

A photograph of a person's hands holding a small object, possibly a ring or a small piece of jewelry, against a bright sunset sky. The sun is low on the horizon, creating a lens flare effect. In the foreground, the head of a horse is visible, slightly out of focus. The person is wearing a dark, textured garment and a wide, metallic-looking cuff on their wrist. The overall mood is serene and natural.

ELK

TRANSPARENCY REPORT 2023

A CONSCIOUS
DESIGN JOURNEY
ANNUAL REPORT



Our team supported the planting of over 1000 native seedlings on a farm in Steels Creek, Victoria. On maturing, these trees will be a part of shelterbelt which in addition to functioning as a windbreaker and shelter for livestock can help in improving the biodiversity of the farm.

END TO END

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ACKNOWLEDGMENT OF COUNTRY

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

ABOUT THIS REPORT

This is the fifth annual ELK Transparency Report and covers a 12-month time period from 1st July 2022 to 30th June 2023. It provides an account of our sustainability journey over this period, including our social and environmental performance, highlights, challenges and the road ahead. The report intends to provide visibility on how we perform against our commitments and holds us accountable for our decisions.

This is the first time we are reporting to a financial year period rather than calendar. This presents a challenge when comparing the results with our previous Transparency Report. To address this, we have used the terminology of TR2022 vs TR2023 when comparing the two reports. Since both reports are for a 12-month timeframe, comparison between them is justified. We have made every effort to explain any revisions or updates to previously published data. Going ahead, all Transparency Reports will be based on a financial year period and released in the first half of the subsequent financial year. Unless otherwise specified, the currency used is Australian Dollars (AUD).

This report is authored in-house and endorsed by the ELK board and leadership team.



ABOUT ELK

CONSCIOUS FASHION

A pioneer of independent, Australian design, ELK was established in 2004. Leading with a philosophy of conscious fashion, the business was founded on a belief in creativity, innovation and authentic design, contemporary fashion and independent, ethically made products.

THE ELK MISSION

To responsibly create product with enduring value through a thoughtful, intelligent design philosophy, crafted with an artisanal aesthetic.

To lead a conscious business supporting traditional trades and a circular economy that operates ethically and transparently, in safe, fair and inclusive workplaces.

To minimise our environmental footprint and create a positive impact on our local and global communities.

DESIGN ETHOS

With a highly considered approach to quality and design, the collections resonate with a global audience through a level of product refinement, range curation and intellect that is innately ELK. A skilled design team creates unique, highly identifiable sculptural accessories, hand-made leather and ready-to-wear collections defined by an artful vision translated through colour, print and form. With a focus on natural or lower impact materials we continue to seek better alternatives for fibres, production, distribution, circular solutions and waste.

TRANSPARENCY, SUSTAINABILITY & ETHICS

A commitment to ethical and environmental practices has positioned us as a leader in the practice of responsible innovation and transparency in the Australian fashion industry. This annual transparency report is published to update our journey as we transform the ELK business to reduce our impact and it holds us accountable for achieving our goals along with the decisions we make. It serves as a public statement around our commitments as we face significant social and environmental challenges. We see it as our responsibility to make all decisions for ELK with sustainability at front of mind.

OUR VALUES

Authenticity, Transparency, Innovation, Consideration, Community, Creativity



WHERE TO FIND US

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

South Yarra

574A Chapel Street, South Yarra, Australia

Brighton

18 Church Street, Brighton, Australia

Clearance Store

124 Henty Street, Reservoir, Australia

Operations

Head Office

365 – 369 Plenty Road, Preston, Australia

Distribution Centre

122 – 124 Henty Street, Reservoir, Australia

SALES OVERVIEW (WHOLESALE, RETAIL AND ONLINE)

SALES BY COUNTRY	TR2023
AUSTRALIA	90%
NEW ZEALAND	7%
USA	1%
CANADA	1%
UK	<1%
SALES BY CHANNEL	
WHOLESALE	37%
ONLINE	42%
RETAIL	21%
CLEARANCE	<1%
SALES BY CATEGORY	
APPAREL	78%
BAGS + WALLETS	8%
JEWELLERY	7%
FOOTWEAR	5%
ACCESSORIES	1%
MISCELLANEOUS	1%



FROM OUR FOUNDERS: MARNIE & ADAM



We would like to throw a positive light into a space that can feel very gloomy. Taking stock of our achievements and celebrating advancement is important as there is so much wonderful change happening not only at ELK, but also broadly in the industry. To be honest though, sometimes we can feel a bit stuck. Trying to balance the many positives whilst making sense of the slow pace of change in our field, alongside the behaviour of many consumers flocking to fast-fashion companies who, as a result, are reporting record sales, is hard.

Someone we respect deeply asked us recently whether we question if fashion can ever be truly sustainable. The answer is, we grapple with this question every day and while we don't have unity across the industry (including consumers) then this feels like an impossibility. Even for us, however many goals we achieve and however good our intentions are, we still have an impact and we will do ongoing as long as our product lives on in the world.

So, we remind ourselves that we are trying to offer better products in comparison to what else is in the marketplace and are sharing with others our learnings of how to run a less impactful business. We hold ourselves accountable by measuring everything and then publicly sharing the results. We do not want to mislead anyone or hide behind empty words and unsubstantiated claims.

We use our pillars of planet, product and people to help us balance our impact and make damn sure we are clear that we don't have everything sorted. We are walking the talk, and are seeing the needle move positively on our goals, alongside a team dedicated to pushing us ahead.

We have more sophisticated data than ever, after having measured a large portion of our Scope 3 emissions for the first time, a big piece of work that few others have undertaken.

Our work is progressing through our focus on circularity, material sourcing, partnerships, GHG emissions and supply chain. We are working closely with suppliers on customised sustainability action plans and at home we are working on our communication strategy to broaden awareness and understanding.

Our to do list is long but we have more clarity than we have ever had and the more we know, the more we understand how much we are in control of the change – as long as we drive it and do not give up.

So, let's go, we have a lot to do.

Marnie Goding and Adam Koniaras, Co-Founders

FROM OUR HEAD OF SUSTAINABILITY: VAIBHAV



The past year has been a transformational journey in how we embody sustainability at ELK. The progress we have outlined in this report is a testimony to the hard work of our team and how deeply our suppliers and customers care about the way in which we make our products.

One of the most significant developments has been our commitment to set a Net-Zero emissions target aligned with the 1.5°C pathway of the Science Based Target initiative (SBTi) before the end of 2024.

Why is this a big deal? For starters, it helps us align with the Paris Agreement's overarching goal of limiting the global temperature increase to 1.5°C above pre-industrial levels. The Net-Zero pathway necessitates rapid decarbonisation of our value chain & operations without being reliant on carbon offsets. This is a tremendously challenging task for a small and growing business like us, but it is the right thing to do and will deliver more direct positive environmental impact than our previous goal of becoming carbon neutral.

We have already taken a major step in our Net-Zero journey and have for the first-time measured the carbon footprint of our value chain. As expected, the results showed that 99% of our environmental impact is concentrated in it. The results also showed that materials are the biggest opportunity for reducing our environmental impact and one of the ways we can do this is by continuing to increase the use of ELK preferred fibres in our collections. I am proud to say that despite challenging market conditions and increased procurement costs, we have been resolute in our responsible sourcing efforts and our preferred fibre use for FY23 was 64%, up from 45% in our previous reporting period.

Another highlight has been the roll out of our sustainability action plans (SAPs) for our core suppliers. The SAPs are a simple step-by-step guide for our suppliers to align with our environmental and social sustainability expectations. This is a crucial program for our Net-Zero ambitions, and we will continue working collaboratively with our suppliers to develop it further and track its progress.

Other significant achievements for the past year include the launch of our care & repair program, fulfilling our commitment to 1% for the Planet, continuing to be powered by 100% renewable electricity for our direct operations, and kick starting our in-house materials life cycle assessment (LCA) program which led to our first ever materials carbon footprint.

Looking ahead, we will be submitting our B-Corp application shortly and although this is later than expected, the initiatives we have implemented this year put us in a better position for getting certified. Over the next year, we will also be redefining certain aspects of our sustainability strategy, including an update to our preferred materials guide, and moving to a more metric driven approach wherein we set clear short and long-term goals for our key sustainability indicators and track their progress at regular intervals. We will be keeping an eye on developments in the product stewardship space and the upcoming ESG reporting regulations in Australia. Overall, we have an exciting and busy year ahead!

On behalf of the team at ELK, I thank you for taking the time to read our transparency report and hope that you find it to be honest, transparent, and insightful.

Vaibhav Gaikwad, Head of Sustainability

TR2023 HIGHLIGHTS



PEOPLE HIGHLIGHTS

GIVING BACK



ELK GIVING

In collaboration with our customers we donated \$10k to our matched giving partner, Karrkad Kanjdji Trust, which is owned and led by First Nations people.



1% FOR THE PLANET

We fulfilled our membership commitment to 1% for the Planet and donated 1% of all sales to environmental non-profit groups.¹ This ongoing partnership reflects our strong commitment to protecting the environment.

We donated a total of \$210k in cash, products, and volunteer hours to our charity partners, up from \$126k in TR2022.



TREE PLANTING

Through our ongoing partnership with TreeProject with our \$2 donation for every online order, we have supported the planting of more than 135,000 native seedlings since 2020.



VOLUNTEERING

We completed 333 hours of volunteering, just 5% shy of our target of 350 hours for this year. We have now achieved 55% of our 2025 target.



PRODUCT HIGHLIGHTS

BETTER DESIGN



BETTER COTTON

We increased our preferred cotton use to 78% of our total cotton consumed, up from 59% in TR2022.



SUPPLIER SUSTAINABILITY ACTION PLAN (SAP)

We collaborated with 6 of our core suppliers to develop tailored sustainability action plans helping them set clear goals and take action to mitigate their environmental impact over a three-year timeline.



TRANSPARENCY PLEDGE

We continue to uphold our commitment to the Transparency Pledge and are publishing our full supplier lists for Tiers 1 to 4 on the Open Supply Hub.



PREFERRED MATERIALS

Our collections were made with 64% of ELK Environmentally Preferred Fibres & Materials, up from 45% in TR2022.

1. Validation and re-certification for 1% for the Planet will occur in or after October 2023 as there is a 120-day grace period post the close of financial year to allow organisations to complete their financial statements and make any additional donations to fulfill the commitment. We have already made all our donations and are awaiting re-certification.



NET-ZERO TARGET

ELK's leadership team has approved an ambitious project to set a Net-Zero emissions target using the Science Based Targets initiative (SBTi) framework by the end of 2024.

In the interim, we remain committed to reducing our absolute Scope 1 and Scope 2 emissions by 100% by 2030 vs 2018 baseline. Presently, we have achieved 94% reduction vs 2018.



MAPPING SCOPE 3 EMISSIONS

We mapped and reported on our Scope 3 emissions for the first time. This is a major enabler for setting our SBTi Net-Zero emissions target.



RENEWABLE ENERGY

ELK's direct operations have been powered by 100% renewable electricity since May 2021, with our onsite solar providing 47% of our electricity and the balance purchased as 100% GreenPower.



ELK HQ

We moved into a new office complete with a beehive, worm farms and a stormwater tank. We retained much of the existing infrastructure, and installed a custom-built, highly efficient air conditioning and heating system, and sourced nearly all second-hand furniture.



CARE & REPAIR

We launched our Care & Repair program, a series focused on how to wear and care for ELK products in a way that will prolong their life and minimize their environmental impact.

This initiative is aimed at including the ELK customer in our circularity journey.



SUSTAINABLE PACKAGING

We now have 81% recycled content across all ELK packaging and printing materials, up from 74% in TR2022.



WASTE & RECYCLING

94% of our operational waste is recycled. After the RedCycle collapse, we worked hard to identify and onboard a new partner for soft plastics recycling - Reground. This ensures any waste in this category now has a solution.

B-CORP CERTIFICATION UPDATE

The highlights also shed a light on the efforts we have taken in preparation for our B-Corp certification. We are committed to becoming a certified B-Corp and have presently completed 95% of our application, which will be submitted before the end of calendar year 2023. This is later than we initially anticipated, but it does give us an opportunity to score increased points in our assessment through some of the innovation and sustainability initiatives we have implemented in TR2023.

SUSTAINABILITY STRATEGY

ALIGNING OUR APPROACH TO THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations have developed a set of 17 goals for ending poverty, improving health and education, addressing inequality, sustainable economic growth, tackling climate change and preserving our oceans and forests. We have aligned our 2025 commitments and actions with these UN Sustainable Development Goals (SDGs). Although our strategy touches on many of the SDGs, we have identified the goals that as a fashion business we believe we can contribute to in a meaningful way.

SUSTAINABLE DEVELOPMENT GOALS



ELK AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

OUR PILLARS		
PEOPLE	PLANET	PRODUCTS
<p>OUR PEOPLE</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>SDGS 3, 8, 10</p>	<p>CARBON FOOTPRINT</p> <p>We measured our Scope 3 emissions for the first time and are committed to setting a science based Net-Zero emissions target by end of 2024.</p> <p>SDGS 7, 12, 13, 14, 15</p>	<p>CIRCULAR DESIGN</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>SDGS 6, 12, 14, 15</p>
<p>COMMUNITY</p> <p>We are making a conscious effort to increase our partnership with charities that have a significant focus on mitigating environmental impact, through our 1% for the Planet membership.</p> <p>SDGS 1, 5, 10, 17</p>	<p>PACKAGING + PRINTING</p> <p>We are removing unnecessary packaging, designing for re-use, and increasing our use of recycled and environmentally preferred materials.</p> <p>SDGS 3, 12, 14, 15</p>	<p>OUR MAKERS</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>SDGS 1, 5, 6, 8, 12, 13, 17</p>
<p>DIVERSITY, EQUITY + INCLUSION</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>SDGS 5, 10</p>	<p>ELK SPACES</p> <p>We are designing ELK spaces to be better for people and the environment by using re-purposed furniture, low impact materials and environmentally conscious products.</p> <p>SDGS 3, 12, 15</p>	<p>RESPONSIBLE MATERIALS</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>SDGS 6, 12, 14, 15</p>

OUR COMMITMENTS & PROGRESS



GIVING

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

SDGS
5, 10, 17

100% COMPLETE



VOLUNTEERING

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

SDGS
5, 10, 17

55% PROGRESS



CARBON FOOTPRINT: DIRECT EMISSIONS

Reduce our absolute Scope 1 & 2 GHG emissions 100% by 2030 (from 2018 baseline).

SDGS 7, 12,
13, 14, 15

94% PROGRESS



NET-ZERO EMISSIONS: TARGET SETTING

Set a Net-Zero target for our Scope 1, 2, and 3 emissions in line with SBTi 1.5°C pathway. We mapped and reported on our Scope 3 emissions for the first time. This is a major enabler for setting our SBTi Net-Zero emissions target.



WASTE & RECYCLING

Zero waste to landfill for our business operations by 2025.

SDGS 7, 12,
13, 14, 15

94% PROGRESS



PACKAGING & PRINTING

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

SDGS 3, 12,
14, 15

99% PROGRESS

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

100% COMPLETE



PAPER & CARDBOARD

At least 60% recycled or next generation paper fibre content.¹

SDGS 3, 12,
14, 15

100% COMPLETE

Packaging & printed materials will contain at least 50% recycled content by 2025.

76% PROGRESS



SINGLE-USE PLASTICS

Eliminate single-use plastics from our packaging by 2025.

SDGS 3, 12,
14, 15

97.5% PROGRESS



TRANSPARENCY

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

SDG 12

58% PROGRESS

100% tier 1

86% tier 2

34% tier 3

32% tier 4



SUPPLY CHAIN

100% of our core suppliers will have globally recognised responsible business initiatives by 2025.²

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

55% PROGRESS



PRODUCTS

ELK products will be made with at least 80% environmentally preferred materials by 2025.³

SDGS 6, 12,
14, 15

80% PROGRESS



CIRCULARITY

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

SDGS 6, 12,
14, 15

25% PROGRESS

1. Applies to packaging and printed materials and includes post-consumer recycled fibres and fibres from agricultural residues.
2. 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.
3. As defined by our ELK Preferred Fibres and Materials Guide, see page 38.

PILLAR:

PEOPLE





PEOPLE & CULTURE

The relationship we have with our people, whether it is our employees, customers, or suppliers, is based on mutual respect. We continue to put people at the heart of our business, which has enabled us to nurture our unique culture that is open and flexible – a remarkable feat for a growing business.

We continue to provide generous benefits to our team including:

- **Discounts:** A generous 60% discount on all ELK products and 50% discount for nominated friends and family is offered.
- **Volunteer Leave:** Each team member is allocated 2 full days of paid leave per year to volunteer with pre approved organisations.
- **Birthday Leave:** 1 paid day off each year.
- **Weekly Payroll:** Unlike many companies in the fashion industry in Australia, at ELK we run a weekly payroll to support our teams financial responsibilities.

The progress on key initiatives highlighted in this section demonstrates our commitment to providing meaningful development opportunities in a safe and respectful environment.

OUR PROGRESS

Incentive Plan

After implementing a generous, market leading profit share incentive scheme in August 2021 where all permanent employees share in 20% of our annual net profit, we made our first payment this year. For each of our team members this represented in excess of 10% of their base salary.

New policies

The past year saw the introduction of our Remote & Flexible Work Policy which enables our team to maintain an open conversation with the business, whilst structuring their work week around flexibility. These arrangements provide an opportunity to work up to 60% off their week remotely (role dependant), a balance that works well for them and the business. We also offer an opportunity to purchase two additional weeks of annual leave per annum through our Annual Leave Scheme. Furthermore, we formalised two additional policies, Breastfeeding, and Whistle-blower, to ensure we continue to align with our values and industry best practices.

Internal communication

We have established a strong rhythm of connecting and communicating with our team. We hold a session every month where we proactively and transparently share information, celebrate wins & achievements, and connect. This session is shared with our entire team. We have also spent significant time and resources developing an intranet hub which will provide greater access to current, relevant information for our entire team, this will be launched soon.

Retention

We achieved a retention rate of 83% across our entire permanent team. When a team member leaves the business, an exit interview process is conducted and from this, on average 9 out of 10 people would be likely to recommend ELK as a great place to work, a fantastic result.

Succession and progression

We spend a lot of time developing and nurturing our talent with a goal to progress or find new opportunities for growth and learning. From the roles that were open in the last 12 months, we were proud to find internal succession opportunities for over 45% of them.

Learning & Development

Prior to the introduction of two new retail stores into our network, we developed and implemented a sales, service and styling training program that is now used by all members of our retail team with great success.

We also invested heavily in the introduction of an online learning library to support building capability and knowledge; however, sadly this was not successful nor widely embraced by the team. Allowing time in the week to utilise this tool was challenging for most people so unfortunately this initiative was abandoned. This is a learning we will carry through to 2023 to formulate a way for our people leaders to enable learning, and support development through targeted plans.

It is important for us to invest in and develop capability across our team.

