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# Sustainability Strategy 2022 - 2024

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**Swannndri** 



# A plan to help protect the place we call home. From here, for here, for good

Swannndri has stood the test of time for over 100 years, producing honest hardwearing clothing that has protected people working and adventuring outdoors whatever the weather. We've always had an affinity with the natural world and locally sourced natural fibres are still at the heart of what we do.

We recognise the challenges that lie ahead of us, and the need to be part of a wider global regenerative, circular economy. That's why we've embarked on a journey to map our social and environmental impacts, building a framework to guide us as we do better business for our customers and for the planet.

In this roadmap plan, we've laid out our high-level goals for the next three years, and will set specific targets under three pillars: People, Planet and Product. We'll be using our communication channels to update customers on our progress and reviewing our achievements, goals and targets on a regular basis.

We know we aren't perfect (no brand is), but we're determined to do better. To stick at it and keep improving year after year in every area of our business. No greenwashing, no pulling the wool over anyone's eyes. We're fully committed to sharing our journey with our stakeholders, with transparency and honesty and integrity. Because we're doing this to help protect the place we call home / Because we're from here, for here, for good.

That's the plan. Now let's make it happen.

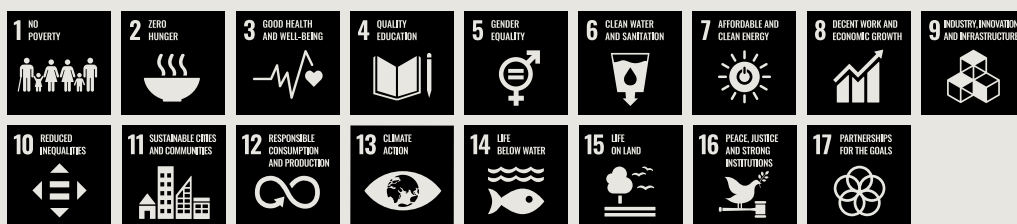
Many thanks,

# United Nations sustainable development goals (SDGs)

## What's an SDG?

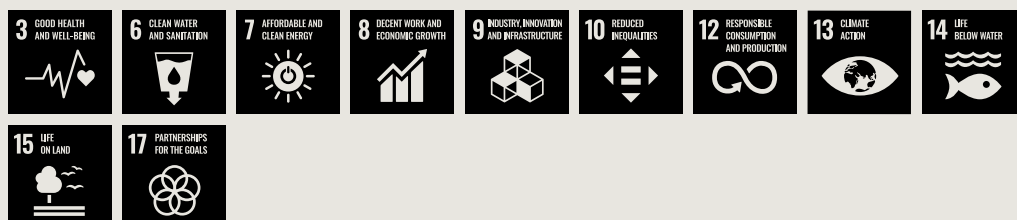
The Sustainable Development Goals (SDGs) were “adopted by all United Nations Member States in 2015, to provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 SDGs, which are an urgent call for action by all countries – developed and developing – in a global partnership recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.”

<https://sdgs.un.org/goals>



## What have they got to do with us?

The SDGs are a benchmark for sustainable business practices across the globe, so it makes sense to align our strategy to these goals. We have selected 11 goals (displayed below) we feel we can have the biggest impacts on, while also ensuring we are not negatively contributing to any others. We have included the relevant target set for the SDG under each applicable SDG beside our goals in this strategy. You can see the full explanation of the relevant SDGs and specific targets in the appendix.



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# Goals and targets

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These are the high-level goals we'll be working toward over the next three years. Each of the three pillars of People, Planet, Product contains material impacts matched with an explanation of why it matters, what the challenges are and the annual targets.



