

2023 PERFORMANCE SUMMARY

In 2023, our performance across our Future First Sustainability Roadmap 2025 targets was as follows:

 POSITIVE PERFORMANCE
 NEGATIVE PERFORMANCE

DESCRIPTION	2022	2023	CHANGE	TARGET
CONSERVE				
E1 20% savings in normalised energy consumption - Cut & Sew	0.20 MJ/StdMin	0.23 MJ/StdMin	11.59% 	0.13 MJ/Std-Min
20% savings in normalised energy consumption - Laundry	19.06 MJ/Garment	19.97 MJ/Garment	4.74% 	14.31 MJ/Garment
E2 SBTi - near term emission reduction and Net-Zero targets	-	-	-	-
E3 50% of energy requirements covered by renewable sources	13.14%	14.95%	1.81% 	50.00%
E4 50% reduction in normalised industrial freshwater consumption	0.062 m ³ /Garment	0.058 m³/Garment	5.72% 	0.024 m ³ /Garment
E5 10% reduction in absolute industrial freshwater consumption	3,009 dam ³	2,548 dam³	15.31% 	2,655 dam ³
E6 10% reduction in normalised domestic freshwater consumption	62 L/emp/day	72 L/emp/day	16.71% 	74 L/emp/day
E7 Recycle over 50% of industrial wastewater for industrial processes	60.60%	36.11%	24.29% 	50.00%
E8 Harvest minimum 10% of domestic water from rainwater	1.70%	1.00%	0.70% 	10.00%
E9 Reduce 5% normalised processed fabric waste per garment	40.88 g/Garment	34.42 g/Garment	15.84% 	33.60 g/Garment
E10 Zero waste to landfill	6.99%	6.41%	0.58% 	0.00%
E11 80% of fabric waste to be recycled	78.92%	78.00%	0.92% 	80%
E12 Implement a program to phase out all hazardous chemicals	79.55%	83.31%	3.76% 	0
E13 Elimination of pumice stones from laundry process	5,683 t	2,536 t	55.38% 	0
E15 ZDHC - 100% of industrial processes to achieve Aspirational Level	Foundational Level	Foundational Level	on track	Aspirational Level
E17 Minimum Higg vFEM Score of 80 points for all manufacturing facilities	74.66	83.10	8.44% 	80 points

2023 PERFORMANCE SUMMARY

▲ POSITIVE PERFORMANCE
▼ NEGATIVE PERFORMANCE

DESCRIPTION	FY '22	FY '23	CHANGE	FY
CONSERVE				
E18 100% of manufacturing facilities to be Green Building certified	51.61%	58.62%	7.01% ▲	100.00%
E19 100% of manufacturing facilities to be ISO 14001 or 26000 certified	35.48%	41.38%	5.90% ▲	100.00%
EMPOWER				
S1 100% of the Group involved in our WOW program	82%	82%	on track	100.00%
S2 30% of our leadership positions to be held by women	16%	17%	on track ▲	30.00%
S3 70% of facility supervisory positions to be held by women	34%	35%	on track ▲	70.00%
S4 80% of supervisors reached through our Career Enhancement Program	89%	104%	Exceeded ▲	80.00%
S5 60% of executives reached through our Career Enhancement Program	75%	82%	Exceeded ▲	60.00%
S6 100% of facilities rated on FSLM, SLCP or customer driven equivalent for audit	100%	100%	on track	100.00%
SUPPORT				
S7 Minimum 200 students impacted annually through education projects from each facility	5,600	9,889	Exceeded ▲	200+ students
S8 Minimum 200 people impacted annually through healthcare projects from each facility	5,600	34,656	Exceeded ▲	200+ people
S9 Equal reforestation and biodiversity projects, reflecting the total physical footprint of our facilities	3.23%	3.45%	118% ▲	100%
TRUST				
E16 80% of raw materials used to be 'Certified Sustainable'	31.94%	37.17%	5.23% ▲	80%