Safety Initiatives

Our distribution centre introduced the SafetyCulture app into their workflow to digitise our safety checklists, capture issues, conduct internal safety inspections and audits all through a small, hand held device. This has been transformative and a supportive tool for our DC Manager to deal with potential safety or equipment issues quickly.

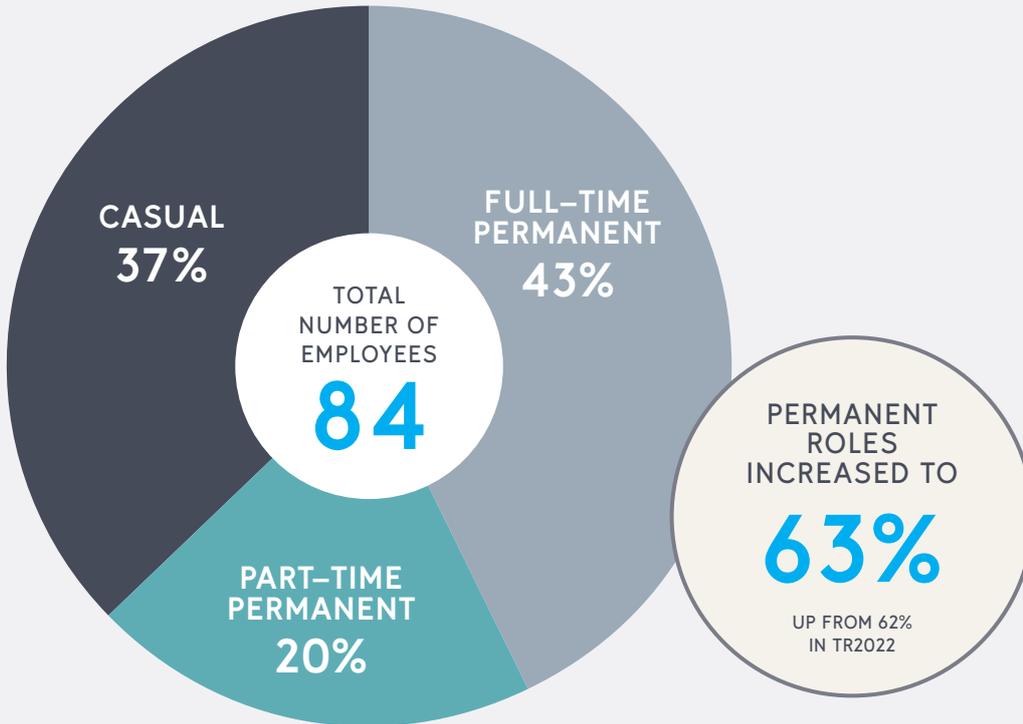
LOOKING FORWARD

The coming year will see us focus on transforming our employee onboarding journey. As the business grows, the need for better induction and information sharing increases. It is imperative we maintain connection, embedding the ELK culture, our values and vision into every team members' induction experience.

We will also work on expanding our well-being offering which aligns with our pillars of people, product and planet. Extending our charity partner portfolio with different volunteering opportunities, more social occasions and well-being initiatives are all some of the exciting areas in development.

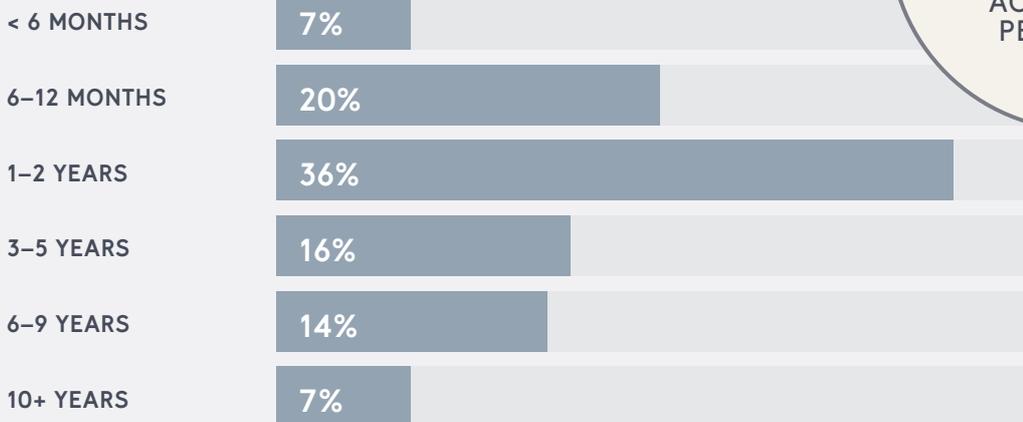
Finally, publishing resources to support engagement and information access will be made available when we launch the ELK intranet.

SNAPSHOT: EMPLOYEE TYPE



SNAPSHOT: EMPLOYEE TENURE

LENGTH OF TENURE % OF EMPLOYEES





DIVERSITY, EQUITY & INCLUSION

We value and celebrate the diverse backgrounds our team and community come from, and the impact they have on ELK's business and beyond. The progress we have made on our Diversity, Equity, and Inclusion (DEI) commitments can aptly demonstrate that we are heading in the right direction and that our efforts are genuine.

We are cognisant that the DE&I space is constantly evolving and that there is much for us to still learn and do.

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 in mind.
- Promote body positivity and the diversity of our communities through our marketing campaigns.

OUR PROGRESS

- **Formation of a Diversity Equity and Inclusion (DEI) Committee:** This year we formed a DEI Committee which includes a broad cross section of representatives across our team. The committee are responsible for establishing our position and commitment towards DEI and guide our workplace to be increasingly more inclusive. Furthermore, the committee will work closely with the executive leadership team for goal setting, shared learning, and delivery of new initiatives. We envisage the committee becoming a focal point for company-wide feedback and communication on our DEI mission.
- **Pronoun inclusion:** During Trans Awareness Week in November 2022, we celebrated the inclusion of pronouns at all formal touch points within the business – new team member introductions, email signatures, and name tags at ELK team events.
- **Inclusion awareness training:** During this training we focused on increasing our familiarity with concepts of belonging, inclusion and gender diversity, heard from gender diverse members of our community, and shared our commitments to change.

• **Partnerships with local social enterprises:**

- **Clean Force:** After moving into our new office, we wanted to select a local, social enterprise to provide us with the cleaning services required. We ultimately selected Clean Force whose mission is "empowerment through employment" and a vision to "inspire, transform and enable people to realise their potential." Through them, we have been able to support employment opportunities for members of our community who experience barriers to open employment either through disability or disadvantage.
- **Moon Rabbit Cafe:** We continued to support local cafe and caterer Moon Rabbit, another social enterprise who re-imagine hospitality in our local community by putting people and the planet first through their creation of social impact for young people, and for their pursuit of zero waste in their operations.
- **Free to Feed:** Our 2022 festive campaign featured an ELK staff lunch at Free to Feed, a social enterprise creating empowering employment opportunities for people seeking asylum & refugees through the creation of shared food experiences. We shared their story and promoted their work, providing links to our customers to book an experience or donate directly to the organisation.

- **Gender neutral bathrooms:** All ELK owned and managed facilities now have gender neutral bathrooms.
- **Diversity statement in job advertisements:** We commenced the inclusion of a diversity statement in all job advertisements to reinforce and encourage a diverse range of applications for all open job opportunities.

OUR TEAM

We have stayed true to our commitment to offer a work environment that is flexible and family friendly. In recognition of a diverse workforce with different priorities, we aim to be as accommodating as the job allows when our team want time for family or to pursue other passions.

We are proud to have significant representation of women in our Senior Leadership team and of our ability to actively role model flexible work across all levels of our business.

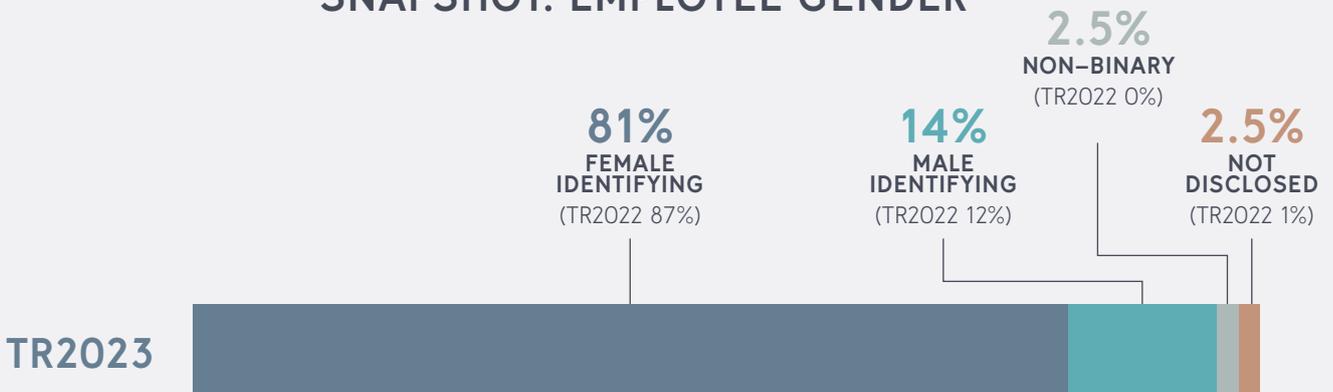
DESIGN & MARKETING

Our customer demographic is broad and we are proud to see customers from size 6 to 20 shopping with us, and aged 18 to 80 years. The collections are designed to suit a broad range of bodies and we work to represent diversity through our imagery, promoting a positive body image.

SNAPSHOT: EMPLOYEE AGE*



SNAPSHOT: EMPLOYEE GENDER*



*84 employees in total

SENIOR LEADERSHIP TEAM

SENIOR LEADERS, LEFT TO RIGHT: Head of Merchandise Planning & Logistics, Callie Dixon; Head of Creative, Amadio Colafella; Head of Marketing, Nelly Phelan; Head of People & Culture, Katrina Bakht; Chief Executive Officer, Adam Koniaras; Chief Finance Officer, Helen Eames; Chief Operating Officer, Amanda McCabe Phillips; Brand Director, Marnie Goding; Head of Wholesale, Retail & Customer Service, Nid Kelly; Head of Sustainability, Vaibhav Gaikwad.



70%
OF SENIOR LEADERS
HAVE FORMALISED
FLEXIBLE WORK
ARRANGEMENTS
UP FROM 50%
IN TR2022

60%
OF SENIOR LEADERS
ARE FEMALE
DOWN FROM 70%
IN TR2022

73%
OF PEOPLE LEADERS
ARE FEMALE
DOWN FROM 83%
IN TR2022



GIVING BACK

We recognise the vital role charities play in fostering the well-being of our local and global communities and protecting the environment. Our commitment to supporting them is realised through our giving program that enables us to make meaningful contributions to the work done by our charity partners.

We focus on partnering with organisations that are well-aligned with one or all three pillars of our giving program. This year, we have made a conscious effort to increase our collaboration with charity partners that have a significant focus on mitigating environmental impacts and our work with the 1% for the Planet is reflective of that.

1. Environmental protection
2. Empowering women
3. Supporting local communities.

Some of our charity partnerships have been on-going for several years and we also undertake one-off fundraising campaigns.

OUR COMMITMENTS

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

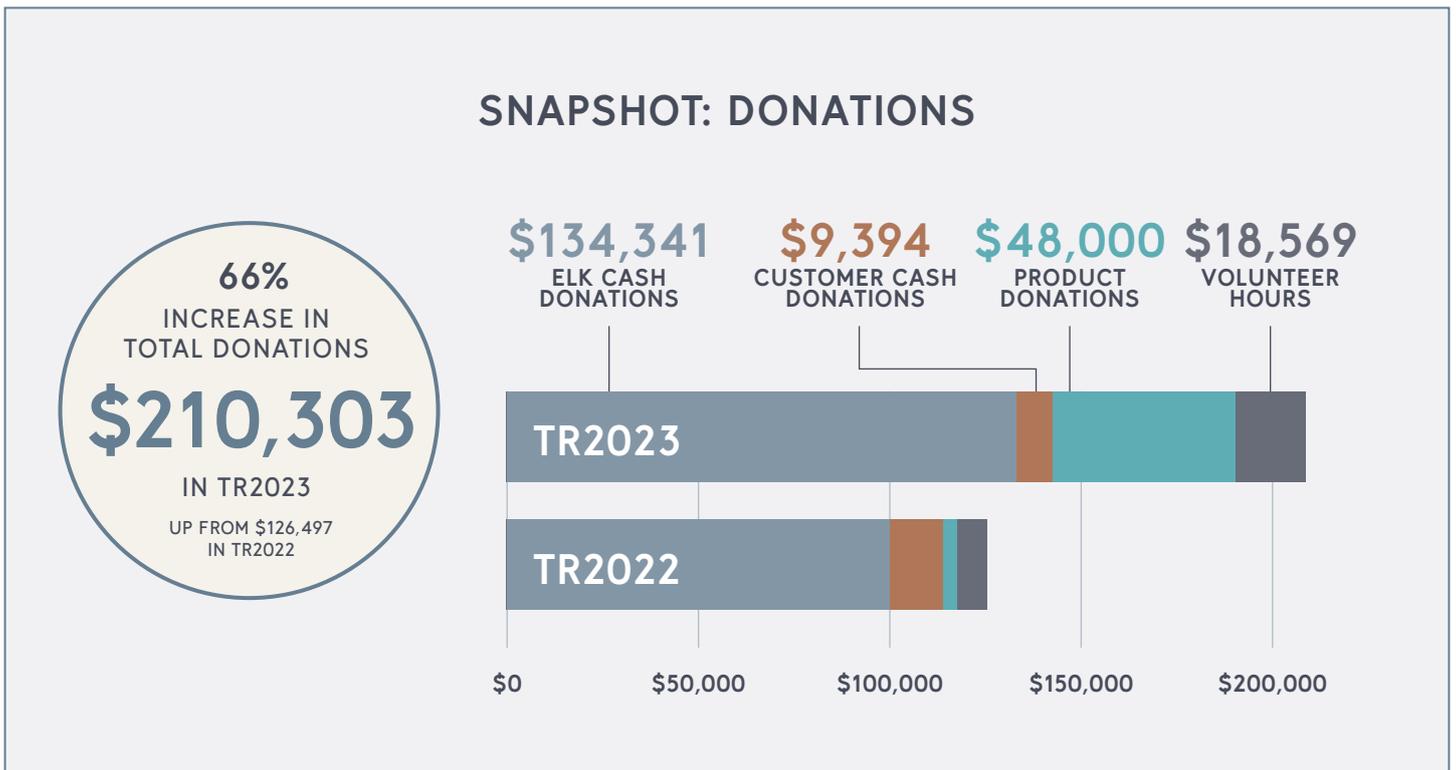
OUR PROGRESS

This was a successful year from a giving perspective, and we were able to achieve several significant milestones, including many firsts.

- Through our partnership with 1% for the Planet, we fulfilled our commitment to donate 1% of our sales to environmental not-for-profits. This translates to \$210k – our highest ever yearly donation.
- We completed 333 paid volunteering hours, which is 3 times more than the previous reporting year and just 5% shy of our target of 350.
- We continued our partnership with TreeProject and donated \$96k in cash and 141 volunteering hours to support the growing and planting of 48,000 native Australian seedlings in revegetation projects across Victoria, Australia.
- Our partnership with other charities such as Fitted for Work (FFW) and Positive Change For Marine Life (PCFML) continues to thrive. We donated \$48k in the form of products and 120 volunteer hours to FFW, while PCFML received \$15k in donations from us and our customers.

LOOKING FORWARD

We are focused on partnering with charities that work on combating environmental impacts due to climate change. This will be reflected in our giving program and the partnerships we forge as part of our 1% for the Planet membership and commitment. We endeavor to achieve the target of 350 paid volunteering hours next year.



CASE
STUDY

KARRKAD KANJDJI TRUST

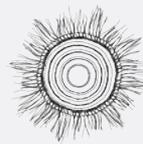


This year we introduced our customers to one of our incredible charity partners, Karrkad Kanjdji Trust (KKT).

KKT was established by the Traditional Owners of Warddeken and Djelk Indigenous Protected Areas (IPAs) in 2010, with its name referring to the stone country highlands and savanna lowlands of Arnhem Land. Their mission is to bring together landowners and likeminded supporters to strengthen the Indigenous conservation movement; caring for country, culture and community.

Through the collaboration of rangers and philanthropists, KKT is able to address many of the regions most pressing issues, environmental conservation, empowerment of indigenous women ranger employment, and the intergenerational transfer of Indigenous knowledge. Each project the Trust works on is 100% community owned, from concept to implementation.

This year we helped raise \$10k to support KKT's vital projects. The fundraising was done through our matched giving program, wherein ELK matches every \$2 donation made by customers at online checkout.



**Karrkad
Kanjdji
Trust**

"Thank you for supporting us, we appreciate your support. This doesn't just help the ranger program, it supports the whole community, the elders and the next generation."

Jasmin Daly, Mimal Ranger, KKT

PILLAR:

PLANET





ELK SPACES

It was an exciting year for our ELK sites, with the introduction of two new retail stores, a relocation into our new ELK HQ, and the introduction of new processes and technologies for our Distribution Centre. During these changes, we have kept conscious decision-making at the core of everything we do, reflected in our procurement practices, focus on minimizing waste, supporting the wellbeing of our ELK team and providing the best possible experience for our customers.

ELK HQ HIGHLIGHTS

Our mission in designing our new ELK HQ took a great deal of pre-planning, particularly around the repurposing of existing infrastructure, and the sourcing of used equipment and vintage furniture. This approach demanded creative solutions and time for considered procurement. The incorporation of secondhand items was critical to reducing the impact of fitting out this new space.

The finished HQ contributes not only to an effective workspace but also to the natural environment, and to a positive, collaborative space for our team.

- All non-fixed furniture is repurposed from old spaces, purchased secondhand, or has been refurbished.
- We have increased the number of spaces allocated for our team to gather and build connections, while fostering an inclusive environment through amenities such as gender-neutral bathrooms and a quiet room for those who would like privacy.
- We have created designated recycling stations to allow for the effective separation of HQ waste, with any organic waste being fed to our two on-site worm farms.
- Our garden space is home to 10,000 bees, who live in our new hive Buzzness HQ.
- We have installed stormwater tanks to collect rainwater that can be utilized for our HQ operations.

In addition to these features, we have made use of the existing ducting to install a state-of-the-art heating and air conditioning system that uses feedback from sensors to constantly measure the indoor and outdoor air temperature. This informs the automated operation of a variable speed fan. Using this dynamic system results in the temperature of HQ being maintained at an ambient level relative to the outside temperature, rather than using traditional constant setpoint controls. This delivers a highly efficient system and reduced electricity usage compared to its conventional counterpart.

ELK DISTRIBUTION CENTRE HIGHLIGHTS

The operations of our ELK Distribution Centre are key to reducing our environmental impact, providing opportunities to find common solutions for efficient distribution, ease of processes, lower energy use and reduced waste output. From the site's physical layout to the incorporation of technology-based systems, we continue to find new ways to develop and improve this space.