# People



OUR COMMUNITY





OUR PEOPLE & PARTNERSHIPS

## Our Journey

- We conduct regular ‘ask your team’ anonymous surveys of all staff members to assess how people feel about working at Swanndri, along with any elements that we need to improve on. All the findings are assessed and any areas for improvement are identified and worked on with regular feedback to the team. For example in our latest survey it’s clear that we need to celebrate our successes more, so we are working on ways to celebrate as a team as a way to reward hard work across the business.
- We have begun discussions with ‘ask your team’ about running anonymous surveys in our factories.
- We have conducted a materiality questionnaire, asking our key stakeholders what Swanndri should be taking action on in terms of a sustainable business.
- We have started tracking the value of our charitable donations each quarter, for Q1 we have donated over \$4,500 to Westpac rescue helicopter, Trees for canterbury, Mairehau primary school, and the Whakatipu wildlife trust. We will continue to actively donate to charitable organisations with long term partnerships with Trees for Canterbury, Surfing for Farmers and the Rural Support Trust.



# People

<b>Impact</b>	Our Workplace and People
<b>Our Goal(s)</b>	To have a healthy and engaged team that is proud to work at Swannдри.
<b>Why this is important to us</b>	We can't have a healthy business without happy and healthy people. The best outcomes for our business starts with a thriving workforce and team culture.
<b>SDG Alignment(s)</b>	 

## Our Challenges

- We are a relatively small team spread across New Zealand, Australia and the UK.
- We have a retail staff base that spend much of their day on their feet.
- Retail as an industry experiences high levels of staff turnover.
- Our office-based staff are largely sedentary.
- Our warehouse staff operate under strict health and safety requirements.
- Our staff reflect a range of individuals all with different approaches to their own health and wellbeing.

## End of 2022 Targets

- Implement a regular employee engagement survey to obtain feedback, assess staff wellbeing and the benefits we offer align with staff desires.
- Set targets for staff engagement and wellbeing in 2023 and 2024.
- Review our existing practices, then develop and implement a diversity & inclusion policy.
- Take active steps to ensure we are avoiding unconscious bias within our operations and providing equal opportunity for all, including in recruitment.
- Ensure our workplace policies are up-to-date, including that they include employee assistance programmes, appropriate leave and clear grievance processes as well as zero tolerance for bullying and harassment.
- Ensure we undertake exit interviews for all departing staff.
- Allocate budget for staff training and engagement on health and wellbeing.
- Develop a policy to ensure our brand imagery reflects a diverse range of ethnicities, ages and sizes.
- Ensure all office staff have the opportunity to work at standing desks.

## End of 2023 Targets



- Investigate achieving Living Wage accreditation for our Aotearoa operations and how to offer equal measures for overseas staff.
- Achieve our 2023 staff engagement and wellbeing targets.
- Ensure we have eliminated unconscious bias from our recruitment process.
- Ensure all workers to undertake training on the importance and awareness of diversity, inclusion and unconscious bias.
- Run an annual speaker event relating to health and wellbeing.
- Review exit interview data to identify any potential issues and solutions.

## End of 2024 Targets

- Achieve our 2024 staff engagement and wellbeing targets.



# People

<b>Impact</b>	Transparent and Ethical Supply Chain
<b>Our Goal(s)</b>	To have full visibility of our supply chain and ensure that it upholds the highest ethical standards.
<b>Why this is important to us</b>	Trust matters. It's central to who we are as a brand – and as people. Ensuring that everyone in our supply chain is treated fairly and with respect is critical to this.
<b>SDG Alignment(s)</b>	 

## Our Challenges

- The fashion industry traditionally has had very complex and opaque supply chains.
- COVID-19 has restricted our ability to visit our suppliers in person.
- We rely heavily on others with regards to transparency and traceability in our supply chain.
- We have relatively small volumes and limited influence over some of our suppliers.
- Different countries have different laws, and enforcement processes for those laws, relating to workers' rights and wages.
- There can be significant costs and time associated with certification and auditing processes.

