



ELK

# TRANSPARENCY REPORT 2022

A CONSCIOUS  
DESIGN JOURNEY  
ANNUAL REPORT





Steph, Warehouse Online Team Leader

# END TO END

ABOUT ELK	02
FROM OUR FOUNDERS	04
FROM OUR HEAD OF ETHICS AND SUSTAINABILITY	05
2021 HIGHLIGHTS	07
SUSTAINABILITY STRATEGY	08
PEOPLE AND CULTURE	10
DIVERSITY, EQUITY, AND INCLUSION	12
GIVING BACK	14
CLIMATE ACTION: OUR OPERATIONS	18
SUSTAINABLE DESIGN: BETTER PACKAGING AND PRINTING	22
SUSTAINABLE DESIGN: OUR RETAIL STORES	25
SUSTAINABLE DESIGN: PRODUCTS AND MATERIALS	26
CORE MATERIALS ANALYSIS	30
CIRCULARITY: TOWARD ZERO WASTE	34
SUPPLY CHAIN: RESPONSIBLE SOURCING	36
2021 SUPPLY CHAIN	42
THE NEXT 12 MONTHS	48

## ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Traditional Custodians of the land on which we live and work, the Woi Wurrung People of the Kulin Nation, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

## PRINTING

We have printed 30 copies of this report with a local, environmentally conscious printer on 100% post-consumer recycled ecostar+ paper stock which is FSC® certified and carbon neutral. We have taken great care to not print more copies than required. The carbon emissions from the printing of this report have been fully offset through the Carbon Reduction Institute.



## ABOUT THIS REPORT

This is the fourth annual ELK Transparency Report and covers a 12-month period from 1st January to 31st December 2021. It provides an overview of our business activities and our social and environmental performance over this period. Unless otherwise specified, the currency used is Australian Dollars (AUD). Any revisions or updates to previously published data will be clearly noted and explained in the report where relevant.

These annual transparency reports are intended as an update on our progress, offering transparency into our business and holding us accountable for achieving our goals along with the decisions we make. The reports are authored in house and endorsed by the ELK Board and Leadership Team.

A new report will be released in April each year in line with Fashion Revolution Week.



# ABOUT ELK

Launched in 2004, ELK was founded on the values of respect, transparency, and honesty. These values are upheld across the entire supply chain along with an awareness of the impact we have on the people, communities, and the environments which we work in.

Through our journey, we have created an aesthetic that has come to hold a unique place in the Australian fashion landscape, structured on a belief in creativity, innovative design and an authentic approach where people are at the heart of every decision. We have an unwavering commitment to working with independent manufacturers across the globe whose traditional skills and techniques guarantee authentic, high-quality execution of our designs.

Our collections resonate with a global audience through an artful vision and a commitment to ethical and environmental practices. We are using our position within the Australian fashion industry to push for positive change through our practice of responsible innovation and in-depth knowledge, combined with an all-encompassing commitment to reducing our impact.

Our team is on a journey to create great Australian design for a growing global audience; to share the story of a business in transformation; to innovate and to challenge traditional thinking for a better way to make and work in the world of fashion.

ELK is located in Melbourne, Australia, with four standalone retail stores, e-commerce offering and a wholesale stockist business spanning four continents. Our customer base is growing as the awareness for brands producing socially and environmentally conscious product grows.

Through 2021 our online business continued to grow, and we opened a new Melbourne retail store in December.

## RETAIL STORES

### Preston

395 Plenty Road,  
Preston, Australia

### Melbourne CBD

182 Little Collins Street,  
Melbourne, Australia

### Albert Park

119 Dundas Place,  
Albert Park, Australia

### Carlton

404 Lygon Street  
Carlton, Australia

## OPERATIONS

### Head office

395 Plenty Road,  
Preston, Australia

### Warehouse

365 Plenty Road,  
Preston, Australia

### Clearance store and Warehouse

122-124 Henty Road,  
Reservoir, Australia

### Wholesale showroom

435 Plenty Road,  
Preston, Australia

## SALES OVERVIEW (WHOLESALE, RETAIL AND ONLINE)

SALES BY COUNTRY	2021
AUSTRALIA	86%
NEW ZEALAND	10%
USA	2%
CANADA	1%
UK	<1%
JAPAN	<1%
SALES BY CHANNEL	
WHOLESALE	45%
ONLINE	43%
RETAIL	12%
SALES BY CATEGORY	
APPAREL	73%
BAGS + WALLETS	10%
JEWELLERY	9%
FOOTWEAR	5%
ACCESSORIES	1%
MISCELLANEOUS	2%







# FROM OUR FOUNDERS: MARNIE + ADAM



*We are a growing business, not only in size but in knowledge, experience, and intention. The collective motivation of our ELK leaders and team who continue to build on what we already have, to improve and propel us all forward has resulted in this advancement, even through difficult times.*

Around us we see and feel the effects of the worsening climate crisis and it is frightening. As business founders we continually question whether what we are doing is just. How much are we contributing to this escalating disaster? Can we run and grow a business whilst limiting our effect on the environment at the same time? The answer is that as a traditional fashion business, no we cannot.

It is undeniable that we have an impact. So, with our goals driving us, we continue on our mission to address ways in which we can limit it. With the guidance and efforts of Erika Martin our Head of Ethics and Sustainability and her team, we have continued to make some great progress and commitments.

Around the world there are many wonderful organisations and brands who are leading the way towards a cleaner industry. However, it is our honest opinion that the progress towards making fashion "greener" is sadly a great deal slower than it should be. The hot topic of sustainable fashion feels like it has settled into more of a hum rather than the roar that it was. So, perhaps now with the noise of COVID settling, we can get back to shouting about the need for faster, more meaningful, and measured change and to being able to connect again with our customers and continue this important conversation.

The most vital thing is for us is to keep our eyes open, to see opportunities for improvement and to see where we can invest time, finance and energy into change and innovation. To be the responsible business we claim to be and to cement our position as a purpose led brand we have to live and lead by example.

There is so much opportunity for us to drive positive change and we relish the idea of a year where we can work, live and progress without interruption. Our resolve to make ELK and our products more responsible is steadfast.

**Adam Koniaras and Marnie Goding**



# FROM OUR HEAD OF ETHICS AND SUSTAINABILITY: ERIKA



*The climate alarm bells are getting louder, and we are already experiencing the devastating effects of global warming including more extreme weather events. Climate science tells us that deep and rapid cuts to global emissions can still avoid the worst impacts, and that every incremental reduction will make a difference. Businesses are stepping up and we are proud to be part of that movement.*

At the time of writing this letter, unprecedented floods are devastating large areas of Queensland and New South Wales. Our hearts and thoughts go out to the families and communities impacted by this natural disaster, and we are actively looking for meaningful ways to contribute to the relief efforts.

Through 2021 we have worked on reducing our emissions by increasing our investment in renewable energy and setting our first science-based emissions reduction targets. Across our products, packaging, and retail stores, we continue to reduce our environmental impacts through more considered materials choices.

Joining 1% for the Planet was a key milestone for ELK in 2021 and a reflection of our strong commitment to protecting the environment. We are looking forward to connecting with like-minded organisations through this network and developing new partnerships.

Other key highlights from the past twelve months include the launch of our profit-sharing employee incentive scheme, our first t-shirt made with Australian grown cotton, and our continued partnership with TreeProject.

The impacts of COVID-19 on our business and supply chain continued to be felt through 2021, from more lockdowns and retail store closures here in Melbourne, to significant delays with production and freight. This has delayed our progress in some areas, and we are hopeful for a COVID-free year ahead.

We are excited about the innovations and collaborations that are starting to transform the fashion industry — a renewed focus on regenerative agriculture, investment in fibre-to-fibre recycling, improved materials traceability, and the rise of resale models. We are also looking forward to seeing the launch of a new National Clothing Product Stewardship Scheme in Australia in 2023.

However much more needs to be done, and the industry urgently needs to address the issue of waste and overproduction, and to increase transparency along the value chain to reduce worker exploitation and environmental abuses.

It is great to look back on the year and see the progress we have made — we would not be able to do this without the support and hard work of the passionate ELK team, our suppliers, and other partners. Over the coming year we will be developing an ELK product take-back program and working towards achieving B Corporation certification for our business.

We firmly believe that being a responsible, purpose led business is more relevant than ever, and our commitment to transparency, setting ambitious targets and transforming our business remains strong.

**Erika Martin**



# 2021 HIGHLIGHTS







### 1% FOR THE PLANET

We joined 1% for the Planet, committing to donate 1% of all sales to environmental not-for-profit groups. This significant milestone reflects our strong commitment to protecting the environment.



### ELK GIVING LAUNCH

Our charity product label, ELK Giving, was launched with 100% of profits from the sales of selected products donated to Positive Change for Marine Life.



### TREE PLANTING

Our partnership with TreeProject and a \$2 donation for every online order has supported the planting of 69,131 native seedlings since 2020. We also joined two volunteer planting days.



### INCREASED DONATIONS

We donated a total of \$126K in cash, product, and paid volunteer hours to our charity partners, up from \$85K in 2020.



### NET-ZERO TARGET

We have achieved an 90% reduction in our absolute scopes 1 & 2 carbon emissions, towards our target of 100% reduction by 2030.



### RENEWABLE ENERGY

ELK has been powered by 100% renewable electricity since April 2021. Onsite solar provides 45% of our electricity with the balance purchased as 100% GreenPower.



### PREFERRED MATERIALS

Our 2021 collections were made with 45% environmentally preferred materials, up from 27% in 2020.<sup>1</sup>



### BETTER COTTON

We used more organic cotton, and introduced our first Australian grown cotton garments.



### RESPONSIBLE VISCOSE

We have traced more of our man-made cellulosic fibres with 92% coming from CanopyStyle Green Shirt rated producers.



### INCENTIVE SCHEME

We launched a market leading, profit-sharing incentive scheme, available to all permanent ELK employees.



### SUSTAINABLE PACKAGING

We increased the amount of FSC certified new paper used to 64%. Overall 99% of our packaging is now recyclable or compostable.



### TRANSPARENCY PLEDGE

We joined the Transparency Pledge and are publishing our traced suppliers for Tiers 1 to 4 on the Open Apparel Registry.



### (RE)NEW

Our (RE)NEW program commenced with a soft launch in early 2022. Vintage and repaired ELK pieces are being sold in store to support a more circular economy.



### PLASTIC-FREE GARMENT BAGS

We avoided 978kg of new plastic by expanding our use of FSC certified paper garment bags across more of our product range.



### VEGAN COLLECTIONS

We have reduced our leather footprint by offering more vegan bag styles, made with lower impact natural and synthetic materials.




1. Previous years data was recalculated based on our updated ratings guidelines.

# SUSTAINABILITY STRATEGY

## OUR VISION & MISSION

*To responsibly create products that are good for people and our planet. To support traditional trades and a circular economy whilst ensuring the creation of safe, fair and inclusive work. To operate ethically and transparently, minimise our environmental footprint and promote positive social practices.*

## ELK AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

OUR PILLARS		
 PEOPLE	 PLANET	 PRODUCTS
<p><b>OUR PEOPLE</b></p> <p>We provide our team with a safe and respectful work environment with flexible work options, opportunities for training and development and benefits to support health and wellbeing.</p> <p><b>SDGS 3, 8, 10</b></p>	<p><b>CARBON FOOTPRINT</b></p> <p>We are working towards net-zero emissions by investing in renewable energy, becoming more energy efficient, recycling our waste and offsetting any unavoidable emissions.</p> <p><b>SDGS 7, 12, 13, 14, 15</b></p>	<p><b>CIRCULAR DESIGN</b></p> <p>We are using more recycled materials, reducing production waste, designing for long-life, supporting product care and repair, and developing a product take-back program.</p> <p><b>SDGS 6, 12, 14, 15</b></p>
<p><b>COMMUNITY</b></p> <p>We give back to our community and support positive change by donating to local and international charities and community organisations.</p> <p><b>SDGS 1, 5, 10, 17</b></p>	<p><b>PACKAGING + PRINTING</b></p> <p>We are removing unnecessary packaging, designing for re-use, and increasing our use of recycled and environmentally preferred materials.</p> <p><b>SDGS 3, 12, 14, 15</b></p>	<p><b>OUR MAKERS</b></p> <p>We work with a mix of small and large independent suppliers around the globe who are demonstrating their commitment to ethical practices and environmental stewardship.</p> <p><b>SDGS 1, 5, 6, 8, 12, 13, 17</b></p>
<p><b>DIVERSITY, EQUITY + INCLUSION</b></p> <p>We value a diverse, equitable and inclusive workplace and community, and will support and promote these values through our employment practices, product design and marketing.</p> <p><b>SDGS 5, 10</b></p>	<p><b>ELK SPACES</b></p> <p>We are designing ELK spaces to be better for people and the environment by using re-purposed furniture, low impact materials and eco-friendly cleaning products.</p> <p><b>SDGS 3, 12, 15</b></p>	<p><b>RESPONSIBLE MATERIALS</b></p> <p>We are supporting sustainable forestry, regenerative farming, and clean chemistry by switching to ethically produced and environmentally preferred fibres and materials.</p> <p><b>SDGS 6, 12, 14, 15</b></p>





# OUR COMMITMENTS



## GIVING

Donate 1% of our annual revenue to approved environmental not-for-profits.

**SDGS**  
5, 10, 17



## VOLUNTEERING

The ELK team will contribute a total of 1500 paid volunteer hours by 2025.

**SDGS**  
5, 10, 17



## NET-ZERO EMISSIONS

Reduce our absolute scope 1 & scope 2 GHG emissions 100% by 2030.<sup>1</sup>

**SDGS**  
7, 12, 13,  
14, 15



## CARBON FOOTPRINT

Offset 100% of our direct operational carbon emissions by 2025.

**SDGS**  
7, 12, 13,  
14, 15



## WASTE + RECYCLING

Zero waste to landfill for our business operations by 2025.

**SDGS**  
7, 12, 13,  
14, 15



## PACKAGING + PRINTING

100% of packaging and printed materials will be either reusable, recyclable, or compostable by 2025.

Packaging and printed materials will contain at least 50% recycled content across all by 2025.

**SDGS**  
3, 12, 14, 15



## PAPER + CARDBOARD

At least 60% recycled or next generation paper fibre content<sup>2</sup>, with all virgin paper fibres FSC certified by 2025.

**SDGS**  
3, 12, 14, 15



## PLASTICS

Eliminate problematic single-use plastics from our packaging by 2025.

**SDGS**  
3, 12, 14, 15



## TRANSPARENCY

Trace and publish 100% of our defined tier 1 – 4 suppliers by 2025.

**SDG**  
12



## SUPPLY CHAIN

100% of our core suppliers will have globally recognised responsible business initiatives by 2025.<sup>3</sup>

**SDGS**  
5, 6, 8, 12,  
13, 17



## PRODUCTS

ELK products will be made with at least 80% environmentally preferred materials by 2025.<sup>4</sup>

**SDGS**  
6, 12, 14, 15



## CIRCULARITY

At least 20% of our fibres and materials will be from recycled sources by 2025.

**SDGS**  
6, 12, 14, 15

1. From a 2018 base year.

2. Applies to packaging and printed materials and includes post-consumer recycled fibres and fibres from agricultural residues.

3. Core suppliers are our direct product suppliers with greater than USD\$50K annual spend. Acceptable responsible business initiatives include certifications such as SA8000, Fairtrade, Fair Wear Foundation, WRAP, and B-Corporation, as well as participation in Better Work or Sustainable Apparel Coalition HIGG Index programs.