- Improved order scanning systems create a more seamless, efficient process for our team, reduces the opportunity for error, and therefore the amount of transport required between sites.
- The introduction of the SafetyCulture app reinforces a strong OH&S focus, creating a safer work environment while also replacing paper-based processes with technology.
- An improved layout reduces the need for ladders and motorised lifting equipment, further improving the safety of our team while increasing efficiency.
- We continue to focus on supporting and fostering a diverse and inclusive team with broad task delegation and training, as well as the opportunity to work cross-departmentally to expand on skill sets.
- Clear waste sorting stations allow for maximum recycling efficiency and minimal contamination.

ELK RETAIL HIGHLIGHTS

We opened two new stores in TR2023 in South Yarra and Brighton, Victoria. In keeping with our sustainable space design principles, we retained existing elements where possible and some of our key sustainability considerations for new installations included:

- EO grade MDF.
- Low VOC paints.
- All LED lighting.
- Removable and modular fixtures that can be re-purposed when needed.
- Finishings including curtains and lighting sourced from Melbourne based design stores – Basford Brands ([basfordbrands.com](https://www.basfordbrands.com)) and Mark Douglas ([markdouglassdesign.com](https://www.markdouglassdesign.com)).

We are working on developing a formal sustainable space design guide which will facilitate our team in making more informed choices about sustainable store design and construction materials.



CLOCKWISE FROM TOP LEFT: ELK team in one of the break out areas at HQ; Our productive HQ garden with water tanks, worm farm, and bee hive; Shaun, DC Manager, and Meaghan, DC Assistant Manager; Fashion design work space.



Recycling station at ELK Distribution Centre

WASTE & RECYCLING HIGHLIGHTS

With a commitment to reach 0% waste to landfill by 2025, we continue to find solutions for business waste that allows resources to be recycled or upcycled, maintaining their value and reducing our contribution to landfill. Not only does this save on GHG emissions associated with landfill decomposition, but also provides supply for recyclers and manufacturers of recycled goods, reducing reliance on new resources.

We have set up clear waste streams across all ELK sites, to ensure that any recyclable waste is directed to the correct recycler. In the last year, we have provided designated training sessions to the ELK team on waste and recycling, as well as incorporated recycling education into our induction process for new team members.

Correct separation is key to supporting our recycling partners and ensuring minimal contamination when our recyclables reach their facilities. We prioritise partnering with local recyclers who specialize in a particular material, providing more assurance that waste is recycled for a clear end use.

SOFT PLASTICS RECYCLING

The closure of RedCycle’s operations in 2022 led us to investigate the best avenues for soft plastics recycling. We do not have a significant volume of this waste after years of focusing on elimination or alternatives. However, we do still generate a comparatively small amount of soft plastic and were committed to finding a solution where this material could be transformed into new products. After extensive research and much communication, we came across Reground. This operation is Melbourne based and works to connect small businesses and waste streams with solutions focused recyclers.

We began a trial with Reground in Q4 of the FY2023, providing a recycling solution for soft plastics at our ELK Distribution Centre. Reground provides us with transparency into their operations, sharing their current and upcoming projects, and giving us some understanding into what these materials are made into. With a focus on complete circularity, Reground have quickly become another trusted recycling partner for ELK.

In just three months of partnering with Reground, they have helped us to:

- Recycle 35kg of soft plastics.
- Avoid 28kg of carbon emissions.
- Achieve 0% contamination, through the provision of recycling guides and designated stands to support correct separation.

WASTE & RECYCLING NEXT STEPS

Our goal continues to be to reduce the waste that ELK generates, reuse wherever possible and recycle or compost 100% of what we no longer need. We look forward to continuing to build and maintain partnerships with local recyclers, keeping ourselves accountable and ensuring that our waste is recycled for a meaningful end-use.



PRODUCT CIRCULARITY

We hope to keep our products in circulation for as long as possible. We are conscious of the impact that the wider fashion industry has on landfill, both through waste produced during manufacturing and the disposal of clothing and textiles at the end of their life. This not only allows precious resources to lose their value, but also contributes to CO₂ and chemical release into the environment.

With this in mind, we are working to adjust our systems and develop programs that minimise the waste produced from ELK products, supporting a more circular approach. Whether it's using up discarded leathers within the supply chain to create new products, or repairing existing ELK products, we aim to take accountability over the full life cycle of our products.

CARE & REPAIR CUSTOMER GUIDE

We know that part of a product's impact is the way it is cared for post-purchase. That's why we have launched a Care & Repair series, to provide our ELK customers with guidance on how to wear and care for their purchases in a way that will minimize environmental impact.

The Care & Repair series is an online guide for ELK customers to refer to, with the aim of prolonging an ELK product's life for as long as possible and saving it from landfill. The series features detailed care instructions specific to product type, not only considering the care of a garment but also the environmental impact of the cleaning products and methods used.

We have also recorded a series of short educational videos, providing easy-to-follow instructions for repairing small damages to garments; including replacing a button, patching denim, and repairing a hem.

ELK REPAIR SERVICE

For customers that are unable to undertake their own repairs, we offer a repair service to mend and fix ELK jewellery, bags and apparel items where possible. In TR2023, we resolved 396 customer repair requests.

(RE)NEW

We continue to develop our (RE)NEW program, in which preloved ELK clothing is curated at our ELK (RE)NEW workshop, repaired if needed, and sold through our flagship Preston retail store to give the product a new life. Since its launch in May 2023, we have been able to rehome 60% of the (RE)NEW collection, and look forward to introducing more pieces to this range.

NEXT STEPS

In the coming year, we will ramp up our efforts to expand the (RE)NEW program. Some of our key initiatives include:

- Extend the (RE)NEW program to other ELK retail stores.
- Launch a take-back trial program through the Preston retail store, where customers will be able to bring back any pre-loved ELK clothing they no longer wear, and depending on the condition of the clothing, we will either resell or send to one of our partners for a responsible end of life outcome.
- Evaluate various online platforms targeted at selling pre-loved clothing, to expand the take-back platform.
- Develop processes and metrics to track our take-back program activity and assess its impact.

ELK (RE)NEW garment hangers help differentiate stock from full price items in store.



WE HAVE SOLD
ON AVERAGE

22

UNITS PER MONTH
SINCE LAUNCH

CLIMATE ACTION: OUR OPERATIONS & VALUE CHAIN

Caring for the planet we inhabit is at the core of our conscious fashion philosophy. We do this by minimising our environmental impact through initiatives such as powering our direct operations through 100% renewable energy, reducing our waste to landfill, and using responsible sourcing practices for store design and product materials.

Given the organisational influence we have on our direct operations, our focus to date has been more on mitigating the environmental impact from them. The progress outlined in the subsequent part of this section demonstrates the significant strides we have made in our direct operations, and we are now expanding our focus to our value chain, where the majority of our environmental impact is concentrated.

To help us address our value chain emissions in a targeted manner, we have included a set of new commitments which we believe demonstrate our robust and transparent approach.

We have also pivoted from our goal of becoming a carbon-neutral business to a business that embraces a more impactful and meaningful science-based Net-Zero emissions target and commits to achieving it.

OUR COMMITMENTS

- Zero waste to landfill by 2025.
- Reduce our absolute Scope 1 and Scope 2 GHG emissions 100% by 2030 (from a 2018 base year).
- Measure our Scope 3 emissions.
- Set a Net-Zero target for our Scope 1, 2 and 3 emissions in-line with the 1.5°C pathway of the Science Based Target initiative (SBTi) by end of 2024.

“The decision to measure our Scope 3 emissions is an exceptional step for a business of our size and provides us with a new level of visibility on our emissions by including our value chain and not just our operations. We will continue to optimise this measurement and use it to inform future decisions and targets.”

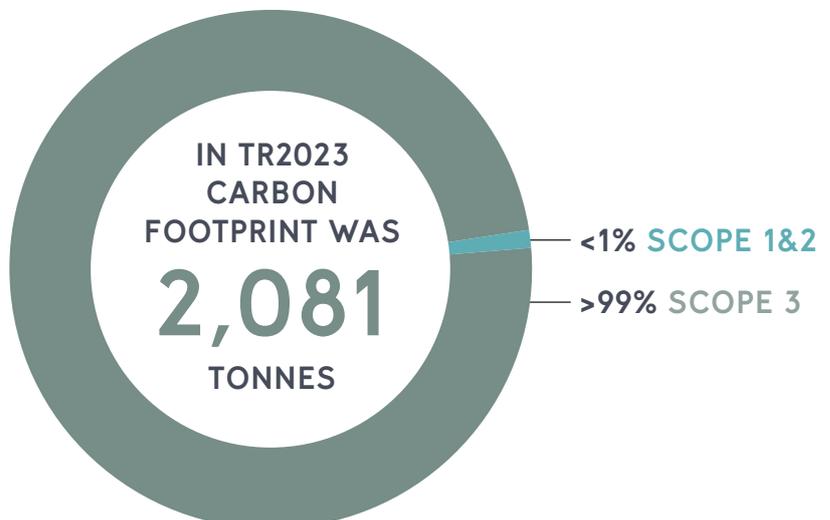
Vaibhav, ELK Head of Sustainability

OUR PROGRESS

- Our retail stores have reduced the landfill component of their waste to 22% (from 37% in TR2022).
- We have achieved 94% reduction in our Scope 1 & 2 emissions (direct operations) from a 2018 base year. This better than our 90% reduction reported in TR2022.
- We continue to power our direct operations with 100% renewable energy, with our onsite solar providing 47% of our electricity and the balance purchased as 100% GreenPower.
- We have measured the carbon footprint of a significant part of our value chain (Scope 3 emissions), which is a major step in setting a Net-Zero target aligned with the SBTi 1.5°C pathway.
- We have started to quantitatively map the carbon footprint of our materials. We were able to leverage our in-house sustainability expertise and the Sustainable Apparel Coalition’s HIGG Index to perform a cradle-to-gate life cycle assessment on our materials with the scope extending from resource extraction to material finishing. This has been instrumental in improving our understanding of the environmental impact of our materials and how we can develop and implement sound emissions mitigation strategies when it comes to materials sourcing.
- We will continue working on incrementally expanding this to a full cradle-to-grave analyses to include the manufacturing, use and end-of-life stages.

CARBON FOOTPRINT

Our total carbon footprint for TR2023 was 2,081t CO₂ eq, with Scope 3 emissions accounting for more than 99% and Scope 1 and Scope 2 less than 1%. This further highlights the importance of the decision taken by our executive leadership team to set a Science Based Net-Zero target that covers our Scope 3 emissions by the end of 2024.



UNDERSTANDING SCOPES

SCOPE 1: DIRECT GHG EMISSIONS



FUEL USED



AIRCON

Our facilities and vehicles: ELK van, forklifts at the DC, heating and cooling.

SCOPE 2: INDIRECT GHG EMISSIONS



PURCHASED
ELECTRICITY

Indirect emissions from the generation of purchased electricity.

SCOPE 3: INDIRECT GHG EMISSIONS (VALUE CHAIN)



MANUFACTURING



FABRICS &
MATERIALS



DISTRIBUTION



POSTAGE &
COURIER



EXTERNAL
MARKETING



ACCOUNTING



LEGAL



BUSINESS
TRAVEL



FOOD &
BEVERAGE



OFFICE SUPPLIES
& SERVICES



WASTE DISPOSAL



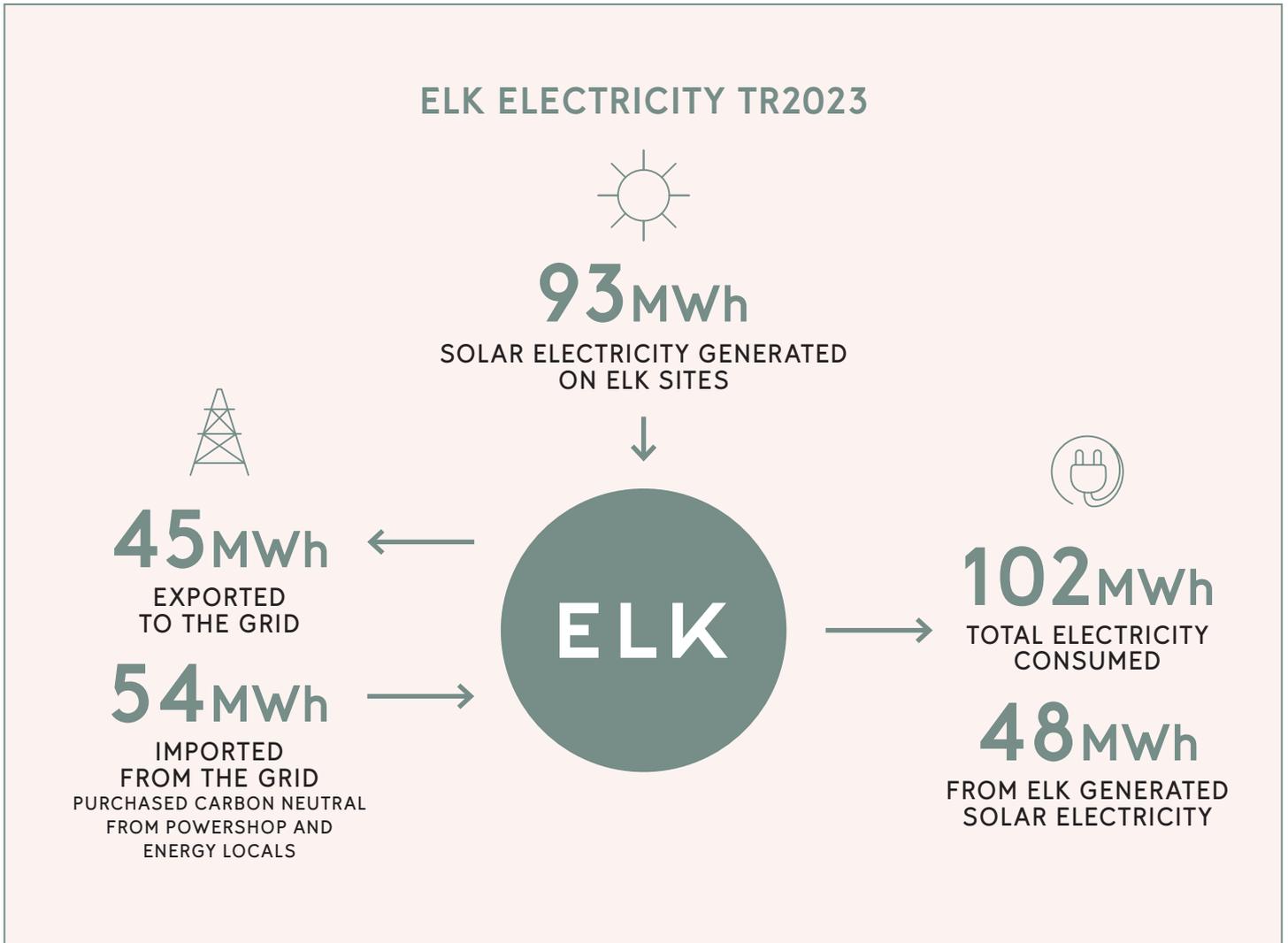
WATER

Emissions produced in the making of ELK products including making or growing the raw materials, fabric production, and manufacturing; services such as external marketing, accounting, legal; food and beverages consumed for business; postage, courier, logistics; waste disposal; wastewater; office supplies and services.

SCOPE 1 & 2 EMISSIONS

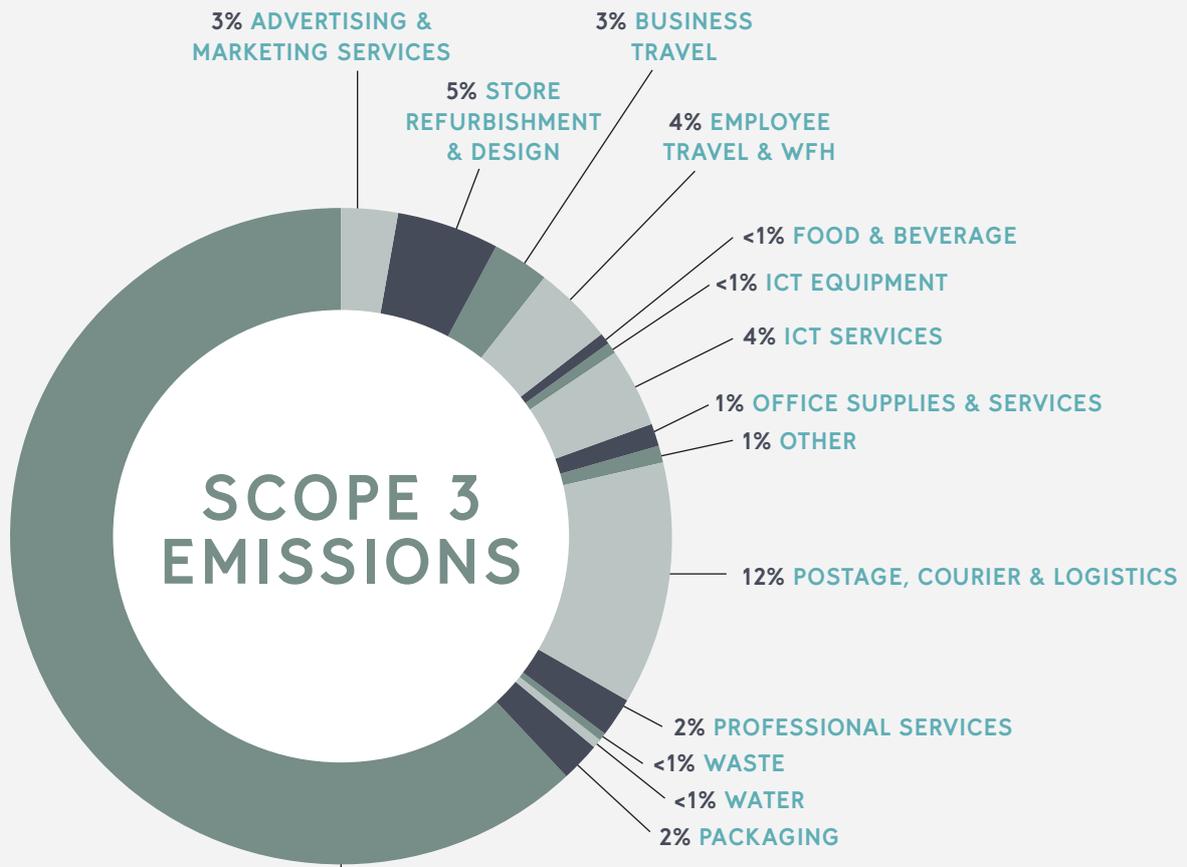
Our combined Scope 1 and 2 emissions for TR2023 were less than 5t CO₂ eq. As with every Transparency Report, we have classified these emissions into relevant categories and compared them to our base year of 2018. Overall, we have achieved a 94% reduction in our Scope 1 and 2 emissions vs our base year.

