

TRANSPARENCY REPORT 2021

A CONSCIOUS
DESIGN JOURNEY
ANNUAL REPORT



ELK



END TO END

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ACKNOWLEDGMENT OF COUNTRY

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



We have printed 25 copies of this report with a local, environmentally conscious printer on 100% post-consumer recycled ecostar+ paper stock which is FSC® certified and carbon neutral. We have taken great care to not print more copies than required. The carbon emissions from the printing of this report have been fully offset through the Carbon Reduction Institute.



ABOUT ELK

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

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

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

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

ABOUT THIS REPORT

This is the third annual ELK Transparency Report. A new report will be released in April each year in line with Fashion Revolution Week. We are on a journey to betterment and this report is designed to give all stakeholders and consumers a look into the brand, offering a level of transparency that holds us accountable for the decisions we make as a business.

Due to the business interruptions caused by COVID-19 our 2019 report was delayed and issued in November. This new report covers a 12-month period from 1st January to 31st December 2020 and provides an update on all materials and packaging data, and outlines progress against our 2025 goals. Unless otherwise specified, the currency used is Australian Dollars (AUD).

Previous annual reports and our website can be referenced for further information on our materials, makers and products. These annual transparency reports are designed to serve as a progress report and are authored in house by Erika Martin, ELK Ethics and Sustainability Manager.



ELK

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EXTRA BITS
&
BOBS

W21

ESIA





FROM OUR FOUNDERS: MARNIE + ADAM

We are engaged in and committed to continual change and improvement. Our goals and roadmap are clear and so much has already been achieved. Together with our team we will continue to push forward with positive change. Better products and a better business for a healthier planet.

Dr Martin Rice from the Australian Climate Council once said, “we have the power and the creativity to design the solutions”. Now, the fashion industry has more solutions available than ever before and there is no reason for any brand to resist improvement. At ELK, our decision over 7 years ago to drive change has seen us make great progress on the journey to reduce our environmental impact.

The last 12 months have been tough on everyone. Globally there has been a real reckoning of priorities which has seen a solid shift towards more measured consumption; be it food, consumer goods, travel or fashion. Happily,

many people have made positive, life-changing alterations looking for a simpler, more considered existence. This is true for us as we have seen greater engagement from our customers and an eagerness to learn more about our products, materials and makers.

More broadly it is brilliant to see that sustainable fashion has become a normal conversation. The spirit of industry collaboration is stronger than ever and we need to make sure that there is just as much action as there is talk. We need to offer honest, transparent information, avoiding greenwashing at all costs. There are still some major industry challenges that we face – a lack of recycling solutions, access to materials and consumer education amongst other things.

This, our third annual transparency report, provides an update on our progress as we continue transforming our products and operations into better versions of themselves. We offer an inside view into what makes us tick, detail our goals, highlight our wins and lay out the challenges ahead.

There is so much opportunity for positive change and that’s what we are focused on.

Adam Koniaras and Marnie Goding



FROM OUR ETHICS AND SUSTAINABILITY MANAGER: ERIKA

After a difficult year that saw severe drought, bushfires and floods across Australia as well as a global pandemic, we want to focus on the positive and are pleased to share our achievements over the past 12 months and progress against our 2025 sustainability goals.

The greatest progress was made within our own operations. We have significantly reduced our electricity use by installing solar panels across our buildings and have met two of our 2025 packaging targets early. Our online business increased due to the pandemic lockdowns, and we are extremely proud that 81% of the packaging we used in 2020 was recycled, with 99% either recyclable or compostable.

The results of the past two years of re-thinking the materials we work with was also evident in our 2020 ranges, with more ELK preferred fibres used, including organic cotton, "green-shirt" rated cellulosic fibres and traceable viscose.

We continued to give back to our communities with donations to charity partners more than doubling in 2020. The magnitude of the Black Summer bushfires moved us to support the

families, communities and wildlife affected, and we gave to a range of organisations involved in the bush fire relief efforts. The devastating fires provided even more urgency to launch our tree planting initiative in partnership with TreeProject.

Whilst we want to celebrate our wins, we don't want to overlook the challenges of the past 12 months, with the impacts evident in the numbers. Our retail stores were closed for 6 months, production volumes were around 50% less than the previous year, and most of us had to adjust to working remotely. This has slowed progress in some areas, but as our business is recovering from the COVID disruptions we are able to take stock and prioritise these projects again.

Our commitment to setting ambitious targets and transforming our business to be a force for good remains strong. There is still much work to be done, but we believe that being a responsible, purpose led business is more relevant than ever to ensure that our business is resilient and sustainable into the future.

My thanks go to the passionate ELK team, our customers and our supply chain and charity partners for supporting our efforts. We will continue to share our progress and challenges along the way, and look forward to a future where responsible business is the norm rather than the exception.

Erika Martin



2020 HIGHLIGHTS



RENEWABLE ENERGY

We generated 71 MWh of clean, renewable solar power on-site through 2020. Additional electricity is certified carbon neutral and purchased from Powershop.



ENERGY EFFICIENCY

We successfully applied for a \$20K grant under the Australian Government Energy Efficient Communities Program. We are using these funds to improve the energy efficiency of our warehouses.



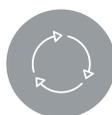
CLIMATE ACTION

In March 2020, ELK, along with over 350 other groups and businesses – signed an open letter urging Premier Andrews to set strong Victorian climate targets for 2025 and 2030.



PACK 4 GOOD

In June 2020 we joined the Canopy Pack4Good initiative, committing to ensure all paper-based packaging does not come from ancient and endangered forests.



CIRCULAR PACKAGING

81% of all ELK packaging and printed items used in 2020 was made from recycled materials, with 99% either recyclable or compostable.



PLASTIC-FREE BAGS

Our plastic garment bags have been replaced with a certified, sustainably forested paper bag. This will reduce our single-use plastics by up to 1,500kg annually.



PREFERRED MATERIALS

Our 2020 buy was made up of 39% preferred materials, up from 25% in 2019. Class A preferred materials increased to 8% of our 2020 total, up from 2% in 2019.



COTTON

Certified organic cotton made up 41% of our total cotton use in 2020, up from 29% in 2019.



CANOPYSTYLE

66% of our man-made cellulosic fibres (MMCFs) in 2020 came from CanopyStyle 'green shirt' ranked producers, an increase from 33% in 2019.



GIVING BACK

In 2020 \$76K was donated to a range of inspiring organisations and causes. An additional \$9.3K was raised for UNICEF through the support of our generous customers.



BUSHFIRE RELIEF

The ELK community raised over \$28K for a range of bushfire relief initiatives, including \$11K for the Kangaroo Island Glossy Black-Cockatoo Recovery Program.



TREE PROJECT

We are giving \$2 to TreeProject for every online order, and the donations for our 2020 online orders are supporting the planting of more than 26,000 native seedlings.

ETHICAL AND ENVIRONMENTAL MISSION

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

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 goals 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



OUR PILLARS

 PEOPLE	 PLANET	 PRODUCTS
<p>OUR PEOPLE</p> <p>We offer our employees family friendly, flexible work options and a range of benefits to support health and wellbeing.</p> <p>SDGS 3, 8, 10</p>	<p>CARBON FOOTPRINT</p> <p>We are working towards being a carbon neutral, zero-waste business, by investing in renewable energy, becoming more energy efficient, recycling our waste and offsetting any unavoidable emissions.</p> <p>SDGS 7, 12, 13, 14, 15</p>	<p>CIRCULAR DESIGN</p> <p>We are reducing production waste, using more recycled materials, designing for long-life and developing a product take-back program.</p> <p>SDGS 6, 12, 14, 15</p>
<p>COMMUNITY</p> <p>We give back to our community and support positive change by donating to local and international charities and community organisations.</p> <p>SDGS 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 5, 6, 8, 12, 13, 17</p>
<p>DIVERSITY + INCLUSION</p> <p>We value diversity, and will promote inclusiveness 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 repurposed furniture, low impact materials and eco-friendly cleaning 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>

2025 GOALS

We will continue to review and add to these goals as we progress our strategy in various areas.



CARBON FOOTPRINT

We will be a carbon neutral and zero waste business¹

SDG 7, SDG 12, SDG 13, SDG 14, SDG 15



PACKAGING + PRINTING

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

SDG 3, SDG 12, SDG 14, SDG 15



PAPER + CARDBOARD

At least 60% recycled or next generation paper fibre content², with all virgin paper fibres FSC certified

SDG 3, SDG 12, SDG 15, SDG 17



PLASTICS

We will eliminate problematic single-use plastics from our packaging

SDG 3, SDG 12, SDG 14, SDG 15



TRANSPARENCY

We will trace and publish 100% of our defined tier 1 – 4 suppliers

SDG 12



SUPPLY CHAIN

100% of our core suppliers will have globally recognised social or environmental credentials³

SDG 5, SDG 6, SDG 8, SDG 12, SDG 13, SDG 17



PRODUCTS

Our products will be made with at least 80% environmentally preferred materials⁴

SDG 6, SDG 12, SDG 14, SDG 15



CIRCULARITY

At least 20% of our fibres and materials will be from recycled sources⁵

SDG 6, SDG 12, SDG 14, SDG 15

1. Zero waste means 100% of waste generated from our direct business operations will be diverted from landfill.
2. Applies to packaging and printed materials, and includes post-consumer recycled fibres and fibres from agricultural residues.
3. Core suppliers are our direct product suppliers with greater than USD\$50K annual spend. Acceptable 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.
4. As defined by our ELK Preferred Fibres and Materials Guide, see page 27.
5. A percentage of total annual materials usage, by weight.



IN 2020
WE FULFILLED

33,814

ONLINE ORDERS

UP APPROXIMATELY
8,000 FROM 2019

IN 2020 WE HAD

608

ACTIVE
WHOLESALE
ACCOUNTS

WHO WE ARE

Located in Melbourne, Australia, ELK has held a significant place in the independent fashion space since 2004. The collections resonate with a global audience through sustainable and ethical practices, design refinement, trend curation and a style that is easily identifiable. With three standalone retail stores, e-commerce offering and a wholesale stockist business spanning four continents, the customer base is growing as the awareness for brands producing socially and environmentally conscious product grows.

RETAIL STORES

Preston
395 Plenty Road,
Preston, Australia

Melbourne CBD
182 Little Collins Street,
Melbourne, Australia

Albert Park
119 Dundas Place,
Albert Park, Australia

OPERATIONS

Head office
395 Plenty Road,
Preston, Australia

Warehouse
365 Plenty Road,
Preston, Australia

**Clearance store and
Warehouse**
122–124 Henty Road,
Reservoir, Australia

Wholesale showroom
435 Plenty Road,
Preston, Australia

SALES OVERVIEW (WHOLESALE, RETAIL AND ONLINE)

SALES BY COUNTRY	2020
AUSTRALIA	83%
NEW ZEALAND	12%
USA	3%
CANADA	2%
UK	<1%
JAPAN	<1%
OTHER	<1%
SALES BY CHANNEL	
WHOLESALE	55%
ONLINE	38%
RETAIL	7%
SALES BY CATEGORY	
APPAREL	71%
BAGS + WALLETS	14%
JEWELLERY	9%
FOOTWEAR	5%
ACCESSORIES	1%



ELK Retail Store, Little Collins Street, Melbourne

PEOPLE + CULTURE

OUR PEOPLE

We have great respect for all those who work within and for the business – people are at the heart of everything we do. From our team and customers, through to our suppliers and manufacturers, we endeavour to have a positive impact on everyone in our ELK community.

Our people are our brand ambassadors and our greatest asset, and we are proud of the passionate, committed and creative individuals who make up the ELK team. We have cultivated a unique work culture that is open and inclusive and continue to seek out people who share our ethical and environmental values and that can bring their own life experiences and inspired ideas to our company.

We are committed to providing a safe, respectful and inclusive workplace for all employees.

Our approach

We want to set our team up for success, and are strengthening our people strategies including regular, transparent two-way communication; clearly articulated policies and benefits; and building capability through internal training and development.

We are committed to increasing our investment in the skills and capability of our team, through providing learning and development opportunities relevant to current roles and career goals.

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

Our progress

With the extended COVID-19 lockdowns in Melbourne, our focus for much of 2020 was to ensure the safety and security of our people, from our warehouse team who continued to work on-site, to safely transitioning our office team to working from home. Also key, was to maintain regular, transparent communication with our entire team.

While many of our health, wellbeing and community support initiatives had to be put on hold through this period, we were proud to have achieved the following through such a challenging and uncertain period:

- Our people processes are now entirely paperless, including onboarding, time and attendance and performance reviews.
- Job description templates and annual review formats were revised to incorporate social and environmental goals and responsibilities to support decision making and enhance role clarity.
- Our Annual Leave Purchasing scheme was launched, with all permanent employees able to purchase an additional 2 weeks of annual leave per year.
- We implemented Office 365 and supported our team with training to allow them to work remotely while remaining connected.
- All permanent employees are provided up to two paid volunteer days per year.

