



Sustainability Report 2009

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Message from the CEO

Concerned that climate change is a real global threat, in 2004 Sustainable Living Fabrics began charting a CSR Program for the next five years. The journey is not complete but the five years have passed. The achievements are significant and have set industry benchmarks and driven significant change.

During this period the company committed to the Global Compact recognizing this as an effective pathway for global sustainability. I signed the CEO Water Mandate and committed to the Caring for Climate platform, attending the first meeting of signatories in Geneva in October 2008.

Credibility is the lynchpin of the program. The company determined that its environmental claims would be independently accredited and certified and that the overall CSR Program would transparently reflect the ten principles of the Global Compact. This it has achieved and will continue to develop.

The program has been extended beyond the company to involve employees on a personal level through the KISS (Keep it Simple Sustainably) Program. This involves rewarding employees for reducing water and electricity use in their homes and also offers them 40 hours paid leave each year to engage in volunteer work through the KISS Give Back 40 Program.

The results have been rewarding both environmentally and financially. Corporate decision making has shifted from one based on low cost to one based on low environmental impact and the CSR Program has transformed the company into a market leader with a healthy and growing bottom line.

The challenges continue to be dominated by the threat of greenwash and financial limitations but the Company will continue to embrace and further develop its sustainability agenda which is an important platform for driving industry change and for confronting the threat from imports.

I am proud of our ongoing achievements as an SME and of our success in making our voice heard and driving socially responsible change in the company, the supply chain and the industry. I am of the very firm view that the role of SMEs cannot be underestimated in driving real change but it is not easy. Investment in sustainability comes off the bottom line and with no shareholder funds to draw from, out of the owners' own pockets. Reporting demands to maintain credibility are onerous and beyond the resources of many to maintain. I strongly support the work of the Global Compact but believe the emphasis on big business needs to shift to also balance the needs of SMEs because without their support real environmental progress will be difficult.

I recommend you to our website www.greenliving.com.au and encourage other SMEs to join us in supporting the Global Compact and introducing a proactive and effective CSR Program.



Bill Jones
CEO
Sustainable Living Fabrics Pty Ltd

Introduction

"Legitimate and transparent sustainability is the only way forward" –

Bill Jones, CEO Sustainable Living Fabrics

The ten principles of the UN Global Compact are an integral part of the CSR agenda for Sustainable Living Fabrics and are soundly embedded in corporate culture. The lynchpin is moral sustainability with transparent, credible and independent verification of credentials.

Sustainable Living Fabrics committed to the UN Global Compact in March 2008. In April of that year it endorsed the CEO Water Mandate and the Caring for Climate platform. It has actively participated in these initiatives. The Directors attended the first meeting of signatories to Caring for Climate in Geneva in October 2008.

This report addresses the Company itself, its history, products, market and the corporate philosophies that guide its sustainability agenda, which in turn drives corporate decision-

making. GRI indicators addressed are listed in the Appendix.

As the fabric supply chain has significant environmental impact, the report boundaries extend to the fabric supply chain but not to the supply chain for consumables. This does make it difficult to supply quantifiable data for a number of GRI indicators but the report nevertheless addresses these.

This report is for the financial year ending 30 June 2009. The company is committed to reporting every two years. Its previous report for 2007 was released in 2008 and is available on its [website www.greenliving.com.au](http://www.greenliving.com.au). It chose not to seek external assurance for its reports but independent environmental auditors have externally audited its environmental credentials.

Company Overview

"Climate change is the responsibility of every individual, business and government" -

Bill Jones, CEO Sustainable Living Fabrics

Sustainable Living Fabrics' corporate strategy is driven by a proactive sustainability agenda that is more than just an environmental agenda.

It is about social responsibility and it is legitimate, transparent and credible, embracing independently audited and certified environmental credentials as key criteria for true sustainability.

The Board of Directors implemented the sustainability agenda in response to climate change considerations, which are regularly discussed at a board and employee level.

The KISS (Keep it Simple Sustainably) Program is designed to take the company's CSR initiative beyond the company into employees' homes and the community.

Company Overview

The Company



Sustainable Living Fabrics is an Australian commission manufacturer and wholesaler of upholstery fabrics supplying the local and overseas commercial interiors markets for over 40 years.

The Company is privately owned and proprietary limited with no divisions and 12 full time employees. Labour turnover was zero. Its premises are rented. Head Office and warehouse are in Oakleigh Victoria with branches in Sydney, Brisbane and Perth. No offices or the warehouse impact on protected areas or areas of high biodiversity value.

As a commission manufacturer, the company controls the product supply chain from raw

Environmental Excellence

Sustainable Living Fabrics' environmental position is unique amongst Australian companies.

Some companies may claim and have environmental credentials but these often represent only a small part of their product line, with many potentially wreaking environmental havoc. In contrast Sustainable Living Fabrics' stocked product line is exclusively environmental fabrics from ethical eco wool, eco polyester and ethical eco wool blends. The products are designed as upholstery for commercial interiors. Every product sold is independently certified environmentally preferable and/or carbon neutral. The corporate strategy to achieve a simple guarantee of environmental excellence has

materials through to finished product enabling it to choose where its processing is done. Preference is given to local suppliers but it is a complex global manufacturing supply chain covering Australia, New Zealand, Germany, Italy, China, Thailand and Indonesia and involves key suppliers doing the right thing in an industry with a heavy environmental footprint.



Stakeholders are the shareholders, employees, suppliers and customers without whom its business model could not be implemented and with whom regular contact is maintained. The company has a board of 3 and all Directors are actively engaged in the day to day running of the business

driven comprehensive, quantifiable CSR change in the Company and has been a catalyst for change in the industry and the wider community.

Initiated in 2005, this strategy has changed the company's image, opened doors and given its employees a focus and interest to enable them to become involved. It is able to attract and retain the very best people who have helped lift the business to new heights. This has generated higher profits, which has enabled it to further invest in and extend its sustainability agenda.

Company Overview

Wider Recognition

Sustainable Living Fabrics has received wider recognition of its achievements.

In 2006 it was a Finalist in the Banksia Foundation Eco Innovation Award. In 2007 it won the Victorian Premier's Sustainability Award for Small Business Excellence and also the United Nations Association of Australia (UNAA) World Environment Day 2007 Triple Bottom Line Award which it won for the second consecutive year in 2008. Also in 2008 it won the Monash Environmental Business Award.

The Company did not neglect product design when pursuing its CSR and in July 2008 won a prestigious Premier's Design Mark for innovation in textile design.

Sustainable Living Fabrics was also invited to participate in the prestigious inaugural World Architecture Festival in Barcelona in 2008 as just one of 25 companies invited to showcase its products. The invitation to participate was in recognition of its environmental achievements.

Commitment to the Global Compact

Sustainable Living Fabrics is committed to the Global Compact principles of building sustainable markets, combating corruption, safeguarding the environment and ensuring social inclusion.

The company recognizes this is increasingly important for the long-term value for the business and a strong focus on CSR issues drives a holistic approach to decision making from selection of raw materials down the supply chain to marketing and sales and end of life.

When the company embarked on this whole of company environmental agenda, its focus changed from producing fabrics based on a least cost approach to producing fabrics based on triple bottom line principles.