EMISSIONS		2018	TR2023
SCOPE 1	FUEL CONSUMED	8	4
	GAS USAGE	<1	<1
	REFRIGERANTS	0	1
SCOPE 2	ELECTRICITY ¹	86	0
TOTAL (tCO₂e)		94	5
REDUCTION FROM 2018 BASELINE (Target of 100%)			94%

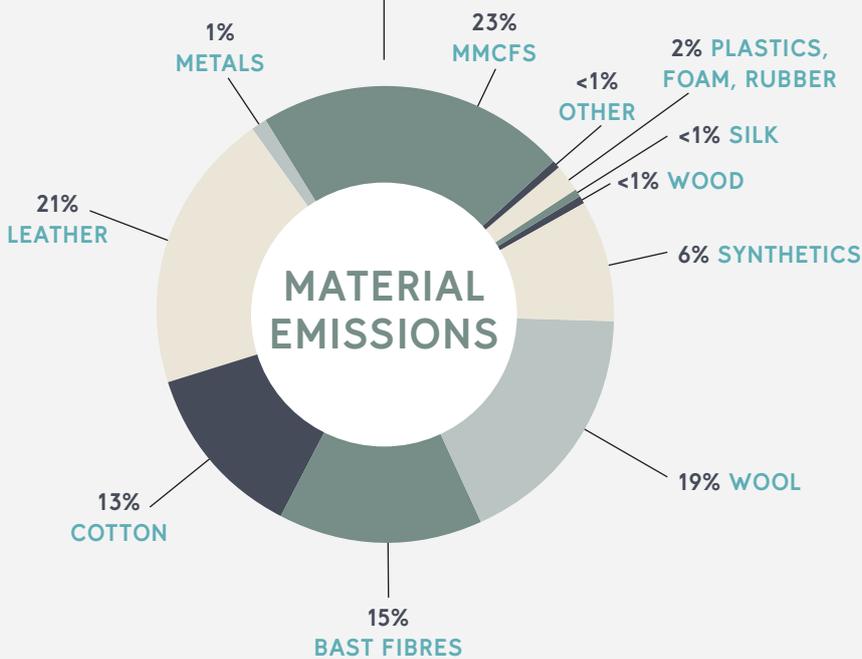


1. Calculated using the market-based method for Scope 2 electricity emissions.





63% MATERIALS



SCOPE 3 – VALUE CHAIN EMISSIONS

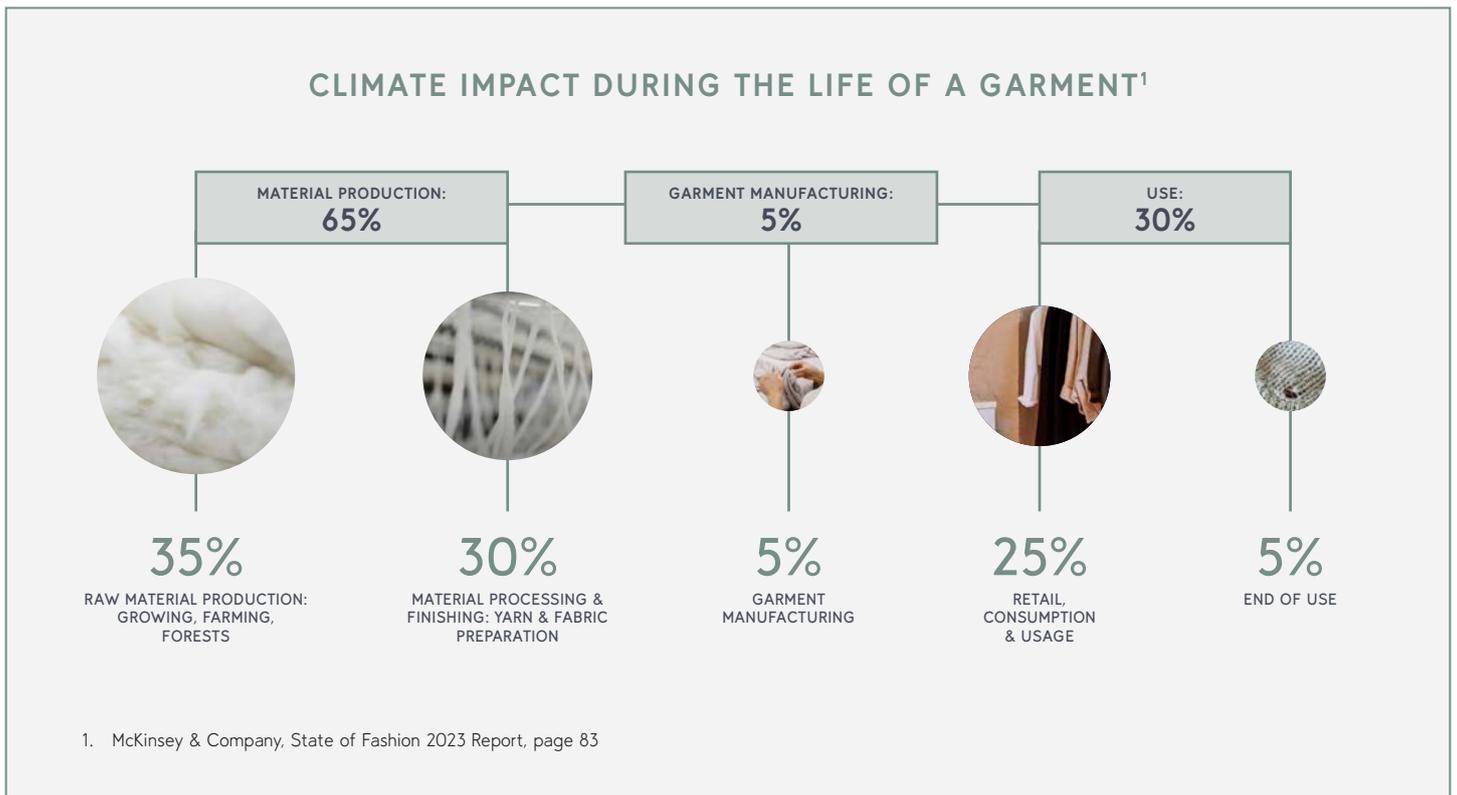
As mentioned in the earlier part of this section, our value chain or Scope 3 emissions account for 99% of our carbon footprint.

Unsurprisingly, materials are the largest contributor to these emissions and account for 63% of it. The next most significant contributors are logistics and store refurbishment, accounting for 12% and 5% respectively. Unlike our Scope 1 & 2 emissions we presently do not have a baseline year to compare our value chain emissions against, as this is the first time we have measured them.

Focusing a bit more on materials emissions, we find the material we use most i.e., MMCf accounts for the highest

proportion of materials emissions (23%). Leather and wool are the next most significant contributors accounting for 21% and 19% of the materials emissions respectively.

Interestingly, cotton makes up 25% of our materials by mass, but contributes to a relatively lower percentage of emissions at 14%. We attribute this to the progress made on sourcing materials that are aligned with ELK's environmentally preferred fibres criteria. 78% of our cotton we used in TR2023 was organic and has a lower carbon footprint compared to its conventional counterpart.



LOOKING FORWARD

Setting a Net-Zero emissions target aligned with the 1.5°C pathway of the SBTi will be a priority for us in the coming year. Several of our upcoming sustainability initiatives, including the ones mentioned below are key enablers in achieving this goal.

- Expanding the scope of our value chain emissions: We will continue to refine our value chain emissions footprint by expanding the scope of categories included in it and getting better data and visibility from our suppliers. We believe the sustainability action plans (SAPs), which we have developed as guidance for our suppliers in consultation with them, will play a key role in this.
- In preparation for upcoming ESG reporting in Australia around climate related risks, we are working to further streamline our reporting. We are aware this will be a phased implementation and so based on our company

size and revenue, we will most likely be required to align in the later stages. However at ELK, we have already adopted a proactive approach by measuring a significant component of our value chain emissions and will work towards an expedited alignment.

- Life Cycle Assessments: We will also work on expanding the scope of our materials life cycle assessment to include additional life cycle stages such as manufacturing, use, and end-of-life. Given the complexity of such assessments, we will focus on incremental improvements and develop a program to deliver robust cradle to grave LCAs for our materials and products over the coming years.

RESPONSIBLE SOURCING: PACKAGING

In this reporting period, we have continued to make progress on all of our 2025 commitments. Our membership with the Australian Packaging Covenant Organisation (APCO) continues to guide our decision-making when it comes to packaging selection.

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

OUR 2025 COMMITMENTS

- All ELK packaging must be reusable, recyclable or compostable.
- At least 60% of paper fibre content must be recycled or from Next Generation solutions¹ 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 surpassed our goals for recycled content, continuing to increase our use of recycled materials year on year. Our packaging is 99% recyclable or compostable, and we have made progress in our use of FSC certified virgin paper and cardboard, now making up 76% of our virgin paper and cardboard use, up from 64% in TR2022.

- We replaced more of our plastic garment bags with FSC certified paper bags, reducing our overall use of plastic to just 3% of our total packaging.

- We added recycling instructions to more of our packaging, to help ensure correct disposal and avoid unnecessary contribution to landfill.
- We eliminated compostable mailing satchels from our online orders, and have switched to using 100% paper satchels. These are much easier for our customers to recycle in weekly kerbside pick ups.

CHALLENGES

We continue to face difficulties in sourcing FSC certified paper with full chain of custody for some of our packaging. Though many of our printers and packaging producers are able to source FSC paper, they do not always have the required certifications to apply for FSC verification.

With the closure of the RedCycle program, we were left without any recycling solutions for soft plastics that came into the business. We have worked hard to find a solution for this waste stream through a new partnership with Reground. However, we acknowledge that this service is not widely available for our consumers and therefore, we avoid sending any single-use plastic packaging out. This further enhances the urgency to remove any single-use plastics from our supply chain.

NEXT STEPS

We continue working with APCO to find further ways to improve our packaging choices. We consider recycling options for our packaging at the end of use, acknowledging the options available to our customers when disposing of ELK packaging.

Moving forward, our priority is to reuse and reduce our packaging wherever possible, minimising demand on new resources.



81% of our packaging was made from recycled materials, reducing our demand for new resources and supporting a circular approach.



67% of our garment bags were paper garment bags, up from 53% in TR2022, saving 1.65tonnes of new plastic from poly garment bags.²

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

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

PACKAGING: 2023 PROGRESS AGAINST 2025 GOALS³

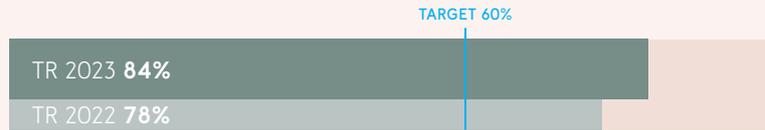
GOAL

% OF PROGRESS

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



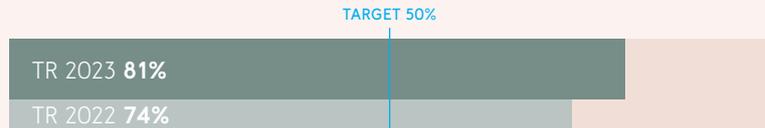
At least 60% of our paper fibre content will be recycled or from Next Generation solutions.



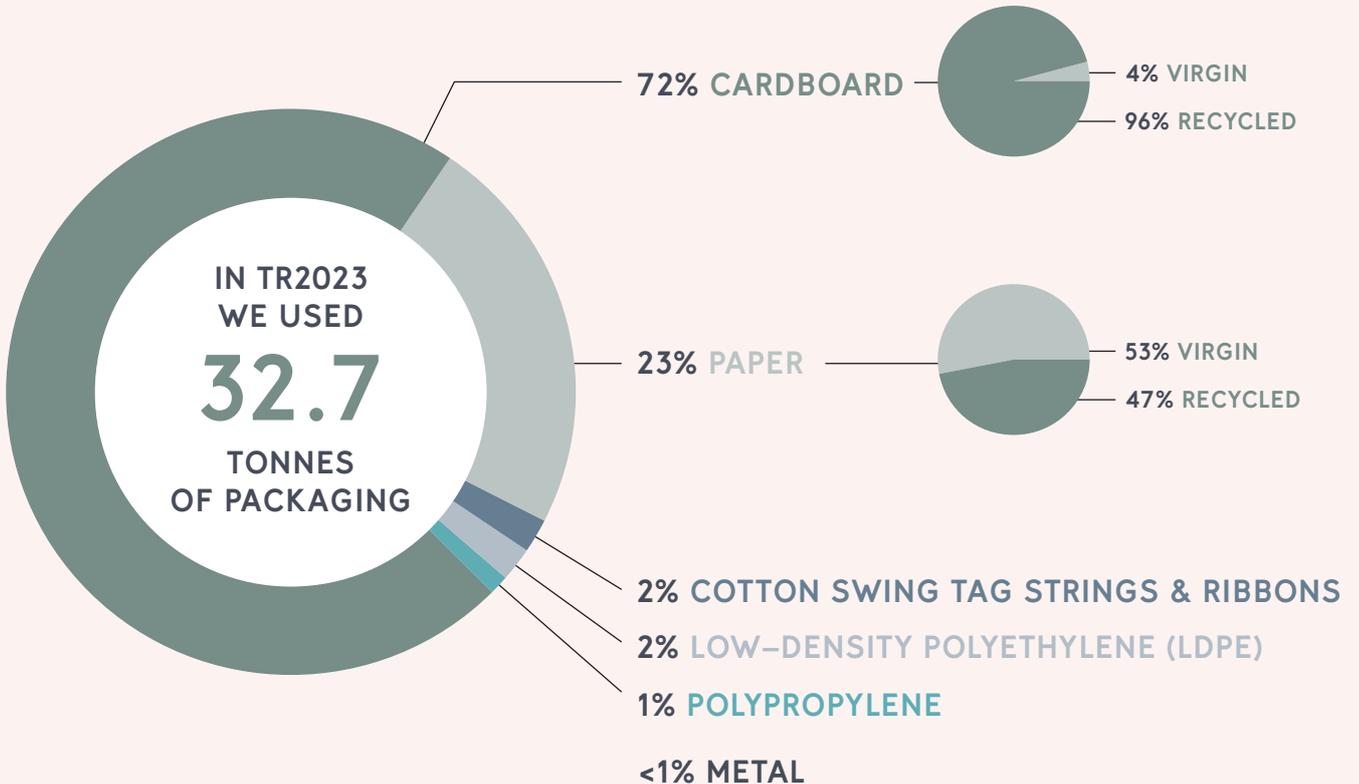
100% of virgin paper fibres will be FSC certified.



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



PACKAGING: MATERIALS³



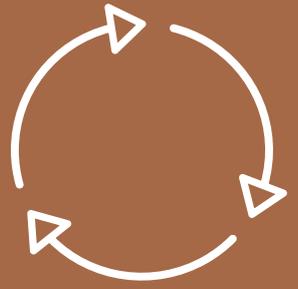
3. Total percent by weight for all ELK specified on-product packaging and directly purchased packaging and printing for retail, online and wholesale requirements (based on purchases).

PILLAR:

PRODUCT



Visiting our maker, Fluid Connection



PRODUCTS & MATERIALS

We recognise that materials selection is our biggest opportunity to influence our environmental and social impact.

One of the key enablers for our team to make an informed decision is our Preferred Fibres & Materials Guide. This rates fibres and materials based on their ethical and environmental credentials, and guides our approach to sourcing responsibly. It is a core reference for our design team and incorporates a mix of materials we currently use, we aspire to use, we need to improve, and those we avoid.

This guide has been constructed to reflect the overall environmental impact of different fibres, including resource use, farming, manufacturing, and end-of-life considerations.

MATERIAL USAGE

We used 84.5 tonnes of material in TR2023, a 63% increase on the previous reporting period. This increase is attributed to a change in reporting period from calendar year to financial year, our business growth since the previous reporting period, as well as a focus on improving our data systems to ensure that weights are captured as accurately as possible across the entire collection.

Man-made cellulosic fibres (MMCFs) were our most widely used material accounting for 29% of our usage, followed by cotton and bast fibres which make up for 25% and 18% respectively.

OUR PROGRESS

- Our overall preferred fibre use of A and B rated fibres was 64%, up from 45% in our previous reporting period.
- We continue to prioritise the use of renewable fibres, with 85% of fibres by weight coming from renewable sources.
- We have expanded our non-leather collection to cater to the growing consumer demand for 'vegan' bags. We acknowledge these are primarily made from synthetic materials and will be further evaluating its environmental impact in comparison with natural leather. We have also outlined this under next steps in the 'Better Design & Planning' section.
- Our use of ELK preferred cotton has increased to 88% of cotton fibres used, a result of our focus on sourcing Australian and organic cotton rather than conventional.
- We continue to minimise our use of synthetic fibres to avoid reliance on fossil fuel extraction and to avoid the release of microplastics into the environment.
- We increased our use of recycled synthetics to 48% of our synthetic fibres, up from 2% in TR2022.
- We introduced recycled wool into our collections, providing an avenue for further reducing the carbon footprint of our materials.

CHALLENGES

As evidenced in this report, we have made significant progress in sourcing ELK environmentally preferred materials, however we still face challenges in this space. In keeping with our commitment to transparency we outline our key challenges below:

- Some fabric mills only offer materials with requisite environmental certifications if we commit to larger orders. This makes their sourcing challenging because our order quantities are consciously kept low to avoid over-production.
- We have had a slower than expected uptake of A+ transformational fibres in our collections, mainly because they have been recently introduced in the market and have a prohibitively high price point for our business and consumers.
- Chain of custody certifications often require coordinating with multiple suppliers over a complex supply chain. This presents unique challenges for a small team like ours from a resource and cost perspective.

NEXT STEPS

We will continue to work towards meeting our goal of 80% preferred materials by 2025, reviewing and refining our sourcing strategy, and incorporating any new research or innovations into our design approach. Our Sustainability and Design teams will continue to collaborate closely to embed environmental and ethical considerations into our design choices. Some of our key undertakings in this area for the upcoming year are provided below.

- We will continue to work closely with our direct suppliers and leverage their expertise and on-the-ground experience to continually improve our materials' environmental and social credentials.
- We will also work on building relationships with new suppliers who are aligned with ELK's vision and conscious fashion philosophy. This will help us to diversify the procurement of our preferred materials and expand our choices.
- Another focus area will be to better our performance in using more A+ rated fibres. For this we will work on sourcing Next-Gen recycled viscose solutions, which we are finding to be more accessible than before.
- Using platforms such as HIGG and Textile Exchange, we will continue to engage with the most up-to-date research in this space, ensuring that this is reflected in our sourcing practices. Measuring our progress will depend on our adoption of new technology, such as software systems that enable us to track, report on, and actively progress our goals.

ELK PREFERRED FIBRES & MATERIALS

The A+, A & B categories make up our preferred fibres and materials, aligning with our 2025 materials goals.