## End of 2022 Targets

- Map our current supply chain to Tier 3 <sup>[1]</sup> to identify any risks and relevant certifications held.
- Research and understand different supplier certifications, and set targets for the number of certified suppliers in our supply chain for 2023 and 2024.
- Develop and implement a process to verify all certifications within our supply chain.
- Develop a (Procurement strategy / mitigation plan) for any gaps and other risks we identify in our supply chain mapping.
- Investigate agencies that could conduct audits of and provide training to our suppliers.
- Review our Supplier Code of Conduct to ensure it aligns with industry best practice and make this publicly available.
- Research and define what constitutes a “Living Wage” in each of the areas we engage suppliers.
- Ensure our all of our supply chain personnel undertake regular training around modern slavery and supply chain risks.

## End of 2023 Targets

- Extend our supply chain mapping to include Tier 4 suppliers.
- Start to develop direct relationships with our Tier 2 and 3 suppliers.
- Achieve our 2023 supply chain certification target.
- Implement our mitigation plan to remedy any gaps and risks identified.
- Facilitate an independent social audit of our key suppliers <sup>[2]</sup>.
- Develop and implement a supplier screening / onboarding process for any new suppliers that aligns with our ethical supply chain goals.
- 80% of our Tier 1 suppliers have signed our Supplier Code of Conduct.
- Encourage our suppliers to pay their workers a Living Wage.
- Investigate producing a modern slavery statement.
- Investigate incorporating traceability technology into our supply chain.



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# People

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## End of 2024 Targets

- 100% of our supply chain to be mapped, including Tier 4 suppliers.
- Publish clear and concise information about all our suppliers on our website, including the origin of products.
- Achieve our 2024 supply chain certification target.
- Ensure that all of our Tier 1 suppliers have been independently audited in the last 24 months.
- 100% of our Tier 1 suppliers to have signed our Supplier Code of Conduct.
- 50% of our Tier 2 and 3 suppliers to have signed our Supplier Code of Conduct.

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<sup>[1]</sup> Tier 1 = Garment manufacturer | Tier 2 = Fabric manufacturer | Tier 3 = Yarn manufacturer  
Tier 4 = Raw material producer/farm.

<sup>[2]</sup> We define our key suppliers as accounting for 67% of \$USD by spend and 54% by unit volume.





# People

<b>Impact</b>	Community and Charitable Engagement
<b>Our Goal(s)</b>	To actively contribute to and positively impact the communities we operate in.
<b>Why this is important to us</b>	We've been around a long time. Iconic since 1913. Over that time, we've become part of the fabric of communities. So it's only fair we do our bit for them.
<b>SDG Alignment(s)</b>	

## Our Challenges

- There are many great causes we would like to contribute to.
- We have a presence in, and staff working across, many locations throughout Aotearoa and abroad.

## End of 2022 Targets

- Collate data on our charitable and community engagements to date, and clearly communicate to our stakeholders.
- Identify community / charitable projects or causes that are aligned with our values and develop a plan to collaborate with them in the long term, then and set targets for contributions in 2023 and 2024.
- Develop a communications plan relating to our community and charitable engagements.
- Actively participate in industry groups and conferences relating to the transition to the circular and NetZero economy.

## End of 2023 Targets

- Implement a long-term partnership with at least one community / charity partner.
- Achieve our 2023 charity / community engagement target.
- Provide our staff with paid time off to support community or charitable activities.
- Investigate opportunities to reward customers who regularly engage in voluntary work and/or participate in activities aligned with our values (e.g., essential workers).

## End of 2024 Targets

- Review and report on the first year of our charity partnership and related impacts.
- Achieve our 2024 charity / community engagement target.
- Incorporate a reward programme for customers who regularly engage in voluntary work and/or participate in activities aligned with our values (e.g., essential workers) into our annual marketing plan.



