

Team Timbuktu

sustainability report

2020 - 2021



team
timbuktu.

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introduction

We believe no business is a good business without considering, and continually reducing the impact it has on its people and the planet. Be it small or large, all businesses have the moral responsibility to ensure they're not doing harm; to their customers and community, workers in their offices and supply chains, and to the natural environment that we all take for granted.

Whilst sustainability is at the core of everything we do, we'll never be entirely sustainable, as it's an ever moving target and we're on a life long journey of continuous improvement to create transparency and hold us (and others) accountable to reducing their impact.

Welcome to Team Timbuktu's second Sustainability Report where we deep dive into how we operate, what steps we've taken towards our sustainability journey and the challenges that lay ahead.

As per last report, we've covered Team Timbuktu's Materials, People, Packaging, and Transportation, detailing our progress and our future goals.

We've also included our first steps towards Offsetting and Circularity, the continued impact of COVID19 and our future goals, in the hope this inspires conversation and progress within our community and industry, and inspires other businesses to begin (or accelerate) their own sustainability journey.

highlights



117,936
bottles recycled

with 66,419 in this past year



3,150
trees planted

with eden reforestation projects



tier one
suppliers certified

third party audited



62.5%
decrease in air freight

reducing our emissions



materials

Raw materials and fabrics have some of the greatest impact on supply chains and is perhaps what we're best known for innovating with at Team Timbuktu. We've always opted for alternate, sustainable fibres rather than conventional synthetic fibres that are damaging to the planet and the people in supply chains who work with these materials.

We choose to use recycled and organic fibres to lessen our impact, whilst natural fibres are great for their low impact, unfortunately they're not a viable material for many of the activities that we design for, needing to be high performance with stretch retention or waterproofing for example.

As such, we need to use synthetic fibres to create our Activewear and Jackets, for the performance features that only synthetic fabrics can offer. This allows for our Activewear, to be buttery soft, sweat wicking, breathable and retain it's stretch and shape over time, in addition to being able to perform with high intensity activities.

For our Jackets and Outerwear the recycled synthetic fibres allow us to create waterproof jackets that are also breathable, won't rip and or tear in the elements, and don't absorb water when it's raining, instead repelling it to keep the wearer warm, dry and protected.

Recycled polyester (RPET) is our primary fabric, being used across our Activewear, Outerwear and Accessories. We use GRS (Global Recycle Standard) certified RPET, that is third party certified ensuring that it is indeed made from post (not pre) consumer plastic bottles, ensuring that we're helping to reduce the waste that we have and find an alternate use for it.

By using this we're able to create a use for a waste stream that we have excess of, and reduce our reliance on non renewables. RPET creates up to 79% less carbon emissions than conventional virgin polyester, and after all processing has the same feel, touch, durability and performance as conventionally made material.

In total we recycled 66,419 bottles to create our fabrics, bringing our accumulative total up to 117,936 bottles since we launched in 2018. In this next year we hope to recycle 100,000 bottles into our fabrics.

We continued to create our yarn and fabric at the same mill in Taiwan to create our Jacket fabrics, but chose to change our material to a slightly different material (still made from 100% recycled polyester), with a lighter weight, based on customer feedback.

The number of bottles recycled per jacket is determined by the fabric weight, and so based on using a lighter weight material this year we reduced the number of bottles recycled per jacket. In 2019/20 the Elements Jacket in a size Small weighed 532 grams, with the same jacket in 2020/21 now weighing 455 grams, resulting in a 14.7% decrease in the bottles now being recycled per jacket.

We also updated our activewear fabric to a lighter weight fabric and increased the recycled content from 75% up to 78% recycled polyester. Together this resulted in a decrease of 8.9% in the number of bottles recycled per legging. Beanies were launched for the first time, made from 100% recycled polyester, with

4.2 bottles recycled per beanie. As with all synthetic fibres (61% of all fibres created globally each year), recycled polyester sheds microfibres when washed, in order to combat this - whilst not a perfect solution, we introduced selling Guppyfriend wash bags, that are scientifically proven to capture these microfibres and avoid them from being released into waterways. Moving forward we will be continuing to educate our community around microfibres and how to reduce their pollution.