A+: TRANSFORMATIONAL

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

A: HIGH PERFORMER

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

B: GREAT OPTION

These materials have good environmental credentials, and are a better choice than most, eg. Dew retted linen.

C: COULD BE BETTER

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

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, eg. Conventional cotton.

E: WE AVOID

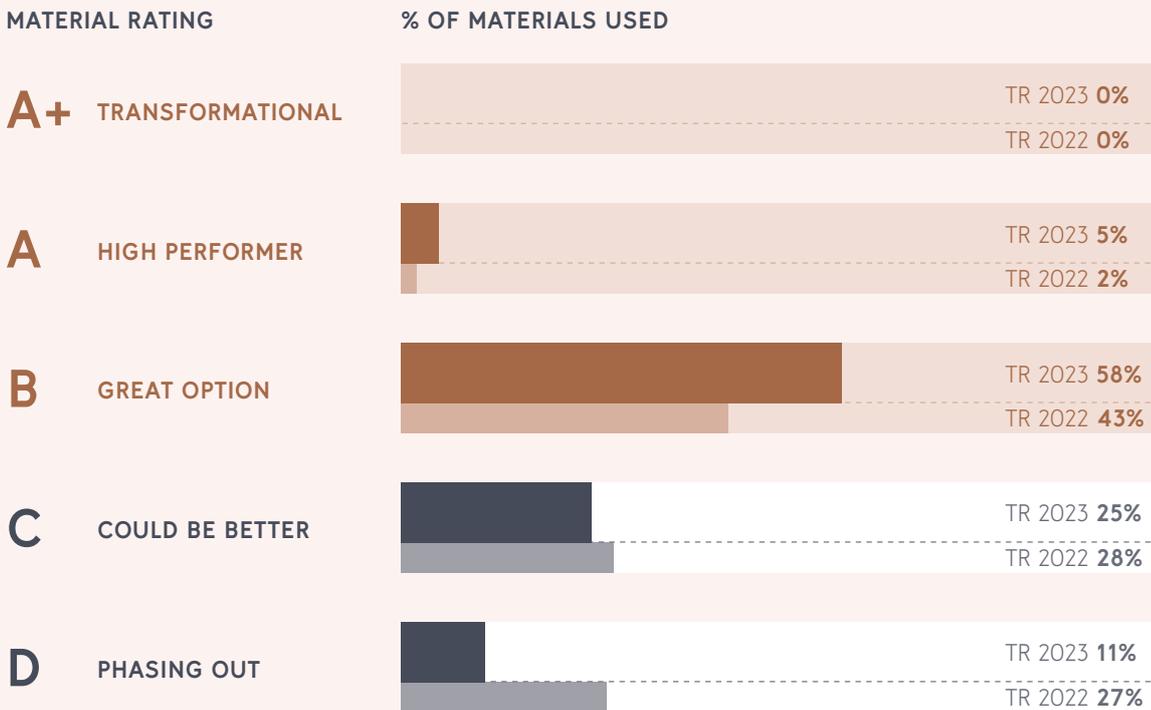
These materials are not produced in an ethical or environmentally responsible way, and we will not knowingly use them eg. Non Green Shirt rated MMCFs.

?: STILL RESEARCHING

We are still researching these materials and will look to rate them in the future, eg. Bio-synthetics.



MATERIAL USAGE BY RATING



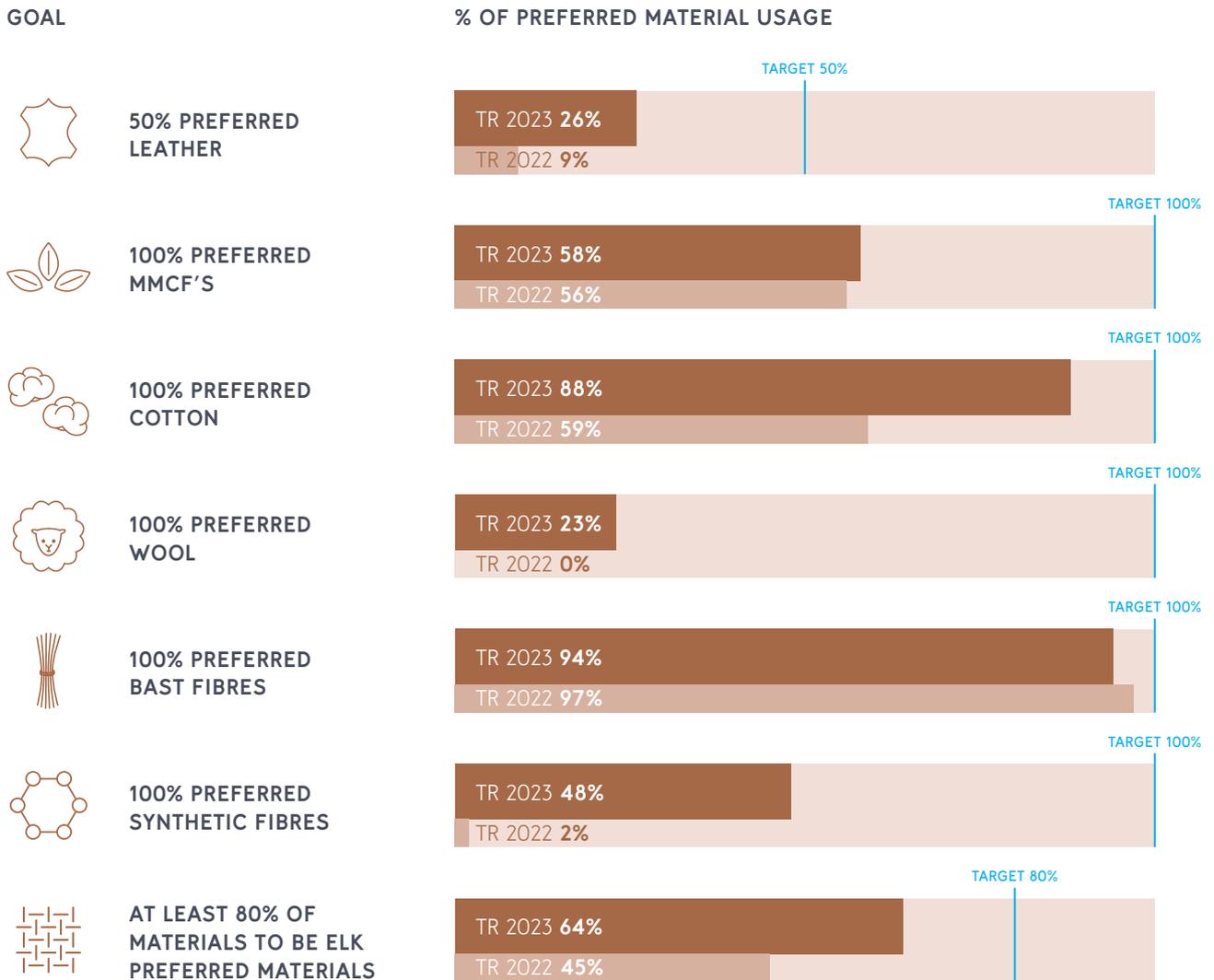
ELK PREFERRED FIBRES & MATERIAL SOURCING GUIDE

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)

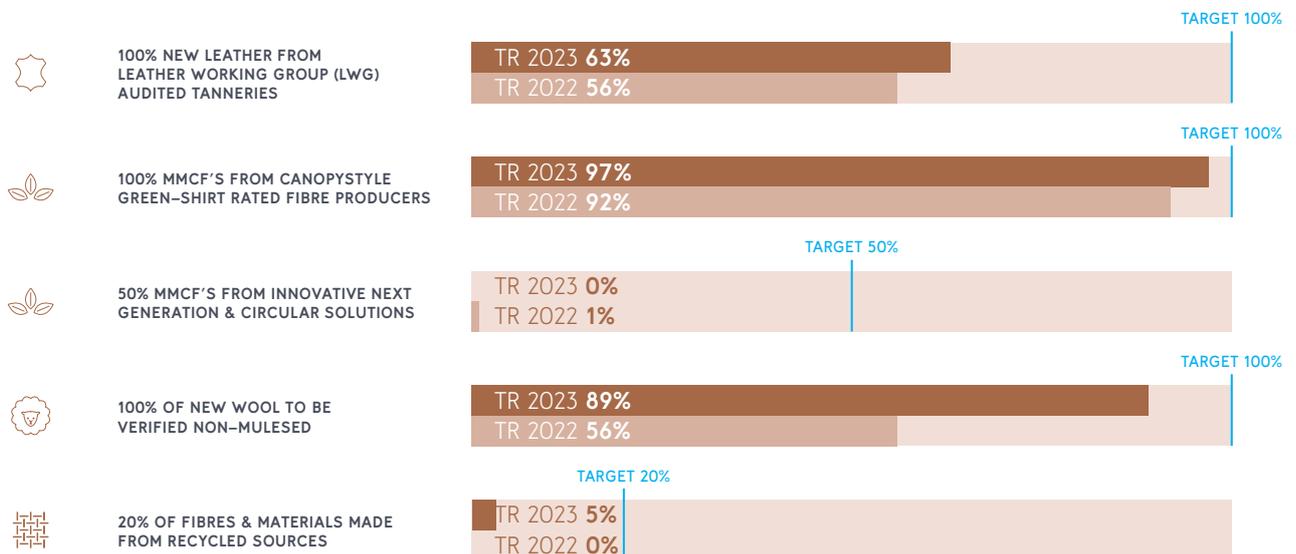
C: COULD BE BETTER	D: PHASING OUT	E: WE AVOID	?: STILL RESEARCHING
FAIR TRADE CONVENTIONAL COTTON TRANSITIONAL COTTON	CONVENTIONAL COTTON	UZBEKISTAN COTTON TURKMENISTAN COTTON CHINA COTTON BCI COTTON	
CANOPY GREEN SHIRT PRODUCER (VISCOSE/RAYON, ACETATE, MODAL, LYOCELL) BAMBOO	CONVENTIONAL MMCFs (VISCOSE/RAYON, 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

2025 MATERIAL GOALS: TR2023 PROGRESS¹

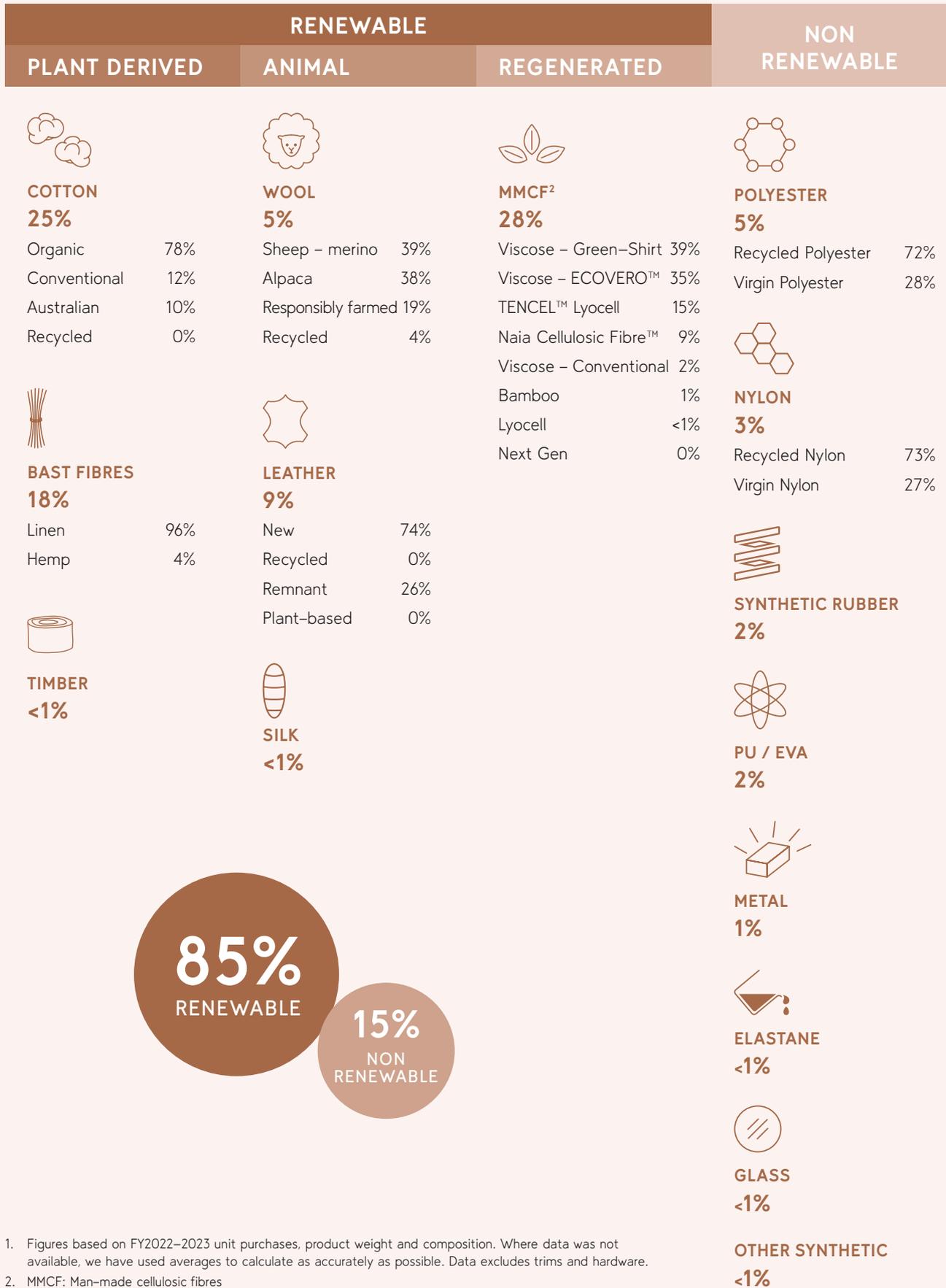
These six materials make up approximately **94%** of our total usage by weight



To deal with the complexity of material goals, we have set an additional 5 goals to understand the impact of specific materials within each category. These goals also guide better decision making.



TOTAL TR2023 MATERIAL USE BY WEIGHT¹ ACROSS ALL PRODUCT CATEGORIES



1. Figures based on FY2022–2023 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

BETTER DESIGN & PLANNING

Success in progressing our materials, waste and supply chain goals is underpinned by the processes and experienced management of the design, production and planning teams.

Product drives our revenue and it is also our greatest environmental impact so the work that these departments undertake is central to our sustainability purpose. The intensity of daily decision making and the complexity of a global supply chain for a team that can work up to 18 months ahead means that a clear vision and set of guidelines are critical to making informed decisions faster.

OUR PROGRESS

There were many great initiatives implemented over the past 12 months that saw significant goal progression.

Reducing waste and over-production:

- Hard order cut off dates were implemented for our wholesale customers. Wholesale selling commences 6 months before a public launch and greatly influences what and how much we buy for our own channels. We decided to be stricter on the time frame for ordering so that we could order more accurately, reducing the risk of over ordering and potential waste by not “guessing” what the late orders would want.
- The design team have been considering pattern adjustments and printing techniques to avoid wastage in manufacturing.

Environmental sourcing and better materials:

- Embedding sustainability further into the design team and our supply chain has seen significant progress of our goals, through regular cross-departmental consultation and the focus on preferred material sourcing from collection concept through to production.
- We have transitioned to using natural, plastic free Corozo Nut buttons on a huge portion of our apparel. These buttons can be composted at home and reflect our commitment to eliminate unnecessary plastics from our designs.
- Permanent pleats are a popular style for our customers however these can only be achieved by heating synthetic fibres – which we avoid. So, our team have deployed clever design and stitching techniques to achieve pleat-like finishes without the need to use synthetics.
- Similarly to the pleats, sequins are also popular with our audience however even sustainable options still produce significant risk for waste and environmental contamination. So the design team have developed prints where they digitally print sequin “look” patterns to give a similar effect without the risk of these small plastics falling off the garment.

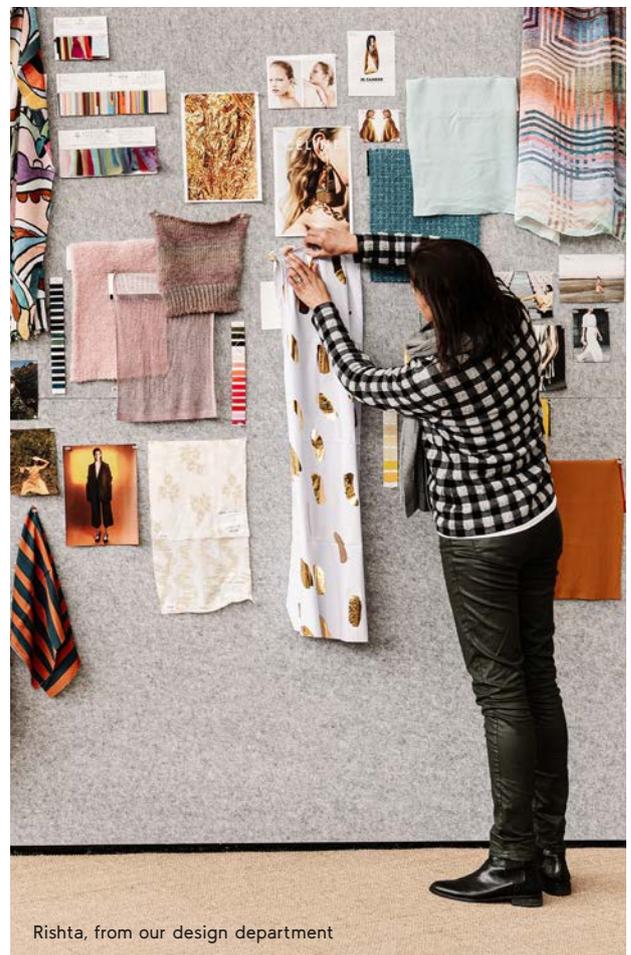
Transparency and ethical manufacturing

- Traveling has commenced again with our Head Of Creative, Amadio being able to finally get back into some of factories with more travel planned in the coming year.

NEXT STEPS

There are many exciting plans in these areas to further progress our goals and realise our values of innovation and creativity. Amongst these initiatives are some potentially longer term ideas.

- Reducing time to market. We currently design considerably far ahead. Reducing this time allows us to be more responsive and reduce the risk of waste or overproduction.
- New 3D design technology is on the horizon with so many benefits tied up in this – most notably, reduced sampling which eliminates waste, freight, carbon emissions, cost, etc.
- Better methods to measure and gain visibility of our factory floor waste and design solutions for this.
- Conducting Life Cycle Assessment (LCA) on our vegan leather bag options and impact analysis versus natural leather options.
- Working on ways to further embed sustainability knowledge and training into the supply chain at earlier points to influence and make better decisions which will result in better outcomes.
- More rigorous supplier selection criteria and processes when sourcing or on-boarding new providers.