This approach continues today with triple bottom line principles incorporating the principles of the UN Global Compact firmly entrenched in its corporate strategy.

The company invested 10% of total turnover each year for the first two years of its sustainability program.

It chose sustainability over profits but implementing and maintaining the program is the real challenge and in the current year it continued to invest over 1.5% pa of annual turnover in developing and maintaining its CSR program excluding philanthropic cash donations.

Putting this in perspective, if a similar investment was made by a company with \$4 billion annual turnover, the investment would have been \$400M each year in the first two years and \$60M in the current year. It is food for thought!

Company Overview

Challenges

Sustainable Living Fabrics faces major challenges in successfully implementing and maintaining this program.

The first and most challenging is limited manpower.

The demands of monitoring the supply chain and the company and publicly reporting on a regular basis can be overwhelming at times.

The company's carbon neutral certification requires a complicated and comprehensive annual report. Good Environmental Choice Australia (GECA), the company's 3rd party environmental product certifier, conducts an audit every 12 to 18 months and a full supply chain review every three years. Global Compact and the CEO Water Mandate require communication of progress on a regular basis.

Reporting does ensure that the monitoring process is properly implemented but it places enormous time restraints on a small company. Whilst the Director for CSR oversees and guides the program, it is not practical to have any one employee dedicated full time to maintaining the program and to meet reporting deadlines, at least one employee has to be removed from normal duties to focus on reporting.

The second challenge is financial.

As a small privately owned company, Sustainable Living Fabrics does not have outside shareholder funds to draw on. Any investment in its CSR program comes out of the owners' pockets.

SMEs have a leading role to play in the Global Compact. Working together to facilitate change they can be a powerful force. Their support for the Global Compact is important but the Global Compact seems written for big business with extensive resources and access to shareholder funds.

For big business it is a choice of how many resources and how much funding to allocate to its CSR program. For many SMEs there is no choice – a CSR program is embarked on knowing that

funding will come out of the owners' pocket and that time will be stolen from other activities.

It is no wonder that so many SMEs choose greenwash over accountable actions for their approach to sustainability and it is an issue that Sustainable Living Fabrics urges the Global Compact to address.

The third challenge is greenwash.

The power of greenwash in stymieing real environmental progress is another issue that cannot be ignored.

Sustainable Living Fabrics raised its market profile through its sustainability achievements and this thrust it from a quiet player in a relatively fair and openly competitive market to a leader in a green market that remains dominated by deceit and misconception despite the ACCC guidelines in Australia on "green" marketing.

The reality is that the green market is not a level playing field. Not only do companies with a legitimate and comprehensive sustainability agenda invest resources and funding into this but they are then forced to compete with companies that have made no real investment in the environment but through skilful marketing are perceived as green.

Sustainable Living Fabrics continues to profile its sustainability achievements and progress which is driving real change but at the same time it is under constant attack from those who choose not to or cannot achieve the same benchmarks.

Despite efforts made at government, UN and corporate levels, since 2005 it would appear that greenwash remains an unabated threat and one that requires consistent and enforceable regulatory frameworks being implemented and enforced globally.

Company Overview

Challenges contd

The fourth major challenge is combating the “me” factor.

The “me” factor continues to limit growth of market share for sustainable products.

Sustainable Living Fabrics’ market loudly proclaims its preference for green but is typical of the community at large. As a member of a community people want to do the right thing and will urge their governments to take environmental action but as individuals, too often it is all about “me”.

Profit, long term cost saving and sustainability can and should go hand in hand but, until stakeholders really care, the integrity of sustainable designs will continue to be compromised and the financial benefits of embracing genuine sustainability will be limited.

Sustainable Living Fabrics’ has faced enormous challenges in implementing its sustainability program but this program differentiates it in the market place and lifted it from a conservative textile company to a market leader where it remains and continues to set industry benchmarks and drive change in the industry and the market.

The Sustainable Business Model

Investing in sustainability isn’t just good for the planet and those who live on it but in the long term makes good economic sense - Emily Jones Director for CSR

Sustainable Living Fabrics’ Sustainable Business Model focuses on triple bottom line reporting.

It transparently embraces the United Nations Global Compact philosophy that sustainability is about comprehensive corporate social responsibility to ensure that no activity of the business adversely impacts on any individual or community in terms of the ten international principles embracing not only the environment but human rights, labour standards and anti corruption.

Corporate Governance

Quality corporate governance must have a legitimate framework.

The company has chosen the framework set out in the Australian Standard for CSR – AS8003 and extended this by striving to report using the Global Reporting Initiative guidelines and by committing to the principles of the UN Global

Compact and fully embracing and enacting them in every facet of the business:

Human Rights (Principles 1 & 2)

The company is committed to supporting and respecting the protection of internationally proclaimed human rights and to ensuring that it is not complicit in human rights abuses.

Labour Standards (Principles 3, 4, 5 & 6)

The company upholds the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

The Sustainable Business Model

Corporate Governance contd

Environment

(Principles 7, 8 & 9)

The company has embraced a sustainability agenda based on independent certification and is committed to undertaking initiatives to promote greater environmental responsibility and to encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

(Principle 10)

The company abhors corruption in all its form and is committed to working against corruption including extortion and bribery.

Responsibility

Good governance demands defining responsibility for the CSR program.

Responsibility for governance and compliance and implementation of the program lies with the CEO. The Director of Sustainable Strategy and Marketing develops the overall CSR strategy working closely with the Director of CSR and Sales, and communicates this to stakeholders. The Director of CSR and Sales is responsible for overseeing the program and for the societal issues – human rights, philanthropic programs, anti corruption, education and training and not only for driving the Sales Team to achieve sales targets but also for ensuring this is achieved without compromising company ethics, integrity or transparency.

It is a workable structure that enables the program to be managed without overstretching limited resources.

In practice the company:

- Strives to be ethical in all it does and monitors, assesses, evaluates and reports on its activities and their environmental impact.
- Ensures its environmental credentials are externally and independently monitored, assessed, verified and audited on a regular basis.

- Offers equal opportunity to all employees regardless of race, religion, sex or marital status and provides a safe and healthy working environment for all employees.
- Recruits all employees locally.
- Pays all employees above the legal minimum wage and respects the rights and family responsibilities of employees.
- Contributes a mandatory 9% of employees' gross income on a monthly basis to a retirement plan of their choice.
- Works with its suppliers to help them meet its CSR standards and respects their right to be paid fairly and promptly.
- Requires clear evidence that its suppliers pay fair wages and maintain OH&S standards to the ILO guidelines.
- Respects the rights of its customers to be supplied high quality product at a fair price with good service and a high standard of quality control.
- Educates and communicates with its market, ensuring that its achievements are visible and well publicized providing a path for influencing change in the market.
- Educates and involves all employees in its corporate agenda to ensure they uphold its ethics and corporate philosophy.
- Reviews and improves its program as an integral and ongoing part of its corporate strategy.
- Develops and maintains an extensive CSR network including participating in the UN Caring for Climate platform, the UN CEO Water Mandate, the UNAA, Greenhouse Challenge, G&CA, the Green Building Council of Australia (GBCA), the Commercial Textile Association (CTA) and the Australian Industry Group.
- Joined during the current year and actively participates in the Voluntary Carbon Offset Association and Green Capital.
- Participated in the first meeting of signatories for the UN Caring for Climate.
- Has never been fined for non-compliance.