Over the coming year we will

- Increase our investment in learning and development opportunities for our team.
- Continue to enhance role clarity and goal alignment through communication channels, position descriptions and shared goal setting.
- Enhance our team's connection to our purpose from onboarding through to participating in community giving opportunities.
- Continue to invest in wellbeing initiatives for the benefit of our team.
- Increase our offering of value-add employee benefits, aligned with our values – including access to discounted products, health insurance, fitness memberships and home loans.

ALIGNING OUR GOALS

We are working to embed our social and environmental values across the business and ensure consideration is given to these areas in our everyday operations. To better integrate social and environmental performance into our goal setting and decision-making, we have defined "Caring for people and planet" as a core business pillar.

To support this, we are incorporating social and environmental responsibilities into all new job descriptions and have included a reflection on contribution to this pillar into our annual reviews. In addition, each team is setting goals aligned with our ethical and environmental mission.

Over the next 12 months we will be refining our onboarding and induction processes, to set the foundations for our whole team to contribute to meeting our 2025 goals.



ABOVE: Nid Kelly, ELK Director of Sales, with Wally the office dog

COVID-19 RESPONSE

Our priority through the Melbourne lockdowns was to ensure the team remained engaged and connected, by providing regular and transparent online team updates, virtual social events and transitioning to platforms such as Office 365. We were able to provide redeployment opportunities for our permanent team which provided them with meaningful work, in addition to developing a broader range of skills.

We are proud of the resilience that our team consistently showed as we worked through this uncertain period.

Whilst there were challenges, our team thrived in finding a new level of balance in their working lives because of working from home, with benefits including increased productivity, more time with family and improved mental and physical health. The lockdowns also challenged us to be more inclusive in our communication, events and training opportunities, which was an incredibly positive learning that we will continue to apply into the future.

Although our stores have now reopened and more people are back in the office, most of our office team is still working remotely. We will continue to offer the flexibility of working from home, while maintaining the connection that is at the heart of our team culture.

"I feel I have a much better work life balance and I am loving the flexibility working from home has given me... I am able go for a walk when I finish work or go to a gym class, see my friends for a wine or even better cook a dinner for my family."

Teagan,
Remote Sales
Consultant



ELK EMPLOYEE OVERVIEW

NUMBER OF ELK EMPLOYEES	2018	2019	2020
AUSTRALIA	86	109	77*
BY EMPLOYMENT TYPE (%)			
CASUAL	42%	52%	45%
FULL-TIME (PERMANENT)	38%	31%	34%
PART-TIME (PERMANENT)	20%	17%	21%
TENURE (%)			
< 6 MONTHS	23%	37%	10%
6-12 MONTHS	9%	17%	29%
1-2 YEARS	32%	14%	17%
3-5 YEARS	22%	18%	23%
6-9 YEARS	10%	9%	12%
10+ YEARS	4%	5%	9%
AGE (%)			
< 20 YEARS	-	12%	5%
20+ YEARS	16%	26%	33%
30+ YEARS	43%	29%	23%
40+ YEARS	33%	27%	29%
50+ YEARS	8%	7%	10%

*Over the last year, we've focused on managing our workforce more effectively, primarily by creating more permanent roles across both retail and our warehouse. In 2020 we achieved an 8% increase in the overall mix of permanent roles compared with casual, which we plan to further increase in 2021. This has seen a reduction in our casual workforce, and an overall reduction in headcount. Whilst there were sadly some roles impacted due to COVID-19, we have made the conscious effort to continue to invest in roles and capability that will support our business into the future.

DIVERSITY + INCLUSION

We value diversity and promote inclusiveness through our employment practices, product design and marketing. Diversity is a broad and complex area, and we recognise that we still have a lot to learn about how we can be a truly inclusive business. We are taking the time to ensure we are implementing meaningful and sustainable change in our business; we do not want our efforts to be token.

OUR TEAM

We are proud of the significant representation of women across our Senior Leadership Team, and our ability to role model flexibility across all levels of our business. We do recognise there is room to improve the diversity within our team and will actively work to address this.

Over the next 12 months we will seek to further explore what diversity and inclusion means to us and our team; and have reached out to Diversity Council Australia regarding diversity training for our management team.

With a greater understanding of the issues around diversity and inclusion, and how we can make a meaningful difference, in 2021 we will develop an ELK Diversity and Inclusion policy, including a roadmap of relevant, achievable goals for the future.

DESIGN AND MARKETING

ELK is proud to have a diverse customer demographic. With a customer base that spans eight different clothing sizes and aged anywhere from 18 to 80, we need to make sure we present our products on a variety of different people.

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

We have some critical thinking to do around the representation of differently abled bodies and are always open to feedback from our audience, particularly if we fall short of providing a sufficient and inclusive portrayal of our community.

Our commitments

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

Our progress

- We have extended our apparel size range to an Australian size 20 for selected styles.
- We have increased our footwear to size 43 where possible.
- Our marketing represented a range of ages, cultural backgrounds, and sizes. A highlight was working with Elizabeth who was modelling for the first time at age 89.



ELK EMPLOYEE GENDER BREAKDOWN (%)

ALL EMPLOYEES	2018	2019	2020
FEMALE PRESENTING	84%	80%	82%
MALE PRESENTING	16%	20%	17%
NON-IDENTIFYING	-	-	1%
PERMANENT EMPLOYEES			
FEMALE PRESENTING	84%	80%	86%
MALE PRESENTING	16%	20%	12%
NON-IDENTIFYING	-	-	2%
SENIOR LEADERS			
FEMALE PRESENTING	66%	75%	82%
MALE PRESENTING	34%	25%	18%



FROM LEFT TO RIGHT: Flavia, Elizabeth and Meg in collection launching July 2021

COMMUNITY SUPPORT

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

We are currently reviewing our community support and giving program, with a view of increasing our overall contribution and ensuring alignment with our values. We are seeking to develop long-term partnerships with a core selection of aligned not-for-profit organisations. We will support them through a combination of cash and in-kind donations, and both skilled and unskilled volunteering. We will explore options that deliver value to our core partners and continue to engage our team.

Our 2025 commitments

- Investing in long term, local community partnerships aligned with our core values.
- Increasing our total charitable donations as a percent of revenue.
- Creating more opportunities for our team to give back to our planet and our community – in volunteering hours, funding and mentoring.



ABOVE: One of our ELK volunteers growing native seedlings for TreeProject

Our progress

Whilst 2020 was not the year we planned, we are extremely proud of what we were able to achieve in support of our communities, despite the impact of the COVID-19 pandemic.

With the generous support of our customers, we raised over \$85,000 for the various organisations we support. This was a significant increase from previous years due to the substantial donations made as part of our bushfire relief fundraising, as well as our new partnership with TreeProject.

- In response to the devastating Australian bushfires, we coordinated a range of initiatives from November 2019 – February 2020 to support various bushfire relief efforts. With ELK contributions of \$22,832, our ELK community collectively donated just over \$28,000.
- January 2020 saw the long-awaited launch of our ELK Employee Volunteer policy, which provides all permanent ELK employees with 2 days of paid volunteer leave each year. Alongside this new policy we will be coordinating group volunteering events throughout the year for the ELK team.
- As part of our commitment to climate action and in response to the devastation caused by the bushfires, we have been donating \$2 to TreeProject for every online order since April 2020. We were thrilled to have been able to contribute \$33,664 to their work through 2020, with an additional \$18,398 donated in early 2021.
- In late 2020, several people across our team volunteered to grow seedlings for TreeProject, offering their time and space in their home gardens to nurture seedlings for 6 months before planting.
- We participated in the CARE Australia 'Walk in Her Shoes' fundraiser challenge, which saw our team raising a total of \$700 to support CARE Australia's work.



*Due to the COVID-19 pandemic we did not receive the usual requests from schools, community groups or charity organisations for product donations.

2020 KEY CHARITY PARTNERS

UNICEF

We continue to support UNICEF as a Platinum contributor to their Champion for Children program. Along with our generous customers, we donated over \$20K to UNICEF in 2020. In June 2020 we were also extremely proud to reach the milestone of having raised more than \$225K in total for UNICEF since 2011.

2020 ELK donation = \$11,300



TREEPROJECT

We donate \$2 from every online order to Victorian not-for-profit TreeProject to support their revegetation work. Every donation supports the planting of a seedling, and the donations from our 2020 online orders will assist in planting native seedlings across Victoria over the coming year.

“TreeProject is delighted to have welcomed ELK as a supporter during 2020. Not only was their timing opportune following the devastating fires, but their contribution significant in assisting TreeProject during a year where the demand for seedlings more than doubled to 91,000. ELK’s donations and volunteer support in 2020 will assist in planting 26,031 seedlings in the ground and such revegetation efforts will have a lasting positive impact on the environment. This investment is one for future generations and we truly value partnering with a company that is so proactive in their ethical and sustainability practices.”

Stephanie Menere, TreeProject President

2020 ELK donation = \$33,664



ASYLUM SEEKER RESOURCE CENTRE

In response to government guidelines to wear face coverings in public to help reduce the spread of COVID-19, we have produced masks from our remnant fabric. These are sold through our stores and online, with 100% of the profits donated directly to the Asylum Seeker Resource Centre (ASRC).

2020 ELK donation = \$3,900 (paid in 2021)



AUSTRALIAN RED CROSS

We ran an online fundraiser for Red Cross Australia from November 2019 to January 2020, with all contributions from staff, customers, and the broader ELK community matched dollar for dollar by ELK. Together we donated \$12,000 to support the essential work that Red Cross Australia are doing to provide affected communities with immediate emergency relief and support their recovery over the coming months and years.

2020 ELK donation = \$6,015



WILDLIFE VICTORIA

The 2020 summer bushfires had a devastating impact on our native animals with so much forest and bushland destroyed. To support the tireless work being done by Wildlife Victoria to rescue and rehabilitate injured wildlife in the aftermath, and longer term to restore and protect their habitats, the ELK team raised \$240 during a morning tea bake-off with an additional \$5,000 being donated by ELK.

2020 ELK donation = \$5,000



NATURE FOUNDATION

To support rehabilitation efforts for the critically endangered glossy black cockatoo in the aftermath of the extensive bushfires on Kangaroo Island in South Australia, we teamed up with local illustrator Meeri Anneli to create a limited-edition tee. Meeri took her inspiration from photographer Jan Wegner who photographed this beautiful bird in its native habitat. 100% of profits earned from the sale of the tees were donated to the Kangaroo Island Glossy Black-Cockatoo Recovery Program via the Nature Foundation SA. The response to this initiative was overwhelming, and we raised over \$11,000 to support this unique and beautiful bird.

“Black-cockatoos are a highly threatened group of birds, with deep meaning in Indigenous culture. The two most endangered black-cockatoos are the Kangaroo Island glossy black-cockatoo and the south-eastern red-tailed black-cockatoo, both of which became the focus of my research.”

Daniella Teixeira, Project Leader of the Kangaroo Island Glossy Black-Cockatoo Recovery Program

2020 ELK donation = \$11,817

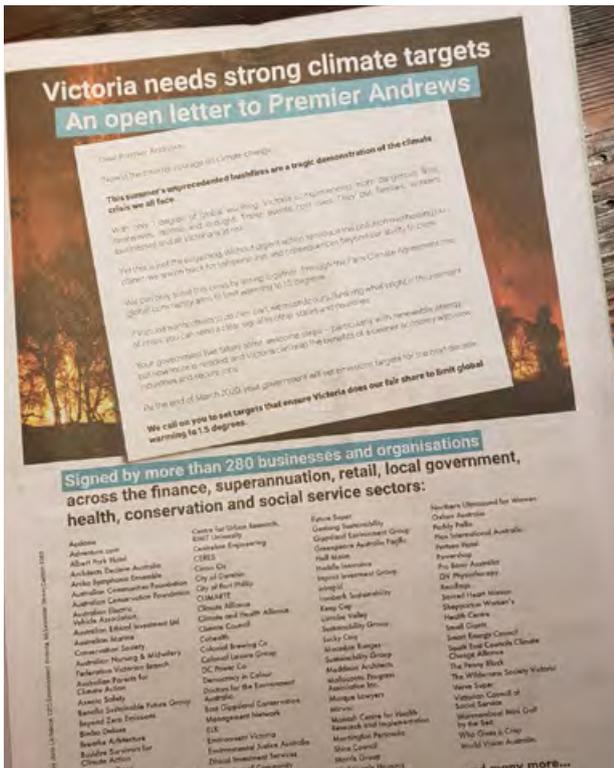


CLIMATE ACTION

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

We are doing this by investing in renewable energy, installing energy efficient lighting and equipment, increasing our recycling and composting our organic waste. We have also redesigned our packaging and printing to have a lighter environmental footprint.