Rishta, from our design department



Sequin print, Winter 2023

SUPPLY CHAIN: RESPONSIBLE SOURCING

Having a good understanding of our supply chain is critical for us to embed responsible sourcing practices in our business. We work closely with our suppliers to source information that will increase visibility of the processes and materials used in our supply chain. This ensures our products are made responsibly, with regard for workers, animals, and the environment.

We acknowledge that each of our suppliers is at a different stage in their sustainability journey, some more mature than others. Our preference is to work with suppliers that are aligned with ELK values and engage with us collaboratively to mitigate their environmental impact and embed responsible social practices in their operations.

OUR COMMITMENTS

- Trace 100% of our fibres and materials to their origin (tier 1–4).
- Publish a full list of our mapped tiers 1–4 suppliers at least annually.¹
- 100% of our core suppliers will have globally recognised social or environmental credentials.²
- 100% of our tier 1 suppliers will have signed our ELK Supplier Code of Conduct.

OUR PROGRESS

Throughout the past year we implemented several initiatives to improve the visibility of our supply chain across all tiers. Some of the key highlights are:

- We have expanded the scope of our supply chain mapping to include more of the key suppliers from tier 3, including cotton ginners and wool scourers.
- Based on this updated scope, we have traced 100% of our tier 1 suppliers, 86% of our tier 2 suppliers, 34% of our tier 3 suppliers, and 32% of our tier 4 suppliers.³
- We have launched supplier-specific sustainability action plans to map our targets and progress over a three-year period with each of our core suppliers.
- We have joined the Sustainable Apparel Coalition's HIGG platform to allow visibility of our supplier factories' electricity use, water use and disposal, waste disposal, chemical use and overall emissions footprint.
- Thanks to lifted travel restrictions, we have been able to resume our visits to our makers in Vietnam, Turkey and South Korea, with plans to visit more of our makers in the coming year.

CHALLENGES

The supply chain is complex, with processes and materials often transferring between many hands before reaching our customer. We remain committed to learning as much about our supply chain as possible, to increase visibility and therefore the ability to improve practices and realise opportunities throughout our supply chain. We rely on the transparency of our suppliers to do this, which can pose a challenge as we reach the tier 3 and tier 4 levels. Our approach is one of education, close relationships, and understanding, to emphasise the importance of transparency, and provide context for the information that we request.

Working with a global supply chain can highlight differences in values, priorities, cultural norms and local authority standards. We are encouraged by the progress we have seen from many of our suppliers, who have embraced our journey and despite these challenges of traditional expectations, are providing evidence of positive change.

We are excited to see the progress that our industry is making toward a more sustainable future. Throughout recent years, we have seen a shift in perspective for suppliers, with an openness to adopting new processes, technologies and innovations that will ensure an environmental and ethical approach. That said, the implementation of new technology takes time, and often depends on larger, global businesses to invest and scale these innovations before they become available to brands like ELK.

NEXT STEPS

With 60% of our direct tier 1 suppliers using the Sedex platform for social compliance reporting, we plan to maximise the use of this platform to improve visibility of site operations and generate future plans with existing and new suppliers to further extend their responsible social and environmental practices.

We are also working to onboard all of our direct tier 1 suppliers onto Sustainable Apparel Coalition's HIGG Platform. Nearly half of our suppliers are already signed up to the Facility Environmental Module (FEM) and a further 10% are planning to join the platform within FY2024.

As we expand our environmental footprint visibility to encompass our Scope 3 emissions, the HIGG FEM will provide crucial data on our makers CO₂ emissions, allowing us to work together to set targets and strategies for the future.

In the interest of a more effective, efficient and collaborative approach to ethics and sustainability within our supply chain, we have developed a tailored Supplier Sustainability Action Plan (Supplier SAP) for several of our core suppliers. This is a big next step and is detailed on page 46.

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.
3. Calculated based on the total number of known suppliers that have contributed to the making of ELK products.

TIER ONE: DIRECT PRODUCT MANUFACTURERS
100% MAPPED

Direct product manufacturers include suppliers who cut, sew, and assemble our products.



CUT



SEW



ASSEMBLE

TIER TWO: MATERIAL FINISHERS
86% MAPPED

Material finishers include mills, dyehouses, printers, laundries, and tanneries.



MILLS



KNITTERS



WEAVERS



DYEHOUSES & PRINTERS



LEATHER TANNERIES



LAUNDRIES



PACKAGING



TRIMS

TIER THREE: RAW MATERIAL PROCESSORS
34% MAPPED

Raw material processors include staple fibre producers, spinners, abattoirs and other raw material processors.



FIBRE PRODUCERS



SPINNERS



GINNERS



SCOURERS



ABATTOIRS



FIBRE RECYCLERS

TIER FOUR: RAW MATERIAL PRODUCERS
32% MAPPED

Raw material producers include farms, forests and mines.



CROP FARMING



LIVESTOCK



FORESTS



RESOURCE EXTRACTION

SUPPLIER SUSTAINABILITY ACTION PLAN (SAP)

This year saw the introduction of our Supplier Sustainability Action Plans (SAP). This guide outlines what we consider to be best practice and is divided into two main sections: Responsible Sourcing, and Environment. Each section contains specific and time-bound goals for suppliers to consider, with a 3-year roadmap toward meeting these goals.

We understand that different suppliers will have different capabilities depending on their sustainability journey, company goals, company size, and geographical location. Because of this, we have tailored the SAP for respective suppliers to ensure that progress is measurable and achievable. Each quarter we will review progress with our core suppliers to ensure that they are on track to meeting these goals. With the SAP encompassing both social and environmental practices, our goal is to reduce and resolve a greater proportion of factory audit non-compliances, reduce the emissions attributed to manufacturing ELK product, and improve our progress toward our preferred material goals.

This process will guide our strategies, targets and support alignment of our actions and values between us and our suppliers, to create a clear path forward.

Responsible sourcing



Code of conduct



Social compliance audits

Environment



Reporting & data



Environmental impact reduction plan



Renewable electricity¹



Materials¹

TRANSPARENCY PLEDGE

The Transparency Pledge is a formal commitment to supply chain disclosure, with signatories including apparel and footwear brands across the world. 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).

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.

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 list goes beyond the Transparency Pledge standard, and includes additional details where available 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 SUPPLY HUB

The Open Supply Hub (OSH), previously Open Apparel Registry, 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, effective collaboration at the facility level.²

Our global supplier lists have been published on the OSH since June 2021, and we are proud to be contributing to this important open dataset. 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.



1. Renewable electricity and materials are a part of the environmental impact reduction plan, but are called out separately to emphasise their importance and set individual targets.
 2. Information taken from Open Supply Hub website.
 3. Based on available data. Employee profiles not available for all factories.

OUR TOP 12 CORE SUPPLIERS (BY SPEND)

THESE SUPPLIERS MAKE UP 89% OF OUR TR2023 SPEND

JIMMY FASHIONS (CHINA) 40% WOVEN APPAREL	EASTLINK (CHINA) 18% WOVEN APPAREL	HOP HING (CHINA) 6% KNITWEAR	GUPTA OVERSEAS (INDIA) 4% FOOTWEAR
BN ENTERPRISES (INDIA) 3% LEATHER GOODS	MASS DESIGN (TURKEY) 3% WOVEN APPAREL	CIELO (SOUTH KOREA) 3% JEWELLERY	COOL PARTNERS (CHINA) 3% KNITWEAR
AUTRON INDUSTRY (CHINA) 3% NON-LEATHER BAGS & ACCESSORIES	JUZHAN GARMENT COMPANY (CHINA) 2% KNITWEAR	BHARAT ENTERPRISES (INDIA) 2% LEATHER GOODS	MALHOTRA LEATHER EXPORTS (INDIA) 2% LEATHER GOODS

FACTORY AUDITS

Social compliance and environmental factory audits are an essential tool to offer third-party insights into the practices of the factories we work with. 69% of our direct tier 1 factories conducted audits in the TR2023 period, with a total of 90 non-compliance issues found across all factories. Already, over half of these issues have been resolved, and we continue to work with our suppliers to ensure that the remaining issues are addressed within a timely manner.

We are also using our newly launched Supplier Sustainability Action Plan (SAP) to clearly communicate our requirements for regular social compliance audits. Periodically reviewing SAP progress will highlight where audits have become outdated and set the expectation with suppliers for annual, comprehensive third-party auditing.



DIRECT PRODUCT SUPPLIERS AUDIT SNAPSHOT

69% HAVE CURRENT SOCIAL COMPLIANCE AUDITS⁴

20 SOCIAL COMPLIANCE AUDITS COMPLETED

- 86% SMETA
- 9% BETTER WORK
- 5% BSCI

WAGES AND WORKER VOICE

100% EARNING MINIMUM WAGE OR HIGHER⁵

41% EARNING ABOVE MINIMUM WAGE⁵

14% OF FACTORIES ARE WITH A UNION⁶

91% OF FACTORIES HAVE A WORKER COMMITTEE⁶

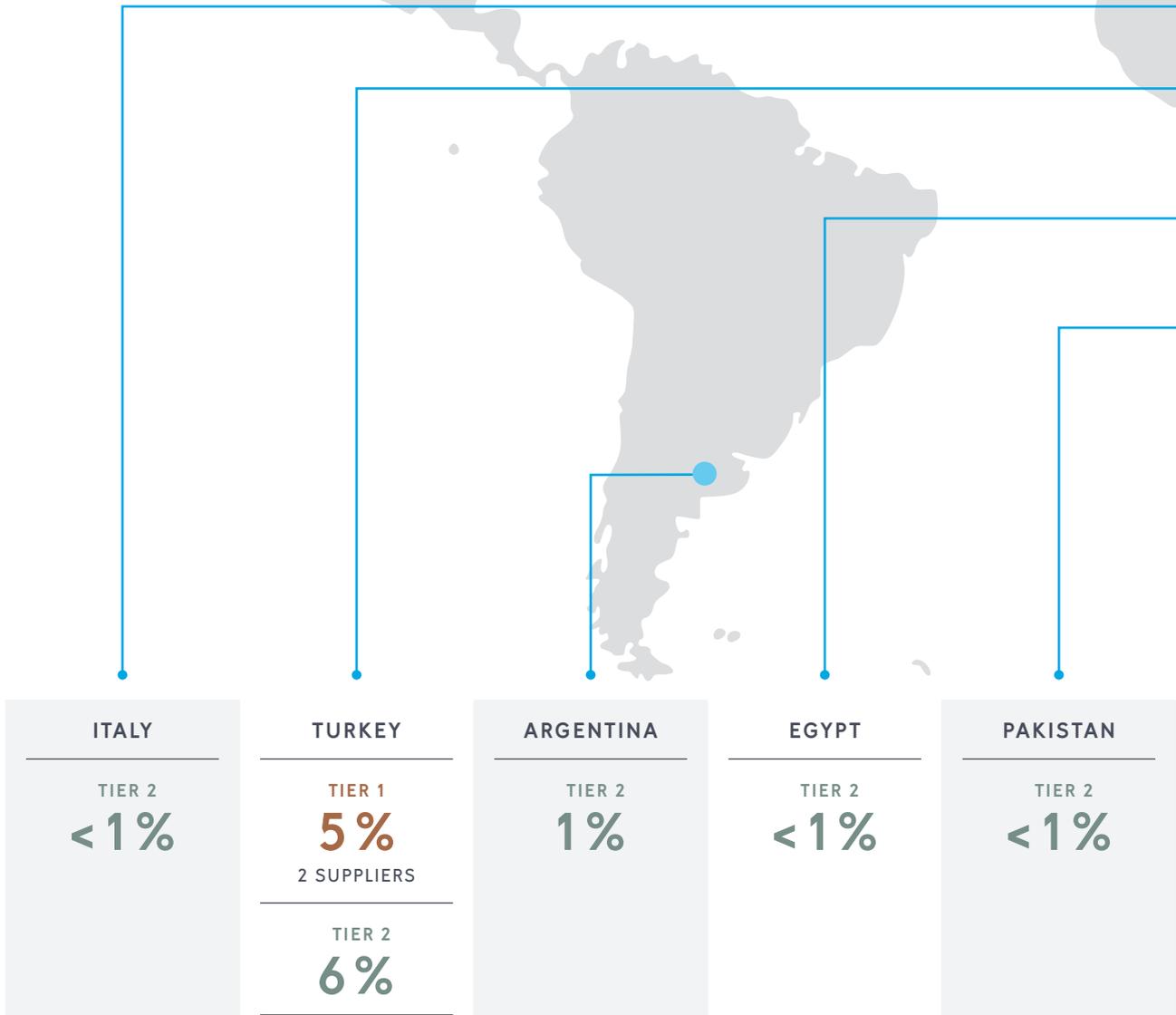
4. Completed by a qualified third party within the previous 12 months.

5. Based on desktop review of wage data in social compliance audit reports from 22 factories.

6. Based on desktop review of social compliance audit reports from 22 factories.

TIER 1 & 2 SUPPLIERS BY REGION¹

PERCENTAGE OF TR2023 SPEND

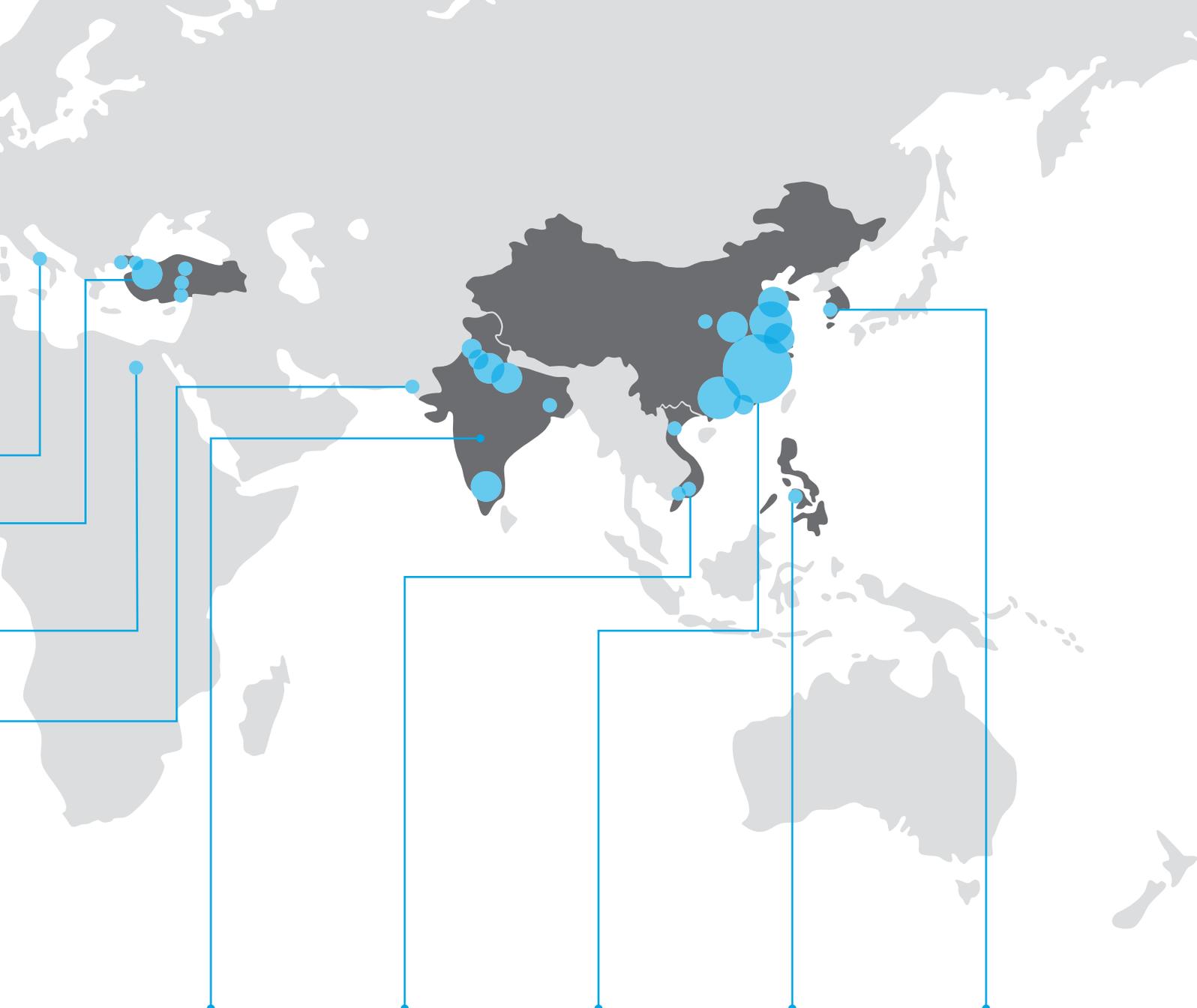


REGIONS

Tekirdag	<1%
Istanbul	<1%
Bursa	2–10%
Tokat	<1%
Kayseri	<1%
Adana	<1%

PERCENTAGE OF SPEND





INDIA

TIER 1
14%
 9 SUPPLIERS

TIER 2
9%

REGIONS

Punjab	1–2%
Haryana	1–2%
New Dehli	2–10%
Uttar Pradesh	2–10%
West Bengal	<1%
Tamil Nadu	2–10%

VIETNAM

TIER 1
3%
 2 SUPPLIERS

TIER 2
<1%

REGIONS

Dong Nai	<1%
Ho Chi Minh City	<1%
Nam Dinh	<1%

CHINA & HONG KONG

TIER 1
75%
 10 SUPPLIERS

TIER 2
71%

REGIONS

Henan	<1%
Anhui	2–10%
Shandong	2–10%
Jiangsu	10–15%
Shanghai	2–10%
Zhejiang	20–30%
Hong Kong	1–2%
Guangdong	10–15%

