of its material selection criteria: the material would otherwise be destined for a landfill or burned. These beautiful leathers selected by Piper & Skye directly promote more sustainable agriculture.



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

One of our primary objectives when selecting a material from which to craft our luxury handbags was selecting one that allowed us to make a positive economic difference in the lives of underprivileged individuals. Piper & Skye's direct partnership with local Amazonian fishing communities allows us to do just that. With a consistent and predictable demand for pirarucu leather resulting in more productive employment, these communities can achieve more sustained and sustainable economic growth.

Target 8.5

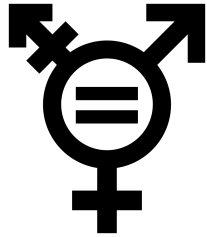
By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Our Contributions



Internal Code of Ethics: Change starts from within. Piper & Skye is committed to creating a positive internal work environment in which all team members no matter their age, sex, background, or religion, may participate fully in engaging work, free of any sort of discrimination, and while receiving

equal pay for equal work. Our internal code of ethics engrains these commitments to responsibility, respect, and community into the very fabric of Piper & Skye. It is expected that these values be carried into interactions with all individuals both inside and outside of the organization.



Supplier/Manufacturer Code of Conduct: Not only does Piper & Skye hold itself to the highest moral and ethical standards, but we also expect a similar commitment to decent work, an inclusive work environment, and fair pay from our suppliers and manufacturers. An extensive audit process of all potential suppliers and manufacturers is conducted prior to the initiation of any business relationship. Once passed, our suppliers and manufacturers are then required to commit to all terms and conditions laid out in our Code of Conduct which

covers such issues as child labour, involuntary labour, discrimination, harassment, health and safety, and compliance with national labour law. To verify compliance with these principles, Piper & Skye reserves the right to inspect the premises of all of our suppliers and manufacturers.

Target 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

Our Contributions



Supplier / Manufacturer Code of Conduct - Central to the Supplier and Manufacturer Codes of Conduct is the principle of fair and just treatment of all employees. Extensive measures are taken to ensure that no supplier or manufacturer of Piper & Skye is knowingly or unknowingly involved in any sort of forced labour, modern slavery, human trafficking, or child labour. All of these are expressly forbidden in the Supplier and Manufacturer Codes of Conduct.

Prior to establishing a new working relationship, we give strong preference to companies that have achieved, or are pursuing, sustainability certifications such as B-Corp and Leather Working Group or other applicable certifications. This provides further confirmation of a supplier/manufacturer's commitment to ethical and sustainable business practices. As a final measure, Piper & Skye retains the right to inspect the premises of all suppliers and manufacturers to ensure that business practices are up to our highest standards.



Philanthropic Work through Safe Transitions - Safe Transitions is a charitable organization established by Piper & Skye's Founder, Joanna MacDonald. The purpose of Safe Transitions is to provide housing for women

and children who have suffered domestic abuse or are survivors of human trafficking. This housing allows women to transition out of overcrowded shelters and begin to rebuild their lives, starting anew in furnished condos for a one year lease.

Target 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.

Our Contributions



Supplier / Manufacturer Code of Conduct - All suppliers and manufacturers of Piper & Skye must sign and adhere to an extensive code of conduct that covers a variety of labour rights and workplace health and safety issues. Prior to establishing a new working relationship, we give strong preference to companies that have achieved, or are pursuing, sustainability certifications such as B-Corp and Positive Luxury. This provides further confirmation of a supplier/manufacturer's commitment to ethical and sustainable business practices. As a final measure, Piper & Skye retains the right to inspect the premises of all suppliers and manufacturers to ensure that business practices are up to our high standards.



Internal Code of Ethics: Change starts from within. Piper & Skye is committed to creating a positive internal work environment in which all team members no matter their age, sex, background, or religious affiliation, may participate fully in engaging work, free of any sort of discrimination, while receiving equal pay for equal work. Our internal code of ethics engrains these commitments to responsibility, respect, and community into the very spirit of Piper & Skye. It is expected that these values be carried into interactions with all individuals both inside and outside of Piper & Skye.