The Sustainable Business Model

Environmental

The heart of the sustainability program is the environment because this is where activities have the most adverse impacts.

Prior to 2005, the company identified that like most companies, administrative and warehouse operations including outward freight were an insignificant part of its environmental footprint. The main issues were with the supply chain. This was the starting point.

To keep it simple, the company determined to use an internationally recognised environmental standard that broke down the complexity into clear, transparent and quantifiable criteria.



The GECA Ecolabel Standard for Textiles reflects the EU Ecolabel Textile standard and extends to social issues. Assessment is by independent third party audit at all stages of production to

a clear and transparent, environmental, multi criteria standard reflecting best environmental practice.

It is an innovative environmental label aimed at the top 20% of suppliers within a product group. Standards are regularly reviewed to ensure they remain as a best practice standard.

Environmental standards are complex. It is hard to know what is involved, and so stories are built around them according to the needs of the supplier and the consumer and they are subjected to as much greenwash as any environmental claim.

A transparent standard addressing the main environmental loads based on the whole of product life cycle does make it simpler. Although it is the most challenging option, this is why Sustainable Living Fabrics chose the GECA Textile Ecolabel as the standard to meet for every fabric it stocks. To minimize its environmental footprint, every fabric is assessed against the publicly available multi criteria, reflecting the significant

environmental loads for textiles based on the whole product life cycle. The results are publicly available in the resultant Environmental Product Declaration showing how its fabrics perform against each criteria and enabling the consumer to make an informed decision.

During the reporting period, the company had five new products assessed and certified by GECA in line with its commitment that every fabric stocked will carry independent environmental accreditation.

As a commission manufacturer, Sustainable Living Fabrics does not own the manufacturing facilities but owns the materials being processed. This gives it flexibility to choose to have its materials processed wherever it is best - for cost, quality, service and the environment. Since 2005 more suppliers have moved to a more environmental model of operation providing a wider choice for processing.

To the best of its knowledge no processing operations impact on protected areas or areas of high biodiversity and the supply chain has been audited to ensure no emissions adversely impact on the environment.

Ongoing, the company seeks suppliers with a commitment to the environment and ensures its suppliers are educated on the requirements of the GECA Ecolabel Standard. It works with them to ensure they continue to comply and requires regular independent proof of environmental claims for every input into producing its fabrics. Energy sources, water usage, recycling programs and a commitment to change are taken into account as suppliers are retained or replaced by others more receptive to the company's objectives. Suppliers have changed the detergents, the chemicals and the dyestuffs they use for the fabrics and tackled toxic emissions and water pollution.

The Sustainable Business Model

Environmental contd

Increasingly some suppliers are adopting environmental processes over and above what Sustainable Living Fabrics initially demanded of them and are implementing these environmental practices into standard production. In a sustainability program where the environmental cost is more important than the financial cost, these are preferred suppliers.

Initially the company had less flexibility and the cost was higher to achieve its sustainability targets but as demand for environmental textiles increases, more and more suppliers are willing

and able to meet these requirements and costs are becoming more competitive.

For the reporting period, Sustainable Living Fabrics remains the only textile company that has totally committed to a genuine sustainability program by having every product certified to carry the GCCA Ecolabel and/or certified to be 100% carbon neutral.

To be sustainable there is no choice but to minimize the environmental and social impact in every facet of the business and its supply chain.

Caring for Climate

Caring for Climate is a voluntary and complementary action platform for UN Global Compact participants who seek to demonstrate leadership on the issue of climate change.

Caring for Climate provides a framework for business leaders to advance practical solutions and help shape public policy as well as public attitudes. CEOs supporting the statement are prepared to set goals, develop and expand strategies and practices, and to publicly disclose emissions as part of their existing disclosure commitment within the UN Global Compact framework, that is, the Communication on Progress (COP). Sustainable Living Fabrics signed the Caring for Climate initiative in May 2008.

In 2006 Sustainable Living Fabrics had set about reviewing the greenhouse gas impact of its complete supply chain, from raw materials to final fabric and beyond, to encompass the eventual recycling of the product at end of life, or its disposal to landfill. When it was all added up it came to almost 6000 tons of CO₂ equivalents and this was offset by planting 22000 trees through Greenfleet for the year ending June 2006. But this was self-assessing and this is not good governance for sustainability.

In 2007 therefore, it chose to be independently audited by a third party and joined the Australian Government's Greenhouse Challenge, committing to the government to assess, monitor, reduce and report on greenhouse gas emissions. The Company produces externally audited reports annually.



In addition, every product carries carbon neutral certification under the Australian Government Greenhouse Friendly Initiative (GHF). This involves assessing, monitoring, reducing, offsetting and reporting on greenhouse gas emissions attributable to its product supply chain from raw materials to end of life. It demands extensive annual reporting which is third party verified and then audited by agents of the government.

In May 2007 Sustainable Living Fabrics became the 10th Company in Australia to have product certified carbon neutral under the GHF Program and the first and only manufacturer and

The Sustainable Business Model

Caring for Climate contd

wholesaler of finished goods to have 100% of its product certified carbon neutral under this program. Sustainable Living Fabrics also is certified a carbon neutral company under the program and produces an annual externally audited report on carbon emissions and offsets these emissions for ongoing certification.

The company continues to be a leader in independently certified carbon neutral products setting industry benchmarks that no other textile company has attained.

In the current year, carbon offsets were through the Australian Government Greenhouse Gas Abatement Program where each program has been independently verified and audited by the Government. The company chose a waste dump program where the methane, which is 21 times worse than carbon dioxide, is converted to an alternative fuel source. This means its emissions are offset today, not in the future as is the case with trees. Proposed changes to government policy on national carbon offsets will affect choice

of offsets in the future. If these changes proceed, Sustainable Living Fabrics will have no choice but to use offshore offsets. This is not a situation with which it is comfortable. Using local offsets provides funding for Australian companies to invest in technology to reduce greenhouse gas emissions. From an environmental point of view, providing funding to overseas companies still works for the environment but philosophically the company believes Australia should be acting more aggressively in relation to its carbon emissions.

Under the proposed ETS, this carbon neutral program was to be discontinued. The company is lobbying extensively at state and national government level for the government to retain a carbon neutral program for products and businesses as an essential part of any carbon reduction program.

The cost of the carbon neutral program comes straight off the bottom line and the cost of offsets is a driver to further reduce carbon emissions.

Caring for Climate - Leanwool[®] and LEAP[®]

LEAP[®] is a prime example of an innovative supply chain and was the first Australian ethical eco wool purchasing program for upholstery fabrics.

In 2005, Sustainable Living Fabrics recognised that methane from sheep was its biggest source of greenhouse gas emissions and carried its heaviest environmental load. It determined to source suitable ethically produced eco wool from sheep grown for meat, with the eco wool as a byproduct, so that by applying internationally accepted life cycle principles the environmental impact would be shared between the meat and the eco wool according to the dollar income from each. Additional to this, it specified that the farms act to minimize use of chemicals to protect aquatic life and to practice rotational or other eco grazing methods to minimise the impact of cloven hooves on the fragile environment. The sheep were not to be mulesed and preference given to farms

implementing other sustainable measures such as tree planting programs or with a certified environmental management system in place. This wool is called leanwool[®].