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



ABOVE: Open Letter to Premier Andrews calling for strong Victorian climate targets for 2025 and 2030

ELK OPERATIONS

We have measured a partial carbon footprint for our operations and the three biggest contributors are:

- Electricity use
- Corporate flights
- Staff commuting

We are working on expanding the scope of our carbon footprint inventory, to measure the carbon emissions from other business activities such as the purchase of consumables and freight.

Our 2025 commitments

ELK will be a carbon neutral, zero waste business.

Our progress

Despite a difficult year, we achieved the following through 2020:

- We installed 77KW of solar panels across three of our seven ELK sites. This generated 71 MWh of clean, renewable energy through the year, providing 41% of our total electricity requirements and supplying more than 44 MWh of electricity back into the grid.
- In March 2020, ELK – along with over 350 other groups and businesses – signed an open letter urging Premier Andrews to set strong Victorian climate targets for 2025 and 2030.
- The 2020 carbon emissions from our operations dropped by 69% compared to last year, due to reduced electricity use and almost no corporate flights taken through the year.

ENERGY EFFICIENCY

We successfully applied for a \$20K grant under the Energy Efficient Communities Program. This funding is being used to improve the energy efficiency of the ELK warehouses, through installing motion sensors on lighting, upgrading HVAC equipment and adding smart meters to better monitor the electricity use on-site. This project received funding from the Australian Government.

PONYUP FOR GOOD

Our e-waste is recycled through social enterprise, PonyUp For Good, who work with recycler MRI to refurbish and resell usable old tech with 50% of the profits donated to SecondBite.

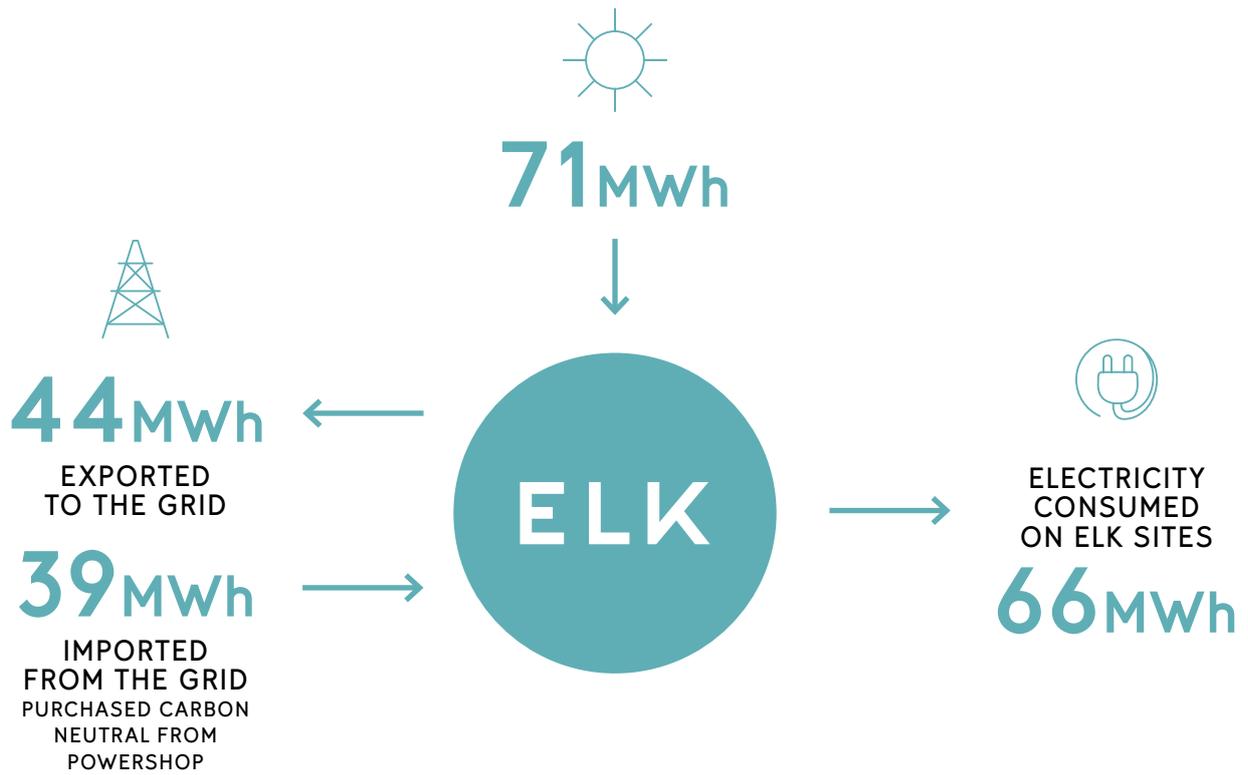
OUR 2020 DONATIONS TO PONYUP RESULTED IN:

 **223kg** OF TECHNOLOGY KEPT OUT OF LANDFILL

 **31%** OF TECHNOLOGY REUSED

 **552** FRESH MEALS DONATED TO SECONDBITE

ELK ELECTRICITY 2020



Solar panels at ELK Preston location

CARBON FOOTPRINT + OFFSETTING

We engaged the Carbon Reduction Institute (CRI) to complete the carbon audit for our business operations, within the boundaries of their LowCO2 program. This included the scope 1, 2 and 3 emissions from our electricity and gas use, fuel consumption, waste, corporate flights and staff travel. With most of the ELK team working from home for a significant part of 2020, we included an additional 6 tCO2e allowance for home office electricity use.

Our 2020 emissions were 78.5 tCO2e, a significant decrease from last year. The largest decrease was seen in flights, due to the strict COVID-19 travel restrictions. This was followed by reduced electricity consumption due to our newly installed on-site solar, as well as the extended retail store closures and smaller team working from the office.

These carbon emissions are 100% offset through a combination of purchasing carbon neutral electricity through Powershop and verified carbon credits for the remaining emissions.

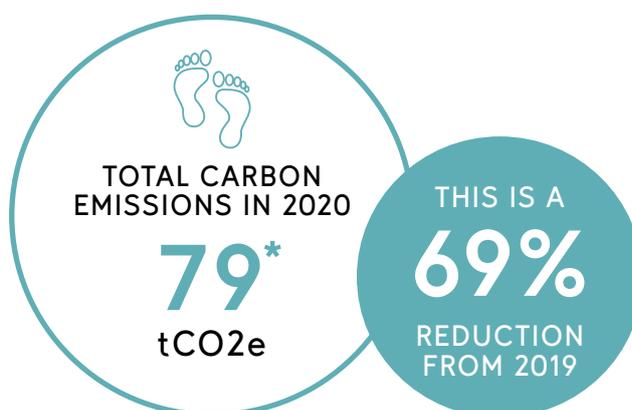
The carbon credits are from Verified Carbon Standard (VCS) wind projects in China, where we have a large supply chain footprint. The current project is the Honiton Energy Bailingmiao Phase One Windfarm Project, a Gold Standard Certified Project.

These projects fund investment in renewable wind energy infrastructure, which helps to reduce China's reliance on polluting coal-fired power stations and to meet the vast energy needs of its rapidly growing economy. Wind Projects reduce the emission of greenhouse gases and limits local air pollution, improving the health of the local population.

In addition to the environmental benefits, the implementation of these projects creates job opportunities for local workers, contractors and suppliers, while the operation and maintenance of the wind parks generates long-term employment.



CARBON EMISSIONS: ELK OPERATIONS (tCO2e)



CARBON EMISSIONS: ELK OPERATIONS	2018 tCO2e	2019 tCO2e	2020 tCO2e
ELECTRICITY	94	96	48
FLIGHTS	73	90	<1
STAFF TRAVEL	35	54	19
WASTE	7	4	5
FUEL	2	8	5
GAS	0.6	2	2
TOTAL (tCO2e)	211	255	79

*This figure represents the partial carbon footprint for ELK operations, covering scopes 1, 2 and 3 emissions from our electricity and gas use, fuel consumption, waste, flights and staff travel.



SUSTAINABLE DESIGN: PACKAGING AND PRINTING

Our first approach to our sourcing and use of more sustainable packaging is to completely eliminate packaging where possible and transition to recycled or environmentally certified materials. We are also exploring reusable options and ensuring all packaging is either recyclable or compostable at the end of its life.

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

Our 2025 commitments

We have set out the following packaging goals which align with Australia's 2025 National Packaging Targets and our Pack4Good commitments:

- All ELK packaging must be reusable, recyclable or compostable.
- At least 60% of paper fibre content must be recycled or from Next Generation solutions¹ and 100% of virgin paper fibres must be Forest Stewardship Council (FSC) certified.
- At least 50% recycled paper 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 are incredibly proud that two of our goals have already been met based on our 2020 results and we will continue to work on improving our packaging and introducing more reusable options and Next Generation materials.

- Our online packaging has been redesigned to eliminate single-use plastics and increase recycled content. This channel is now almost entirely plastic free, using a combination of 100% recycled cardboard cartons, perforated recycled kraft wrap and home compostable corn starch mailing satchels.
- We introduced a new plastic-free, FSC certified paper bag for our bulk apparel in 2020, and are rolling this out across our full product range.
- In 2020 we switched to using 100% recycled paper swing tags and 100% recycled polyester woven labels on our apparel and jewellery products.
- Our shoeboxes and retail bags were redesigned in 2020 and are now made from 100% unbleached recycled paper board.
- In June 2020 we joined the Canopy Pack4Good initiative and committed to reducing our paper packaging footprint.
- We have joined the BCollected network, with our retail stores listed as drop off points for The Better Packaging Company compostable mailing satchels.
- The size and quantity of printed catalogues has been significantly reduced. Information is now mostly shared digitally. When we do print, we work with local printers and use Ecostar 100% post-consumer recycled paper.

APCO SUSTAINABLE PACKAGING GUIDELINES

These guidelines are made up of the following 10 Sustainable Packaging Principles²:

1. Design for recovery;
2. Optimise material efficiency;
3. Design to reduce product waste;
4. Eliminate hazardous materials;
5. Use recycled materials;
6. Use renewable materials;
7. Design to minimise litter;
8. Design for transport efficiency;
9. Design for accessibility; and
10. Provide consumer information on sustainability.

We are applying these sustainable packaging principles as we redesign our existing packaging and develop new packaging to reduce environmental impact and ensure it remains safe and fit for purpose. Our work to date has been focused on removing unnecessary packaging and switching to lower impact materials. We are working to provide more information to consumers about the sustainability of our packaging and what to do with it at its end of use.

PACK4GOOD

We have joined Canopy Pack4Good and committed to ensuring that the paper-based packaging we use does not include fibre sourced from Ancient and Endangered Forests by the end of 2022. This aligns well with our 2025 goals and the work we were already doing to improve the sustainability of our packaging, and we are pleased that we have almost achieved this goal with 91% of our paper-based packaging coming from recycled sources. We will continue to work with our supply chain to ensure any new paper fibres are from FSC certified, sustainably forested sources, and explore Next Generation Solutions.

APPAREL PACKAGING UPDATES

Following a review of our on-product and factory supplied bulk packaging conducted in January 2021, we are implementing a range of updates to our bulk apparel packaging. These include reducing the weight of cardboard used in shipper cartons, increasing recycled content, and removing components such as tissue paper inserts and packets for spare button and thread.

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

² APCO Sustainable Packaging Guidelines (SPGs), updated October 2020 [https://documents.packagingcovenant.org.au/public-documents/Sustainable%20Packaging%20Guidelines%20\(SPGs\)](https://documents.packagingcovenant.org.au/public-documents/Sustainable%20Packaging%20Guidelines%20(SPGs))

CASE STUDY

(ALMOST) PLASTIC FREE ONLINE PACKAGING



Packing an ELK order in a remnant fabric jewellery pouch

The past year has seen significant growth in our online business. As a result, the volume of packaging required to pack these orders has increased. We are proud of the significant progress we have made to minimise the packaging and therefore the environmental impact.

Since 2018, the cartons for our online orders have been made locally from 100% recycled FSC certified cardboard. All plastic bubble wrap has been replaced with perforated unbleached kraft paper wrap that is 100% recycled and FSC certified.

In 2019 we eliminated plastic mailing satchels for up to 90% of our Australian online orders. Where a satchel is still required, we are now using certified home compostable mailing satchels from The Better Packaging Company.

Our online order packaging is now almost entirely plastic-free, with packing tape the only remaining plastic used. We are working on finding a better solution for this last element that is strong, plastic free and uses vegetable based gums.