Our Organic Cotton collection included tees and tanks made from 100% GOTS (Global Organic Textile Standard) certified organic cotton. Organic Cotton is a sustainable alternative to conventional cotton due to no usage of pesticides and harsh chemicals, resulting in better soil quality and a healthier environment for cotton farmers.

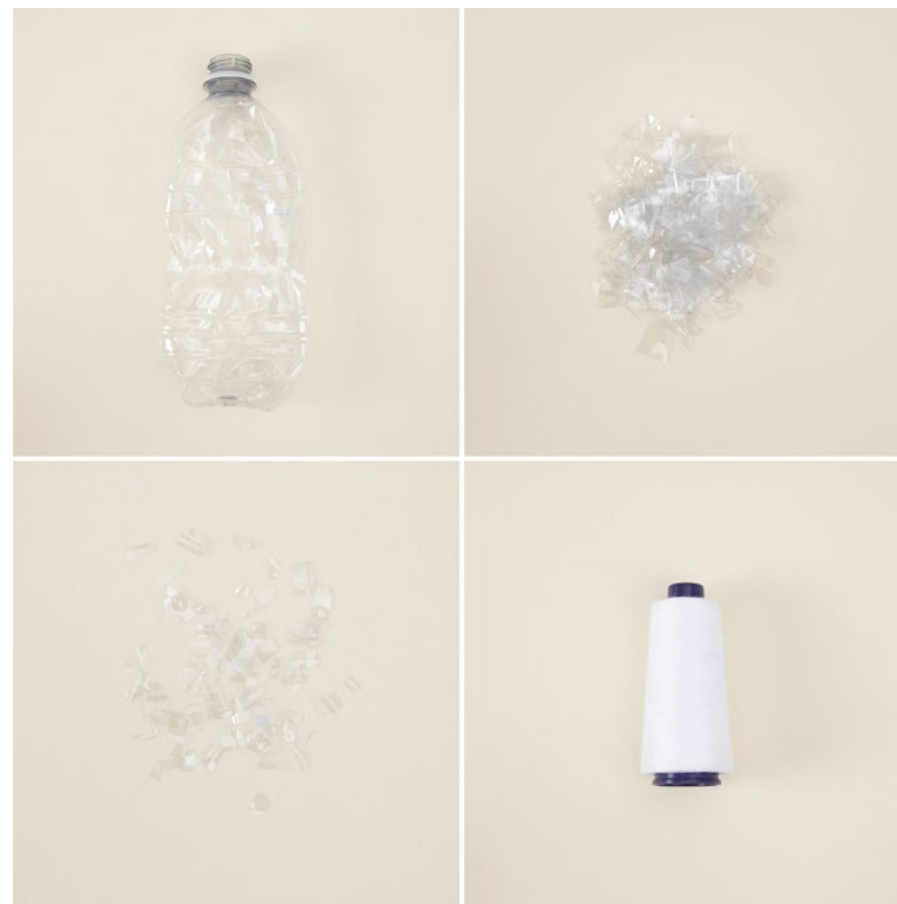
The Global Organic Textile Standard (GOTS) ensures that all of our organic cotton is certified organic, and covers the processing, manufacturing and trading of organic textiles.

Whilst we aren't certified Vegan, we don't use any animal or animal by-products, including down,

leather, wool or silk.

For ease of reporting; we currently calculate our total product weights based on an average of a size small (ensuring we're not over-calculating our impact),

and include products in our report based on when they land in our warehouse in Australia, rather than at time of sale, or manufacturing creating simplicity and consistency.



people

Our manufacturing partners are an important part of our team and are responsible for our recycling process and creating our fabrics and garments. We worked with 4 garment manufacturers throughout Taiwan, China and India. Due to the ongoing impact of COVID19 and international border closures we were unable to visit again this year, but are keeping our fingers crossed we can visit our partners this next year.