# Planet



FROM THE LAND






TREADING LIGHTLY

## Our Journey

- We support the local charitable organisation Trees for Canterbury and this year, have been spending time volunteering in their local nursery, potting seedlings to be distributed and planted around the Canterbury region. We have also supported the charity by gifting warm jackets for them to wear.
- We were one of the first brands to commit to the ZQRX programme which takes ethical and sustainable wool growing to the next level, focussing on regenerative farming practises and monitoring on far carbon emissions.
- We continue to source the wool for our outerwear through the ZQRX programme from New Zealand Merino, supporting local growers and New Zealand business.
- We have established a food waste system in our offices to ensure all food waste is turned into compost. We are working on building vegetable beds in the office garden so we can then use the compost and turn it back into food we can all share.
- We have replaced all incandescent lightbulbs in our offices with LED lighting.
- All our NZ based sites use energy from renewable sources
- We have signed up to Shippit, an organisation that promotes carbon neutral shipping for all our e-commerce and Wholesale orders.



# Planet

<b>Impact</b>	Packaging
<b>Our Goal(s)</b>	To ensure all the packaging we use is reusable, recyclable or compostable and we have taken all steps possible to divert it from landfill or incineration.
<b>Why this is important to us</b>	We've been around a long time. Iconic since 1913. Over that time, we've become part of the fabric of communities. So it's only fair we do our bit for them.
<b>SDG Alignment(s)</b>	  

## Our Challenges

- Packaging is required to transit our products safely.
- Packaging needs to be durable and meet certain performance requirements.
- We have limited influence over the packaging our suppliers send us.
- We have little control over what our consumers do at the end of life of our packaging.
- The infrastructure to recycle, reuse, or compost packaging varies between the different markets we operate in.
- There are multiple, often competing, considerations when assessing what packaging is "best".

## End of 2022 Targets

- Undertake a packaging audit to identify the types and volumes of packaging used by our business.
- Develop a plan to eliminate any unnecessary packaging identified in the packaging audit.
- Identify the end-of-life solutions available to our customers for the key markets we operate in.
- Develop a plan to ensure the highest proportion of our packaging possible, best aligns with the end-of-life solutions our customers have.
- Work with our 3PL partners to understand their recycling capabilities to reduce the amount of packaging they use and ensure what they do use is not sent to a landfill or incinerated.
- Investigate ways to increase the reuse of our packaging at our sites.
- Implement "a bag or donation" policy in our stores.
- Identify ways in which we can incorporate greater recycled content into our packaging and set targets for 2023 and 2024.
- Investigate increasing the proportion of virgin paper and cardboard used in our packaging that is from certified sustainably managed forests and set targets for 2023 and 2024.
- Ensure that all of our stores and our head office have bin systems to separate materials into the correct streams for recycling, composting or reusing.

## End of 2023 Targets

- Eliminate any unnecessary packaging identified in the packaging audit.
- Ensure all packaging is clearly labelled with the correct end of life pathway for the market it is going to.
- Trial the removal of any plastic packaging from online purchases before sending in collaboration with our 3PL partners.
- Investigate the use of reusable mailers for NZ e-commerce customers.
- Achieve our 2023 recycled content packaging target.
- Achieve our 2023 certified virgin material target.
- Review and ensure all our stores and our head office correctly separate and manage all material streams, and no material is sent to a landfill or incinerated.



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# Planet

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## End of 2024 Targets

- All packaging used between our manufacturers and customers is being recycled, composted, or reused.
- Trial offering our customers the opportunity to select used packaging for online orders.
- Achieve our 2024 recycled content packaging target.
- Achieve our 2024 certified virgin material target.