"Our warehouse team takes pride in how our products arrive in our customers hands. We focus on every element of the packaging being easy to recycle. Cost is a challenge as cardboard products are more expensive to produce and post. We receive wonderful feedback from our customers, who love the care and attention to detail."

Amanda McCabe-Phillips, ELK Chief Operating Officer

99% OF
PACKAGING
USED IN 2020 WAS
RECYCLABLE OR
COMPOSTABLE

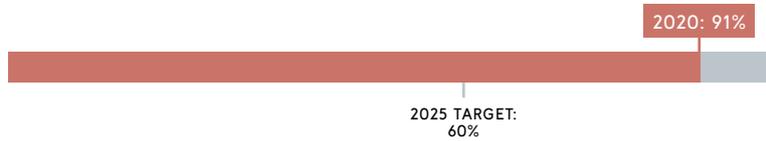
91% OF
PAPER USED
IN 2020 WAS
MADE FROM
RECYCLED
FIBRES

PACKAGING: OUR 2020 PROGRESS

2025 GOAL: 100% of ELK's packaging + printed materials will be either reusable, recyclable or compostable



2025 GOAL: At least 60% of our paper fibre content will be recycled or from Next Generation solutions



2025 GOAL: 100% of virgin paper fibres will be FSC certified
(Virgin paper fibres make up 9% of our overall paper usage)

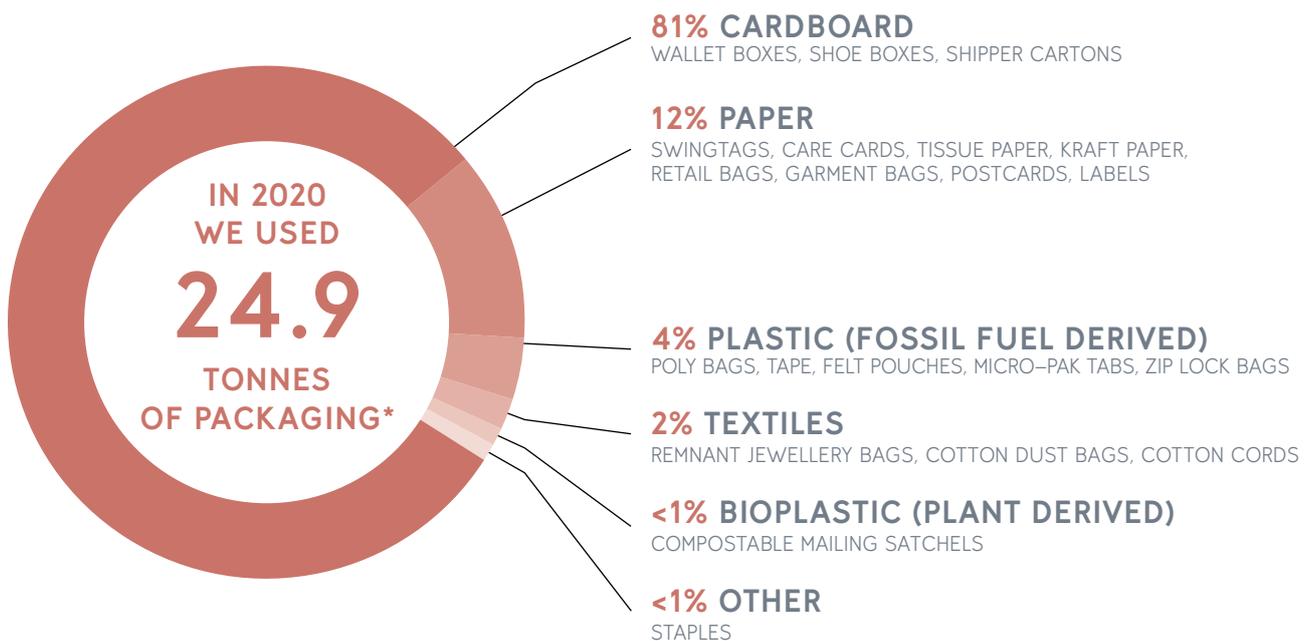


2025 GOAL: At least 50% recycled content across all ELK packaging + printed materials



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

PACKAGING: MATERIALS



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



ELK
SWEAT

Olie
Top
Code A3343T06S20
Size 6
Colour COPPER/CORAL
Price 5



0 313420 133733



IN 2020
66%
OF OUR MMCFs CAME FROM 'GREEN SHIRT' RANKED PRODUCERS
UP FROM 33% IN 2019

SUSTAINABLE DESIGN: PRODUCTS + MATERIALS

Our greatest environmental footprint comes from our products and the materials we choose to work with. We are working hard to redesign our products and transition to more environmentally preferred fibres and materials.

Our preference is to work with natural materials that are renewable and biodegradable. Where synthetics are required we are limiting their use and seeking out certified recycled options.

We continue to map our supply chain to better understand where our materials come from and how they are produced, so that we can identify opportunities for improvement.

We support circular design principles and are working to increase our use of recycled materials.

Our 2025 commitments

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

Our progress

- Our 2020 buy contained 39% preferred fibres and materials by weight.
- Certified organic cotton made up 41% of our total cotton use in 2020, up from 29% in 2019.
- Our 2020 buy contained 67% preferred MMCFs, with 66% of our MMCFs coming from 'green shirt' ranked producers according to the latest CanopyStyle Hot Button Report.
- We have introduced TENCEL™ Lyocell fibres and LENZING™ ECOVERO™ viscose fibres into our apparel ranges. These traceable Lenzing fibres made up 23% of our 2020 MMCF usage by weight.
- We confirmed that the hemp grown and processed by our supplier Hemp Fortex is naturally retted, making it an even better fibre choice for our products.
- 75% of our leather comes from Leather Working Group (LWG) audited tanneries.

CANOPY UPDATE

Canopy works with brands and their supplier chains to develop business solutions that protect endangered forests.

We made significant progress on our CanopyStyle commitments in 2020, with 66% of our MMCFs (by weight) now coming from 'green shirt' ranked producers according to the latest Hot Button Report. These green shirt suppliers are considered low risk or have taken substantive action to eliminate known risk of sourcing from ancient and endangered forests.

We continue to work with Canopy on meeting our forest fibre commitments for both MMCFs and paper-based packaging and have provided a "strategic letter of support" which outlines our intention to purchase Next Generation products when they become commercially available. Canopy will use this alongside similar letters from other brands to drive investment into these more sustainable fibre alternatives.

Next Generation products include paper and packaging derived from agricultural fibres such as wheat straw, miscanthus grass, and other agricultural residues, as well as dissolving pulp and viscose for MMCFs textiles made from recycled waste fabrics, microbial cellulose, and left-over residues from agricultural crops.

"Forests are 30% of the climate solution, that's why it's so important to preserve them. The work of brands like ELK to keep Ancient and Endangered Forests out of their textile and packaging supply, and their transparency about this work, is a great example of how the fashion industry can use their influence to protect forests, and the species and people that rely on them."

Nicole Rycroft, Canopy Founder and Executive Director

ELK MATERIAL SOURCING GUIDE

Our ELK preferred fibres and materials sourcing guide breaks down the materials we work with by category based on their ethical and environmental credentials, as well as our approach to sourcing responsibly. The A & B categories make up our preferred fibres and materials, aligned with our 2025 materials goals.

PREFERRED FIBRES AND MATERIALS		
A: TOP PERFORMER	B: GREAT OPTION	C: COULD BE BETTER
These low impact materials are our first choice for ELK products, and include options that are renewable, biodegradable, recycled, as well as sustainably grown and processed.	These materials have strong environmental credentials, and are a better choice than most. Where a top performer is not available, we consider these to be a great option.	We will continue our search for more sustainable or certified options for these materials.
COTTON (RECYCLED)	COTTON (ORGANIC)	COTTON (TRANSITIONAL)
LINEN (ORGANIC/NATURALLY RETTED)	COTTON (FAIRTRADE)	BAMBOO VISCOSE
HEMP (ORGANIC/NATURALLY RETTED)	COTTON (myBMP – AUSTRALIAN)	LYOCELL (GENERIC)
TENCEL™ LYOCELL	LINEN (CONVENTIONAL)	WOOL (VERIFIED NON-MULESED)
TENCEL™ LYOCELL FIBRES WITH REFIBRA™ TECHNOLOGY	HEMP (CONVENTIONAL)	SILK (CONVENTIONAL)
TENCEL™ MODAL	JUTE	LEATHER (FULL VEGETABLE TANNED)
NEXT GEN MMCFs (RECYCLED TEXTILES + AGRICULTURAL WASTE)	LENZING™ VISCOSE	LEATHER (LWG)
LENZING™ ECOVERO™	BAMBOO LYOCELL	WOOD (UNCERTIFIED)
WOOL (RECYCLED)	BEMBERG® CUPRO	RESIN
ALT LEATHER (PLANT DERIVED)	MMCF "GREEN SHIRT" RATED (CANOPYSTYLE)	RUBBER (SYNTHETIC)
WOOD (RECYCLED)	NAIA™ CELLULOSIC FIBRE	POLYURETHANE
	WOOL (ORGANIC)	
	WOOL (RWS)	
	SILK (ORGANIC / PEACE)	
	LEATHER (RECYCLED)	
	LEATHER (REMNANT)	
	RECYCLED SYNTHETICS (POLYESTER, NYLON & ELASTANE)	
	WOOD (FSC / PEFC)	
	CORK	
	NATURAL RUBBER	
D: PHASING OUT	E: WE AVOID	?: STILL RESEARCHING
We are working to phase these materials out, however if they are needed for performance and a better option isn't available, we will use them ensuring they are less than 10% of the total composition.	These materials are not produced in an ethical or environmentally responsible way, and we will not knowingly use them.	We are still researching these materials and will look to rate them in the future.
COTTON (CONVENTIONAL)	UZBEKISTAN COTTON	YAK
WOOL (CONVENTIONAL, MULESED)	TURKMENISTAN COTTON	ALPACA
VISCOSE /RAYON (CONVENTIONAL)	MMCF "RED SHIRT" RATED (CANOPYSTYLE)	CELLULOSE ACETATE
SYNTHETIC FIBRES (VIRGIN)		BIO-BASED SYNTHETICS (PLA, PET, PTT)
LEATHER (CONVENTIONAL)	MOHAIR (ANGORA GOAT)	METALS
	CASHMERE (GOAT) CONVENTIONAL	GLASS
	ANGORA (RABBIT)	CERAMIC
	COW HIDES FROM BRAZIL	TRIMS



PREFERRED MATERIALS RATING: OUR 2020 PROGRESS

A: TOP PERFORMER (ELK PREFERRED MATERIAL)

These low impact materials are our first choice for ELK products, and include options that are renewable, biodegradable, recycled, as well as sustainably grown and processed.



B: GREAT OPTION (ELK PREFERRED MATERIAL)

These materials have strong environmental credentials, and are a better choice than most. Where a top performer is not available, we consider these to be a great option.



C: COULD BE BETTER

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



D: PHASING OUT

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



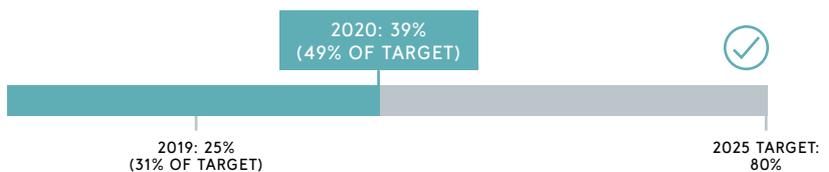
STILL RESEARCHING

We are still researching these materials and will look to rate them in the future.



2025 PRODUCT GOALS: OUR 2020 PROGRESS

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



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



MATERIAL USE

TWO NEW ELK PREFERRED MMCFS

We introduced two new cellulosic fibres into our 2020 apparel ranges, both made using sustainably forested timber and lower impact, closed-loop production processes.

LENZING™ ECOVERO™ (TRACEABLE VISCOSE)

Derived from certified and controlled wood sources and produced with significantly lower fossil energy use and water than generic viscose, LENZING™ ECOVERO™ branded viscose fibres are certified with the internationally recognized EU Ecolabel for textile products (license no. AT/016/001). A special manufacturing system enables LENZING™ ECOVERO™ branded viscose fibres to be identified in the final product, even after long textile processing and conversion steps through the value chain. This allows us to certify fabrics and yarns containing LENZING™ ECOVERO™ fibres with Lenzing.