In 2006, the Company established the LEAP[®] scheme to ensure a reliable supply of low pesticide leanwool[®]. LEAP[®] is a prime example of an innovative supply chain. It is one of Sustainable Living Fabrics' finest achievements and continues to drive real environmental change at the farm level. LEAP[®] offers a good premium above market price and has had a positive economic impact on farmers providing a dedicated niche market for their wool and has driven environmental change at the farm level.

The Sustainable Business Model

Caring for Climate contd

The LEAP scheme has grown from 4 farms in 2006 to over 160 Australian farms in 2009. Initially, the ethical eco wool from LEAP[®] was exclusively for Sustainable Living Fabrics but now the program has grown sufficiently so that during this year the Company made it available to the wider market and LEAP[®] now provides an ongoing supply of eco wool to a major international spinner.

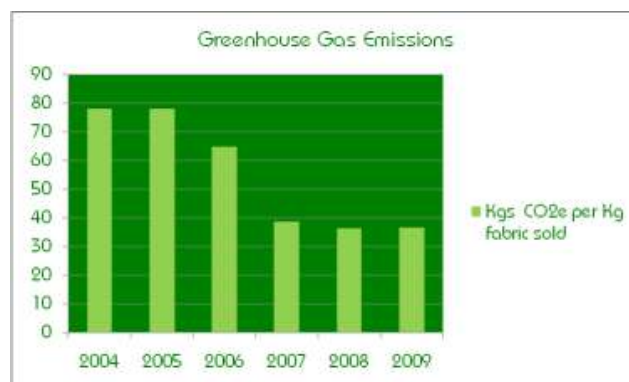
For the farmers, LEAP[®] rewards their environmental efforts and offers a niche market for their wool that previously had an uncertain market, and can provide the satisfaction of knowing exactly where the wool is being used as the company's strict governance enables it to trace the wool from the farm to the fabric. LEAP[®] brings synergy across the whole supply chain from the farm to the customer and has contributed to a significant reduction in the company's greenhouse gas emissions.

There is no doubt that LEAP[®] is a highly successful program not only in driving environmental change but in developing a reliable supply of environmentally preferable wool for the global textile market.

LEAP[®] was the first Australian ethical eco wool purchasing program at the farm level for upholstery fabrics and Sustainable Living Fabrics is proud that during this reporting period other upholstery companies have followed its lead and developed ethical eco wool supply chains. On a more everyday scale the company:

- Has chosen to be powered by green energy and prefers suppliers using green energy.
- Reuses all plastic wrapping from fabric delivered to the warehouse.
- When it has to buy, it buys only recycled plastic.
- Reclaims cardboard tubes from customer for storing and shipping fabric
- Uses recycled cardboard and paper and recycles/reuses these.
- Has installed low ballast lights, turns lights off when not in use and turns off computers and other equipment at the switch.
- Supports a staff initiative where fans are used instead of air-conditioning which is only turned on when the inside temperature goes above 28 degrees and the natural gas heating is used only when the inside temperature drops below 17 degrees.

The environmental initiatives of Sustainable Living Fabrics have resulted in a reduction in greenhouse gas emissions of 47% over the base year and it continues to make savings in emissions. It recognizes that by taking such a giant step regular and significant reductions beyond this will be difficult to achieve and that the ongoing demands of monitoring, measuring and reporting will be onerous but it supports the Caring for Climate initiative and is committed to continue to meet its greenhouse gas emissions reporting standards.



The Sustainable Business Model

CEO Water Mandate

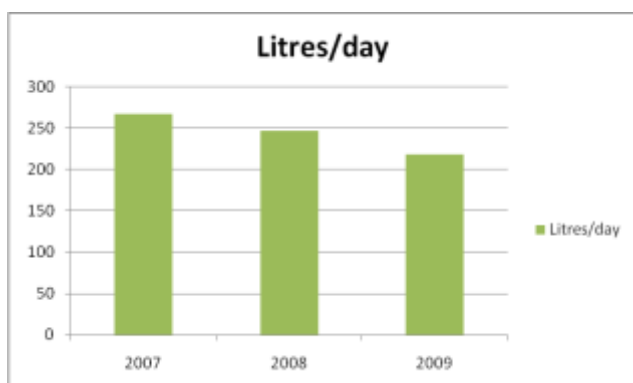
The CEO Water Mandate was launched in July 2007 as a private-public initiative designed to assist companies in the development, implementation and disclosure of water sustainability policies and practices.

The CEO Water Mandate recognizes that the business sector, through the production of goods and services, impacts on water resources – both directly and through supply chains.

In April 2008, the CEO of Sustainable Living Fabrics, Bill Jones, endorsed the CEO Water Mandate recognizing that with more than one billion people lacking access to clean water, every company, large or small, has a role to play in advancing practical water management.

Sustainable Living Fabrics is a commission manufacturer and wholesaler of textiles. It recognizes that clean water is a valuable and scarce resource and its sustainability agenda specifically addresses water quality.

Its direct operations contribute less than .01% of its water use but it has identified that one area where it can continue to make a difference is in water use in its offices and by employees in their homes. Company premises are rented and after extensive lobbying of the landlord, dual flush toilets have been promised but at the date of this report have not been installed. However, engaging employees with the company's environmental agenda has encouraged them to minimise their water use such that during the reporting period water use in the office was reduced by 11.7% over the previous year. The water source was town water.



The KISS Water Saving Competition for employees, family and colleagues took the sustainability agenda into their homes. It has a prize pool of \$1000 and in the year ending 31 March 2009, drove water use by employees in their homes down by 22%.

The company has worked hard to:

- Identify areas of water use in the supply chain and its own offices.
- Identify areas where water use can be reduced.
- Identify areas where chemical use can be reduced.
- Prohibit the use of chemicals identified as harmful to humans or to aquatic life.
- Achieve independent, transparent certification of the supply chain to ensure waste water is not contaminated by chemicals harmful to human or aquatic life.
- Educate the supply chain to ensure it meets the company's requirements.
- Educate employees to ensure responsible water use.
- Implement a transparent reporting system for water usage. Implement an annual Water Saving Competition to take water conservation into the community and employees homes.
- Educate clients and the broader community on the benefits of independent environmental certification as a tool to achieve real environmental progress.

The Company has chosen to report water usage in percentage not absolute terms. In the supply chain, 87.5% of water was attributed to the production of wool. The source was a mixture of surface water, ground water and rainwater varying according to weather conditions. 12.4% was used in processing and the source was town water. 46% of water used in processing was recycled.

The Sustainable Business Model

Supply Chain and Watershed Management

Although Sustainable Living Fabrics is small it believes that every drop counts and the actions it takes can have meaningful results.

The company is committed to reducing water consumption and ensuring its operations minimise any adverse impact on any community or individual or any protected area or areas of high biodiversity.

It recognizes that clean water is a valuable and scarce resource and its sustainability agenda specifically addresses water quality. Use of chemicals identified by GÉCA as adversely affecting water quality or aquatic life is prohibited and the supply chain is regularly third party audited to ensure that there are no breaches of this policy.