4. As defined by our ELK Preferred Fibres and Materials Guide, see page 28.

## ROADMAP TO BECOMING A CERTIFIED B CORPORATION

With a strong belief that business should be a force for good, we have started the journey to become a certified B Corporation. The B Corp movement is building a network of like-minded businesses working together to transform the global economy, with a comprehensive certification framework that requires companies to deliver benefit to all people, communities and the planet.

We have completed our initial impact assessment and identified the key opportunities for achieving the required application score of 80/200. We are adjusting our strategy where necessary and over the coming years we will be working hard to implement these initiatives with the aim to be certified by the end of 2023.

# PEOPLE + CULTURE

## OUR PEOPLE

People are at the heart of our business and we are proud of the passionate and creative individuals that make up the ELK team. We have cultivated a unique work culture that is open and flexible, and remain committed to providing meaningful work and opportunities for development, in a safe and respectful work environment.

As we work towards B Corporation certification, we continue to formalise and strengthen our employee policies and practices to ensure we are aligned in our purpose and that we are supporting the financial, physical, professional, and social well-being of our team.

### Our Progress

With more extended lockdowns and retail store closures in Melbourne throughout 2021, our focus remained on ensuring the ongoing employment and safety of our team, and in maintaining regular, transparent internal communication and social connection.

- In August we launched an ELK incentive scheme, designed to recognise the positive contribution, hard work and commitment of our team. This inclusive and market leading, profit-sharing scheme is available to all permanent ELK employees, and the first payments will be made later in 2022.

*"Elk is a collaborative business, and we want to maintain and foster an environment where every employee can contribute to our success and be a decision maker. We introduced the incentive program for our permanent team members to reward and recognise their hard work and contribution, rewarding them for effort, tenure and value creation through the equitable sharing of annual profits."*

Marnie, ELK Co-founder and Creative Director

- We have started to track our training hours, and on average we invested 9.5 hours in formal training per full time employee through a combination of external classroom, online and in-house learning.<sup>1</sup> Continuing to invest in the growth and development of our team is a key focus moving forward.

- To embed our sustainable values across the business and ensure we are aligned with our goals, we have incorporated social and environmental responsibilities into the position descriptions for all ELK Managers and new hires. In addition, 100% of our permanent team completed performance appraisals that included a conversation on contribution to both our business and sustainability goals.
- We have continued to increase the permanency of our workforce, through transitioning many existing roles to permanent and creating new permanent roles. This has provided greater job security and enhanced role clarity and mutually supported the business and our team as we worked through yet another challenging year.
- In 2021 we conducted a review of salaries for all permanent roles using external benchmarks, to ensure that our team are compensated fairly and equitably versus roles of a comparable size and scope, both within and outside of our business. Coupled with providing a positive values centric work culture and as part of our broader approach to reward and recognition, we believe this review will support our team to be engaged, connected, and motivated to achieve our purpose.

## LOOKING FORWARD

As we move into 2022, we will continue to support flexible work and increase our investment in the personal and professional development of our team.

We will also focus on providing more opportunities for our team to connect with and support our charity partners through volunteering and through the launch of an ELK workplace giving program.

*"For the coming year, we are focused heavily on investment in our people — we will significantly increase learning and development opportunities available to our team; we will proactively create opportunities for our team to progress their career with us; and we will increase the number and variety of volunteer opportunities available."*

Kat, ELK Head of People and Culture

1. This measure excludes on-boarding and on the job learning.



April, and Candice with Tobias (shop boss)



### COVID-19 RETAIL IMPACT

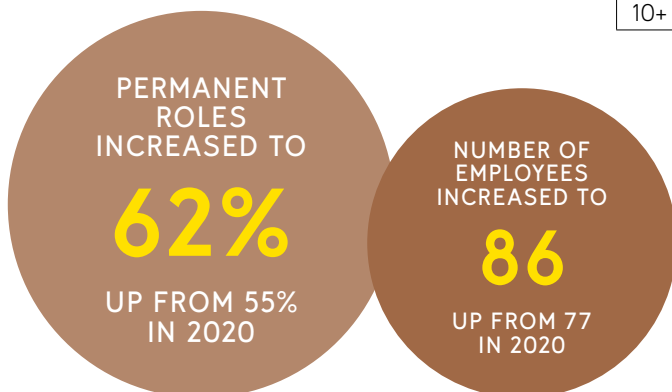
The ongoing disruptions from COVID-19 restrictions throughout 2021 continued to have a significant impact on our business and our team. Despite extended closures across retail and multiple lockdowns, no member of our team lost their job. As in 2020, we were able to provide meaningful redeployment opportunities, as well as remote working and flexible work options to support employees to focus on their physical and mental wellbeing as well as fulfilling family care-giving responsibilities.

*“I’ve been so grateful for the business’ support throughout COVID-19. It’s rare in retail to find this level of care for staff.”*

*Candice, ELK Preston Retail Manager*

### ELK EMPLOYEE OVERVIEW

NUMBER OF EMPLOYEES	2021
AUSTRALIA	86
BY EMPLOYMENT TYPE (%)	
CASUAL	38%
FULL-TIME (PERMANENT)	42%
PART-TIME (PERMANENT)	20%
TENURE (%)	
< 6 MONTHS	39%
6-12 MONTHS	5%
1-2 YEARS	16%
3-5 YEARS	20%
6-9 YEARS	12%
10+ YEARS	8%



# DIVERSITY, EQUITY & INCLUSION

We recognise the value that a diverse, equitable and inclusive workplace and community brings to our business and everyone that we connect with. For us, this means having a diverse team, treating everyone we interact with equitably and supporting the individual needs of our employees and customers.

There is still much we need to learn about how we can be a truly diverse and inclusive business, and we are proactively taking the time to learn more about these areas. We want to ensure we are implementing meaningful and sustainable change; we do not want our efforts to be token.

## Our Commitments

- Engage with people and organisations that can help us to better understand what diversity, equity and inclusion truly means and apply best practice to our policies and practices.
- Ensure our internal teams reflect the diversity of the communities in which we operate.
- Design our products with a diverse range of body shapes and physical abilities in mind.
- Promote body positivity and the diversity of our communities through our marketing campaigns.

## Our Progress

Although we haven't progressed as far as we would have liked through 2021, we have a strong focus for the year ahead.

Over the next 12 months we will seek support from external organisations to deliver diversity and inclusion training for our management team, help us define what diversity and inclusion means to us, and work closely with our team to devise and implement a strategy to measure and progress our journey.

*"ELK's approach to work-life balance and flexible arrangements has allowed me to adapt my work to suit my lifestyle. Over my seven years with ELK I have had a side business making and selling pottery, taken maternity leave, and juggled days around childcare and school commitments. At every step I have had the full support and encouragement of Marnie and Adam and the team".*

*Anna, Senior Graphic Designer*

## OUR TEAM

We offer work flexibility and a family friendly work environment, as well as a range of initiatives to support physical, mental, and financial wellbeing. We recognise there is no one-size-fits-all for our team, so we aim to accommodate as the job allows when our team want time for family or to pursue other passions.

We are proud of the significant representation of women across our Senior Leadership Team, and our ability to actively role model the benefits of flexible work across all levels of our business.

### REPRESENTATION OF FEMALES IN OUR LEADERSHIP TEAM

70% OF SENIOR LEADERS

83% OF PEOPLE LEADERS

50%

OF SENIOR LEADERS HAVE FORMALISED FLEXIBLE WORK ARRANGEMENTS

## DESIGN AND MARKETING

With a diverse customer base that spans eight different clothing sizes and aged anywhere from 18 to 80, we need to make sure we design for, and present our products on a variety of different people. Apparel collections are designed to suit a broad range of bodies, from size 6 to size 20 for selected styles.

Our models are selected from various agencies, and we work with diverse market representation, always being mindful to portray a positive body image from a range of backgrounds and ages.





Design Team: Amadio, Rishta, Anastasia, Angela, Caroline, Madison, Kaylyn and Anika

### ELK EMPLOYEE GENDER BREAKDOWN (%)

ALL EMPLOYEES	2019	2020	2021
FEMALE IDENTIFYING	80%	82%	87%
MALE IDENTIFYING	20%	17%	12%
NOT DISCLOSED	-	1%	1%
PEOPLE LEADERS			
FEMALE IDENTIFYING	86%	89%	83%
MALE IDENTIFYING	14%	11%	17%
SENIOR LEADERS			
FEMALE IDENTIFYING	75%	82%	70%
MALE IDENTIFYING	25%	18%	30%

### ELK EMPLOYEE AGE BREAKDOWN (%)

ALL EMPLOYEES	2021
< 20 YEARS	3%
20+ YEARS	29%
30+ YEARS	27%
40+ YEARS	28%
50+ YEARS	13%

# GIVING BACK

We are giving back to our local and global communities by donating to a range of charities, both big and small, and supporting the amazing work they do. Some of these relationships are ongoing, and others involve one-off support of a campaign or fundraising event.

Our giving program is focused on organisations working across the three pillars of: environmental protection; empowering women; and supporting local communities.

## Our Commitments

- Invest in local community partnerships aligned with our core values.
- Donate 1% of our revenue to environmental not-for-profits as members of 1% for the Planet.
- Create more opportunities for our team to give back to our planet and our community through paid volunteering, fundraising, and mentoring.

*“Protecting our environment and giving back to create positive change are core values for ELK. Joining 1% for the Planet is a formal commitment to progressing our journey towards better products and better business”.*

Marnie Goding, Co-Founder & Creative Director



## Our Progress

Although 2021 was another challenging year due to COVID-19 disruptions, we are extremely proud of what we were able to achieve.

- With the generous support of our customers and the ELK team, we donated over \$126K to the various organisations we support. This was a significant increase from 2021 due to our continued partnership with TreeProject and our 1% for the Planet membership.

- In July 2021 we joined 1% for the Planet, committing to donate 1% of all sales to environmental not-for-profit organisations. Joining represents a significant milestone for ELK and reflects our strong commitment to protecting the environment and taking action on climate change. We are proud to be part of a global movement that is addressing the most pressing environmental issues of our time.
- Through our continued partnership with TreeProject, we donated \$89K in both cash and paid volunteer hours, to support the growing and planting of more than 41,000 Australian native seedlings in revegetation projects across Victoria. Despite COVID-19 restrictions limiting options for in-person volunteering, we were excited to have joined two volunteer tree planting events, with employees from across the business rolling up their sleeves to help plant out more than 1,500 seedlings on properties in Gruyere and Yellingbo, Victoria.
- In December 2021, we launched our ELK Giving program. As part of our ongoing commitment to 1% for the Planet, we will be releasing limited edition charity products and pledging 100% of the profits from each sale to different not-for-profits that are close to our heart.
- We have partnered with Fitted for Work for the launch of their Retail Education Development (RED) program, and hosted an initial information session for prospective participants. Designed to support young women under the age of 25, the program will assist them to gain experience and confidence to launch a career in retail. ELK will support this program by delivering online training to participants on various topics related to careers in retail and providing work experience opportunities.

*“I’m excited to be involved in the Fitted For Work RED Program, and to have been able to share a little bit about my career in retail with women looking to participate in the program. The program will give these women an opportunity to work alongside our retail team and learn skills which will help them gain employment within the industry. What a fantastic opportunity for our retail team to share their brilliant knowledge and understanding of the retail environment.”*

April, Retail Cluster Manager

## LOOKING FORWARD

Over the coming year we will continue to develop our giving program and partnerships as part of our 1% for the Planet membership and commitment. A key focus will be to provide the ELK team with more opportunities to volunteer, with the aim of completing at least 350 paid volunteer hours in 2022.





## POSITIVE CHANGE FOR MARINE LIFE

To launch the ELK Giving program, we have partnered with Positive Change for Marine Life and created a T-shirt and sweater range to sell through our retail and online stores.

Positive Change for Marine Life (PCFML) is an Australian based not-for-profit organisation working with communities around the world to create long-term solutions for marine conservation issues.

Guided by core values of understanding, education, and respect, their mission is to empower coastal communities to take charge of their future, while protecting and conserving the coastal ecosystems that they rely on.

We are supporting PCFML through our ELK Giving charity product and customer matched giving programs.

*"We believe that change is possible, and that business has a significant and valuable part to play in that change. We see the partnership between ELK and PCFML as a truly unique opportunity to drive awareness and create long-term change across Australia and beyond."*

Karl Goodsell, PCFML Founder & CEO

## 2021 KEY CHARITY PARTNERS

### TREEPROJECT

We donate \$2 for every online order to Victorian not-for-profit TreeProject, with every donation supporting the planting of a single seedling.

TreeProject trains and supports volunteers to propagate and care for the seedlings of indigenous trees, shrubs and grasses in their back yards, which are then planted to create nature corridors, leading to the much-needed re-vegetation and restoration of Victorian eco-systems.

*"ELK has been a major supporter of TreeProject over the last 12 months. We are honoured and grateful to have such a purposeful business supporting us to revegetate Victoria."*

Stephanie Menere, *TreeProject President*

**2021 ELK donation = \$89,016**

**Total ELK donation since 2020 = \$114,790**



### UNICEF

We continued to support UNICEF through our customer matched giving initiative, with ELK matching customer donations dollar for dollar.

From July 2021, all donations go towards their Safe and Clean Environment Global Fund, which implements water, sanitation, and hygiene (WASH) projects around the world to safeguard the right of all children to a safe and clean environment.

In 2021, along with our generous customers we donated more than \$20K to UNICEF.

**2021 ELK donation = \$10,243**

**Total ELK donation since 2011 = \$270K+**



### TAKE 3 FOR THE SEA

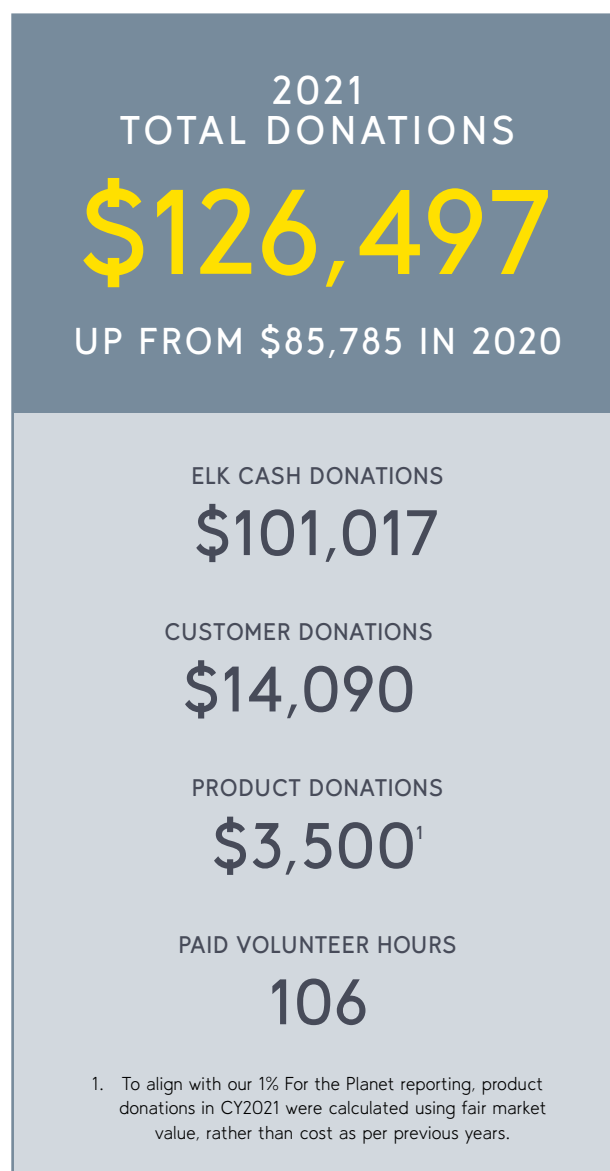
Take 3 for the Sea is leading a movement of people who are connected to the planet to remove plastic debris from the environment and support measures to prevent waste and pollution.