Due to the challenging circumstances of COVID19 our focus was on ensuring we were able to support our manufacturers, sticking to our original order plans (with no cancellations) and ensuring we were able to remain in business, so we deprioritised the implementation of our Code of Conduct. It was drafted, but has not yet gone through the consultation stage, and will be formalised this year for all of our partners.

This is being done to standardise our processes and requirements when working with new manufacturers, as whilst all of our manufacturers have great workplaces and their own

standards from covering minimum ages and wages, safe work environments and many other workplace rules; they all have different certifications, which all report differently. By creating our own Code of Conduct this will create further accountability, transparency and ease when selecting new manufacturers as we grow, ensuring we're abiding by all local labour laws and creating ethically and mindfully.

Outerwear - Our Jackets have remained with our partners in Xiamen, China having worked with them since launching the brand. They have 96 employees, with 67% female and are paid 17% above the required minimum wage, with optional overtime paid at 150 - 200%. The majority of their workers are unionised and have four employee representatives. They are audited by the BSCI (Business Social Compliance Initiative) which we are sent and review every year, which covers: social management systems, workers involvement and protection, the rights of freedom of association and collective bargaining, no discrimination, fair

remuneration, decent working hours, occupational health and safety, no child labour, special protection for young workers, no precarious employment, no bonded labour, protection of the environment and ethical business behaviour. Activewear - We've continued our partnership with our Activewear manufacturer who are friends with our Jacket manufacturer and located just 15 minutes down the road also in Xiamen, China.

Our Activewear manufacturer is audited by the BSCI, WRAP (Worldwide Responsible Accredited Production), and SMETA SEDEX (Sedex Members Ethical Trade Audit). They have 95 workers, with 69% female, paid via hourly rates (with none on piece rate remuneration), with the freedom to unionise and two employee representatives that were freely selected.

Similar to BSCI, the SMETA report covers universal rights, management systems, freely chosen employment, freedom of association, safety and hygienic condition, child labour, living wages and benefits, working hours, discrimination, regular employment, sub-contracting and home working, harsh and inhumane treatment, entitlement to work and the environment.

WRAP is a factory based certification program and similarly to other audits covering: compliance with laws and workplace regulations, prohibition of forced labour, prohibition of child labour, prohibition of harassment or abuse, compensation and benefits as required by law, hours of work as limited by law, prohibition of discrimination, health and safety, freedom of association and collective bargaining, environment, customs compliance and security.

Tees - We continued to work with our Organic Cotton manufacturer in Tirupur, India. Whilst our products aren't certified Fairtrade (due to small quantities), our partner does have Fairtrade certification and incredibly fair and generous policies to look after their workers including employee upskilling and training programs and lunch programs with extended breaks. They have 100 employees, with 65% female and 35% male. They have GOTS certification, which not only covers the certification of the organic fibre, but also the working conditions of how it was made.

Accessories - We partnered with a new manufacturer in Shanghai, China to create our first collection of beanies made from recycled polyester. This partner is audited by the BSCI and ISO9000.

packaging

One of the most visible and accessible sustainable changes in product based businesses is packaging; due to each garment needing to be wrapped for streamlined operations in manufacturing, warehousing and dispatch, however it's imperative that single use plastic isn't used.

We've continued to use the certified home compostable packaging from The Better Packaging Co, ensuring we can pick, pack, stocktake and dispatch with accuracy and efficiency without the heavy environmental impact.

By using compostable packaging we've not used 5,845 plastic bags, creating a huge reduction in impact. As a business we would use under 50 plastic bags per year, these are predominantly from shipping samples and using a larger bag to protect contents from damage whilst shipping, which is recycled via soft plastics recycling.

Unfortunately we did not implement soft plastic recycling in our warehouse as planned, but have since implemented it when we recently moved warehouse.