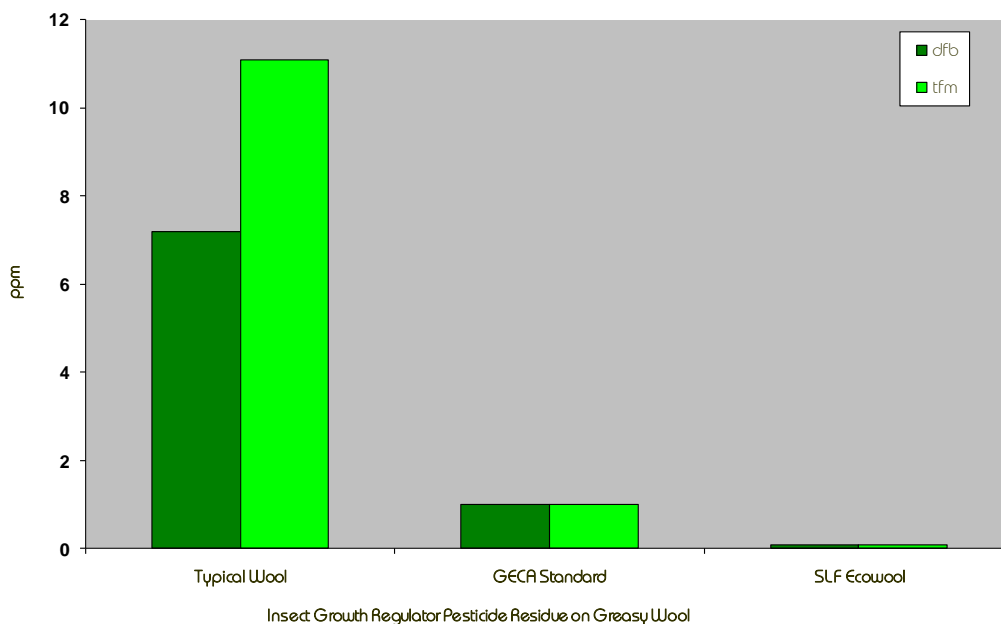
In 2005, acknowledging that every company has a responsibility to commit to a comprehensive and meaningful water management program, it introduced supply chain and water management changes that led to a reduction in water use of 62% over the base year 2004. It continues to actively contribute to meaningful water management through its transparent sustainability agenda and its engagement with the supply chain, employees and the community.

The company stocks over 400 commercial upholstery fabrics and every one carries the Good Environmental Choice Australia (GÉCA) Ecolabel or equivalent. The GÉCA Ecolabel Standard for Textiles prohibits the use of chemicals and dyestuffs known to adversely affect humans or aquatic life.

The company has engaged with its supply chain to ensure it continually adheres to the GÉCA standard in production of its fabrics. GÉCA audits the supply chain.

For example, all ethical eco wool used in the production of its fabrics is from the company's innovative LEAP® Program described above, which requires all eco wool to meet the EU Ecolabel Standard for Textiles for 32 pesticides.

The chart below compares pesticide content for two commonly used pesticides detrimental to aquatic life (dfb or diflubenzuron and tfm or triflumuron) in typical wool against the GÉCA standard and eco wool from the LEAP® Program.



Sustainable Business Model

Supply Chain and Watershed Management contd

Where practical, preference is given to suppliers that recycle water and it sources raw materials to ensure water consumption is effectively managed.

The changes that were required to ensure that every fabric stocked carried the GECA Ecolabel were significant and further reductions in its environmental impact relating to water are limited by technology and available environmentally preferable inputs.



These limitations are beyond the control of the company and make it difficult to continue to achieve significant further reductions in its environmental impacts.

In 2004 the impact of water usage by the supply chain was identified and changes initiated but not

fully implemented until 2006. The water savings are significant and are the result of the LEAP programme discussed above and complemented by savings achieved by using a scourer that recycles 80% of its water and preferring a dyehouse that recycles 40% of its water.

For comparison purposes, 2004 FY is the base year as it is the year prior to the beginning of changes noted above. The target was set at 40% by 2006 to be maintained into the future. The target has been exceeded each year.

Sustainable Living Fabrics recognizes that by taking such a giant step regular and significant reductions beyond this will be difficult to achieve but it is committed to continue to set water targets and monitor and report on water use.

	2004 (base)	2005	2006	2007	2008	2009
Water saving/metre of fabric over base year 2004	0%	3%	50.7%	49.2%	45.8%	63.9%

The Sustainable Business Model

Murray Darling Rescue – combating salinity through tree planting

Beyond the company, Sustainable Living Fabrics is a supporter of the Murray Darling Rescue a joint initiative of Scouts Australia and Greenfleet.



The Murray River is the 7th biggest river system on the planet and Australia's largest and most developed river system.

Removal of trees causes the water table to rise through salty rock layers. The water seeps into water courses making them saltier than normal or salt concentrates in soil after the water evaporates or is taken up by plants. The Murray Darling Rescue works to re-establish native vegetation to overcome the huge salinity problem of the Murray Darling Basin.

It covers more than 1 million square kilometers of land, provides drinking water for over 3 million people, encompasses 30,000 wetlands, represents much of Australia's unique flora and fauna and provides over 41% of Australia's gross value of agricultural production.

Established in 2006, the Murray Darling Rescue has planted over 850,000 trees as part of a long term solution, treating the cause, not just the symptom. The trees also provide much needed habitat, help to stabilise erosion, and contribute to reducing the impacts of climate change by soaking up CO₂ from the atmosphere.

It once boasted 28 billion trees, yet now has only 5 billion. Arable land in the area is under threat from rising salt levels which threaten 500 rural communities. It is predicted that salinity in the lower Murray will increase by approximately 50% in the next 50 years, water from the Murray will soon be too salty to irrigate crops, Adelaide's water will be unfit to drink and many fish, bird, frog and lizard species are under threat of extinction from rising salt levels.

Through Greenfleet, Sustainable Living Fabrics has contributed to the planting of 30,000 trees in the Murray Darling Basin of which 22, were for carbon offset but 8,000 were a direct contribution to the program which the company sees as an important and relevant environmental initiative.

The trees were planted at the historic Humes Crossing site in the Snowy Mountains.



The Sustainable Business Model

B4C – A Volunteer Program

Sustainable Living Fabrics introduced the KISS Give Back 40 Program where employees are given up to 40 hours paid leave each year to volunteer with charitable or environmental organizations that depend on volunteers.

One of the programs chosen is B4C (Bulimba Creek Coordinating Catchment Committee Inc.), a community not-for-profit Landcare and catchment group in Brisbane, Queensland (Australia), working to protect and enhance the urban environment.



B4C works voluntarily in the community to foster care for the environment and embracing sustainable living through active programs. It works to protect and enhance the urban environment by protecting and restoring the natural environment in Bulimba Creek which flows into the Brisbane River.

The Bulimba Creek catchment comprises a complex network of creeks and major tributaries, some of which are unnamed, occupying 122 square kilometers, or about 10 per cent of Brisbane's area. This makes it one of the largest creek catchments in the City. The catchment area extends from the southern suburbs of Kuraby and

Runcorn to Hemmant and Murarrie in the north. About 120,000 people call this area home.

