

SDG PROGRESS REPORT

WD 2022

WELLDONE SOLUTIONS CO. LLC

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INTRODUCTION

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.

The 17 SDGs are:

- 1/No Poverty,
- 2/Zero Hunger,
- 3/Good Health and Well-being,
- 4/ Quality Education,
- 5/ Gender Equality,
- 6/Clean Water and Sanitation,
- 7/ Affordable and Clean Energy,
- 8/ Decent Work and Economic Growth,
- 9/ Industry, Innovation, Infrastructure
- 10/Reduced Inequality,
- 11/ Sustainable Cities and Communities,
- 12/ Responsible Consumption and Production,
- 13/ Climate Action,
- 14/ Life Below Water,
- 15/ Life On Land,
- 16/ Peace, Justice, and Strong Institutions,
- 17/ Partnerships for the Goals..



MESSAGE FROM OUR CSO

I am pleased to present the first WellDone Sustainability Progress Report highlighting our commitment to the UN Sustainable Development Goals and sharing our journey and progressive steps in working towards a sustainable future.

Our CSR initiatives, built into our business approach and core strategies, are formulated and regularly reviewed to deliver results and create impact. We pride ourselves on delivering high quality displays with an ethical approach, working transparently with our business partners to continually benefit from mutual learning and sustainable growth.

Sustainability drives our business, developing key areas of our services, from motivated staff delivering higher productivity and performance, to optimised production processes with sustainable led mechanics, to our well maintained supply chain backed and accredited with traceability via certified sources. Our journey began when we relocated our operations to a LEED Platinum certified building, significantly reducing our carbon emissions since 2017.

In 2021, we launched our CSR platform. The NEW FUTURE PROGRAM is our road map to corporate social responsibility and sustainability, including the promotion of a low carbon economy, social inclusion, and environmental and social governance, covering 12 key topics under 3 key pillars.

A special thanks to our teams, partners and stakeholders for their contribution to these targets and support in our pledge to drive sustainability, enforce accountability and deliver positive impacts for our people, our planet and for all our sustainable futures.



Our CSR initiatives, built into our business approach and core strategies, are formulated and regularly reviewed to deliver results and create impact.

SAMANTHA BARRY
CHIEF SUSTAINABILITY OFFICER &
CO-MANAGING PARTNER

PRIORITY SDGS

While all 17 SDGs are important and interrelated, the **WD NEW FUTURE PROGRAM**; our roadmap to corporate social responsibility and sustainability; identifies 12 targeted SDGs that align with our corporate strategy, focusing on human rights, social compliance, environmental governance and responsible business practice. To achieve this, we have set internal targets covering 12 key topics under 3 key pillars.

1



2



3



PEOPLE

We aim to be a 'next level' employer supporting career development, promoting diversity and inclusion and fostering a sense of community.

PLANET

We strive to be an engaged production partner by minimising our environmental impact and continually developing to offer sustainable solutions and alternatives.

PARTNERS

We endeavour to be a trusted partner by remaining transparent and uncompromising on ethics and compliance, ensuring accountability and maintaining responsible relationships with our suppliers.

MEASURING PROGRESS

Actions speak louder than words. Under our key pillars, People, Planet & Partners we have identified 4 key indicators to measure our progress to date.

KEY INDICATOR

ACTIVITY / PROJECT

DATA / OUTCOME

Accreditation & Social Compliance



Assessments and Audit by accredited boards

Ecovadis Bronze Award SA 8000; Social Compliance ISO 45001; Health & Safety ISO 14001; Environment Mngt. ISO 9001; Quality Mngt.

tCO2e Score
Operational Carbon Footprint



Evaluate all emissions sources to identify & calculate total tCO2e

tCO2e for 2020 are 1,027. Specific emission 8.44 kgCO2e per kg of production

X Reforestation contributions



Analysis of number of MDF sheets used per year and replanting the equivalent in # of trees

2021 / x3000 trees replanted in locations where our FR and Non FR sheets are sourced

