

KATHMANDU® HOLDINGS LIMITED

Sustainability Report 2021

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Byron Bay





Mt Charlie, overlooking Port Douglas and Captain Cook Highway, Queensland.

Sustainability Report 2021.

This year our progress has been on combining the strength of each of our brands to create a stronger Group.

By aligning our supplier Code of Conduct and bringing all three brands under the Elevate supplier improvement programme we have raised the bar across all three brands with one stroke.

We undertook our first group-wide Environmental, Social and Governance (ESG) materiality assessment this year. We now have a clear understanding of what is most important to the people our brands touch. This guides us on where to focus our work. Our priorities are:

- Our people, our communities
- Science-based climate action
- Circular business models

In 2021 we made further steps to improve our value reporting. We undertook staff training and began to assess how our brands use resources and create value.

Our future sustainability reporting will feature a consistent Group focus across our family of brands.

Our continuing aim under new CEO Michael Daly is to become a global leader in ESG. The small, tightly focused Kathmandu Holdings Group executive team is clear that part of its purpose is to drive sustainability strategies for all the Group's brands focused on our three priorities. Bringing Oboz and Rip Curl into the B Corp fold alongside Kathmandu will be a crucial next step on this journey.



DAVID KIRK
CHAIRMAN



MICHAEL DALY
GROUP CHIEF EXECUTIVE OFFICER

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Kathmandu Holdings 2021 sustainability highlights.

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RIP CURL

- COMPLETED CARBON FOOTPRINT ASSESSMENT**
- LAUNCHED WETSUIT TAKE-BACK PROGRAMME WITH TERRACYCLE**
- SOURCING SUSTAINABLE COTTON WITH BCI**

Kathmandu

- CERTIFIED CARBON ZERO**
- Certified B Corporation**

CONTINUED BUILDING ON OUR B CORP CERTIFICATION
- LAUNCHED JACKET MADE FROM RECYCLED FLEECE MATERIAL WHICH CAN BIODEGRADE BY 93.8% IN MODERN LANDFILLS AT THE END OF ITS LIFE.**

Kathmandu HOLDINGS LIMITED

- COMPLETED ESG MATERIALITY ASSESSMENT**
- COMMITTED TO LARGEST SUSTAINABILITY LINKED LOAN IN NEW ZEALAND¹**

Obōz. TRUE TO THE TRAIL

- COMPLETED CARBON FOOTPRINT ASSESSMENT**
- 4 MILLION TREES PLANTED SINCE THE COMPANY STARTED**
- 95% ENVIRONMENTALLY PREFERRED LEATHER MATERIALS IN OUR RANGE.**

1. Committed to largest syndicated sustainability linked loan at time of signing

2. Certified carbon zero under the Toitu CarbonZero programme for our operational footprint. Scope 1,2 and mandatory scope 3 emissions.

3. See <https://www.kathmandu.co.nz/biofleece> for information about the test methods used and the rates and extent of degradation.

4. Leather sourced from Leather Working Group tanneries a not-for-profit organisation responsible for a leading environmental certification for the leather manufacturing industry.

Investigating what matters.

Our brands touch many people – and it's important that the work we do aligns with what's important to them. This year, we brought in Drs Brian and Mary Natrass of Sustainability Partners to conduct a group-wide ESG materiality assessment – a review of what's important to the different people who have a stake in our company. This was also a chance to align and focus our three brands on sustainability and to help our journey to achieve B Corp certification across the group.

An ESG materiality assessment is the process of identifying, refining and assessing numerous potential environmental, social and governance issues that are most important to the company and its stakeholders. The assessment yields a condensed list of topics that helps the company more effectively focus its strategy, targets, actions and reporting.

"It's a way of ground-truthing what you are focusing on," Mary says. "Otherwise, you could go off chasing things that the company doesn't have any impact on. When we ask 'what is material?', we're asking what matters and who does it matter to."

The process involves connecting to all the people who have a stake in the business – from employees to shareholders to customers and suppliers.

The assessment included an online survey of more than 600 people and in-depth interviews with around 100 of those people.

We also conducted a point-of-sale survey in Kathmandu and Rip Curl stores in Australia and New Zealand that invited customers to weigh in on the environmental and social issues that were important to them. In one month, we received 53,191 responses from this survey.

"We ask about environmental issues and social issues and also leave space for people to add other concerns that we haven't covered," Brian explains. "In parallel, we look at wider trends in the ESG world."

Brian points to changes in the investment world. "Five years ago, climate change was still on the margin of concerns for the vast majority of investment funds. But now, the insurance industry is paying out billions of dollars annually for climate-related damages, while banks and asset managers are increasingly concerned about loans and investments being impacted by climate change. There are two key areas of corporate concern. On one hand are the environmental vulnerabilities of a company, particularly regarding climate change, such as disruptions in its supply chain, and on the other is what is the impact of a company on the environment, particularly how it is impacting climate through its greenhouse gas emissions."

Another trend is around circularity and circular design principles. "This is the way that leaders in the field are thinking about keeping waste out of the system," Brian says. "More and more, people are coming to understand that there is no throwing waste away."

A content analysis of all the surveys and interviews saw certain issues rise to the top. Plotting these according to moderate, high and very high priorities we were able to map out a materiality matrix for the group.

Three core areas of focus emerged:

- Our people, our communities
- Science-based climate action
- Circular business models.

Group CEO Michael Daly says,

"Overriding those three focus areas is a broader commitment to transparency and accountability. These things are key, but we didn't see them as a pillar because it's a core competency and something that I think is expected of all corporates these days."

Michael says the assessment has confirmed that the Best for the World targets set last year by Kathmandu are heading in the right direction. "Now the challenge is to align all three brands. We found that stakeholders across all three brands care about the same thing. These are the areas where we need to focus and make progress and measure. This assessment has informed our group-level strategy and helped us set goals, targets and accountabilities."



Group ESG focus areas.

WE ASPIRE TO BE A LEADER IN ESG, TO DRIVE LONG-TERM VALUE.

Through an ESG materiality assessment we asked our teams, community and shareholders what matters most.

Transparency and responsibility will continue to underpin everything we do by managing our environmental and social impact responsibly and ethically.

OUR PEOPLE, OUR COMMUNITIES



- People-centred culture and workplaces
- Create group-wide diversity, equity and inclusion (DEI) policies and targets
- Fair Labor Accreditation across all brands
- Develop best-in-class supply chain practices

SCIENCE BASED CLIMATE ACTION



Set group-level Science Based Targets aligned with the Paris Climate Agreement

CIRCULAR BUSINESS MODELS



- Design for circularity throughout our value chain
- Target a zero waste supply chain
- Increase use of circular materials

New link between sustainability and finance.

In May this year, Kathmandu® Holdings Limited secured New Zealand’s largest syndicated sustainability linked loan. The A\$100 million loan is tied to environmental, social and governance (ESG) targets. If the targets are hit, the interest rate on the loan decreases.

Kathmandu Group Chief Financial Officer Chris Kinraid says linking borrowing to ESG targets helps make sure that even the finance team has skin in the game when it comes to sustainability.

“A sustainability linked loan helps us drive accountability internally. We set targets that are aligned to our strategy and then these are verified by a third party to make sure we have set sufficiently difficult targets,” Chris says.

The Kathmandu loan was more complex because it is a syndicated loan, requiring cooperation from seven different lenders.

Although sustainability linked funding is new, Chris believes it is a growing trend.

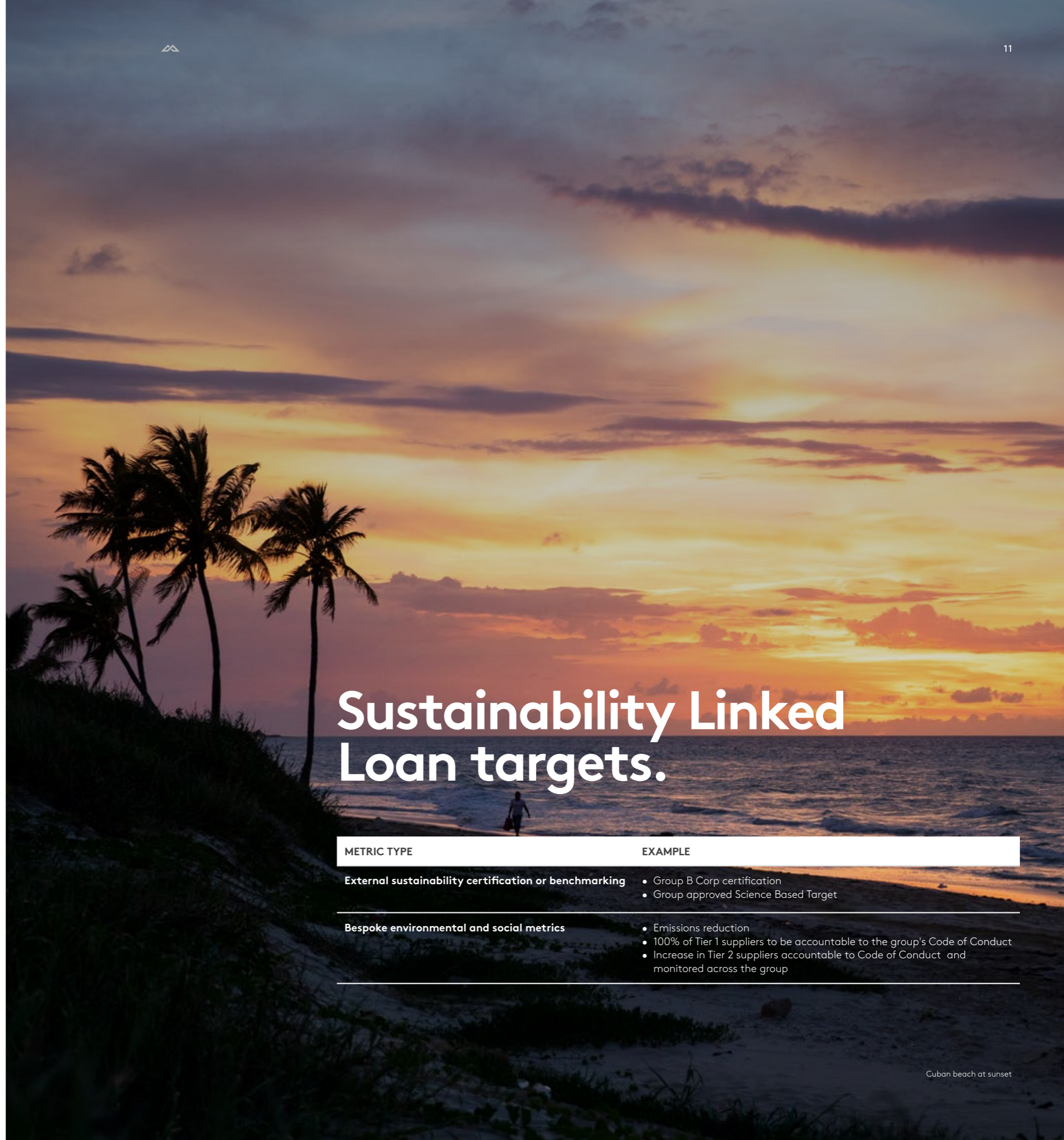
“This is only the start. Right now, it is early adopters getting in on these loans, but I can imagine that, in 10 years’ time, targets might be a requirement for all funding.”

Kathmandu has set four targets around emissions reductions, science-based targets, supplier wellbeing and achieving B Corp certification for Rip Curl and Oboz.

“This loan helps improve our transparency on these targets and how easily we are able to achieve them,” says Chris. “If we reduce our costs by hitting the targets, we can reinvest that money in new initiatives. It’s a good process for the finance department to be able to play a part in achieving the Group’s sustainability goals.”



CHRIS KINRAID
GROUP CHIEF FINANCIAL OFFICER



Sustainability Linked Loan targets.

METRIC TYPE	EXAMPLE
External sustainability certification or benchmarking	<ul style="list-style-type: none"> Group B Corp certification Group approved Science Based Target
Bespoke environmental and social metrics	<ul style="list-style-type: none"> Emissions reduction 100% of Tier 1 suppliers to be accountable to the group's Code of Conduct Increase in Tier 2 suppliers accountable to Code of Conduct and monitored across the group



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Kathmandu[®]
We're out there

Our journey.

Kathmandu CEO Reuben Casey explains how the company's new brand purpose, mission and values better reflect the company's past and vision for the future.

We've redefined our vision to be the world's most loved outdoor brand. This speaks to our aspirations to be a global brand but also about creating an emotional connection with our customers, with our team and with all the people our brand touches.

Part of being a certified B Corp is looking at how we can benefit everyone that our brand comes in contact with from suppliers to customers.

Our new brand purpose is to improve the wellbeing of the world through the outdoors. Again, we look at how we can achieve this at every touch point – customers, team, supply chain – and also how we can improve our physical environment because that also affects the wellbeing of the world.

This purpose resonates with our brand heritage. All the way back to the days of our "Live the dream" tagline, Kathmandu has always been about having fun in the outdoors, having a go and travelling the world. This sets us apart from elitist outdoor brands that focus on achievement.

Research shows that spending time outdoors is beneficial for our mental and physical wellbeing, so our purpose is about reminding people that nature is good for them and removing barriers to getting out there. I feel like this is a purpose that people can really get behind. It's much bigger than us.

We've also refined our values to three simple words: courageous, joyful and open. These replace a longer, more clunky list of values that were quite corporate and difficult to remember. The new values are much clearer and really resonate with our team.

Courageous is about doing the right thing even when it's hard. Courageous also speaks to sustainability – looking for solutions to more-sustainable products and more-ethical supply chain practices. It's about having a go and about taking risks, which is really important in a creative organisation.

Joyful really acknowledges the passion of our team. We love what we do. We love each other's company. And especially for our store teams, this is a value that guides our interactions with customers because you can really turn someone's day around by giving them a joyful experience in store.

Open is about being open to diversity, which is reflected in our Rainbow Tick certification. We operate in a very diverse society and our team is quite diverse, so this value is about being open to our differences and open to new ideas.

These new values better reflect what makes Kathmandu special and a great place to work.

Our vision, purpose and values all fit together to make up our why and our focus point or North Star.

This spirit and attitude is reflected in our latest brand campaign. They're also reflected in our new partnerships with Beyond Blue and the Graeme Dingle Foundation – organisations that help people access the wellbeing benefits of the outdoors.

Other things we're doing around carbon emissions and sustainable materials also ladder up to that purpose. It's a useful framework for setting goals.

Sometimes, this kind of brand work feels pasted on as an aspirational piece, but in our case, I feel like we've finally got the words to reflect what's really happening here at Kathmandu. I feel it adds authenticity and meaning to the work we're doing.



REUBEN CASEY
KATHMANDU CEO

R Casey

Best for the world 2025

OUR PROGRESS THIS YEAR TOWARDS ACHIEVING OUR 2025 SUSTAINABILITY GOALS.



BEST FOR PEOPLE



COMPLETED FIRST MODERN SLAVERY REPORT



100% OF NEW SUPPLIERS SCREENED USING SOCIAL CRITERIA



NEW COMMUNITY PARTNERSHIPS THAT ALIGN TO OUR NEW PURPOSE

BEST FOR THE PLANET



CERTIFIED CARBON ZERO



LAUNCHED JACKET MADE FROM RECYCLED FLEECE MATERIAL WHICH CAN BIODEGRADE BY 93.8% IN MODERN LANDFILLS AT THE END OF ITS LIFE ¹



MATERIAL CHANGE INDEX SCORE - LEVEL 4 ²



PARTNERSHIP WITH THE RENEWAL WORKSHOP

BEST IN PRACTICE



CONTINUED BUILDING ON OUR B CORP CERTIFICATION



COMPLETED ESG MATERIALITY ASSESSMENT

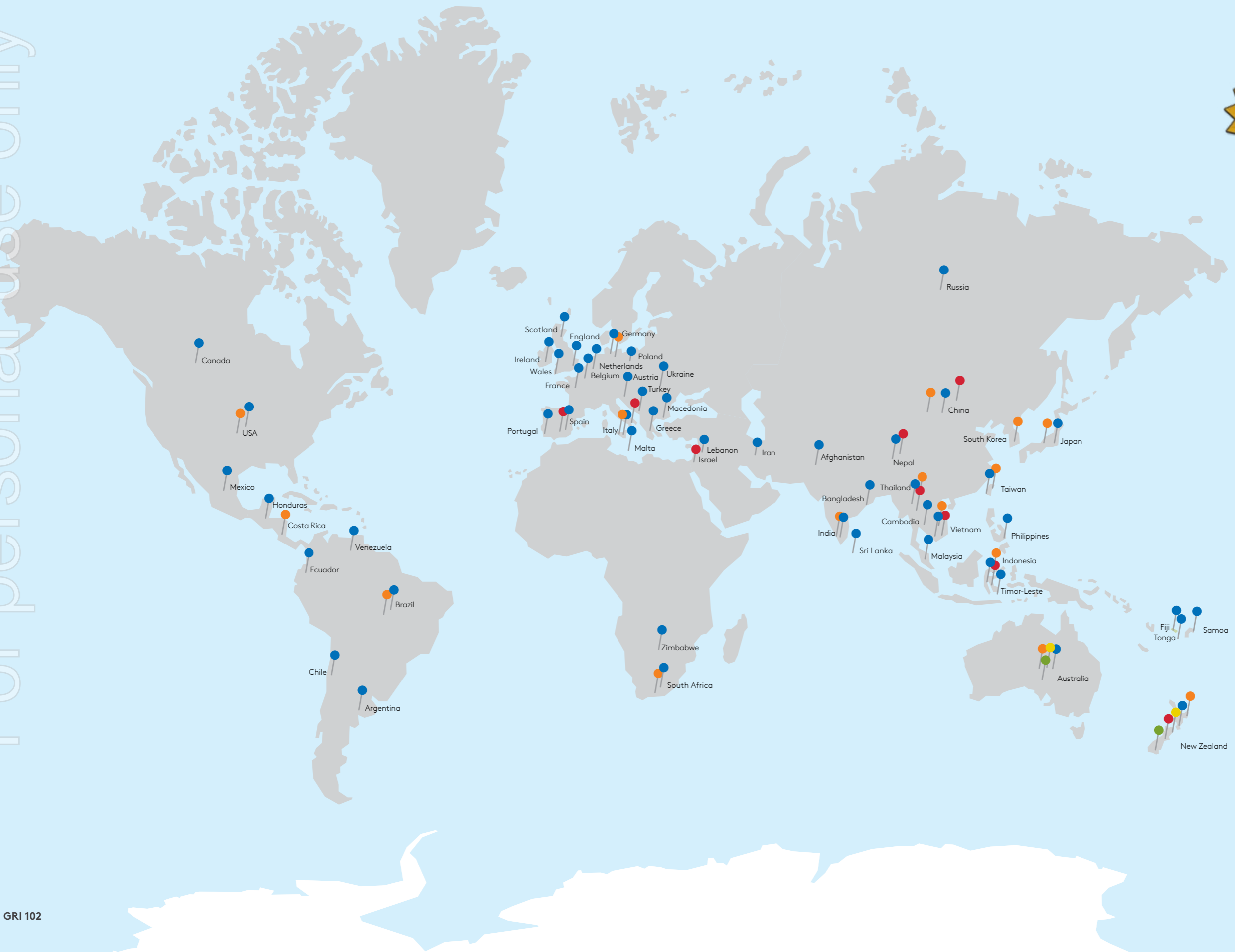
The Pinnacles, Coromandel.

¹ See <https://www.kathmandu.co.nz/biofleece> for information about the test methods used and the rates and extent of degradation.
² Level 4: Companies that are pioneering industry transformation.

Our journey.
Tā mātou rerenga.

Our world.

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KEY



FACTORIES

91 TOTAL

China (62), Vietnam (17), Indonesia (5), New Zealand (2), Nepal (1), Italy (1), Spain (1), Thailand (1), Israel (1)



MATERIALS SOURCING

China, Taiwan, Australia, New Zealand, South Africa, Germany, India, South Korea, USA, Japan, Costa Rica, Brazil, Thailand, Vietnam, Italy, Indonesia.



OPERATIONS

New Zealand

48 stores

1 distribution centre

1 headquarters

Australia

112 stores

1 distribution centre

1 headquarters



COMMUNITY IMPACTS

This year we have partnered with organisations who help people experience the benefits of the outdoors. Graeme Dingle Foundation in New Zealand and Beyond Blue in Australia.



53 NATIONALITIES

ACROSS OUR TEAM

Afghanistan, Argentina, Australia, Austria, Bangladesh, Belgium, Brazil, Canada, Cambodia, Chile, China, Ecuador, England, Fiji, France, Germany, Greece, Honduras, India, Indonesia, Iran, Ireland, Italy, Japan, Lebanon, Macedonia, Malaysia, Malta, Mexico, Nepal, Netherlands, New Zealand, Philippines, Poland, Portugal, Russia, Samoa, Scotland, South Africa, Spain, Sri Lanka, Taiwan, Thailand, Timor-Leste, Tonga, Turkey, Ukraine, United States, Venezuela, Vietnam, Wales, Zambia, Zimbabwe

*This data is based on our biennial diversity survey. The last survey took place in 2019.

Our partners.

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B CORP
 Certified B Corporations® (B Corps™) are for-profit companies that use the power of business to build a more inclusive and sustainable economy.



OUTDOOR INDUSTRY ASSOCIATION
 We participated in OIA's Sustainability Working Group, a collaborative platform of more than 300 outdoor brands and suppliers working together to identify and implement better business practices.



SUSTAINABLE APPAREL COALITION
 Membership of the SAC gives us access to the Higg Index modules. We've been using the index since 2014, which supports our sustainability strategy. The index guides us on the environmental and social impacts of our products and how we can improve.



FAIR LABOR ASSOCIATION
 We became the first brand in the southern hemisphere to achieve FLA accreditation. This verifies that our social compliance programme in our supply chain exceeds the most stringent global standards.



BLUESIGN®
 Our bluesign® system partnership supports our chemicals management programme, materials and products so that they are environmentally and socially friendly.



TEXTILE EXCHANGE
 Our membership with the Textile Exchange supports our materials strategy, and we also participate in their Preferred Fiber & Benchmarking Programme.



CANOPY
 We have been partners with Canopy since 2016. We work with them to use our influence in our fabric supply chain to protect the world's remaining ancient and endangered forests and endangered species habitat.



LEATHER WORKING GROUP
 Our work with the LWG helps us to assess the environmental compliance and performance capabilities of our tanneries and to promote sustainable and appropriate environmental business practices within the leather industry.



PRIDE PLEDGE
 This year we partnered with Pride Pledge, a public commitment that all LGBTIQ+ people should have the freedom to be safe, healthy and visible. We will use our voice and influence to support visibility, safety, tolerance, love, diversity and inclusion for all LGBTIQ+ people.



RAINBOW TICK
 We achieved Rainbow Tick reaccreditation this year, which demonstrates our commitment to diversity and inclusion in the workplace and creating a supportive work environment for our team members.



AUSTRALIAN PACKAGING COVENANT ORGANISATION
 We submit an annual report and action plan to APCO, which supports our packaging and waste strategy.



BEYOND BLUE
 This year we announced our community partnership with Beyond Blue. We work with Beyond Blue to establish the link between good mental health and the outdoors, encouraging people in Australia to take positive steps to look after their mental health and get outdoors.



GRAEME DINGLE FOUNDATION
 This year we announced our community partnership with the Graeme Dingle Foundation to establish a connection between mental wellbeing, personal growth and the outdoors, encouraging young people in New Zealand to take positive steps and get outdoors.



RENEWAL WORKSHOP
 This year we partnered with The Renewal Workshop a leading provider of circular economy solutions for apparel and textile brands. This is a first of its kind partnership in Australia and New Zealand, created to address textile waste in this way, with an aim to provide solutions to reduce textile waste and enable circular principles in our production.



TOITŪ ENVIROCARE
 Our membership with Toitū Envirocare helps us to measure, manage and reduce our carbon footprint through our annual carbonzero certification.



CARBON DISCLOSURE PROJECT
 We submit an annual report to the CDP, which supports our carbon measurement and reduction programme.



ELEVATE
 ELEVATE is our chosen supply chain partner and an industry leader in sustainability, auditing and improvement services.

Tracking progress on preferred materials.

“It’s not about being first or last on the chart – it’s more about learning and moving forward as an industry.”

MANU RASTOGI
HEAD OF PRODUCT INNOVATION AND PRODUCT SUSTAINABILITY

The Textile Exchange’s Material Change Index is the largest peer-to-peer comparison initiative in the textile industry – tracking the industry’s progress towards better materials sourcing as well as alignment with global efforts like the Sustainable Development Goals and the transition to a circular economy.

The Material Change Index helps companies measure and manage the materials they put into their product, with the aim of reducing CO₂ emissions from textile fibre and material production by 45% by 2030.

“Between now and 2030, we need to turn linear exploitative consumption of natural resources into models that are regenerative, circular and inclusive,” the Textile Exchange says.

More than 191 global brands and retailers – representing US\$767 billion in turnover – participated in the programme this year. Each brand voluntarily reports its work on strategy, circularity and the Sustainable Development Goals as well as seven categories of materials from cotton and polyester to wool and down.

The results put companies into four categories – 1 is developing, 2 is establishing, 3 is maturing and 4 is leading.

Kathmandu was one of 36 companies that reached level 4 this year. The Textile Industry says level 4 represents “companies that are pioneering industry transformation and scored more than 75 of 100 possible points”.

Kathmandu also ranked in the top 10 by volume for responsible sourcing of polyester, polyamide and wool.

Material Change Index score



Level 4: Companies that are pioneering industry transformation

Cotton
100% sustainable cotton



Manmade Cellulosics
100% preferred materials



Polyester
Top 10 by volume



Wool
Top 10 by volume



Polyamide
Top 10 by volume



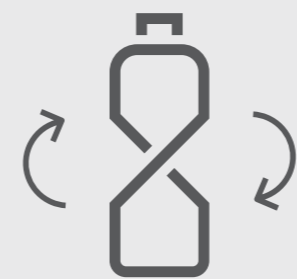
Down
100% RDS



Close up of pelorus snap pull over

Overall, scores increased this year by 17%, with circularity scores increasing 37% overall and 57% with outdoor and sports companies. The report says better material choices by brands have saved 1.37 million tonnes of CO₂, 28 billion megajoules of fossil fuel energy and 643 billion litres of water.

Kathmandu Head of Product Innovation and Product Sustainability Manu Rastogi says, “We were one of the founding members of the benchmarking programme. This tool has helped us develop insights and strategies into areas for improvement. It’s not about being first or last on the chart – it’s more about learning and moving forward as an industry.”



36
MILLION
AND COUNTING

36,034,178 plastic bottles* recycled back into products since we started counting in 2015.

*500 ml bottles



47
MILLION
AND COUNTING

Using solution dyed polyester, PP, nylon and recycled cotton, we have saved more than 47 million bottles* worth of water since 2017.

Defining circularity.

We have bold ESG targets to achieve by 2025. One of them is to have 100% of our products designed, developed and manufactured using elements of circularity principles.

The first step towards achieving this goal is education. Until everyone on our product team has a clear understanding of circularity, we can't expect to embed the principles in our product.

"A lot of definitions of circularity focus on minimising waste," says Kathmandu Head of Product Innovation and Product Sustainability Manu Rastogi. "To me, that's starting from a negative mindset. It's looking at how we can do less bad, but we would prefer to think about how we can do more good."

The product team education on circularity looked at a range of diagrams that attempt to explain the difference between a linear system that starts with extracting resources and ends with the product being discarded as waste and a circular system where the resources stay within a closed loop.

"There's a misconception that the circular economy is just recycling on steroids. Recycling should be the last resort. First, we need to see how we can make more-durable products and keep value closer to the user," Manu says.

The best model for circularity comes from nature. "There is no waste in nature. When a leaf falls from a tree, it feeds the forest and helps the ecosystem to thrive. We need to look at how we can take inspiration from this. It always starts with design – design is the key to a circular economy."

Summit Club member Sian in her Heli Thermore jacket.

The product team is encouraged to form their own interpretation of circular design. "There is no right or wrong. Ideas need to come from everyone. We need everyone to think about what circularity means to them and how they can implement that into their own roles."

Pelorus Biofleece

The Pelorus Biofleece, released this year, represents the first step in our journey towards designing for circularity. The fabric, from PrimaLoft, is made from 100% recycled fabric. At the end of its life, this fabric degrades by 93.8% (biodegradation in 646 days under optimal conditions that may be found in some biologically active landfills).

With no textile recycling facilities, New Zealand sends more than 220,000 tonnes of textile waste to landfill each year and microplastics continue to percolate in our oceans. Despite this, the New Zealand Government's six priority waste streams do not include textiles. While we rally as an industry collective to push for textile waste to be prioritised, Biofleece is an interim solution that doesn't compromise on performance or durability.

Each Biofleece garment uses a minimum of 15 plastic bottles in its production. This year, our Biofleece products saved 336,326 bottles from landfill. The fibres have been optimised to be more appetising to microbes, which break down the fabric to natural elements like water, CO₂, methane, biomass and humus.

In tests, the PrimaLoft fabric almost completely degraded in two years, while standard polyester remains completely intact.

If we don't change the way we discard plastics, 29 million tonnes of it will end up in the ocean each year by 2040¹.

"Recycling plastic bottles isn't enough," says Manu. "We need to rethink the problem of plastic waste. Biofleece is just the beginning. This is just the first step on our circularity journey."

Renewal Workshop partnership

In a first-of-its-kind partnership, Kathmandu kicked off a circular mapping project across Australia and New Zealand with Renewal Workshop this year. The aim is to establish a renewal and recommerce programme that aims to reduce the amount of textiles that end up in landfill.

US-based Renewal Workshop has worked with large global brands to

repair and resell used and overstocked products. The partnership is another step towards our goal of 2025 circularity goals.

Government intervention sought for textile waste

Kathmandu was part of a group of textile and clothing businesses calling on the New Zealand Government to better regulate waste for the industry. Each New Zealander creates about 44kg of textile waste every year, which means more than 220,000 tonnes of textiles end up in our landfills.

A report, created by Usedfully Textile Reuse Programme, listed overconsumption and lack of onshore recycling as some of the key problems relating to the sector. Recommendations included exploring incentives to catalyse a circular textiles economy as well as a ban on all textiles from landfill.

Australian Circular Economy Hub

Kathmandu has started discussions to see how it can contribute to the Australian Circular Economy (ACE) Hub. The organisation has a mission to facilitate the transition to a circular economy – a goal it says can only be achieved with collaboration. The ACE Hub is a platform for sharing information and inspiration and for celebrating the efforts of those who are working towards this vital transition.

WOOL

Kathmandu joins brands against mulesing

Global animal welfare organisation Four Paws has launched a campaign for more ethical wool. It is fighting to end the Australian practice of mulesing – a painful procedure to remove excess skin on a lamb's backside. As part of the campaign, Four Paws has ranked 38 global brands according to their actions on this issue. Kathmandu achieved a gold ranking for its 39% certified mulesing-free wool and its commitment to achieve 100% RWS (Responsible Wool Standard) certified wool by 2025.

The Responsible Wool Standard is a tool to ensure wool comes from farms that have a progressive approach to managing their land, practise holistic respect for animal welfare of the sheep and respect the five freedoms of animal welfare.

Farms need to be certified to the animal welfare, land management and social modules of the RWS.

2021 | 32%

2025 | 100%
RWS GOAL



Carbon neutral ahead of target.



Two Summit Club members enjoying a walk on the Kaikōura coastline

The need for urgent transformative action on climate change is clearer than ever with research suggesting that the Greenland ice sheet is on the brink of a tipping point – a point that, if crossed, could lead to a predicted 7 metres of sea-level rise across the globe.¹

Kathmandu has set a target of being carbon zero by 2025.

We reached our carbon-neutral target four years ahead of schedule, after offsetting our operational carbon footprint through Toitū carbonzero certification.

“While this is huge for Kathmandu, we’ll keep working towards our larger goal of net zero environmental harm by 2025,” says CEO Reuben Casey. “To achieve this, we are currently setting science-based targets aligned with the Paris Climate Agreement. Our sustainability-linked loans tie these goals to our finance.”