The catchment is ringed by significant remnant forest and has extensive areas along the creek corridor that can be restored. The catchment area contains 16 bushland remnants, seven freshwater swamplands and 10 significant riparian remnants.

The upper reaches of the catchment contain undulating hills with narrow valley floors, while the central and downstream reaches feature a wide flat floodplain. Land is currently used for residential, rural-residential, commercial, industrial, recreational and open-space purposes. There are also remnant bushland and wetland areas, with about 10 per cent of the catchment containing bushland vegetation and wetlands.

Since the establishment of B4C in 1997 it has planted approximately 60,000 native seedlings per year, created 362 hectares of habitat for wildlife and protected 462 hectares of urban bushland.

Sustainable Living Fabrics' action shows a firm commitment to the CEO Water Mandate and it will continue to work towards improved water management in its company operations and its product supply chain.

The Sustainable Business Model

Society

Societal issues underpin Sustainable Living Fabrics' sustainability agenda, ensuring that the company and its product supply chain are not adversely impacting on society – on any community or any individual.

To be successful, CSR philosophies must be embedded in the Company culture and be functional and legitimate.

In achieving GÉCA certification for all its stocked fabrics the company has to prove that labour principles to ILO standards were upheld all the way down the supply chain in Australia and overseas. Site visits ensure compliance.

With its Australian suppliers, fair wages and working conditions are not an issue but overseas, particularly in countries not subscribing to ILO principles, it is essential to find and then monitor suppliers who in addition to meeting the company's internal environmental standards meet ILO standards for employment, even when this means being far above the local legal requirements.

The chosen suppliers genuinely care about the environment and also value their employees and respect their rights. Increasingly such companies are becoming more common.

Sustainable Living Fabrics respects the work-life balance of its employees. The company appreciates that employees all have families and external activities that they are involved in and a healthy work-life balance leads to a happier, more productive and thus more valuable employee.

Leave is given when needed and requested and it is recognized that sometimes there are issues

beyond employees' control when they need special leave. Parents can go to school events involving their children, they can leave early if their child minding arrangements fall through or they can negotiate to work shorter hours to enable them to be there for their children before and after school. If they need time to visit their bank manager or their accountant, to buy a house or wait for the plumber, they know it will be given.

Care of dependent relatives, particularly aging parents and preschool age children, places a stress on some employees and they can and do negotiate for shorter days or certain days off. It is a reflection of the level of trust and engagement throughout the organization.

A number of initiatives that Sustainable Living Fabrics has taken are more societal than directly related to the formal environmental program.

Each year the company joins Earth Hour and encourages employees also to participate. Turning off lights for one hour at the appointed time creates an awareness of how often they use more power than they need and also how every little action can make a difference.

The 30,000 trees, planted through the Murray Darling Rescue Program, discussed under the CEO Water Mandate, will continue to have a positive impact on water management and carbon emissions for many years to come. It is a real investment for society in the future.

The Sustainable Business Model

KISS - Keep it Simple Sustainably



The KISS - Keep it Simple Sustainably - program was established in early 2007. It now has a prize pool of \$3500 and aims to encourage staff to take company principles and extend them into their personal lives.

KISS, Water Saving Competition is designed to encourage employees to save water at home. It recognises that water is a precious resource especially in Australia. During the reporting period, staff reduced their water consumption by 22%. It is a clear demonstration of using an embedded CSR culture to drive change beyond the Company.

In 2008 the KISS program was extended to KISS Turn it Off Now for Electricity and KISS Give Back 40, a volunteering program where the company gives employees up to 40 hours paid leave a year for volunteering.

KISS Turn it Off Now has not had the same significant results as KISS Water Saving. As electricity usage is more direct and easier to manage it is assumed employees have been taking measures to reduce their electricity use prior to the introduction of KISS. Nevertheless it has achieved its purpose in engaging employees in environmental initiatives beyond the company.

Transport is another area where the company's CSR philosophy endeavours to change employees' way of thinking to reduce emissions. It reimburses fares of staff that travel to work by public transport. The employee uptake of this initiative has been disappointing to date with only one employee regularly using public transport. This possibly reflects the fact that most employees live in areas not serviced by a direct rail line or bus service to their work site and several have family commitments to meet after work.

KISS Give Back 40 is an exciting volunteer initiative in which a number of employees have engaged. The program offers employees up to 40 hours fully paid leave each year to do volunteer work for a charitable or environmental program that would be unable to exist effectively without volunteer workers.

Programs chosen have included B4C which is outlined under CEO Water Mandate above, Globalteer Cambodia Kids Project, Habitat for Humanity, Lighthouse Foundation, North Head Quarantine Station and Turtle Tagging in Broome.

Cambodia Kids Project

The Globalteer Cambodia Kids Project is located in the town of Siem Reap. Globalteer is a UK registered charity providing volunteer placements working with children in Cambodia. The project supports a free education program for Cambodian children, homes for orphans and vulnerable children, vocational training, day centres for street kids, community support, sports and arts. It focuses on the young and vulnerable to assist them and their families in finding a way out of the poverty trap through education, health care, nutrition and income generation.

Cambodia is among the poorest countries in the world. An estimated 36% of the population lives below the basic needs poverty line.

Sustainable Living Fabrics was proud to work with Globalteer to help the least fortunate live healthily, with dignity and with a future.

The Sustainable Business Model

KISS – Give Back 40 contd

1 in 7 children in Cambodia die before the age of five from preventable diseases such as typhoid, malnutrition, malaria, and dengue. The common denominator in many of these is waterborne illness.



Volunteers helped minimise this problem by assisting in the construction and provision of bio-sand water filters. They are a low cost way to provide potable water from any water source to impoverished areas. The volunteer work also included working

in the Poverty School, a school for the poorest children who would otherwise not have any opportunity for education.



In Australia, two environmental projects were arranged through Conservation Volunteers Australia.

Eco Beach Sea Turtle Monitoring Program

The first was assisting marine species experts with flatback turtle monitoring at Eco Beach, a remote Australian wilderness area near Broome in Western Australia.

The flatback turtle is threatened and it is protected under Western Australian and Australian legislation. This large marine turtle is only found in Australian waters and some nearby waters in Indonesia and Papua New Guinea and only breeds on beaches and islands in Northern Australia.



Volunteers worked alongside researchers patrolling sections of Eco Beach to locate and record data on the nesting turtles.

The project aims to determine the number of nesting turtles and how far dispersed this genetic population is. Each night patrol teams walked 12kms along the beach on the rising high tide to the main nesting area and patrolled for approximately four hours over high tide.

North Head Quarantine Station Heritage

The second environmental project through Conservation Volunteers Australia was working to restore the environmental heritage of the site at North Head Quarantine Station in Sydney.

The Quarantine Station stands on North Head - at the entrance to Sydney Harbour - which at one time was an island but is now joined to the mainland by a narrow strip of land. It is a tied island. Through time this isolation led to some unique aspects in the ecosystem. There are quite extensive areas of native bushland still in a relatively undisturbed state and an unusual sand mound formation on the site which hosts a unique ecosystem.