# Planet

<b>Impact</b>	Water and Chemicals
<b>Our Goal(s)</b>	To ensure our supply chain operations responsibly use and manage water and chemicals, in accordance with best practice.
<b>Why this is important to us</b>	The fashion industry has a bad reputation – for a reason. It significant negative impacts on the environment, particularly through its use and management of water and chemicals. We’re part of the problem. And we want to be part of the solution.
<b>SDG Alignment(s)</b>	    

## Our Challenges

- Water and chemicals are required to produce all fibres and fabrics.
- Some chemicals provide valuable properties to the performance of fabrics.
- Water scarcity risks are present in areas where fibres we use are grown and our manufacturers and suppliers operate.
- Transparency around chemical and water use in our supply chain is often hard to obtain.
- The field of chemical use is incredibly complex.
- There are instances of certification fraud within our industry.
- There are jurisdictions within the global supply chain which have limited environmental protection laws and/or enforcement processes of which we have no control.
- There can be significant costs and time associated with certification and auditing processes.
- Some dyeing and finishing mills do not have procedures in place for safe handling and disposal of chemicals.
- Synthetic chemicals can be cheaper and better performing than the bio-based alternatives.
- Many of the impacts of our garments on water come from their use and care by customers, which we have no control over.

## End of 2022 Targets

- Map our supply chain as far as possible to gain visibility of each supplier’s water scarcity risks, the management and volumes used of water and chemicals when making our products, and any accompanying certifications.
- Develop and implement a process to verify all certifications within our supply chain.
- Review our Supplier Code of Conduct and ensure it aligns with industry best practice on management of water and chemicals.

## End of 2023 Targets

- Develop a risk mitigation plan for those suppliers identified as high risk for water scarcity.
- Set targets for the number of suppliers to be certified by reputable bodies on their management of water and/or chemicals in 2024.
- Start to gather quality data sets on the volumes of water used in producing our garments.
- Research and deeply understand the environmental and social impacts of the chemicals used in producing our garments.
- Review our Manufacturer Restricted Substance List and update (if required) to align with industry best practice.

We define our key suppliers as accounting for 67% of \$US spend and 54% by unit volume.



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# Planet

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## End of 2023 Targets (continued)

- Develop and implement a supplier screening / onboarding process to ensure all new suppliers align with our water and chemical management requirements.
- Investigate bio-based alternatives that can be used in waterproofing and/or dyeing our garments.
- Investigate low impact dyeing methods and the ability to incorporate these into our supply chain.
- 80% of our Tier 1 suppliers to have signed our revised Supplier Code of Conduct.
- Work with our suppliers to reduce the volume of water (and/or chemicals) used in producing our garments.
- Investigate opportunities for suppliers to implement closed loop water systems at their facilities.

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## End of 2024 Targets

- Achieve our chemical and water management certified supplier target for 2024.
- Visit our key suppliers and ensure that they have robust chemical, water and environmental practices in place.
- Publish information on the water footprint of one of our garments.
- Implement a policy to prioritise suppliers who have an Environmental Management System and follow best practice regarding water and chemical management.
- Trial a bio-based alternative to chemicals for waterproofing / dyeing a garment.
- 100% of our Tier 1 suppliers to have signed our revised Supplier Code of Conduct.
- 50% of our Tier 2 and 3 suppliers to have signed our revised Supplier Code of Conduct.
- Run a campaign to engage, educate, and encourage our customers to minimise their water and chemical usage when caring for their garments.



# Planet

**Impact** Greenhouse Gas Emissions, Energy, and Air Pollution

**Our Goal(s)** Deeply understand our carbon footprint and achieve emissions reductions in line with globally recognised targets.

**Why this is important to us** There's no two ways about it. We are in a climate emergency. So we've got to take active measures to reduce our emissions in line with the global targets. And we need to do it now.

**SDG Alignment(s)**   

## Our Challenges

- Measuring emissions can be complex and expensive.
- We are reliant on data provided by third parties to accurately map our carbon footprint.
- We have a global supply chain that is largely powered by fossil fuels.
- We are based in Aotearoa New Zealand and rely on transport and logistics companies to ship our products.
- We have no control over the energy sources used by our suppliers.