Through education that inspires participation, Take 3 for the Sea encourages people to make a difference by taking three pieces of rubbish when leaving any beach, waterway or natural environment.

We supported Take 3 for the Sea in 2021 through our customer matched giving initiative and, along with our generous customers, donated \$7,626.

**2021 ELK donation = \$3,813**

**#TAKE3FORTHESSEA**







TOP: ELK team tree planting with TreeProject / BOTTOM: Some of the hundreds of seedlings planted by our team



# CLIMATE ACTION: OUR OPERATIONS

Taking strong action on climate change is core to our values and we are working to reduce our environmental footprint.

We are doing this by investing in renewable energy, installing or upgrading more energy efficient lighting and equipment, and diverting waste from landfill. We are also redesigning our products, packaging and printing to have a lighter environmental footprint and incorporating sustainable elements into new store designs.

We know much more needs to be done and we will continue to set the bar high and challenge ourselves to improve what we do. We are committed to being part of the climate solution.

## Our Commitments

- ELK's direct operations will be 100% carbon neutral by 2025.<sup>1</sup>
- Zero waste to landfill by 2025.
- Reduce our absolute scope 1 and scope 2 GHG emissions 100% by 2030 (from a 2018 base year), and to measure and reduce our scope 3 emissions.
- Maintain 100% electricity from renewable sources across our direct operations.



Marnie at the Climate Strike in Melbourne

## Our Progress

The focus for the past year has been on strengthening our investment in renewable energy and setting ambitious emissions reduction targets, while maintaining our commitment to offset all of our measured emissions.

- We have developed a scopes 1 & 2 emissions reduction target that is aligned with (and actually exceeds) the Science Based Targets Initiative SME guidelines. Through our investment in onsite solar and purchase of 100% GreenPower we are proud to have already achieved a 90% reduction in scopes 1 & 2 GHG emissions by 2021.<sup>2</sup>
- All ELK sites have purchased 100% GreenPower since April 2021, which has more than doubled our electricity sourced from renewables to 84% in 2021 (up from 41% in 2020).

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100% GREENPOWER SINCE  
APRIL 2021

84% 2021 ELECTRICITY FROM  
RENEWABLE SOURCES<sup>3</sup>

---

- In December 2021 we switched to Energy Locals as our electricity retailer. To maximise our consumption of renewable electricity generated through our rooftop solar panels, we also started trading power through the Enosi Powertracer platform. This software allows us to share the excess solar we produce between the ELK sites, and in January 2022 more than 50% of the electricity used in our retail stores was sourced from our own rooftop solar.
- We completed a range of energy upgrades at our distribution warehouse, which included installing motion sensors on lighting, upgrading to more energy efficient HVAC and adding smart meters to better monitor the electricity use on-site. This project received funding from the Australian Government through an Energy Efficient Communities Program grant.
- In May 2021 we again joined a group of businesses across Australia and New Zealand and around the globe declaring that taking strong action climate change is "not business as usual". We supported staff from right across our business to join the climate strike in Melbourne by offering paid leave, as well as closing our Little Collins Street store during the strike.

1. Excludes products.

2. Against our CY2018 baseline. Calculated using the market-based method for scope 2 electricity emissions.

3. From rooftop solar on ELK buildings and purchased GreenPower.



## ELK ELECTRICITY 2021



**93MWh**

SOLAR ELECTRICITY GENERATED  
ON ELK SITES



**60MWh**

EXPORTED  
TO THE GRID

**39MWh**

IMPORTED  
FROM THE GRID  
PURCHASED CARBON NEUTRAL  
FROM POWERSHOP AND  
ENERGY LOCALS



**72MWh**

TOTAL ELECTRICITY  
CONSUMED

**33MWh**

FROM ELK GENERATED  
SOLAR ELECTRICITY





## TOWARDS NET-ZERO EMISSIONS

The Intergovernmental Panel on Climate Change warned in 2018 that global warming must not exceed 1.5°C to avoid the catastrophic impacts of climate change. To achieve this requires that Greenhouse Gas (GHG) Emissions halve by 2030 and reduce to net-zero by 2050.

With limited time, we collectively need to take urgent action and transform the way supply chains and businesses operate. We need to decarbonise energy systems and decouple emissions from growth.

At ELK, we are moving beyond a commitment to simply offset our emissions and are working on setting science-based targets for reducing our emissions in line with current climate science.

Starting with a target for our scopes 1 & 2 emissions (from fuel, gas and electricity use), we have committed to reduce these 100% by 2030, in-line with and exceeding the Science Based Targets Initiative SME guidelines. To achieve this we will continue to source our electricity from renewable sources, avoid using gas run appliances in ELK spaces, and look to convert our vans to electric as suitable models become available.

Longer term we will measure more of our indirect scope 3 emissions, including for freight and products, and look to set ambitious reduction targets for our broader value chain.

## BUILDING AN ELK CLEAN ENERGY COMMUNITY

The Enosi Powertracer platform allows us to share our excess solar between the ELK sites through peer-to-peer trading. The Powertracer software matches excess solar with the demand of our other sites, enabling us to trade at prices that we set through the platform. We can now source clean, renewable electricity for our retail stores directly from our solar systems through Powertracer, maximising our consumption of the carbon free electricity generated through our rooftop solar.

With an abundance of excess solar generated through summer, we are excited about the opportunity Powertracer offers to trade with a broader range of stakeholders and build an ELK clean energy community. Enosi is working with us on a program to grow our community, and the next step is to invite our team to join Powertracer and source cheaper, renewable power from ELK for their households.

Longer term we will continue to grow the ELK community on Powertracer, and to bring cheaper solar and wind farm energy into the mix and negotiate bulk solar and battery installations as a community.

Trading clean energy allows us to increase our own carbon free electricity consumption and develop a deeper sustainability ambition with our team and broader ELK community.

## LOOKING FORWARD

Over the next year we will continue to measure, reduce, and offset our emissions, and expand the scope of our carbon inventory to include freight and additional consumable expenses such as packaging.

We will increase our investment in renewable energy, look to divest from gas and transition to electric vehicles as options become available.

## CARBON FOOTPRINT

We continue to work with Carbon Reduction Institute to measure and offset our carbon emissions. They completed a low carbon report for the ELK operations through CY2021, incorporating emissions from our electricity and gas use, fuel consumption, waste, corporate flights and staff travel.

We have expanded our carbon inventory boundary this year to include some of our consumable office expenses, with a goal to measure and offset 100% of our direct operational emissions by 2025.

We have also adjusted the method we use for calculating scope 2 electricity emissions from location-based to market-based, to account for our purchase of renewable energy through the GreenPower program.

With these adjustments, our total measured carbon emissions have increased from 79 tCO<sub>2</sub>e in CY2020 to 113 tCO<sub>2</sub>e in CY2021. Emissions from staff travel more than doubled last year to 46 tCO<sub>2</sub>e, as more employees were working onsite with the easing of COVID-19 restrictions.

Our scopes 1 & 2 emissions (from fuel use, gas and electricity) have reduced by 90% compared to our 2018 base year.

These measured carbon emissions have been 100% offset through a combination of purchasing carbon neutral electricity, and carbon credits from Verified Carbon Standard (VCS) wind projects in China. The current project is the Honiton Energy Bailingmiao China, Phase One Windfarm Project, a Gold Standard Certified Project.



## CARBON EMISSIONS: ELK OPERATIONS (tCO<sub>2</sub>e)<sup>1</sup>

BY CATEGORY		2018	2019	2020	2021
SCOPE 1	FUEL CONSUMED	8	10	5	8
	GAS USAGE	<1	2	1	1
	REFRIGERANTS	0	0	0	0
SCOPE 2	ELECTRICITY <sup>2</sup>	86	88	43	0
SCOPE 3	SUPPLY OF ELECTRICITY <sup>2</sup>	8	9	5	0
	SUPPLY OF GAS	<1	<1	<1	<1
	STAFF TRAVEL	35	54	19	46
	SUPPLY OF FUEL	<1	<1	<1	<1
	FLIGHTS	73	90	<1	4
	WASTE	7	4	5	5
	EXPENSES <sup>3</sup>	ND	ND	ND	43
<b>TOTAL (tCO<sub>2</sub>e)</b>		<b>218</b>	<b>257</b>	<b>79</b>	<b>109</b>

BY SCOPE	2018	2019	2020	2021
SCOPE 1	8	12	6	9
SCOPE 2	86	88	43	0
SCOPE 3 – PARTIAL	124	158	30	99
<b>TOTAL SCOPES 1 &amp; 2</b>	<b>94</b>	<b>100</b>	<b>49</b>	<b>9</b>
<b>SCOPES 1 &amp; 2 reduction from 2018 baseline (TARGET –100% by 2030)</b>		<b>6%</b>	<b>–48%</b>	<b>–90%</b>

NOTE Some figures may not appear to add up correctly due to rounding of decimal points.

1. This figure represents the partial carbon footprint for ELK operations, covering scopes 1, 2 and 3 emissions from our electricity and gas use, fuel consumption, waste, flights, staff travel and selected operational expenses, excluding freight and product.
2. Total CY2021 electricity usage was 39.5 MWh. Carbon emissions for CY2021 electricity were calculated using the market-based method, to account for purchase of 100% GreenPower from 22 April 2021. Total carbon emissions from electricity for the same period using the location-based method were 39.89 tCO<sub>2</sub>e.
3. Includes Computer Expenses, Motor Vehicle Expenses, Printing and Stationary, Staff Amenities, Entertainment, and Accommodation.

# SUSTAINABLE DESIGN: BETTER PACKAGING AND PRINTING

As we continue to improve our packaging, we are eliminating unnecessary packaging, transitioning to recycled or environmentally certified materials, and preferencing packaging that is either recyclable or compostable at the end of its life.

We are members of the Australian Packaging Covenant Organisation (APCO) and signatories to the Canopy Pack4Good initiative.

## Our 2025 commitments

Our packaging goals align with Australia's 2025 National Packaging Targets and our Pack4Good commitments:

- All ELK packaging must be reusable, recyclable or compostable.
- At least 60% of paper fibre content must be recycled or from Next Generation solutions<sup>1</sup> and 100% of virgin paper fibres must be Forest Stewardship Council (FSC) certified.
- At least 50% recycled content will be used across all ELK packaging.
- All problematic or unnecessary packaging, including single-use plastic packaging, will be phased out.
- We will move from single-use formats towards reuse models where possible.

## Our progress

We have already met our goals for recycled content and are working to maintain and increase this even further. Our packaging is almost 100% recyclable or compostable, and we are making good progress on increasing FSC certified new paper and cardboard.

- Over the past year we been able to eliminate plastic from our online packaging, by replacing plastic sticky tape with a paper based product.
- We are halving the weight of our main swing tags, which will reduce our overall use of paper fibres. These will now be made from 250gsm stock, rather than 500gsm. This will be phased in over the next 12 months.
- We have removed the cardboard "Bits n Bobs" spares packets from our apparel, as well as the plastic zip-lock bags with spare yarn from our knitwear. Spare buttons are now sewn onto the care labels, and spare yarn and other replacement components are held centrally at our office in case they are needed by a customer.

The key challenges we continue to face with sourcing more sustainable and environmentally certified packaging is higher prices and unworkable minimum order quantities, as well as limited local availability.

Sourcing FSC certified paper packaging with full chain of custody remains difficult, as many of our smaller printers and packaging producers do not have the required certifications, although they are able to source FSC paper

stock from certified mills. We will continue to work with our suppliers to increase our use of recycled, FSC certified and Next Generation packaging materials, and establish fully certified supply chains.

**PAPER-BASED GARMENT BAGS  
SAVED 978KG OF NEW PLASTIC  
FROM POLY BAGS IN 2021<sup>2</sup>**

## PACKAGING FROM RETURNS

With extended retail store closures and an increase in online orders over the past two years, we have seen a significant increase in product returns. Much of this is due to customers not being able to try clothes on. Therefore many choose to buy multiple sizes, keeping the one that fits, and sending the rest back.

Aside from the environmental impact of the return freight, we have found much of the packaging is difficult to recycle as it has often been bound in plastic tape and labels to ensure it arrives safely.

To reduce the impact of this waste, we are exploring software options that will help customers select the right fit from the outset, to limit the need to purchase multiple sizes.

We are also reviewing the format of our online packaging to ensure it allows for easy returns, such as double adhesive strips on satchels, and will look to trial reusable options that can be used multiple times before needing to be recycled.



ABOVE: Product returns

1. This applies to packaging and printed materials and includes post-consumer recycled fibres and fibres from agricultural residues.

2. Based on products purchased, using a conservative average poly bag weight of 10gm.





CASE STUDY

## KEBET PACKAGING

Kebet Packaging is a family-owned business based in Heidelberg, Melbourne. They have been making our corrugated cartons for more than 10 years. With a strong focus on developing long term relationships with their customers and keeping manufacturing in Australia, they are actively investing in onshore production capacity and source as much as they can from local mills.

From the start, Kebet Packaging has supported our growth, and worked closely with us to improve our cartons and make them more sustainable. In 2018 we switched to using 100% recycled board for our cartons, and all cartons produced for ELK are FSC certified and printed with vegetable based inks.

CASE STUDY

## TRIMCO

Trimco Group has been making our woven labels, swing tags and other branded labelling since 2017. We work closely with their team in Hong Kong. With a growing range of options for more sustainable materials, they are supporting our goals for better products and packaging.

As well as sourcing more sustainable materials, Trimco is reducing the environmental impact of their production processes, ensuring a safe workplace and responsible business practices. They are measuring their social and environmental impacts using Higg Index tools, are bluesign and Oeko-tex certified, and their production facilities undergo regular BSCI and SMETA audits.

In 2020 we switched to using 100% recycled paper for our swing tags and 100% recycled polyester for our woven labels manufactured by Trimco.