NAIA™ CELLULOSIC FIBRES

The raw material for Eastman Naia™ cellulosic fibres is sourced from sustainably managed pine and eucalyptus forests and plantations in the USA and Brazil that comply with the standards of internationally recognized forest certification programs, including Forest Stewardship Council (FSC) and The Programme for the Endorsement of Forest Certification (PEFC). The production process from tree-to-fibre has a low carbon and water footprint, as measured by a third party verified life cycle assessment. It is produced in a safe, closed-loop process where solvents are recycled back into the system for reuse. The fibres are OEKO-TEX 100 certified, and production complies with the ZDHC Manufacturing Restricted Substances List.

COTTON PROGRESS

Organic cotton increased to 41% of total cotton used through 2020, and we have continued work on incorporating other ELK preferred cottons, such as Australian cotton and recycled cotton.

We will not knowingly source cotton from Uzbekistan or Turkmenistan due to known human rights violations and forced labour in these supply chains. We are also working to ensure that none of our future cotton is grown or processed in Xinjiang Province in China.

We continue to monitor these issues, and in the meantime we are increasing our cotton sourcing from India, Turkey and Australia.

REDUCING OUR LEATHER FOOTPRINT

Our overall use of leather reduced significantly in 2020, due to a combination of producing more bags using plant derived materials such as cotton and jute, as well as a reduced range size in response to COVID-19 disruptions. We continue to develop our remnant leather program and look for suitable recycled leather and more sustainable leather alternatives.

We are pleased that more of our leather goods suppliers are now working with Leather Working Group (LWG) rated tanneries, and we have been able to increase the amount of LWG leathers used.

RESPONSIBLE WOOL

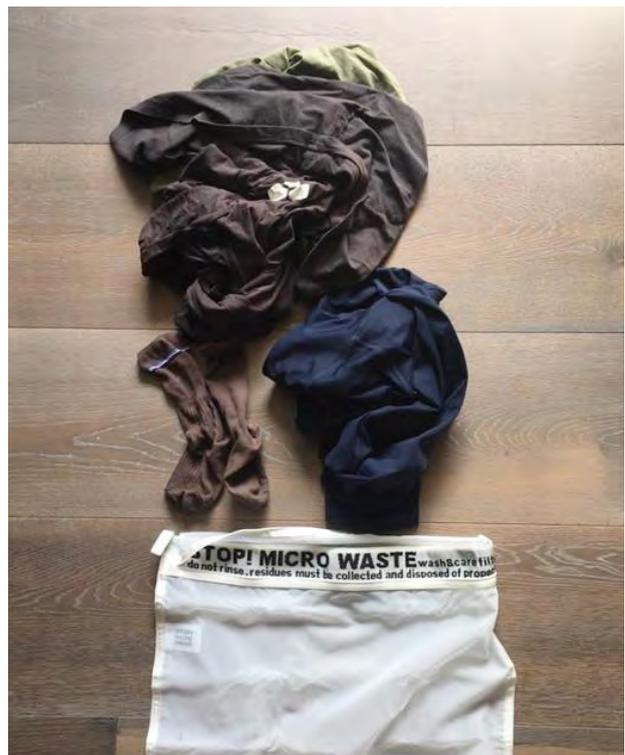
Although wool is a great renewable, durable, biodegradable and recyclable natural fibre, it remains one of our most challenging categories in terms of sourcing certified, more responsible options. We are working with our suppliers on improving the verification process for non-mulesed wool and found that the disruptions at the factory level through 2020 due to COVID-19 reduced our ability to verify this for our 2020 styles.

We have sampled some great yarns made with Responsible Wool Standard (RWS) certified wool. Unfortunately, we cannot move forward with these due to minimum order quantities but will continue to explore ways to incorporate these yarns into our knitwear. This is a key area of focus.

REDUCING MICROFIBRE POLLUTION

Microfibres are microscopic plastic fibres that are shed from synthetic fabrics, such as polyester and nylon, during washing. These fibres do not break down in the environment and are being found in alarming numbers in our rivers, lakes and oceans and even in our drinking water. Microfibres are being consumed by fish and other wildlife, and potentially poisoning our food chains.

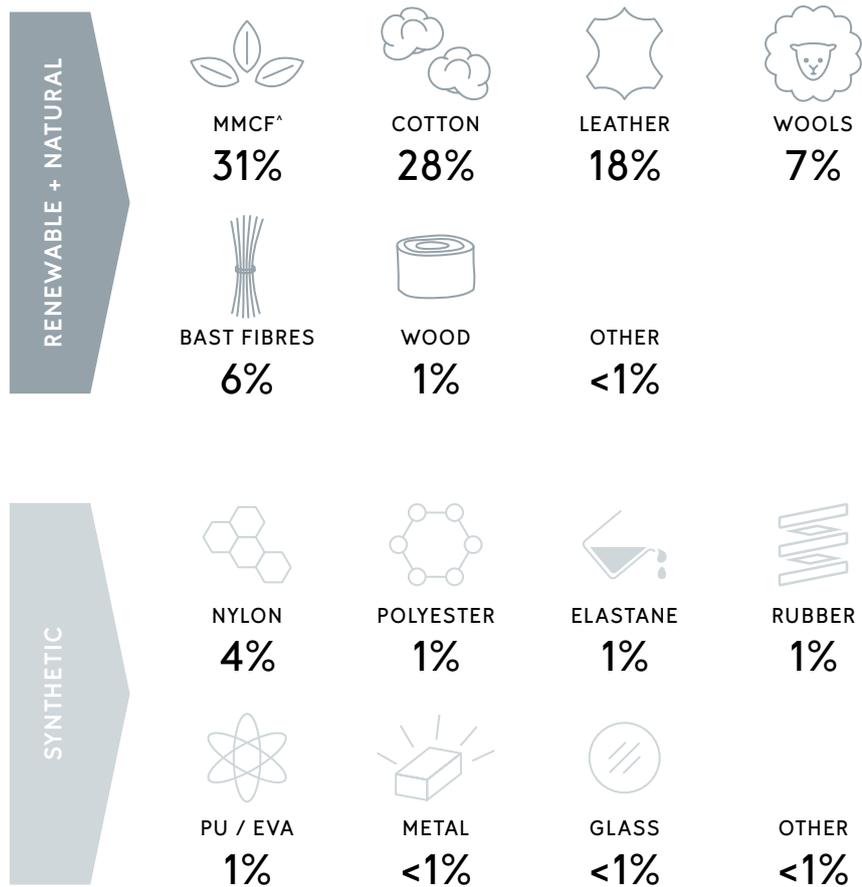
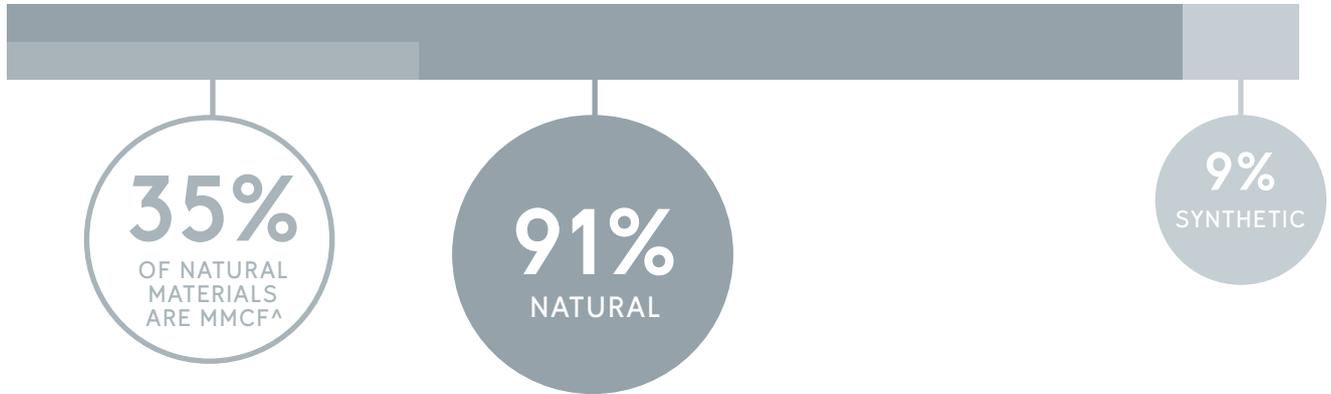
Our use of synthetic fibres is relatively low, however even recycled synthetics shed microfibres during washing. We are supporting our customers to reduce microfibre pollution from their wash by selling Guppyfriend, a washing bag filter specifically designed to catch microfibres, through our online store. We are also exploring and currently testing options for effective washing machine filters as an alternative solution.



ABOVE: Guppyfriend microfibre washing bag filter

TOTAL 2020 MATERIAL USE BY WEIGHT* ACROSS ALL PRODUCT CATEGORIES

NATURAL VS SYNTHETIC MATERIAL USAGE



*Figures based on 2020 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.

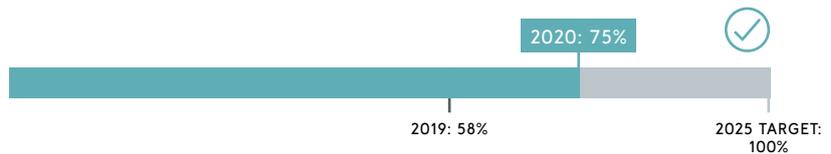
[^]MMCF: Man-made cellulosic fibres

MATERIAL GOALS: OUR 2020 PROGRESS

These six materials make up approximately 96% of our total usage by weight

LEATHER

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

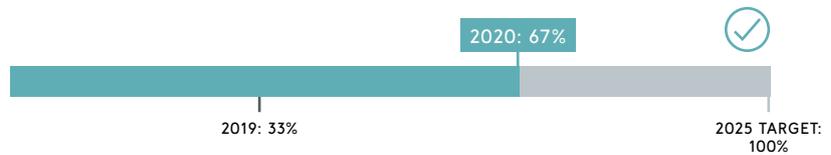


2025 GOAL: 50% preferred leather (remnant leather, recycled leather or plant derived alternative leather)



MAN-MADE CELLULOSIC FIBRES (MMCFs)

2025 GOAL: 100% preferred MMCFs (CanopyStyle Hot Button Report green shirt rated suppliers, closed loop production systems and Next Generation products from recycled textiles and agricultural residues)

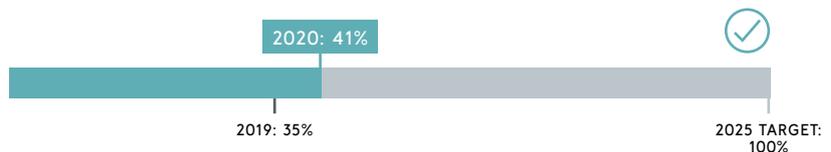


2025 GOAL: 50% MMCFs from innovative Next Generation and circular solutions



COTTON

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



WOOLS

2025 GOAL: 100% responsible wool

(certified Responsible Wool Standard (RWS), certified organic, recycled or wool from farms using regenerative farming practices)

2020: 0%

2025 TARGET: 100%

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

2020: 11%

2019: 35%

2025 TARGET: 100%

BAST FIBRES (LINEN, HEMP, JUTE)

2025 GOAL:

100% preferred bast fibres

(linen, hemp and jute fibres are all considered ELK preferred fibres)



2020: 100%

2025 GOAL: 50% of bast fibres

to be Class A preferred

(organic or naturally retted)

2020: 6%
(12% OF TARGET)



2019: 0%

2025 TARGET: 50%

SYNTHETIC FIBRES (NYLON, POLYESTER, ELASTANE)

100% recycled synthetic fibres

(apparel)

2020: 5%



2019: 4%

2025 TARGET: 100%



CLOCKWISE FROM TOP LEFT: Leni recycled leather range / ELK Clearance Store / Compostable mail satchels / 100% recycled mail cartons

CIRCULARITY: TOWARDS ZERO WASTE

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

Developing more circular systems needs to be a coordinated industry-wide effort, working with key stakeholders such as suppliers, consumers, governments and recyclers. We are taking a collaborative approach to creating a more sustainable, circular economy.

Our 2025 commitments

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

Our progress

We are incorporating circularity into our business in the following ways:

- Our design team is focussed on creating timeless designs and quality products that will last for many years, using lower impact, preferably recycled materials.
- Over the past few years, we have added new recycled materials into our seasonal collections, including recycled cotton, recycled leather and recycled polyester.
- We have established a remnant product program, working with our suppliers to identify remnant and deadstock fabrics and leathers and using these to produce new ELK products.