## End of 2022 Targets

- Map our operational emissions footprint and develop an emissions reduction plan to align us with global targets.
- Set an emissions efficiency unit (e.g. per garment).
- Determine what offsetting projects are best aligned to our business values.
- Investigate offering customers the ability to offset the emissions related to their purchase at point of sale.
- Engage with our freight suppliers to understand their commitments to reduce their emissions.
- Actively prioritise freight suppliers who have a plan to reduce their emissions.
- Map our electricity footprint and set reduction targets for our Aotearoa New Zealand operations.
- Ensure all of our NZ-based sites use a renewable energy supplier.
- Review our supply chain to identify material risks of air pollution.
- Establish an annual staff planting day.

## End of 2023 Targets

- Achieve our 2023 emissions reduction target.
- Share our emissions reductions plan and progress with our stakeholders.
- Investigate mapping emissions to a product level for one core product.
- Engage with our key suppliers <sup>[4]</sup> to support initiatives that enable them to reduce their emissions, transition to renewable energy and minimise air pollution.
- Share actions that staff can take to reduce their personal carbon footprint.
- Achieve our electricity reduction targets.
- Engage any suppliers identified as high-risk for air pollution to reduce risks.

## End of 2024 Targets

- Achieve our 2024 emissions reduction target.
- Offset all unavoidable emissions by more than 100% / achieve climate positive certification <sup>[5]</sup>.
- All of our key suppliers to have a robust emissions reduction policy in place.
- Implement a policy to prioritise suppliers who have an Environmental Management System and follow best practice to eliminate air pollution.

<sup>[4]</sup> We define our key suppliers as accounting for 67% of \$USD spend and 54% by unit volume.

<sup>[5]</sup> A climate positive business is responsible for removing more greenhouse gases out of the atmosphere than it emits. Confusingly, this is also referred to as 'carbon negative', or 'carbon positive'.



# Product



FROM THE LAND



100% NEW ZEALAND MARINO


## Our Journey

- We have conducted a review of all packaging used across our business in order to fully understand what can be improved.
- We have already removed silica gel sachets from our supply chain and over 2km of plastic strapping from our shipping cartons.
- We have removed plastic collar stays, and collar clips from all our shirting.
- We have removed all plastic inner carton liners from our shipping cartons.
- All our t shirts from Summer 23 PO's onwards will be made from organic cotton.
- We are using recycled polyester in our rainwear for
- Winter 23.





# Product

<b>Impact</b>	Our Fabrics, Fibres and Products
<b>Our Goal(s)</b>	To set the foundations to become a leader in building the circular fashion industry.
<b>Why this is important to us</b>	The throwaway model of the fast fashion industry is having a devastating impact on our environment and cannot be sustained. As a business that's all about long-lasting gear and close connections to the land, that doesn't sit right with us.
<b>SDG Alignment(s)</b>	

## Our Challenges

- The existing linear fashion industry has existed for many decades and it will take time to change how it operates.
- There are others in our industry who are making no effort to become circular and perpetuate the existing linear model.
- Some synthetic fabrics offer properties that natural fabrics do not.
- Natural fibres require land, water, and other inputs to produce.
- There are limited facilities available that collect and recycle textiles.

## End of 2022 Targets

- Produce a fabric matrix to map the annual volumes of all fabrics and fibres we use.
- Produce a fabric and fibre environmental impact guide to create a preferred materials list, and inform design and production decisions.
- Engage with our customers on the durability of our garments through our communication channels.
- Investigate how to become an industry leading brand for product durability guarantees.
- Ensure we have highly visible and accessible instructions on how to repair our garments.
- Trial a repairs programme for Swanndri products.
- Ensure we have highly visible and accessible instructions on how best to care for our garments to extend their life and minimise the environmental impacts.
- Run a campaign to engage, educate, and encourage our customers to extend the life of their garments through care and repair.
- Investigate setting up a resale market for used Swanndri garments.
- Update our returns documentation and review how we process returned product.
- Investigate the end-of-life solutions customers have for our garments in Australasia.