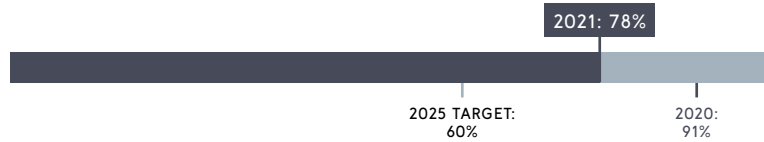


# PACKAGING: 2021 PROGRESS AGAINST 2025 TARGETS<sup>1</sup>

100% of ELK's packaging + printed materials will be either reusable, recyclable or compostable



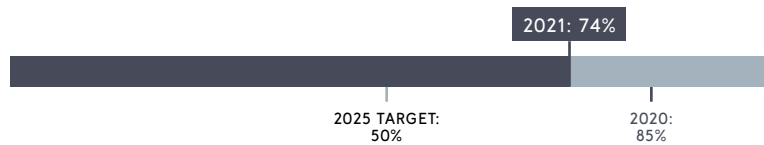
At least 60% of our paper fibre content will be recycled or from Next Generation solutions



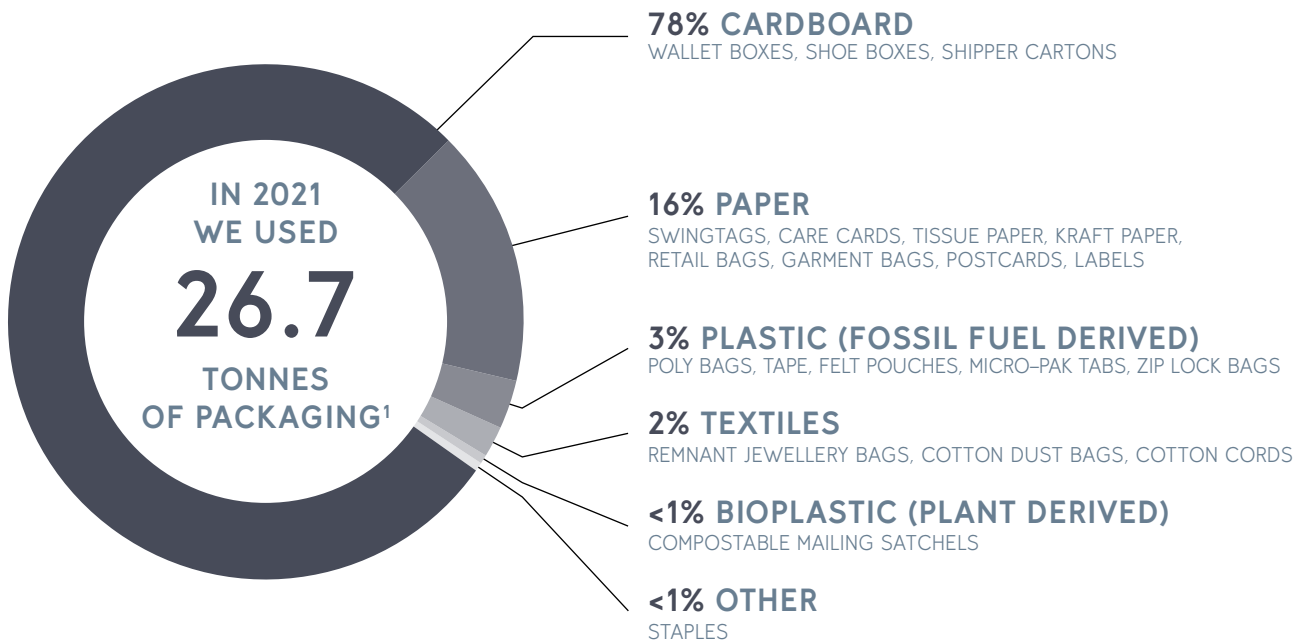
100% of virgin paper fibres will be FSC certified



At least 50% recycled content across all ELK packaging + printed materials



## PACKAGING: MATERIALS



1. Total percent by weight for all ELK specified on-product packaging (based on sales) and directly purchased packaging and printing for retail, online and wholesale orders (based on purchases).



MOLO  
SOFTWALL  
FOLDING  
PARTITION  
MADE FROM  
FSC PAPER

## SUSTAINABLE DESIGN: RETAIL STORES

In December 2021 we opened our newest ELK retail store, a pop-up on Lygon Street in Carlton. With the intention to complete a more permanent fit-out for the store in 2022, our brief for the pop-up was to use minimal fixtures and fittings, and components that are flexible, modular, and re-useable.

As with previous store fitouts, we incorporated sustainable design considerations including LED lighting, low VOC paints and purchasing recycled or pre-loved where possible.

We created change rooms by using the paper softwall folding partition designed by Molo. This flexible partition adds a soft, sculptural element to the space, which is repositionable and re-usable for multiple purposes. Made with paper from FSC certified sources, the honeycomb structure ensures efficient use of materials, and it is 100% recyclable when it reaches the end of its life.

In addition to the environmental considerations with opening the new store, it was also important to us to connect with our local community. We announced the arrival and purpose of the pop-up through our "Hello Carlton" signs and received a very warm welcome from residents and local traders. We look forward to developing these connections and being part of the revitalisation of this iconic shopping strip.

*"With each new bricks and mortar store we are extending our environmental approach to store fit outs and community. Every step we are learning and adapting so we can deliver the best store possible with little impact and mindfulness. The communities in the areas are also becoming our life blood and something that we celebrate and enjoy."*

*Nid, Head of Wholesale, Retail & Customer Service*



# SUSTAINABLE DESIGN: PRODUCTS + MATERIALS



We are supporting sustainable forestry, regenerative farming, and clean chemistry by switching to more ethically produced and environmentally preferred fibres and materials.

Our preference is to work with natural materials that are renewable and biodegradable. Where synthetics are required for performance, we are limiting their use and seeking out certified recycled options. We support circular design principles and are working to increase our use of recycled materials.

We continue to map our supply chain to better understand where and how our products and raw materials are produced, so that we can manage risks and identify opportunities for improvement.

## Our Commitments

- ELK products across all categories will be made with at least 80% environmentally preferred materials.
- We will meet the individual preferred fibre and materials targets for our six core material categories: man-made cellulosic fibres (MMCFs), leather, cotton, wool, bast fibres, and synthetic fibres.
- At least 20% of our fibres and materials will be from recycled sources.

## Our Progress

We have progressed our overall use of more sustainable fibres and materials through 2021, however progress has been slower in some categories than we would have liked due to sourcing and supply chain limitations caused by COVID-19 disruptions.

- We have reviewed and updated our Preferred Fibres and Materials guidelines, incorporating our research over the past two years, as well as updated HIGG MSI data and information from Textile Exchange. While a handful of materials have been upgraded, the net overall result is that some materials that were previously considered preferred have been downgraded, and these now sit in C: Could Be Better. We have also added a new A+ category, to capture the innovative and circular materials that are needed to transform the fashion industry and shift the needle on climate change.
- Based on these updated ratings, our total use of ELK preferred fibres and materials over 2021 has increased to 45% of total materials (by weight), up from 27% in 2020.
- We joined Textile Exchange in November 2021 and are looking forward to participating in their materials roundtables and other initiatives and collaborating with the broader Textile Exchange community to progress the uptake of more sustainable materials.

# PREFERRED MATERIALS RATING: 2021 PROGRESS<sup>1</sup>

# 45%

OF FIBRES AND MATERIALS IN 2021 WERE  
ELK ENVIRONMENTALLY PREFERRED (A+, A, B)  
UP FROM 27% IN 2020

## A+: TRANSFORMATIONAL

These innovative next generation materials are regenerative and circular, including fibre-to-fibre recycled and agricultural wastes.



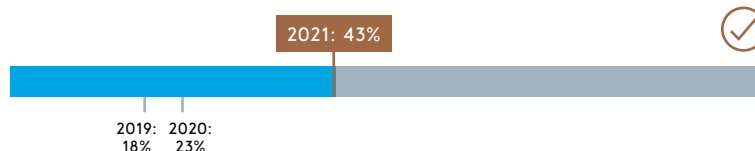
## A: HIGH PERFORMER

These low impact materials include options that are renewable, biodegradable, as well as sustainably grown and processed.



## B: GREAT OPTION

These materials have good environmental credentials, and are a better choice than most.



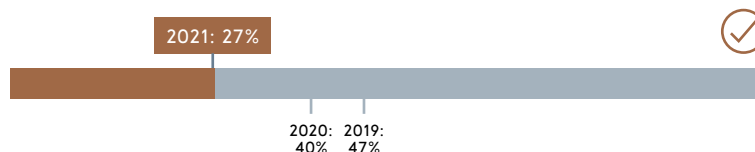
## C: COULD BE BETTER

We will continue our search for more sustainable or certified options for these materials.



## D: PHASING OUT

We are working to phase these materials out. If they are needed for performance and a better option isn't available, we will aim for less than 10% of the total composition.



POSITIVE PROGRESS

1. Percentages were recalculated retrospectively in 2022 to align with updated ELK Preferred Fibres and Materials Guidelines.

## ELK PREFERRED FIBRES + MATERIAL SOURCING GUIDE

*This guide rates fibres and materials based on their ethical and environmental credentials, as well as our approach to sourcing responsibly. It is a core reference for our design team and incorporates a mix of materials we are already using, we aspire to use, we need to work on improving, and those we avoid.*

PREFERRED FIBRES AND MATERIALS			
	A+: TRANSFORMATIONAL	A: HIGH PERFORMER	B: GREAT OPTION
COTTON	RECYCLED COTTON	ORGANIC FAIRTRADE COTTON (GOTS + FAIRTRADE CERTIFIED)	COTTON MADE IN AFRICA (CMIA) ORGANIC COTTON (OCS / GOTS) AUSTRALIAN COTTON (MYBMP)
MMCFs	NEXT GEN MMCFs (FROM RECYCLED TEXTILES + AGRICULTURAL WASTE) – TENCEL™ X REFIBRA™ – SODRA ONCEMORE® – BIRLA CELLULOSE™ LIVA REVIVA – TANGCELL® REVISCO™	CANOPY DARK GREEN SHIRT PRODUCER + FSC / PEFC (LYOCELL + MODAL) – TENCEL™ LYOCELL – TENCEL™ MODAL – TENCEL™ CARBON ZERO	CANOPY GREEN SHIRT PRODUCER + FSC / PEFC (VISCOSE / RAYON / ACETATE / TRIACETATE) – LENZING™ ECOVERO™ – BIRLA CELLULOSE™ LIVA ECO – NAIA™ CELLULOSIC FIBRE  BEMBERG® CUPRO BAMBOO (FSC / PEFC)
BAST FIBRES		ORGANIC LINEN ORGANIC HEMP	LINEN (DEW RETTED) HEMP (DEW RETTED) JUTE
WOOL	RECYCLED WOOL RECYCLED CASHMERE	RESPONSIBLE WOOL STANDARD (RWS) RESPONSIBLE ALPACA STANDARD (RAS) RESPONSIBLE CASHMERE STANDARD (RCS)	GOOD CASHMERE STANDARD ORGANIC WOOL (GOTS / OCS)
WOOD		RECYCLED WOOD CORK	WOOD (FSC / PEFC)
LEATHER		ALT LEATHER (PLANT DERIVED)	RECYCLED LEATHER REMNANT LEATHER
SYNTHETIC FIBRES			RECYCLED SYNTHETICS (GRS / RCS) – POLYESTER, NYLON + ELASTANE WITH PREFERENCE FOR MECHANICALLY RECYCLED
PLASTICS, FOAM + RUBBER		RECYCLED PLASTICS (GRS)	RECYCLED PLASTICS (RCS) NATURAL RUBBER
METALS		RECYCLED BRASS	BRASS
TRIMS			COROZO NUT BUTTONS RECYCLED POLYESTER BUTTONS
OTHER			SILK (ORGANIC / PEACE)



The A+, A & B categories make up our preferred fibres and materials, aligned with our 2025 materials goals. This guide was updated in December 2021, and the A+ category was added to capture the transformational materials that we are looking to use more of.

C: COULD BE BETTER	D: PHASING OUT	E: WE AVOID	?: STILL RESEARCHING
FAIR TRADE CONVENTIONAL COTTON TRANSITIONAL COTTON	CONVENTIONAL COTTON	UZBEKISTAN COTTON TURKMENISTAN COTTON CHINA COTTON BCI COTTON	
CANOPY GREEN SHIRT PRODUCER (VISCOSE/RAYON, ACETATE, MODAL, LYOCELL) BAMBOO	CONVENTIONAL MMCFs (VISCOSE/RAYON, ACETATE / TRIACETATE, MODAL, LYOCELL)	NON GREEN SHIRT RATED MMCFs	
LINEN (WATER RETTED) HEMP (WATER RETTED)			EUROPEAN FLAX STANDARD
NON-MULESED MERINO WOOL OR SHEEP WOOL ALPACA	CONVENTIONAL, MULESED SHEEP WOOL	MOHAIR (ANGORA GOAT) CASHMERE (GOAT) CONVENTIONAL ANGORA (RABBIT)	YAK
UNCERTIFIED WOOD		WOOD FROM ANCIENT AND ENDANGERED FORESTS	
LEATHER WORKING GROUP (LWG)	CONVENTIONAL LEATHER	COW HIDES FROM BRAZIL	ORGANIC LEATHER LAND TO MARKET™
	VIRGIN SYNTHETIC FIBRES	DEGRADABLE SYNTHETICS	BIO-BASED SYNTHETICS (PLA, PET, PTT) BIO-DEGRADABLE SYNTHETICS
RESIN / EPOXY POLYESTER ACRYLIC POLYETHYLENE (PE) THERMOPLASTIC POLYURETHANE (TPU) RUBBER (SYNTHETIC) POLYURETHANE (PU) EVA		POLYVINYL CHLORIDE (PVC) POLYTETRAFLUOROETHYLENE (PTFE) ACRYLONITRILE BUTADIENE STYRENE (ABS) DEGRADABLE PLASTICS	BIO-BASED PLASTICS BIO-DEGRADABLE PLASTICS
IRON, ZINC, STEEL		NICKEL	OTHER METALS
			OTHER TRIMS
SILK (CONVENTIONAL)			CELLULOSE ACETATE GLASS CERAMIC

# CORE MATERIALS ANALYSIS

## MAN-MADE CELLULOSIC FIBRES

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**92%** FROM GREEN-SHIRT RATED PRODUCERS

**56%** ELK ENVIRONMENTALLY PREFERRED MMCFS

**0.6%** NEXT GENERATION FIBRES

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We continue to work with Canopy on meeting our commitments for sourcing man-made cellulosic fibres (MMCFs). We made significant progress through 2021, with 92% of our MMCFs (by weight) now coming from 'green-shirt' ranked producers according to the latest Hot Button Report. These green-shirt suppliers are considered low risk or have taken substantive action to eliminate known risk of sourcing from ancient and endangered forests.

We also increased our use of traceable MMCFs – LENZING™ ECOVERO™, TENCEL™ Lyocell and Naia™ cellulosic fibres – made using sustainably forested timber and closed-loop production processes. These made up 64% of our total MMCFs by weight in 2021.

Our focus now is on increasing our use of MMCFs from FSC certified forestry, and innovative Next Generation cellulosic fibres made from recycled waste fabrics, microbial cellulose, and left-over residues from agricultural crops.

## BAST FIBRES

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**97%** ELK ENVIRONMENTALLY PREFERRED BAST FIBRES

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Linen made up 93% of our bast fibre usage in 2021. We love working with linen, and this sustainably grown fibre made up 16% of our total materials in 2021. Our research into linen and other bast fibres has highlighted the significantly lower impact of dew retting compared to water retting, and this has been reflected in our updated Preferred Fibres and Materials Guidelines with preference given to organically grown and dew retted fibres. Most of our linen is made from flax grown in France, where dew retting is the common practice.

## COTTON

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**59%** ELK ENVIRONMENTALLY PREFERRED COTTON

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We have continued to increase our use of organic cotton through 2021, with this now making up 58% of our total cotton. In addition, we were very excited to have launched our first style made with Australian grown cotton with further styles included in our Winter 2022 collection.

Sourcing organic and Australian grown cotton has been challenging over the past year, due to supply chain disruptions and increases in price and minimum order quantities. This will result in less organic and Australian cotton used in upcoming seasons. We are broadening our search for other preferred cottons, including transitional cotton.

### AUSTRALIAN GROWN COTTON

Australian cotton growers lead the way in clean, quality cotton fibres with reduced environmental impact. Over the past 30 years, growers have significantly reduced water, pesticide, and land use and are working to improve soil health and biodiversity on their farms. Australian cotton is traceable from field to spinning mill and supports families and communities in regional Australia.