Ensure sustainable consumption and production patterns

Economic development throughout the 20th century has been tainted by accompanying widespread environmental destruction. The primary catalysts of this destruction have been overconsumption and a lack of product circularity. The emergence of 'fast fashion' has resulted in landfills

becoming clogged with apparel and accessories that consumers are led to believe is only wearable for one season. In the design of all our handbags, Piper & Skye considers sustainable consumption and production objectives at all stages of the product life cycle. From selecting materials with a low carbon footprint, to our Green Office Policy, and circularity projects, we work towards sustainable consumption and production patterns in all aspects of our business.

Target 12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

Our Contributions



Green Office Policy: Our commitment to achieving the sustainable management and efficient use of natural resources is embodied in our Green Office Policy. The objective of this internal policy is to promote both office-wide and individual employee environmental stewardship to minimize the impact of Piper & Skye's operations on the environment. Our Green Office Policy covers a wide assortment of initiatives including, but not limited to, recycling, waste management, water use, paper use, energy conservation, business travel, and regular carbon footprint measurement to assess progress.



Environmental Policy: Similar to our Green Office Policy that applies to internal operations, Piper & Skye has created an Environmental Policy with which it expects all suppliers, contractors, and subcontractors to comply. Business operations do not end at our office doors. Rather, they extend into the factories of our contractors, suppliers, and manufacturers. By requiring compliance with our Environmental Policy and leading by example, Piper & Skye is able to achieve a much broader positive environmental impact.

Components of our Environmental Policy with which we expect our partners to comply include: energy use, employee travel, product deliveries, paper/water use, waste management, minimizing use of disposables and plastic, waste reduction, and chemical use.



Baseline Carbon Footprint: The goal at Piper & Skye is to have the smallest possible carbon footprint. Not only does this minimize carbon emissions and other forms of pollution, but it also means that we accomplish the same amount of work with the smallest input of natural resources. From minimizing paper and hydro usage to thinking conscientiously about how to travel more green, Piper & Skye considers how each segment of its operations impacts its

carbon footprint. Piper & Skye is currently working towards gaining an in-depth understanding of our footprint and how we can minimize it.



Material Selection Criteria: Piper & Skye embodies the sustainable management and efficient use of natural resources within its stringent [Material Selection Criteria](#). We work with our suppliers to ensure that management of the species is overseen by a governing body, which seeks to ensure the healthy and thriving biodiverse ecosystem in which the species lives. Our objective has always been to design luxury handbags that have the smallest possible environmental impact. The first step in this journey is the careful selection of materials that satisfy our material selection criteria. For example, using pirarucu which is a byproduct of a natural food source, makes more efficient use of the whole fish while simultaneously ensuring that the skins do not end up in a landfill or being burned.



Source Reduction: The concept behind source reduction is simple: Eliminate waste before it is produced. Rather than trying to deal with massive amounts of waste once produced, products should be designed, marketed and sold in such a way that the amount of subsequent waste is minimized. Source reduction efforts by Piper & Skye directly support Target 12.2 by simultaneously making more efficient use of natural resources, and creating a more sustainable consumption pattern. Source reduction at Piper & Skye is based on four pillars: 1) Product design, 2) Product versatility, 3) Packaging design, and 4) Inventory minimization. First, all Piper & Skye handbags are designed to minimize waste through the use of simple and sustainable biodegradable materials, minimizing components used and the avoidance of harmful chemicals. Second, by designing handbags with increased versatility (e.g. inclusion of multiple straps of different lengths and different wearable options), we seek to help reduce overconsumption. Third, through the intelligent and thoughtful design of product packaging, Piper & Skye is able to minimize this abundant waste source by selecting packaging that has the lowest environmental impact. Lastly, with many of our bags being made-to-order, and our inventory management system being incredibly lean, we reduce the risk of unsold inventory polluting our landfills.



Product Circularity: Waste lying in a landfill can take decades to decompose, all the while releasing potentially harmful chemicals into the environment. The concept of product circularity is based on giving consideration to what happens to a product at the end of its lifecycle. While Piper & Skye bags are designed to be timeless pieces which can be passed down from one generation to the next, we understand that this might not always be the case. Piper & Skye has developed a three-pronged approach to product circularity. First, our [Karma Credit Program](#) recycles handbags in good condition, handing them out to local womens' charities. Second, our [Bag-for-a-Bag Program](#) donates one drawstring bag for every handbag

purchased to the Dream Center shelter in Los Angeles. These bags are then filled with a variety of daily necessities to help support women escaping abuse and trafficking. Lastly, our comprehensive [Repair and Maintenance Policy](#) extends the useful life of our products.

