

Environmental Policy

January 2019

Outland Denim Vision

Outland Denim crafts premium denim jeans designed to bring the worlds of our seamstresses and our customers closer together. We source the finest raw materials from around the world while offering sustainable employment and training opportunities to women rescued from human trafficking and sexual exploitation. We strive to execute our brand vision and imbue all that we do with excellence, creativity and integrity.

Environmental Sustainability Mission Statement

To significantly reduce the ecological impact of jean manufacturing and consumption through minimal energy and water consumption, as well as a reduction in waste, while encouraging customers and staff to consider the full life-cycle of their jeans through the issuing of post-consumer information and introducing interactive consumer programs and campaigns. We aim to work only with suppliers and stakeholders who share our environmental values and who are making efforts to improve their own sustainability practises to encourage a broader reduction in environmental impact and the preservation of our planet's resources.

All Outland Denim team members have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Energy Use - Australia

- Lights-out Policy. Adopt an internal policy that encourages employees to turn off lights, computers, and other equipment at the end of the workday and otherwise when not likely to be in use.
- Don't leave appliances on standby, turn off computer screens (when not in use), microwaves (at end of day)
- Energy-efficient Systems. Use other energy-efficient lighting (LEDs) and heating, ventilating and air conditioning systems to the extent this can be decided or influenced by Outland Denim.
- Use natural lighting as much as possible to avoid the use of electrically powered lights.

Employee Travel

- Energy-efficient Commuting. Encourage employee use of car-pooling, walking or bikes, or take other measures to reduce the energy consumed by employee commuting or other travel.
- Flexible Work Arrangements. Provide flexible work arrangements, such as early or late hours, compressed work week, telecommuting or other practices to eliminate or reduce employee-commuting time.
- Teleconferencing. Adopt guidelines on the use of web, telephone and/or video-conferencing and other means to avoid unnecessary travel and associated carbon emissions.

Product Deliveries

- Reduce the amount of packaging used for product deliveries to the minimum needed to protect products from damage. Use biodegradable packaging. Use durable reusable shipping containers.
- Order office supplies in bulk to save emissions on delivery and packaging.
- Choose transport vehicles based on size of items being transported, to reduce the amount of unnecessary emissions being produced. Items being transported vary from samples jeans to shipment crates. ie. moto, tuk tuk, bus, taxi, mini van, small truck.

Paper Use

- Paper: Use only 100% recycled paper for in-house office printing.
- Paper Recycling. Recycle discarded mixed office paper and corrugated materials.
- Double-sided Copying; Printer Defaults. Institute double-sided copying at least for internal documents. Narrow the margins on documents to conserve paper.
- Electronic Communications. Maximize the use of e-communications in lieu of paper documents to the extent practicable.
- Paper Re-Use. Re-use one-sided non-confidential paper documents for drafts, phone messages, notepads or kids activities!
- All promotional printing to use as much recycled material as possible.

Waste Management

- Conduct an internal education session on the proper use of the following bins to ensure the materials in each bin are disposed of correctly. Make list/chart for each bin to explain what can go in. Ensure recycling items are clean and dry.
 - Paper and cardboard recycling bin
 - Plastics and other recyclables
 - Compost
 - General waste
 - Soft plastics (eg. plastic bags, cling wrap, product wrapping, lollie packets etc)
 - Ink cartridge bin to collect, refill and reuse

Single Use Plastic Free Office

- Eliminate the use of disposable coffee cups and takeaway food packaging
- Ensure the office is fully equipped with:
 - plates
 - bowls
 - cutlery
 - coffee mugs
 - glasses

- No plastic bag rule - promote reusable durable canvas tote bags. Have some bags stocked in office for staff to borrow when running errands.
- No straws for drinks.
- No single use plastic water bottles - organise a bottle-free water cooler for office use.
- Buy glass bottled milk instead of plastic.
- Buy bulk tea and coffee supplies locally, to reduce packaging and emissions.

General Waste Reduction

- Donate unwanted or outdated furniture, machinery and clothing – charity shops, schools, local businesses.
- Implement waste reduction and management system for office. Educate all staff on how to correctly use system. Including: recycling, biodegradable, non-recycling.

Water Use

- Use natural rain water for in-house use.
- Scrape, rather than rinse, dishes prior to washing.
- Replace single-flush toilets with dual-flush toilets. Regularly check for leaks and fix immediately.
- Talk to staff about your water savings initiatives. Encourage staff to contribute to water saving ideas. Discuss water efficiency at team meetings.

Chemical Use

- Change over all chemical cleaning products to be eco-friendly and natural.

Partners / Suppliers / Organisation

- Prioritise partnering with companies, organisations and suppliers with similar environmental goals.
- Changed Australian office power provider to ensure energy usage is certified 100% carbon neutral.

Environmental Objectives for Cambodia Cut & Sew Facility

- Environmental Impact Officer to research, plan and implement renewable, sustainable power generator for Cambodia production - particular focus on solar technology.
- Reduce all waste materials and creatively recycle 100% of waste (including fabric, metals and water)
- Work with tertiary institutions and other third parties to ensure that material waste is utilised in a responsible way: repurposed, recycled or resold to create value for people and the planet.

Environmental Objectives for Cambodia Finishing & Washing Facility

- Environmental Impact Assessment to be undertaken for Finishing Facility
- Wastewater filtration, purification and recycling systems to be installed

Outland Denim now has a vertically integrated wash-house as part of our manufacturing supply chain. Introducing a wash-house into our business model not only allows us to affect a greater number of employees; we now have far greater control of our environmental impact for our production phase. Some key features of the wash-house are:

- State of the art wet-processing machinery
- Dedicated Research and Development team.
- Use of Garmon 'Green of Change' Level 1 chemicals.
- Adherence to the ZDHC MRSL v1.1
- Significantly reducing chemical, energy and water use

Outland Denim Cambodia operations include cut-make-trim and wash house facilities. For these facilities, Outland Denim commits to utilise renewable technology to produce as much energy as we consume from the grid, to meet a net-zero carbon emissions reduction target by 2050.

Outland Denim Sustainable Procurement

Sustainable Procurement (Purchasing) strategy has been implemented by adopting the following three principles:

Principle One

Avoid unnecessary consumption
Evaluate the absolute need for the new product
Consider purchasing the product second hand
Consider short term leasing as an alternative

Principle Two

Select products/services with the lowest environmental impact
Give preference to products that are reusable, recyclable or contain recycled content.
For example, consider using paper stocks that are harvested from a natural source such as Natures Paper (refer www.naturespaper.com.au)
Look for products that have been environmentally certified or have credible ecolabels
Purchase locally produced goods and services. These generally have a lower carbon footprint due to lower "carbon miles" from their distribution.

Principle Three

Support sustainable businesses and encourage suppliers to "go green" Ask prospective suppliers for evidence of sustainable practices. Give preference to suppliers who can show they have calculated their carbon footprint or have achieved environmental accreditation/recognition.