Our carbon credits are issued and certified by the internationally recognised Gold Standard Foundation. It supports projects in Australia and China where Kathmandu has operations and factories. It also supports renewable energy generation in India.

“These projects are special because they deliver economic and social benefits for communities as well as mitigating environmental impact,” Reuben says.

The Yarra Yarra Biodiversity Corridor Project in Western Australia is located at one of 35 global biodiversity hotspots. The project aims to restore a healthy functioning landscape after decades of habitat loss and degradation, which left 97% of vegetation cleared for farming.

The vision is to plant trees and shrubs that link patches of remaining vegetation and nature reserves to create a green corridor that preserves the area’s unique threatened flora and fauna.

Kathmandu has been tracking its carbon emissions for nearly a decade. Despite strong global growth, we have managed to reduce our scope 2 emissions by 22% on 2012 levels through energy efficiency projects, Green Star buildings and installing solar power. The solar system at our Blackburn store and Australian Distribution Centre avoided 126 tonnes of CO₂ last year.

We are also in the process of setting science-based targets, which will guide our reductions.

“Until we have large-scale alternatives to fossil fuels, Kathmandu, like all businesses, will continue to produce emissions. Offsetting helps fund the transition to a sustainable energy economy,” says Reuben.

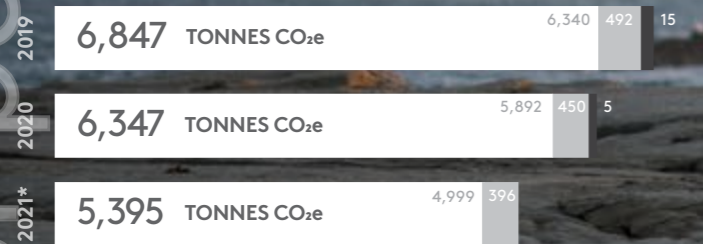
This year we saw significant reductions in scope 2 emissions due to the ongoing Covid-19 restrictions, causing many of our stores to intermittently close.

OUR EMISSIONS JOURNEY*

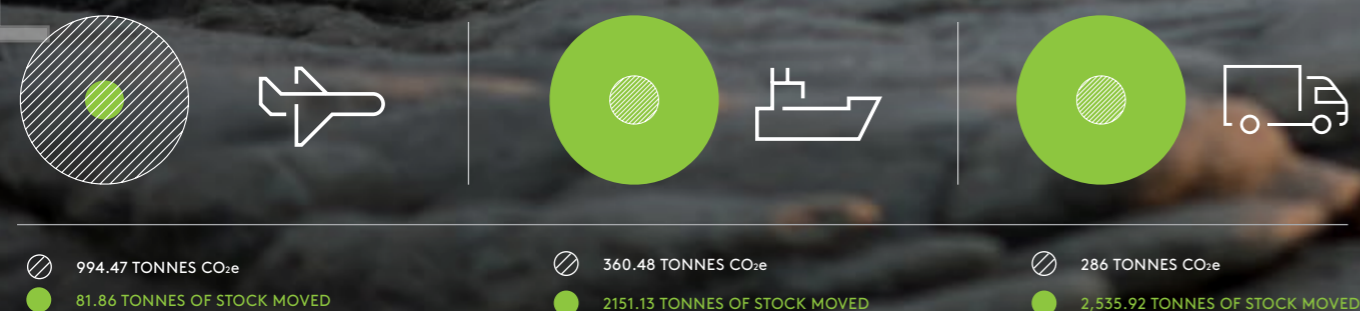
TOTAL SCOPE 1 EMISSIONS **2.9 TONNES CO₂e**

TOTAL SCOPE 2 EMISSIONS ● AUS ● NZ ● UK

SCOPE 2 AVERAGE EMISSIONS PER STORE



SCOPE 3 STOCK TRANSPORT EMISSIONS



“We’ll keep working towards our larger goal of net zero environmental harm by 2025.”

REUBEN CASEY
KATHMANDU CEO

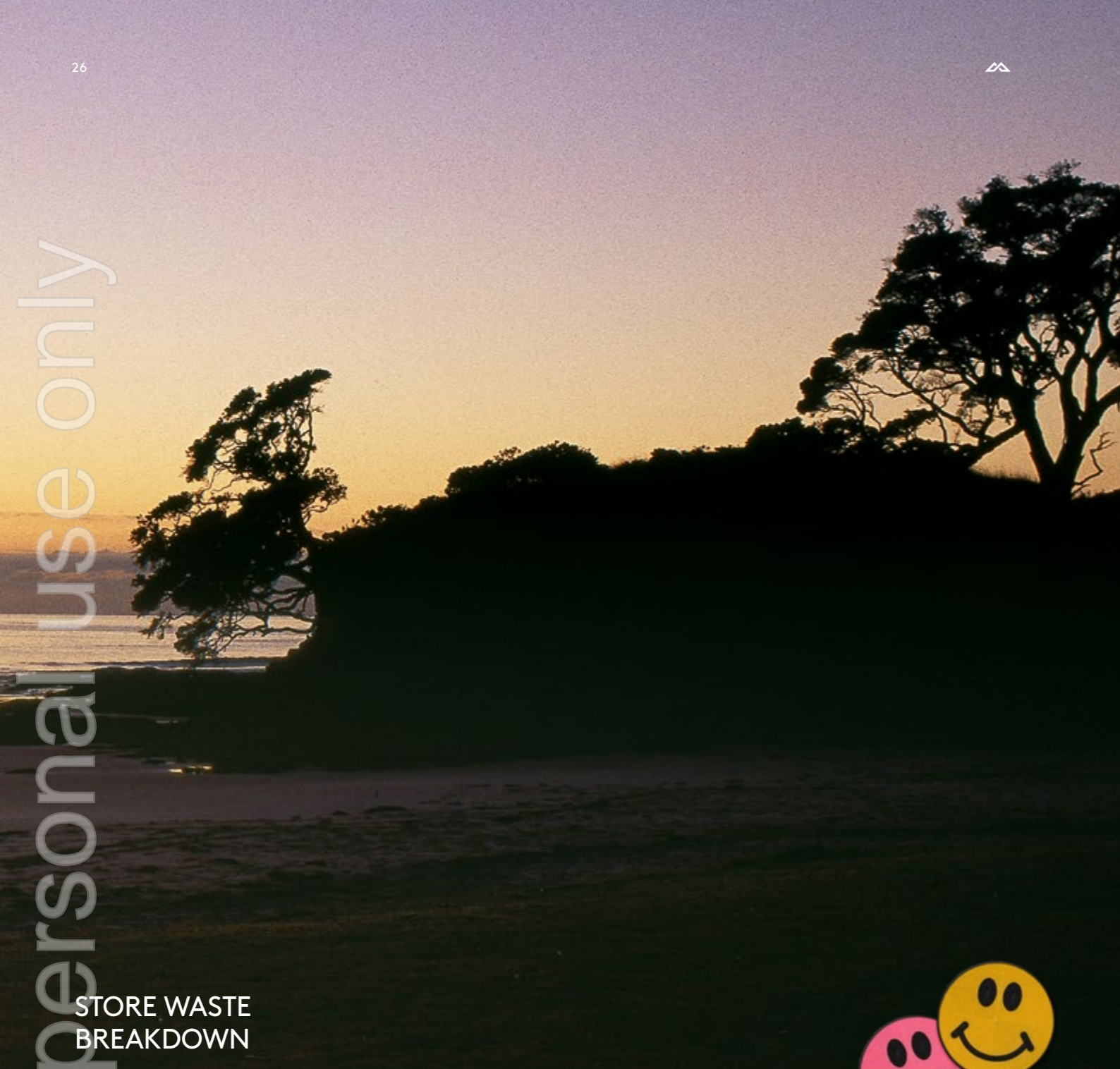
Our footprint.
Tā mātou tapuwāe.



*2021 figures are pre-certified estimates. Previous year’s carbon emissions reported were also pre-certified estimates and are now updated with final certified numbers, aligned with our annual Toitū CarbonReduce and CarbonZero certifications. Scope 1 emissions are our direct emissions. Scope 2 emissions are our indirect purchased electricity emissions. Scope 3 are our indirect value chain emissions, not included in Scope 2.
1. Boers, N. and Rypdal, M., 2021. Critical slowing down suggests that the western Greenland Ice Sheet is close to a tipping point. Proceedings of the National Academy of Sciences, 118(21).

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STORE WASTE BREAKDOWN



53%
PAPER
/ CARDBOARD



7%
POLYBAGS
AND SHRINKWRAP



22%
CO-MINGLED
RECYCLING



18%
NON-RECYCLED
MATERIAL



Aiming for zero waste to landfill.

Waste remains one of our main environmental impacts. Our goal is to send zero waste to landfill by 2025. Currently, our biggest impacts are from packaging and labels. This year, we've been working hard to improve.

SOFT PLASTICS

Soft plastics recycling in our stores has been a rollercoaster of a ride, thanks to disruptions in global recycling. In response, we turned our attention to local recycling solutions. We're building back our soft plastics recycling scheme in New Zealand, with 20 stores now taking part. Working with our New Zealand-based partner Soft Plastics Recycling Scheme, this waste is being recycled into things like fence posts, buckets and waterslides.

Last year, this scheme recycled approximately 13.10 tonnes of plastic.

Another 23 New Zealand stores are recycling soft plastics through other waste providers, who send the material offshore.

ONLINE COURIER BAGS

Last year, we set up a working group to look at more-sustainable alternatives to the plastic courier bags we use to send out online orders. As a result of this work, this year, we've launched a new satchel made of 100% post-consumer recycled plastic. The satchels can be resealed so that any customer returns can be sent back in the same bag. At the end of their life, the satchels can be recycled through soft-plastic recycling schemes in New Zealand and Australia.

LOOKING FORWARD

We are currently engaging suppliers to record their environmental impacts using the Higg Index self-assessment tool. These insights will help us understand where we can make a difference in our supply chain and how we can enable this change in partnership with the factories that we work with.

PACKAGING STRATEGY

Our goal is 100% sustainable packaging materials by 2025. To get there, this year, we formulated our packaging strategy.

The new packaging strategy has five phases:

- Improve existing packaging.
- Collaborating with key suppliers.
- Industry collaboration.
- Consumer engagement.
- Data collection and assessment.

IMPROVING EXISTING PACKAGING

We are switching our online courier bags to 100% recycled plastic content and are investigating recycled content for protective plastic polybags. We're switching to 100% recycled card for our base layer boxes and swing tags and bringing in paper string as an alternative to plastic swing tag fasteners.

COLLABORATING WITH KEY SUPPLIERS

We will be looking for alternatives for products that currently rely on moulded plastic packaging. We'll work with packaging design specialist Avery Dennison to design recycled cardboard alternatives for many of these products.

INDUSTRY COLLABORATION

Working with others, we can help to shift the wider industry. We have joined the Responsible Packaging Movement, which has partnered with 5 Gyres and Canopy to find more-sustainable packaging solutions.

CONSUMER ENGAGEMENT

In this phase, we'll include recycling labels on all packaging and educate customers on how to recycle correctly.

DATA COLLECTION AND ASSESSMENT

Our packaging performance is currently measured by reporting to the Australian Packaging Covenant Organisation (APCO) and by our reporting to B Corp.

Advocating for modern slavery legislation.

Brand work done over the last 12 months has helped as we move from a retailer to a brand with a new purpose that better aligns to our B Corp certification. Together, these shifts are changing the way we do things. In our supply chain work, we're shifting the focus towards collaboration and advocacy, playing our part in a global movement using business as a force for good.

Last year, we submitted our first report under the 2018 Australian Modern Slavery Act. The Act requires companies to report on the risks of modern slavery in their global supply chains and how they are addressing those risks.

This year, we've been working with the New Zealand Government as it develops a response to modern slavery. Kathmandu Corporate Social Response-ability Manager Gary Shaw was invited to speak at Parliament Buildings in March. He suggested that there was a real opportunity for New Zealand to lead the world by framing our response positively rather than negatively.

When you frame something in the negative, it's easy to create an alliance that is based on fear and anger. However this leads to the mistaken belief that fighting against modern slavery is something we can win, says Gary.

Instead of fighting against slavery, Gary suggests we create legislation that addresses the full continuum of modern slavery within the context of the freedom and mana we already embody. Therefore rather than a Modern Slavery Act, Gary proposes the Freedom Act of New Zealand, as

legislation and policy that unites us as a nation in a just and positive cause, inspiring action and ultimately creating optimism and hope.

"This is a new role for Kathmandu to be advocating for freedom and wellbeing at a government level, but it falls naturally out of our mission as a B Corp to be the best for the world and our purpose of improving the wellbeing of the world.

"The regenerative change that the planet needs is only going to happen if we can redefine what it means to be successful in business. The typical business model prioritises profit and is based on the primacy of shareholders. We are actively participating in the B Corp movement and in a business model that equally values profit, people and planet."

THE ADVANTAGE OF COLLABORATION

Last year, Gary was invited to speak at the Retail NZ Sustainability Conference about redefining success in business.

Following the conference, Deloitte contacted us to explore the creation of a group of New Zealand businesses who meet to connect and collaborate on issues related to sustainability and meaningfully address the social and environmental challenges facing us all. For the last eight months, Deloitte and Kathmandu have co-hosted The Collaborative Advantage – a monthly Zoom session for businesses around New Zealand. They come together to openly discuss a range of issues related to ethical sourcing and sustainable business practices, including worker voice, stakeholder

engagement and supply chain transparency. As part of our co-hosting role, Kathmandu and Deloitte share our own experiences and invite others from businesses, government and civil society to bring new tools and insights, methodologies and mindsets.

We also invite those business representatives present to participate in a brief mindfulness practice. "The research is clear that mindfulness can empower us to approach challenges with a more open mind, greater self-awareness, compassion and creativity," Gary says. "It is not just changing our actions and what we do that will make the difference but our very mindset and how we see the world and our potential contribution to it."

The number of businesses joining the group continues to grow. "The social and environmental challenges we're facing are much bigger than any one company can meaningfully address on our own, so it's great to see direct competitors coming together in this space to share their imperfections and work together to address them. It does rely on a willingness to let go of our corporate egos and see things very differently."



One of Kathmandu's Tier 1 factories, TGI located in Vietnam.

New Code of Conduct.

All of our suppliers must agree to abide by the conditions of our Code of Conduct before we do business with them. This year, we updated our Code of Conduct together with Oboz and Rip Curl.

While many businesses approach CSR and sustainability with a compliance focus and the goal of protecting their brand, we put transparency as our number one requirement. In other words, we prioritise honesty about what is actually happening in our supplier partnerships and the impact this is having on the workers. "We would rather our suppliers share their imperfections with us so we can collaboratively seek to improve, than provide fake data that suggests all is well so we can tick a box," says Gary.

The Kathmandu approach is to encourage our suppliers to change their mindset and approach so we can collaboratively work together to improve our shared businesses, the lives of workers and our overall profits as a result.

Transparency is also key in order to meaningfully address modern slavery, Gary says. "Modern slavery thrives in the shadows because of an outdated approach towards corporate behaviour that relies on naming and shaming. Unfortunately this only drives destructive practices further into the shadows. Rather than shame businesses when they are open about the challenges they are facing in addressing slavery in their supply chains, they need to be celebrated and recognised for their courage in doing so."

Other changes to our Code of Conduct include additions to the environmental sections regarding hazardous chemicals and waste as well as including sexual orientation and gender identity in our non-discrimination requirements.

There is also a new clause on responsible recruitment that is designed to prevent workers from paying a fee to be hired, which often leads to modern slavery.

"Modern slavery thrives in the shadows because of an outdated approach towards corporate behaviour that relies on naming and shaming."

GARY SHAW
CORPORATE SOCIAL
RESPONSE-ABILITY MANAGER



OUR SUPPLIERS 2021



22
COPY REPORTS /
INTERNAL AUDITS

13
ELEVATE AUDITS

7 audits delayed due to the latest COVID-19 outbreaks.



91
TIER 1 FACTORIES KATHMANDU
PARTNERS WITH



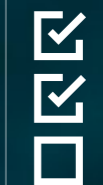
100%
NEW SUPPLIERS SCREENED
USING SOCIAL CRITERIA



2
SUPPLIER'S EXITED



39
SUPPLIERS KATHMANDU
PARTNERS WITH



61
CORRECTIVE
ACTION PLANS



220
HOURS TRAINING STAFF

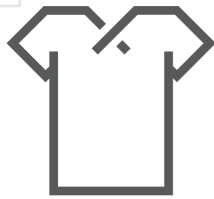
One of Kathmandu's Tier 1 factories, TGI located in Vietnam.

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Sustainability Speaking series.



CARE AND REPAIR



2,504

CUSTOMER PRODUCT REPAIRS

The effects of Covid-19 have been catastrophic and far reaching, but it's presented us with a chance to build something new – a better, more sustainable future. The Kathmandu Sustainability Speaking series was launched last year to educate and inspire our customers to live a more sustainable life.

Through the series, Kathmandu was able to connect our customers with sustainability experts and enthusiasts from around the globe to learn how we can change our behaviour to help the planet and its people. Ten speakers covering subjects from conservation and marine plastics to urban beekeeping and mindfulness were streamed live on our IGTV channel and included a live Q&A. All episodes are available online.

Featured speakers included Turia Pitt discussing beekeeping, and

Kathmandu Corporate Social Response-ability Manager Gary Shaw covering modern day slavery. We heard about sustainable farming from Synlait Dairy Sustainability and Brand Director Hamish Reid, Damon Gameau talked about renewable energy and Laura Wells spoke on marine plastics.

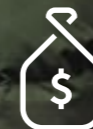
SMALL CHANGE MAKES A BIG DIFFERENCE

This year, we gave our customers a simple, new way to make a difference. By charging 40 cents for small paper bags and 50 cents for large ones, we were able to raise funds to plant trees in New Zealand and Australia. We donated more than NZ\$35,000 to Trees That Count and more than AU\$116,000 to Greening Australia.

Team member Vina enjoys a quiet moment on the New York city subway while wearing her Epiq Longline jacket and Khusi beanie.

FUNDRAISING WITH OUR CUSTOMERS

THE ELEPHANT THAT GIVES BACK



\$91,198

TOTAL DONATED TO HTNZ & AHF

ARTIST SERIES TEES



\$48,498

TOTAL DONATED TO HTNZ & AHF

SHOPPING BAG PROCEEDS



\$156,394

MONEY RAISED TO PLANT TREES

*A portion of these totals were in Australian dollars. These have been converted to New Zealand dollars using the exchange rate provided by the Reserve Bank of Australia of 1.0465 on the 5/10/2021.

PRODUCTS THAT GIVE BACK

We help customers become part of our community partnership with our Products That Give Back range. This year, 100% of the proceeds from our handmade Asian elephant decoration helped Nepalese children access better education with teacher training and school supplies delivered through the Himalayan Trust New Zealand (HTNZ) and the Australian Himalayan Foundation (AHF).

Continued sales of our Artist Series Tee also benefited both organisations with \$5 from every shirt sold. These organisations support communities in Nepal to improve outcomes in education in remote rural areas.

CUSTOMER HEALTH AND SAFETY

Kathmandu has practices that safeguard the wellbeing of customers when they are in store and while they are using our products. Our aim is to move away from any substances that are potentially harmful to people or the environment. When required, instructions for safe use are provided on product packaging. Any health and safety-related incidents are treated as high priority and investigated. We take what we learn to make changes and prevent these incidents from happening again. Last year, we had zero customer safety incidents to report as a result of non compliance against voluntary codes.

New purpose, new partners.

As a brand, we did some soul searching this year and have now more clearly defined our brand purpose to improve the wellbeing of the world through the outdoors.

Science tells us that being outdoors is transformative – it changes our brains for the better. When we spend time out there, our stress goes down, our empathy goes up and we feel happier.

To help us fulfil our purpose, we've partnered with organisations who help people experience the benefits of the outdoors.

AUSTRALIAN COMMUNITY PARTNER

We're working with Beyond Blue to challenge more Australians to get 'out there' to improve their physical and mental health. We've become the official partner of #teambeyondblue challenge events – a series of fundraising walks, hikes and fun runs. Kathmandu's contribution will help to fund the Beyond Blue Support Service, which has seen a significant spike in demand during the coronavirus pandemic.

Kathmandu's research of 1,000 Australians found that 43% spent one hour or less in the outdoors each week. A study of 20,000 people published in the journal Nature found people require at least 120 minutes in green spaces to feel physical and mental health benefits.

Kathmandu's study found that people who spent more than two hours in nature were 50% more likely to report high levels of happiness, creativity and optimism and were twice as likely to report high levels of energy.

The research also found 86% of Australians wanted to spend more time outdoors because it makes them

feel relaxed (39%), happy (20%), refreshed (14%), free (11%) and balanced (8%).

Beyond Blue CEO Georgie Harman says, "Spending time enjoying Australia's great outdoors can have a positive effect on our mental health, so Beyond Blue's partnership with Kathmandu is a natural fit as we work to support everyone in Australia to achieve their best possible mental health."

NEW ZEALAND COMMUNITY PARTNER

In New Zealand, our new purpose-aligned partner is the Graeme Dingle Foundation. Founded by world-leading outdoor adventurer Sir Graeme Dingle and Jo-anne Wilkinson, Lady Dingle over 25 years ago the Foundation aims to connect young people to the outdoors. The Foundation runs school-based programmes around the country that use experiential learning in the outdoors to help young people build resilience, self-belief and confidence to set goals and contribute positively to society.

Kathmandu will support a series of wilderness adventures, adventure camps and activity days that will see hundreds of young people become empowered by spending time in New Zealand's stunning wilderness.

Graeme Dingle Foundation CEO Jenny Stiles says, "We are thrilled to partner with Kathmandu to help bring their renewed purpose to life in Aotearoa. By partnering with us, Kathmandu are directly helping Rangatahi to take part in outdoor activities through our Project K and Stars programmes. This partnership will enable us to connect more young people with the outdoors, building confidence and life skills,

promoting good health and improving mental wellbeing."

SYDNEY ZIPLINE

Our collaboration with Beyond Blue was celebrated with a first-of-its kind zipline event next to Sydney Harbour.

Kathmandu CEO Reuben Casey was there. "A core part of Kathmandu's renewed purpose of improving the wellbeing of the world through the outdoors is to encourage more people to feel the transformative power of being out there in nature to live their best life," Reuben says.

"Kathmandu has always known that the outdoors changes our brains for the better. That means we act differently. Nature makes us more happy and open and free and fun. It's a beautiful truth that Kathmandu wants to celebrate, and what better way than partnering with Beyond Blue – an organisation committed to helping people achieve their best possible mental health."

Every dollar from the zipline was matched by Kathmandu and went directly to the Beyond Blue Support Service, which is staffed by mental health professionals who are ready to provide free, immediate and confidential counselling, advice and referrals online or over the phone.

KATHMANDU COAST TO COAST

Each year, Kathmandu team members are offered an opportunity to apply for a sponsored entry in our biggest New Zealand sponsorship event – the iconic Kathmandu Coast to Coast. In 2021, 18 New Zealand-based team members successfully applied to take part in the race.

WORKPLACE GIVING

At Kathmandu, we take social and environmental responsibility to heart. We want our team members to have an opportunity to make regular donations to our charity partners and be a part of Kathmandu's effort to make real social and environmental impacts.

Through our workplace giving we are:

- bringing relief to communities in the aftermath of natural disasters
- protecting the wilderness and wildlife of our great country
- enabling life-changing experiences for Kiwis through outdoor pursuits.



Rangatahi enjoying one of the Graeme Dingle Foundation trips into the wilderness.

Our community.
Tā mātou hapori.

Summit Club member Sharmali and friends enjoying the view in coastal New South Wales.



only
Kathmandu
Leadership
Qualification

**Ka māia,
ka manahau,
ka mākohakoha mātou.**

**We're Kathmanduers.
We're courageous,
joyful and open.**

"This programme recognises the professional skills our teams gain through their retail roles and provides them with nationally recognised qualifications they can take with them through their career."

KELLY HOPKINS
KATHMANDU CAPABILITY
AND DIVERSITY MANAGER

A JOURNEY OF RESILIENCE AND WELLBEING

In 2021, our team's journey has meant being resilient and agile and operating outside of our comfort zones in an environment of ongoing change and uncertainty. Our people strategy and focus has been to provide as much certainty and security to our teams and recognise and repond to the professional and personal impacts of the COVID-19 pandemic. Resilience, wellbeing and kindness (to ourselves and others) have been key themes through 2021.

All team members across our two support offices now split their time between the office and remote working. "Friyays" have enabled many to either reduce their hours or condense them between Monday and Thursday for a longer weekend.

MORE THAN EVER, WE'RE OPEN TO LEARNING AND GROWING

Kathmanduers love to learn – and 2021 was no exception. Our teams were inspired to work on their personal and professional development this year in and out of lockdown, resulting in more Kathmanduers than ever taking up learning opportunities. Working with our learning partners, we were able to make more options available more widely.

We continued to work with our training partner Service IQ to provide a development pathway consisting of four nationally recognised qualifications for our New Zealand teams. These are the New Zealand Certificate in Retail Levels 3 and 4 and the New Zealand Certificate in Business Levels 3 and 4. Since launching this programme in 2018, 52 Kathmanduers have completed a qualification, with 19 of these being achieved this year and an additional 22 team members starting a qualification in FY21.

"This programme recognises the professional skills our teams gain through their retail roles and provides them with nationally recognised qualifications they can take with them through their career," says Kathmandu Capability and Diversity Manager Kelly Hopkins.

This year, we established a strategic partnership with Torrens University in Australia. Kathmandu is the industry endorser of the Torrens University Leadership Essentials Digital Badge, and together we have developed a qualification pathway for our Australian retail teams that will be available in the next few months.

Our Gear Up Curriculum supports the development of core skills and competencies across our support offices and distribution centres, including critical thinking, influence skills and change leadership. Kathmanduers work with their managers to identify development objectives and create an individual plan from the curriculum and annual training calendar.

Working with our partner the New Zealand Institute of Management and Leadership, we were able to begin offering classroom-based courses remotely via Zoom this year. This allowed us to extend more opportunities to our Melbourne-based teams and enable them to continue learning when under lockdown or capacity restrictions.

We were able to offer specialist development for our marketing team this year through our partnership with the Association for Data-driven Marketing and Advertising – 16 Kathmandu marketers completed a marketing mini-MBA in FY21, and nine participated in other specialised marketing masterclasses.

GEAR UP 2021

17

IN HOUSE
GEAR UP COURSES

228

GEAR UP SEATS

601

NEW TEAM MEMBERS
INDUCTED

FEMALE

13.4

HOURS OF TRAINING



15.3

HOURS OF TRAINING

MALE



40,320

KATHMANDU KAMPUS ONLINE
COURSES COMPLETED



13.7

AVERAGE HOURS
OF TRAINING



4.25

KATHMANDU KAMPUS
ONLINE AVERAGE HOURS
TRAINING

Qualifications fuel growth.

New Zealand Certificate training has helped Caitlin Tam grow from sales advisor to store manager.

Caitlin began her Kathmandu career in 2016 as a sales advisor.

"When I started, training resources were largely about product knowledge and customer service. I moved into a third-in-charge role a year later, where there was more focus on team building. A year after that, I moved into an assistant manager role," Caitlin says. "Now, I'm the store manager in Dunedin."

When the opportunity to work towards retail and business qualifications rolled out, Caitlin jumped at the chance.

"I wanted to complete the qualifications pathway because I believe that no matter how much experience and knowledge you have there's always more to learn and something to improve on," Caitlin says. "I saw it as a way to become better at my role and to better support the Queenstown team and the business as a whole."

The retail and business NZQA qualifications require learners to provide evidence and understanding across a variety of topics "Topics varied from administration and record keeping, profit and loss to stock control and visual merchandising," Caitlin says. "The content matched my role and responsibilities so much so that a lot of the evidence I submitted was from things I do on a daily basis."

Reflecting on her journey, Caitlin says, "I've been given so many opportunities to grow and learn with Kathmandu, and I'm so grateful to work for an employer who sees the

value of investing in their team from the start."

CELEBRATING OUR RAINBOW INCLUSIVITY

Last year, Kathmandu celebrated receiving the Rainbow Tick certification in New Zealand for embracing diversity and cultivating an inclusive workplace. This year, we were recognised with a New Zealand Rainbow Excellence Award.

The annual awards bring together organisations striving to improve diversity and inclusion for all LGBTQI+ people and celebrate the progress and achievements being made across Aotearoa New Zealand.

At the award ceremony in October 2020, Kathmandu received the Simpson Grierson Impact Award for our internal trans visibility and awareness programmes and support.

Awards director Martin King says, "The calibre of entries for the 2020 awards was exceptional. It truly showcases the increasing number of New Zealand organisations understanding the importance and value of welcoming sexual and gender diversity. We spend most of our waking lives at work, so creating safe, inclusive workplaces continues to be more important than ever."

Kathmandu was also proud to be a finalist in the Deloitte Top 200 under the diversity and inclusion in leadership category. Judge Scott Pickering says, "Kathmandu is working hard to build rainbow community inclusion and celebration. There has been great buy-in and engagement, and the programme has been supported by senior leaders, which has resulted in a clear shift in culture. This has been a groundbreaking programme in the rainbow community."



Team member Caitlin poses for a photo on the View of Views track.

Values in action.

Ka māia, ka manahau,
ka mākohakoha mātou.

Courageous

This year we launched our Pelorus Biofleece. This was a courageous first step in the journey towards our goal of having 100% of our products designed, developed and manufactured using elements of circularity principles.

We champion human rights and fight modern slavery. This year, we established a new Code of Conduct that makes transparency the number one requirement.

Courageous, joyful, open

Our new brand values are courageous, joyful and open. These values are not just words. They are expressed by our team in their work and actions. Here's some examples of our values in action this year.

Joyful

Kathmandu's new values and purpose put wellbeing and mental health front and centre. This year, we developed a partnership with Beyond Blue in Australia and the Graeme Dingle Foundation in New Zealand. These partnerships allow us to support people to better their mental health, to get outdoors and to share in the joyfulness that this brings.

Open

This value is about being open to differences, to growing as individuals and listening to all. This year, more Kathmanduers than ever before took up learning opportunities. We also won a Rainbow Excellence Award - recognition of our internal trans visibility and awareness programmes. We were a finalist in the Deloitte Top 200 award in the diversity and inclusion leadership category.



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Summit Club members dune surfing in Byron Bay.

Values in action.
Ō mātou uara e ora nei.

sonal use only

The Obōz Big Sky II collection finds its home in the ranch lands of Montana.



Obōz[®]
TRUE TO THE TRAIL

Our journey.

OBOZ PRESIDENT AMY BECK LOOKS BACK ON A YEAR OF GROUNDWORK AND PLANNING.

This year, the Oboz journey was about taking steps towards B Corp certification, embarking on our first-ever materiality assessment and our first carbon footprint audit.

This work helps us understand where we have the most impact and where we need to focus our improvements – knowledge that will become the basis for our first proper sustainability strategy.

B Corp certification requires us to score at least 80 points on the self-assessment. In our first pass, we scored 56 points and identified many things we can do to improve. Over the next 12 months, we aim to work aggressively to surpass the 80-point minimum requirement.

Becoming a certified B Corp is an important step in our journey. Not only does it provide us a filter through which to make business decisions, it helps us look at all the facets of doing business through a more intentional lens – from how we travel to the way we utilise resources. We've always been innovative in building products, and now we are innovating the way we act.

Our first materiality assessment was completed this year with global experts Drs. Brian and Mary Natrass of Sustainability Partners. We quickly realised this process provided us a deep understanding of what issues are most important to our brand and the people who are impacted by our actions.

We learned that our customers and retailers care a lot about climate change, social justice and corporate social responsibility. It was great to find that Oboz is seen as a leader in this space. Even though we are a small brand, we have the ability to make a big difference, and that is very empowering for us as a team.

In fact, Oboz sustainability work is assessed each year by major retail partner REI. We scored well this year, especially in areas related to core practices, chemical management and packaging.

All of this work has helped us narrow in on the big impact items where we can really make a difference – climate and carbon reduction are the issues that rushed to the top. We've been addressing these issues since our beginning, but now we are able to go deeper and build a plan, which creates more intentional action.