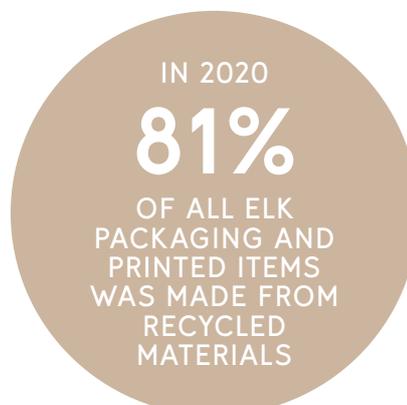
- We offer repairs for ELK products when needed and will continue to develop and expand this offering.
- 81% of all ELK packaging and printed items used in 2020 (by weight) was made from recycled materials, with 99% either reusable, recyclable or compostable.

Next steps

- We will continue to increase our use of recycled materials and are exploring re-use options for our packaging.
- We are developing a product take-back program, ELK ReWear, to rehome pre-loved ELK products when no longer needed, upcycle them where possible and finally recycle at end-of-use.
- We recognise there is still more we can do in terms of designing our products and packaging for ease of recycling and providing information to our customers about sustainable product care and what to do with ELK products and packaging at their end-of-use.
- We will continue to work with our supply chain to reduce production waste.

ELK CLEARANCE STORE

In 2020, we opened an ELK Clearance Store, which is co-located with our Reservoir warehouses. This provides a sales channel for our samples and older season stock and plays a vital role in ensuring these products are being worn and do not end up in landfill. Having this store up and running has provided a good foundation for launching our ReWear take-back, repairs and re-sale program in the future.



SUPPLY CHAIN: RESPONSIBLE SOURCING

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

We work with a range of makers across different product categories and production countries. Our preference is to work with suppliers who are going over and above compliance and implementing responsible social and environmental practices.

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

Our 2025 commitments

- We will trace and publish 100% of our defined tier 1 – 4 suppliers.
- 100% of our core suppliers will have globally recognised social or environmental credentials¹.

Our progress

Unfortunately we were unable to significantly progress the supply chain mapping and ethical sourcing program through 2020, due to COVID-19 disruptions.

Our achievements to date include:

- 100% of our direct product suppliers have signed the ELK Supplier Code of Conduct which is based on the principles of Ethical Trading Initiative (ETI) Base Code and sets out our requirements for socially and environmentally responsible production.
- We have mapped and published 100% of our tier 1 suppliers and 53% of our entire supply chain for 2020. We have expanded our published list of tiers 2, 3 and 4 suppliers to include our packaging suppliers.
- 43% of our direct product suppliers in 2020 have globally recognised social or environmental credentials.
- We completed a desktop living wage review for 17 of our supplier factories and identified that 100% of the factories are paying minimum wage or higher, 44% of workers are earning above minimum wage and 3 of the factories are likely to be paying a living wage equivalent.
- We have implemented a new product life cycle platform, WFX, which has significantly improved our ability to track and report on key data about our products, including preferred fibres, certifications, and suppliers along the supply chain.

We will continue to work on these projects over the coming year and strengthen our ethical sourcing program.

DATA SYSTEMS

Over the past year we have worked to improve our data systems to better manage the product related information we are sharing internally as well as with our customers.

Much of the key information is now being centrally stored in the WFX platform and updated directly to different systems within the business to ensure consistency and accuracy.

We are now including more information about our preferred materials and makers in the product descriptions on our online stores, as well as through the on-product woven labels and hangtags, supporting our customers ability to make more informed purchasing decisions.

COVID-19 IMPACTS

The COVID-19 pandemic has had a significant impact on supply chains globally, with garment and footwear industries among the hardest hit economically. Our supply chain was no exception, and we have worked closely with our core suppliers to support them through this difficult time.

Many of our supplier factories were closed for a period due to lockdowns, and all suppliers have had to review their workplace procedures to ensure their employees are protected, including providing additional PPE and regularly sanitising work areas.

Our production was delayed due to factory closures, and as they reopened, production capacity was often limited. This was further compounded by delays in receiving input materials, as well as transport restrictions and disruptions which continue in many countries.

These delays, coupled with widespread lockdowns in Australia, meant we needed to revise existing orders and reduce our 2020 ranges. As a result, total units purchased in 2020 was around 50% lower than the previous year. We worked with our factories to minimise impacts and took the following actions:

- We did not cancel any existing orders or negotiate on price or trading terms.
- We received and paid for any ELK products that had already been produced.
- We committed to use any already purchased fabric or yarn in our Winter 21 and Summer 21 seasons, with the order deposits covering any costs to the supplier.

Our production volumes are now recovering but are not yet back to pre-pandemic levels.

The impacts to our suppliers and their employees are significant and ongoing. We are sadly seeing many of the factories reporting a reduced workforce, with updated figures from 2020 and early 2021 indicating between 20% to 60% fewer employees at many sites.

We will continue to monitor and provide as much support as we can through honouring our responsibilities.

¹ Core suppliers are our direct product suppliers with greater than USD\$50K annual spend. Acceptable social or environmental credentials include certifications such as SA8000, Fairtrade, Fair Wear Foundation, WRAP and B-Corporation, as well as participation in Better Work or Sustainable Apparel Coalition HIGG Index programs.

CASE STUDY

SAITEX X CANDIANI RESPONSIBLE DENIM PRODUCTION



Our 2020 Gusta and Ecu Oslo denim styles were made by leading sustainable denim factory Saitex, using low impact denim fabrics produced responsibly in Italy by fabric mill, Candiani Denim.

Both Saitex and Candiani Denim provide greater transparency into the raw material sources and production processes for these ELK denim styles.

SAITEX is a pioneer in the denim industry for leading social and environmental practices. With factories located in Ho Chi Minh City, Vietnam, they are considered the world's most sustainable denim factory. Through innovation and investment in technology, they have reduced their CO2 emissions by 80% and recycle 98% of water with zero emissions. People matter at SAITEX and they have some amazing initiatives in place including using established hydroponic farms to provide food for their staff and supporting several local orphanages. Their ethical and environmental credentials are numerous, and include

B-Corporation, bluesign, Fairtrade, Higg Index, Better Work, OEKO-TEX and ZDHC.

CANDIANI DENIM is a vertically integrated, Italian based mill committed to responsible and sustainable manufacturing. They work with environmentally certified fibres and yarns, coupled with innovative production processes that minimises water and energy use and are free from harmful chemicals. The mill has SA8000 social accountability and OEKO-TEX Standard 100 certification and is a member of ZDHC and the SAC Higg Index.

The combined innovation, sustainable focus and transparent operations of these two companies are a great example of ideal ELK suppliers. Working with these types of industry leaders in tiers 1, 2 and 3 model the future for ideal ELK production.

SEDEX COVID-19 SAQ

We are members of Supplier Ethical Data Exchange (Sedex) and have connected with many of our suppliers on this platform. This allows them to easily share information about their social and environmental practices, along with audit reports and findings.

To provide some additional insight into the initial impacts of the pandemic, 13 of our supplier sites completed the Sedex COVID-19 questionnaire, reporting on changes in order volumes, impacts to their workforce, and listed actions they have taken to ensure a safe workplace. They also reported on what their customers can do to better support them.

FACTORY AUDITS

Audits are an essential tool to offer third-party insights into ethical and environmental practices in the factories we work with. Travel restrictions and lockdowns meant we were unable to visit these factories through 2020, and the ability for suppliers to undertake social compliance audits was also impacted. Despite this, 12 of our direct suppliers completed factory audits in 2020/21.

In a handful of these recent audit reports, it was noted that payment of wages had in some cases been delayed. We are working with our suppliers to ensure this is addressed, with most now up to date, and will continue to monitor this to ensure that employees are being paid in a timely manner.

A review of the most recent Sedex Members Ethical Trade Audit (SMETA) results for 11 of our supplier sites revealed a total of 77 non-compliances (NCs) found across a range of areas. Common themes among the non-compliances include insufficient PPE such as needle guards, insufficient social insurance coverage and excessive working hours. To date, 58% of these NCs having now been closed out and we continue to work with our suppliers on resolving the remaining corrective actions.

These audits also noted a number of good social and environmental practices that are over and above the minimum expected requirements. Some of these examples include:

- Free transportation for employees
- Partnership with Greensole to recycle shoes for children in need
- Solar panels installed
- Rain-water harvesting
- Free meals and accommodation for workers
- Additional superannuation contributions for long-term employees
- Year-end bonuses based on company performance
- Commercial medical insurance for all employees

LIVING WAGE

We remain committed to ensuring that the people who make our products are paid a living wage.

In 2020, a desktop review of 17 of our factories, looking at policies, processes and wages documented in third-party audit reports, identified that most had the foundations in place to support freedom of association and worker voice, although there are still some gaps to be addressed.

In addition, we found 100% of factories are paying a minimum wage or higher, 44% of workers are earning above minimum wage and 45% of managers and supervisors are women.

We also found that three of our supplier factories are likely to be paying the equivalent of a living wage.

We continue to work with our suppliers to get the basic policies in place and ensure effective representation and grievance mechanisms for their employees are in place.

We will also review and strengthen our own purchasing practices, ensuring they align with best practice guidelines and support workers in our supply chain.

IN 2020 WE HAD 25 TIER ONE SUPPLIERS WITH:



SMETA* FORMAT AUDIT RESULTS FOR 11 ELK SUPPLIERS



*SMETA: Sedex Members Ethical Trade Audit

“COVID-19 surely impacted our business and factories at the beginning of 2020. After balancing different customer situations, we have adjusted our product development strategy. Overall, we managed to minimize the impact, but this was a big challenge.”

Crystal Wu, Owner of Eastlink and supplier of ELK apparel

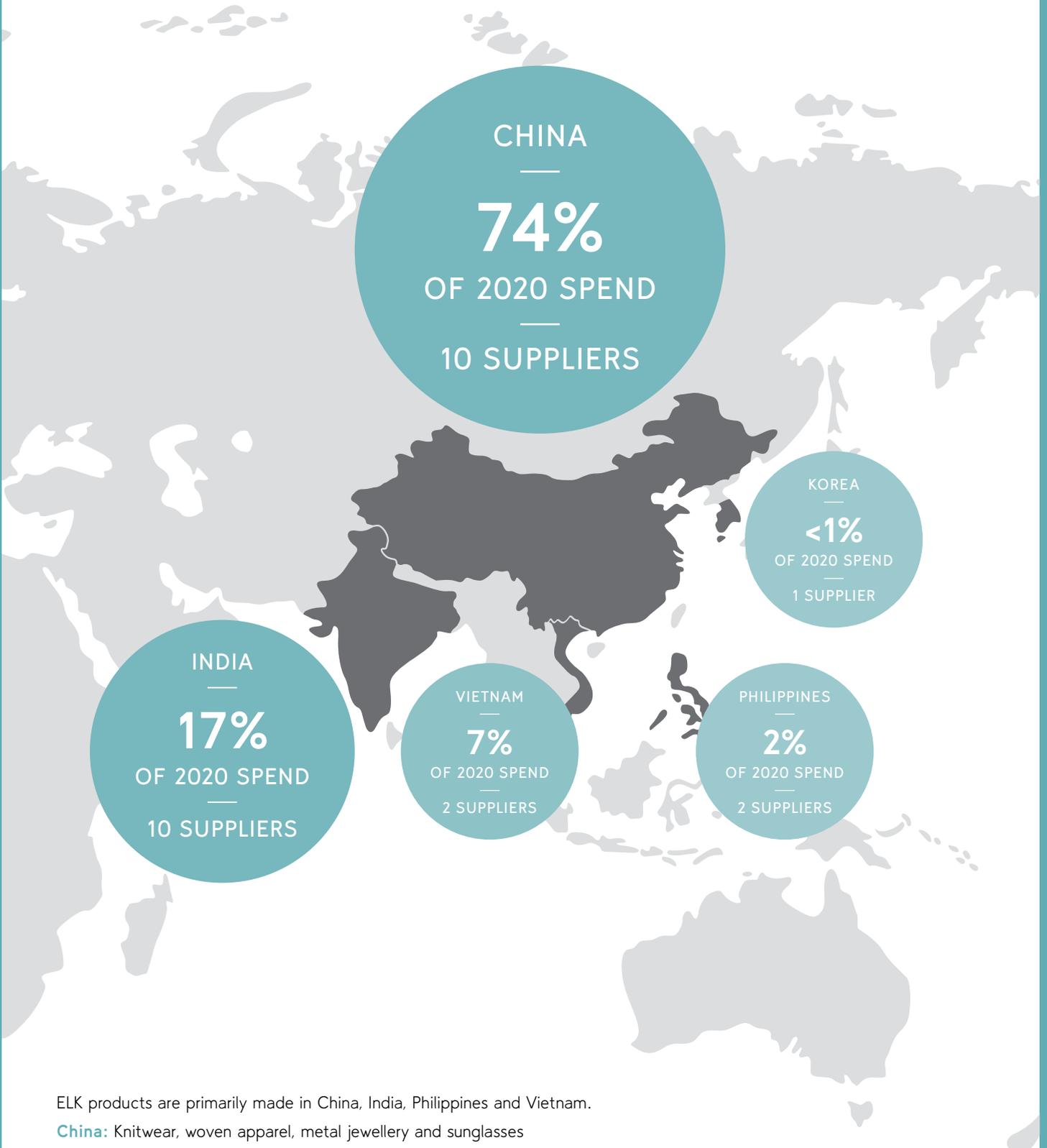


Crystal Wu, owner of Eastlink, with Erika Martin, ELK Ethics and Sustainability Manager, during a factory visit in 2019



CLOCKWISE FROM TOP LEFT: Cool Partners – Dongguan Kinci Knitting Factory / Bundling pattern pieces at Wellsilk / Sorting pattern pieces at Suzhou Miaoyun Garment factory / The sewing room at Suzhou Miaoyun Garment factory

OUR TIER 1 SUPPLIERS BY REGION



ELK products are primarily made in China, India, Philippines and Vietnam.