PHILIPPINES

TIER 1
<1%
 1 SUPPLIER

REGIONS
 Cebu <1%

SOUTH KOREA

TIER 1
3%
 1 SUPPLIER

TIER 2
<1%

TR2023 SUPPLY CHAIN¹

TIER 1 SUPPLIERS

SUPPLIER	F: FACTORY A: ADDRESS	LAST AUDIT	EMPLOYEES T: TOTAL F: FEMALE M: MALE	FEMALE MANAGERS	SUPPLIER SINCE	RESPONSIBLE BUSINESS INITIATIVES
CHINA						
Autron Industry	F: Autron Industry Co., Ltd A: No. 6, Zhenxingbei Road, Shiling Town, Huadu District, Guangzhou City, Guangdong Province	25/7/23	T: 72 F: 36 M: 36	53%	2021	Sedex, GRS, HIGG Index
Cool Partners International	F: Colt Rise Apparel (Dongguan) Limited A: Room 301, 5 Guang Yun Zhong Road, Changping Town, Dongguan City, Guangdong Province	21/6/23	T: 36 F: 23 M: 13	25%	2016	Sedex
	F: Dongguan Kinci Knitting Factory Co Ltd A: No. 12 Taiyuan Zhenxing North Road, Zhen Xing Industrial Zone, Xie Gang Town, Dongguan City, Guangdong Province	4/7/22	T: 87 F: 45 M: 42	17%	2016	Sedex
Dongguan Juzhan Garment Company	F: Dongguan Juzhan Garment Co., Ltd A: 3rd Floor, No. 31 Yian Road, DalingTou Viliage, Dalang Town, Dongguan City, Guangdong Province	10/3/20	T: 81 F: 43 M: 38	58%	2019	—
Fluid Connection	F: Hangzhou FC Fashion Co Ltd A: 3F, Building No. 1, No. 172 Lindong Road, Linping, Yuhang District, Hangzhou, Zhejiang Province	1/11/22	T: 84 F: 50 M: 34	50%	2017	Sedex
Hemp Fortex	F: Hemp Fortex Industries Ltd A: No. 808, Eastern City Industries Zone, Dagushan town, Rushan City, Weihai, Shandong Province	13/5/22	T: 219 F: 171 M: 48	60%	2019	OCS, GOTS, Amfori BSCI, HIGG Index
Hop Hing / Singtex	F: Singtex Fashion Knitting Co Ltd A: No. 2 Industry Area, Shang kang Village, Changping Town, Dongguan City, Guangdong Province	2/4/21	T: 75 F: 29 M: 46	NO DATA	2007	Sedex
Jimmy Fashions	F: Tongxiang Jimmyfashions Co Ltd A: No. 2, Building 2, Jujiang, Pioneer Park, No. 1087 Fazhan Avenue, Tongxiang City, Jiaxing City, Zhejiang Province	22/12/22	T: 54 F: 38 M: 16	50%	2011	Sedex
Eastlink Sales	F: Suzhou Miaoyun Garment Co Ltd A: No.155, Shizhong Road, Xukou Town, Wuzhong District, Suzhou City, Jiangsu Province	28/2/23	T: 26 F: 20 M: 6	50%	2011	Sedex
	F: Rugao Huaji Garment Factory A: Group 1, Denggao Village, Motou Town, Rugao City, Jiangsu Province	24/7/22	T: 34 F: 33 M: 1	50%	2020	Sedex
	F: Yaofa Garment Factory A: Floor 3, No 915, Shixin Road, Airport Town, Pudong New Area, Shanghai	20/2/23	T: 34 F: 29 M: 5	50%	2023	Sedex, HIGG Index
Wellsilk International	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, Shiyuan, Bao'an, Shenzhen, Guangdong Province	1/12/22	T: 194 F: 118 M: 76	40%	2014	Sedex, HIGG Index
INDIA						
Bharat Enterprises	F: Bharat Enterprises A: Plot No. 98, Udyog, Vihar, Phase-1, Gurgaon, Haryana	5/4/22	T: 580 F: 24 M: 556	20%	2016	Sedex, SA8000, HIGG Index
	F: Bharat Expo International A: Plot No. 189, Udyog, Vihar, Phase-1, Gurgaon, Haryana	26/4/23	T: 500 F: 31 M: 469	0%	2016	Sedex, SA8000, HIGG Index
Ellevana	F: Ellevana Pvt Ltd A: E43-Sec-63 Noida, Uttar Pradesh	—	—	—	2022	—
Fashion Factory	F: Fashion Factory International A: C 68/1 Okhla Industrial, Area Phase 2, OKHLA, New Delhi	9/11/22	T: 75 F: 2 M: 73	4%	2013	Sedex
Gupta Overseas	F: Gupta H.C. Overseas (I) Pvt. Ltd. A: Near Tube Well colony, Bye Pass Road, Agra, Uttar Pradesh	29/8/22	T: 901 F: 3 M: 898	0.1%	2015	Sedex, SA8000, HIGG Index
	F: Gupta H.C. Overseas (I I) Pvt. Ltd. A: C-10-13, B60 – B61, B61/1 & B-61/2 EPIP, Shashtripur-am, Sikandara, Agra, Uttar Pradesh	19/5/23	T: 1163 F: 1 M: 1162	0%	2015	Sedex, SA8000, HIGG Index
Malhotra Leather Exports	F: Malhotra Leather Exports Pvt Ltd A: A-24, Sector-67, Noida, Gautam Budh Nagar, Uttar Pradesh	25/8/20	T: 110 F: 7 M: 103	0%	2016	—

CONTINUED OVER →

1. Scope of supply chain mapping expanded for TR2023.

SUPPLIER	F: FACTORY A: ADDRESS	LAST AUDIT	EMPLOYEES T: TOTAL F: FEMALE M: MALE	FEMALE MANAGERS	SUPPLIER SINCE	RESPONSIBLE BUSINESS INITIATIVES
Mira Exim	F: Mira Exim Limited A: E-25, 26, 27 and F-25, 26, Sector XI, Noida, Uttar Pradesh	18/11/21 18/11/2021	T: 835 F: 124 M: 711	15%	2022	SA8000, WRAP, GOTS, GRS, Sedex, HIGG Index
Totem	F: R. R. Exports A: D-141 Okhla Industrial Area Phase 1, New Delhi	2/2/17	T: 18 F: 5 M: 13	25%	2017	GOTS
The Rajlakshmi Cotton Mills	F: The Rajlakshmi Cotton Mills Pvt Ltd A: S-2/1-2, EPIP, Kasna, Site-V, Greater Noida, Gautam Budh Nagar, Uttar Pradesh	6/12/2022	T: 1696 F: 317 M: 1379	20%	2017	Fair Trade, OCS, GOTS, GRS, Sedex, HIGG Index
SOUTH KOREA (WITH CHINA BASED FACTORY)						
Cielo Sereno	F: Qingdao SM Crafts Co Ltd A: No. 1876 East Industrial Park, Zhongcun New Community, Chengyang Subdistrict, Chengyang District, Qingdao City, Shandong Province	14/6/23	T: 10 F: 4 M: 6	50%	2018	Sedex, HIGG Index
PHILIPPINES						
Earth Works	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	—
TURKEY						
Akarteks	F: Akarteks Tekstil A: Kelkit Organize Sanayi, Bölgesi Beylikbuku Cad, No:11/9/13/16-1 Erbaa, Tokat	24/10/22	T: 1291 F: 620 M: 671	37%	2021	OCS, GRS, GOTS, Sedex, HIGG Index
Mass Design	F: Mass Konfeksiyon Tekstil San. VE TIC. A. S. A: Demirtas Dumlupinar OSB Mahallesi, Kartopu Sokak No: 12, Osmangazi, Bursa	23/1/23	T: 214 F: 151 M: 63	70%	2022	OCS, RCS, Sedex, HIGG Index, ISO14001:2015
VIETNAM						
Nobland	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	1/10/22	T: 2218 F: 2021 M: 197	64%	2020	Fair Trade, OCS, GOTS, GRS, Better Work, ISO14001:2015, HIGG Index
Saitex International	F: Saitex International Dong Nai (VN) Ltd A: Lot 225, Amata Industrial Zone, Bien Hoa, Dong Nai, Vietnam	30/9/22	T: 2939 F: 1739 M: 1230	47%	2019	B-Corporation, Better Work Vietnam, Bluesign, Fair Trade, Oeko-Tex 100, SA8000, HIGG Index, GRS, ISO14001:2015

DIRECT PACKAGING SUPPLIERS

SUPPLIER	ADDRESS
AUSTRALIA	
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
Officeworks	www.officeworks.com.au
Print Together	The Mill, Shed 63, 9 Walker Street, Castlemaine, Vic 3450
Signet	Po Box 1155, Capalaba, Qld 4157
The Little Print Group	68 Queensberry St, Carlton, Vic 6053
Vaggpack	164 Jersey Drive, Epping, Vic 3076
CHINA	
Trimco Group	Flat G, 8/F, City Industrial Complex, 116-122 Kwok Shui Road, Kwai Chung
INDIA	
Nature Design Concepts	832, 2nd Floor, Udyog Vihar Phase 5, Gurugram - 122016
NEW ZEALAND	
noissue	24 Wyndham St, Auckland

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TIER 2 LEATHER TANNERIES

SUPPLIER	ADDRESS	LWG RATED	RATING	TRACEABILITY SCORE (PHYSICAL)
Alsa Industries	Plot No 9, Mie, Part-b Jhajjar, Haryana, India	NO	-	-
Ammar Tanning	16 El-Sekka El-Hadid St., Madabegh Misr El-Qadima, Misr El-Qadima, Cairo, Egypt	NO	-	-
Angel Leathers Pvt Ltd	111 Leather Complex, Kapurthala Road, Jalandar, India	NO	-	-
Arora International	Shop No. 8- 9- 10, W Z- 19, C H. Hardev Singh Complex, Jawala Heri, New Delhi, Delhi, India	NO	-	-
Chieh Shing Tannery	Zone 5, Plot 354 & 355, Calcutta Leather Complex, 24 Parganas (South), West Bengal, India	YES	SILVER	0%
Conceria International Private Limited India	2A & 2C Ammoor Road, Manthangal, Ranipet, District Vellore, Tamil Nadu, India	YES	GOLD	0%
Jay Dee Leather Private Limited	Plot No. 57, Kapurthala Road, Leather Complex, Jalandhar, Punjab, India	YES	SILVER	87.71%
MSN Exports	No. 25, Sidco Industrial Estate Sipcot, Ranipet, Tamil Nadu, India	YES	GOLD	95.17%
N. M Hashim & Company	76/1, Gudiyatham Road, Thuthipet, Ambur, Vellore, Tamil Nadu, India	YES	GOLD	0%
SJS Leathers	82 Matheswartalla Road, Kolkata, India	NO	-	-
Zuha Leather Pvt Ltd	1056/E, Konamedu, Vaniyambadi 635751, District Vellore, Tamil Nadu, India	YES	GOLD	8.14%

TIERS 2-4 SUPPLIERS

SUPPLIER	ADDRESS	CATEGORY
AUSTRIA		
Lenzing Aktiengesellschaft	Werkstrabe 2, 4860 Lenzing, Austria	Fibre Producer
Lenzing Fibers GmbH	Industriegelände 1, 7561 Heiligenkreuz, Austria	Fibre Producer
CHINA		
Changzhou Beichi Textile Company	No. 19-20 Xihu Road, Wanta Industrial Zone, Wujin High-tech Development Zone Changzhou, Jiangsu, China	Mill
Changzhou Cloud Cloth Industry Co., Ltd	Textile Industry Zone, East Hutang Town, Wujin District, Changzhou, China	Mill
Changzhou Sun Chic International Trading Co., LTD	Room 201 ,Building 3, No.17, Da Huo Nong, Tian Ning Ave, Changzhou, China	Trader (Fabric)
DingSheng	No. 80, Maozhi West Road, Dalang Town, Dongguan, Guangdong, China	Mill
Dongguan City Haorui Washing Co., Ltd.	No. 103 Block, Environmental Protection Base, Changping Town, Dongguan, Guangdong, China	Laundry
Dongguan Greatex (UPW) Spinning LTD	Huang Tang Village, Xin Si District, Heng Li Town, Dongguan, Guangdong, China	Mill
Dongguan Longkun Textile Co., Ltd.	No. 9 Kangfeng Road, Dalang Town, Dongguan, Guangdong, China	Mill
Dongguan ShinPu Paper Co. Ltd.	No. 7, Xintao road, Dapu Village, Chingxi Town, Dongguan, Guangdong, China	Packaging
Dongguan Yida Textile Co.,Ltd	No. 301, Liaodong Road, Liaobu Town, Dongguan, Guangdong, China	Mill
Dongguan Yingdong Textile Co., Ltd	Room 101, No. 10, Fuxin 3rd Street, Qiaotou, Houjie, Dongguan, China	Mill
Eastman Chemical (Nanjing) Co., Ltd.	No. 168 Fenghua Road, Nanjing Chemical Industry Park, Jiangbei New Area, Nanjing, Jiangsu, China	Fibre Producer
Fu Peng Textiles	Fu Hua Bei Road, Dalang Town, Dongguan, Guangdong, China	Mill
Fujian Liheng Polyamide Industry Co., Ltd	No. 301 Houcuo, Zhangliu Village, Jiangtian Town, Changle District, Fuzhou, Fujian, China	Fibre Recycler
Fujian Resort Technology Co., Ltd	Longan Industrial Project Area, Fuding City, Ningde City, Fujian Province, Ningde, Fujian, China	Mill
Fujian Tianheng Textile Technology Co., Ltd.	Area A-G0846, 15th Floor, Fuzhou Bonded Zone Complex, Building (Free Trade Test Zone), Fuzhou, Fujian, China	Mill
Fuli Accessory Co. Ltd	No. 2, QiuFu Road, Dalang Town, Dongguan, Guangdong, China	Packaging
Guangzhou Thirty Trade Co., Ltd	Room 4704, No. 1018 Office Building, Shatai Road, Baiyun District, Guangzhou, Guangdong, China	Packaging
Guilin Qifeng Paper Co., Ltd.	9 Qifeng Rd, Xiangshan District, Guilin, Guilin, Guangxi, China	Packaging
Hangzhou Hangmin Meishida Printing and Dyeing Co., Ltd	No.129 Renmin Road, Kanshan Town, Xiaoshan District, Hangzhou, China	Dyeing / Printing
Hangzhou Juyi Paper and Plastic Packing Co., Ltd.	Xiyuan Industrial, Tangqi Town, Yuhang District, Hangzhou, China	Packaging
Hangzhou Naimo Textile Company Ltd	Room 401, Building 2, No 633 Linping Avenue, Yuhang, Hangzhou, Zhejiang, China	Mill
Hangzhou Shouzhong	No. 26, Building 33, Zhejiang Textile Procurement Expo City, Yaqian Town, Xiaoshan District, Hangzhou, Zhejiang, China	Mill
Hangzhou Xincheng Printing & Dyeing Co., Ltd	2 Dangcheng, Yonghong Road, Xiaoshan District, Hangzhou, Zhejiang, China	Dyeing / Printing
Hangzhou Zhuoda	No.2 Farm, Xiaoshan District, Hangzhou, Zhejiang, China	Dyeing / Printing
Henan Pingmian Textiles	Henan Pingmian Textile Group Co., Ltd. Baofeng Factory, East Side of the Southern Section, East Third Ring Road, Baofeng County, Pingdingshan, China	Mill
Hongsheng New Material (Suzhou) Co., Ltd	No.1 Group 12 Yongping Village, Nanma, Shengze Town, Wujiang, Jiangsu, China	Fibre Recycler
Hua Lun	229 Fu Hua Bei Road, Dalang Town, Dongguan, Guangdong, China	Mill
InResST Co., Ltd	Room 202, No. 376 Meibei Road, Wangdian Town, Xiuzhou District, Jiaying City, Zhejiang, China	Fibre Recycler
Jiangsu Dasheng Group	1288 Shexi Road, Beishe Town, Wujiang District, Suzhou City, Jiangsu Province, China	Mill

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SUPPLIER	ADDRESS	CATEGORY
Jiangsu Jinda Packaging Materials Technology Co., Ltd.	No. 196 Yaochi Middle Road, Chengdong, Hai'an, Jiangsu, China	Packaging
Jiangsu Natural Textile Technology Co., Ltd	A5-2 Standard Factory Of Hutang Sci-Tech Industrial Park, Wujin Zone, Changzhou, China	Mill
Jiangyin City Jintong Textile Co., Ltd	No. 108 YongAn Bridge, HongDou Village, GuShan Town, JiangYin, Jiangsu, China	Mill
Jiangyin Huacai Textile Co., Ltd	No. 188 Zhenyang Road, Qingyang Town, Jiangyin, Jiangsu, China	Fibre Producer
Jiangyin Yueda Printing and Dyeing Co., Ltd.	1 Shen Jia Bang Lu, Jiangyin, Wuxi, Jiangsu, China	Dyeing / Printing
Jiari Resin	Ping'an 1st Road, Jimo City, Qingdao, China	Components / Trims
Jiaying Yajie Jet Weaving Co., Ltd	Xiuzhou Silk Science Industry Park, Jiaying, Zhejiang, China	Mill
Jilin Chemical Fibre Co., Ltd.	No. 216, Kunlun Street, ETD Zone, Jilin City, Jilin, China	Fibre Producer
JinFu Textiles	Fu Kang Road, Dalang Town, Dongguan, Guangdong, China	Mill
Jinkang Dyeing	108 Wuhai Road, Qiujiagoucha Village, Tongji Sub district Office, Jimo City, Qingdao, China	Dyeing / Printing
Jinshengyi Brass	No. 1027-1030, Phase II, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Jintong Jiangsu China	No. 38, Xiao He Kou JieFang village, GuShan Town, JiangYi City, Jiangsu, China	Mill
JiRui	425 Lanzhou Xi Road, Jiaozhou, Qingdao City, Shandong, China	Packaging
Kunshan Sanda Packing Co.Ltd	1420 Honghu Road, Kunshan Development Zone, Suzhou, Jiangsu, China	Packaging
Lanxi Xingqiang Textile Co., Ltd.	Houren Village, Lanjiang Street, Lanxi, Zhejiang, China	Mill
Lenzing Fibers (Nanjing) Co., Ltd.	No. 2 Kangqiang Road, Xiongzhou Street, Luhe District, Jiangsu, Nanjing, China	Fibre Producer
Lenzing Fibers (Shanghai) Co., Ltd.	968 Beijing West Road Garden Square Unit 06-08, Floor 15th, Shanghai, China	Fibre Producer
Mozartex	No. 218 Xigan Road, New District, Wuxi City, Jiangsu, China	Mill
Nantong Zefeng Textile Co., Ltd.	Twenty Groups of Maxi Village Matang Town, Rudong County, Nantong, China	Mill
Novetex Textiles Limited (Mill)	Nan Gang Centre Road, Nan Shui Town, Zhuhai, China	Mill
Profitex (Shenzhen) Industrial	Room 604, Block A, Wanghai Building, Shekou Net Valley, Nanshan District, Shenzhen City, China	Mill
Qingdao DAWEI Jewelry Trading House	270m South of Intersection, Ping'an Second Road & Minqiang Third Road, Jimo City, Qingdao, China	Components / Trims
Qingdao Fengyun Formica	Yuhuangling Industrial Park, Chengyang District, Qingdao City, China	Components / Trims
Qingdao Guangfuyuan Glass	No. 753, Phase I, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Qingdao Haibeisi Industry & Trade Co., Ltd	Beilongwan Industrial Park, Jimo District, Qingdao.	Packaging
Qingdao Liuyi Jewelry Trading House	No. 1001, Phase II, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Qingdao Ramaya Textile Co., Ltd	Room 701, Office Building 1, No. 623, Jingcheng Road, Chengyang District, Qingdao, China	Mill
Qingdao Rongguang Plastic Packaging Co., Ltd	1409, Building 2, Xinyuan Century Center, 77 Zhengyang Road, Chengyang District, Qingdao City, Shandong, China	Packaging
Qingdao True Hongyuan Packaging Co., Ltd	Qali Liuting Town, Chengyang District, Qingdao, China	Packaging
Qingdao Xianglong Jewelry Trading House	No. 70, Zone C, Phase I, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Qingdao Zhongyi Wood Trading House	No. 11A, Zone C, Phase I, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Sanfeng Dyehouse	Room 701, Office Building 1, No. 623, Jingcheng Road, Chengyang District, 266000 Qingdao, Shandong Sheng, China	Dyeing / Printing
Sanfeng Textile Co., Ltd	52 Shunli Mansion, 3F, Shengze Town, Wujiang, Jiangsu, Wujiang, China	Mill
Shanghai Coffe Packing Group Co., Ltd.	No. 1699 Shangsu Road, Fengxian District, Shanghai, China	Packaging
Shanghai Dianhe Textile	Xiangyang Nan Road, Shanghai, China	Mill
Shanghai Shenshu Textile	Room 1040, No.7, East Ring Road 65 Lane, Fengjing Town, Jinshan District Shanghai, China	Mill
Shanghai Shufeng Cotton Co., Ltd.	No.158 Shuqiao Road, Shuxin Town, Chongming District, Shanghai, China	Mill
Shanxi ECI Hemp Textile Technology Co., Ltd.	Luohua Road, Jinjiang Industrial Zone, Jincheng, China	Mill
Shanxi Greenland Textile Co., Ltd.	Luohua Road, Jinjiao Industrial Park, Jincheng, Shanxi, China	Mill
Shaoxing Fangbo Import & Export Ltd	No.65-67, Meian Ju, Century Street, Paojiang Industrial Zone, Shaoxing, Zhejiang, China	Mill
Shaoxing Jiahong Textile Co., Ltd.	Fifth Floor, Nanfangzhizao, Qixian Town, Shaoxing, Zhejiang, China	Dyeing / Printing
Shaoxing Jinsen Printing and Dyeing Co.,Ltd.	No. 9 Road, Binhai Industrial Zone, Keqiao District, Shaoxing City, Zhejiang, China	Dyeing / Printing
Shaoxing Keqiao Meilate Textile	No. 1666 Kebei Avenue, Keqiao District, Shaoxing City, China	Mill
Shaoxing Liguang Digital Printing Technology Co., Ltd	2nd floor, No. 1 Building Nanfang Textile Factory Area, Qixian Town, Keqiao, Shangxing, Zhejiang, China	Dyeing / Printing
Shenghong Dyeing & Finishing Group Co Ltd	The Oriental Market of China, Shengze Town, Wujiang, Suzhou City, Jiangsu, China	Dyeing / Printing
Shengnanfang Beads	No. 74, Zone C, Phase I, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Sun Ming Hing Textiles Technology (Longyan) Limited	Building 8, Xinxing Textile Industrial Park, 333 Yanxin Road, Yanxing Village, Yanshi Town, Xinluo District, Longyan, Fujian, China	Mill
Suzhou Aozhubao Textile	3F, Niushi Building, BaDu Town, Wujiang District, Suzhou City, Jiangsu Province, China	Mill