We engaged sustainability consultant Chris Enlow to help us put together our three-year plan. He led our team through sustainability training, helping us to better understand B Corp and carbon measurement.

What has become most clear is that our team is passionate about sustainability – every single person included these measures in their key performance indicators. The next step is to give them the knowledge and tools to make a difference.

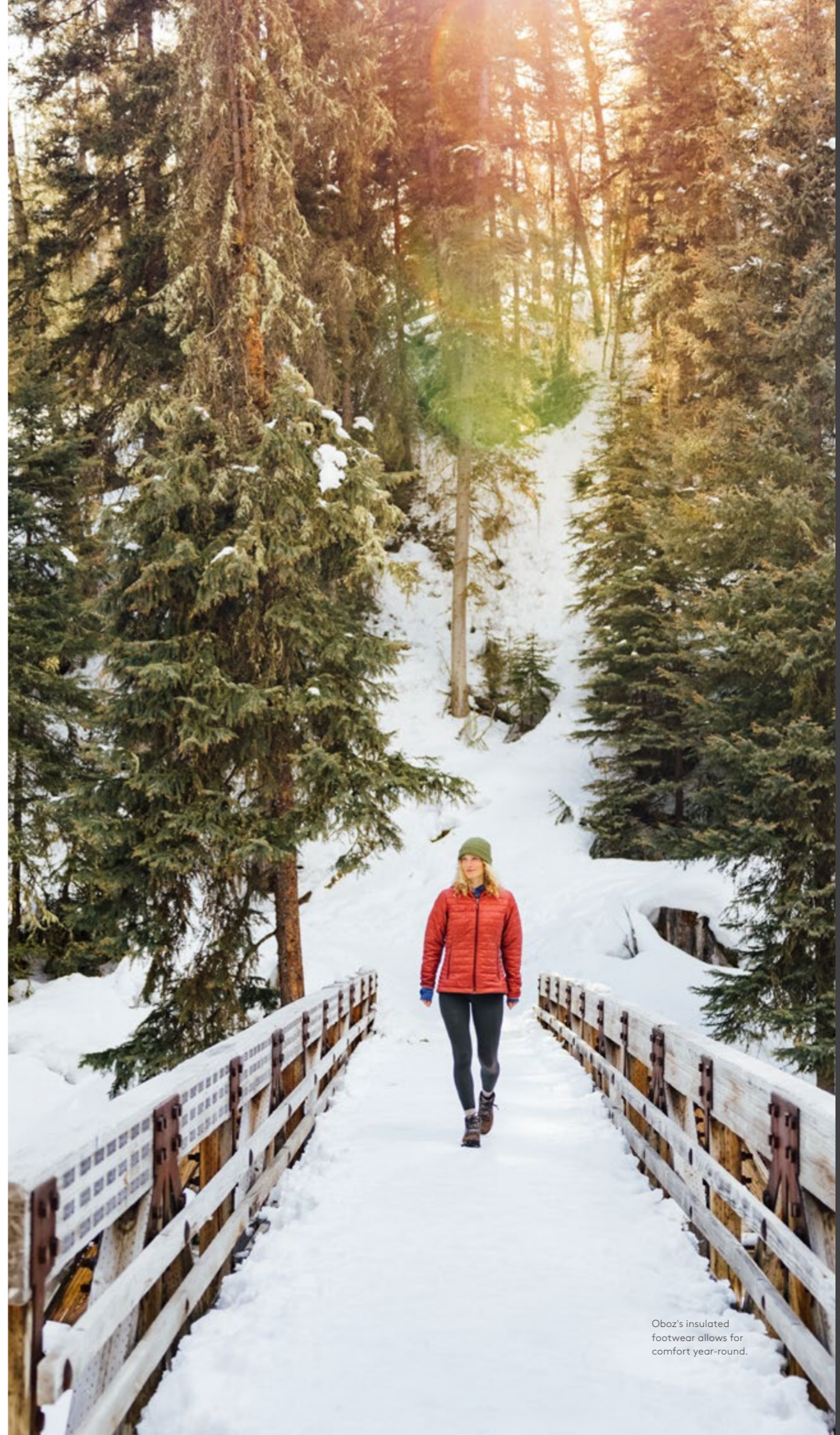
Despite the challenges of the past year, we've hired 12 new people, bringing our workforce to 57% women.

I'm really excited for the future at Oboz. We've laid the groundwork for big strides in the coming years – from how we treat each other and our partners to our impact on climate change and the world.

Because if we don't have the outdoors – wild places, public lands and water – then we don't have a mission and we've got nothing to fight for.



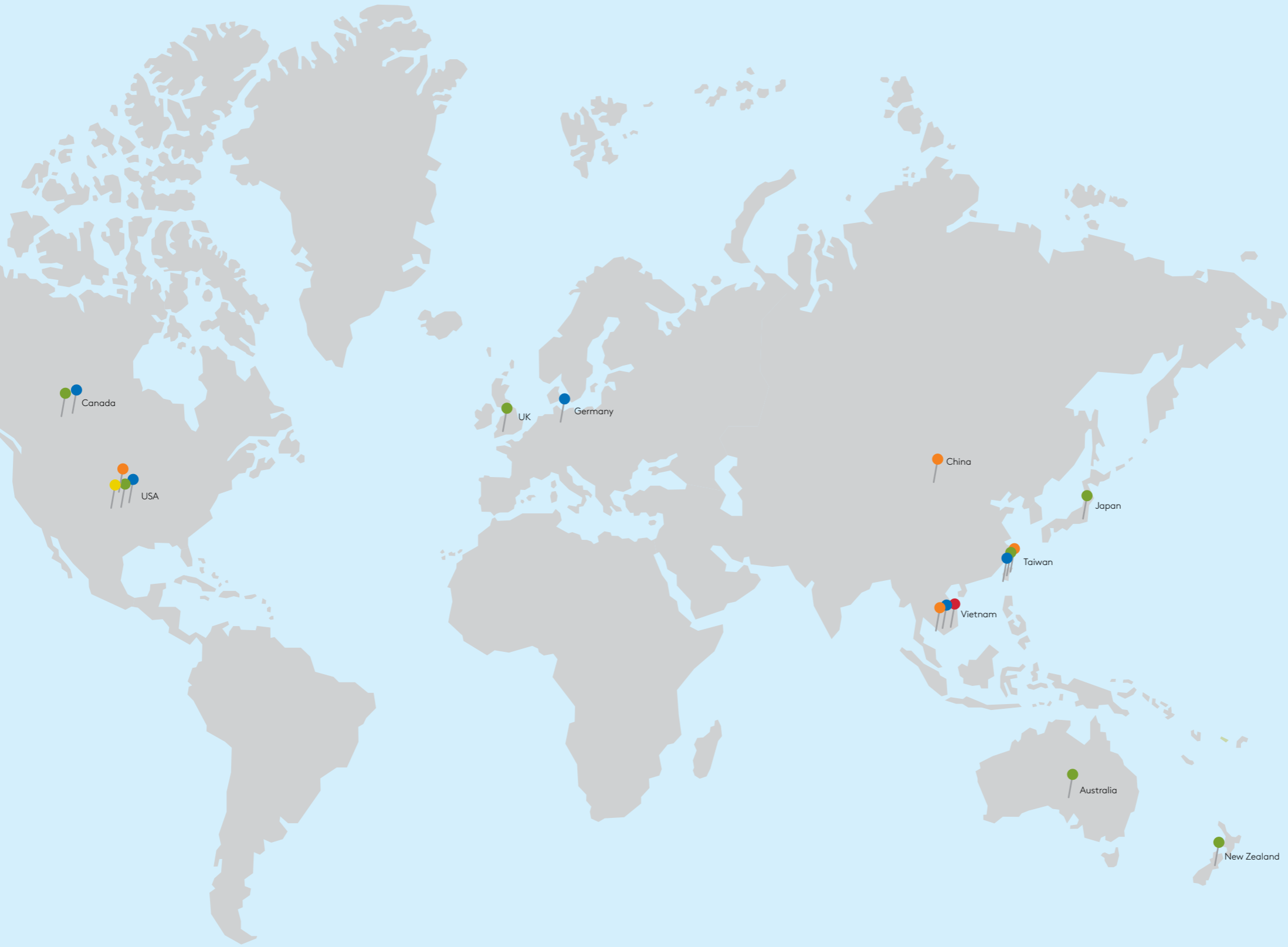
AMY BECK
PRESIDENT, OBOZ



Oboz's insulated footwear allows for comfort year-round.

Our world.

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KEY



FACTORIES

3 TOTAL

Vietnam – 3



MATERIALS SOURCING

China, Taiwan, Vietnam, United States



OPERATIONS

United States of America, New Zealand, Australia, United Kingdom, Taiwan, Canada, Japan



COMMUNITY SPONSORSHIPS

Through Over 50 Outside campaign, in partnership with Outdoor Research and Osprey, sponsoring 150 women over the age of 50 who are passionate about the outdoors to participate in the 52 Hike Challenge; supported by In Solidarity Project



4 NATIONALITIES ACROSS OUR TEAM

Canada, United States, Vietnam, Taiwan

Our partners.



CONSERVATION ALLIANCE

The Conservation Alliance harnesses the collective power of business and outdoor communities to fund and advocate for the protection of North America's wild places. CEO Amy Beck sits on the board, and we provide financial support.



GALLATIN VALLEY LAND TRUST

GVL works to connect people, communities, and open lands through conservation of working farms and ranches, healthy rivers, and wildlife habitat, and the creation of trails in the Montana headwaters of the Missouri and Upper Yellowstone Rivers.



WILD MONTANA

Wild Montana envisions a Montana where people and wildlife flourish because public lands and waters are wild and connected. Since 1958, Wild Montana has been uniting and mobilizing people across Montana, creating and growing a conservation movement around a shared love of wild public lands and waters.



LEATHER WORKING GROUP

Leather Working Group is a not-for-profit organisation responsible for the world's leading environmental certification for the leather manufacturing industry. LWG aims to promote sustainable business practices and create alignment on environmental priorities throughout the industry as a whole. More than 95% of the leather used in our products comes from LWG-certified tanneries.



LIVE FROM THE DIVIDE

Live From The Divide celebrates the American songwriter and gives voice to the honest experiences of visionary artists. Oboz and LFTD share like-minded values, a passion for adventure, arts and creativity, and a love for the wild places we call home.



MOUNT WASHINGTON OBSERVATORY

Mount Washington Observatory is a private, nonprofit, member-supported institution with a mission to advance understanding of the natural systems that create Earth's weather and climate.



OIA

We participate in OIA's Sustainability Working Group – a collaborative platform of more than 300 outdoor brands and suppliers working together to identify and implement better business practices.



TREES FOR THE FUTURE

Trees for the Future's mission is to end hunger and poverty by training farmers to regenerate their land, giving families the ability to transition from unsustainable farming techniques to a forest garden system. Through TTF, we plant a tree for every pair of footwear sold. Since 2007, we have planted 4 million trees.



THE TRAVELING SCHOOL

The Traveling School envisions a world where strong, compassionate female leaders build an equitable and sustainable global community, providing a place-based semester program for high school girls that amplifies female voices through transformative education to ignite positive change.



BLACK FOLKS CAMP TOO

A marketing-driven business whose mission is to increase diversity in the outdoor industry by removing generational fear, adding knowledge, and getting more Black folks outside.



IN SOLIDARITY

In Solidarity brings the outdoor industry together to build a more inclusive future, working closely with industry partners to facilitate and lead DEI-focused consulting projects and speaking engagements.



BLOOM

Bloom transforms green water into clean water to make performance foams. Bloom foam is created by replacing a percentage of plastic polymer in conventional EVA with repurposed algae biomass harvested from freshwater sources. Oboz incorporates Bloom's foam into the footbeds of our Bozeman and Sypes collections.



YELLOWSTONE FOREVER

Official nonprofit partner of Yellowstone National Park. YF connects people to Yellowstone National Park through outstanding visitor experiences and educational programs, and translates those experiences into lifelong support and philanthropic investment to conserve and enhance the park for the future.



PRIMALOFT BIO

PrimaLoft® Bio™ brings a new approach to sustainability without compromising industry-leading performance and comfort. This innovation lies within the makeup of the fibres, which led to the creation of both the world's first biodegradable, 100% recycled, synthetic insulation and fabric. We introduced six styles featuring PrimaLoft Bio this year with more to come.

Three pillars of sustainability.

This year, we continued progress across our three pillars of product sustainability – durability, materials and process. We are on the path to becoming a certified B corp, which has helped us align efforts across the company and put more data around the work we're already doing.

Dara McDevitt joined the company as Product Line Manager. She will also be the sustainability lead for the product team.

Oboz Director of Product Merchandising and Development, Dan Wehant says the B Corp certification process felt a little daunting at first, but is achievable. "The B Corp mission gives our work greater meaning. If we can make better product with less impact, it makes it even more enjoyable to go to work each day."

Dan says carbon emissions will be a big driver of future decisions. We'll be using the Higg Index to measure our impact across all the materials we use.

DURABILITY

Durability remains a core pillar of our sustainable product work.

This year, we've increased our field and lab testing to help identify problems early on in the product development phase. We work with two labs that test for wear and tear and other issues. Specially designed machines put shoes through rigorous tests to look for weak points in the construction.

"These tests inform a lot of the decisions we make," says Dara.

Durability is also a factor in material choice.

GRI 301

"We look closely at the paradigm between sustainable materials and durable materials," says Dan. "If we sacrifice on durability, then the products just end up in the same waste stream. If we choose a recycled material, it needs to perform as well as non-recycled."

MATERIALS

This year, we introduced PrimaLoft® Bio™ to our range. This 100% recycled synthetic is biodegradable under certain conditions – fibres reach near complete biodegradation in under two years, while standard polyester remains completely intact. We introduced six styles featuring PrimaLoft Bio this year with more to come.

Dara says, "Part of choosing PrimaLoft Bio is wanting to invest in partners and technology that are making big innovations in materials. That's important to keep momentum going on sustainable materials."

The Textile Exchange's Global Recycled Standard (GRS) helps us to verify sustainability claims of recycled materials. We've been implementing GRS-certified webbing and laces across all styles in our range.

Repreve® recycled polyester is replacing more and more of our virgin polyester across the range.

BLOOM algae-based foam is made by cleaning up toxic algae from waterways. Last year, we introduced BLOOM into the insoles of our Bozeman collection. Next year, we'll begin to use BLOOM in the midsoles of a specific range of new styles. Each insole helps to clean waterways and sequester carbon.

"The big picture in our sustainability plan is to innovate on biobased materials and biodegradable materials. We know that rubber and leather have the highest impact in our products, so we're looking for alternatives to these," Dan says. "Our aim is to develop and commercialise at least one hiking and one lifestyle product that incorporates a certain level of biobased materials."

We'll also be using tools like the Higg Index to develop better metrics for understanding the impact of each product as a benchmark to improve from.

PROCESS

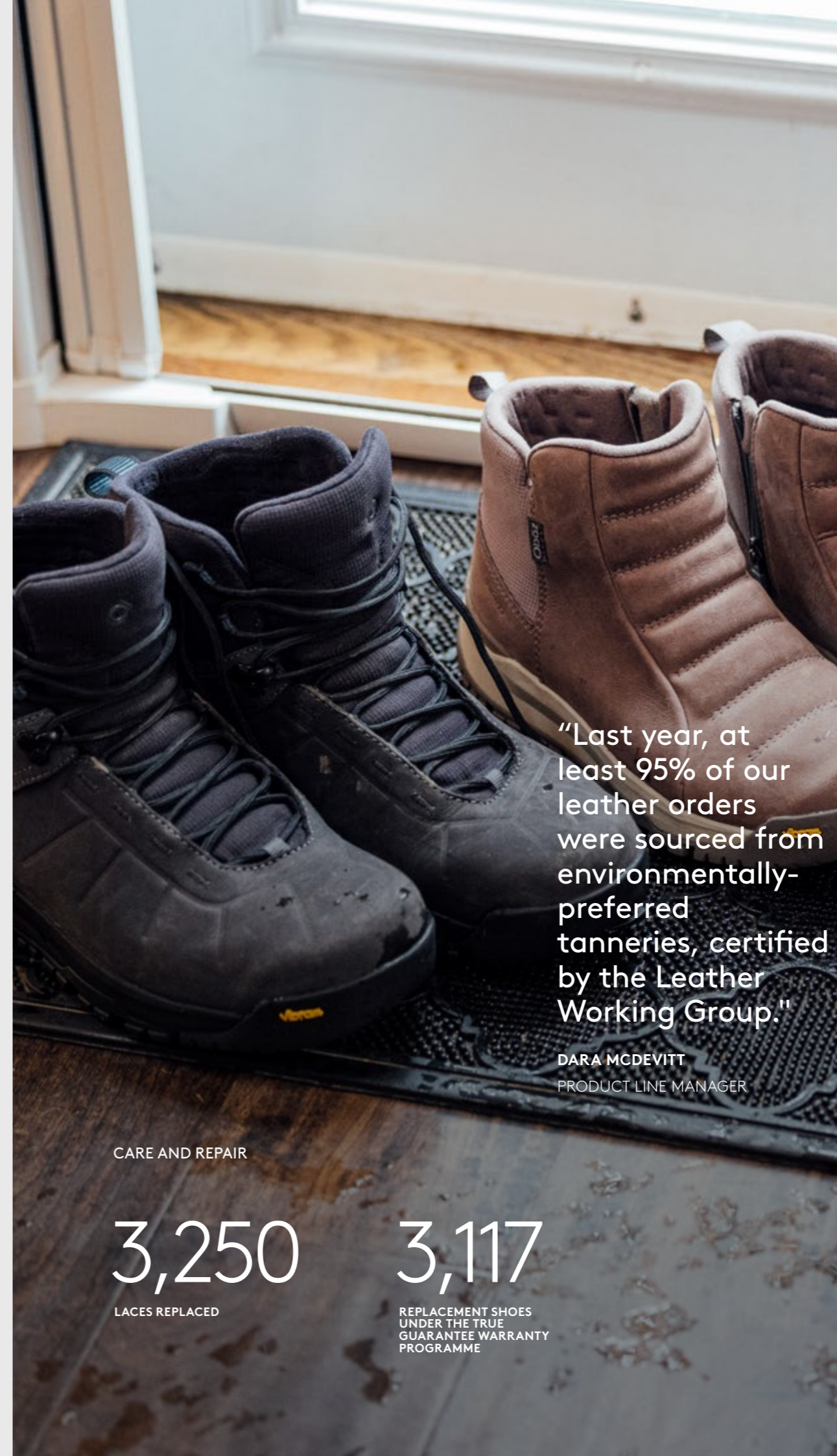
This year, we've adopted a restricted substances approach to chemical management.

"The aim is to identify harmful chemicals and begin to eliminate them from our processes," Dara says. "We have a restricted substance list from Kathmandu that we are adapting to make more specific to footwear."

We're reducing waste in our product development process by using 3D modelling. "We've been able to cut out a full sample round from our process, which saves on the materials, resources and shipping of 500-700 pairs per year. It also allows us to be closer to market and make more trend-relevant decisions," Dan says.

As part of our involvement in the Leather Working Group, we continue to work towards improvements in water conservation and chemical management together with tanneries.

Last year, at least 95% of our leather orders were sourced from environmentally-preferred tanneries, certified by the Leather Working Group.



"Last year, at least 95% of our leather orders were sourced from environmentally-preferred tanneries, certified by the Leather Working Group."

DARA MCDEVITT
PRODUCT LINE MANAGER

CARE AND REPAIR

3,250

LACES REPLACED

3,117

REPLACEMENT SHOES
UNDER THE TRUE
GUARANTEE WARRANTY
PROGRAMME

Our products.

Measuring our carbon footprint.



We took our carbon accounting to the next level this year as we participated in a group-wide measurement with Toitu Envirocare, a New Zealand-based company helping businesses reduce their carbon footprint and be more sustainable.

We measured our operational emissions under the internationally recognised GHG Protocol standard for carbon footprints, including freight transportation, business travel, fuel and electricity, and waste.

The Toitu carbonzero programme guides us on what emissions to document and how. It then helps us determine the most appropriate reduction options based on climate science.

Science-based targets provide a clearly defined pathway for Obóz to reduce our greenhouse gas emissions, helping prevent the worst impacts of climate change and future-proof our business. Targets are considered science-based if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement.

After measuring and reducing our footprint, we offset the remaining unavoidable emissions with carbon credits to create a net-zero emissions balance.

The impacts of Covid-19 created a few carbon benefits such as less travel for our team, but there were also some drawbacks. Supply chain disruptions and late deliveries meant we had to use air freight, which accounted for 90% of the emissions we measured this year.

The work with Toitu has given us a better picture of our greenhouse gas emissions profile.

The next steps in reducing our greenhouse gas emissions will address our supply chain, the materials we use and how we ship our products, as well as how we achieve zero waste at our head office in Bozeman, Montana. For example, we plan to use the Higg Index, a suite of tools for measuring supply chain sustainability, to capture the full impact on our products.

We'll set short-term and long-term goals for carbon reduction that align to the goals of the Paris Agreement.

Local Montana mountains provide the inspiration for the Obóz brand and product lines.

GRI 305
GRI 306

OUR EMISSIONS JOURNEY

TOTAL MEASURED ELECTRICITY EMISSIONS ● USA



At Obóz we measure our total electricity emissions by calendar year.

TOTAL SCOPE 1 EMISSIONS



TOTAL SCOPE 2 EMISSIONS



SCOPE 3 FOOTWEAR TRANSPORT EMISSIONS



Our footprint.

Three-year strategy and action plan in place.

The materiality assessment we undertook this year confirms that our consumers, factory partners and retailers care a great deal about how we treat the people and communities our brand interacts with. A materiality assessment is a great tool to help identify an organisation's most important aspects of environmental and social issues to inform strategy and actions.

This year, we developed a three-year strategy that includes actions for managing human rights in our supply chain that aligns with our ambitions to become B Corp certified and Fair Labor Association accredited.

We're fortunate that we can draw from the world-leading supply chain work done at our sister company Kathmandu. Kathmandu Corporate Social Response-ability Manager Gary Shaw, has full oversight on our CSR programme, and Oboz falls within its structure.

One of our goals is to use the Higg Facility Environment Module (FEM) to track supplier performance and set improvement targets on waste, water, energy and chemicals. The Higg FEM helps suppliers identify areas where they can improve. Our aim is to have this in place for all our factory partners and the most important material suppliers by 2024.

We want to achieve zero waste to landfill at our distribution centre managed by NRI Logistics. We'll do this by partnering with other customers at the distribution centre in Fontana, California.

We've updated our supplier Code of Conduct to align with Kathmandu Holdings and introduced it to our three footwear factory partners.

GRI 407 GRI 412
GRI 408 GRI 414
GRI 409

We'll continue to monitor, audit and implement corrective action with suppliers in line with the new Code of Conduct and forced labour declaration. Our work with Elevate, an industry leader in sustainability and supply chain services, will facilitate this.

We'll build on the foundation of Kathmandu's CSR programme through annual action items, milestones and train-the-trainer programmes based on the Fair Labor Association's 10 principles.

In addition, we want to extend our work into the communities of our suppliers. We're planning worker wellbeing or engagement training programmes focused on women at our footwear factories in partnership with local NGOs.

This year, we invested in local staff to improve the footwear development process together with factory partners in Vietnam. They are experts in footwear development, quality assurance and pricing. These employees allow us to directly support work processes on-site at factories so we can build a partnership-based approach to sourcing.

FREEDOM OF ASSOCIATION

Two of our three factories in Vietnam have trade unions and collective bargaining agreements in place. However, due to cultural influences and the style of government, the true extent to which they can exercise democratic freedom and change is sometimes unclear and remains a risk. To address this, we've included new auditing checkpoints under forced labour and migrant workers.



OUR SUPPLIERS 2021



* Our three factories were audited in 2019 and corrective action plans were issued to each of them to be worked through in 2020-2021. They are scheduled to be audited again in 2021 as part of our biennial auditing process.

Our suppliers.



Original use only

Over 50 Outside motivates and empowers women by building confidence and well-being by getting out on the trails.

Finding new ways to engage with our customers.

OVER 50 OUTSIDE

This year, we launched a campaign with Osprey and Outdoor Research in collaboration with 52 Hike Challenge and In Solidarity to bring together women over the age of 50 who are passionate about the outdoors.

Together, the three brands are sponsoring 150 women to receive the 52 Hike Challenge Ultimate Package, as well as monthly inspirational check-ins and gear advice from the brands and their partners.

“The aim is to create a community of women of all skill levels and to help them build confidence on the trail,” says Oboz Marketing Manager Regan Betts. “The goal of the programme is that these communities help remove barriers for women of all ages and sizes and backgrounds to be active in the outdoors.”

By collaborating with other brands, we’re able to have a wider reach and build a larger community. We joined forces recently on a photo shoot to create more-inclusive imagery for this audience. All of this works towards the goal of increased access to outdoor trails.

REMOVING CARBON WITH EVERY PURCHASE

We’ve partnered with Stripe Climate on our new customer website to contribute 1% of each purchase to remove CO₂ from the atmosphere.

The donation is automatic and makes it even easier for our customers to affect positive change through a simple purchase. Remember, we’re also planting one tree for every pair of footwear sold.

To prevent the most catastrophic effects of climate change, we will need to both radically reduce emissions and remove carbon from the atmosphere.

Stripe works with a multidisciplinary group of scientific experts to find and evaluate the most promising carbon removal technologies. Some of the latest projects include Seachange, which uses an experimental electrochemical process to sequester CO₂ in seawater as carbonates, an inert material comparable to seashells. Another project, Running Tide, removes carbon by growing kelp in the open ocean.

CUSTOMER HEALTH AND SAFETY

Oboz takes customer health and safety seriously. Any health and safety-related incidents are treated as high priority and investigated accordingly with the appropriate corrective action to prevent reoccurrence. We have not identified any non-compliance with regulations and/or voluntary codes.

Our customers.

Helping people find their trail.

Our community work is framed around our True to the Trail brand compass. This compass guides everything we do, including how we treat each other, and how we invite and enable anyone and everyone to explore their trails.

Oboz Director of Brand and Consumer Experience Rich Hohne says that, although the community work is about inclusion and diversity, it all has a common thread.

"We partner with a lot of great organisations, but it is always about helping people to find their own trail. Maybe that's by increasing access to trails or preserving open spaces, or sometimes the trail is metaphorical and it's about equipping people to explore their passion for music or the arts. This idea doesn't just tie together the partners we have now, but it has also given us a lens to evaluate future partners."

Marketing Manager Regan Betts says, "The trail means something different to everyone, but it is also just about forward momentum, moving on a path and being guided by your North Star."

BLACK FOLKS CAMP TOO

In January of 2021, we launched a partnership with Black Folks Camp Too, a cause-based company with a mission to increase diversity in the outdoor industry.

Black Folks Camp Too was founded in 2019 by Earl B. Hunter Jr, after he and his son went on a three-month camping trip around the US. They visited 49 campgrounds in 20 states and only saw one other Black family camping. Earl decided to change that. He began sharing stories of camping

adventures across his network and partnering with outdoor brands to make camping more accessible for Black families.

Earl believes that encouraging more Black people to participate in an outdoor lifestyle will help break down barriers to create more-inclusive communities and stronger relationships overall.

Black Folks Camp Too provides resources for getting outdoors. Their Unity Blaze logo carries the message to "treat everyone, everywhere equally" and demonstrates the campfire as a metaphor to bring all types of people together to unify around it.

The partnership with Oboz provides guidance and information about how to be more inclusive. In return, we're able to offer our expertise on footwear and foot health to this growing market.

We launched an aftermarket insole programme this year where each sale donates \$3 back to a digital education initiative run by Black Folks Camp Too. Oboz also supported a Night of Unity event in July where Black Folks Camp Too brought four families who had never hiked or camped before together for a day of hiking and an overnight camping experience. Oboz will attend the Black Folks Camp Too anniversary event in October where partners from around the country will gather around the campfire and settle in among new friends.



"Treat everyone, everywhere, equally."

BLACK FOLKS CAMP TOO
UNITY BLAZE MESSAGE

Oboz plants a tree for every pair of shoes or insoles sold.

COMMUNITY BY THE NUMBERS

JUST SURPASSED PLANTING

4 MILLION

TREES FOR THE FUTURE



\$20,000 USD

TO HELP PROTECT, PRESERVE AND ENHANCE YELLOWSTONE NATIONAL PARK THROUGH EDUCATION AND PHILANTHROPY

YELLOWSTONE FOREVER

\$25,000 USD

TO SUPPORT SONGWRITERS WITH LIVE FROM THE DIVIDE

\$9,000 USD

GIVEN TO GALLATIN VALLEY LAND TRUST FOR THE PURCHASE OF A KEY PUBLIC ACCESS SITE.

SUPPORTING

150

WOMEN OVER AGE 50 IN OUR OVER 50 OUTSIDE CAMPAIGN



OBOZ TRAIL EXPERIENCE - TRAIL CHALLENGE EVENTS IN SEVEN MARKETS IN 2021

Growing more diverse.

Gender diversity continues to leap forward at Oboz, as our team grew from 29% women to 57% in just two years. We are also getting younger, with the average age dropping from 45 to 39. This year, we also hired 12 people – a big reason we are preparing to move into new offices before the end of the calendar year.

JEDI TASKFORCE

In 2020, we launched our JEDI (Justice Equity Diversity and Inclusion) taskforce, and we continue to meet monthly to help the team broaden its awareness of injustice and systematic bias.

The group connects with diverse environmental and outdoor groups and makes recommendations to Oboz leadership.

In the group's beginning months, three members of the taskforce attended a diversity, equity and inclusion workshop run by the University of Montana. Staff were also invited to take part in a series of workshops hosted by our parent company Kathmandu® Holdings Limited.

The JEDI taskforce's work aligns with the Outdoor CEO Pledge, which requires us to report on progress annually. However, we aim to provide an update every six months.

In December of 2020, we reported that 63% of staff were using pronouns in their email signatures – this number has since risen to 90%. We also added an Equal Employment Opportunity Policy Statement to the careers section of our website and have formed an internal group to look at how we can have more diversity in our hiring practices.

GRI 404
GRI 405

COVID-19 TRAVEL CHANGES

Pandemic travel disruptions have given us an opportunity to rethink staff travel for good. Oboz President Amy Beck says, "We've adopted a mindfulness and an intention with which we are going to move about the world. It is going to be different than pre-pandemic. We're exploring more-sustainable options for how we show product. If we're travelling in the future, it needs to be for multiple reasons. Can we make an impact in the community? Is there a purpose that connects with consumers? And can you do something intentional for yourself? We will ask staff to consider if they will gain something personally or professionally from travel to make sure we're not just mindlessly travelling."

FOCUS ON TRAINING AND EDUCATION

As we shift towards becoming a certified B Corp, we have much to learn. In addition to diversity and sustainability training for our team, we've hired an HR Specialist to facilitate ongoing training programmes.

GIVING BACK TO OUR WIDER TEAM COMMUNITIES

Beyond our full-time employees, we have a network of 50 commission-based sales reps that represent the Oboz brand around the country. They are the face and the voice and, in a lot of cases, the first touchpoint of our brand in their respective communities. This year, in lieu of holiday gifts, we asked each rep to choose a community organisation we could donate to on their behalf. We ran a 12 Days of Christmas celebration where we highlighted a different rep group and their chosen community beneficiary each day.

Company outings – even in the cold – provide a great opportunity for team bonding.

"We will ask staff to consider if they will gain something personally or professionally from travel to make sure we're not just mindlessly traveling."

AMY BECK
PRESIDENT



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Our journey.

Group CEO Michael Daly reflects on the progress Rip Curl has made this year.

Our transition from private to public company under the ownership of the Kathmandu Holdings umbrella has challenged us to be more open and to push ourselves harder on sustainability and social measures.

I've been very proud of the way our team has risen to that challenge over the last 12 months. Although Rip Curl has always done work for its community and environment, I feel that our efforts have become more formal and more coordinated this year - thanks in part to the fact that we have created a new department to oversee our environmental and social governance work. This new four-person team shows our commitment to making big strides in this area.