## LEATHER

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**56%** NEW LEATHER FROM LWG RATED TANNERIES

**9%** REMNANT LEATHER

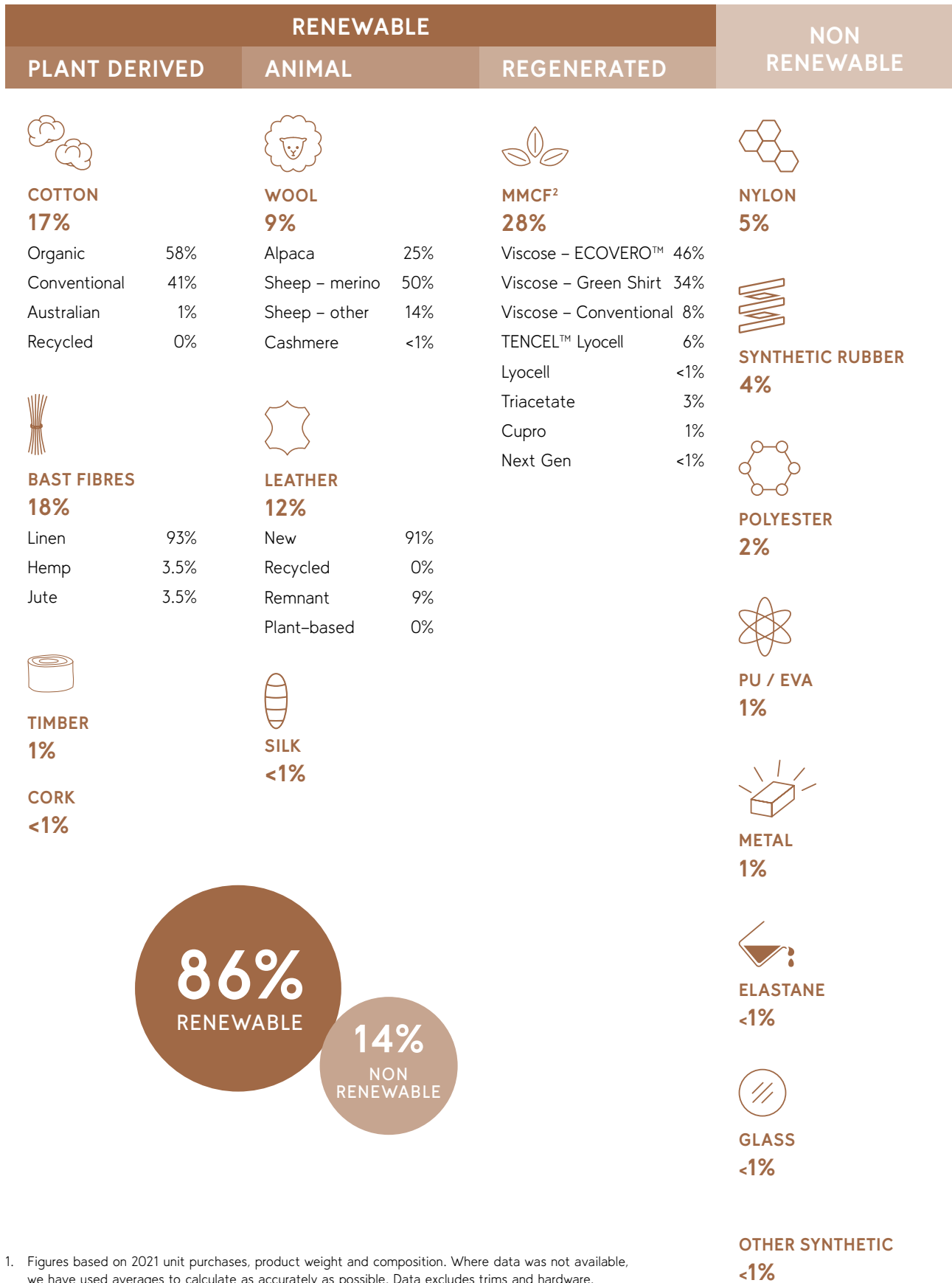
**OVERALL LEATHER USAGE WAS 6 TONNE IN 2021, DOWN FROM 22 TONNE IN 2019**

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We continued to reduce our use of leather through 2021, with more vegan bag styles being made with natural or synthetic materials. This has seen our leather use drop from 22 tonnes in 2019 to just 6 tonnes in 2021. Where we do use leather, our preference is for using remnant leather or new leather from Leather Working Group (LWG) rated tanneries.

We have started to work with water-based polyurethane, sourced through our new supplier – Autron Industries. This will see an increase in our use of synthetic materials, but we believe it is important to incorporate vegan options across our range to reduce our environmental footprint and allow our customers to shop to their values.

# TOTAL 2021 MATERIAL USE BY WEIGHT<sup>1</sup> ACROSS ALL PRODUCT CATEGORIES



1. Figures based on 2021 unit purchases, product weight and composition. Where data was not available, we have used averages to calculate as accurately as possible. Data excludes trims and hardware.  
2. MMCF: Man-made cellulosic fibres

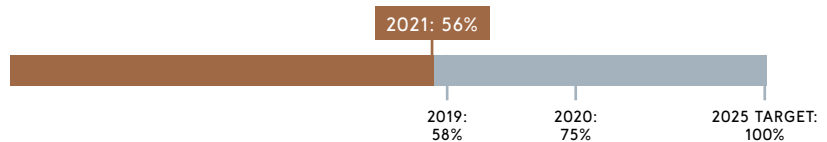


# MATERIAL GOALS: 2021 PROGRESS<sup>1</sup>

These six materials make up approximately **91%** of our total usage by weight

## LEATHER

**2025 GOAL: 100% new leather from Leather Working Group (LWG) audited tanneries**

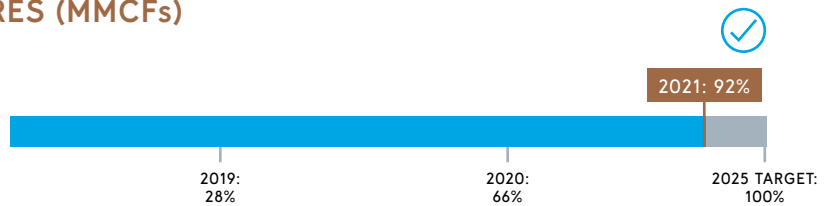


**2025 GOAL: 50% preferred leather** (remnant leather, recycled leather or plant derived alternative leather)

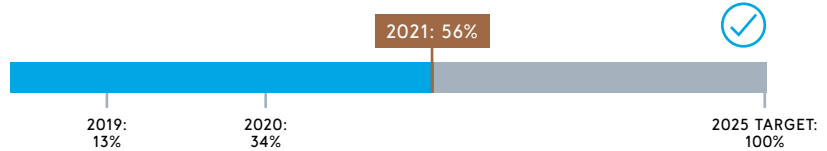


## MAN-MADE CELLULOSIC FIBRES (MMCFs)

**2025 GOAL: 100% of MMCFs from CanopyStyle green shirt rated staple fibre producers**



**2025 GOAL: 100% preferred MMCFs** (CanopyStyle dark green-shirt rated + FSC / PEFC, closed loop production systems, traceable and Next Generation fibres from recycled textiles and agricultural residues)

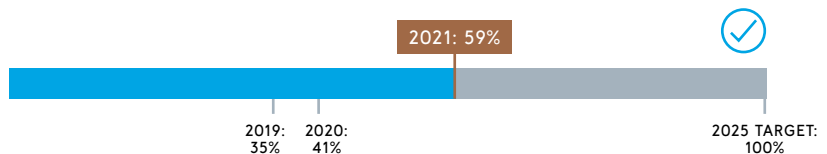


**2025 GOAL: 50% MMCFs from innovative Next Generation and circular solutions**



## COTTON

**2025 GOAL: 100% preferred cotton** (certified organic, fair trade, Australian, or recycled)

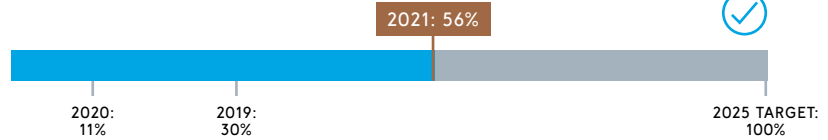


## WOOLS

**2025 GOAL: 100% responsible wool**  
(RWS, RAS, RCS, certified organic, recycled or wool from farms using regenerative farming practices)



**2025 GOAL: 100% of our new sheep wool will be verified non-mulesed**



## BAST FIBRES (LINEN, HEMP, JUTE)

**2025 GOAL: 100% preferred bast fibres**  
(organic or dew retted)



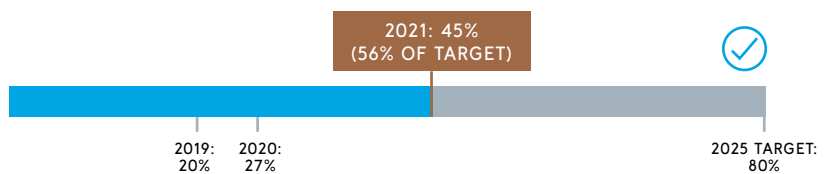
## SYNTHETIC FIBRES (NYLON, POLYESTER, ELASTANE)

**100% recycled synthetic fibres**  
(apparel)



## PRODUCT GOALS: OUR 2021 PROGRESS\*

**2025 GOAL: Our products will be made with at least 80% environmentally preferred materials**



**2025 GOAL: At least 20% of our fibres and materials will be from recycled sources**



1. Percentages were recalculated retrospectively in 2022 to align with updated ELK Preferred Fibres and Materials Guidelines.





CLOCKWISE FROM TOP LEFT: Amadio, Head of Design, filming new care and repair series / Renee Williams from Repair Redefined, demonstrating knitwear repair / Charlotte, ELK (RE)NEW coordinator attaching labels to a repaired garment / ELK (RE)NEW garment labeled and packaged



# CIRCULARITY: TOWARDS ZERO WASTE

The transition from a linear production model to a circular one requires phasing out waste across the lifecycle of a product and ensuring existing products and materials remain in use for as long as possible. Circularity begins with considered product design, supported by responsible environmental practices along the entire value chain.

Developing more circular systems needs to be a coordinated industry-wide effort, involving key stakeholders such as brands, suppliers, consumers, governments, and recyclers.

## Our Commitments

- We will take responsibility for our products across their entire lifecycle and take them back when required to repair, re-home or recycle.
- At least 20% of our fibres and materials will be from recycled sources, including waste from other processes.

## Our Progress

We recognise that true circularity is complex and will take a longer time to achieve than we would like, but we are working on integrating the various elements of a circular model into our business.

Our focus over the past year has been on supporting the care and repair of ELK products to keep them in use for longer, and to get our (RE)NEW resale program up and running.

## DONATING DEADSTOCK

Over the past few years, we have been working hard to reduce product waste through our planning process. Through more accurate planning, our product buy is much tighter and our overall inventory levels have reduced. The upside is much less deadstock at the end of a season, while the downside is the risk of styles selling out too fast.

Our commitment to not send ELK product to landfill remains, and older product is sold through at a reduced price online, or through our market sales and clearance store.

We are supporting Thread Together and Fitted For Work through donating our deadstock, and made some substantial product donations in early 2022 to ensure these products find a new home.

## EXTENDING THE LIFE OF OUR GARMENTS

Introducing initiatives that contribute to our efforts of becoming a more circular business is multi faceted. There are many steps to take but overall our aim is for our products to be in circulation and to be worn for as long as possible.

## CARE AND REPAIR

We focus heavily on quality design and production but at the point where something fails, is worn through, or accidentally damaged, we want to encourage our customers to take on a repair so they can continue to wear it. To support this, we have filmed a series of instructional videos focusing on the most common types of repairs. The videos are designed to be simple, accessible and remove barriers to tackling repairs at home.

At ELK we will happily accept repairs but in order to save time, cost, and the environmental impact from packaging and shipping, we want to support our customers to resolve simple issues themselves.

Amadio Colafella, our Head of Design, opens each video discussing care and storage tips, and sharing ways to extend the life of our products, focusing on knitwear and denim, categories that have specific attributes to highlight.

We then brought in repairs expert Renee Williams from Repair Redefined to support this initiative with her experience and approachable style. These videos will live permanently on our website for reference and will also be promoted through our social media channels.

The series covers:

**Knitwear:** Care, storage and basic repairs (both visible and invisible mending).

**Denim:** Care and repair (both visible and invisible mending).

**General repairs:** Sewing on a button, fixing a hem, repairing a seam, patching a small tear.

## (RE)NEW

After months of planning and unexpected delays, we are excited to be launching our (RE)NEW resale program. Starting with pre-loved apparel we already have on hand; we are repairing as required and selling through our retail stores under the ELK (RE)NEW label.

Longer term we will be extending this into a full product take-back program, as part of our commitment to product stewardship. We look forward to sharing our progress in the next report.

# SUPPLY CHAIN: RESPONSIBLE SOURCING

We have continued working on mapping our entire supply chain and tracing our fibres and materials right back to their origin, to ensure our products are made responsibly, with regard for workers, animals, and the environment.

We work with a mix of small and large independent suppliers across different product categories and production countries. Our preference is to work with suppliers who are aligned with our values, that are going over and above compliance and implementing responsible social and environmental practices.

Each of our suppliers is at a different stage of their sustainability journey, with some just beginning the process and a handful well advanced and showing real innovation and leadership. We want to bring our makers on this journey with us and work collaboratively with them to support the workers who make our products and reduce environmental impact.

## Our Commitments

- Trace our fibres and materials right back to their origin (Tier 4).
- Publish a full list of our mapped Tiers 1 – 4 suppliers at least annually.<sup>1</sup>
- 100% of our core suppliers will have globally recognised social or environmental credentials.<sup>2</sup>

## Our Progress

We continue to work on mapping our supply chain and strengthening our transparency commitments and public disclosures.

- We have joined the Transparency Pledge and are publishing our traced supplier lists on the Open Apparel Registry.
- We expanded the scope of our supply chain mapping to include more of the key suppliers from tiers 2 and 3, including laundries and fibre spinners.
- Based on this updated scope, we have traced 100% of our direct Tier 1 suppliers and 59% of our entire supply chain for 2021.
- 36% of our core direct product suppliers in 2021 have globally recognised social or environmental credentials. This is down from 2020 and due in-part to adjustments made with production schedules due to COVID-19 impacts.

## Challenges

We have not been able to visit our suppliers in person for more than two years due to continued travel restrictions and border closures. This has presented challenges with progressing projects with existing suppliers and establishing relationships with new suppliers. We are in regular contact with our factories and use video calls wherever possible to continue discussions around social and environmental topics and are looking forward to visiting them again very soon.

Aside from the impacts of local lockdowns, our China based suppliers have been affected by rolling government mandated factory blackouts that have delayed raw materials and reduced overall production capacity.

International freight was also difficult through 2021, with our entire supply chain impacted by delays and significant increases to costs due to restricted capacity, labour shortages and port congestion. Delays in raw materials have flow-on effects that impact production schedules, which are then further compounded by delays in delivering the finished goods into our distribution warehouse. This puts additional pressure on our suppliers being able to manage their production schedules and avoid excessive overtime hours.

## COVID-19 SUPPLY CHAIN IMPACTS

COVID-19 restrictions continued to impact our supply chain partners through 2021, with our makers in India experiencing extended lockdowns in the first half of 2021 and our Vietnam based suppliers facing lockdowns later in the year. Our production volumes have increased significantly through 2021 compared to 2020, however they remain well below pre-COVID volumes.

Although all our suppliers have continued to operate through the pandemic, and thankfully none have had to close their doors, we do know that it has been a very challenging time for many of them. We continue to see reduced numbers of permanent employees at many of the factories we work with due to lower overall production volumes and extended lockdowns.

92%

OF OUR DIRECT TIER 1  
PRODUCT SUPPLIERS  
HAVE SIGNED THE ELK  
SUPPLIER CODE OF  
CONDUCT

59%

OF OUR SUPPLY  
CHAIN MAPPED  
IN 2021  
(TIERS 1-4)

1. Excluding farms which are likely to be the home address of those suppliers. Published factory lists will align with the Open Data Standard for the Apparel Sector (ODAS).
2. Core suppliers are our direct product suppliers with greater than USD\$50K annual spend. Acceptable social or environmental credentials include certifications such as SA8000, Fairtrade, Fair Wear Foundation, WRAP, and B-Corporation, as well as participation in Better Work or Sustainable Apparel Coalition HIGG Index programs.