## End of 2023 Targets

- Work with our tier 1 suppliers to set targets relating to our preferred materials for 2024.
- Share our preferred materials list and develop a corresponding communications plan.
- Investigate recycled natural and new plant-based fibres and fabrics.
- Investigate opportunities to move our non-ZQ wool supply to ZQ sourced wool and set targets for winter 2024
- Establish extended guarantees for 60% of our products and set a target for 2024.



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# Product

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## End of 2023 Targets (Continued)

- Launch a repair service for New Zealand customers.
- Investigate a trade-in programme for New Zealand customers.
- Engage with our industry peers in Australia and NZ to collaborate on the transition to a circular fashion and textile industry.
- Trial a resale market for used Swannndri garments
- Clearly communicate the best end-of-life solutions for our garments in Australasia and investigate these in other international markets.
- Undertake research of regenerative farming practices to gain an in-depth knowledge.


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## End of 2024 Targets

- Achieve our 2024 preferred materials target for product development and review our preferred materials list.
- Achieve ZQ 2024 sourced target and set target for 2025.
- Achieve our 2024 target for percentage of products covered by a long-life guarantee.
- Trial a garment repair service for international customers.
- Clearly communicate the best end-of-life solutions for our garments internationally.



# Product

<b>Impact</b>	Communication and Transparency
<b>Our Goal(s)</b>	To be an authentic and transparent business that uses our platforms to clearly communicate our sustainability journey.
<b>Why this is important to us</b>	Our customers want to make an informed decision about purchasing our products. And we've got nothing to hide. So we give them all the relevant information. We tell the full story.
<b>SDG Alignment(s)</b>	

## Our Challenges

- There is a lot of conflicting information around sustainability available to businesses and consumers.
- There are many elements to "sustainability" and it is difficult to communicate these in a succinct and timely manner.
- Many brands are talking about sustainability and it can be hard to distinguish those who are making material improvements and progress.
- Consumers are saturated with sustainability-related content.

## End of 2022 Targets

- Share this strategy with our stakeholders and update them annually with our progress.
- Develop a communications strategy to succinctly and clearly communicate our sustainability vision and achievements.
- Engage and develop a communications campaign with our wool suppliers.
- Ensure our website and other communications platforms are informative, and clearly communicate our vision and strategy.
- Develop a mechanism to enable all staff to contribute and provide feedback on this strategy and its continued development.

## End of 2023 Targets

- Update our stakeholders with a progress report against the targets in this strategy.










## End of 2024 Targets

- Publish a sustainability report.



# Appendix










SDG targets we have aligned to

Our Impact(s)	SDG Targets	Logo(s)
<p><b>OUR FABRICS, FIBRES AND PRODUCTS</b></p>	<p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources</p> <p><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p><b>12.8</b> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	
<p><b>PACKAGING</b></p>	<p><b>12.4</b> 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</p> <p><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p><b>14.1</b> By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p> <p><b>15.2</b> By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>	  
<p><b>GREENHOUSE GAS EMISSIONS, ENERGY AND AIR POLLUTION</b></p>	<p><b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p><b>7.3</b> By 2030, double the global rate of improvement in energy efficiency</p> <p><b>13.2</b> Integrate climate change measures into national policies, strategies and planning</p>	  
<p><b>TRANSPARENT AND ETHICAL SUPPLY CHAIN</b></p>	<p><b>8.7</b> 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><b>8.8</b> 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> <p><b>10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	 



# Appendix

## SDG targets we have aligned to

Our Impact(s)	SDG Targets	Logo(s)
<p><b>WATER AND CHEMICALS</b></p>	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>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</p> <p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p> <p>15.1 By 2030, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	     
<p><b>OUR WORKPLACE AND PEOPLE</b></p>	<p>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</p> <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	 
<p><b>COMMUNITY ENGAGEMENT</b></p>	<p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	
<p><b>COMMUNICATION AND TRANSPARENCY</b></p>	<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	