We've opened up the business to new levels of transparency and continued to innovate internally.

This year saw the launch of an important step towards circularity with our wetsuit take-back programme. We started recycling neoprene offcuts and launched wetsuit hangers made from ocean plastics. We started tracking our carbon footprint for the first time.

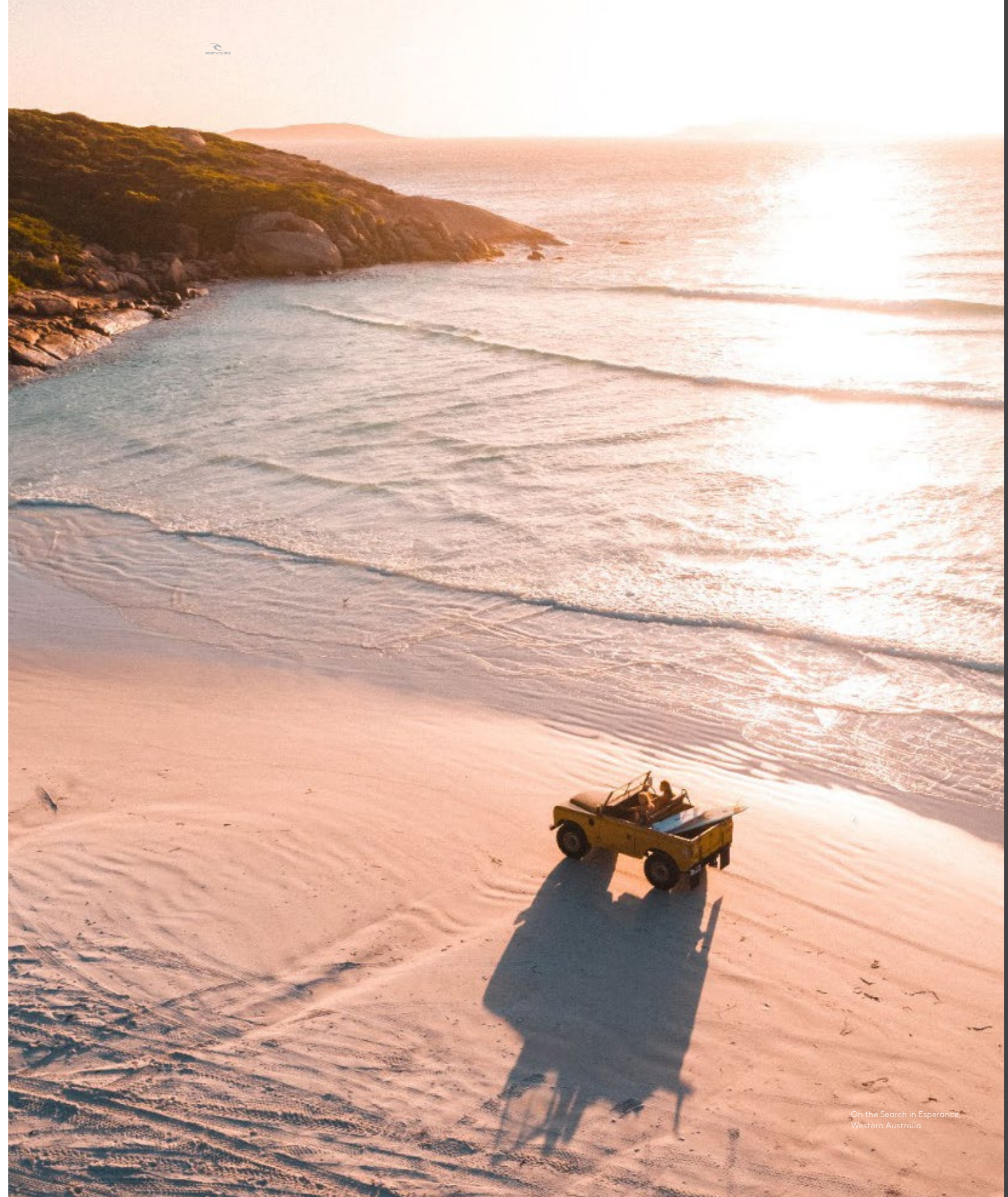
We've updated our supplier Group Code of Conduct and aligned our supply chain work with our sister company Kathmandu.

We've learned a lot this year, and we have more to learn - which is why our partnership with the other brands in our family is so important.

After more than 19 years at Rip Curl and heading into my ninth year as CEO, I am delighted that my next opportunity has allowed me to stay within the group. I took over the role of Group CEO in May. Brooke Farris has been appointed to lead Rip Curl into its next era-one that will see an acceleration in our search for sustainability and social good.



MICHAEL DALY
GROUP CEO,
KATHMANDU HOLDINGS



On the Search in Esperance, Western Australia

Our world.

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KEY

- FACTORIES**
118 TOTAL
 Australia – 5
 Bangladesh – 11
 Cambodia – 3
 China – 67
 France – 1
 Haiti – 1
 Hong Kong – 2
 India – 10
 Indonesia – 2
 Italy – 4
 Japan – 1
 Mexico – 1
 Taiwan – 1
 Thailand – 3
 USA – 3
 Vietnam – 3

- MATERIALS SOURCING**
 China, Taiwan, South Korea, Italy, Thailand, Bangladesh, Indonesia, India, USA, Japan, Australia, Mexico

- OPERATIONS**
Stores – 160
 Australia 100, NZ 6, Brazil 4, Canada 1, Europe 19, USA 30
Head office – 10
 Australia 3, Brazil 1, Europe 2, Japan 1, USA 1, Indonesia 1, Canada 1
Owned Manufacturing Facility – 1
 Thailand 1
Owned Warehouse – 5
 Australia 2, Brazil 1, Europe 1, Indonesia 1
3PL Warehouse Operations – 5
 China 1, Thailand 1, Japan 1, Canada 1, USA 1

- EVENTS AND ATHLETES**
Sponsored Athletes – 222
 Australia 80, SE Asia 16, New Zealand 10, Canada 7, Europe 56, USA 39, Brazil 7, Japan 7

- MAJOR EVENTS ATTENDED THIS YEAR**
WSL Tour
 Hawaii x7 athletes, Australia (NSW x2 events & WA x2 events) x8 athletes, USA (Surf Ranch) x7 athletes, Mexico x8 athletes, USA (Rip Curl WSL Finals) x3 athletes
2020 Olympics
 El Salvador (ISA World Games, qualifying) x9 athletes, Japan (Olympic Games) x8 athletes

Our partners.

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MANETTI

Partnering with Manetti, a leader in innovating sustainable packaging solutions means we can continually challenge and adjusting our supply chain process to support a more sustainable future.



ARCH & HOOK

Arch & Hook's mission is to eliminate the use of non-sustainable materials within fashion and retail. They use recycled ocean-bound and post-consumer plastics to create products to help our planet.



WORLD SURF LEAGUE

For years Rip Curl has partnered with WSL to deliver surfing events and is proud to support WSL efforts to divert waste from landfill, offset carbon emissions, and educate fans through WSL ocean responsibility campaigns.



FAIR LABOR ASSOCIATION

We joined the FLA this year and are beginning our accreditation process. This process will verify that our social compliance programme in our supply chain exceeds the most stringent global standards



SURFRIDER

The Surfrider Foundation is dedicated to the protection and enjoyment of the world's ocean, waves, and beaches, for all people, through a powerful activist network.



TOITŪ ENVIROCARE

Our membership with Toitū Envirocare has enabled us to measure, understand and set a reduction plan for our global carbon footprint. This year we completed two financial year data through their carbonreduce certification programme.



SUSTAINABLE APPAREL COALITION

We joined SAC this year to align our group memberships and begin our journey to implement the HIGG Index modules into our supply chain



OCP EMPLOYEE ASSISTANCE PROGRAM

OCP is an international employee assistance program that provides 24/7 access to specialist counselling, advisory, and critical incident response services and support. Employees have access to free and confidential sessions via phone or face-to-face.



LENZING GROUP

The Lenzing Group is dedicated to producing innovative fibers made from botanic products derived from renewable sources and processed with unique resource-conserving technologies. LENZING™ ECOVERO™ Viscose fibers derived from sustainable wood and pulp are seen in this years products.



AUSTRALIAN PACKAGING COVENANT ORGANISATION (APCO)

We are a signatory of the Australian Packaging Covenant, continuing to collaborate with other industries on sustainable packaging solutions.



TERRACYCLE

Terracycle is a global leader in finding recycling solutions for consumer waste. Partnering with Terracycle on our wetsuit take-back program means we were able to find innovative ways to reuse used wetsuits, repurposing them into another life.



OCEAN GARDENER

Ocean Gardner's mission is to 'Save the Reef' by providing education and restoration around coral reefs throughout Indonesia. Our Rip Curl Bali surf school partnered with them by adopting a reef to support their mission.



AUSTRALIAN INDUSTRY GROUP

AI Group provides unlimited calls to the workplace advice line, regular award and compliance updates and access to HR, safety and business improvement resources, webinars, podcasts, networking and knowledge events.



BETTER COTTON

We are proud to be members of Better Cotton. joining the Better Cotton Initiative means we will be supporting farmers who care for the environment and respect the rights and wellbeing of workers.

ICONS OF SURF GO GREEN

Our Icons of Surf collection celebrates 50 years of Rip Curl, featuring our most iconic logos on our classic simple, solid tees – all made from 100% organic cotton.

“Icons of Surf has become a really impactful way to get much larger volumes of organic cotton into our range. The sales are upwards of 300,000–400,000 units and could get up to 1 million units,” says General Manager for Product Nichol Wylie.

This collection has helped push our organic cotton up to 30% this year.

Owen Wright
wearing organic tee

SALT WATER CULTURE
Since
RIP CURL
1969
MADE FOR WAVES

OUR SUSTAINABLE FABRIC SEARCH

PREFERRED COTTON

2019
7
TONNES

2020
51
TONNES

2020
194
TONNES



280%
INCREASE

RECYCLED POLYESTER

2019
4
TONNES

2020
56
TONNES

2020
135
TONNES



141%
INCREASE

RECYCLED NYLON

2019
7
TONNES

2020
31
TONNES

2020
35
TONNES



12%
INCREASE

*2019 and 2020 numbers have been updated to Financial Year statistics

Better materials choices.

For the first time this year, the product team has developed a preferred fibre list, which will help guide our search for more sustainable materials choices.

Rip Curl General Manager for Product Nichol Wylie says, “While we have implemented some sustainable fabrics in our range, we’ve never had a set of guiding principles. The preferred fibres list will create a pathway for us to make some big improvements.”

Cotton makes up a large percentage of our material by volume so sits at the top of our preferred materials list. Our strategy is to get to 65% sustainable cotton by 2025 by using a combination of organic cotton and material sources through the Better Cotton Initiative (BCI).

BCI is a global not-for-profit and the largest sustainable cotton programme in the world. BCI helps farmers grow cotton in a way that reduces stress on the environment and improves the welfare of farming communities.

Last year, 2.4 million licensed BCI farmers across 23 countries produced 6.2 million tonnes of Better Cotton lint – that equates to 23% of global cotton production.

Recycled synthetics are another large part of our sustainable materials strategy. We’ll continue to grow our range of recycled polyester and recycled nylon products.

This year, we started working with Lenzing to use Forest Stewardship Council (FSC)-accredited viscose, and we are working with Bloom to use its

biobased EVA foam created from cleaning up algae-polluted waterways in our shoes.

Our leather factory and tannery are Leather Working Group-approved members, and all our down is sourced via the Responsible Down Standard to improve our responsible animal-sourced materials.

This work goes beyond main fabrics and right into the detail of trims and product packaging. We’re shifting to recycled polyester for our labels and draw cords and to FSC-certified paper for swing tags and packaging.

This deep dive into materials this year is just the first step on our wider sustainable product journey. The next steps will look at training our team to design for circularity. This will include more work on product durability and

repairability as well as designing for less waste.

“Sustainability has really gained momentum this year at Rip Curl, and it’s blown me away how the entire crew are so behind it. It’s really exciting,” Nichol says.

RECYCLED HANGERS FROM OCEAN PLASTICS

The first batch of recycled wetsuit hangers has been delivered to our Thailand factory in a programme that will eventually save 5.5 tonnes of virgin plastic in our supply chain each year.

Cameron Lamperd, Rip Curl Head of Wetsuits, says a partnership with sustainable hanger manufacturer Arch & Hook will see all wetsuit hangers made with upcycled post-

consumer and marine-bound thermoplastics.

The plastic used for the Arch & Hook Blue programme is collected from four of the top 10 largest polluting rivers in the world. According to the World Economic Forum, these 10 rivers cause 90% of ocean plastic pollution. The plastics are collected, sorted and separated, shredded, transported and finally prepared as raw material suitable for producing hangers. At the end of their lifespan, the hangers can be collected and recycled yet again.

“We’re proud to be the first wetsuit company to join the Arch & Hook Blue programme and to bring this benefit to our customers,” Cameron says. “The first 35,000 hangers have arrived in our Thailand factory and will be hitting stores in August or September globally.”

EXTENDING THE LIFE
OF OUR GEAR
THROUGH OUR
GLOBAL REPAIR
CENTRES.

WATCH REPAIRS



89,080
UNITS

WETSUIT REPAIRS



23,340
UNITS

Aude Mangharam wearing the
Ultimate Long Jane surf suit

Wetsuit take-back programme launched.

For more than 12 years, Rip Curl has been looking for end-of-life solutions for our wetsuits. We've tried breaking them down into shoe soles, road surfacing and safety equipment. While all these tests worked for small batches, they always struggled to scale.

This year, in partnership with global recycling specialists TerraCycle, we've launched Australia's first take-back recycling programme.

Any brand of wetsuit is accepted at our participating stores. The neoprene is crumbed into a new raw material that can be used to create things like soft fall matting for playgrounds.

"TerraCycle has a huge network and were able to assist us in finding the best possible solution for recycling used wetsuit neoprene," says Shasta O'Loughlin, Rip Curl Environmental, Social and Governance Manager.

"We are really excited about this partnership and the reach that it can provide across Australia. Once the programme has proven itself here at home, we are excited to explore a global expansion. We want to give all surfers the opportunity to recycle their old wetsuits."

The programme launched in May this year, in 8 core stores throughout Victoria, New South Wales, Queensland and Western Australia. "The response has been overwhelming, and the demand is clearly there," says Shasta.

Next steps will be to expand the programme to include more stores across Australia.

REDUCING PLASTIC PACKAGING
Rip Curl has reduced the use of

plastics in packaging of our wetsuits and accessories and is working on further reducing these in future ranges. Products that do require protective plastic bags are now made with 30% recycled PE material, breakdown plastic (BDP) additive and reduced to 30 microns – a 40% weight reduction from the previous version.

Last year, we began trials reducing protective plastic packaging on select wetsuits by reducing from full length to shoulders only coverage.

NEOPRENE OFFCUT RECYCLING READY TO SCALE

Wetsuit manufacturing invariably has waste. Our neoprene comes in 2 x 3 metre sheets. When we cut out patterns for sewing wetsuits, a minimum of 10% and maximum of 35% of the sheet is waste, these offcuts were then used by other local manufacturers to make products with the balance of neoprene waste ending up in landfill. This waste adds up to hundreds of tonnes each year.

"Neoprene offcuts are one of the largest environmental problems in the wetsuit industry," says Cameron Lamperd, Rip Curl Head of Wetsuits.

For eight years, we've been searching for a solution to this waste problem. "We've worked with a number of different footwear suppliers and tried many different ways to reuse this material, but it's never quite worked."

Now, a partnership with a carpet underlay manufacturer in Australia looks set to change this. The underlay manufacturer can't use end-of-life wetsuits from our take-back programme because of hygiene concerns, but the brand-new neoprene off-cuts from our factory can be

crumbed and used as a spacer in carpet underlay. The impact is doubled by the fact that virgin materials are removed.

"We've tested the programme with one full container of waste material, and we are seeing very promising results. It looks ready to go, and we will commence scaling up in the coming months."

Our Thailand factory has also purchased a baling machine that will condense neoprene offcuts into wool bales for freighting to Australia.

"In terms of sheer volume, this will outperform our take-back programme. It's able to be scaled to the point that we will commence discussion with other wetsuit production facilities to increase the benefits to our industry even further," Cameron says.

"We've tested the programme with one full container of waste material, and we are seeing very promising results."

CAMERON LAMPERD
RIP CURL HEAD OF WETSUITS

Understanding our footprint.

We've made big strides towards understanding our global footprint this year by measuring the carbon emissions of our nine regions for the first time.

We undertook a carbon audit that covers the last two financial years. The aim was to establish a solid baseline measurement, but Covid-19 store closures have meant the past two years are anything but standard.

"In order to meet our objective of becoming a B Corp, we really need to understand our footprint and find ways that we can start to reduce our impact," says Shasta O'Loughlin, Rip Curl Environmental, Social and Governance Manager.

A new environmental, social and governance team was created this year to reflect Rip Curl's increased focus on sustainability as part of the Kathmandu Holdings Group. After 15 years at Rip Curl, Shasta was asked to lead this newly created team.

"I am really passionate about our future and ensuring that businesses have the least amount of impact

possible, so I jumped at the opportunity. It comes with huge learnings for me – especially when it comes to measuring carbon – but it's been really exciting to be able to pull it all together and be able to understand our global impact."

Shasta's role is to lead the new environmental, social and governance strategy for Rip Curl and to get the company to B Corp certification. Shasta led Rip Curl's first entry in the Baptist World Aid's Ethical Fashion Report in 2017 and has been the chair of the company's environmental committee since 2017.

"We're already so far ahead of where we were four years ago," Shasta says. "The environmental committee tackled small projects to reduce our impact at a regional level, but now we have a global strategy to take that work much further."



Brisa Hennessy in Hawaii

Carbon audit no small feat.

Conducting a carbon audit across nine global operations and for a two-year period has been no small feat. Rip Curl's carbon emissions span from staff travel to retail store electricity usage to running our Thailand wetsuit factory.

"The company's global reach and wide scope made this a really big project to coordinate, but it's been a really exciting project to lead. Committing to tracking carbon emissions is a really big step for Rip Curl."

We learned that moving our stock around the globe is our biggest source of emissions and that the growth in our ecommerce business during Covid-19 has increased our road and air freight emissions.

Pre-Covid-19, our global design teams would travel to remote locations to find inspiration for our ranges. Now, this work is being done virtually. Other crew travel has also decreased because of Covid-19 border closures.

"How we manage direct-to-customer sales in a more carbon friendly way is going to be a huge project in itself, and I'm sure there are lots of businesses around the world going through that challenge," Shasta says.

It was interesting to see the difference in carbon emissions for different regions depending on the source of energy generation. Electricity use was higher in our Californian office, than our Victorian head office, however, lower emission electricity generation in California made for a lower overall carbon footprint.

"Tracking individual store's power usage has also given us a better understanding, highlighting stores that could be good candidates for solar," Shasta says. "We have a lot of stand-alone shops near beaches, and these are easier to add solar than shops in malls."

The carbon audit has also given us a better understanding of our waste and the breakdown between cardboard, plastics and mixed commercial waste.

"Waste streams are different in each country – especially when you compare recycling systems in places like Bali and Europe," says Shasta. "We'll need to do a separate waste project in each country to reduce this impact."

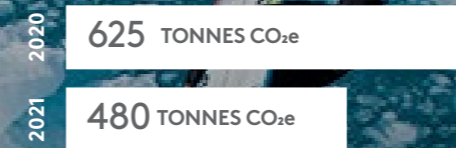
With the huge project of defining our carbon footprint completed this year, we'll be able to shift our focus towards solutions.

"This footprint project has brought a much deeper understanding of our global operational reach. This will help us be more strategic in our roll-out of regional and global projects to reduce our impact," Shasta says. "The new ESG team will now focus on educating managers to implement projects that reduce global emissions."

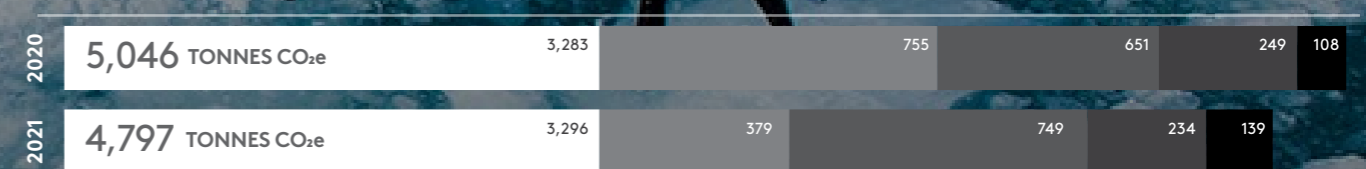


OUR EMISSIONS JOURNEY

TOTAL SCOPE 1 EMISSIONS



TOTAL SCOPE 2 EMISSIONS

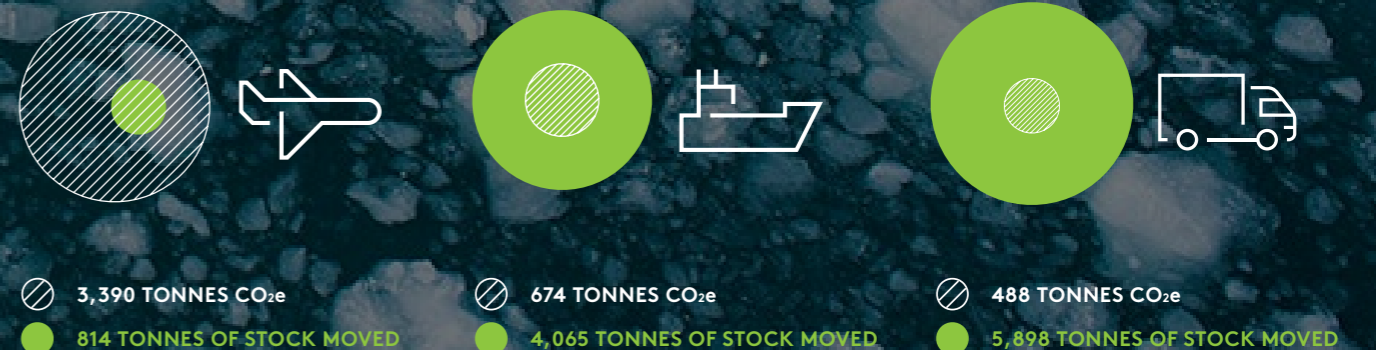
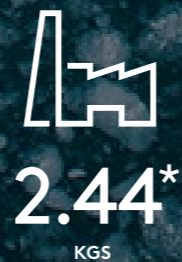


MEASURED SCOPE 3 EMISSIONS



SCOPE 3 STOCK TRANSPORT EMISSIONS

AVERAGE EMISSIONS REQUIRED TO ASSEMBLE ONE WETSUIT



*Figure includes emissions related to the operations of our wetsuit facility, not the production of the materials

Figures are pre-certified emissions. Emissions are aligned with the Greenhouse Gas Protocol for Corporate Accounting and Reporting. Scope 1 emissions are our direct emissions. Scope 2 emissions are our indirect purchased electricity emissions. Scope 3 emissions are indirect, from freight movements and waste generated through our supply chain.

New supplier improvement programme brings collaboration.

“This survey gives us a better picture about workers and whether they are being treated fairly as well as how much they understand about fair wages.”

HELEN SHARP
RIP CURL ETHICAL SOURCING AND COMPLIANCE MANAGER

This year, we put our partnership with our new supply chain advisor Elevate into practice. Elevate carries out supplier improvements, worker surveys and training for all three brands under the Kathmandu Holdings umbrella.

Rip Curl Ethical Sourcing and Compliance Manager Helen Sharp says, “Working with Elevate has been a bit of a mind shift change for us and for all of our suppliers. Having someone that looks after both Kathmandu and Rip Curl is really helpful because it means I can ask for advice when I need it. Elevate’s global indexes on social labour and governance have given us more visibility around risk factors in each country we operate in.”

Through Elevate, our group now has a dedicated resource in Shenzhen – an ex-auditor who has a good understanding of the programme.

At the same time as moving all our suppliers to Elevate, we also introduced the new group Code of Conduct, which prioritises trust and transparency.

This year, we onboarded two new suppliers who were existing suppliers to Kathmandu. Because both brands are on the Elevate platform, we were able to share information and audits, which meant we didn’t have to subject the factory to a separate audit.

“The last 12 months have seen massive collaboration across the brands, and it’s been so beneficial. As we lift our supply chain policies and procedures, we’re helping to lift the social and environmental standards of our suppliers at the same time.”

WORKER VOICE

We’ve always done worker interviews, but these have been taken to a new depth with our Elevate partnership. Our new worker sentiment survey asks workers if they feel they can speak up about working conditions and how comfortable they would feel using our grievance mechanism.

“This survey gives us a better picture about workers and whether they are being treated fairly as well as how much they understand about fair wages,” Helen says.

Workers are able to contact Rip Curl through email or WeChat with any workplace concerns.

LIVING WAGE BASELINE

Kathmandu Holdings’ Fair Labor Association accreditation now covers Rip Curl, and this gives us access to a huge amount of resources, including the tools to define a living wage baseline.

According to the Global Living Wage Coalition, a living wage is defined as remuneration sufficient to afford a decent standard of living for the worker and their family. Elements of a decent standard of living include food, water, housing, education, healthcare, transportation, clothing and other essential needs including provision for unexpected events.

“Living wage is a really complex area,” says Helen. “The methodologies for assessing what a living wage should be are limited and don’t cover some of our factory locations, like Chiang Mai, Thailand. We’ve always said we believe our workers in Thailand should be paid a living wage, but we’ve struggled with a methodology for how to determine what that should be.”

The Fair Labor Association has provided us with templates that allow us to benchmark our wages against industry standards and regional data to get a clearer picture on living wages for different parts of our supply chain.

“For many of these issues, we felt siloed before we had these partnerships in place. Now when an issue arises, we have a process to seek answers and understanding, and this helps us to make better decisions faster.”

HIGG INDEX

Rip Curl joined the Sustainable Apparel Coalition this year, and that has given us access to the self-assessment tool known as the Higg Index, which we have been rolling out to our suppliers this year.

The Higg Index is an apparel and footwear industry self-assessment standard for assessing environmental and social sustainability throughout the supply chain.

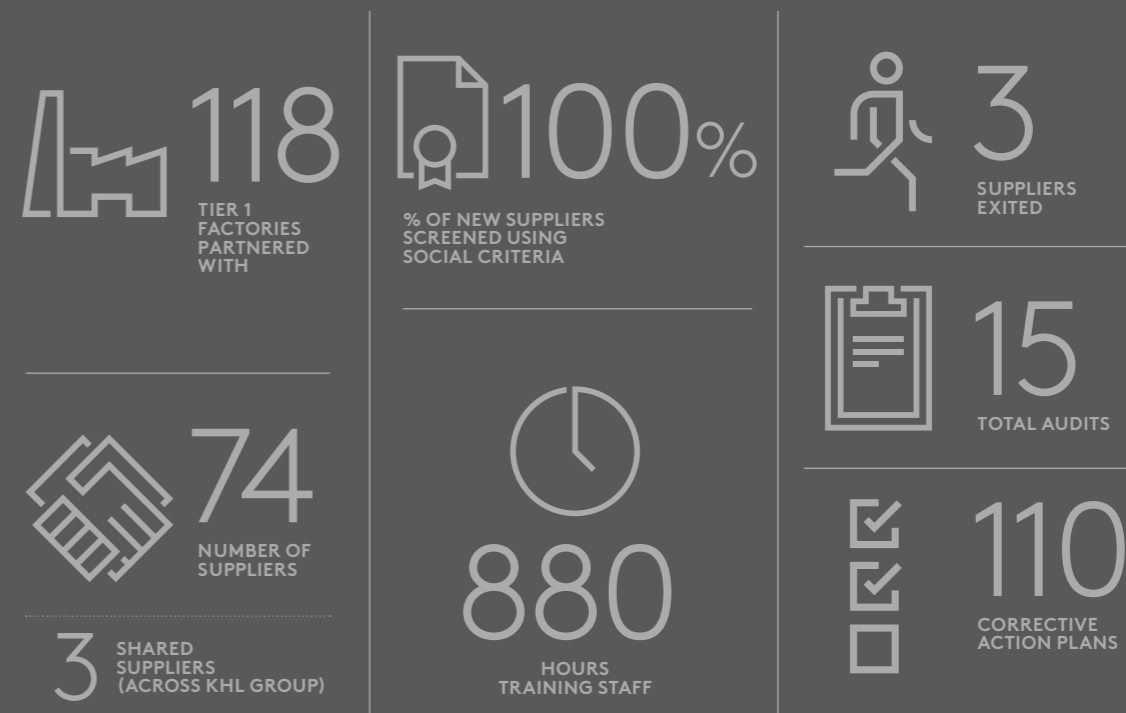
CONNECTING WITHOUT TRAVEL

The last 12 months have changed the way we interact with our factories. Normally, we would have Rip Curl staff visiting each factory at least two times per year. Instead, this year, we organised a virtual conference where we were able to introduce suppliers to our new pathway with Elevate and to connect suppliers with group product managers. Our CEO also spoke on the call.

The online conference was followed up with a survey where we asked each of our suppliers how we’ve performed over the year. We asked if they felt we’d done enough to support them through Covid-19 and what we could have done differently.

“It’s crucial that we keep up our contact with suppliers and that they feel they can trust us and can come to us if they have an issue,” Helen says.

OUR SUPPLIERS 2021



Our suppliers.

New fit guide features diverse body shapes.

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To help women better visualise themselves in our swimwear, we've created a new bikini fit guide based on some of the women of Rip Curl, that showcases a range of body shapes and sizes.

"We've always worked together with our athletes and models, and now we're bringing more body inclusivity to our marketing through the fit guide," says Brooke Farris, former General Manager, Women's.

Brooke's role was created last year with a goal to grow the women's business for Rip Curl. The role requires working across departments to increase Rip Curl's connection with its female customers and crew.

GRI 416

Rip Curl commissioned research to better understand current and future customers. The research focused on an audience of women aged 16-34 across Australia, New Zealand, the US and France who actively watch, follow or participate in surfing. The research found these women were independent, adventurous, socially aware and environmentally conscious.

From this research, the team defined a three-pillar strategy to connect with this audience, which focuses on being green, showcasing diversity and helping our customers proudly express who they are.

"Part of Rip Curl's women's strategy is to showcase diversity and inclusivity,

making it more accessible to customers across the world," Brooke says.

To increase diversity of body types in the fit guide, Rip Curl crew at head office and around Victoria were given the opportunity to be models for the photoshoot. At a team meeting, senior swimwear designer Natalie Bortolotto made the point, "If we're going to ask others to come forward, why not embrace our own bodies and take up the challenge."

Several women from the design, product and retail teams came forward.

They described it as an empowering experience, although the nerves took

hold at times given the new environment they were in.

"It is so empowering as a team to get in front of the camera and show that we feel good and have confidence in the swimwear we're designing for everyone."

The body-diverse interactive bikini fit guide - featuring real women from the Rip Curl crew - was released in June.

This further complements the new summer swimwear campaign called Summer Looks Good On You.

"The campaign is about inspiring women to have fun and feel good this summer - no matter who they are

and no matter where they are," Brooke says. "Along the way, we are connecting with our customer and learning more about her. This will help us design better products and ensure we're catering to her needs."

CUSTOMER HEALTH AND SAFETY

Rip Curl has practices that safeguard the wellbeing of customers when they are in store and while they are using our products. Any health and safety-related incidents are treated as high priority and investigated. Last year, we had zero customer safety incidents to report as a result of non compliance against voluntary codes.

Making a difference in our communities.

A participant at the Rip Curl Girls Go Surfing day event in Bali lends a hand in the Coral nursery.

CORAL NURSERY INSTALLED AT RIP CURL SCHOOL OF SURF IN BALI

The Indonesian archipelago is home to more than 75% of the world's coral species, but they are under threat from erosion and bleaching as well as pollution and tourism.

According to Bali's Marine and Fisheries Department, only around half of Bali's coral reefs are considered to be in good condition, with 30% in poor condition and the other 15% in very poor condition.

