

UN Global Compact Communication on Progress

Period covered by your Communication on Progress

From: 4/12/21 To: 4/12/22

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Mar 23, 2022

To our stakeholders:

I am pleased to confirm that Soludos reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Nick Brown
Chief Executive Officer

2. DESCRIPTION OF ACTIONS

Human Rights

- Conduct yearly 3rd party audits at all factories manufacturing Soludos product to ensure that all international human rights practices are adhered to
- Implement a companywide escalation plan to provide a clear path for employees to report workplace harassment or racism
- Encourage employees to take paid time off for advocacy, activism and voting efforts with an updated company policy that includes 4 additional paid days off for volunteerism

Labour

- Conduct yearly 3rd party audits at all factories manufacturing Soludos product to ensure that all international labour practices are adhered to
- Comply with minimum wage standards
- Broaden the scope for internal recruiting and hiring practices in order to reach a diverse group of candidates
- Ensure inclusive casting and equitable compensation exists in all branded content

Environment

- Eliminate all single-use plastic in our products and packaging
- 70% of Soludos products were manufactured using eco-friendly/sustainable materials and components – see measurement of outcomes below.
- Working with a consultant / organization to measure our carbon footprint

Anti-Corruption

- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption and/or ethical behavior commitment

3. MEASUREMENT OF OUTCOMES

In 2021 we pledged the following to the UN Global Compact:

- 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. **Outcome: 97% of leather products produced in 2021 were made with Leather Working Group Gold or Silver or equivalent certified leathers and 3% were made with non-rated leathers.**
 - 70% of textile-based products (cotton, linen, viscose) will be made from organic, GOTS certified, or up-cycled yarns by 2021. **Outcome: 83% of textile based products produced in 2021 use GOTS certified, organic or upcycled yarns and 17% do not.**
 - 75% outsoles will be sourced using one, or a combination of, the following: recycled rubber, natural rubber, algae, vegetable oils, or vegetable fibers. **Outcome: 90% of outsoles produced in 2021 have eco-blend using one or combination of recycled rubber, natural rubber, algae, vegetable oils or fibers and 10% do not.**
 - 50% of all footwear components – including trims, hardware, and internal reinforcements – will be sourced using eco-friendly materials and processes. **Outcome: 69% of pairs produced in 2021 have eco components and 31% do not.**