Target 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

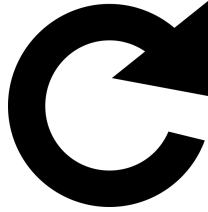
Our Contributions



Material Selection Criteria - Reducing waste and minimizing the release of harmful chemicals into air, water and soil begins with the material selection process. The primary material used by Piper & Skye is pirarucu leather. As a food byproduct, if the leather were not used in the production of our handbags, it would end up in a landfill or burned thereby releasing carbon dioxide into the atmosphere. As we continuously explore the potential use of other raw materials, biodegradability and the chemicals used in the production and tanning processes play a central role in deciding whether it will eventually be used in crafting a Piper & Skye handbag.



Source Reduction Efforts - The concept behind source reduction is simple: Eliminate waste before it is produced. Rather than trying to deal with massive amounts of waste once it is already produced, create products in such a way that the amount of subsequent waste is minimized. Piper & Skye's source reduction efforts directly support Target 12.4 by eliminating waste before it is produced. Our source reduction efforts are based on four pillars: 1) Efficient product design, 2) Product versatility, 3) Packaging design, and 4) Inventory minimization. First, all Piper & Skye handbags are designed to minimize harmful waste through the use of sustainable materials and the avoidance of harmful chemicals. Second, by designing handbags with increased versatility (e.g. inclusion of multiple straps of different lengths), we seek to reduce overconsumption. Third, through the intelligent and thoughtful design of product packaging, Piper & Skye is able to minimize the amount of packaging that ends up in landfills. Lastly, with an incredibly lean inventory management system and many of our bags being made-to-order, we significantly reduce the risk of unsold inventory ending up in landfills.



Product Circularity - Waste lying in a landfill can take decades to decompose, all the while releasing potentially harmful chemicals into the environment. The concept of product circularity is based on giving consideration to what happens to a product at the end of its usual life. While Piper & Skye bags are designed to be timeless pieces which can be passed down from one generation to the next, we understand that this might not

always be the case. Piper & Skye has developed a three-pronged approach to product circularity (click on each link to learn more). First, our [Karma Credit Program](#) recycles handbags in good condition, handing them out to local womens' charities. Second, our [Bag-for-a-Bag Program](#) donates one drawstring bag for every handbag purchased, to the Dream Center shelter in Los Angeles. These bags are then filled with a variety of daily necessities to help support women escaping abuse and trafficking. Lastly, our comprehensive [Repair and Maintenance Policy](#) extends the useful life of our products.

Target 12.5

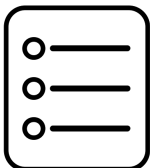
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Our Contributions



Green Office Policy: Piper & Skye's commitment to the reduction of waste is embodied in our Green Office Policy. The objective of this internal policy is to promote office-wide and individual employee environmental stewardship with the aim of minimizing the impact of Piper & Skye's operations on planet earth. Our Green Office Policy covers a wide assortment of initiatives and policies that aim to reduce waste through prevention, reduction, recycling and reuse.

These policies include, but are not limited to: Recycling programs, waste management initiatives, water use policy, paper use policy, and energy conservation efforts. By first ensuring that our own house is in order, we hope to then spread this mindset throughout our supply chain.



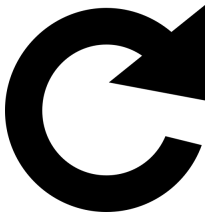
Material Selection Criteria - Reducing waste generation is not always a one dimensional pursuit. For example, by utilizing pirarucu leather, a food byproduct which would otherwise be waste, we directly reduce the waste generated by Amazonian fishing communities. As we continuously explore new potential materials, biodegradability along with the waste generated in the

production process, plays a central role in deciding whether it will eventually be used in crafting Piper & Skye handbags.