We were able to implement recycled swing tags for all of our products and collections, partnering with a new supplier helping to reduce our impact and minimise new resources (aka trees) for our hang tags, transitioning from cardboard hang tags to recycled cardboard tags.

We were unable to implement recycled brand and care labels (found typically at the back of neck) due to not meeting the minimum order quantities still, with this goal remaining on our list to achieve in future years.



transportation

Supply chain is the largest impact area of carbon emissions for fashion businesses, with Patagonia stating that it is responsible for 95% of its emissions, including the freight of finished product to its warehouses. A major focus area for us was to dramatically shift the bulk of our freight away from air freight and change to sea freight, in order to reduce our emissions, as sea freight is the significantly more sustainable option.

In a study by the Department for Environment, Food and Rural Affairs in the UK it was found for two tonnes of freight transported 5,000km the sea freight emitted 150kg of carbon, and the airfreight emitted a whopping 6,605kg - making it 4,303% higher emissions and very important to decrease the usage of air freight as much as possible.

Due to the ongoing impact of COVID19 and delays within supply chain we weren't able to achieve our full target of 80% sea freight, as our product launches were delayed we had greater urgency

with freight, however we were able to achieve a 63.5% reduction in air freight (based off quantities of product, rather than based off volume/weight - which we will expand to calculate next year).

We achieved a split of product sent with 67.3% sea freight and 32.7% air freight, which was a huge improvement from the prior year of 10% sea freight and 90% air freight.

We ship our domestic and international parcels via Australia Post, who are certified carbon neutral for all deliveries. Next year we will move to more detailed reporting in weight and volumetric reporting to create a more accurate measure of emissions and carbon footprint.

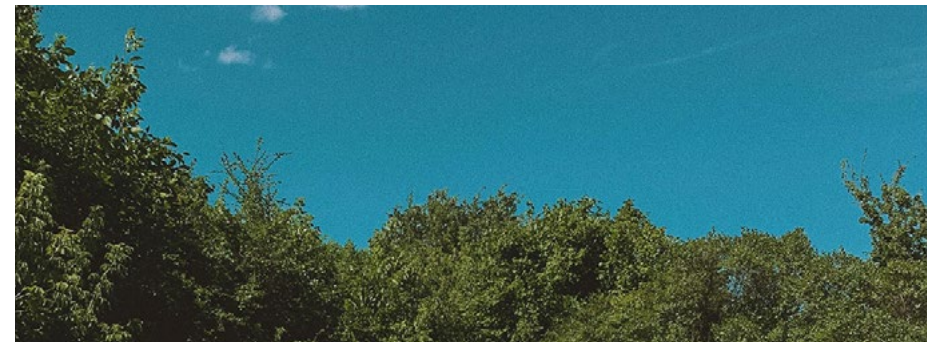
offsetting

In November 2020 we began our partnership with Eden Reforestation Projects, with 10 trees planted for every order over November in response to the overconsumption of the Black Friday sale period. We then formally began our ongoing partnership in January 2021 committing to planting 1 tree for every order placed online.

Eden Reforestation Projects is an incredible partner who has tree planting projects globally, ensuring local communities are meaningfully employed and the right trees are planted for the right locations, enabling the trees greatest chance of growth and success.

Trees are planted in local villages and communities in Nepal, Madagascar, Haiti, Indonesia, Mozambique, Kenya, Honduras and Nicaragua. Together with Eden Reforestation Projects we planted 3,150 trees creating 31.5 days of paid work for local economies.

Our next big step to offsetting is to begin to measure our carbon footprint, per product and throughout our supply chains. From that initial calculation we'll be able to offset to initially get to net zero, and then continue to create strategies to reduce our footprint per product and minimise our impact.



circularity

Apparel and textile supply chains are inherently complex, not having been designed for circularity, with materials, trims, accessories and raw materials frequently all coming from different suppliers.