Habitat for Humanity

Habitat for Humanity has built nearly 300,000 houses around the world, providing more than 1.5 million people in more than 3,000 communities with safe, decent, affordable shelter since its founding over 30 years ago. It is most unlikely that these families would have been able to do so otherwise. A new Habitat home is completed somewhere in the world every 24 minutes.

The Sustainable Business Model

KISS Give Back 40 contd

Habitat seeks to help people caught in a rent-induced poverty trap. Underprivileged families chosen on the basis of need alone, purchase their own homes on low interest mortgages with Habitat. They also contribute 500 hours of "sweat equity" to the building of their own home, or that of another family.

Habitat for Humanity Australia was established in 1988. Nationally, over 80 homes have been completed. Donations of land, finance, and labour are sought from governments, businesses, churches, service clubs and individuals. Give Back 40 Volunteers donated one week's labour to this cause.

Socially Responsible Practices – Human Rights

Sustainable Living Fabrics is opposed at all levels to the use of bribery and corruption to facilitate profit making by companies.

This can and does occur at many levels in every industry. Even green washing is a subtle form of fraud. It is unacceptable and removes any chance of a level playing field in the market. The temptation is always there and opportunities invariably present themselves from external sources but corruption takes two parties and the Sustainable Living Fabrics ethos empowers all staff to do the right thing. It provides its employees with certified facts relating to its products, remunerates its employees well, listens to their needs and takes appropriate action. All employees in contact with the market are trained to recognise and avoid bribery and corruption and there are no reported incidents of corrupt practices.

The company has never had legal action taken against it for breaches of human rights, anti competitive behaviour or monopoly practices nor has it been fined or sanctioned for non-compliance with laws and regulations.

Sustainable Living Fabrics supports and actively participates in the UN Global Compact including the CEO Water Mandate and the Caring for

The Lighthouse Foundation

A senior employee worked with the Cabrini Lighthouse Community Committee to help the Lighthouse Richmond House remain financially self sufficient and provide moral support to the young people in the house.

The Lighthouse Foundation is an Australian, non-denominational, not-for-profit organisation, dedicated to empowering young people to take responsibility for their own lives. Lighthouse provides long-term care and support within a family/community environment, to young people aged 15 - 22, who may otherwise be homeless.

Climate initiative, the Global Compact Australia Network, United Nations Association of Australia, Green Building Council of Australia, Green Capital, the Voluntary Carbon Market Association and others. Representatives of the company attended the first meeting of signatories to Caring For Climate in Geneva in October 2008.

The company regularly communicates its position in public speaking engagements and presentations to clients and lobbies appropriate groups on environmental and human rights issues.

It also supports the World Vision Don't Trade Lives Campaign recognizing that child slavery is widespread and unacceptable in any form.



The company does not donate to political parties.

Overall

“The Sustainable Living Fabrics CSR agenda represents the corporate leadership that is essential for the transformation to sustainable markets and the achievement of societal goals” - Kay Jones Director Sustainable Strategy and Marketing

Over the reporting period Sustainable Living Fabrics has initiated and consolidated environmental, social and corporate governance programs and incentives that reflect its commitment to the principles of the Global Compact, stakeholders and the wider social community.

Its sustainability and CSR strategy has created a level of trust in it as a company and in its products.

An extensive education campaign involving over 5000 companies has enabled it to share its philosophies and achievements and also to give these companies the knowledge to make an informed choice and the power to join in the

journey towards true sustainability and social responsibility.

The company’s education program deals honestly and fairly with many issues that its customers and suppliers do not have time to research.

Its CSR claims are transparent and its achievements offer a solution that provides security and comfort in the fact that procurement decisions are based on the truth.

The Sustainable Living Fabrics’ strategy constantly pushes CSR boundaries to achieve real change. It has proved a socially responsible, competitive pathway to success in a very tough market.

Performance Indicators

Economic Performance

This relates only to the Company and not to the supply chain. As a private Company, for commercial reasons it has chosen not to report

absolute levels of revenue but to provide an indicator of its revenue as less than \$10M and report the parameters as percentage values.

Summary of Economic Performance

Component	2008	2009
Revenues	<\$10M	<\$10M
Operating Costs	94.8% of revenue	92.6% of revenue
Employee Wages and Benefits	21.9% of revenue	17.8% of revenue
Payments to Providers of Capital	3.0% of revenue	3.7% of revenue
Payments to government	4.2% of revenue	4.8% of revenue
Grants from government	Nil	2.6% of revenue
Spending on local suppliers	96% of spending	94% of spending
Community Investments	0.2% of revenue	0.3% of revenue
Economic value retained	1.2% of revenue	3.9% of revenue

(source company financial reports)

Performance Indicators

Environmental Performance

Materials

This section covers the whole supply chain from creation of raw materials through to disposal at end of life except where it is stated otherwise.

This reflects the company's total commitment to a sustainable future.

The table below indicates materials used of which 16% are recycled inputs.

Materials Used (tonnes)

Component	2008	2009
Wool	60.2	60.9
Polyester	33.9	27.7
Nylon	0.9	0.9
Processing oils	1.0	1
Dyestuffs	1.3	1.3
Packaging	18.1	16.7

(source: GHF audited reports)

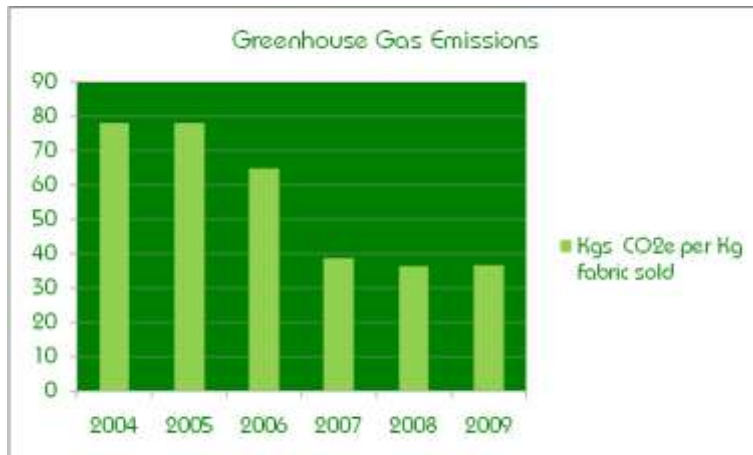
Energy

Sustainable Living Fabrics is a small organisation with its main energy load indirect energy and most relating to the supply chain. To simplify this performance indicator, the Company has chosen to use CO₂° emissions attributed to the company and the product supply chain.

For the reporting period CO₂° per kilogram of product sold was 36.62 kilograms.

The company has initiated energy saving measures within the company. Low ballast lighting has been installed in the warehouse, fans are used in preference to air-conditioning, renewable energy is used for heating when the temperature drops below 18°C, and lights and appliances including computers are switched off when not in use.

These figures have been extracted from the annual externally audited report for the Company's carbon neutral program and are expressed as kilograms of CO₂° per kilogram of product sold.



Performance Indicators

Environmental Performance contd

Water

Water is discussed in detail under the Section CEO Water Mandate.

The source of water in the production of the wool is a mixture of surface water, ground water and rainwater varying according to weather conditions. In drought conditions rainwater is scarce and more ground water is used.

Water used in processing comes from the municipal water supply. 46% of water used in processing was recycled.