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SUPPLIER	ADDRESS	CATEGORY
Suzhou Juchun Textile Technology	Hehua Village, South side, North ring Road, Shengze, Wujiang District, Suzhou, Jiangsu, China	Mill
Suzhou Viscose Textile Technology	5th Floor, Unit 2, Huale Penzhi, No 1838, Second Ring Road, Shengze Town, Wujiang, Suzhou, China	Mill
Taixing Xingye Textile Co Ltd	No.1 Tonglian Road, Huangqiao Town, Taixing City, Jiangsu, China	Mill
Teng Ding Co., Ltd	Room 218, No.283, Qianxin Road, Jinshanwei Town, Jinshan District, Shanghai, China	Mill
Texhong Textile Group	Floor 23, Building C, No.88 Second East Zhongshan Road, Bund Soho,Huangpu District Shanghai, 200010, China	Mill
Tianxiang Resin	C23A, 1st Phase, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Tongling Huayuan Jinchang Dyeing and Printing Co., Ltd.	Ma Chong Village, Wusong Town, Yi 'an District, Tongling City, Anhui, China	Dyeing / Printing
Tongling Worldbest Linen & Ramie	1139 Cuihu 3 Road Tongling, China	Mill
Tongxiang Yongtai Knitting Co.,Ltd.	Tongfu Country, Jiaxing, China	Mill
Weiyida (Guangzhou) Leather Co., Ltd	No.13, 13A Guangchang Road ,Shiling International Leather Market, Lianhe Group, Shiling town, Huadu District, Guangzhou, Guangdong, China	Mill
Winning Textile Co Ltd	No.10, RiYueShan Road, XiXiaShu Town, XinBei District, Changzhou City, Jiangsu, China	Mill
Wujiang Colorful Weaving Co., Ltd	Nanxiao Development Zone, Shengze Town, Wujiang District, Suzhou City, Suzhou, China	Mill
Wujiang Hengji Textile Co., Ltd	5-7, North business district, Shengze town, Suzhou, Jiangsu, China	Mill
Wujiang Hengjia	Group 6, Hongan village, Shengze town, Wujiang, Jiangsu, China	Mill
Wujiang Xinmin Fabric Technology	No. 22, Wulong Road, Shengze, Wujiang, Suzhou, China	Mill
XiaoMifeng	No. 2008, Dashun Dali South Road, Xitang Town, Jiashan County, Zhejiang Province	Packaging
Xin Zhong Yin Packaging Co., Ltd	No. A3, South of Minsheng Furniture City, Chengyang District Wholesale Market, China	Packaging
Xiniao Textiles	No. 48, ZhenZhi Street, Chongfu Town, Tongxiang City, Zhejiang, China	Mill
Xingchen	No. C31A, Phase I, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Xinmeirui Brass	No. 272, 2nd Floor, Taixinyuan, Yinshengtai, Chengyang District, Qingdao City, China	Components / Trims
Xinshen Linen	No. 1111, Economic Development Area, Zhenze Town, Wujiang, Jiangsu, China	Mill
Xinsheng	No.71-73, Shilin International Leather Goods Central Road,Huadu District, Guangzhou City, Guangdong, China	Mill
Xinshengjia Acrylic	No. 272, 2nd Floor, Taixinyuan, Yinshengtai, Chengyang District, Qingdao City, China	Components / Trims
Xinxiang Bailu Chemical Fiber Co., Ltd. (Site 1)	Jinyuan Road, Fengquan District, Xinxiang City, Henan Province, China	Mill
Xinxiang Bailu Chemical Fiber Co., Ltd. (Site 2)	South side of Xinchang Road, Xinxiang Economic and Technological Development Zone, Xinxiang City, Henan Province, China	Mill
Yarns & Colors Co., Ltd.	No. 3008 Dongshan Blvd, Linhu Town, Suzhou, Jiangsu, China	Mill
Yibang Ribbon Co.,Ltd	No. 25, Xiongshi Middle Road, Shiling Town, Huadu District, Guangzhou, China	Fibre Producer
Yibin Grace Group	Hangtian Road Nanan Economic Tech Dvpt Zone Yibin, China	Fibre Producer
Yingde Jifeng Dyeing & Weaving Co Ltd	Qingyuan Overseas Chinese Industrial Park Of Donghua Town, Yingde City, Qingyuan, Guangdong, China	Dyeing / Printing
YiXing Packing Material Company	No. 81, ShiBanDa Street, ChangPing Town, Dongguan, Guangdong, China	Packaging
Yonglu	Xinsi Industrial Zone Hengli Town, Dongguan, Guangdong, China	Packaging
Yongsheng Acetate	Zhongchuan Road West, Zhonghan International Small Commodity City, Chengyang District, Qingdao City, China	Components / Trims
Zhejiang Charming Dyeing & Finishing Co., Ltd.	No. 208, Yanye Road, Fengming Industrial Park, Tongxiang City, Zhejiang, China	Dyeing / Printing
Zhejiang Daneng Textile Printing and Dyeing Co., Ltd.	2118 Fa Zhan Da Dao, Tong Xiang Shi, Jia Xing Shi, Zhe Jiang Sheng, China	Dyeing / Printing
Zhejiang Fulida Dyeing & Finishing Co., Ltd.	Nongerchang, Xiaoshan District, Zhejiang, China	Dyeing / Printing
Zhejiang Quanwei Adhesive Products Co., Ltd	Industrial Park, Gaoqiao Town, Tongxiang, Zhejiang, China	Packaging
Zhejiang Yaxue Textile Technology Co. Ltd	Second Industrial Park, Tongxiang Chongfu Economic Development Zone, Jiaxing city, Zhejiang, China	Dyeing / Printing
Zhengzhou Chenglin Textile Co., Ltd.	Room 1602, Wancheng International North Jianshe, Henan, China	Mill, Dyeing / Printing
Zheshi Venture Capital	6/F, Shanshui Commercial Building, Xuyi County, Huai'an City, Jiangsu, China	Fibre Recycler
Zhihao Printing	West Gate of Runtong Runyuan, Chengma Road, Jimo City, Qingdao, China	Dyeing / Printing
Zhongxin	No.288 JuYuan Road, LuoTuo Street, ZhenHai District, Zhejiang Province, China	Mill
HONG KONG		
Clotex (Trimco Group)	Flat G, 8/F, City Industrial Complex, 116-122 Kwok Shui Road, Kwai Chung	Trims
Micro-Pak Limited	Suite 2504, Tower 6, The Gateway, Harbour City, 9 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong	Packaging
Novetex Textiles Limited (Office)	3/F, Novel Industrial Building, 850-870 Lai Chi Kok Road, Cheung Sha Wan, Kowloon, Hong Kong	Mill (Office)
Seaman Paper Asia Co. Ltd.	23rd Floor, Ocean Building, 80 Shanghai Street, Jordan, Kowloon, Hong Kong	Packaging
Tat Fung / Panther Textiles	Flat E-H 22/F Kingsford Industrial Building, Phase 2 No. 26-32 Kwai Hei Street, Kwai Chung, New Territories, Hong Kong	Mill
UPW	Unit 905-906, 9/F, Tower 2, Cheung Sha Wan Plaza, 833 Cheung Sha Wan Road, Kowloon, Hong Kong	Mill (Office)
INDIA		
Aditya Birla (HQ)	S K Ahire Marg, Worli, Mumbai, India	Fibre Producer
Anithaa Weaving Mill Private Limited	145/F6, Dr. T.G.N Complex West Car Street, Tiruchengode, Namakkal, India	Mill

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SUPPLIER	ADDRESS	CATEGORY
DECORPAC	291-D, Sector-6, IMT Manesar-122050, Gurgaon, Haryana, India	Packaging
Diblan International	136, PKS Street, Sivakasi, India	Packaging
Disha Communications	310/20, 2nd & 3rd Floor, Jagdamba Road, Tughlakabad Extn., New Delhi, India	Packaging
Durga Enterprises (Factory)	C -14, Sector - 4, Noida, Uttar Pradesh, India	Packaging
Gaur Enterprises	Comm Complex, Pankaj Chamber, 2nd Floor, Preet Vihar, Delhi, India	Mill
Gupta Exim Pvt Ltd	144, Sector 32 Rd, I P Colony, Block C, DLF Industrial Area, Sector 32, Faridabad, Haryana, India	Dyeing / Printing
Jindba Processors Pvt. Ltd	Uchi Mangli, Airport Road, Sahnewal, Ludhiana, Punjab, India	Mill
K.S. Enterprises	D- 183, Sector-63, Noida, Uttar Pradesh, India	Packaging
Mudit Polymers	19, Ghazipur Industrial Area, Faridabad, India	Packaging
Nakoda Enterprises	Khera Rawat Road, Near Shiv Vatika, Bhim Nagar Chowk, Gurugram, Haryana, India	Packaging
Nishid Enterprises	Plot No B-217, Palam Vihar Extn, Dharam Colony ,Gurugram, Haryana, India	Packaging
Onyx Production India	Ghaziabad, Uttar Pradesh, India	Packaging
Packwell	2B, Goenka Lane Kolkata, India	Packaging
Pins to Plane International	No. 249, Shop No 4, Bal Mukand Khand Giri Nagar, Gobind Puri, Kalka Ji, New Delhi, India	Packaging
Prateek Polymers	C-67/2, OKHLA Industrial Area, Phase 2, New Delhi, India	Packaging
R.B.Hashmat Rai & Company	R. B. Hasmat Rai & Company 3, Vishisht Machinery Market (OPP. Power Sub Station), Dhulia Ganj, Agra, India	Packaging
Ravi Screen	Ravi Screen, 33/18, B-3, Lohiya Nagar, Balkeshwar, Agra, India	Packaging
Royal Packer	Krishna Kunj, Halwai Ki Bagichi Mathura Road, India	Packaging
S.R. Shoe Components	F-11 Site C, Industrial Area, Sikandra, Agra, India	Packaging
Sportking India Ltd	Village Jeeda, NH54, Bathinda, Punjab, India	Mill
Sunrise Enterprises	G-353, Gali No.17, West Karawal Nagar, India	Packaging
Super Dry Desiccant Pvt Ltd	43 Sammilani Park, Santoshpur East, Rajapur, India	Packaging
Tex Yarn	Flat C, South Patel Nagar Market, Patel Nagar, New Delhi, India	Mill
Together Trading Company	Plot No. 8, Daultabad Road, Gurugram, Haryana, India	Packaging
Veeran Plastic Industries	7 DSIDC, Scheme 3 Okhla Industrial Area, Phase 2, New Delhi, India	Packaging
INDONESIA		
P. T. South Pacific Viscose	Desa Cicadas, Purwakarta, West Java, Indonesia	Fibre Producer
ITALY		
Lanificio del Olivo	Via Fratelli Cervi, 84, Campi Bisenzio Florence, Italy	Mill
JAPAN		
Asahi Kasei (Bemberg Plant)	3400-1 Asahimachi 4-chome, Nobeoka-shi, Miyazaki Prefecture, Japan	Fibre Producer
KOREA		
Kyonglim Cord	Gyeonglim A-5005, 266, Jong-ro, Jongno-gu, Seoul, Republic of Korea	Components / Trims
Qingdao Yongkang Jewelry Co., Ltd	5010 B-dong, Jongno 266, Jongno-gu, Seoul (Dongdaemun Market), Kyounglim, Republic of Korea	Components / Trims
PHILIPPINES		
Carbon Public Market	MC Briones Street, Ermita Barangay, Cebu City, Cebu, The Philippines	Packaging
Cebu Evergreen Industries Inc.	No. 8, P. Remedio St, Mandaue City, Cebu, The Philippines	Packaging
Corbox Corporation	Purok Gemelina, Tayud, Lilo-an, Cebu, The Philippines	Packaging
CVRK Enterprises & Printing Press	292 Sanciango St., Pahina Central, Cebu City, The Philippines	Packaging
Jho - Aris Enterprises	L.C. Cabrera St, Mandaue City, Cebu, The Philippines	Packaging
Wired Systems	Unit 14, St. Patrick's Square R Aboitiz St, Cebu City, Cebu	Packaging
TAIWAN		
Qualipoly Chemical Corp.	No. 2, Yong Gong 5th Rd, Yong An District, Kaohsiung City, Taiwan	Components / Trims
TURKEY		
Akbaslar Tekstil Co. Inc.	No: 197 Kurtulus OSB, Mahallesi, Ataturk, Caddesi, Gursu, Bursa, Turkey	Mill
Aleya Tekstil	Dosab Mah. Ortanca Sok. No: 5 Osmangazi, Bursa, Turkey	Mill
Bak-Ay Tekstil (Factory)	Velimeşe Organized Industrial Zone District, Corlu-Cerkezoy Yolu Cad, No: 22, Mill Ergene, Tekirdag, Turkey	Mill
Bossa Ticaret ve Sanayi Isletmeleri T.A.S.	Haci Sabanci Organize Sanayi Bolgesi Acidere OSB Mah. Celal Bayar Bul. No: 3 Saricam, Adana, Turkey	Mill
M.A.C. Iplik Kumas Tekstil SAN. VE TIC. A.S.	Dosab Gul Sok. No: 5 Osmangazi, Bursa, Turkey	Mill
Orta Anadolu Ticaret Ve Sanayi Isletmeleri T.A.S.	Osman Kavuncu Mah. Mensucad Cad. No:24 Melikgazi, Kayseri, Turkey	Mill
Ozel Tekstil Insaat Sanayi VE TIC. A. S.	Organize Sanayi Bolgesi 2. Cadde No:24, 16425 Inegol, Inegol, Bursa, Turkey	Mill
Sonmez Iplik	Meclis i Mebusan Cd 81 Findikli Istanbul, Turkey	Mill
USA		
Eastman Chemical Company (USA)	100 Eastman Road, Kingsport, Tennessee, USA	Fibre Producer
VIETNAM		
Cong Ty Tnhh Giay Yuen Foong Yu	Binh Son Village, Long Thanh District, Dong Nai, Long Thanh, Vietnam	Packaging
Cty Tnhh Thinh Gia Huy	39/16 Nguyen Cuu Dam Street, Tan Phu District, Ho Chi Minh City, Vietnam	Packaging
Cty Tnhh Tm Dv Anh Sao Kim	109, Provincial Road 9, Hamlet 5, Binh My Village, Cu Chi District, Ho Chi Minh City, Vietnam	Packaging
TCE-VINA Denim	Lot S6 + S7, Hoa Xa Industrial Park, Nam Dinh, Vietnam	Mill

THE NEXT 12 MONTHS

We have many exciting initiatives critical to continuing our sustainability journey, that are central to our focus for the year ahead. We are confident we will be able to deliver on these commitments – regardless of what the global marketplace throws at us.

We feel more energised and aligned than ever. Now that we have a significantly improved visibility on our environmental impact using our Scope 3 emission measurements, even moving the needle slightly will show up as positive progress. Having this depth of understanding is so powerful and motivating for our team and suppliers.

At the top of the to-do list is setting our Net-Zero targets with the SBTi (Science Based Target initiative), achieving our B-Corp certification, further optimising our responsible sourcing processes and then assessing and updating our ELK Preferred Materials & Fibres Guide to reflect industry best practice, research and innovation.

Our waste streams and processes will also be reviewed starting with the launch of a customer take-back scheme through our Preston store supporting our flagship circularity initiative, (RE)NEW. We will also focus on revamping our retail waste segregation processes as we edge closer to our zero waste to landfill goal.

As always, we remain committed to sharing our progress and challenges throughout the year on our social media channels. The year ahead is exciting and we will have a lot to share again in our next report.

Thank you for sharing in our philosophy of CONSCIOUS FASHION.

Marnie Goding and Vaibhav Gaikwad

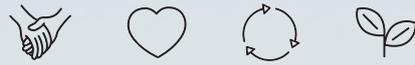
We welcome questions, feedback and discussion.

Please contact Vaibhav or Marnie via email at transparency@elkthelabel.com

PRINTING

We have printed 30 copies of this report with a local printer. The paper stocks used are Ecostar+, with Impact for the cover, both of which are 100% post-consumer recycled, and FSC® certified. We have taken great care to not print more copies than required.





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.

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elkthelabel.com

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