China: Knitwear, woven apparel, metal jewellery and sunglasses

India: Leather products, footwear

Philippines: Timber and resin jewellery

Vietnam: Denim, woven apparel

2020 SUPPLY CHAIN

TIER ONE

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



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

TIER TWO

We have mapped
57%
of our tier two
supply chain
(material finishers)



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

TIER THREE

We have mapped
34%
of our tier three
supply chain
(material processors)



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

TIER FOUR

We have mapped
23%
of our tier four
supply chain
(material producers)



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

TIER 1 SUPPLIERS

SUPPLIER	FACTORY (F) / ADDRESS (A)	LAST AUDIT	EMPLOYEES M / F	FEMALE MANAGERS	SUPPLIER SINCE	MEMBERSHIPS + CERTIFICATIONS
CHINA						
Cool Partners International	F: Dongguan Kinci Knitting Factory Co Ltd A: Zhen Xin Industrial Zone, Xie Gang Town, Dongguan City, Guangdong Province	02/11/20	149 M: 66 F: 83	60%	2016	Sedex
DH Solutions	F: Dongguan Hengli Boyi Glasses Factory A: Chegang Village Commercial Street, Gekeng, Hengli Town, Dongguan City	-	55 M: 30 F: 24	NO DATA	2014	Sedex
Dongguan JuZhan Garment Company	F: Dongguan Juzhan Garment Factory A: No. 20 Yumin 1st Street, Qin Fu Road Community, Dalang Town, Dongguan City, Guangdong Province	10/03/20	81 M: 43 F: 38	58%	2019	Sedex
Eastlink Sales	F: Suzhou Miaoyun Garment Co Ltd A: No. 155 Shizhong Road, Xukou Town, Wuzhong District, Suzhou City, Jiangsu Province	5/11/19	36 M: 11 F: 25	20%	2011	Sedex
	F: Rugao Huaji Garment Factory A: Group 1, Denggao Village, Motou Town, Rugao City, Jiangsu Province, China	10/08/20	31 M: 1 F: 30	50%	2020	Sedex
Fluid Connection	F: Hangzhou FC Fashion Co Ltd A: No.172 Lindong Road,Linping,Yuhang District,Hangzhou	06/08/20	89 M: 42 F: 47	29%	2017	BSCI
Hemp Fortex	F: Hemp Fortex Industries Ltd A: No.808, Dagushan Town, Rushan City, Weihai, 264500	19/03/20	230 M: 64 F: 166	67%	2019	OCS, GOTS, RCS
Hop Hing	F: Singtex Fashion Knitting Co Ltd A: No. 2 Industry Area , Shangkang Village, Changping Town, Dongguan City, Guangdong Province	16/07/20	93 M: 35 F: 58	NO DATA	2007	Sedex
Jimmy Fashions	F: Tongxiang Jimmyfashions Co Ltd A: Building 2, Juangjiang Pioneer Park, No 1087 Fazhan Avenue, Developing Area, Tongxiang, Zhejiang P.R.China 314500	31/7/19	68 M: 16 F: 52	63%	2011	Sedex
Morinda Knitwear	F: Dongguan Win-Win Clothing Co., Ltd. A: No. 1, Shun Xin 4th Road, Dajingtou, Dalang Town, Dong guan City, Guangdong Province	06/01/21	328 M: 154 F: 174	52%	2020	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	21/12/20	188 M: 114 F: 74	40%	2014	Sedex

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TIER 1 SUPPLIERS CONTINUED

SUPPLIER	FACTORY (F) / ADDRESS (A)	LAST AUDIT	EMPLOYEES M / F	FEMALE MANAGERS	SUPPLIER SINCE	MEMBERSHIPS + CERTIFICATIONS
INDIA						
B.N. Enterprises	F: B.N. Enterprises A: 30–E, Patparganj Village, 110091, Delhi	14/12/18	229 M: 229 F: 0	0%	2010	–
Bharat Enterprises	F: Bharat Expo International A: 189, Udyog Vihar, Phase–I, 122016, Gurgaon	20/01/21	590 M: 563 F: 27 (inc 315 agency workers)	4%	2016	Sedex
Fashion Factory	F: Fashion Factory International A: C 68/1 Okhla Industrial Area Phase 2, Okhla, 110020, New Delhi	16/08/19	75 M: 73 F: 2	4%	2013	–
Gupta Overseas	F: Gupta H.C. Overseas PVT LTD (Unit 1) A: 425, Near Tube Well Colony Bye Pass Road, Agra, 282007	25/8/20	803 M: 802 F: 1	0%	2015	SA8000, Sedex, Higg Index
Kariwala	F: Kariwala Industries Limited A: Falta Special Economic Zone, P.O– Falta, P.S– Ramnagar, 24 South Parganas (South), Pin– 743 504, West Bengal	09/12/20	243 M: 166 F: 77 (inc 213 agency workers)	1%	2020	Fairtrade, GOTS, OCS, Sedex, BSCI
Malhotra Leather Exports	F: Malhotra Leather Exports Pvt Ltd A: A–24, Sector– 67, Noida, UP	24/04/19	82 M: 73 F: 9	20%	2016	–
Nuovo	F: Nuovo Accessories Pvt Ltd A: F–431 Sector–63, Noida, Gautam Budh Nagar, Uttar Pradesh, 201301	25/12/19	10 M: 8 F: 2	20%	2019	–
RAM Fashion Exports	F: Ram Fashion Exports PVT. LTD A: Plot No. A–463, TTC Industrial Area MIDC Mahape Navi Mumbai–400710 India	03/10/20	239 M: 80 F: 159	NO DATA	2020	–
Totem	F: R.R. Exports (previously Old Village Overseas) A: S–59, Ground Floor, Okhla Industrial Area, Phase–2, New Dehli, 110020	02/02/17	18 M: 13 F: 5	25%	2019	GOTS
Vijay Design Inspirations	F: Vijay Design Inspirations Pvt Ltd A: D–19, UPSIDC Site–IV, Greater Noida–201306, Uttar Pradesh	06/06/20	15 M: 14 F: 1	0%	2019	GOTS, GRS
KOREA (WITH CHINA BASED FACTORY)						
Cielo Sereno	F: Qingdao Quanxumei Jewelry Co., Ltd. A: NO. 1876 East Industrial Park, Zhongcun New Community, Chengyang Subdistrict, Chengyang District, Qingdao City, Shandong Province	19/7/19	13 M: 6 F: 7	33%	2018	Sedex
PHILIPPINES						
Earth Works	F: Earth Works Fashion Accessories Corporation A: P Burgos St, Alang Alang, 6014, Mandaue	07/06/18	41 M: 13 F: 28	NO DATA	2004	
Zai Design Hive	F: Zai Design Hive A: Aries Compound, Sangi New Road, Lapu–Lapu City 6015, Cebu	23/05/19	23 M: 11 F: 12	75%	2016	—
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	09/04/19	3200 M: 390 F: 2810	NO DATA	2020	ISO 14001, Better Work, OCS, GOTS, GRS, Higg Index
Saitex International	F: Saitex International Dong Nai (VN) Ltd A: Lot 225, Amata Industrial Zone, Bien Hoa, Dong Nai, Vietnam	12/01/21	2923 M: 1701 F: 2923	47%	2019	B–Corporation, Bluesign, SA8000, Fair Trade, Sedex, Higg Index, Better Work, ISO 14001, OEKO–TEX, ZDHC, GOTS, GRS, OCS



CLOCKWISE FROM TOP LEFT: Beech forest courtesy of Lenzing, photo by Markus Renner / Naturally retting hemp at Hemp Fortex / Harvesting at Hemp Fortex / Wood pulp courtesy of Lenzing, photo by Franz Neumayr

TIER 1 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
Morning Star Press	11/39 Barrie Rd, Tullamarine Vic 3043
Print Together	The Mill, Shed 63, 9 Walker Street, Castlemaine VIC 3450
Shop For Shops	89 Langridge St, Collingwood Vic 3066
Signet	Po Box 1155, Capalaba Qld 4157
The Wrapping Paper Company	3 Endeavour Way, Braeside, Vic, 3195
Vagpack	164 Jersey Drive, Epping, Victoria 3076
CHINA	
Color–Life International	11/F, 858–4,Zhong Shan East Rd, Ningbo, 315040
INDIA	
Nature Design Concepts	832, 2nd Floor, Udyog Vihar Phase 5, Gurugram – 122016
NEW ZEALAND	
The Better Packaging Co	www.betterpackaging.com/contact–us/

TIER 2 LEATHER SUPPLIERS

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

TIERS 2–4 SUPPLIERS

SUPPLIER	ADDRESS	CATEGORY
ARGENTINA		
Establecimientos Textiles Ituzaingo S.A.C.F.I.	Av. Corrientes 456, C1043 Aar, Buenos Aires	Mill
CHINA		
Alpaca Fibre International Co., Ltd.	B–14h Shenye Center, No.9 Shandong Road, Qingdao, 266071	Mill
Carl Zeiss Vision (Guangzhou) Ltd.	No. 88 Baoying Avenue, Free Trade Zone, 510730 Guangzhou	Inputs
Changzhou Jirui Packaging Products Co., Ltd.	No.45 Yuan Jia Dai, Ramp Bridge, Runjiang Village Committee, Menghe Town, Xinbei District, Changzhou City, 213000	Packaging
Changzhou Springtex Co Ltd	No.78 Majiaxiang Community Primary School Road , Hutang Town, Wujin District,Changzhou City, Jiangsu	Mill
Dingsheng Group	Jingkou Industrial Park, Zhenjiang, Jiangsu Province (On West Side Of 338 Provincial Road/Beijing–Hangzhou Grand Canal), 212141	Import/Export
Eastman Chemical (China) Co., Ltd.	Building 3, Yaxin Science & Technology Park, Lane 399 Shengxia Road, Pudong New District 201210, Shanghai	Raw material
San Shui Chicley Textile Printing & Dyeing Co. Ltd.	No. 5–2 Datang Industrial Zone, San Shui, Guangdong	Dyeing / Printing
Fuli Accessory Co. Ltd	No.2 , Qiufu Road, Dalang Town, Dongguan City	Packaging
Guandong Yinran Co., Ltd	Yinrun Industrial Park, Laimei Industrial Zone, Chenghai District, Shantou, Guangdong, 515821	Mill
Guangzhou Thirty Trade Co., Ltd	Room 4704, No. 1018 Office Building, Shatai Road, Baiyun District, Guangzhou City	Packaging
Guilin Qifeng Paper Co., Ltd.	9 Qifeng Rd, Xiangshan District, Guilin, Guilin, Guangxi	Packaging
Hangzhou Juyi Paper And Plastic Packing Co., Ltd.	Xiyuan Industrial, Tangqi Town, Yuhang District, Hangzhou	Packaging

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TIERS 2-4 SUPPLIERS CONTINUED