The quality of water discharged in the supply chain is constantly monitored to ensure it complies with environmental regulations and the GECA criteria.

Greenhouse Gas Emissions

The Australian Government has independently audited the Company and its supply chain for greenhouse gas emissions under the Greenhouse Friendly Certification Initiative. Our calculations meet Greenhouse Friendly (GHF) requirements.

The calculations cover creation of the wool and polyester, direct and indirect energy sources, transport of materials between sites and waste and emissions. Emissions included 71 tonnes of CO₂^e emissions for the Company's own travel. Total greenhouse gas emissions represent 36.6 kgs per kg of fabric sold compared with 77.5kgs in the base year 2004. The most significant greenhouse gas in the supply chain is the methane from the sheep and this contributed to 42% of all CO₂^e emissions in the reporting period.

Waste

Using industry norms for processing, 20.7 tonnes of waste went to composting, 2.1 tonnes to reuse, 2.1 tonnes were recycled and 3.1 tonnes went to landfill.

The Company had no hazardous waste during the reporting period and no significant chemical spills.

11% of packaging delivered to customers is reclaimed for reuse.

Waste fabric is used for sampling and sampling recycled where appropriate.

Design for the Environment

GECA certification ensures environmental impacts are minimized and these are reported on the EPD available at www.geca.org.au

Fabrics are designed so that they do not require back coating and can be readily reused or recycled at end of life. Every fabric carries a warranty of up to 12 years and as current fabrics have only been in the market for a maximum of 7 years at the time of reporting, none have reached end of life.

The company has an accessible Recycling Program.

Transport

Transport of product within the supply chain and to the customer created 82.3 tonnes of CO₂^e emissions from oil based fuels.

Performance Indicators

Social Performance

Labour Practices

This section is restricted to the Company.

Employees have individual written contracts, which comprehensively specify terms and conditions of employment such as period of notice and leave entitlements in line with legal requirements.

All employees in the warehouse have the opportunity to meet with management weekly to discuss OH &S issues and during the reporting period the company has had no injury or absenteeism other than for normal background illnesses in the community.

The Company has no formal agreements with any Trade Union.

No program exists to equip employees for career ending but it regularly reviews the performance of all employees to ensure they are equipped to develop within the Company.

The Directors communicate with employees on a daily basis including reviewing performance and educating and training them on changing policies or procedures. CSR philosophy is regularly discussed.

Equal opportunity is embedded in the Company culture and male and females are given equal opportunities and are paid on an equal basis according to the work they do. During the reporting period the Company employed 6 men and 6 women full time and one casual woman.

Category	Number employed
Male	6
Female	7
Over 55 years	4
ESL background	1

Contact Details:

Further information regarding this report can be obtained on the Sustainable Living Fabrics website <http://www.greenliving.com.au> or by emailing environment@greenliving.com.au

Human Rights

This covers the Company and its supply chain.

Human rights are an integral part of company culture. The GÉCA Ecolabel covers human rights issues and all suppliers have been audited for fair wages, bonded labour, slave labour, child labour, and working conditions to ILO guidelines. Partly due to this screening process for suppliers and partly because of our own insistence that employees are treated fairly, the company has had no known instances of discrimination based on sex, religion or race and no evidence of restrictions on freedom of association.

Product Responsibility

This section is confined to the Company and does not cover the supply chain.

Every product is certified fit for purpose and certified low VOC emitting. Fabrics are certified to meet industry fire standards. The company has not been notified of any breaches of health and safety requirements or labeling laws. It has never been fined for non-compliance to laws and regulations concerning the use of its fabrics.

Every piece of fabric dispatched to the customer is clearly labeled with country of origin, fabric name defining fibre content, and after care instructions detailing how to care for the fabric in use.

Sustainable Living Fabrics respects the confidentiality of customer details and has not received any complaints from customers, directly or indirectly, reflecting any breach of this confidentiality.

Appendix

Relevant GRI Indicators

Indicator		Page
Economic Performance Indicators		
Aspect: Economic Performance		
EC1	Direct economic value generated	23
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	3
EC3	Defined benefit plan obligation	9
EC4	Significant financial assistance received from government	23
Aspect: Market Presence		
EC5	Standard entry level wage compared to local minimum wage at significant locations of operations	9
EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	23
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	9
Aspect: Indirect Economic Impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement	20-22
Environmental Performance Indicators		
Aspect: Materials		
EN1	Materials used by weight	24
EN2	Percentage of materials used that are recycled input materials	24
Aspect: Energy		
EN3	Direct energy consumption by primary energy source	24
EN4	Indirect energy consumption by primary source	24
EN5	Energy saved due to conservation and efficiency improvements	24
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy as a result of these initiatives	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	24
Aspect: Water		
EN8	Total water withdrawal by source	14, 25
EN9	Water sources significantly affected by withdrawal of water	14, 25
EN10	Percentage of water recycled and reused	14, 25
Aspect: Biodiversity		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	5
EN12	Description of significant impacts of activities, product and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	5, 12, 15
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	10-11
Aspect: Emissions, Effluents and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	13, 25
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	12-13, 25
EN21	Water discharge by quality and destination	15
EN22	Total weight of waste by type and disposal method	25
EN23	Total number and volume of significant spills	25
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous and percentage of transported waste shipped internationally	25
Aspect: Products and Services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	5, 10-16

EN27	Percentage of products sold and their packaging materials that are reclaimed by category	25
Aspect: Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	9
Aspect: Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organizations operations and transporting members of the workforce	25
Aspect: Overall		
EN30	Total environmental protection expenditures and investments	6
Social Performance Indicators		
Aspect - Employment		
LA1	Total workforce by employment type, employment contract and region	5,26
LA2	Total number and rate of employee turnover by age group, gender and region	5
Aspect: Occupational Health and Safety		
LA7	Rates of injury, occupational diseases, lost days and absenteeism and number of work related fatalities by region	26
Aspect: training and Education		
LA10	Average hours of training per year per employee	26
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	26
LA12	Percentage of employees receiving regular performance and career development reviews	26
Aspect: Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	1
LA14	Ratio of basic salary of men to women by employment category	26
Human Rights Performance Indicators		
Aspect: Investment and Procurement Practices		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and action taken	26
Aspect:: Non-discrimination		
HR4	Incidents of discrimination and action taken	9
Aspect: Freedom of Association and Collective Bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	26
Aspect: Child Labour		
HR6	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	26
Aspect: Forced and Compulsory Labor		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	26
Society Performance Indicators		
Aspect: Community		
SO1	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities	10
Aspect: Corruption		
SO2	Percentage and total number of business units analysed for risks related to corruption	22
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	9
SO4	Actions taken in response to incidents of corruption	22
Aspect: Public Policy		

S05	Participation in public policy development and lobbying	12, 22
S06	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	22
Aspect: Anti-competitive Behaviour		
S07	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	22
Aspect: Compliance		
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	9
Product Responsibility Performance Indicators		
Aspect: Customer Health and Safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and service categories subject to such procedures	10
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle by type of outcomes	9
Aspect: Product and Service Labelling		
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	26
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	26
Aspect: Marketing Communications		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcome	9
Aspect: Customer Privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	26
Aspect: Compliance		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	9