The Rip Curl School of Surf in Bali uses its programme to educate surfers about how they can protect coral reefs, and now it has gone one further – partnering with non-profit Ocean Gardener to help with its work restoring coral.

Geby Putri, Rip Curl Media Communications Assistant/Mangrove

Mob Event and Volunteer Coordinator, says, "We educate surf school participants and volunteers about the important role that coral plays in the ecosystem and also for the livelihoods of local fishermen and communities."

A four-rack coral nursery has been installed in front of the Rip Curl School of Surf. The project aims to replenish the numbers of reef fish and provide protection from high seas and storms that threaten the Sanur beachfronts.

Sustainable coral farming is all about nurturing the right species in the right environment. Ocean Gardener creates commercial coral mariculture farms in Indonesia to allow coastal communities to receive an income from protecting and restoring reefs in their villages.

Some of the coral harvested from coral nurseries is used to restore other

parts of the reef, and other corals are sold as live aquarium specimens.

MANGROVE MOB

Staff, team riders and Indonesian women from our Girls Go Surfing Day have teamed up to clean up rubbish in Bali's ecologically important mangrove forests. The group includes students and professionals, Indonesian celebrities and influencers.

The dense root system of mangrove forests helps stabilise the coastline and prevents erosion. In areas where mangroves have been cleared, coastal damage from hurricanes and typhoons is much more severe.

Indonesia is the second-largest plastic polluter in the world after China. Mangrove forests are at risk from tonnes of plastic and other rubbish that is washed into the forests.



Staff, local government and participants of the Rip Curl Girls Go Surfing event in Bali help to clean plastic from a mangrove forest.

The Mangrove Mob was born out of a collaboration between Rip Curl School of Surf and Plastic Bank. The project focuses on mangrove conservation and protection.

"We always attach an environmental initiative to our Rip Curl Girls Go Surfing event, which is a learn to surf day designed specifically to empower women to get out in the ocean, try surfing for the first time whilst learning about the ocean and beach environment," says James Hendy, GM Rip Curl Indonesia. "Our first mangrove clean-up really opened everyone's eyes to the extent of the problem, so we decided to make clean-ups a regular event with our office and warehouse staff."

"After every clean-up, the waste is sorted and as much sent for recycling as possible" says Geby.

The Mangrove Mob has removed 1.5 tonnes of rubbish from local forests.

"In one spot, the trash was more than a metre deep. It made us all quite sad and depressed. Mangroves drop seeds into the soil to regenerate. If the soil is covered in rubbish, they will just stop growing," Geby says. "Last month, when I went back with another group, it was looking so much better."

In total, more than 400 volunteers have participated in the programme. Regular workshops and clean-ups aim to educate locals and demonstrate the value of these forests.



Gabriel Medina wins at the Rip Curl Rottneest Island Pro



Shasta, Olivia, Katrine, and Samantha teaming up for a round of golf to raise funds for this year's community cup at Torquay RACV

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“Our aim is that, when the event is over, we leave the place in a better state than we found it.”

NEIL RIDGWAY
RIP CURL CHIEF BRAND AND MARKETING OFFICER

WORLD SURF LEAGUE EVENTS RUN WITH LOW IMPACT

This year, we increased our sponsorship of World Surf League World Tour events to four. One of these was held within a highly sensitive ecosystem on Rottneest Island.

The World Surf League manages these events in line with Rip Curl’s values. Event footprints are kept low by sorting rubbish every day and managing what comes onto the beach.

“We try to act in a sustainable way by protecting beaches everywhere we go,” says Rip Curl Chief Brand and

Marketing Officer Neil Ridgway. “It’s even more our responsibility when we put thousands of people into an event scenario. Our aim is that, when the event is over, we leave the place in a better state than we found it.”

RIP CURL COMMUNITY CUP

In 2016, Nathan Swan lost his wife to brain cancer. His colleague, Dave Wall, wanted to do something to help Nathan and his kids so he ran a golf day to raise money to help.

“At first, I felt a bit nervous and embarrassed, but in the end it felt good. It was good to know there were people around me and it was good to know that Rip Curl was behind me,” Nathan says.

The next year, Nathan wanted to give something back, so he approached CEO Michael Daly about making the Rip Curl Community Cup a regular feature in the company’s event calendar.

Reaching into the local community, it wasn’t hard to find people who were doing it tough. Over the years, the cup has raised money for six families, including a family who lost a father, a man who was struggling to provide 24-hour care for his disabled son and other families in similar situations.

“For some people, just having the community rally around them is even more valuable than the money,” Nathan says.

This year’s Rip Curl Community Cup was the biggest event yet. More than 150 people participated in a golf game, dinner and auction that raised AUD \$33,000 for Katrine, a Rip Curl

employee whose daughter had been through two liver transplants, after the first one was rejected, before her second birthday.

Local businesses donate prizes for the raffle, and Nathan says, this year, every single item was sold. “We even sold a slab of beer for AUD \$1,200.”

Nathan knows better than anyone how good it feels to have your community come together to support you. “And now, for me, it feels good to give back.”

Supporting our crew through challenging times.

THAILAND FACTORY STEERS THROUGH COVID

The Onsmooth Thai wetsuit factory in Chiang Mai has been owned and operated by Rip Curl for 20 years. This factory employs 680 people and produces around 95% of all Rip Curl wetsuits.

General Manager Duncan Stewart says Covid-19 saw the factory balancing a huge increase in demand with the challenges of keeping crew safe.

In the early days of Covid-19, the decision was made to shut the factory for all of April 2020.

"We didn't really know what to expect or what infection rates would be like, so we decided to close and make sure that everyone was safe," Duncan says.

In May, workers came back in split shifts, with some working Monday, Tuesday, Wednesday and others working Thursday, Friday, Saturday. Staff received full wages through both the closure and the period of split shifts.

When the factory reopened to full capacity in June, high traffic areas were disinfected hourly and low traffic areas disinfected every two hours.

The company supplied masks, which were mandatory. Temperature checks were conducted at the start of each shift, and hand disinfectant points were available around the factory with hourly reminders to sanitise hands. Lunch times and working hours were staggered to minimise traffic periods and allow for more social distancing.

While all these restrictions were coming into place, demand for wetsuit production skyrocketed. Another 80 staff were hired to increase production by 20%.

"Hiring 80 people requires our HR team to conduct about 350 interviews," Duncan says. "Where possible, interviews were conducted online, and face-to-face interviews were set up in an area with a clear screen and face visors."

New staff were given a Covid-19 test before starting work.

Onsmooth Thai had one Covid-19 case in the factory. The initial response was to close the factory for three days while close contacts were identified, quarantined and tested.

"We ensured that all at-risk staff had two tests, and we paid for all the tests," Duncan says.

Compared to other local companies, Duncan feels Onsmooth has fared well through the pandemic. "Early on, a lot of companies didn't take the pandemic seriously. There are reports of some factories not even ensuring staff had masks. I think we did everything we could do to keep crew safe. In the last 18 months, we've had opportunities to strengthen the processes we put in place so that now we're in a situation where we're feeling quite secure – as secure as you can be."

FLEXIBLE WORK HOURS FORMALISED.

"No one's ever been fired for going surfing" is a common refrain around the Rip Curl offices. In this sense, flexible working time has always been a part of the company's culture. But this year, we formalised our policy on remote working, flexible hours and part-time hours.

Linda Barlow, General Manager Crew, says, "We wanted to support the crew to achieve their personal, family and relationship goals by facilitating flexibility in employment

and working arrangements to achieve the optimal balance between work and personal responsibilities."

The new policy has three areas. Crew can ask their managers to work up to 40% of their time from home. Covid-19 restrictions have seen many staff working from home this year. This policy gives crew the option to carry that arrangement forward if they prefer.

To support working families, long lunchtime surfs and late risers, we've also introduced flexible hours. And for the first time, we've made it possible for crew to ask to move to part-time hours if that fits their circumstances better.

This policy was introduced in May to all Australian and New Zealand permanent staff, with:

- 49% uptake on working from home
- 19% uptake on flexible working hours
- 0% uptake on moving to part-time hours.

"The policy is based on mutual trust and transparency," says Linda, "and I think it makes Rip Curl an even greater place to work."

SUPPORTING WELLBEING

We're lucky to have offices near the coast. For many of our crew, the ocean and the beach are core pillars to their wellbeing – whether it's a long surf or a quick walk on the beach.

With more crew working from home because of Covid-19 restrictions, we expanded our wellbeing offering to include digital resources.

We rolled out the HFG Workplace Wellbeing portal to staff in Australia and New Zealand. The portal offers

access to information on eating well, reducing stress and how to set up healthy work habits at home.

Crew have been engaging with the portal, which shows there is a need for this offering. Now we plan to overhaul our internal health and wellbeing programme to align more closely with Rip Curl values – in particular, our value around community. We are partnering with Mindfull Aus, which will facilitate regular workshops on mental wellbeing.

DEDICATED WELLBEING MANAGER

A new role was developed this year to support crew on their search for health and wellbeing. The Employee Health, Safety and Wellbeing Manager role was established with responsibility for looking out for our crew today and into the future. This role will develop and implement health and safety policies and programmes around injury management and prevention. They will identify and provide training pathways and maintain health and safety metrics and data.

FREE COUNSELLING AVAILABLE

A new, free counselling service was rolled out to crew this year. All permanent employees are entitled to three sessions each year. They are 100% confidential and free of charge.

FIRST FEMALE CEO APPOINTED

Brooke Farris has been appointed CEO of Rip Curl, becoming the first woman to head up the global surf company in its 52-year history. Brooke has been promoted from her current role as general manager of Rip Curl women's.

Farris, who grew up in Perth, is a former junior surfing champion, and

a board member of Surfing Australia and SurfAid. She has previously worked as the women's tour manager at the World Surf League.

Farris has been part of the Rip Curl crew for 11 years, holding positions across events, marketing strategy, retail, wholesale, social media, and as the General Manager of Digital.

"Rip Curl has been threaded throughout my life since I was a teen," Farris said. "I'm honoured to be announced as the new CEO."

"It's an absolute privilege to lead our talented and passionate crew across the world and I'm motivated to build on our esteemed 52-year history and capitalise on our continued market success."

Outgoing CEO Michael Daly said after a thorough internal and external process, Farris was deemed to be the best person for the role.

"Brooke has contributed greatly to Rip Curl's success and growth over the past 11 years with her indisputable commitment to the brand, our product, and our crew," he said.

"I am confident she will bring this same commitment and leadership in her new role."



BROOKE FARRIS
RIP CURL CEO

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Sustainability Report 2021: Appendices



KATHMANDU HOLDINGS GROUP EMPLOYEES

TABLE 1: INFORMATION ON GROUP EMPLOYEES AND OTHER WORKERS

	AUSTRALIA	NEW ZEALAND	UK	TOTAL
BY EMPLOYMENT TYPE				
Full-time employees	2	7	0	9
Part-time employees	0	2	0	2
Casual	0	0	0	0
Total employees	2	9	0	11
BY CONTRACT TYPE				
Permanent	2	9	0	11
Fixed-term full-time	0	0	0	0
Fixed-term part-time	0	0	0	0
Casual	0	0	0	0
Total workforce	2	9	0	11
BY GENDER				
Male	2	5	0	7
Female	0	4	0	4
Prefer not to say	0	0	0	0
Another gender	0	0	0	0
BY AGE GROUP				
<30	0	1	0	1
30-50	1	7	0	8
50+	1	1	0	2
BY CATEGORY				
Executive	2	2	0	4
Senior management	0	5	0	5
Management	0	0	0	0
Non-management	0	2	0	2



TABLE 2: GROUP HIRING AND TURNOVER

		AUS	NZ	UK			AUS	NZ	UK
NEW HIRES					TURNOVER				
Permanent	Total	0	1	0	Permanent	Total	1	0	0
Indefinite	Total	0	0	0	Indefinite	Total	0	0	0
BY GENDER					BY GENDER				
Permanent	Male	0	0	0	Permanent	Male	1	0	0
Permanent	Female	0	1	0	Permanent	Female	0	0	0
Permanent	Prefer not to say	0	0	0	Permanent	Prefer not to say	0	0	0
Permanent	Another gender	0	0	0	Permanent	Another gender	0	0	0
Indefinite	Male	0	0	0	Indefinite	Male	0	0	0
Indefinite	Female	0	0	0	Indefinite	Female	0	0	0
Indefinite	Prefer not to say	0	0	0	Indefinite	Prefer not to say	0	0	0
Indefinite	Another gender	0	0	0	Indefinite	Another gender	0	0	0
BY AGE GROUP					BY AGE GROUP				
Permanent	<30	0	1	0	Permanent	<30	0	0	0
Permanent	30-50	0	0	0	Permanent	30-50	0	0	0
Permanent	50+	0	0	0	Permanent	50+	1	0	0
Indefinite	<30	0	0	0	Indefinite	<30	0	0	0
Indefinite	30-50	0	0	0	Indefinite	30-50	0	0	0
Indefinite	50+	0	0	0	Indefinite	50+	0	0	0

TABLE 3: GROUP DIVERSITY

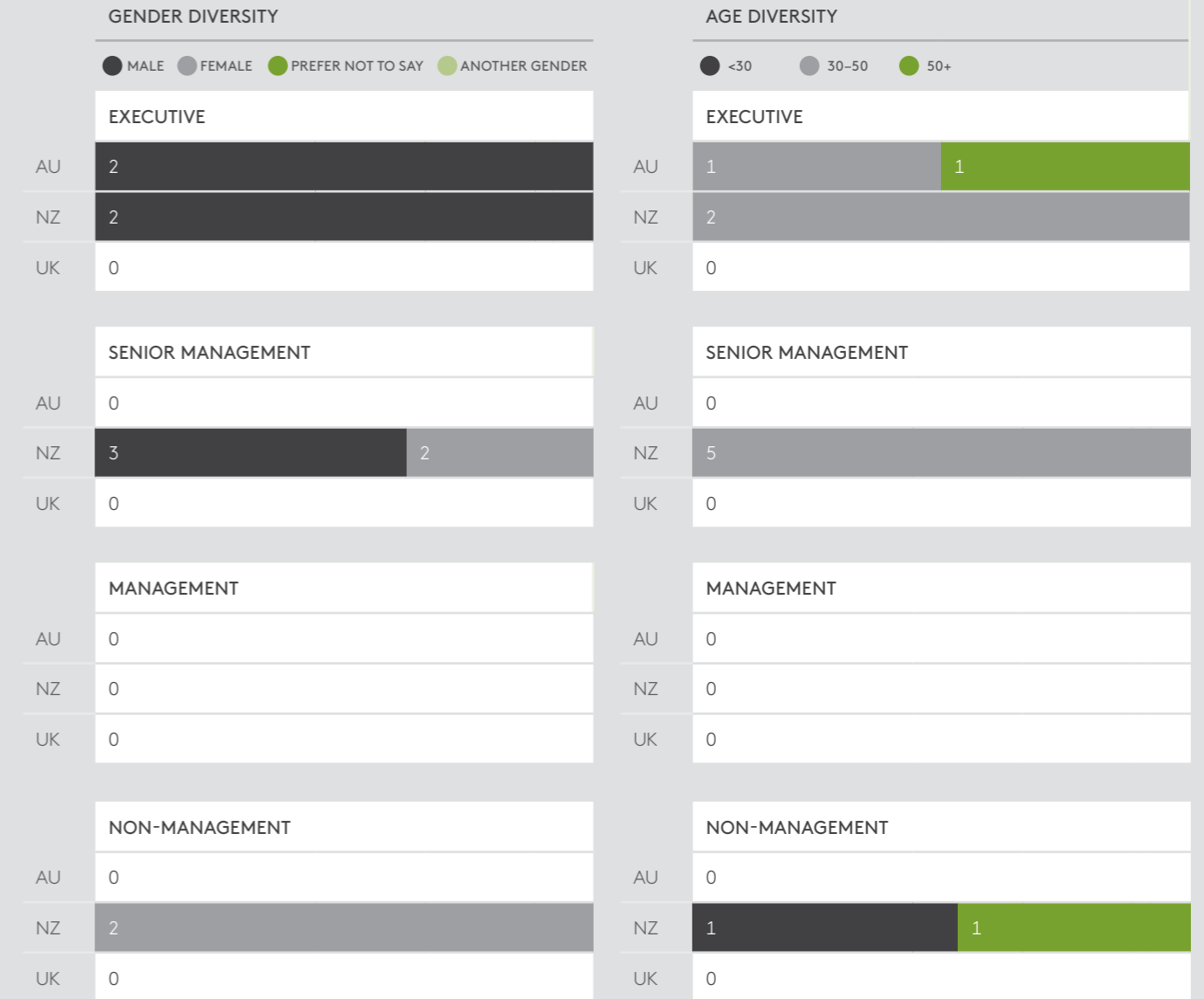
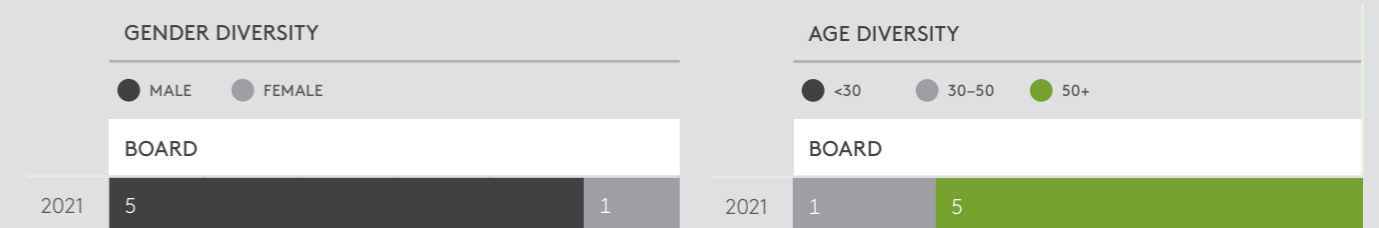


TABLE 4: BOARD DIVERSITY





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TOPIC	REFERENCE	PAGE #	NOTES	
TABLE 1: GRI GENERAL STANDARD DISCLOSURES				
ORGANISATIONAL PROFILE				
102 - 1	Name of the organisation	Cover page	1	Kathmandu Pty Limited, Kathmandu Limited and Kathmandu UK Limited. For all Kathmandu Holdings subsidiaries, please see page 65 in our Annual Report 2021.
102 - 2	Activities, brands, products and services	Introduction	—	Kathmandu is an outdoor lifestyle and adventure brand. We sell our own branded gear including other brands through our online, retail and wholesale network.
102 - 3	Location of headquarters	Our world	16-17	Kathmandu ® Holdings Limited Head Office, 223 Tuam Street, Christchurch 8011, New Zealand.
102 - 4	Location of operations	Our world	16-17	—
102 - 5	Ownership and legal form	This appendix	—	Kathmandu is a publicly listed company. For more information, please see page 78 in our Annual Report 2021.
102 - 6	Markets served	Our world, this appendix	16-17	Kathmandu sells products through our store network in Australia and New Zealand. We also sell online and have begun to sell through wholesale partners internationally.
102 - 7	Scale of the organisation	Our world, Our team, Annual Report 2021	16-17 36-39	For full financial disclosures, please see from page 23 in our Annual Report 2021.
102 - 8	Information on employees and other workers	Our team, this appendix	36-39	—
102 - 9	Supply chain	Our world, Our products, Our suppliers	16-17 20-23 28-31	—
102 - 10	Significant changes to the organisation and its supply chain	Our world, Our products, Our suppliers	16-17 20-23 28-31	—
102 - 11	Precautionary principle approach	Our footprint, Our suppliers, customer health and safety	24-27 28-31 32-33	We use a precautionary approach across each department of the business to ensure we do not harm the environment or people.
102 - 12	External initiatives	Our partners	18-19	We collaborate with specialist organisations to support our sustainability strategy and outputs. Collaboration is absolutely core to our development as a business.
102 - 13	Membership of associations	Our partners	18-19	Collaboration is fundamental to our sustainability strategy and programme. Without our memberships, we would not understand the complexities of our impacts and outreach to global initiatives and communities.
STRATEGY				
102 - 14	Statements from senior decision maker	Chairman and CEO report	3	—

TOPIC	REFERENCE	PAGE #	NOTES	
102 - 15	Key impacts, risks and opportunities	Materiality assessment	8-9	Our group ESG materiality assessment identified three priority focus areas: <ul style="list-style-type: none"> • Our people, our communities • Science-based climate action • Circular business models Additionally, Covid-19 has had a significant impact on our business, especially in the Australian market.
ETHICS AND INTEGRITY				
102 - 16	Values, principles, standards, and norms of behaviour	Our team	36-39	See our Code of Conduct
102 - 17	Mechanisms for advice and concerns about ethics	Our team	36-39	See our Code of Conduct
GOVERNANCE				
102 - 18	Governance and structure	Annual Report 2021	Annual Report 2021	The Board guides the overall governance of our Organisation. Please see from page 78 in our Annual Report 2021 for more information on our governance and structure.
STAKEHOLDER ENGAGEMENT				
102 - 40	List of stakeholder groups	Our journey, Our stakeholders table	14-15 Table 3 on pg 108	—
102 - 41	Collective bargaining agreements	This appendix	Table 10 on pg 113	—
102 - 42	Identifying and selecting stakeholders	Our journey, Our stakeholders table	Table 3 on pg 108	—
102 - 43	Approach to stakeholder engagement	Our journey, Our stakeholders table	14-15 Tables 3 on pg 108	—
102 - 44	Key topics and concerns raised	Our journey, Our stakeholders table	14-15 Table 3 on pg 108	—
REPORTING PRACTICE				
102 - 45	Entities included in the consolidated financial statements	Annual Report 2021	Annual Report 2021	Kathmandu Pty Limited, Kathmandu Limited and Kathmandu UK Limited. For all Kathmandu Holdings subsidiaries, please see page 65 of our Annual Report 2021.
102 - 46	Defining content and topic boundaries	Our journey, Our stakeholders table, Our impacts table	14-15 Tables 3 & 4 on pg 108-109	—
102 - 47	List of material topics	Our journey, Our stakeholders table, Our impacts table	14-15 Tables 3 & 4 on pg 108-109	—
102 - 48	Restatements of information	This appendix	—	No restatement this year.
102 - 49	Changes in reporting	This appendix	—	This is our fifth year using the new GRI Standards reporting framework.

TOPIC	REFERENCE	PAGE #	NOTES
102 - 50 Reporting period	This appendix	—	1 August 2020 to 31 July 2021.
102 - 51 Date of most recent report	This appendix	—	Kathmandu Holdings Sustainability Report 2021 01/08/2020 — 31/07/2021.
102 - 52 Reporting cycle	This appendix	—	Annual (01/08/2020 — 31/07/2021).
102 - 53 Contact point for questions regarding the report	This appendix	—	Olivia Barclay olivia.barclay@kathmandu.co.nz
102 - 54 Claims of reporting in accordance with the GRI standards	This appendix	—	This report has been prepared in accordance with the GRI Standards Core option.
102 - 55 GRI content index	This appendix	—	—
102 - 56 External assurance	This appendix	—	Kathmandu has adopted numerous certifications, partnerships and programmes that verify our various sustainability initiatives. This report has not been externally assured.

TABLE 2: GRI TOPICS

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
407 - 1: Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	Our suppliers	28-31	68% of our suppliers are in China. Due to the communist government, individual worker rights including freedom of association and collective bargaining are inevitably at risk. Collective bargaining is almost unheard of, and independent unions do not typically have any real power to leverage change in wages or working conditions. Covid-19 has increased the vulnerability of workers generally across all suppliers as the competing demands of maintaining production and ensuring workers' human rights, health and worker voice are protected and enhanced. To address these issues, we have updated our Code of Conduct and terms of trade documents. Additionally, we invest in a CSR professional services company specialising in sustainability and supply chain analytics. We also have an on-the-ground CSR specialist based in Asia to help the company respond in a culturally appropriate and meaningful way. Lastly, we integrate a worker voice and worker survey component into every full social audit.	—

GRI 408: CHILD LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—

TOPIC	REFERENCE	PAGE #	NOTES
408 - 1:a Operations and suppliers at significant risk for incidents of: i. Child labour ii. Young workers exposed to hazardous work	Our suppliers	28-31	Child labour is common in the international apparel industry, especially in Tiers 2, 3 and 4 (raw materials). It is less common in Tier 1 of the outdoor industry due to the specialised skills, technology and materials involved as well as the geographical location of suppliers. Our Tier 1 suppliers are therefore a very low risk. We have partial visibility into Tier 2 of our supply chain and very limited visibility into Tiers 3 and 4.
408 - 1:b Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier	Our suppliers	28-31	Our manufacturing operations and technical suppliers are at very low risk. The raw materials level and material mills have a higher risk level.
408 - 1:c Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour ii. Countries or geographic areas with operations and suppliers considered at risk	Our suppliers	28-31	China, Vietnam, Indonesia. We have a mandatory child labour and forced labour policy and reporting process that is company wide. In China and Vietnam, we partner with local NGOs who work to prevent and respond to cases of forced and child labour in the event that cases are uncovered. In Vietnam, we trialled a 'train the trainer' programme with a strategic supplier. The training addresses all forms of exploitation and abuse and was provided by a local NGO that specialises in this area. It was very successful, but Covid-19 has prevented us from expanding the programme. We participate in numerous third-party accreditations such as BCI Cotton that give us greater confidence in the ethical sourcing of those materials. We participate in multi stakeholder initiatives addressing issues such as child labour that are beyond our ability to fully address alone. In 2021, we signed the Turkmenistan Cotton Pledge to ensure that child and forced labour in Turkmenistan is not part of our supply chain.

GRI 409: FORCED OR COMPULSORY LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110
409 - 1:a Operations and suppliers considered to have significant risk for incidents of: i. type of operation (such as manufacturing plant) and supplier ii. countries or geographic areas with operations and suppliers considered at risk	Our suppliers	28-31	Forced labour and forms of modern slavery are common in the international apparel industry. Migrant workers are especially vulnerable to forced labour. China, Taiwan, Vietnam and Indonesia are all high risk for forced labour, and these are all areas where we manufacture our product.
409 - 1:b Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour	Our suppliers	28-31	Our measures taken consist firstly in adopting a benefit mindset, a partnership approach to our suppliers based on transparency and a collaborative response to addressing forced labour and modern slavery. We enforce a mandatory child labour and forced labour policy company wide. We work in partnership with CSR professional services company Elevate to stay abreast of the risks and access ongoing supply chain analytics, access to workers' voices through social media platforms, effective grievance mechanisms and anonymous worker surveys. In Vietnam, we conducted modern slavery, forced labour and human trafficking prevention and awareness training for a strategic supplier as a trial. Further expansion of this successful project was hampered by the Covid-19 pandemic.

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 412: HUMAN RIGHTS ASSESSMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
412 - 1:a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	Our suppliers	28-31	100% of our Tier 1 operations across all countries we manufacture in are subject to human rights assessments. As a result of our partnership with Elevate, human rights risks and trends are now immediately available to us as a company.
412 - 2:a	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Our suppliers	28-31	220 hours.
412 - 2:b	Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Our suppliers	28-31	Percentage of employees trained at head office is approximately 90%.
412 - 3:a	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our suppliers	28-31	Every one of our Tier 1 suppliers has to enter into an agreement with Kathmandu, which includes signing and agreeing to abide by and be assessed against our code of conduct. This is also being rolled out to our strategic Tier 2 suppliers who now sign a revised service level agreement, which includes abiding by our company code of conduct and human rights standards.
412 - 3:b	The definition used for 'significant investment agreements'	Our suppliers	28-31	A 'significant investment' includes any and every supplier because, no matter how much we spend with a supplier, our commitment to our stakeholders and shareholders is to invest our resources into our supply chain to ensure that human rights are protected.
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
414 - 1:a	Percentage of new suppliers that were screened using social criteria	Our suppliers	28-31	100%
414 - 2:a	Number of suppliers assessed for social impacts	Our suppliers	28-31	22 copy reports/internal audits, 13 Elevate audits, seven audits delayed due to latest Covid-19 outbreaks.
414 - 2:b	Number of suppliers identified as having significant actual and potential negative social impacts	Our suppliers	28-31	Five suppliers having negative social impacts – one had excessive working hours and four were inconsistent or non-transparent.
414 - 2:c	Significant actual and potential negative social impacts identified in the supply chain	Our suppliers	28-31	Lack of transparency and excessive overtime hours.
414 - 2:d	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	Our suppliers	28-31	0%. No improvements have been made so far as a result of these assessments.

TOPIC	REFERENCE	PAGE #	NOTES	
2:e	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment and why	Our suppliers	28-31	2%. Two suppliers were terminated in 2021 as a result of audits completed in FY20 and their ongoing unwillingness to make any changes.
GRI 416: CUSTOMER HEALTH AND SAFETY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our customers	14-15 32-33 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
416 - 2:	Incidents of non-compliance concerning the health and safety impacts of products and service	Our customers	32-33	Kathmandu has practices that safeguard the wellbeing of customers when they are in store and while they are using our products. Any health and safety-related incidents are treated as high priority and investigated. We take what we learn to make changes and prevent these incidents from happening again.
416 - 2:a	i. incidents of non-compliance with regulations resulting in a warning	This appendix	—	0 incidents.
	ii. incidents of non-compliance with regulations resulting in a warning			0 incidents.
416 - 2:b	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.

TOPIC	REFERENCE	PAGE #	NOTES
GRI 417: MARKETING AND LABELLING			
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey Our footprint	14-15 24-27 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110
417 - 1:a Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling:	This appendix	—	
i. The sourcing of components of the product or service			i. Relevant documents for chain of custody, product certifications etc. are received and verified through third party.
ii. Content, particularly with regard to substances that might produce an environmental or social impact			ii. Guidelines are received from suppliers on claims that can be made, and these are checked by both product and marketing team. All suppliers are expected to sign a declaration of compliance to our restricted substance list, which aligns closely with Bluesign, and EU REACH Regulation.
iii. Safe use of the product or service			iii. Where relevant, instructions are provided on product packaging or labelling for safe use of product. However, our current strategy is to move away from any substances potentially harmful to people or the environment.
iv. Disposal of the product and environmental or social impacts			iv. Where recycling is possible for part of a product or packaging, this is clearly indicated on the packaging. Only recyclable card is used for packaging. Where practicable, plastic packaging has been removed or replaced, plastic bags are still necessary, but we ensure these are LDPE for recyclability and carry the correct resin code.
v. Other (explain)			v. General reduction in labelling and packaging has been a focus. Recycled polyester is now used for all Apparel Care Labels.
417 - 1:b Percentage of significant product or service categories covered by and assessed for compliance with such procedures	This appendix	—	100% of our products follow a compliance and quality process where internal standards are followed to ensure compliance in the countries we sell in. Product team check that all on-product marketing and labelling meets our standards
417 - 2:a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling by:	This appendix	—	We had one product range and one singular product that had incorrect product labelling. Once we were aware of this issue we took comprehensive steps to rectify the labelling non compliance. No fines or warnings were issued in relation to these issues.
i. Incidents of non-compliance with regulations resulting in a fine or penalty			
ii. Incidents of non-compliance with regulations resulting in a warning			
iii. Incidents of non-compliance with voluntary codes			
417 - 2:b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.

