

SOLUDOS

January 29, 2021
Soludos, LLC
520 Broadway
5th Floor
New York, NY 10012

H.E. Antonio Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that SOLUDOS, LLC supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. SOLUDOS, LLC will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact COP policy.

SOLUDOS LLC commits to the following Core Values for 2021:

- Materials – 70% of Soludos products will be manufactured using eco-friendly/sustainable materials and components, including:
 - Leathers – 75% of leathers will be certified as either chrome-free or produced at an LWG Gold or Silver rated tannery.
 - 70% of textile-based products (cotton, linen, viscose) will be made from organic, GOTS certified, or up-cycled yarns by 2021.
 - 75% outsoles will be sourced using one, or a combination of, the following: recycled rubber, natural rubber, algae, vegetable oils, or vegetable fibers.

- 50% of all footwear components – including trims, hardware, and internal reinforcements – will be sourced using eco-friendly materials and processes.
- Reduce excess product and material usage thru Made-On-Demand/No Waste Inventory initiative.
- We will eliminate all single-use plastic in our supply chain by the end-of-2021.
- We will be carbon-neutral by end-of-2021.
- Continue to conduct yearly 3rd party audits at all factories manufacturing Soludos product to ensure that all international human rights and labour practices are adhered to.
- Continue to require that all Soludos factories and suppliers agree to and sign a ‘Code of Conduct’ contract guaranteeing protection of worker’s rights.
- Register with the Sustainable Apparel Coalition’s HIGG Index to measure, track and asses the sustainability of product lifecycles, the environmental performance of our operations, and the social impacts throughout the entire supply chain, in order to ensure the proper protection of factory workers, local communities and the environment.

Sincerely,

A handwritten signature in black ink, appearing to read "N. J. Brown", followed by a long horizontal flourish line.

Mr. Nick Brown
CEO
Soludos, LLC