As a brand, it's our responsibility to design for circularity and continually look for ways to reduce our impact. Fabric and textile waste is unfortunately often discarded to landfill due to difficulties and lack of infrastructure to recycle these materials.

This year we were so pleased to partner with Upparel, a Melbourne based textile recycler, helping us and our community to recycle materials and garments that are faulty, or at the end of their life.

Whilst this isn't a perfect solution due to inevitable downcycling it's an enormous improvement and a partnership we look forward to building upon, encouraging our

entire community to adopt fabric and textile recycling into their routine, just as you would hard and soft plastics.

By utilising recycled fabrics we're able to ensure materials and resources that otherwise would end up in landfill are able to be recycled, extending the longevity of the material and then further extending the use of the material again.

In the future we hope to be able to offer an entirely circular model, with no downcycling in fibre quality, but need to wait for technology to catch up in order to do so.

covid19

Unfortunately the impacts of COVID19 were ongoing, impacting our supply chain and partner manufacturers with lockdowns, restrictions with reduced operating capacity and lengthy delays experienced within both supply chains and freight. To support our manufacturing partners again we did not cancel any orders and waited til they were able to fulfil their orders, even when they were months late due to local lockdowns and restrictions.

Our office and warehouse is based in Melbourne, where we endured 262 days of lockdown, working remotely, still managing to ship orders but being unable to do photoshoots and run the business as usual.

Due to the impacts we weren't able to implement as many initiatives as we would have liked during the year, but are committed and focused on ticking everything off last year's list this year (plus much more).

We hope to be able to visit our partners this year, pending on the reopening of international borders.



giving back

Whilst we don't incorporate donations as a direct part of our ongoing commitment to being a responsible, sustainable business; we are always happy to help out aligned charities and fundraisers to help them achieve good in the world.

This year was a smaller year in donations, but are still incredibly proud to have donated \$765 in a mix of cash and product to the Big Group Hug Fundraiser, supporting vulnerable and disadvantaged children and their families,

and also to the charity, Thread Together who provides clothing to those in the community doing it tough.

We had planned to donate our samples and seconds, however were unable to due to lockdowns and restrictions and reductions in clothing donations, but have kept these to donate next year.

future

We're always striving for continual improvement and believe it's the only way to responsibly approach sustainability. Within the next year we've created goals for each part of our business, with the largest focus on becoming carbon neutral.

Measurement - Measuring our carbon footprint and offsetting our entire impact for net zero. It's an ambitious and complex goal and we look forward to being able to accurately calculate our footprint, as only then will we be able to implement measurable goals and targets to reduce it.

Materials - In this next year we aim to recycle 100,000 bottles into our fabrics for our collections

Repairs - As an outdoors brand we understand even with the highest quality product, accidents and breakages happen on adventures and will introduce a repairs program to further increase the longevity of our products.

People - Finalise and implement our Code of Conduct with all tier 1 suppliers

Transportation - Reduce to 25% air freight to reduce our emissions

We've moved into our first combined office and warehouse space and will commit to only choosing suppliers that are sustainably aligned for our utilities and products, which we will also measure and offset. In 3 years we hope to be B Corp certified, and continually develop our reporting to be more detailed and accurate and will later move to Higg reporting.

Thank you for your support of Team Timbuktu and our commitment to an ever evolving sustainability journey. We'd love to hear any feedback on how we can continue to improve and reduce our impact, with thoughts and discussion welcome via hello@teamtimbuktu.com

Imagery: Rose Grace Jones & Gina Pulfer

Footnotes: <https://www.sciencedirect.com/topics/earth-and-planetary-sciences/synthetic-fiber>

<https://www.commonobjective.co/article/fibre-briefing-polyester>

<https://www.icecargo.com.au/air-freight-vs-sea-freight/>

<https://www.patagonia.com.au/blogs/roaring-journals/2025-or-bust-patagonia-s-carbon-neutrality-goal>

<https://www.theguardian.com/environment/2014/nov/02/environmental-impact-of-shipping-goods>