TOPIC	REFERENCE	PAGE #	NOTES
417 - 3:a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by:	This appendix	—	0 incidents of non-compliance.
i. Incidents of non-compliance with regulations resulting in a fine or penalty			
ii. Incidents of non-compliance with regulations resulting in a warning			
iii. Incidents of non-compliance with voluntary codes			
417 - 3:b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.
GRI 418: CUSTOMER PRIVACY			
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our customers	14-15 32-33 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110
418 - 1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	This appendix	—	This year, there were no substantiated complaints in regards to breaches of customer privacy and losses of customer data.
Total number of substantiated complaints received concerning breaches of customer privacy categorised by:			
i. Complaints received from outside parties and substantiated by the organisation			0 complaints received.
ii. Complaints from regulatory bodies			0 complaints received.
418 - 1:b Total number of identified leaks, thefts or losses of customer data	This appendix	—	0 identified leaks.
418 - 1:c If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any substantiated complaints.
GRI 301: MATERIALS			
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our products	14-15 20-23 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110
No indicator	—	—	We do not collect recycled materials as a percentage according to topic indicator requirements. We collect data and information in accordance with the Higg Index and Textile Exchange reports.
GRI 305: EMISSIONS			
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	14-15 24-27 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110

TOPIC	REFERENCE	PAGE #	NOTES
305 - 1:a, b, c Direct (Scope 1) GHG emissions	Our footprint	24-27	Gross direct (Scope 1) GHG emissions for FY21 is 2.93 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O.
305 - 2:a, b, c Gross location-based energy indirect (Scope 2) GHG emissions	Our footprint	24-27	Gross direct (Scope 2) GHG emissions for FY21 is 5,395.24 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O. Our emissions figures are derived from Scope 2 purchased electricity usage at our global offices, warehouses, stores and manufacturing facility. We have also reported our on-site renewable solar regeneration locations in our certification.
305 - 3: a, b, c. Gross location-based energy indirect (Scope 3) GHG emissions	Our footprint	24-27	Gross direct mandatory (Scope 3) GHG emissions for FY21 is 2,508.33 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O. Our emissions figures are derived from Scope 3 emissions sources, supplier air and sea transportation, regional road transportation and waste across our global operations.
305 - 1,2,3:d Base year for the calculation	Our footprint	24-27	Kathmandu is in the process of submitting Science Based Targets. Our base year will be FY19 as this was the year prior to Covid 19 and is the most relevant to base future reduction plans from. Our FY19 base year is: Scope 1: 7.88 tCO ₂ e Scope 2: 6,846.59 tCO ₂ e Scope 3: 5,455.48 tCO ₂ e
305 - 1,2,3:e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Our footprint	24-27	Our emissions factors are in line with the Greenhouse Gas Protocol. Emissions factors are sourced from government GHG reporting guidance documents published in each jurisdiction that we operate in.
305 - 1,2,3:f Consolidation approach for emissions; whether equity share, financial control, or operational control	Our footprint	24-27	Operational control
305 - 1, 2, 3:g Standards, methodologies, assumptions and/or calculation tools used	Our footprint	24-27	Our FY17 to FY21 Scope 1,2 and mandatory Scope 3 emissions were audited by Toitu Envirocare. In FY20 Kathmandu transferred from Toitu's Carbonreduce programme to Carbonzero programme.
305 - 4 GHG emissions intensity	Our footprint	24-27	Scope 2 emissions are measured and tracked per store.
305 - 5:a, b, d Reduction of GHG emissions GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	Our footprint	24-27	Abosloute reduction in CO ₂ : Scope 2: 126.8 tonnes of CO ₂ as a result from solar systems at our AU distribution centre and Melbourne, Blackburn store.
305 - 5:c Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Our footprint	24-27	We do not report on Biogenic CO ₂ emissions
305 - 5:e Standards, methodologies, assumptions, and/or calculation tools used	Our footprint	24-27	—

TOPIC	REFERENCE	PAGE #	NOTES
GRI 306: WASTE			
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	14-15 24-27 Table 4 on pg 109
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110
306 - 1: Waste generation and significant waste-related impacts for the organisation	Our footprint	24-27	The majority of products are transported in some form of protective plastic, such as a polybag or online satchel. Such plastics, if not recycled properly, will end up in landfill. Furthermore, the materials utilised and the lifespan of the products created is another impact. i. The inputs, activities and outputs that lead or could lead to these impacts ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain
306 - 2:a Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain and to manage significant impacts from waste generated	—	—	Not reporting against
306 - 2:b If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	This appendix	—	Third-party providers of waste services are run under the legislation of the respective countries in which they operate and must meet those standards in the management of the waste collected.
306 - 2:c The processes used to collect and monitor waste-related data	This appendix	—	We collect monthly reports from our waste providers. These include a breakdown of what types of waste were collected and the quantities of each waste type collected. An annual wastage report is also produced for internal purposes.
306 - 3:a Total weight of waste generated in metric tons and a breakdown of this total by composition of the waste	Our footprint	24-27	Total waste for FY21 (estimated) - 560.85 tonnes.
306 - 3:b Contextual information necessary to understand the data and how the data has been compiled	This appendix	—	40% of our stores are in malls, and it is difficult to gather data from these sources.
306 - 4:a Total weight of waste diverted from disposal in metric tons and a breakdown of this total by composition of the waste	Our footprint	24-27	Total diversion (estimated): 401.18 tonnes.

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 408: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	14-15 28-31 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
308 - 1:	New suppliers that were screened using environmental criteria	This appendix	—	0% of new suppliers were screened using environmental criteria.
308 - 2:	Negative environmental impacts in the supply chain and actions taken	This appendix	—	We are currently working through the process of engaging our suppliers in recording their environmental impacts via the Higg Index FEM. As this process is in its infancy, no data is currently available in the form required for this disclosure, but we hope to be able to provide more data in future
GRI 401: EMPLOYMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	14-15 36-39 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
401 - 1:	New employee hires and employee turnover	Hiring and turnover table	Table 8 on pg 112	—
401 - 2:	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment table	Table 6 on pg 111	—
401 - 3:	Parental leave	Parental leave table	Table 9 on pg 112	—
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	14-15 36-39 Table 4 on pg 109 Table 11 on pg 113	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
403 - 1:	Occupational health and safety management system	Management approach table	Table 5 on pg 110	—
403 - 9:	Work-related injuries	Work-related injuries table	Table 13 on pg 114-115	—
403 - 10:	Work-related ill health	Work-related ill health table	Table 12 on pg 113-114	—

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 404: TRAINING AND EDUCATION				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	14-15 36-39 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
404 - 1:	Average hours of training per year per employee a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:	Our team	36-39	13.70 hours.
	i. Gender	Our team	36-39	Female: 13.4. Male: 15.3.
	ii. Employee category	—	—	Not reporting against.
404 - 2:	Programmes for upgrading employee skills and transition assistance programmes	Our team	36-39	—
404 - 2:a	Type and scope of programmes implemented and assistance provided to upgrade employee skills	Our team	36-39	—
404 - 2:b	Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	—	—	Not reporting against.
404 - 3:	Percentage of employees receiving regular performance and career development reviews	Performance review table	Table 14 on pg 115	—
404 - 3:a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	Performance review table	Table 14 on pg 115	This year we moved from a mid-year and end-of-year review process to an ongoing performance coaching and development model with monthly performance conversations.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	14-15 36-39 Table 4 on pg 109	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 110	—
405 - 1:	Diversity of governance bodies and employees	Our team Diversity table	36-39 Table 15 on pg 116	—

TABLE 3: OUR STAKEHOLDERS

STAKEHOLDER GROUP	ENGAGEMENT MECHANISM	FREQUENCY OF ENGAGEMENT	KEY ISSUES RAISED
Customers	<ul style="list-style-type: none"> – Social media – Customer insights – In our stores – Our website – Via our customer services team – Summit Club member communication 	Ongoing	<ul style="list-style-type: none"> – Animal welfare – Waste management – Community investment opportunities and sponsorship – Climate change – Human rights in our supply chain – Product care and repair – Plastic packaging – Microfibres
Staff	<ul style="list-style-type: none"> – Performance mechanisms – Questionnaire and surveys – Other engagement committees 	Ongoing	<ul style="list-style-type: none"> – Health and safety – Waste management – Training – Climate change – Sustainability leadership
Suppliers	<ul style="list-style-type: none"> – Meetings – Site visits 	Ongoing	<ul style="list-style-type: none"> – Fair and open procurement practices – Fair working conditions – Environmental impacts – Product quality and safety
Factories	<ul style="list-style-type: none"> – Meetings – Site visits – Audits 	Ongoing	<ul style="list-style-type: none"> – Fair working conditions – Climate change
Local communities	<ul style="list-style-type: none"> – In our stores and offices – Community events – Social media – Website 	Ongoing	<ul style="list-style-type: none"> – Our impact on communities – Social investment and sponsorship
Government and regulators	<ul style="list-style-type: none"> – Meetings – Reports – Site visits 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – Environmental impacts – Community impacts
Shareholders	<ul style="list-style-type: none"> – Our annual reports – Annual general meeting – ASX and NZX announcements – Website – Investor roadshows, briefing forums 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – All sustainability material issues – Sustainability leadership
Industry associations	<ul style="list-style-type: none"> – Meetings – Reports – Workshops 	Annually	<ul style="list-style-type: none"> – Environmental impacts – Community impacts – Product compliance – Human rights in our supply chain
Investment community	<ul style="list-style-type: none"> – ASX announcements – Website – Investor briefings and forums 	Quarterly and as required	<ul style="list-style-type: none"> – ESG performance
Civil society and community organisations	<ul style="list-style-type: none"> – Social media – Requests for information 	Ongoing	<ul style="list-style-type: none"> – Human rights in our supply chain – Environmental impacts – Fair working conditions – Product materials stewardship – Supplier management

TABLE 4: OUR IMPACTS: WHERE DO THEY OCCUR?

Material topics were selected based on their importance to stakeholders and significance of impacts. The selection of material topics followed the GRI Standards (101) Materiality Principle.

MATERIAL TOPIC IN ORDER OF PRIORITY	WHO IT APPLIES TO	WHERE IT APPLIES AND BOUNDARIES	LIMITATIONS
OUR SUPPLIERS			
Freedom of association and collective bargaining	Kathmandu factories and suppliers	Our supply chain	–
Child labour	Kathmandu factories and suppliers	Our supply chain	–
Forced or compulsory labour	Kathmandu factories and suppliers	Our supply chain	–
Supplier social assessments	Kathmandu factories and suppliers	Our supply chain	–
OUR PRODUCTS			
Materials	Suppliers, Kathmandu	Our operations	Our overall sustainable materials percentage use against conventional materials is too complex to calculate to meet topic requirements.
Products and services	Kathmandu, consumers	Our operations	Not tracking.
Customer health and safety	Kathmandu, consumers	Our operations	–
Product labelling	Kathmandu, consumers	Our operations	–
Water	Suppliers, Kathmandu	Our operations	Not tracking.
Marketing	Kathmandu, consumers	Our operations	–
Customer privacy	Kathmandu, consumers	Our operations	–
OUR FOOTPRINT			
Economic performance	Kathmandu, investors	Our operations	–
Energy	Kathmandu	Our operations and stores	–
Emissions	Kathmandu	Our operations and stores	–
Waste	Kathmandu, customers	Our operations and stores	–
Transport	Kathmandu, supply chain	Our operations	We report on sea and air freight port-to-port Scope 3 emissions.
OUR TEAM			
Employment	Kathmandu	Our operations	–
Occupational health and safety	Kathmandu	Our operations	–
Training	Kathmandu	Our operations	–
Diversity and equal opportunity	Kathmandu	Our operations	–
Compliance	Kathmandu, consumers	Our operations	–

TABLE 5: MANAGEMENT APPROACH

TOPIC	POLICIES AND MANAGEMENT	ACTIVITIES	EVALUATION	ACCOUNTABLE DEPARTMENT
Workers' rights: freedom of association and collective bargaining, child labour, forced or compulsory labour, human rights assessment, supplier social assessment	Supplier code of conduct.	We are members of the Fair Labor Association (FLA). Its 10 principles guide our Corporate Social Responsibility team's strategy working towards accreditation in 2018. The 10 principles and strategy corroborates GRI's workers' rights indicators, which we respond to.	We assess our programme against the 10 FLA principles to ensure our programme is comprehensive for accreditation. We recently evolved our CSR strategy based on the evaluation process.	Quality and CSR
Materials, water	Azo Dyes Policy, Down Feather Policy, Leather Policy, Uzbek Cotton Policy, Nano-Silver Technology Statement of Intent, Perfluorinated Chemicals Statement of Intent, Sheep Mulesing Statement of Intent, Man-Made Cellulosics Policy, Restricted Substances List.	Our materials priority list guides our materials sustainability strategy.	We participate in the Textile Exchange report rankings. We use the Higg Index as a key driver for better materials.	Product
Customer health and safety	We research and complete all compliance requirements before entering new products into the market.	Our quality department reviews products and labelling before entering the market. Market compliance research.	We review our research and completion processes to achieve continuous improvement.	Quality
Customer privacy	We have a stringent policy and process to protect the privacy of our Summit Club members and online account customers.	Our relevant customer services team are briefed on the details of the policy to ensure no breaches are made. Communication is highly prioritised with the customer following any incidents.	Reviews are completed on any incidents to achieve continuous improvement.	Customer Services
Waste	We issued a zero-waste to landfill by 2025 strategy in 2019. This strategy is core to the management approach.	We engage with all key stakeholders internally and externally in managing our operational waste.	We review our strategy goals and objectives twice a year to evaluate how we are managing waste.	Brand, Finance, Retail Operations
Carbon emissions	We have issued a carbon strategy that aligns with the carbonreduce certification. We offset our carbon footprint through the Toitu Envirocare carbonzero programme and with the support of ClimateCare. We are also using the Higg Index as a guideline for understanding our Scope 3 emissions.	We report annually to the Carbon Disclosure Project. We annually offset our business staff air travel at a local offsetting and conservation project in Australia. Using the Higg Index.	We evaluate main sources of energy usage across Scope 2 and 3 areas.	Brand, Finance, Retail Operations
Team development: new employee hires and turnover, benefits for full-time employees, parental leave, occupational health and safety, training and education, diversity, equal opportunity	As part of our People Plan strategy, we integrate these material topics as part of our continuous improvement management approach.	We engage with all key stakeholders internally and externally in managing our strategy.	We conduct interviews and surveys as a way to inform our strategy approach.	Human Resources

TABLE 6: EMPLOYMENT

BENEFITS THAT ARE STANDARD FOR FULL-TIME EMPLOYEES OF THE ORGANISATION BUT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	
Life insurance	New Zealand staff only, not offered to part-time store employees
Healthcare	New Zealand staff only, not offered to part-time store employees
Disability and invalidity	
Parental leave	
Retirement provision	
Stock ownership	Only wider leadership team and executive team.
Others	

TABLE 7: INFORMATION ON EMPLOYEES AND OTHER WORKERS

	AUSTRALIA	NEW ZEALAND	UK	TOTAL
BY EMPLOYMENT TYPE				
Full-time employees	328	313	0	641
Part-time employees	612	280	0	892
Casual	252	58	0	310
Total employees	1,192	651	0	1,843
BY CONTRACT TYPE				
Permanent	908	566	0	1,474
Fixed-term full-time	10	23	0	33
Fixed-term part-time	22	4	0	26
Casual	252	58	0	310
Total workforce	1,192	651	0	1,843
BY GENDER				
Male	482	219	0	701
Female	672	431	0	1,103
Prefer not to say	38	0	0	38
Another gender	0	1	0	1
BY AGE GROUP				
<30	700	307	0	1,007
30-50	394	282	0	676
50+	98	62	0	160
BY CATEGORY				
Executive	2	5	0	7
Senior management	18	34	0	52
Management	295	135	0	430
Non-management	877	477	0	1,354

TABLE 8: HIRING AND TURNOVER

		AUS	NZ	UK			AUS	NZ	UK
NEW HIRES					TURNOVER				
Permanent	Total	273	165	0	Permanent	Total	304	161	1
Indefinite	Total	149	63	0	Indefinite	Total	130	58	0
BY GENDER					BY GENDER				
Permanent	Male	95	66	0	Permanent	Male	136	73	0
Permanent	Female	151	99	0	Permanent	Female	167	88	1
Permanent	Prefer not to say	27	0	0	Permanent	Prefer not to say	1	0	0
Permanent	Another gender	0	0	0	Permanent	Another gender	0	0	0
Indefinite	Male	59	22	0	Indefinite	Male	49	25	0
Indefinite	Female	77	41	0	Indefinite	Female	80	33	0
Indefinite	Prefer not to say	13	0	0	Indefinite	Prefer not to say	1	0	0
Indefinite	Another gender	0	0	0	Indefinite	Another gender	0	0	0
BY AGE GROUP					BY AGE GROUP				
Permanent	<30	202	116	0	Permanent	<30	193	103	0
Permanent	30-50	64	45	0	Permanent	30-50	96	50	1
Permanent	50+	7	4	0	Permanent	50+	15	8	0
Indefinite	<30	126	41	0	Indefinite	<30	104	44	0
Indefinite	30-50	17	18	0	Indefinite	30-50	21	10	0
Indefinite	50+	6	4	0	Indefinite	50+	5	4	0

TABLE 9: PARENTAL LEAVE

		MALE	FEMALE
1	Report the number of employees by gender who were entitled to parental leave.	575	885
2	Report the number of employees by gender who took parental leave.	1	29
3	Report the number of employees who returned to work after parental leave ended, by gender.	1	17
4	Report the number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender.	2	8
5	Report the return to work rate of employees who returned to work after parental leave ended, by gender.	100%	59%
6	Report the retention rate of employees who returned to work after parental leave ended, by gender.	100%	57%

TABLE 10: COLLECTIVE BARGAINING AGREEMENTS

COLLECTIVE BARGAINING AGREEMENTS	
Percentage of total employees covered by collective bargaining agreements	0

TABLE 11: OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	
<p>A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. the system has been implemented because of legal requirements and, if so, a list of the requirements</p> <p>ii. the system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines</p>	<p>Health and safety management system has been implemented because of legal requirements:</p> <ul style="list-style-type: none"> • Model Work Health and Safety (WHS) Act • Model WHS Regulations • Model Codes of Practice • Occupational Health and Safety Act 2004 (Vic) • Occupational Health and Safety Regulations 2017 (Vic) • Health and Safety at Work Act (HSWA) 2015 <p>Kathmandu continues its transition to the International Safety Standard ISO 45001 over the next 18 months.</p>
<p>A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why any workers, activities or workplaces are not covered</p>	<p>Scope of workers includes support offices, distribution centres, stores, casual, part-time, full-time, fixed-term.</p> <p>Activities include logistics, administration, customer service and sales, stock management, manual handling, staff management and product management.</p>

TABLE 12: WORK-RELATED ILL HEALTH

ALL EMPLOYEES	
The number of fatalities as a result of work-related ill health	0
The number of cases of recordable work-related ill health	0
The main types of work-related ill health	N/A
ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION	
i. The number of fatalities as a result of work-related ill health	0
ii. The number of cases of recordable work-related ill health	0
iii. The main types of work-related ill health	N/A
WORK-RELATED HAZARDS	
The work-related hazards that pose a risk of ill health	Covid-19.
How these hazards have been determined	Risk assessments to explore hazard further and determine controls.
Which of these hazards have caused or contributed to cases of ill health during the reporting period	N/A

Actions taken or under way to eliminate these hazards and minimise risks using the hierarchy of controls	Elimination – working from home where possible, limit meetings/training in person. Engineering controls – cleaning/disinfecting. Administrative controls – social distancing including density quotients, hand hygiene, illness management policies to isolate unwell employees, rostering. PPE – masks, gloves.
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WHETHER AND, IF SO, WHY ANY WORKERS HAVE BEEN EXCLUDED FROM THIS DISCLOSURE INCLUDING THE TYPES OF WORKERS EXCLUDED

Workers that have been excluded from this disclosure	N/A
Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	N/A

TABLE 13: WORK-RELATED INJURIES

FOR ALL EMPLOYEES

The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	2
The number and rate of recordable work-related injuries	114
The main types of work-related injury	Bruising/swelling, cuts, sprains, strains.

FOR ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION

The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0
The number and rate of recordable work-related injuries	2
The main types of work-related injury	Cuts.
The number of hours worked	Unable to calculate hours for contractors.

THE WORK-RELATED HAZARDS THAT POSE A RISK OF HIGH-CONSEQUENCE INJURY

How these hazards have been determined	Manual handling – determined by incident reporting and risk assessments.
Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Manual handling.
Actions taken or under way to eliminate these hazards and minimise risks using the hierarchy of controls	Administrative controls – operational controls, retraining.

ANY ACTIONS TAKEN OR UNDERWAY TO ELIMINATE OTHER WORK-RELATED HAZARDS AND MINIMISE RISKS USING THE HIERARCHY OF CONTROLS

Any actions taken or under way to eliminate other work-related hazards and minimise risks using the hierarchy of controls	Substitution – replace broken equipment, administrative controls – operational changes, training.
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	N/A – no rates calculated.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	N/A
Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	N/A

TABLE 14: PERFORMANCE REVIEWS

	EXECUTIVE	SENIOR MANAGEMENT	MANAGEMENT*	NON-MANAGEMENT*	TOTAL*
Number of employees receiving performance reviews/appraisals	7	52	417	996	1,472
Male	4	28	160	378	570
Female	3	24	254	590	871
Prefer not to say	0	0	3	27	30
Another gender	0	0	0	1	1
Total number of employees	7	52	430	1,354	1,843
Percentage of employees receiving performance reviews/appraisals	100%	100%	97%	74%	80%

* Gender average based on total average data.

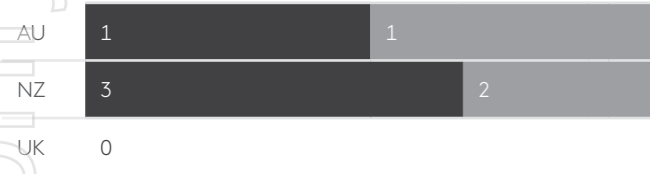


TABLE 15: DIVERSITY

GENDER DIVERSITY

● MALE ● FEMALE ● PREFER NOT TO SAY ● ANOTHER GENDER

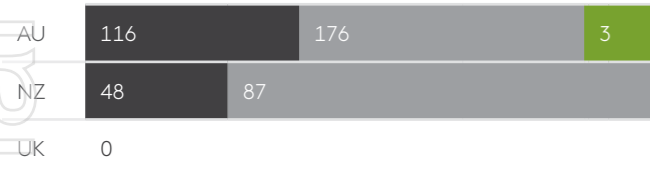
EXECUTIVE



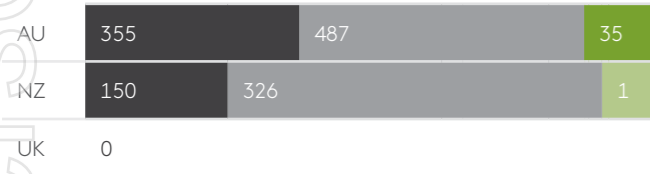
SENIOR MANAGEMENT



MANAGEMENT



NON-MANAGEMENT



AGE DIVERSITY

● <30 ● 30-50 ● 50+

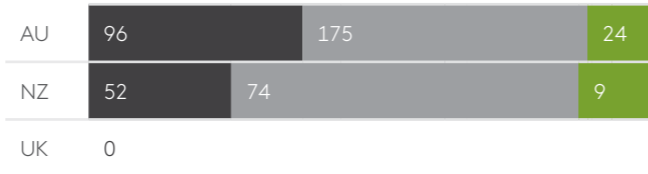
EXECUTIVE



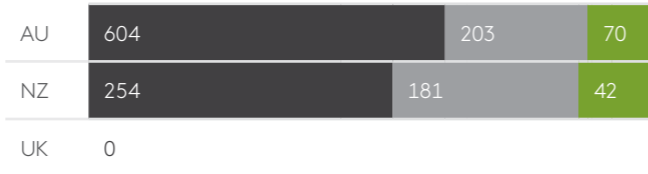
SENIOR MANAGEMENT



MANAGEMENT



NON-MANAGEMENT



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TABLE 1: GRI GENERAL STANDARD DISCLOSURES

ORGANISATIONAL PROFILE				
102 - 1	Name of the organisation	Cover page	1	Oboz Footwear LLC. For all Kathmandu Holdings subsidiaries, please see page 65 in our Annual Report 2021.
102 - 2	Activities, brands, products and services	Introduction	—	Oboz is a leading North American brand of handmade outdoor footwear. We sell our own branded footwear through our direct-to-consumer website and wholesale network.
102 - 3	Location of headquarters	Our world	46 -47	201 South Wallace Suite A-1 Bozeman, Montana, United States of America.
102 - 4	Location of operations	Our world	46-47	—
102 - 5	Ownership and legal form	This appendix	—	Oboz is owned by Kathmandu ® Holdings Limited, a publicly listed company in Australia and New Zealand. For more information, please see from page 78 in our Annual Report 2021.
102 - 6	Markets served	Our world, this appendix	46-47	Oboz sells products through our direct-to-consumer website and our wholesale network in the United States, New Zealand, Australia, United Kingdom, Canada and Japan.
102 - 7	Scale of the organisation	Our world, Our team, Annual Report 2021	46-47 60-61	For full financial disclosures, please see page 23 in our Annual Report 2021.
102 - 8	Information on employees and other workers	Our team, this appendix	60-61 Table 7 on pg 135	—
102 - 9	Supply chain	Our world, Our products, Our suppliers	46-47 50-51 54-55	—
102 - 10	Significant changes to the organisation and its supply chain	Our world, Our products, Our suppliers	46-47 50-51 54-55	—
102 - 11	Precautionary principle approach	Our Footprint, Our Suppliers, Customer health and safety	52-53 54-55 125	We use a precautionary approach across each department of the business to ensure we do not harm the environment or people.
102 - 12	External initiatives	Our partners	48-49	We collaborate with specialist organisations to support our sustainability strategy and outputs. Collaboration is absolutely core to our development as a business.
102 - 13	Membership of associations	Our partners	48-49	Collaboration will drive our future three-year sustainability strategy. Our current memberships allow us to understand the complexities of some of our impacts.
STRATEGY				
102 - 14	Statement from senior decision makers	Chairman and CEO report	3	—
102 - 15	Key impacts, risks and opportunities	Materiality assessment	8-9	Our group ESG materiality assessment identified three priority focus areas: - Our people, our communities - Science-based climate action - Circular business models
ETHICS AND INTEGRITY				
102 - 16	Values, principles, standards and norms of behaviour	Our team	60-61	See our Code of Conduct .
102 - 17	Mechanisms for advice and concerns about ethics	Our team	60-61	See our Code of Conduct .

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GOVERNANCE				
102 - 18	Governance structure	Annual Report 2021	Annual Report 2021	The Board guides the overall governance of our organisation. Please see from page 78 in our Annual Report 2021 for more information on our governance structure.
STAKEHOLDER ENGAGEMENT				
102 - 40	List of stakeholder groups	Our journey, Our stakeholders table	44 Table 3 on pg 132	—
102 - 41	Collective bargaining agreements	This appendix	Table 10 on pg 136	—
102 - 42	Identifying and selecting stakeholders	Our journey, Our stakeholders table	44 Table 3 on pg 132	—
102 - 43	Approach to stakeholder engagement	Our journey, Our stakeholders table	44 Table 3 on pg 132	—
102 - 44	Key topics and concerns raised	Our journey, Our stakeholders table	44 Table 3 on pg 132	—
REPORTING PRACTICE				
102 - 45	Entities included in the consolidated financial statements	Annual Report 2021	Annual Report 2021	Oboz Footwear LLC. For all Kathmandu Holdings subsidiaries, please see page 65 in our Annual Report 2021.
102 - 46	Defining report content and topic boundaries	Our journey, Our stakeholders table, Our impacts table	44 Tables 3 & 4 on pg 132-133	—
102 - 47	List of material topics	Our journey, Our stakeholders table, Our impacts table	44 Tables 3 & 4 on pg 132-133	—
102 - 48	Restatements of information	This appendix	—	No restatement this year.
102 - 49	Changes in reporting	This appendix	—	This is our second year using the new GRI standards reporting framework.
102 - 50	Reporting period	This appendix	—	1 August 2020 to 31 July 2021.
102 - 51	Date of most recent report	This appendix	—	Kathmandu Holdings Sustainability Report 2021 01/08/2020-31/07/2021.
102 - 52	Reporting cycle	This appendix	—	Annual (01/08/2020-31/07/2021).
102 - 53	Contact point for questions regarding the report	This appendix	—	Amy Beck Abeck@obozfootwear.com
102 - 54	Claims of reporting in accordance with the GRI standards	This appendix	—	This report has been prepared in accordance with the GRI standards core option.
102 - 55	GRI content index	This appendix	—	—
102 - 56	External assurance	This appendix	—	Oboz has adopted numerous certifications, partnerships and programmes that verify our various sustainability initiatives. This report has not been externally assured.

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TABLE 2: GRI TOPICS

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
407 -1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	Our suppliers	54-55	<p>100% of our Tier 1 suppliers are in Vietnam. Two of our three factories have trade unions and collective bargaining in place. However, due to cultural influences and the style of government, the true extent to which workers can exercise democratic freedom and change is sometimes unclear and remains a risk. To address this, our auditing partner and CSR approach includes new checkpoints under forced labour and migrant workers, including:</p> <ul style="list-style-type: none"> — Employees have the right to terminate their employment freely without being penalised financially or the threat of physical or mental coercion or facing unlawful notice periods. For foreign migrant workers, if required by law, the facility pays for all travel costs for returning to their home countries if workers follow legal notice periods. — All costs and fees associated with the recruitment and processing of workers either directly or through third-party agents/labour agencies are paid by the employer and not charged back from workers. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker within 90 days after joining the facility or of discovery. — All overtime shall be voluntary. The facility ensures that all employees have the right to refuse to work overtime hours without retaliation. Grievance records do not show any allegation that overtime is not voluntary. — There are no unreasonable restrictions on the movement of workers and their access to basic liberties in the workplace and if applicable in employer-controlled dormitory/housing.

GRI 408: CHILD LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
408 - 1:a	Operations and suppliers at significant risk for incidents of: i. Child labour ii. Young workers exposed to hazardous work	Our suppliers	54-55	<p>Child labour is common in the international equipment industry, especially in Tiers 2, 3 and 4 (raw materials). It is less common in Tier 1 of the footwear industry due to the specialised skills, technology and materials involved, as well as the geographical location of suppliers. Our Tier 1 suppliers are therefore a very low risk. We have partial visibility into Tier 2 of our supply chain and very limited visibility into Tiers 3 and 4.</p>
408 - 1:b	Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier	Our suppliers	54-55	<p>Our manufacturing operations and technical suppliers are at very low risk. The raw materials level and material mills have a higher risk level.</p>

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408 - 1:c	Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour ii. Countries or geographic areas with operations and suppliers considered at risk	Our suppliers	54-55	<p>Vietnam. We have a mandatory child labour and forced labour policy and reporting process that is company wide.</p>
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GRI 409: FORCED OR COMPULSORY LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
409 - 1:a	Operations and suppliers considered to have significant risk for incidents of: i. Type of operation (such as manufacturing plant) and supplier ii. Countries or geographic areas with operations and suppliers considered at risk	Our suppliers	54-55	<p>Various forms of forced labour are still present in the global footwear industry, including Vietnam where our suppliers are all located. Migrant workers in Vietnam are especially vulnerable to forced labour.</p> <p>Vietnam is high risk for forced labour, and this is the area from where we source our product.</p>
409 - 1:b	Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour	Our suppliers	54-55	<p>Oboz has created and implemented a mandatory child labour and forced labour policy company wide. All our Tier 1 suppliers in Vietnam are audited biennially against our code of conduct. We have a healthy and positive relationship with our suppliers who to date are all responsive to our standards and requests in addressing these risks. Oboz has worked in partnership with Elevate, a CSR professional services company specialising in sustainability and supply chain analytics. This gives us the ability to access worker voice through social media platforms, effective grievance mechanisms and anonymous worker surveys.</p>

GRI 412: HUMAN RIGHTS ASSESSMENT

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
412 - 1:a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments by country	Our suppliers	54-55	<p>100% of our operations are now subject to human rights impact assessments in Vietnam as a result of the software analytics used by our partner Elevate. Human rights risks and trends are now immediately available to us as a company.</p>
412 - 2:a	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Our suppliers	54-55	<p>70 hours.</p>

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TOPIC	REFERENCE	PAGE #	NOTES	
412 - 2:b	Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Our suppliers	54-55	Percentage of employees trained at headquarters is approximately 100%.
412 - 3:a	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our suppliers	54-55	Every one of our three suppliers has to enter into an agreement with Obóz, which includes signing and agreeing to abide by and be assessed against our code of conduct.
412 - 3:b	The definition used for 'significant investment' agreements.	Our suppliers	54-55	A 'significant investment' includes any and every supplier because, no matter how much we spend with a supplier, our commitment to our stakeholders and shareholders is to invest our resources into our supply chain to ensure that human rights are protected.
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
414 - 1:	Percentage of new suppliers that were screened using social criteria	Our suppliers	54-55	100%. Our three factories were audited at the end of FY19, and corrective action plans were issued to each of them to be worked through in FY21-FY22. They are scheduled to be audited again in 2021 as part of our biennial auditing strategy.
414 - 2:a	Number of suppliers assessed for social impacts	Our suppliers	54-55	Three in FY19: Dieu Duc Viet Nam Co., Ltd Audited 30.05.2019 23 corrective action plans were issued General Shoes Vietnam Audited 10.06.2019 15 corrective action plans were issued Pouyuen Vietnam Company Audited 20.06.2019 5 corrective action plans were issued.
414 - 2:b	Number of suppliers identified as having significant actual and potential negative social impacts	Our suppliers	54-55	0 suppliers were identified as having negative social impacts.
414 - 2:c	Significant actual and potential negative social impacts identified in the supply chain	Our suppliers	54-55	0 significant actual or potential social impacts identified.
414 - 2:d	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	Our suppliers	54-55	100%. Improvements to all corrective action plans have been resolved as a result of these assessments.