## CASE STUDY

### OUR MILLS

As we trace our supply chain and transition to more environmentally preferred materials, we are developing deeper relationships with the key mills that make our fabrics and yarns.



#### UPW

UPW is a yarn mill we work closely with, sourcing the latest sustainable yarns for our knitwear. Their head office is located in Hong Kong and their yarns are spun and dyed at their own facilities in Dongguan, China.

They are a responsible mill with a commitment to reduce carbon footprint and environmental impact, starting with the raw sustainable materials they source. Their wide range of sustainable fibres includes traceable, responsibly farmed wool, organic cotton and hemp, sustainably forested viscose, linen, cupro, lyocell, cellulosic staple fibers, as well as recycled nylon and polyester.

Water is recycled in the dyeing process through a waste-water treatment plant, and all chemicals used must meet strict toxicity and biodegradability criteria.

The UPW team has further supported our supply chain mapping project, providing us with a mass of information about provenance and certifications of the fibres we are sourcing through them.

#### TAT FUNG

Tat Fung is another key mill we work with for woven cotton and cotton blend fabrics. Located in Kaiping, China, they are part of the Panther Textiles Holding Group, with in-house capabilities for spinning, weaving, printing, dyeing, and finishing.

Tat Fung has a strong focus on sustainability, and offers a broad range of environmentally preferred fibres, including organic cotton, TENCEL™, and recycled polyester. They are a member of numerous responsible textile standards, and helped us to source certified organic fibre for our woven cotton styles throughout 2021.

They have implemented several environmental initiatives at their production facilities aimed at reducing electricity and water use, and responsible management of chemicals.

In addition to being WRAP certified for responsible production, they are on the Higg Index (FEM/FSLM) and part of the Zero Discharge Hazardous Chemicals (ZDHC) program.





Eastlink

## TRANSPARENCY PLEDGE

Unsafe working conditions, environmental degradation and human rights abuses can exist hidden and unchallenged in opaque supply chains. Improved visibility supports greater accountability. When supply chains are transparent, workers are better able to assert their rights, brands can better manage risks and address poor practices in their supply chains, and consumers can know how and where the products they buy are made.

As part of our commitment to supply chain transparency, we are aligning our supply chain disclosures with the Transparency Pledge and ensuring that our published factory lists meet the requirements of Open Data Standard for the Apparel Sector (ODSAS).

We will continue to regularly publish a list of all sites manufacturing ELK product, including factory names, addresses, parent company, type of product made and worker numbers. Our published supplier lists go beyond the Transparency Pledge standard, and include additional details such as gender breakdowns, audit dates and length of relationship. We also publish details of our key suppliers from tiers 2–4, including fabric and yarn mills, tanneries, dyehouses, printers and laundries.

## OPEN APPAREL REGISTRY

The Open Apparel Registry (OAR) is a free, open data tool that maps garment facilities worldwide and allocates a unique ID to each.

It transforms messy, inconsistent data into structured datasets, made freely available to all stakeholders. Access to cleaner, structured and open data enables comparison across systems and more efficient and effective collaboration at the facility level.<sup>1</sup>

Our global supplier lists have been published on the Open Apparel Registry since June 2021, and we are proud to be contributing to this important open data set. It is supporting our transparency commitments and helping us to improve the quality and accessibility of our supply chain data, as well as providing opportunities to collaborate with other brands working in the same facilities.

## 2021 PRODUCT SNAPSHOT



ITEMS PRODUCED	STYLES PRODUCED
<b>209,547</b>	<b>397</b>

## 2021 SUPPLIER SNAPSHOT



DIRECT TIER 1 SUPPLIERS	DIRECT SUPPLIERS WITH CERTIFICATIONS
<b>26</b>	<b>36%</b>
WORKERS EMPLOYED	FEMALE WORKERS
<b>8,692</b>	<b>53%</b>
TEMPORARY / AGENCY WORKERS <sup>2</sup>	MIGRANT WORKERS <sup>2</sup>
<b>11%</b>	<b>6%</b>



Bharat Enterprises

## FACTORY AUDITS

Audits are an essential tool to offer third-party insights into ethical and environmental practices in the factories we work with. Despite the ongoing restrictions faced due to COVID-19 lockdowns, our suppliers were able to continue with social audits, with 16 audits of various formats being conducted through 2021.

Common themes among the non-compliances continue to include safety issues such as missing needle guards, insufficient social insurance coverage and excessive working hours. After each audit, a corrective action plan is developed with the factory that sets out responsibilities and due dates for remediation. To date, 61% of the 2021 non-compliances have been closed and we continue to work with our suppliers on resolving the remaining issues.

## DIRECT PRODUCT SUPPLIERS AUDIT SNAPSHOT

**62%** HAVE CURRENT SOCIAL COMPLIANCE AUDITS<sup>3</sup>

**16** SOCIAL COMPLIANCE AUDITS COMPLETED

- 81% SMETA
- 13% BETTER WORK
- 6% ELEVATE

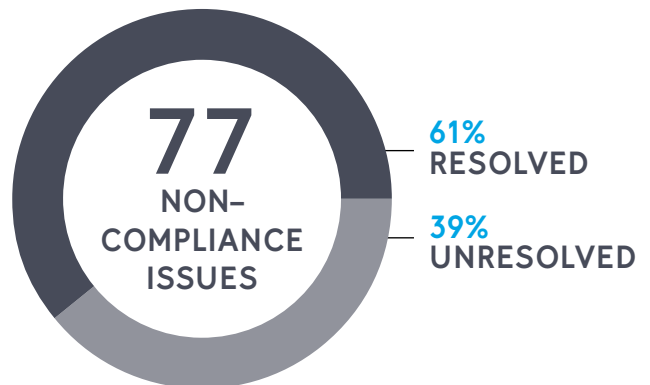
## WAGES AND WORKER VOICE

**100%** EARNING MINIMUM WAGE OR HIGHER<sup>4</sup>

**51%** EARNING ABOVE MINIMUM WAGE<sup>4</sup>

**13%** OF FACTORIES ARE WITH A UNION<sup>5</sup>

**92%** OF FACTORIES HAVE A WORKER COMMITTEE<sup>5</sup>



1. Information taken from Open Apparel Registry website
2. Based on available data. Employee profiles not available for all factories
3. Completed by a qualified third party within the previous 12 months
4. Based on desktop review of wage data in social compliance audit reports from 16 factories
5. Based on desktop review of social compliance audit reports from 24 factories



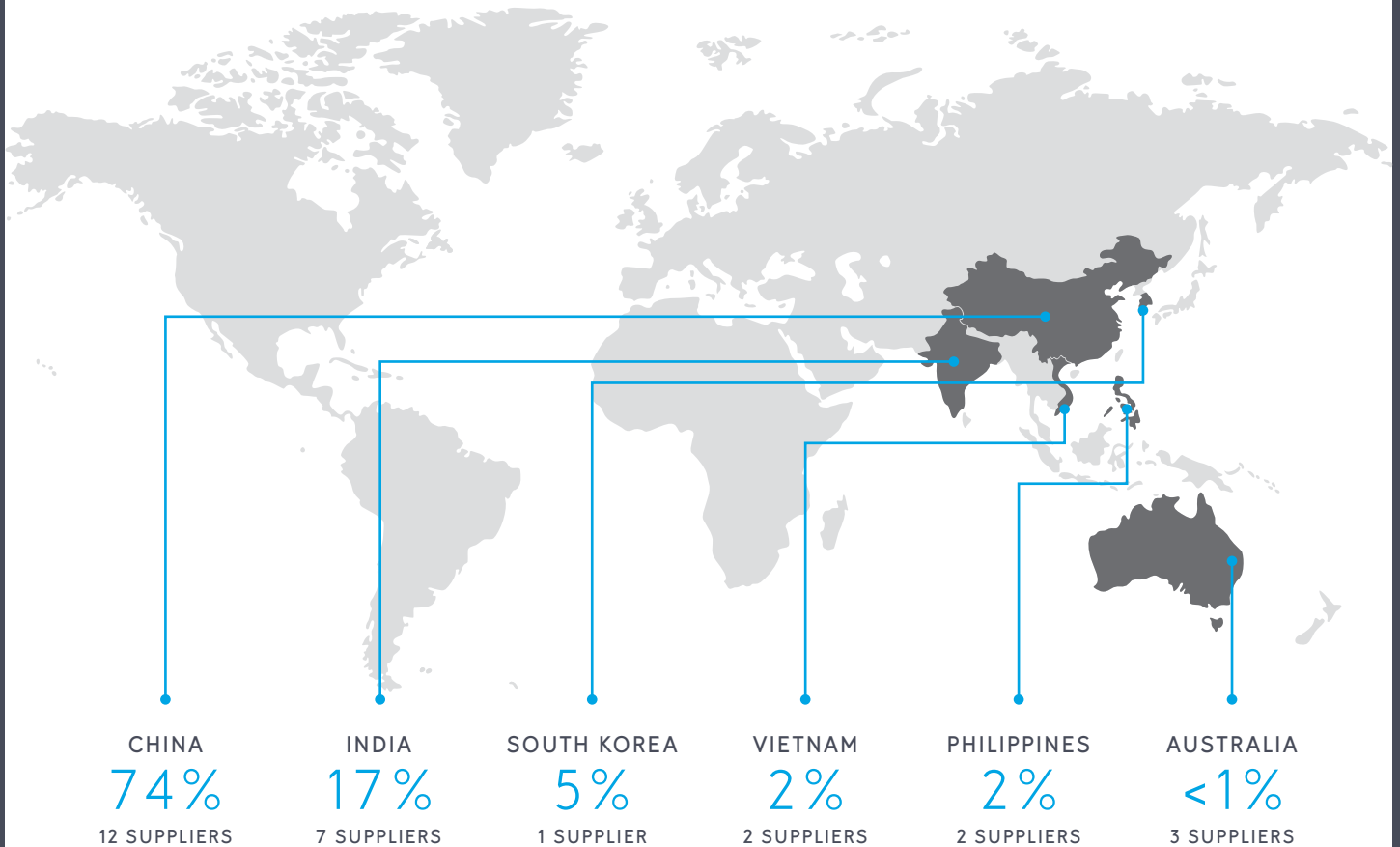


CLOCKWISE FROM TOP: Cool Partners – Colt Rise Apparel factory / Morinda Knitwear / Eastlink



## TIER 1 SUPPLIERS BY REGION

PERCENTAGE OF 2021 SPEND



## OUR TOP 9 CORE SUPPLIERS (BY SPEND)

THESE SUPPLIERS MAKE UP 87% OF OUR 2021 SPEND

JIMMY FASHIONS (CHINA)

43%

WOVEN APPAREL

HOP HING (CHINA)

9%

KNITWEAR

EASTLINK (CHINA)

7%

WOVEN APPAREL

BN ENTERPRISES (INDIA)

7%

LEATHER GOODS

COOL PARTNERS (CHINA)

5%

KNITWEAR

CIELO (SOUTH KOREA)

5%

JEWELLERY

BHARAT ENTERPRISES (INDIA)

4%

LEATHER GOODS

GUPTA OVERSEAS (INDIA)

4%

FOOTWEAR

MORINDA KNITWEAR (CHINA)

3%

KNITWEAR

# 2021 SUPPLY CHAIN<sup>1</sup>

## TIER ONE

We have mapped  
**100%**  
of our tier one  
supply chain  
(manufacturers)



Tier one suppliers are our direct product manufacturers who cut, sew, and assemble our products.

## TIER TWO

We have mapped  
**74%**  
of our tier two  
supply chain  
(material finishers)



Tier two suppliers are our mills, dyehouses, printers, laundries, and tanneries.

## TIER THREE

We have mapped  
**48%**  
of our tier three  
supply chain  
(material processors)



Tier three suppliers are our raw material processors including staple fibre producers, spinners, abattoirs and other raw material processors.

## TIER FOUR

We have mapped  
**14%**  
of our tier four  
supply chain  
(material producers)



Tier four suppliers are our raw material producers including farms, forests and mines.

## TIER 1 SUPPLIERS

SUPPLIER	F: FACTORY A: ADDRESS	LAST AUDIT	EMPLOYEES T: TOTAL F: FEMALE M: MALE	FEMALE MANAGERS	SUPPLIER SINCE	RESPONSIBLE BUSINESS INITIATIVES
<b>AUSTRALIA</b>						
<b>AS Colour</b>	F: Various – China and Bangladesh A: <a href="https://www.ascolour.com.au/our-factories">https://www.ascolour.com.au/our-factories</a>	—	—	—	2021	Amfori BSCI
<b>Super Special Printing</b>	F: Super Special Printing A: 411 Francis Street, Brooklyn, Victoria 3012	—	—	—	2021	Sedex
<b>Vanessa Gullone</b>	F: Vanessa Gullone A: 1a/119 McEwan Road, Heidelberg West, Victoria 3081	—	—	—	2021	ECA
<b>CHINA</b>						
<b>Autron Industry</b>	F: Autron Industry Co., Ltd A: No. 6, Zhenxingbei Road, Shiling Town, Huadu District, Guangzhou City, Guangdong Province	20/07/21	T: 55 F: 27 M: 28	30%	2021	Sedex, GRS, Higg Index
<b>Cool Partners International</b>	F: Dongguan Kinci Knitting Factory Co Ltd A: No. 12, Zhenxing North Road, Taiyuan, Xiegang Town, Dongguan City, Guangdong Province	02/11/20	T: 149 F: 83 M: 66	60%	2016	Sedex
<b>DH Solutions</b>	F: Dongguan Hengli Boyi Glasses Factory A: Chegang Village Commercial Street, Gekeng, Hengli Town, Dongguan City	—	T: 55 F: 24 M: 30	NO DATA	2014	Sedex
<b>Dongguan JuZhan Garment Company</b>	F: Juzhan Garment Company Limited A: No. 20 Yumin 1st Street, Qin Fu Road Community, Dalang Town, Dongguan City, Guangdong Province	10/03/20	T: 81 F: 43 M: 38	58%	2019	—
<b>Eastlink Sales</b>	F: Suzhou Miaoyun Garment Co Ltd A: No. 155 Shizhong Road, Xukou Town, Wuzhong District, Suzhou City, Jiangsu Province	19/11/21	T: 23 F: 16 M: 7	18%	2011	Sedex
	F: Rugao Huaji Garment Factory A: Group 1, Denggao Village, Motou Town, Rugao City, Jiangsu Province, China	23/07/21	T: 29 F: 26 M: 3	50%	2020	Sedex
<b>Fluid Connection</b>	F: Hangzhou FC Fashion Co Ltd A: No.172 Lindong Road, Linping, Yuhang District, Hangzhou	17/11/21	T: 67 F: 41 M: 26	30%	2017	Sedex, Amfori BSCI
<b>Hemp Fortex</b>	F: Hemp Fortex Industries Ltd A: No.808, Dagushan Town, Rushan City, Weihai, 264500	19/03/20	T: 218 F: 164 M: 54	67%	2019	OCS, GOTS, RCS
<b>Hop Hing</b>	F: Singtex Fashion Knitting Co Ltd A: No. 2 Industry Area, Shangkan Village, Changping Town, Dongguan City, Guangdong Province	02/04/21	T: 75 F: 46 M: 29	NO DATA	2007	Sedex