Source Reduction Efforts - Source reduction at Piper & Skye aligns precisely with this Target. The goal is simply: Eliminate waste before it is produced. Rather than trying to deal with massive amounts of waste once already produced, we strive to create products in such a way that the amount of subsequent waste is minimized. Our source reduction efforts are based on four pillars: 1) Efficient product design, 2) Product versatility, 3) Packaging design, and 4) Inventory minimization. First, all Piper & Skye handbags are

designed to minimize the amount of non-recyclable/biodegradable material used. Second, by designing handbags with increased versatility (e.g. including multiple straps of different lengths), we seek to reduce overconsumption. Third, through the intelligent and thoughtful design of product packaging, Piper & Skye is able to minimize the amount of packaging that ends up in landfills. Lastly, with an incredibly lean inventory management system and many of our bags being made-to-order, we significantly reduce the risk of unsold inventory ending up in landfills. An ounce of prevention is worth a pound of cure.

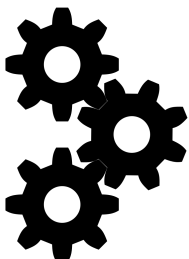


Product Circularity - Waste lying in a landfill can take decades to decompose. The concept of product circularity is based on giving consideration to what happens to a product at the end of its usual life. While Piper & Skye bags are designed to be timeless pieces which can be passed down from one generation to the next, we understand that this might not always be the case. Piper & Skye has developed a three-pronged approach to product circularity (click on each link to learn more). First, our [Karma Credit Program](#) recycles handbags in good condition, handing them out to local womens' charities. Second, our [Bag-for-a-Bag Program](#) donates one drawstring bag for every handbag purchased, to the Dream Center in Los Angeles. These bags are then filled with a variety of daily necessities to help support women escaping abuse and trafficking. Lastly, our comprehensive [Repair and Maintenance Policy](#) extends the useful life of our products.

Target 12.6

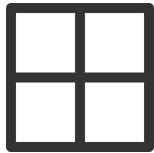
Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Our Contributions



Sustainability-Focused Business Model - Piper & Skye has always been sustainable since day one. Founder, Joanna MacDonald, truly cares about creating products that integrate sustainability and Piper & Skye's core values; respect, responsibility and community. Since inception Piper & Skye has been uniquely built based on sustainability principles with our ethos of 'Responsible Luxury' always top-of-mind. Rather than attempt to integrate sustainable

practices into a traditional business model, our business model has been constructed based on sustainable practices. For example, as part of Piper & Skye's pursuit of B Corp certification, we have amended our Articles of Incorporation to not just focus on profits above all else, but also act in the best interests of the environment, the community and the society in which we operate. The case for sustainable fashion used to be viewed as a passing trend. However stakeholders are now realizing the value of doing business for good and responding to the call for action in pursuit of sustainable fashion. At Piper & Skye, we believe that only when the legal obligation to pursue corporate profits above all else is removed, can a company truly claim to be sustainable.



Transparency Policy - Transparency is essential in the sustainability journey. Piper & Skye strives to provide transparency at each and every turn and engrains this into our [Transparency Policy](#). As an initial step, we have fully disclosed all of our raw material suppliers, finished goods suppliers, and packaging suppliers. Our objective in providing this information is to give our customers and stakeholders the opportunity to fully delve into the origin of their Piper & Skye handbag. Piper & Skye is currently working on a new pilot project to integrate the use of RFID digital threads into our products. With this, each Piper & Skye product will hold product information that will offer customers full transparency and visibility into our supply chain and the original sources used in the making of their unique handbag. As we continue on our sustainability journey, we intend to fully share sustainability reports and metrics illustrating all aspects of our sustainability efforts.



Sustainability Reporting - Reporting on our sustainability efforts is a central tenet of our corporate ethos. Sharing our sustainability report provides us with the opportunity to regularly reflect on our efforts and identify the areas that we can improve. With the inclusion of progress metrics in a variety of sustainability categories, we can objectively quantify our efforts to ensure that we are progressing in the right direction. Furthermore, by welcoming you on our sustainability journey it allows us to spread the positive message of sustainability and inspire our customers to seek out equally sustainable options in all aspects of their lives.