TOPIC	REFERENCE	PAGE #	NOTES	
414 - 2:e	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment and why	Our suppliers	54-55	0%. No supplier relations were terminated.
GRI 416: CUSTOMER HEALTH AND SAFETY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our customers	44 57 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
416 - 2:	Incidents of non-compliance concerning the health and safety impacts of products and services	Our customers	57	Obóz takes customer health and safety seriously. Any health and safety-related incidents are treated as high priority and investigated accordingly with the appropriate corrective action to prevent reoccurrence. We have not identified any non-compliance with regulations and/or voluntary codes.
416 - 2: a.	i. Incidents of non-compliance with regulations resulting in a fine or penalty	This appendix	—	0 incidents.
	ii. Incidents of non-compliance with regulations resulting in a warning			0 incidents.
	iii. Incidents of non-compliance with voluntary codes			0 incidents.
416 - 2:b	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	We have not identified any potential customer safety issues in FY21.
GRI 417: MARKETING AND LABELLING				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey Our footprint	44 52-53 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—

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TOPIC	REFERENCE	PAGE #	NOTES	
417 - 1:a	Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling: i. The sourcing of components of the product or service ii. Content, particularly with regard to substances that might produce an environmental or social impact iii. Safe use of the product or service iv. Disposal of the product and environmental or social impacts v. Other (explain)	This appendix	—	Labelling requirements in line with country-specific regulations, such as US Federal Trade Commission and EU Directive 94/11/EC.
417 - 1:b	Percentage of significant product or service categories covered by and assessed for compliance with such procedures	This appendix	—	100% of our products follow a compliance and quality process where internal standards are followed to ensure compliance in the countries we sell in. Product team checks that all on-product marketing meets our standards.
417 - 2:a	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling by: i. Incidents of non-compliance with regulations resulting in a fine or penalty ii. Incidents of non-compliance with regulations resulting in a warning iii. Incidents of non-compliance with voluntary codes	This appendix	—	0 number of incidents of non-compliance with regulations and/or voluntary codes.
417 - 2:b	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.

TOPIC	REFERENCE	PAGE #	NOTES	
417 - 3:a	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by: i. Incidents of non-compliance with regulations resulting in a fine or penalty ii. Incidents of non-compliance with regulations resulting in a warning iii. Incidents of non-compliance with voluntary codes	This appendix	—	0 incidents of non-compliance.
417 - 3:b	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.
GRI 418: CUSTOMER PRIVACY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our customers	44 55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	
418 - 1:a	Substantiated complaints concerning breaches of customer privacy and losses of customer data. Total number of substantiated complaints received concerning breaches of customer privacy categorised by: i. Complaints received from outside parties and substantiated by the organisation ii. Complaints from regulatory bodies	This appendix	—	This year, there were no substantiated complaints in regards to breaches of customer privacy and losses of customer data. 0 complaints received. 0 complaints received.
418 - 1:b	Total number of identified leaks, thefts or losses of customer data	This appendix	—	0 identified leaks.
418 - 1:c	If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any substantiated complaints.

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 301: MATERIALS				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey Our products	44 50-51 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
No indicator	—	—	We do not collect recycled materials as a percentage according to topic indicator requirements. We collect data and information in accordance with the Higg Index and Textile Exchange reports.	
GRI 305: EMISSIONS				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	44 52-53 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
305 - 1: a,b,c	Direct (Scope 1) GHG emissions	Our footprint	52-53	Gross direct (Scope 1) GHG emissions for FY21 is 19.73 metric tons. These include CO ₂ , CH ₄ , N ₂ O.
305 - 2: a,b,c	Gross location-based energy indirect (Scope 2) GHG emissions	Our footprint	52-53	Gross direct (Scope 2) GHG emissions for FY21 is 10.56 metric tons. These include CO ₂ , CH ₄ , N ₂ O. Our emissions figures are derived from Scope 2 purchased electricity usage across our stores, distribution centres and support offices.
305 - 3: a,b,c	Gross location-based energy indirect (Scope 3) GHG emissions	Our footprint	52-53	Gross mandatory direct (Scope 3) GHG emissions for FY21 is 3,813.94 metric tons. These include CO ₂ , CH ₄ , N ₂ O.
305 - 1,2,3:d	Base year for the calculation	Our footprint	52-53	Obóz is in the process of submitting science-based targets. Our base year will be FY19 as this was the year prior to Covid-19 and is the most relevant to base future reduction plans from. Our estimated FY19 base year, based on FY21 emissions using an economic intensity for FY19. Scope 1: 11.73 tCO ₂ e. Scope 2: 6.28 tCO ₂ e.
305 - 1,2,3:e	Source of the emissions factors and the global warming potential (GWP) rates used or a reference to the GWP source	Our footprint	52-53	Our emissions factors are in line with the Greenhouse Gas Protocol. Emissions factors are sourced from government GHG reporting guidance documents published in each jurisdiction that we operate in.
305 - 1,2,3:f	Consolidation approach for emissions, whether equity share, financial control or operational control	Our footprint	52-53	Operational control.
305 - 1,2,3:g	Standards, methodologies, assumptions and/or calculation tools used	Our footprint	52-53	Our FY21 Scope 1, 2 and mandatory Scope 3 emissions were audited by Toitu Envirocare and certified under the carbonzero programme.
305 - 4:	GHG emissions intensity	Our footprint	52-53	Scope 2 emissions are measured and tracked for our corporate headquarters and remote employees.

TOPIC	REFERENCE	PAGE #	NOTES	
305 - 5:a,b,d	Reduction of GHG emissions GHG emissions reduced as a direct result of reduction initiatives in metric tons of CO ₂ equivalent.	Our footprint	52-53	Not reporting against.
305 - 5:c	Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Our footprint	52-53	We do not report on biogenic CO ₂ emissions.
305 - 5:e	Standards, methodologies, assumptions and/or calculation tools used	Our footprint	52-53	—
GRI 306: WASTE				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	44 52-53 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
306 - 1:	Waste generation and significant waste-related impacts for the organisation i. The inputs, activities and outputs that lead or could lead to these impacts ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain	Our footprint	—	Not reporting against.
306 - 2:a	Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain and to manage significant impacts from waste generated	Our footprint	—	Not reporting against.
306 - 2:b	If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	Our footprint	—	Not reporting against.
306 - 2:c	The processes used to collect and monitor waste-related data	Our footprint	—	Not reporting against.

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TOPIC	REFERENCE	PAGE #	NOTES	
306 - 3:a	Total weight of waste generated in metric tons and a breakdown of this total by composition of the waste	Our footprint	52-53	FY21 waste for head office and working from home (both estimates). Working from home - 14,985kg, head office - 3,885kg.
306 - 3:b	Contextual information necessary to understand the data and how the data has been compiled	Our footprint	52-53	—
306 - 4:	Total weight of waste diverted from disposal in metric tons and a breakdown of this total by composition of the waste	—	—	Not reporting against.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	44 54-55 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
308 - 1:	New suppliers that were screened using environmental criteria	This appendix	—	0% of new suppliers were screened using environmental criteria.
	a. Percentage of new suppliers that were screened using environmental criteria			
308 - 2:	Negative environmental impacts in the supply chain and actions taken	This appendix	—	We are currently working through the process of engaging our suppliers in recording their environmental impacts via the Higg Index FEM. As this process is in its infancy, no data is currently available in the form required for this disclosure, but we hope to be able to provide more data in future reports.

GRI 401: EMPLOYMENT

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	44 60- 61 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
401 - 1:	New employee hires and employee turnover	Hiring and turnover table	Table 8 on pg 136	—
401 - 2:	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment table	Table 6 on pg 135	—
401 - 3:	Parental leave	Parental leave table	Table 9 on pg 136	—

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	44 60- 61 Table 4 on pg 133 Table 11 on pg 137	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—

TOPIC	REFERENCE	PAGE #	NOTES	
403 - 1:	Occupational health and safety management system	Occupational health and safety table	Table 11 on page 137	—
403 - 9:	Work-related injuries	Work related injuries table	Table 13 on pg 138	—
403 - 10:	Work-related ill health	Work related ill health table	Table 12 on pg 137	—

GRI 404: TRAINING AND EDUCATION

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	44 60- 61 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
404 - 1:	Average hours of training per year per employee			
	a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:	This appendix	—	7.5 hours.
	i. Gender	This appendix	—	Not reporting against
	ii. Employee category	—	—	Executive: 38 hours. Senior Leadership: 11.6 hours. Team member: 5.75 hours.
404 - 2:	Programmes for upgrading employee skills and transition assistance programmes	Our team	60-61	—
404 - 2:a	Type and scope of programmes implemented and assistance provided to upgrade employee skills	This appendix	—	3-part workshops series over Zoom on Oboz Truths, Communication and Leadership
404 - 2:b	Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	—	—	Not reporting against
404 - 3:	Percentage of employees receiving regular performance and career development reviews	Performance reviews table	Table 14 on pg 139	—
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	Performance review table	Table 14 on pg 139	A performance management process was introduced to the Oboz team to align with Kathmandu processes and all employees received mid-year and/or more frequent coaching and development reviews.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our team	44 60- 61 Table 4 on pg 133	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 134	—
405 - 1:	Diversity of governance bodies and employees	Our team, Diversity table	60-61 Table 15 on pg 139	—

TABLE 3: OUR STAKEHOLDERS

STAKEHOLDER GROUP	ENGAGEMENT MECHANISM	FREQUENCY OF ENGAGEMENT	KEY ISSUES RAISED
Customers	<ul style="list-style-type: none"> – Social media – Customer insights – Our website – Via our customer services team – Retailer insights 	Ongoing	<ul style="list-style-type: none"> – Animal welfare – Waste management – Community investment opportunities and sponsorship – Human rights in our supply chain – Product care and repair – Diversity and inclusion
Staff	<ul style="list-style-type: none"> – Performance mechanisms – Questionnaire and surveys – Weekly company meetings – Other engagement committees 	Ongoing	<ul style="list-style-type: none"> – Health and safety – Diversity and inclusion – Training – Climate change – Sustainability leadership
Suppliers	<ul style="list-style-type: none"> – Meetings – Site visits 	Ongoing	<ul style="list-style-type: none"> – Fair and open procurement practices – Fair working conditions – Environmental impacts – Product quality and safety
Factories	<ul style="list-style-type: none"> – Meetings – Site visits – Audits 	Ongoing	<ul style="list-style-type: none"> – Fair working conditions – Climate change
Local communities	<ul style="list-style-type: none"> – In our stores and offices – Community events – Social media – Website 	Ongoing	<ul style="list-style-type: none"> – Our impact on communities – Social investment and sponsorship – Commitment to sustainability and climate
Government and regulators	<ul style="list-style-type: none"> – Meetings – Reports – Site visits 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – Environmental impacts – Community impacts
Shareholders	<ul style="list-style-type: none"> – Our annual reports – Annual general meeting – ASX and NZX announcements – Website – Investor roadshows, briefings forums 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – All sustainability material issues
Industry associations	<ul style="list-style-type: none"> – Meetings – Reports – Workshops 	Annually	<ul style="list-style-type: none"> – Environmental impacts – Community impacts – Human rights in our supply chain – Product compliance
Investment community	<ul style="list-style-type: none"> – ASX announcements – Website – Investor briefings and forums 	Quarterly and as required	<ul style="list-style-type: none"> – ESG performance
Civil society and community organisations	<ul style="list-style-type: none"> – Social media – Requests for information 	Ongoing	<ul style="list-style-type: none"> – Human rights in our supply chain – Environmental impacts – Fair working conditions – Product materials stewardship – Supplier management

TABLE 4: OUR IMPACTS: WHERE DO THEY OCCUR?

Material topics were selected based on their importance to stakeholders and significance of impacts. The selection of material topics followed the GRI standards (101) materiality principle.

MATERIAL TOPIC IN ORDER OF PRIORITY	WHO IT APPLIES TO	WHERE IT APPLIES AND BOUNDARIES	LIMITATIONS
OUR SUPPLIERS			
Freedom of association and collective bargaining	Oboz factories	Our supply chain	–
Child labour	Oboz factories	Our supply chain	–
Forced or compulsory labour	Oboz factories	Our supply chain	–
Supplier social assessments	Oboz factories	Our supply chain	–
OUR PRODUCTS			
Materials	Suppliers, Oboz	Our operations	–
Products and services	Oboz, consumers	Our operations	Not tracking.
Customer health and safety	Oboz, consumers	Our operations	Not tracking.
Product labelling	Oboz, consumers	Our operations	–
Water	Suppliers, Oboz	Our operations	Not tracking.
Marketing	Oboz, consumers	Our operations	–
Customer privacy	Oboz, consumers	Our operations	–
OUR FOOTPRINT			
Economic performance	Oboz, investors	Our operations	–
Energy	Oboz	Our operations and stores	–
Emissions	Oboz	Our operations and stores	–
Waste	Oboz, consumers	Our operations and stores	–
Transport	Oboz, supply chain	Our operations	We report on road, sea and air freight from factory-to-distribution center in Fontana, California for Scope 3 emissions.
OUR TEAM			
Employment	Oboz	Our operations	–
Occupational health and safety	Oboz	Our operations	–
Training	Oboz	Our operations	–
Diversity and equal opportunity	Oboz	Our operations	–
Compliance	Oboz, consumers	Our operations	–

TABLE 5: MANAGEMENT APPROACH

TOPIC	POLICIES AND MANAGEMENT	ACTIVITIES	EVALUATION	ACCOUNTABLE DEPARTMENT
Workers' rights: freedom of association and collective bargaining, child labour, forced or compulsory labour, human rights assessment, supplier social assessment	Supplier code of conduct	We are members of the Fair Labor Association (FLA) as part of Kathmandu. FLA's 10 principles guide our Corporate Social Responsibility team's strategy working towards accreditation. The 10 principles and strategy corroborates GRI's workers' rights indicators, which we respond to.	We assess our programme against the 10 FLA principles to ensure our programme is comprehensive for accreditation. We recently evolved our CSR strategy based on the evaluation process.	Operations and Product
Materials, water	Azo Dyes Policy, Down Feather Policy, Leather Policy, Uzbek Cotton Policy, Nano-Silver Technology Statement of Intent, Perfluorinated Chemicals Statement of Intent, Sheep Mulesing Statement of Intent, Man-Made Cellulosics Policy, Restricted Substances List.	Our materials priority list guides our materials sustainability strategy.	We participate in the Textile Exchange report rankings. We use the Higg Index as a key driver for better materials.	Product
Customer privacy	We have a stringent policy and process to protect the privacy of our online account customers.	Our relevant customer services team are briefed on the details of the policy to ensure no breaches are made. Communication is highly prioritised with the customer following any incidents.	Reviews are completed on any incidents to achieve continuous improvement.	Customer Services
Carbon emissions	We have issued a carbon strategy that aligns with the carbonreduce certification. We are also using the Higg Index as a guideline for understanding our Scope 3 emissions.	We report annually to the Carbon Disclosure Project, as well as annually offsetting Scope 1 and Scope 2 emissions. We actively support conservation work in the USA and tree planting efforts across nine countries in Africa.	We evaluate main sources of energy usage across Scope 2 and 3 areas.	Finance and Operations
Team development: new employee hires and turnover, benefits for full-time employees, parental leave, occupational health and safety, training and education, diversity, equal opportunity	As part of our People Plan strategy, we integrate these material topics as part of our continuous improvement management approach.	We engage with all key stakeholders internally and externally in managing our strategy.	We conduct interviews and surveys as a way to inform our strategy approach.	Leadership Team

TABLE 6: EMPLOYMENT

BENEFITS THAT ARE STANDARD FOR FULLTIME EMPLOYEES OF THE ORGANISATION BUT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	
Life insurance	USD \$10,000 per employee.
Healthcare	Company covers 100% for premiums for medical, dental and vision, employees only. 50% for dependents.
Disability and invalidity coverage	N/A
Parental leave	Company follows the Family Medical Leave Act (FMLA)
Retirement provision	Company-sponsored 401(k) plan offered after six months of continuous service. Employee is eligible for 4% company match upon meeting certain requirements.
Stock ownership	Wider leadership team members participate in KMD Group LTI (long term incentive) programme.
Others	Up to 160 hours of paid time off.

TABLE 7: INFORMATION ON EMPLOYEES AND OTHER WORKERS

	TOTAL
BY EMPLOYMENT TYPE	
Full-time employees	32
Part-time employees	3
Casual	0
Total employees	35
BY CONTRACT TYPE	
Permanent	35
Fixed-term full-time	0
Fixed-term part-time	0
Casual	0
Total workforce	35
BY GENDER	
Male	15
Female	20
BY AGE GROUP	
<30	8
30-50	20
50+	7
BY CATEGORY	
Executive	1
Senior management	5
Management	0
Non-management	29

TABLE 8: HIRING AND TURNOVER

NEW HIRES			TURNOVER		
Permanent	Total	12	Permanent	Total	4
Indefinite	Total	0	Indefinite	Total	0
BY GENDER			BY GENDER		
Permanent	Male	3	Permanent	Male	3
Permanent	Female	9	Permanent	Female	1
Indefinite	Male	0	Indefinite	Male	0
Indefinite	Female	0	Indefinite	Female	0
BY AGE GROUP			BY AGE GROUP		
Permanent	<30	4	Permanent	<30	0
Permanent	30–50	6	Permanent	30–50	3
Permanent	50+	2	Permanent	50+	1
Indefinite	<30	0	Indefinite	<30	0
Indefinite	30–50	0	Indefinite	30–50	0
Indefinite	50+	0	Indefinite	50+	0

TABLE 9: PARENTAL LEAVE

	MALE	FEMALE
1 Report the number of employees by gender who were entitled to parental leave.	14	14
2 Report the number of employees by gender who took parental leave.	0	0
3 Report the number of employees who returned to work after parental leave ended, by gender.	0	0
4 Report the number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender.	0	0
5 Report the return to work rate of employees who returned to work after parental leave ended, by gender.	0	0
6 Report the retention rate of employees who returned to work after parental leave ended, by gender.	0	0

TABLE 10: COLLECTIVE BARGAINING AGREEMENT

COLLECTIVE BARGAINING AGREEMENTS	
Percentage of total employees covered by collective bargaining agreements	0

TABLE 11: OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	
A statement of whether an occupational health and safety management system has been implemented, including whether:	Health and safety management system has been implemented based on legal requirements of the Occupational Safety and Health Act (United States).
i. The system has been implemented because of legal requirements and, if so, a list of the requirements	
ii. The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines	
A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	Scope of workers includes support offices, part-time, full-time, and fixed-term. Activities include logistics, administration, customer service and sales, staff management and product design & development.

TABLE 12: WORK-RELATED ILL HEALTH

ALL EMPLOYEES	
Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	0
Main types of work-related ill health	N/A
ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION	
Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	0
Main types of work-related ill health	N/A
WORK RELATED HAZARDS	
The work-related hazards that pose a risk of ill health	Covid-19
How these hazards have been determined	Risk Assessments to explore hazard further and determine controls.
Which of these hazards have caused or contributed to cases of ill health during the reporting period	N/A
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Actions taken: 1) working from home where possible, limit meetings/training in person; 2) engineering controls – cleaning/disinfecting; 3) administrative controls, social distancing including density quotients, hand hygiene, illness management policies to isolate unwell employees, rostering; and 4) PPE – masks, gloves.
WHETHER AND, IF SO, WHY ANY WORKERS HAVE BEEN EXCLUDED FROM THIS DISCLOSURE INCLUDING THE TYPES OF WORKERS EXCLUDED	
Workers that have been excluded from this disclosure	N/A
Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	N/A

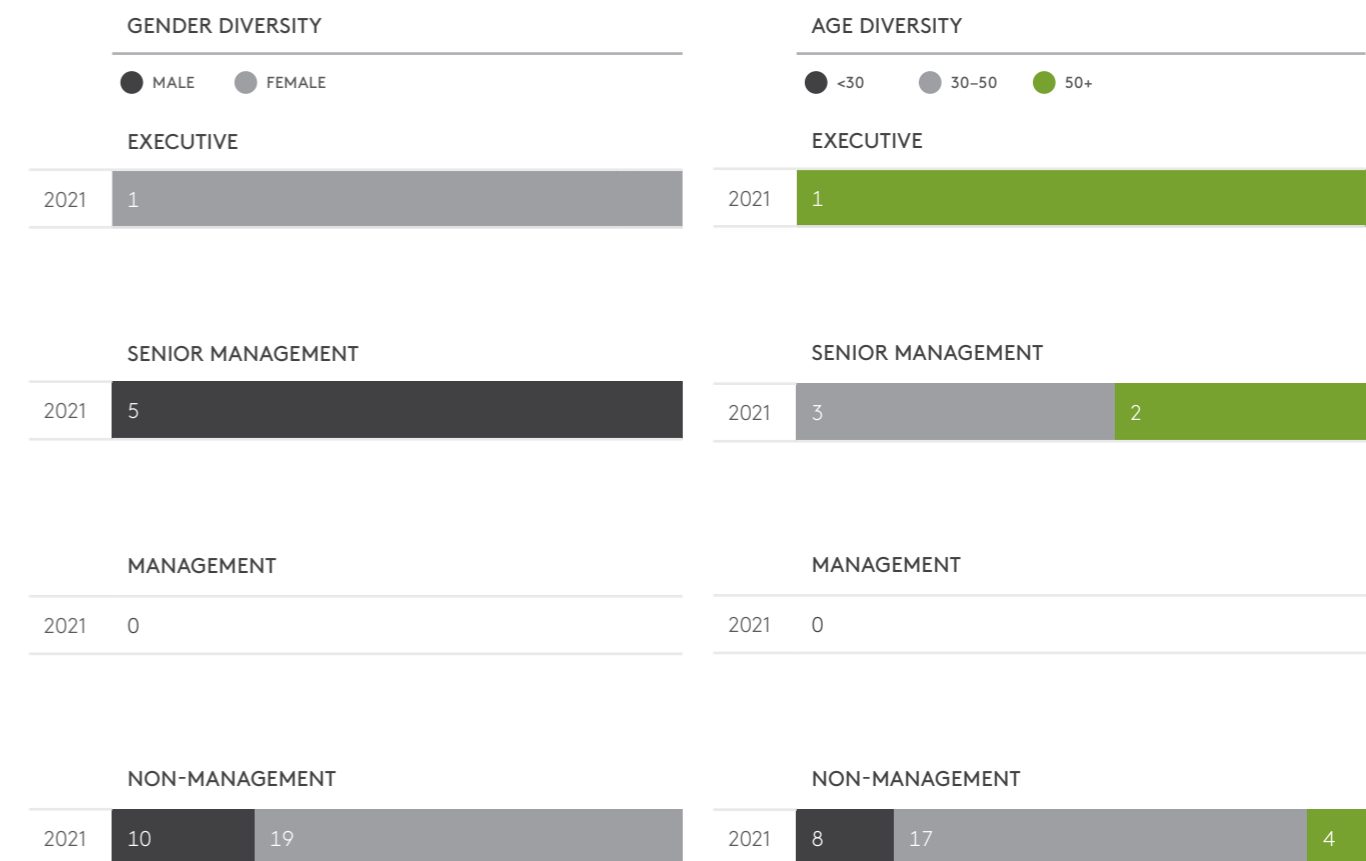
TABLE 13: WORK-RELATED INJURIES

FOR ALL EMPLOYEES	
The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0
The number and rate of recordable work-related injuries	0
The main types of work-related injury	N/A
FOR ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION	
The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0
The number and rate of recordable work-related injuries	0
The main types of work-related injury	N/A
THE WORK-RELATED HAZARDS THAT POSE A RISK OF HIGH-CONSEQUENCE INJURY	
How these hazards have been determined	Near miss and incident reporting, risk assessments
Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	N/A
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	—
ACTIONS TAKEN OR UNDER WAY TO ELIMINATE THESE HAZARDS AND MINIMISE THE RISKS USING THE HEIRARCHY OF CONTROLS	
Any actions taken or under way to eliminate other work-related hazards and minimise risks using the hierarchy of controls.	N/A
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	No rates calculated.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	—
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	—

TABLE 14: PERFORMANCE REVIEWS

	EXECUTIVE	SENIOR MANAGEMENT	MANAGEMENT	NON-MANAGEMENT	TOTAL
Number of employees receiving performance reviews/appraisals	1	5	N/A	29	35
Male	N/A	5	N/A	10	15
Female	1	N/A	N/A	19	20
Total number of employees	1	5	N/A	29	35
Percentage of employees receiving performance reviews/appraisals	100%	100%	100%	100%	100%

TABLE 15: DIVERSITY



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TOPIC	REFERENCE	PAGE #	NOTES	
ORGANISATIONAL PROFILE				
102 - 1	Name of the organisation	Cover page	1	Rip Curl Group Pty Ltd. For all Kathmandu Holdings subsidiaries, please see page 65 in our Annual Report 2021.
102 - 2	Activities, brands, products and services	Introduction	—	Rip Curl is a surfwear brand. We sell our branded gear through our online, retail and wholesale network.
102 - 3	Location of headquarters	Our world	66-67	101 Surfcoast Highway, Torquay VIC 3228, Australia
102 - 4	Location of operations	Our world	66-67	Regional operations: Australia, New Zealand, Canada, USA, Europe, Brazil, Indonesia, Japan, Thailand.
102 - 5	Ownership and legal form	This appendix	—	Rip Curl is ultimately owned by Kathmandu [®] Holdings Limited, a publicly listed company in Australia and New Zealand. For more information, see from page 78 in our Annual Report 2021.
102 - 6	Markets served	Our world, this appendix	66-67	Rip Curl sells product globally through online, wholesale and our own retail store networks.
102 - 7	Scale of the organisation	Our world, Our crew. Annual Report 2021	66-67 86-87	For full financial disclosures please see from page 23 in our Annual Report 2021.
102 - 8	Information on employees and other workers	Our crew, this appendix	86-87 Table 7 on pg 157	—
102 - 9	Supply chain	Our world, Our products, Our suppliers	66-67 70-73 78-79	—
102 - 10	Significant changes to the organisation and its supply chain	Our world, Our products, Our suppliers	66-67 70-73 78-79	—
102 - 11	Precautionary principle approach	Our suppliers, Customer health and safety, Our footprint	78-79 Table 1 on pg 146 74-77	We use a precautionary approach across each department of the business to ensure we do not harm the environment or people.
102 - 12	External initiatives	Our partners	68-69	We collaborate with specialist organisations to support our sustainability strategy and outputs. Collaboration is absolutely core to our development as a business.
102 - 13	Membership of associations	Our partners	68-69	Core partnerships and collaboration this year have provided support and the required knowledge on our sustainability journey.
STRATEGY				
102 - 14	Statements from senior decision-maker	Chairman and CEO report	3	—
102 - 15	Key impacts, risks, and opportunities	Materiality Assessment	8-9	Our group ESG materiality assessment identified three priority focus areas: — Our people, our communities — Science-based climate action — Circular business models Additionally, Covid-19 has had a significant impact on our business with many stores forced to close during lockdown.

TOPIC	REFERENCE	PAGE #	NOTES	
ETHICS AND INTEGRITY				
102 - 16	Values, principles, standards, and norms of behaviour	Our crew	86-87	See our Code of Conduct .
102 - 17	Mechanisms for advice and concerns about ethics	Our crew	86-87	See our Code of Conduct .
GOVERNANCE				
102 - 18	Governance and structure	Annual Report 2021	Annual Report 2021	The Board guides the overall governance of our organisation. Please see from page 78 in our Annual Report 2021 for more information on our governance structure.
STAKEHOLDER ENGAGEMENT				
102 - 40	List of stakeholder groups	Our journey, Our stakeholders table	64 Table 3 on pg 154	—
102 - 41	Collective bargaining agreements	This appendix	Table 10 on pg 159	—
102 - 42	Identifying and selecting stakeholders	Our journey, Our stakeholders table	64 Table 3 on pg 154	—
102 - 43	Approach to stakeholder engagement	Our journey, Our stakeholders table	64 Table 3 on pg 154	—
102 - 44	Key topics and concerns raised	Our journey, Our stakeholders table	64 Table 3 on pg 154	—
REPORTING PRACTICE				
102 - 45	Entities included in the consolidated financial statements	Annual Report 2021	Annual report 2021	Rip Curl Group Pty Ltd. For all Kathmandu Holdings subsidiaries, please see page 65 in our Annual Report 2021.
102 - 46	Defining content and topic boundaries	Our journey, Our stakeholders table, Our impacts	64 Tables 3 & 4 on pg 154-155	—
102 - 47	List of material topics	Our journey, Our stakeholders table, Our impacts	64 Tables 3 & 4 on pg 154-155	—
102 - 48	Restatements of information	This appendix	—	No restatement this year.
102 - 49	Changes in reporting	This appendix	—	This is our second year using the new GRI standards reporting framework.
102 - 50	Reporting period	This appendix	—	1 August 2020 to 31 July 2021.
102 - 51	Date of most recent report	This appendix	—	Kathmandu Holdings Sustainability Report 2021 (01/08/2020 – 31/07/2021).
102 - 52	Reporting cycle	This appendix	—	Annual (01/08/202 – 31/07/2021).
102 - 53	Contact point for questions regarding the report	This appendix	—	Shasta O'Loughlin shasta.oloughlin@ripcurl.com

TOPIC	REFERENCE	PAGE #	NOTES
102 - 54 Claims of reporting in accordance with the GRI standards	This appendix	—	This report has been prepared in accordance with the GRI standards core option.
102 - 55 GRI content index	This appendix	—	—
102 - 56 External assurance	This appendix	—	Rip Curl has adopted several certifications, partnerships and programmes that verify our various sustainability initiatives. This report has not been externally assured.

TABLE 2: GRI TOPICS

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
407 - 1: Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	Our suppliers	78-79	Workers' rights to freedom of association and collective bargaining remain a significant ongoing risk, with 65% of our suppliers being in China. Through government restrictions, independent unions have no real power to help the workers to improve their wages or working conditions, and collective bargaining is limited. Over the last 12 months, we have updated our code of conduct and introduced a grievance mechanism and worker surveys enabling workers to have their voices heard. Updating our code of conduct and terms of trade documents; creating a CSR strategy that puts more emphasis on transparency and partnership and less emphasis on policing and compliance.	