CONTINUED OVER →

1. Scope of supply chain mapping expanded for CY2021.

## TIER 1 SUPPLIERS CONTINUED

SUPPLIER	F: FACTORY A: ADDRESS	LAST AUDIT	EMPLOYEES T: TOTAL F: FEMALE M: MALE	FEMALE MANAGERS	SUPPLIER SINCE	RESPONSIBLE BUSINESS INITIATIVES
<b>Jimmy Fashions</b>	F: Tongxiang Jimmyfashions Co Ltd A: Building 2, Juangjiang Pioneer Park, No 1087 Fazhan Avenue, Developing Area, Tongxiang, Zhejiang P.R.China 314500	12/11/21	T: 54 F: 38 M: 16	50%	2011	Sedex
<b>Morinda Knitwear</b>	F: Dongguan Win-Win Clothing Co., Ltd. A: No. 1, Shun Xin 4th Road, Dajiangtuo, Dalang Town, Dong guang City, Guangdong Province	28/05/21	T: 34 F: 20 M: 14	67%	2020	Sedex, Higg Index
<b>Precision Textiles Co Ltd (Agent)</b>	F: FoShan ShunDe HongYing Garment Factory A: Block B, No. 2, ChuangYe Road, XiaoHuangPu, RongGui, ShunDe FoShan Guangdong China	21/12/17	NO DATA	NO DATA	2021	—
<b>Wellsilk International</b>	F: Weisi Garment (Shenzhen) Co Ltd. Bao'an Factory A: 4/F, Building 7, Hui Ke Industry Park, Shilong Industrial Zone Avenue 2, No. 1, Shiyao, Bao'an, Shenzhen, Guangdong	01/12/21	T: 184 F: 113 M: 71	50%	2014	Sedex, Higg Index
<b>INDIA</b>						
<b>Bharat Enterprises</b>	F: Bharat Enterprises A: Plot No. 98, Udyog Vihar, Phase-1, Gurgaon, Haryana, 122016	8/4/21	T: 299 F: 24 M: 275	2%	2016	SA8000, Sedex
	F: Bharat Expo International A: Plot No. 189, Udyog Vihar, Phase-1, Gurgaon, Haryana, 122016	8/4/21	T: 590 F: 27 M: 563	5%	2016	SA8000, Sedex
<b>BN Enterprises</b>	F: BN Enterprises A: No. 30-E, Patparganj Village, 110091, New Delhi, Delhi	26/3/21	T: 180 F: 12 M: 168	2%	2010	Sedex
<b>Fashion Factory</b>	F: Fashion Factory International A: C 68/1 Okhla Industrial Area Phase 2, Okhla, 110020, New Delhi	16/08/19	T: 75 F: 2 M: 73	4%	2013	—
<b>Gupta Overseas</b>	F: Gupta H.C. Overseas PVT LTD (Unit 1) A: 425, Near Tube Well Colony Bye Pass Road, Agra, 282007	25/8/21	T: 816 F: 1 M: 815	1%	2015	SA8000, Sedex, Higg Index
<b>Kariwala</b>	F: Kariwala Industries Limited A: Falta Special Economic Zone, P.O- Falta, P.S- Ramnagar, 24 South Parganas (South), Pin- 743 504, West Bengal	9/12/21	T: 243 F: 77 M: 166	1%	2020	Fairtrade, GOTS, OCS, Sedex, Amfori BSCI
<b>Malhotra Leather Exports</b>	F: Malhotra Leather Exports Pvt Ltd A: A-24, Sector- 67, Noida, Gautam Budh Nagar, Uttar Pradesh, 201301	25/8/20	T: 110 F: 7 M: 103	0%	2016	Amfori BSCI
<b>Totem</b>	F: R.R. Exports A: S-59, Ground Floor, Okhla Industrial Area, Phase-2, New Dehli, 110020	02/02/17	T: 18 F: 5 M: 13	25%	2019	GOTS
<b>SOUTH KOREA (WITH CHINA BASED FACTORY)</b>						
<b>Cielo Sereno</b>	F: Qingdao Quanxumei Jewelry Co., Ltd. A: NO. 1876 East Industrial Park, Zhongcun New Community, Chengyang Subdistrict, Chengyang District, Qingdao City, Shandong Province	18/6/21	T: 11 F: 5 M: 6	50%	2018	Sedex
<b>PHILIPPINES</b>						
<b>Earth Works</b>	F: Earth Works Fashion Accessories Corporation A: P Burgos St, Alang Alang, 6014, Mandaue	07/06/18	T: 41 F: 28 M: 13	NO DATA	2004	—
<b>Zai Design Hive</b>	F: Zai Design Hive A: Aries Compound, Sangi New Road, Lapu-Lapu City 6015, Cebu	23/05/19	T: 23 F: 12 M: 11	75%	2016	—
<b>VIETNAM</b>						
<b>Nobland</b>	F: Nobland Vietnam Co., Ltd A: 4-8A4,1-3 & 9-10 KB1 Tan Thoi Hiep Industrial Zone, Hiep Thanh Ward, District 12, Ho Chi Minh City, Vietnam	18/5/21	T: 2323 F: 2042 M: 281	39%	2020	ISO 14001, Better Work, OCS, GOTS, GRS, Higg Index
<b>Saitex International</b>	F: Saitex International Dong Nai (VN) Ltd A: Lot 225, Amata Industrial Zone, Bien Hoa, Dong Nai, Vietnam	5/8/21	T: 2939 F: 1739 M: 1230	47%	2019	B-Corporation, Bluesign, SA8000, Fair Trade, Sedex, Higg Index, Better Work, ISO 14001, OEKO-TEX, ZDHC, GOTS, GRS, OCS



## DIRECT PACKAGING SUPPLIERS

SUPPLIER	ADDRESS
<b>AUSTRALIA</b>	
Dial A Label	1 Samantha Court, Knoxfield, Vic 3180
Kebet Packaging Services Pty Ltd	63-67 Kylta Road, West Heidelberg, Vic 3081
Kenneth Ayres	175 Henty St, Reservoir, Vic 3073
Morning Star Press	11/39 Barrie Rd, Tullamarine, Vic 3043
Moule Print	77 Queens Parade, North Fitzroy, Vic 3068
Print Together	The Mill, Shed 63, 9 Walker Street, Castlemaine, Vic 3450
Shop For Shops	89 Langridge St, Collingwood, Vic 3066
Signet	Po Box 1155, Capalaba, Qld 4157
The Wrapping Paper Company	3 Endeavour Way, Braeside, Vic 3195
Vagpack	164 Jersey Drive, Epping, Vic 3076
<b>CHINA</b>	
Color-Life International	11/F, 858-4, Zhong Shan East Rd, Ningbo, 315040
Trimco Group	Flat G, 8/F, City Industrial Complex, 116-122 Kwok Shui Road, Kwai Chung
<b>INDIA</b>	
Nature Design Concepts	832, 2nd Floor, Udyog Vihar Phase 5, Gurugram - 122016
<b>NEW ZEALAND</b>	
noissue	24 Wyndham St, Auckland
The Better Packaging Co	<a href="http://www.betterpackaging.com/contact-us/">www.betterpackaging.com/contact-us/</a>

## TIER 2 LEATHER TANNERIES

SUPPLIER	ADDRESS	LWG RATED	RATING	TRACEABILITY SCORE (PHYSICAL)
Ammar Tanning	16 El-Sekka El-Hadid St., Madabegh Misr El-Qadima, 11441 Misr El-Qadima, Cairo, Egypt	NO	-	-
Angel Leathers Pvt Ltd	111 Leather Complex, Kapurthala Road, Jalandar, India, 144021	NO	-	-
Arora International	Shop No. 8- 9- 10, W Z- 19, C H. Hardev Singh Complex, Jawala Heri, New Delhi - 110063, Delhi, India	NO	-	-
Axa Leather Group	1105/A6, PJ Nehru Road, Vaniyambadi, Vellore, Tamil Nadu, 635751, INDIA	YES	GOLD	0%
Conceria International Private Limited	2A & 2C Ammor Road, Manthangal, Ranipet 632401 District Vellore, Tamil Nadu, INDIA	YES	GOLD	0%
Curtiembre Arlei S.A. (Salta)	Hipolito Irigoyen N/125 Rosario De Lerma - Código Postal 4405 Salta, Argentina	YES	GOLD	100%
Li Wei Seong & Brothers	Zone 1, Plot 70, Calcutta Leather Complex, Bantala, 24 Parganas (South) 743502, West Bengal, India	YES	SILVER	0%
N. M Hashim & Company	76/1, Gudiyatham Road, Thuthipet, Ambur, Vellore, Tamil Nadu, 635811	YES	GOLD	0%
Riyaz Leathers	No. 32 Kailasagiri Road, Udendaram, Vaniyambadi 635751, Vellore District, Tamil Nadu	YES	GOLD	0%
Sahara	Plot No. 49/A, Kathiwadi Road, Melvisharam - 632 509. Ranipet District, Tamil Nadu	YES	GOLD	0%
SJS Leathers	82 Matheswartalla Road, Kolkata, India, 700046	NO	-	-
Star Exports	No 15 Kannivakkam Village, Via Guduvancheri, Kanchipuram, Tamil Nadu, 603202, INDIA	YES	SILVER	0%
Tata International	Leather Division, Industrial Area, Agra-Mumbai Road, Dewas, Madhya Pradesh, 455 001	YES	GOLD	100%
Zuha Leather Pvt Ltd	1056/E, Konamedu, Vaniyambadi 635751, District Vellore, Tamil Nadu, India	YES	GOLD	0%

## TIERS 2-4 SUPPLIERS

SUPPLIER	ADDRESS	CATEGORY
<b>ARGENTINA</b>		
Establecimientos Textiles Ituzaingo S.A.C.F.I.	Av. Corrientes 456, C1043 Aar, Buenos Aires	Mill
<b>CHINA</b>		
Alpaca Fibre International Co., Ltd.	B-14h Shenye Center, No.9 Shandong Road, Qingdao, 266071	Mill
Carl Zeiss Vision (Guangzhou) Ltd.	No. 88 Baoying Avenue, Free Trade Zone, 510730 Guangzhou	Components / Trims
Changzhou Beichi Textile Company	(Xihu Road)No.19-20,Wanta Industrial Zone,Wujin High-tech Development Zone Changzhou, Jiangsu	Mill
Changzhou Jirui Packaging Products Co., Ltd.	No.45 Yuan Jia Dai, Ramp Bridge, Runjiang Village Committee, Menghe Town, Xinbei District, Changzhou City, 213000	Packaging
Changzhou Springtex Co Ltd	No.78 Majiaxiang Community Primary School Road , Hutang Town, Wujin District,Changzhou City, Jiangsu	Mill
Dingsheng Group	Jingkou Industrial Park, Zhenjiang, Jiangsu Province (On West Side Of 338 Provincial Road/Beijing-Hangzhou Grand Canal), 212141	Trader
Dongguan ShinPu Paper Co. Ltd.	No.7, Xintao road, Dapu Village, Chingxi Town, DongGuan City, Guang Dong, China	Packaging
Eastman Chemical (China) Co., Ltd.	Building 3, Yaxin Science & Technology Park, Lane 399 Shengxia Road, Pudong New District 201210, Shanghai	Raw material
Fu Peng Textiles	Fu Hua Bei Road, Dalang Town, Dong Guan, Guang Dong	Mill
Fuli Accessory Co. Ltd	No.2 , Qiufu Road, Dalang Town, Dongguan City	Packaging
Guandong Yinran Co., Ltd	Yinrun Industrial Park, Laimei Industrial Zone, Chenghai District, Shantou, Guangdong, 515821	Mill
Guangzhou Thirty Trade Co., Ltd	Room 4704, No. 1018 Office Building, Shatai Road, Baiyun District, Guangzhou City	Packaging
Guilin Qifeng Paper Co., Ltd.	9 Qifeng Rd, Xiangshan District, Guilin, Guilin, Guangxi	Packaging
Hangzhou Juyi Paper And Plastic Packing Co., Ltd.	Xiyuan Industrial, Tangqi Town, Yuhang District, Hangzhou	Packaging
Hangzhou Naimo Textile Company	Room 401, Building 2, No 633 Linping Avenue, Yuhang, Hangzhou, Zhejiang	Mill
Hangzhou Shouzhong Textile Technology	No.26, Building 33, Zhejiang Textile Procurement Expo City, Yaqian Town, Xiaoshan District, Hangzhou City, Zhejiang Province	Mill
Hangzhou Zhuoda Dyeing And Finishing Co.,Ltd.	No.2 Farm, Xiaoshan District, Hangzhou City, Zhejiang Province	Dyeing / Printing
Henan Pingmian Textilegroup Co Ltd	No. 17, Jianshe East Road, Weidong Area, Pingdingshan, Henan	Mill
Hua Lun	229, Fu Hua Bei Road, Dalang Town, Dong Guan, Guang Dong	Mill
HuiXian Jinyu Textile Co., Ltd	50 Chengbei Street, Huixian, Xinxiang, Henan, Shandong Province	Mill
JiaChe Technology Co., Ltd.	No. 396, Fengqi West Road, Wutong Street, Tongxiang City, Jiaying City, Zhejiang Province	Dyeing / Printing
Jiangsu Dasheng Group Co., Ltd.	238 Waihuan West Road Nantong, 226006	Mill
Jiangsu Jinda Packaging Materials Technology Co.,Ltd.	No 196 Yaochi Middle Road Chengdong Haian Jiangsu	Packaging
Jiaxing Chunda Textile Co Ltd	Qinghe West Road, Wangjiangjing Dev. Zone, Jiaying City, Zhejiang, 314016	Mill
Jiaxing Wanwen Textile Co., Ltd.	Room 2201, 2nd Floor, Building 2, Jiaying Software Park, No. 599, Yazhong Road, Nanhu District, Jiaying City, Zhejiang Province	Mill
Jiaxing Yajie Jet Weaving Co., Ltd	Xiuzhou Silk Science Industry Park, Jiaying, Zhejiang, 314016	Mill
Jilin Chemical Fiber Co., Ltd	No. 561-1 Jiu Station Street, Jilin City, Jilin Province	Raw Material
Jinfu Textiles	Fu Kang Road,Dalang Town, Dong Guan, Guang Dong	Mill
JiRui	425 Lanzhou Xi Road, Jiaozhou, Qingdao City, Shandong Province, China	Packaging
Kunshan Sanda Packing Co.ltd	No. 1420 Honghu Road, Development Zone, Kunshan, Suzhou	Packaging
Langkun	No.9 KangFeng Road, DaLang Town, DongGuan City, GuangDong Province, China	Mill
Lenzing Fibers (Shanghai) Co., Ltd.	968 Beijing West Road Garden Square Unit 06-08, Floor 15th, 200001 Shanghai	Raw Material
Novetex Textiles Limited	Nan Gang Centre Road, Nan Shui Town, Zhuhai 516050, China	Mill
Profitex (Shenzhen) Industrial	Room 604, Block A, Wanghai Building, Shekou Net Valley, Nanshan District, Shenzhen City, 518067 China	Mill
QinDa	Block D, Xinda Yonghua Commercial Plaza, Fumin Road, Dalang Town, Dongguan City	Packaging
Qingdao Haibei Industry & Trade Co.,Ltd	Beilongwan Industrial Park, Jimo District, Qingdao.	Packaging
Qingdao Rongguang Plastic Packaging Co., Ltd	1409, Building 2, Xinyuan Century Center, 77 Zhengyang Road, Chengyang District, Qingdao City, Shandong Province	Packaging
Qingdao Textiles Group Fiber Technology Co., Ltd	No. 80 Siliu Nan Road, Qingdao	Mill
Qingdao True Hongyuan Packaging Co.,Ltd	Wali Liuting Town Chengyang District Qingdao	Packaging
San Shui Chicley Textile Printing & Dyeing Co. Ltd.	No. 5-2 Datang Industrial Zone, San Shui, Guangdong	Dyeing / Printing
Shanghai Coffe Packing Group Co., Ltd.	No. 1699 Shangsu Road, Fengxian District, Shanghai	Packaging
Shanghai Dianhe Textile	Xiangyang Nan Road, Shanghai	Mill
Shanghai Shenshu Textile Co., Ltd.	Room 1040, No.7, East Ring Road 65 Lane, Fengjing Town. Jinshan District Shanghai	Mill
Shanghai Shufeng Cotton Co., Ltd.	No.158 Shuqiao Road, Shuxin Town, Chongming District, Shanghai	Mill
Shanghai Yinkai Textile Co	No. 355 Chenwan Rd., Fengpu Industrial Park, Fengxian Dist. 201400 Shanghai	Mill