SUPPLIER	ADDRESS	CATEGORY
Hangzhou Naimo Textile Company	Room 401, Building 2, No 633 Linping Avenue, Yuhang, Hangzhou, Zhejiang	Mill
Hangzhou Zhuoda Dyeing And Finishing Co.,Ltd.	No.2 Farm, Xiaoshan District, Hangzhou City, Zhejiang Province	Dyeing / Printing
Henan Pingmian Textilegroup Co Ltd	No. 17, Jianshe East Road, Weidong Area, Pingdingshan, Henan	Mill
HuiXian Jinyu Textile Co., Ltd	50 Chengbei Street, Huixian, Xinxiang, Henan, Shandong Province	Mill
JiangDu Ginkgo Needle Textile Co., Ltd	No. 72, Yinxing Road, Putou Town, Jiangdu District, Yangzhou City	Mill
Jiangsu Dasheng Group Co., Ltd.	238 Waihuan West Road Nantong, 226006	Mill
Jiangsu Jinda Packaging Materials Technology Co.,Ltd.	No 196 Yaochi Middle Road Chengdong Haian Jiangsu	Packaging
Jiaxing Chunda Textile Co Ltd	Qinghe West Road, Wangjiangjing Dev. Zone, Jiaxing City, Zhejiang, 314016	Mill
Jiaxing Yajie Jet Weaving Co., Ltd	Xiuzhou Silk Science Industry Park, Jiaxing, Zhejiang, 314016	Mill
Jilin Chemical Fiber Co., Ltd	No. 561-1 Jiu Station Street, Jilin City, Jilin Province	Raw Material
Kunshan Sanda Packing Co.ltd	No. 1420 Honghu Road, Development Zone, Kunshan, Suzhou	Packaging
Donguan Langkun Textiles	No.9, KangFeng Road, Dalang Town, DongGuan City, GuangDong Province	Mill
Lenzing Fibers (Shanghai) Co., Ltd.	968 Beijing West Road Garden Square Unit 06-08, Floor 15th, 200001 Shanghai	Raw Material
Qinda	Block D, Xinda Yonghua Commercial Plaza, Fumin Road, Dalang Town, Dongguan City	Packaging
Qingdao Haibei Industry & Trade Co.,Ltd	Beilongwan Industrial Park, Jimo District, Qingdao.	Packaging
Qingdao Rongguang Plastic Packaging Co., Ltd	1409, Building 2, Xinyuan Century Center, 77 Zhengyang Road, Chengyang District, Qingdao City, Shandong Province	Packaging
Qingdao Textiles Group Fiber Technology Co., Ltd	No. 80 Siliu Nan Road, Qingdao	Mill
Qingdao True Hongyuan Packaging Co.,Ltd	Wali Liuting Town Chengyang District Qingdao	Packaging
Shanghai Shenshu Textile Co., Ltd.	Room 1040, No.7, East Ring Road 65 Lane, Fengjing Town. Jinshan District Shanghai	Mill
Shanghai Shufeng Cotton Co., Ltd.	No.158 Shuqiao Road, Shuxin Town, Chongming District, Shanghai	Mill
Shanxi Greenland Textile Co Ltd	Luohua Road, Jinjiao Industrial Park, Jincheng, Shanxi	Mill
Shaoxing Fangbo Import & Export Ltd	No.65-67,Mei'an Ju, Century Street, Paojiang Industrial Zone, Shaoxing, Zhejiang, 312000	Mill
Shaoxing Jiahong Textile Co., Ltd.	Fifth Floor, Nanfangzhizao, Qixian Town, Shaoxing, Zhejiang	Mill
Shaoxing Shanghe Textile Co Ltd	Rm 6108, Bld. 8, Chuangyiyuan East area, Chuangyi Rd, Keqiao, Shaoxing, Zhejiang	Mill
Shaoxing Weina Textile Co Ltd	3rd Floor, No 5058, 5th Building, West Area of Creative Park, No99, Creative Road, Keqiao, Shaoxing, Zhejiang	Mill
Shunchang Flax Spinning Factory	Hongwulu359, Jiangsu, Nanjing, China	Mill
SIIC Shanghai International Trade (Group) Co., Ltd	SIIC Building, Cao Xi Bei Rd, Shanghai, 200030	Import / Export
Suzhou Viscose Textile Technology	5th Floor, Unit 2, Huale Penzhi, No 1838, Second Ring Road, Shengze Town, Wujiang, Suzhou	Mill
Suzhou Xinmin Textile Co., Ltd.	No.99 Jiangwancheng Road, 7th Floor - 10th Floor, Building 3, The Springs Center, Yangpu District, Shanghai, 200438	Mill
Suzhou Zhenlun Spinning Co.,Ltd	No. 168 Shaungyang Road, Zhenze Town, Wujiang, Jiangsu, 215223	Mill
Taixing Xingye Textile Co Ltd	No. 1, Tonglian Road, Huangqiao County, Jiangsu	Mill
Teng Ding Co., Ltd	Room 218, No.283, Qianxin Road, Jinshanwei Town, Jinshan District, Shanghai 201500	Inputs
Texhong Textile (Group) Co., Ltd.	Floor 23, Building C, No.88 Second East Zhongshan Road, Bund Soho,Huangpu District Shanghai, 200010	Mill
Tongling Worldbest Linen & Ramie Textile Co., Ltd.	1139 Cuihu 3 Road Tongling, 244000	Mill
Tongxiang Yongtai Knitting Co.,Ltd	Tongfu Country, Jiaxing, 314505	Mill
Weixing Co.,Ltd. (Sab®)	3f Block 16 No.99 Tianzhou Road Caohejing Hi-Tech Park, Shanghai 200233	Inputs
Weixing Co.,Ltd. (Sab®)	No.8 South Qian Jiang Road, Linhai City, Zhejiang	Inputs
Wujiang Colorful Weaving Co., Ltd	Nanxiao Development Zone, Shengze Town, Wujiang District, Suzhou City, Suzhou Province	Inputs
WuJiang Hengji Textile Co., Ltd	5-7, North business district, Shengze town, Suzhou city, Jiangsu province	Mill
Wujiang Liufu Textile Ltd.,Co	No.1998, Xingye Building, Nanhuaner Road, Shengze Town, Wujiang District, Suzhou, Jiangsu	Mill
Wujiang Xinmin Fabric Technology	No. 22, Wulong Road, Shengze, Wujiang, Suzhou	Mill
Xinxiang Bailu Chemical Fiber Co., Ltd.	Jinyuan Road, Fengquan District, Xinxiang City, Henan Province 453011	Raw Materials
Yibin Grace Group Co Ltd	Hangtian Road Nanan Economic Tech Dvpt Zone Yibin, 644002	Mill
YKK Zipper (Shenzhen) Co., Ltd.	Tangwei Industry Park, Fuhai Street, Baoan District, Shenzhen, Guangdong	Trims
Yongju	Xinsi Industrial Zone Hengli Town Dongguan City	Packaging
Zhejiang Quanwei Adhesive Products Co., Ltd	Industrial Park, Gaoqiao Town, Tongxiang, Zhejiang, 314515	Packaging
Zhejiang Yuxin Printing & Dyeing Co., Ltd.	6 ZongXin Rd, Jia Pu, Chang Xing, Huzhou, Zhejiang	Dyeing / Printing
Zhifeng Paper Company Ltd.	No.10, Shan Lian South Road, Lu Wu Village, Changping Town, Dongguan City, Guang Dong.	Packaging
Zhuhai Lewaunion Spinning Knitting & Dyeing Company Limited (Novetex Textiles Ltd)	Nan Gang Centre Road, Nan Shui Town, Zhuhai 516050	Dyeing / Printing

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TIERS 2–4 SUPPLIERS CONTINUED

SUPPLIER	ADDRESS	CATEGORY
HONG KONG		
Tat Fung Textiles	Flat E–H 22/F Kingsford Industrial Building, Phase 2 No. 26–32 Kwai Hei Street, Kwai Chung, New Territories, Hong Kong	Mill
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	Packaging
Seaman Paper Asia Co. Ltd.	23rd Floor, Ocean Building, 80 Shanghai Street, Jordan, Kowloon	Packaging
INDIA		
Decorpac	291–D, Sector–6, Imt Manesar–122050, Gurgaon (Haryana)	Packaging
Diblan International	136, Pks Street, Sivakasi – 626123	Packaging
Disha Communications	310/20, Iind & Iiird Floor, Jagdamba Road, Tughlakabad Extn., New Delhi–110 019	Packaging
K.S. Enterprises	D– 183, Sector–63, Noida, Uttar Pradesh 201301	Packaging
Onyx India	Ghaziabad	Packaging
Prong	Faridabad	Packaging
R.B. Hashmat Rai & Company	R.B.Hashmat Rai & Company 3, Vishisht Machinery Market (Opp. Power Sub Station) Dhulia Ganj, Agra	Packaging
Ravi Screen	Ravi Screen , : 33/18, B–3, Lohiya Nagar , Balkeshwar, Agra	Packaging
Royal Packer	42/138/–A/4, Krishna Kunj, Halwai Ki Bagichi Mathura Road	Packaging
S.R. Shoe Components	S.r. Shoe Components ,F–11, Site C , Industrial Area Sikandra Agra 282007	Packaging
Super Dry Desiccant Pvt Ltd	43, Sammilani Park Santoshpur East Rajapur	Packaging
Veeran Plastic Industries	Veeran Plastic Industries 7 Dsidc, Scheme – 3 Okhla Industrial Area Phase – 2 New Delhi 110020	Packaging
YKK India Pvt. Ltd	3rd Floor, Tower B, Global Business Park, M.g. Road, Sikanderpur, Sector 26, Gurugram, Haryana 122002	Inputs
ITALY		
Candiani Denim	Via Arese, 85, 20020 Robecchetto C/I (MI)	Mill
JAPAN		
Asahi Kasei Corporation	1–Chome,1–2 Yurakucho, Chiyoda–Ku, Tokyo	Raw Material
C.I. Takiron Corporation	North Gate Building, 3–1–3 Umeda, Kita–Ku, Osaka, 530–0001	Raw Material
PHILIPPINES		
Cebu Evergreen Industries Inc.	#8 P.remedio St, Mandaue City, 6014 Cebu	Packaging
Cebu Hardware Corp	Manalili St. Cebu City	Trims
Corbox Corporation	Purok Gemelina, Tayud, Lilo–An, 6002, Cebu	Packaging
Cvrk Enterprises & Printing Press	292 Sanciango St., Pahina Central, Cebu City	Packaging
Highlander Plastic Products	Biasong Talisay, Cebu City	Packaging
Jho – Aris Enterprises	L.c. Cabrera St, Mandaue City, Cebu	Packaging
Loreta Abece	Talisay City, Cebu	Raw Materials
Modern Art Corp.	Mandaue City, Cebu	Raw Materials
Nena Medalla	Asturias, Cebu	Raw Materials
Oliver Renario	Asturias, Cebu	Raw Materials
Wilfredo Villaplaza	Barili, Cebu	Raw Materials
Wired Systems	Unit 14, St. Patrick’s Square R Aboitiz St, Cebu City, 6000 Cebu	Packaging
VIETNAM		
Anh Sao Kim Service Trading Company Limited Corporation Asia Plastic Packaging	No. 109, Provincial Road 9, Hamlet 5, Binh My Village, Cu Chi District, Hcmc	Packaging
Cong Ty TNHH Giay Yuen Foong Yu Dong Nai	277/4 Truong Chinh Street, Ward 14, Tan Binh District HCMC	Packaging
Tce–Vina Denim	Binh Son Village, Long Thanh District, Dong Nai Province, Long Thanh	Packaging
Thinh Gia Huy Co., Ltd	Lot S6 + S7, Hoa Xa Industrial Park, Nam Dinh	Mill
	39/16 Nguyen Cuu Dam Str., Tan Phu Dist., Ho Chi Minh City	Packaging

THE NEXT 12 MONTHS

The next 12 months are full of promise as we push on towards achieving greater change and more of our 2025 goals. As the dust settles post COVID we need the whole ELK team back, engaged and focused on getting things done. After the pause that was 2020 we are in a good position to support our supply chain as they continue to grapple with the effects of the pandemic.

We are energised by our freedom and invigorated by a greater sense of work life balance. The year 2021 will see us launch our ELK ReWear program, we aim to have at least two new retail stores open, some fantastic new suppliers will come on board, more preferred fibres will be introduced, and lots of work in our giving space will come to fruition. There will be significant policy writing and some larger projects, with a huge focus on our aim for B-Corp certification.

We feel a palpable level of impatience wanting things to move faster and for the data to look "better". But we are realists and are settled in the knowledge that we are doing things properly. We are offering honest warts-and-all information and whilst progress may look slow we are paddling as fast as we can. Erika, our Ethics and Sustainability Manager, is our greatest champion; rallying the business to push on and be better. She is unforgiving in her standards and relentless in her pursuit – for this we are not only grateful but are today a better version of ourselves than we were yesterday.

In the words of the inspirational Yvonne Chouinard "the advantage of transparency is to make clear what has to be done."¹ Through our investigation of every part of the ELK business we do know what has to be done. And so, with our goals and our roadmap guiding us we will continue to share our progress along the way and always with total transparency. Bring on 2021!

Marnie Goding, *ELK Co-Founder and Creative Director*

1 Yvonne Chouinard and Vincent Stanley Pg 82 "The Responsible Company" 2nd Edition 2016

We welcome questions, feedback and discussion. Please contact Erika or Marnie at any time via email at transparency@elkthelabel.com
Let's share in this journey together.





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

ELK