GRI 408: CHILD LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
408 - 1.a: Operations and suppliers at significant risk for incidents of: i. Child labour ii. Young workers exposed to hazardous work	Our suppliers	78-79	Child labour is common in the international apparel industry, especially in Tiers 2, 3 and 4 (raw materials). It is less common in Tier 1 of the outdoor industry due to the specialised skills, technology and materials involved as well as the geographical location of suppliers. Our Tier 1 suppliers are therefore a very low risk. We have partial visibility into Tier 2 of our supply chain and very limited visibility into Tiers 3 and 4. In addition to updating our code of conduct, we created a child labour and forced labour policy.	
408 - 1.b: Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier	Our suppliers	78-79	Through our partnerships with our finished goods suppliers, we have a low risk. The raw materials and material mills have a higher risk, and we are addressing this through our traceability projects	

TOPIC	REFERENCE	PAGE #	NOTES
408 - 1.c: Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour ii. Countries or geographic areas with operations and suppliers considered at risk	Our suppliers	78-79	Through our partnerships with our finished goods suppliers, we have a low risk. The raw materials and material mills have a higher risk, and we are addressing this through our traceability projects

GRI 409: FORCED OR COMPULSORY LABOUR

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
409 - 1.a: Operations and suppliers considered to have significant risk for incidents of: i. type of operation (such as manufacturing plant) and supplier ii. countries or geographic areas with operations and suppliers considered at risk	Our suppliers	78-79	Forced labour and forms of modern slavery are common throughout the apparel industry, with migrant workers being at particular risk. Through updating our code of conduct and working with our new CSR partnership, we created a programme to help us to evaluate the risks within our supply chain, introducing a grievance mechanism for workers to have their voices heard through anonymous worker surveys. Rip Curl owns and operates a wetsuit manufacturing factory in Chiang Mai, Thailand. This area is known for risk to worker rights. By owning and operating this facility, we have full control of the procedures that put our workers' safety as our top priority, giving all workers a voice that will be heard.	
409 - 1.b: Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Our suppliers	78-79	We created and implemented a mandatory child labour and forced labour policy company wide. We worked in partnership with a CSR professional services company specialising in sustainability and supply chain analytics with the ability to access worker voice through social media platforms, effective grievance mechanisms and anonymous worker surveys.	

GRI 412: HUMAN RIGHTS ASSESSMENT

GRI 103: Management Approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
412 - 1.a: Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Our suppliers	78-79	100% of our suppliers have signed and acknowledged their compliance to abide by our code of conduct. This supplier partnership agreement is upheld through our auditing process with a CSR partner protecting human rights of the workers producing Rip Curl products.	
412 - 2.a: Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	This appendix	—	0 hours.	

TOPIC	REFERENCE	PAGE #	NOTES
412 - 2:b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Our suppliers	78-79	0% – to be conducted during the last half of 2021.
412 - 3:a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Our suppliers	78-79	100% of our suppliers have signed and acknowledged their compliance to abide by our code of conduct. This supplier partnership agreement is upheld through our auditing process with a CSR partner protecting human rights of the workers producing Rip Curl products.
412 - 3:b. The definition used for 'significant investment agreements'.	Our suppliers	78-79	A 'significant investment' includes any and every supplier because no matter how much we spend with a supplier, our commitment to our stakeholders and shareholders is to invest our resources into our supply chain to ensure that human rights are protected.

GRI 414: SUPPLIER SOCIAL ASSESSMENT

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
414 - 1:a.	Percentage of new suppliers that were screened using social criteria.	Our suppliers	78-79	100%
414 - 2:a.	Number of suppliers assessed for social impacts.	Our suppliers	78-79	With the ongoing effects of the Covid-19 pandemic and travel restrictions, a total of 17 audits were conducted along with 44 copy audits being accepted from our suppliers.
414 - 2:b.	Number of suppliers identified as having significant actual and potential negative social impacts.	Our suppliers	78-79	Four suppliers as having significant actual and potential negative social impacts resulting in the suppliers taking part in remediation, improvement and training.
414 - 2:c.	Significant actual and potential negative social impacts identified in the supply chain.	Our suppliers	78-79	Lack of transparency and excessive overtime hours.
414 - 2:d.	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	Our suppliers	78-79	0% improvements have been seen these areas in these assessments
414 - 2:e.	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	Our suppliers	78-79	Three suppliers were exited as a result of assessment as part of a company strategy of moving to a consolidated supplier base for all of our regions.

GRI 416: CUSTOMER HEALTH AND SAFETY

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our suppliers	64 78-79 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—

TOPIC	REFERENCE	PAGE #	NOTES	
416 - 2:	Incidents of non-compliance concerning the health and safety impacts of products and service	This appendix	—	One customer safety issue within a store location for FY21. No request for compensation was received.
416 - 2:a.	i. Incidents of non-compliance with regulations resulting in a fine or penalty	This appendix	—	0 incidents.
	ii. Incidents of non-compliance with regulations resulting in a warning;			0 incidents.
	iii. Incidents of non-compliance with voluntary codes			0 incidents.
416 - 2:b.	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	We have not identified any non-compliance with regulations and/or voluntary codes.

GRI 417: MARKETING AND LABELLING

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our products	64 70-73 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
417 - 1:a.	Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling:	This appendix	—	<p>Restricted substances lists govern our manufacturing across our supply chain. Labelling requirements are in line with country-specific regulations such as Prop 65 in the USA, textile labelling regulation (Europe, USA, Mercosur), clothing labelling (Australia), CE marking (Europe) and sunglasses (Australia).</p> <p>Manufacturers receive guidance from Rip Curl for sourcing the correct components: global vendor manual, apparel performance manual, apparel safety manual, fabric inspection manual.</p> <p>i. Manufacturers and the Rip Curl development team are provided with some guidelines that ensure that products do not contain harmful substances: the restricted substances list, anti-odour (biocide) treatment guidance, cosmetic guidance, drink bottle guidance.</p> <p>ii. Manufacturers and the Rip Curl development team are provided with some guidelines for specific product labelling that include warnings for correct use of the product: textile content labelling guidance, care instruction summary, UV protection clothing guidance, watches user guide.</p> <p>iii. Polybags that protect the product during shipments have a statement advising recycling as the end use.</p> <p>iv. Product compliance, development, product teams and quality controllers review product at sample and production stage to verify if these guidelines are followed and understood. Reminders and training are done when improvement is required.</p> <p>v. All Rip Curl global products.</p>
	i. The sourcing of components of the product or service			
	ii. Content, particularly with regard to substances that might produce an environmental or social impact			
	iii. Safe use of the product or service			
	iv. Disposal of the product and environmental or social impacts			
	v. Other (explain)			

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TOPIC	REFERENCE	PAGE #	NOTES
417 - 1:b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures	This appendix	—	100% of our products follow a compliance and quality process where internal standards are followed to ensure compliance in the countries we sell in. Rip Curl development team check that all on-product marketing and labelling meets our standards
417 - 2:a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling by: i. Incidents of non-compliance with regulations resulting in a fine or penalty ii. Incidents of non-compliance with regulations resulting in a warning iii. Incidents of non-compliance with voluntary codes	This appendix	—	One official pre-injunction from French authorities regarding website missing French translations.
417 - 2:b. If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.
417 - 3:a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by: i. Incidents of non-compliance with regulations resulting in a fine or penalty ii. Incidents of non-compliance with regulations resulting in a warning iii. Incidents of non-compliance with voluntary codes	This appendix	—	0 incidents of non - compliance
417 - 3:b. If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any non-compliance with regulations and/or voluntary codes.

GRI 418: CUSTOMER PRIVACY

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our products	64 70-73 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—

TOPIC	REFERENCE	PAGE #	NOTES
418 - 1:a. Substantiated complaints concerning breaches of customer privacy and losses of customer data Total number of substantiated complaints received concerning breaches of customer privacy categorised by: i. Complaints received from outside parties and substantiated by the organisation ii. Complaints from regulatory bodies	This appendix	—	This year, there were no substantiated complaints in regards to breaches of customer privacy and losses of customer data. 0 complaints received. 0 complaints received.
418 - 1:b. Total number of identified leaks, thefts or losses of customer data	This appendix	—	0 identified leaks.
418 - 1:c. If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient	This appendix	—	The company has not identified any substantiated complaints.

GRI 301: MATERIALS

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our products	64 70-73 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
No indicator	—	—	—	Our overall sustainable materials percentage use against conventional materials is too complex to calculate to meet topic requirements.

GRI 305: EMISSIONS

GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	64 74-77 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
305 - 1:a,b,c	Direct (Scope 1) GHG emissions	Our footprint	74-77	Gross direct (Scope 1) GHG emissions for FY21 is 479.84 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O, HFCs
305 - 2:a,b,c	Gross location-based energy indirect (Scope 2) GHG emissions	Our footprint	74-77	Gross direct (Scope 2) GHG emissions for FY21 is 4797.36 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O Our emissions figures are derived from Scope 2 purchased electricity usage at our global offices, warehouses, stores and manufacturing facility. We have also reported our on-site renewable solar regeneration locations in our certification.
305 - 3:a,b,c	Gross location-based energy indirect (Scope 3) GHG emissions	Our footprint	74-77	Gross direct mandatory (Scope 3) GHG emissions for FY21 is 5667.53 tCO ₂ e. These include CO ₂ , CH ₄ , N ₂ O Our emissions figures are derived from Scope 3 emissions sources, supplier air and sea transportation, regional road transportation and waste across our global operations.

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TOPIC	REFERENCE	PAGE #	NOTES	
305 - 1,2,3 d.	Base year for the calculation.	Our footprint	74-77	FY20 was our current base. Emission totals as below: Scope 1: 625 tCO ₂ e. Scope 2: 5046 tCO ₂ e. Scope 3: 6599 tCO ₂ e
305 - 1,2,3 e.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Our footprint	74-77	Our emissions factors are in line with the Greenhouse Gas Protocol. Emissions factors are sourced from government GHG reporting guidance documents published in each jurisdiction that we operate in.
305 - 1,2,3 f.	Consolidation approach for emissions; whether equity share, financial control, or operational control.	Our footprint	74-77	Operational control
305 - 4.	GHG emissions intensity	Our footprint	74-77	Scope 2 emissions are measured and tracked per store. Average emissions per store 17.37 tCO ₂ e. Scope 2 emissions created by our manufacturing facility 748.74 tCO ₂ e annually.
305 - 5:a,b,d.	Reduction of GHG emissions GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent.	Our footprint	74-77	Absolute reduction in CO ₂ : Scope 2: 142.09 tCO ₂ e These include. CO ₂ , CH ₄ , N ₂ O
305 - 5:c.	Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	Our footprint	74-77	We do not report on biogenic CO ₂ emissions.
305 - 5:e	Standards, methodologies, assumptions, and/or calculation tools used.	Our footprint	74-77	—
GRI 306: WASTE				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	64 74-77 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
306 - 1:	Waste generation and significant waste-related impacts for the organisation i. The inputs, activities and outputs that lead or could lead to these impacts ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain	Our footprint	74-77	—
306 - 2:a.	Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain and to manage significant impacts from waste generated	Our footprint	74-77	Our partnership with TerraCycle for our wetsuit recycling programme is diverting used Rip Curl and other branded wetsuits from landfill. We are trialling diverting neoprene offcuts from our manufacturing facility to a carpet manufacturer to replace virgin material in its production. Our global service centres repair used watches and wetsuits to prolong their life.

TOPIC	REFERENCE	PAGE #	NOTES	
306 - 2:b.	If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	Our footprint	74-77	Contracts with third-party providers of waste services run under the legislation of the respective countries in which they operate and must meet those standards in the management of the waste collected.
306 - 2:c.	The processes used to collect and monitor waste-related data	Our footprint	74-77	We currently collect annual reports from our waste services providers. These include a breakdown of what types of waste were collected and the quantities of each waste type collected. These figures are included in our Toitu certification programme.
306 - 3:a.	Total weight of waste generated in metric tons and a breakdown of this total by composition of the waste	Our footprint	74-77	FY21 - 1527.80 tonnes
306 - 3:b.	Contextual information necessary to understand the data and how the data has been compiled	Our footprint	74-77	Some limitations on store data as some are in malls and it is difficult to gather data from these sources
306 -4:a.	Total weight of waste diverted from disposal in metric tons and a breakdown of this total by composition of the waste	Our footprint	74-77	Total waste diverted from landfill= 707,114kgs.
306 -4:b.	Total weight of hazardous waste diverted from disposal in metric tons and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations	—	—	We currently do not report on hazardous waste.
306 - 4:c.	Total weight of non-hazardous waste diverted from disposal in metric tons and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations	Our footprint	74-77	Neoprene offcuts diverted from landfill = 11,000kg. Soft plastics diverted from landfill = 281,712kgs Paper and Cardboard sent for recycling = 414,402kg.

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our footprint	64 74-77 Table 4 on page 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
308 - 1:	New suppliers that were screened using environmental criteria	This appendix	—	0% of new suppliers were screened using environmental criteria.
	a. Percentage of new suppliers that were screened using environmental criteria.			
308 - 2:	Negative environmental impacts in the supply chain and actions taken	This appendix	—	None identified through new onboarding. Projects are currently being launched to expand our Environmental criteria of current suppliers and their impacts through the HIGG Index.
GRI 401: EMPLOYMENT				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our crew	64 86-87 Table 4 on page 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
401 - 1:	New employee hires and employee turnover	Hiring and turnover table	Table 8 on pg 158	—
401 - 2:	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Employment table	Table 6 on pg 157	—
401 - 3:	Parental leave	Parental leave table	Table 9 on pg 159	—
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our crew	64 86-87 Table 4 on pg 155 Table 11 on pg 159	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
403 - 1:	Occupational health and safety management system	Occupational health and safety table	Table 11 on pg 159	—
403 - 9:	Work-related injuries	Work related injuries table	Table 13 on pg 161	—
403 - 10:	Work-related ill health	Work related ill health table	Table 12 on pg 160	—

TOPIC	REFERENCE	PAGE #	NOTES	
GRI 404: TRAINING AND EDUCATION				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our crew	64 86-87 Table 4 on page 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
404 - 1:	Average hours of training per year per employee	Our team	—	Not reporting against
	a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:			
	i. Gender			
	ii. Employee category			
404 - 2:	Programmes for upgrading employee skills and transition assistance programmes	—	—	Not reporting against
	a. Type and scope of programmes implemented and assistance provided to upgrade employee skills			
	b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment			
404 - 3:	Percentage of employees receiving regular performance and career development reviews.	—	—	Not reporting against
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management approach	103 - 1: Explanation of the material topic and its boundary	Our journey, Our crew	64 86-87 Table 4 on pg 155	—
	103 - 2: The management approach and its components	Management approach table	Table 5 on pg 156	—
405 - 1:	Diversity of governance bodies and employees	Our crew, Diversity table	86-87 Table 15 on pg 162	—

TABLE 3: OUR STAKEHOLDERS

STAKEHOLDER GROUP	ENGAGEMENT MECHANISM	FREQUENCY OF ENGAGEMENT	KEY ISSUES RAISED
Customers	<ul style="list-style-type: none"> – Social media – In our stores – Our website – Events – Customer services – Service centre 	Ongoing	<ul style="list-style-type: none"> – Environment issues through Saltwater culture product – Ethical sourcing – Product care, warranty and repair service – Plastic packaging through ecom parcels and polybag communications – Event waste management
Staff	<ul style="list-style-type: none"> – Team Myagi software – Sustainability Working Group – Company updates – ESG team quarterly updates 	Ongoing	<ul style="list-style-type: none"> – Waste management – Climate change – Health and safety
Suppliers	<ul style="list-style-type: none"> – Meetings - virtual and in person – Site visits – Annual supplier conference 	Ongoing	<ul style="list-style-type: none"> – Product quality and safety – Fair working conditions – Fair and open procurement practices – Waste generation and production improvements – Environmental impacts
Factories	<ul style="list-style-type: none"> – Meetings - virtual and in person – Site visits – Audits and training 	Ongoing	<ul style="list-style-type: none"> – Fair working conditions – Waste generation and production improvements – Environmental impacts – Product quality and safety
Local communities	<ul style="list-style-type: none"> – Planet Day – Grom Search events – Social media – Website 	Ongoing	<ul style="list-style-type: none"> – Ensuring long-term survival of plant species indigenous to the region – Beach cleanliness, waste reduction
Government and regulators	<ul style="list-style-type: none"> – Meetings – Reports – Site visits 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – Environmental impacts – Community impacts
Shareholders	<ul style="list-style-type: none"> – Our annual reports – Annual general meeting – ASX and NZX announcements – Website – Investor roadshows, briefing forums 	Quarterly and as required	<ul style="list-style-type: none"> – Economic performance – All sustainability material issues
Industry associations	<ul style="list-style-type: none"> – Meetings – Reports – Workshops 	Annually	<ul style="list-style-type: none"> – Environmental impacts, supply chain, human rights, waste, audits – Product compliance – Community impacts
Investment community	<ul style="list-style-type: none"> – ASX announcements – Website – Investor briefings and forums 	Quarterly and as required	<ul style="list-style-type: none"> – ESG performance
Civil society and community organisations	<ul style="list-style-type: none"> – Social media – Requests for information 	Ongoing	<ul style="list-style-type: none"> – Human rights in our supply chain – Environmental impacts – Fair working conditions – Diversion of waste from landfill – Supplier management

TABLE 4: OUR IMPACTS: WHERE DO THEY OCCUR?

Material topics were selected based on their importance to stakeholders and significance of impacts. The selection of material topics followed the GRI standards (101) materiality principle.

MATERIAL TOPIC IN ORDER OF PRIORITY	WHO IT APPLIES TO	WHERE IT APPLIES AND BOUNDARIES	LIMITATIONS
OUR SUPPLIERS			
Freedom of association and collective bargaining	Rip Curl factories and suppliers	Our supply chain	–
Child labour	Rip Curl factories and suppliers	Our supply chain	–
Forced or compulsory labour	Rip Curl factories and suppliers	Our supply chain	–
Supplier social assessments	Rip Curl factories and suppliers	Our supply chain	–
OUR PRODUCTS			
Materials	Rip Curl factories and suppliers	Our operations	Our overall sustainable materials percentage use against conventional materials is too complex to calculate to meet topic requirements.
Products and services	Rip Curl, consumers	Our operations	–
Customer health and safety	Rip Curl, consumers	Our operations	–
Product labelling	Rip Curl, consumers	Our operations	–
Water	Rip Curl factories and suppliers	Our operations	–
Environment	Rip Curl staff, consumers	Our operations	–
Marketing	Rip Curl, consumers	Our operations	–
Customer privacy	Rip Curl, consumers	Our operations	–
OUR FOOTPRINT			
Economic performance	Rip Curl key stakeholders	Our operations	–
Energy	Rip Curl factories, suppliers, office, warehouse and stores	Our operations and stores	Non-owned supplier and factory on-site emissions not yet reported.
Emissions	Rip Curl factories, suppliers, office, warehouse and stores	Our operations and stores	Non-owned supplier and factory on-site emissions not yet reported.
Waste	Rip Curl factories, suppliers, office, warehouse and stores	Our operations and stores	Non-owned supplier and factory on-site waste not yet reported.
Transport	Rip Curl supply chain, warehouses, stores	Our operations	–
OUR TEAM			
Employment	Rip Curl	Our operations	–
Occupational health and safety	Rip Curl	Our operations	–
Training	Rip Curl	Our operations	–
Diversity and equal opportunity	Rip Curl	Our operations	–
Compliance	Rip Curl	Our operations	–

TABLE 5: MANAGEMENT APPROACH

TOPIC	POLICIES AND MANAGEMENT	ACTIVITIES	EVALUATION	ACCOUNTABLE DEPARTMENT
Workers' rights: freedom of association and collective bargaining, child labour, forced or compulsory labour, human rights assessment, supplier social assessment	https://www.ripcurl.com.au/company/socialcompliance.html	Through our Code of Conduct and auditing.	We have merged our supply chain management programme with our parent company under the service provider Elevate following the same CSR approach.	Sourcing and CSR
Materials, water	Point fabric inspections, performance standards, quality inspections, safety, supplier garment wash test procedure, water treatment process at manufacturing facility.	Our policies and management help guide and ensure our sustainability strategy.	Through reporting and assessment.	Product
Customer health and safety	We research and complete all compliance requirements before entering new products into the market.	Our quality department reviews products before entering the market. Market compliance research.	We review our research and completion processes to achieve continuous improvement.	Sourcing and Compliance
Customer privacy	We have a stringent policy and process to protect the privacy of our customers.	Our relevant customer services team are briefed on the details of the policy to ensure no breaches are made. Communication is highly prioritised with the customer following any incidents.	Reviews are completed on any incidents to achieve continuous improvement.	Customer Services and IT
Waste	We have tracked our waste as part of our carbon footprint project with Toitu.	We engage with all key stakeholders internally and externally in managing our operational waste.	We aim to implement our reduction strategy for waste	ESG, Product, Finance, Retail and warehouse operations
Carbon emissions	We are now certified through the Toitu Envirocare and carbonreduce certification models.	We gathered all regions' data for stores, offices, warehouses and manufacturing facilities for our certification.	Annual tracking will now form part of our ongoing projects,	ESG, Product, Finance, Retail and warehouse operations
Team development: new employee hires and turnover, benefits for full-time employees, parental leave, occupational health and safety, training and education, diversity, equal opportunity	Rip Curl has global and local crew strategies that are focused on enhancing the support we provide to our staff. Our People Plan encompasses ongoing reviews of these functional areas so that our crew are best placed to deliver on organisational and individual goals.	The global HR team works closely with internal stakeholders and management in order to execute strategy in a way that complements other strategies and activities occurring in the business. Collaboration is the key to ensuring our People Plan aligns to the overall organisational strategy.	We collaborate and gather feedback whilst developing and implementing strategies from all relevant stakeholders.	Human Resources

TABLE 6: EMPLOYMENT

BENEFITS THAT ARE STANDARD FOR FULL-TIME EMPLOYEES OF THE ORGANISATION BUT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	
Life insurance	—
Health care	—
Disability and invalidity coverage	—
Parental leave	—
Retirement provision	—
Stock ownership	Only wider leadership team and executive team.
Others	Clothing allowance for permanent employees, super salary sacrifice option (AU), car allowance/phone allowance (AU depending on role), EAP (AU moving to global), flu vaccine (AU), clothing discount, Social Security – Health (Indo) and Employment (work accident, pass away, pension) (Indo), Rice (Indo).

TABLE 7: INFORMATION ON EMPLOYEES AND OTHER WORKERS

	AUS	NZ	EUROPE	BRAZIL	JAPAN	INDONESIA	THAILAND	CANADA	USA	TOTAL
BY EMPLOYMENT TYPE										
Full-time	362	15	190	84	8	88	746	5	112	1,610
Part-time	71	12	39	0	0	0	0	4	225	351
Casual	1,002	11	0	0	0	0	0	0	7	1,020
Total employees	1,435	38	229	84	8	88	746	9	344	2,981
BY CONTRACT TYPE										
Permanent	425	27	175	84	8	76	745	9	337	1,886
Fixed-term full-time	6	0	38	0	0	12	1	0	1	58
Fixed-term part-time	2	0	16	0	0	0	0	0	6	24
Casual	1,002	11	0	0	0	0	0	0	0	1,013
Total workforce	1,435	38	229	84	8	88	746	9	344	2,981
BY GENDER										
Female	940	27	125	39	5	44	590	5	183	1,958
Male	495	11	104	45	3	44	156	4	161	1,023
Another gender	0	0	0	0	0	0	0	0	0	0
BY AGE GROUP										
<30	1,057	29	61	31	1	22	278	4	264	1,747
30–50	325	9	140	51	6	61	431	5	66	1,094
50+	53	0	28	2	1	5	37	0	14	140
BY CATEGORY										
Executive	9	0	1	0	0	0	0	0	1	11
Senior management	16	0	7	1	1	1	1	1	7	35
Management	199	10	31	8	1	4	4	2	38	297
Non management	1,211	28	190	75	6	83	741	6	298	2,638

TABLE 8: HIRING AND TURNOVER

		AUS	NZ	EUROPE	BRAZIL	JAPAN	INDONESIA	THAILAND	CANADA	USA	TOTAL
NEW HIRES											
Permanent	Total	112	10	12	30	2	1	534	3	301	1,005
Indefinite	Total	767	5	92	0	0	0	0	0	15	879
BY GENDER											
Permanent	Male	78	4	4	19	0	0	110	0	136	351
Permanent	Female	33	6	8	11	2	1	424	3	165	653
Permanent	Other	1	0	0	0	0	0	0	0	0	1
Indefinite	Male	241	1	23	0	0	0	0	0	6	271
Indefinite	Female	526	4	69	0	0	0	0	0	9	608
Indefinite	Other	0	0	0	0	0	0	0	0	0	0
BY AGE GROUP											
Permanent	<30	70	10	7	18	0	1	290	3	270	669
Permanent	30-50	41	0	5	12	2	0	242	0	30	332
Permanent	50+	1	0	0	0	0	0	2	0	1	4
Indefinite	<30	687	5	51	0	0	0	0	0	14	757
Indefinite	30-50	73	0	40	0	0	0	0	0	1	114
Indefinite	50+	7	0	1	0	0	0	0	0	0	8
TURNOVER											
Permanent	Total	121	3	18	19	10	0	293	5	282	751
Indefinite	Total	628	16	75	0	5	2	0	0	19	745
BY GENDER											
Permanent	Male	33	0	7	10	8	0	44	2	131	235
Permanent	Female	87	3	11	9	2	0	249	3	151	515
Permanent	Other	1	0	0	0	0	0	0	0	0	1
Indefinite	Male	195	10	22	0	2	1	0	0	10	240
Indefinite	Female	433	6	53	0	3	1	0	0	9	505
Indefinite	Other	0	0	0	0	0	0	0	0	0	0
BY AGE GROUP											
Permanent	<30	70	3	2	11	2	0	128	5	221	442
Permanent	30-50	50	0	10	8	9	0	152	0	60	289
Permanent	50+	1	0	6	0	1	0	13	0	1	22
Indefinite	<30	572	15	43	0	2	2	0	0	13	647
Indefinite	30-50	51	1	31	0	1	0	0	0	4	88
Indefinite	50+	5	0	1	0	0	0	0	0	2	8

TABLE 9: PARENTAL LEAVE

		AU		NZ		EUROPE		BRAZIL		JAPAN		INDONESIA		THAILAND		CANADA		USA		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1	Report the number of employees by gender who were entitled to parental leave.	280	535	7	22	74	82	0	39	N/A	N/A	44	44	0	590	3	1	73	68	481	1,381
2	Report the number of employees by gender who took parental leave.	3	22	0	0	0	4	0	3	N/A	N/A	0	0	0	10	0	0	0	2	3	41
3	Report the number of employees who returned to work after parental leave ended, by gender.	3	9	0	0	0	1	0	1	N/A	N/A	0	0	0	5	0	0	0	2	3	18
4	Report the number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender.	3	8	0	0	0	2	0	1	N/A	N/A	0	0	0	3	0	0	0	0	3	14
5	Report the return to work rate of employees who returned to work after leave ended, by gender.	100%	71%	0	0	0	33%	0	33%	N/A	N/A	0	0	0	50%	0	0	0	100%	100%	57%
6	Report the retention rate of employees who returned to work after leave ended, by gender.	100%	86%	0	0	0	75%	0	79%	N/A	N/A	0	0	0	57%	0	0	0	100%	100%	79%

TABLE 10: COLLECTIVE BARGAINING AGREEMENTS

COLLECTIVE BARGAINING AGREEMENTS	
Percentage of total employees covered by collective bargaining agreements	0

TABLE 11: OCCUPATIONAL HEALTH AND SAFETY

GRI 403 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	
<p>A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. The system has been implemented because of legal requirements and, if so, a list of the requirements</p> <p>ii. The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines</p>	<p>Health and safety management system is being implemented because of legal requirements:</p> <ul style="list-style-type: none"> • Model Work Health and Safety (WHS) Act • Model WHS Regulations • Model Codes of Practice • Occupational Health and Safety Act 2004 (Vic) • Occupational Health and Safety Regulations 2017 (Vic) • Occupational Safety and Health Act (United States) • Occupational Safety, Health, and Environment Act (Thailand) • The Labour Code France (Part IV Health and Safety at Work) • Work Safety Act (Indonesia) <p>Rip Curl will work towards the international safety standard ISO 45001 over the next 24 months.</p>
<p>A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why any workers, activities or workplaces are not covered</p>	<p>Scope of workers includes support offices, distribution centres, factories, retail stores, casual, part-time, full-time, fixed-term. Activities include administration, customer service, logistics, sales, stock management, manual handling, staff management, product development and management.</p>

TABLE 12: WORK-RELATED ILL HEALTH

ALL EMPLOYEES	
The number of fatalities as a result of work-related ill health	0
The number of cases of recordable work-related ill health	0
The main types of work-related ill health	N/A
ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION	
The number of fatalities as a result of work-related ill health	0
The number of cases of recordable work-related ill health	0
The main types of work-related ill health	N/A
WORK-RELATED HAZARDS	
The work-related hazards that pose a risk of ill health	Covid-19, exposure to hazardous substances.
How these hazards have been determined	Risk assessments and external audits to explore hazards further and determine controls.
Which of these hazards have caused or contributed to cases of ill health during the reporting period	N/A
Actions taken or under way to eliminate these hazards and minimise risks using the hierarchy of controls	Limit amount of hazardous substances purchased, substitute for safer chemicals, upgrade mechanical extraction system, upgrade chemical storage, safe work procedures, training, signage, provision of PPE.
WHETHER AND, IF SO, WHY ANY WORKERS HAVE BEEN EXCLUDED FROM THIS DISCLOSURE INCLUDING THE TYPES OF WORKERS EXCLUDED	
Workers that have been excluded from this disclosure	N/A
Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	N/A

TABLE 13: WORK-RELATED INJURIES

FOR ALL EMPLOYEES	
The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	2
The number and rate of recordable work-related injuries	38
The main types of work-related injury	Contusion, bone breaks, burns, cuts, sprains, strains.
FOR ALL WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANISATION	
The number and rate of fatalities as a result of work-related injury	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0
The number and rate of recordable work-related injuries	0
The main types of work-related injury	1
The number of hours worked	Unable to calculate hours for contractors.
THE WORK-RELATED HAZARDS THAT POSE A RISK OF HIGH-CONSEQUENCE INJURY	
How these hazards have been determined	Near-miss and incident reporting.
Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Manual handling and customer aggression.
Actions taken or under way to eliminate these hazards and minimise risks using the hierarchy of controls	Eliminate high-risk tasks where practicable, provision of equipment, job rotation, training, safe work procedures.
ANY ACTIONS TAKEN OR UNDERWAY TO ELIMINATE OTHER WORK-RELATED HAZARDS AND MINIMISE RISKS USING THE HEIRARCHY OF CONTROLS	
Any actions taken or under way to eliminate other work-related hazards and minimise risks using the hierarchy of controls	Risk management programme under way for all areas of the business.
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	N/A – no rates calculated.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	N/A
Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	N/A

TABLE 14: PERFORMANCE REVIEWS

END OF YEAR CREW PERFORMANCE REVIEW DATA WAS INCOMPLETE AT TIME OF REPORT.

TABLE 15: DIVERSITY

GENDER DIVERSITY

	AUS	NZ	EUROPE	BRAZIL	JAPAN	INDONESIA	THAILAND	CANADA	USA	TOTAL
EXECUTIVE										
Male	6	0	1	0	0	0	0	0	1	8
Female	3	0	0	0	0	0	0	0	0	3
SENIOR MANAGEMENT										
Male	11	0	6	1	1	1	1	1	4	26
Female	5	0	1	0	0	0	0	0	3	9
MANAGEMENT										
Male	58	1	20	6	1	0	1	2	18	107
Female	141	9	11	2	0	4	3	0	20	190
NON-MANAGEMENT										
Male	420	10	77	32	1	43	154	1	138	876
Female	791	18	113	43	5	40	587	5	160	1,762

AGE DIVERSITY

	AUS	NZ	EUROPE	BRAZIL	JAPAN	INDONESIA	THAILAND	CANADA	USA	TOTAL
EXECUTIVE										
<30	0	0	0	0	0	0	0	0	0	0
30-50	5	0	1	0	0	0	0	0	1	7
50+	4	0	0	0	0	0	0	0	0	4
SENIOR MANAGEMENT										
<30	0	0	0	0	0	0	0	0	0	0
30-50	14	0	6	1	1	1	1	1	5	30
50+	2	0	1	0	0	0	0	0	2	5
MANAGEMENT										
<30	113	5	5	1	0	0	0	0	10	134
30-50	78	5	21	7	1	4	4	2	23	145
50+	8	0	5	0	0	0	0	0	5	18
NON-MANAGEMENT										
<30	944	24	56	30	1	22	278	4	254	1,613
30-50	228	4	112	43	4	56	426	2	37	912
50+	39	0	22	2	1	5	37	0	7	113

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