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SUPPLIER	ADDRESS	CATEGORY
<b>Shanxi ECI Hemp Textile Technology</b>	West of Luohua Road, North of Jinjiang Street, Jincheng Development Zone, ShanXi Province	Mill
<b>Shanxi Greenland Textile Co Ltd</b>	Luohua Road, Jinjiao Industrial Park, Jincheng, Shanxi	Mill
<b>Shaoxing Fangbo Import &amp; Export Ltd</b>	No.65-67, Me'an Ju, Century Street, Paojiang Industrial Zone, Shaoxing, Zhejiang, 312000	Mill
<b>Shaoxing Jiahong Textile Co., Ltd.</b>	Fifth Floor, Nanfangzhizao, Qixian Town, Shaoxing, Zhejiang	Mill
<b>Shaoxing Kequao Meilaite Textile</b>	3floor, No.1666 Kebei Avenue, Keqiao District, Shaoxing City	Mill
<b>Shaoxing Shanghe Textile Co Ltd</b>	Rm 6108, Bld. 8, Chuangyiyuan East area, Chuangyi Rd, Keqiao, Shaoxing, Zhejiang	Mill
<b>Shenghong Group Co Ltd</b>	The Oriental Market of China, Shengze Town, Wujiang, Suzhou City, Jiangsu, 215228 China	Dyeing / Printing
<b>Shunchang Flax Spinning Factory</b>	Hongwulu359, Jiangsu, Nanjing, China	Mill
<b>SIIC Shanghai International Trade (Group) Co., Ltd</b>	SIIC Building, Cao Xi Bei Rd, Shanghai, 200030	Import / Export
<b>Suzhou Aozhubao Textile</b>	3F, Niushi Building, BaDu Town, Wujiang District, SuZhou City, JiangSu Province, China	Mill
<b>Suzhou Juchun Textile Technology</b>	Suzhou Juchun Textile Technology Co.,Ltd. North road, Hehua Village, Shengze Town, Wujiang District 215200 Suzhou	Mill
<b>Suzhou Viscose Textile Technology</b>	5th Floor, Unit 2, Huale Penzhi, No 1838, Second Ring Road, Shengze Town, Wujiang, Suzhou	Mill
<b>Suzhou Xinmin Textile Co., Ltd.</b>	No.99 Jiangwancheng Road, 7th Floor - 10th Floor, Building 3, The Springs Center, Yangpu District, Shanghai, 200438	Mill
<b>Suzhou Zhenlun Spinning Co.,Ltd</b>	No. 168 Shaungyang Road, Zhenze Town, Wujiang, Jiangsu, 215223	Mill
<b>Taixing Xingye Textile Co Ltd</b>	No. 1, Tonglian Road, Huangqiao County, Jiangsu	Mill
<b>Teng Ding Co., Ltd</b>	Room 218, No.283, Qianxin Road, Jinshanwei Town, Jinshan District, Shanghai 201500	Inputs
<b>Texhong Textile (Group) Co., Ltd.</b>	Floor 23, Building C, No.88 Second East Zhongshan Road, Bund Soho, Huangpu District Shanghai, 200010	Mill
<b>Tongling Worldbest Linen &amp; Ramie Textile Co., Ltd.</b>	1139 Cuihu 3 Road Tongling, 244000	Mill
<b>Tongxiang Yongtai Knitting Co.,Ltd</b>	Tongfu Country, Jiaying, 314505	Mill
<b>UPW Ltd.</b>	Unit 905-906, 9/F, Tower 2, Cheung Sha Wan Plaza, 833 Cheung Sha Wan Road, Kowloon, HongKong, China	Mill
<b>Weixing Co.,Ltd. (Sab®)</b>	3f Block 16 No.99 Tianzhou Road Caohejing Hi-Tech Park, Shanghai 200233	Components / Trims
<b>Weixing Co.,Ltd. (Sab®)</b>	No.8 South Qian Jiang Road, Linhai City, Zhejiang	Components / Trims
<b>Winning Textile Co Ltd</b>	No.10, RiYueShan Road, XiXiaShu Town, XinBei District, ChangZhou City, JiangSu Province, China	Mill
<b>WuJiang Colorful Weaving Co., Ltd</b>	Nanxiao Development Zone, Shengze Town, Wujiang District, Suzhou City, Suzhou Province	Mill
<b>WuJiang Hengji Textile Co., Ltd</b>	5-7, North business district, Shengze town, Suzhou city, Jiangsu province	Mill
<b>Wujiang Liufu Textile Ltd.,Co</b>	No.1998, Xingye Building, Nanhuaner Road, Shengze Town, Wujiang District, Suzhou, Jiangsu	Mill
<b>Wujiang Xinmin Fabric Technology</b>	No. 22, Wulong Road, Shengze, Wujiang, Suzhou	Mill
<b>XiaoMifeng</b>	No. 2008, Dashun Dali South Road, Xitang Town, Jiashan County, Zhejiang Province	Packaging
<b>XIN ZHONG YING Packaging Co., Ltd</b>	No. A3, south of Minsheng Furniture City, Chengyang District Wholesale Market	Packaging
<b>Xinxiang Bailu Chemical Fiber Co., Ltd.</b>	Jinyuan Road, Fengguan District, Xinxiang City, Henan Province 453011	Raw Materials
<b>Yibin Grace Group Co Ltd</b>	Hangtian Road Nanan Economic Tech Dvpt Zone Yibin, 644002	Mill
<b>YiXing Packing Material Company</b>	No.81, ShiBanDa Street, ChangPing Town, DongGuan City, Guang Dong	Mill
<b>YKK Zipper (Shenzhen) Co., Ltd.</b>	Tangwei Industry Park, Fuhai Street, Baoan District, Shenzhen, Guangdong	Components / Trims
<b>Yongju</b>	Xinsi Industrial Zone Hengli Town Dongguan City	Packaging
<b>Zhejiang Quanwei Adhesive Products Co., Ltd</b>	Industrial Park, Gaoqiao Town, Tongxiang, Zhejiang, 314515	Packaging
<b>Zhejiang Yuxin Printing &amp; Dyeing Co., Ltd.</b>	6 ZongXin Rd, Jia Pu, Chang Xing, Huzhou, Zhejiang	Dyeing / Printing
<b>Zhifeng Paper Company Ltd.</b>	No.10, Shan Lian South Road, Lu Wu Village, Changping Town, Dongguan City, Guang Dong.	Packaging
<b>Zhongxin</b>	No.288 JuYuan Road, LuoTuo Street, ZhenHai District, Zhejiang Province, China	Mill
<b>Zuhai Lewaunion Spinning Knitting &amp; Dyeing Company Limited (Novetex Textiles Ltd)</b>	Nan Gang Centre Road, Nan Shui Town, Zuhai 516050	Dyeing / Printing
<b>HONG KONG</b>		
<b>Tat Fung Textiles</b>	Flat E-H 22/F Kingsford Industrial Building, Phase 2 No. 26-32 Kwai Hei Street, Kwai Chung, New Territories, Hong Kong	Mill
<b>Trimco Group</b>	Flat G, 8/F, City Industrial Complex, 116-122 Kwok Shui Road, Kwai Chung	Components / Trims
<b>Micro-Pak Limited</b>	Suite 2504, Tower 6, The Gateway, Harbour City, 9 Canton Road, Tsim Sha Tsui, Kowloon	Packaging
<b>Seaman Paper Asia Co. Ltd.</b>	23rd Floor, Ocean Building, 80 Shanghai Street, Jordan, Kowloon	Packaging
<b>INDIA</b>		
<b>Decorpac</b>	291-D, Sector-6, Imt Manesar-122050, Gurgaon (Haryana)	Packaging
<b>Diblan International</b>	136, Pks Street, Sivakasi - 626123	Packaging
<b>Disha Communications</b>	310/20, Iind & Iiird Floor, Jagdamba Road, Tughlakabad Extn., New Delhi-110 019	Packaging

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SUPPLIER	ADDRESS	CATEGORY
<b>Durga Enterprises</b>	office – 232 E, Pratap vihar, Khora – Noida, factory – C –14, sector – 4, Noida	Packaging
<b>K.S. Enterprises</b>	D– 183, Sector–63, Noida, Uttar Pradesh 201301	Packaging
<b>Mudit Polymers</b>	19, Ghazipur Industrial Area, Faridabad 121005	Packaging
<b>Nakoda Enterprises</b>	Khera Rawat Road,Near shiv Vatika,Bhim Nagar Chowk,Gurugram,Haryana	Packaging
<b>Nishid Enterprises</b>	Plot No B–217,Palam Vihar Extn,Dharam Colony,Gurugram,Haryana	Packaging
<b>Onyx India</b>	Ghaziabad	Packaging
<b>Packwell</b>	2b, Goenka Lane Kolkata–700 007	Packaging
<b>Pins to Plane International</b>	House No.,249 Shop No 4 , Bal Mukand Khand Giri Nagar, Gobind Puri, Kalka Ji, New Delhi 110019	Packaging
<b>Prateek Polymers</b>	C–67/2, Okhla Industrial Area, Phase 2, New Delhi 110020	Packaging
<b>Prong</b>	Faridabad	Packaging
<b>R.B. Hashmat Rai &amp; Company</b>	R.B.Hashmat Rai & Company 3, Vishisht Machinery Market (Opp. Power Sub Station) Dhulia Ganj, Agra	Packaging
<b>Ravi Screen</b>	Ravi Screen , : 33/18, B–3, Lohiya Nagar , Balkeshwar, Agra	Packaging
<b>Royal Packer</b>	42/138/–A/4, Krishna Kunj, Halwai Ki Bagichi Mathura Road	Packaging
<b>S.R. Shoe Components</b>	S.R. Shoe Components ,F–11, Site C , Industrial Area Sikandra Agra 282007	Packaging
<b>Sunrise Enterprises</b>	Sunrise Enterprises, G–353, Gali No.17, West Karawal Nagar –110094	Packaging
<b>Super Dry Desiccant Pvt Ltd</b>	43, Sammilani Park Santoshpur East Rajapur	Packaging
<b>Together Trading Company</b>	Plot No8,Daultabad road,Gurugram,haryana	Packaging
<b>Veeran Plastic Industries</b>	Veeran Plastic Industries 7 Dsidc, Scheme – 3 Okhla Industrial Area Phase – 2 New Delhi 110020	Packaging
<b>YKK India Pvt. Ltd</b>	3rd Floor, Tower B, Global Business Park, M.g. Road, Sikanderpur, Sector 26, Gurugram, Haryana 122002	Components / Trims
<b>ITALY</b>		
<b>Candiani Denim</b>	Via Arese, 85, 20020 Robecchetto C/I (Mi)	Mill
<b>JAPAN</b>		
<b>Asahi Kasei Corporation</b>	1–Chome, 1–2 Yurakucho, Chiyoda–Ku, Tokyo	Raw Material
<b>C.I. Takiron Corporation</b>	North Gate Building, 3–1–3 Umeda, Kita–Ku, Osaka, 530–0001	Raw Material
<b>PHILIPPINES</b>		
<b>Carbon Public Market</b>	MC Briones Street, Ermita barangay, Cebu city, Cebu	Packaging
<b>Cebu Evergreen Industries Inc.</b>	#8 P.remedio St, Mandaue City, 6014 Cebu	Packaging
<b>Cebu Hardware Corp</b>	Manalili St. Cebu City	Trims
<b>Corbox Corporation</b>	Purok Gemelina, Tayud, Lilo–An, 6002, Cebu	Packaging
<b>Cvrk Enterprises &amp; Printing Press</b>	292 Sanciangko St., Pahina Central, Cebu City	Packaging
<b>Highlander Plastic Products</b>	Biasong Talisay, Cebu City	Packaging
<b>Jho – Aris Enterprises</b>	L.c. Cabrera St, Mandaue City, Cebu	Packaging
<b>Mandaue Modern Pest Control</b>	C & F Bldg, SB Cabahug St, Mandaue City, 6014 Cebu	Packaging
<b>Modern Art Corp.</b>	Mandaue City, Cebu	Raw Materials
<b>Wired Systems</b>	Unit 14, St. Patrick’s Square R Aboitiz St, Cebu City, 6000 Cebu	Packaging
<b>USA</b>		
<b>Kagan Trim Centre</b>	3957 S.Hill St (2nd Floor) Los Angeles, California, 90037 USA	Packaging
<b>VIETNAM</b>		
<b>Anh Sao Kim Service Trading Company Limited</b>	No. 109, Provincial Road 9, Hamlet 5, Binh My Village, Cu Chi District, Hcmc	Packaging
<b>Cong Ty TNHH Giay Yuen Foong Yu Dong Nai</b>	Binh Son Village, Long Thanh District, Dong Nai Province, Long Thanh	Packaging
<b>Corporation Asia Plastic Packaging</b>	277/4 Truong Chinh Street, Ward 14, Tan Binh District HCMC	Packaging
<b>Cty TNHH Thịnh Gia Huy</b>	39/16 Nguyen Cuu Dam Str., Tan Phu Dist., Ho Chi Minh City, Vietnam	Packaging
<b>Cty TNHH Tm Dv Anh Sao Kim</b>	180B dUong Lê Minh Nhật, TO 8, Ap Trung, xã Tân Thông Hội, Huyện Củ chi, TP HCM, VnNo. 109, Provincial Road 9, Hamlet 5, Binh My Village, Cu Chi District, HCMC, Vietnam, TP HCMVN	Packaging
<b>Tce–Vina Denim</b>	Lot S6 + S7, Hoa Xa Industrial Park, Nam Dinh	Mill
<b>Thinh Gia Huy Co., Ltd</b>	39/16 Nguyen Cuu Dam Str., Tan Phu Dist., Ho Chi Minh City	Packaging

## THE NEXT 12 MONTHS

We are proud to look back on what we have been able to achieve over the past year. As we look forward to the coming year, we are excited by the opportunities to progress our strategy and are cautiously hopeful for less disruptions than in recent years.

Our priority is to continue working on our B Corporation roadmap and to strengthen our governance and investment in our people. We will explore new charity partnerships under our 1% for the Planet membership and expand the ELK Giving range. Our (RE)NEW resale program will expand into a full product take-back program. As we continue to measure more of our emissions, we will also look for opportunities to reduce emissions and set meaningful, science-based reduction targets.

We look forward to continuing this journey and sharing our progress and challenges faced in our next annual Transparency Report.

**Marnie Goding and Erika Martin**

We welcome questions, feedback and discussion. Please contact Erika or Marnie at any time via email at [transparency@elkthelabel.com](mailto:transparency@elkthelabel.com)

*Let's share in this journey together.*





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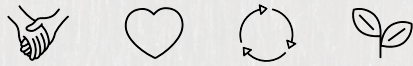
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*The ELK Transparency Report is a record of the progress and future work ahead of an Australian fashion brand as it transitions into a more responsible business.*

[transparency@elkthelabel.com](mailto:transparency@elkthelabel.com)

[elkthelabel.com](http://elkthelabel.com)

**ELK**