Projects undertaking Responsible Recycling



Implementation of local partner responsible recycling program

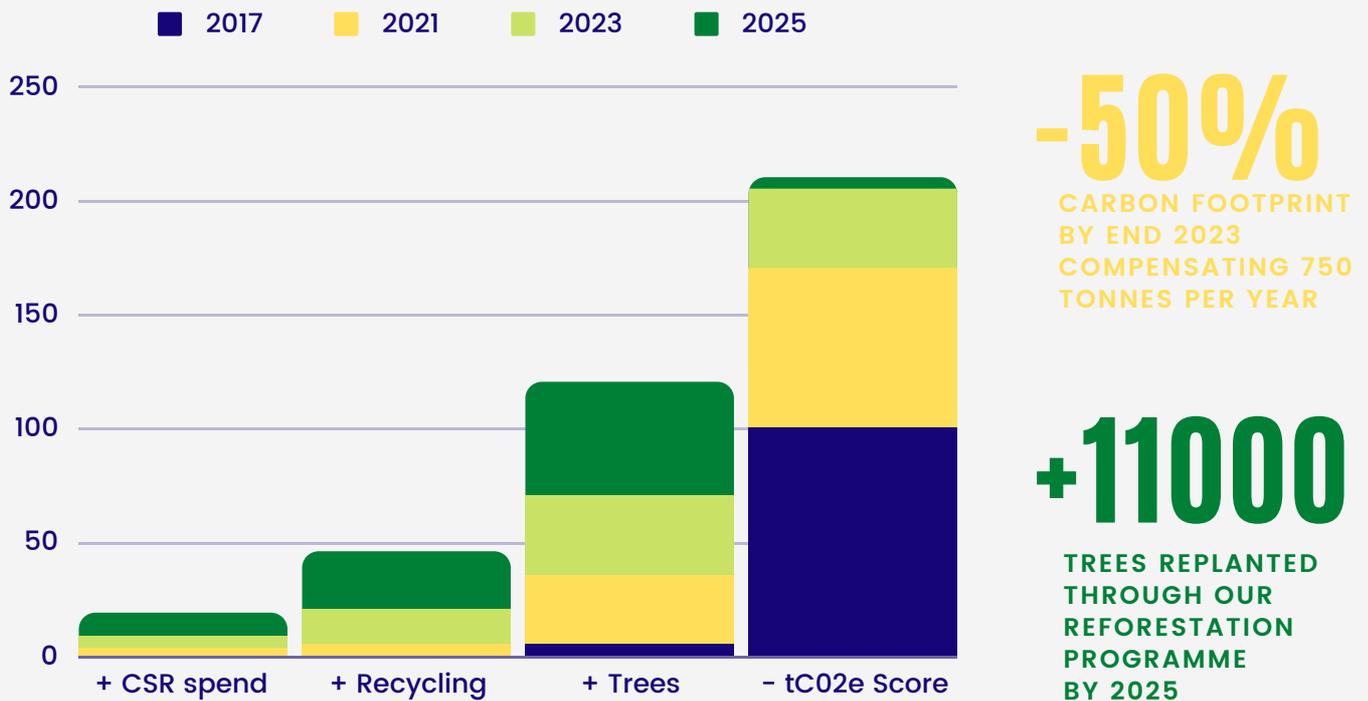
2% uptake of brand partners in responsible recycling of key projects

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Our NEW FUTURE PROGRAM marked the official beginning of our sustainable journey, however we have been making steps towards this since 2017. Below we show a baseline from then, including 2021 achievements, 2022/23 targets and 2025 ultimate goals.

OUR SUSTAINABLE JOURNEY

2107 baseline, 2021 achievements, 2022/23 targets & 2025 goals.



CSR SPEND - TOTAL % REVENUE DEDICATED TO CSR INITIATIVES

RESPONSIBLE RECYCLING - SHIFT FROM INHOUSE RECYCLING TO ADDED LOCAL PARTNER PROGRAM DEDICATED TO RESPONSIBLE RECYCLING OF KEY PROJECTS

TREES - # OF TREES PLANTED BASED ON THE EQUIVALENT OF OUR MDF SHEETS USED PER YEAR OR THE SQFT OF OUR OPERATIONAL FACILITY.

TC02E SCORE - OFFICIAL CARBON FOOTPRINT ASSESSMENT OF OPERATIONAL SPACE. CARBON OFFSET PROGRAM IMPLEMENTED TO COMPENSATE FULLY BY 2025.



We target Carbon Neutral Operations by 2025

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OTHER ACTIVITIES

Over and above the measurable goals, we have implemented a number of additional initiatives to deliver against the SDGs under our key objectives as a supportive role. These initiatives while not measurable in metrics are part of the foundations we set for learning and development and pivot the shift from being 'aware' to 'active' in terms of our overall objectives. We are all responsible for our part in sustainable development, and we actively pursue any opportunity to grow in our abilities to support this growth.

KEY INDICATOR

ACTIVITY / PROJECT

Supporting local communities

Partnering with a local social inclusion program for people with determination.

Eco Design Manual & Sustainable materials

Development of an internal Eco Design manual including best practice and local material alternatives to support local economy and reduce overall project based Carbon Footprints impact.

Sustainability Training & Workshops

Participation with brand partners and individual encouragement of staff to partake in sustainability led studies, workshops and courses.

Introducing our Happiness Officer

Their objective - ascertain team value and fair treatment, support team effectiveness, uphold company values and create a safe, happy and productive environment.

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NEXT STEPS

We understand that Sustainability is not only about achievements, but a continued and committed path. It doesn't end here. Under our NEW FUTURE PROGRAM we have outlined not only immediate but future aspirations that will continuously develop as we continue on this journey. Below are the key targets for 2022 - 2023, additionally, our 5yr plan.

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+ Silver award Ecovadis

Identifying areas for improvement from initial assessment and implementing operational improvements to increase sustainability scores.

-50% carbon footprint

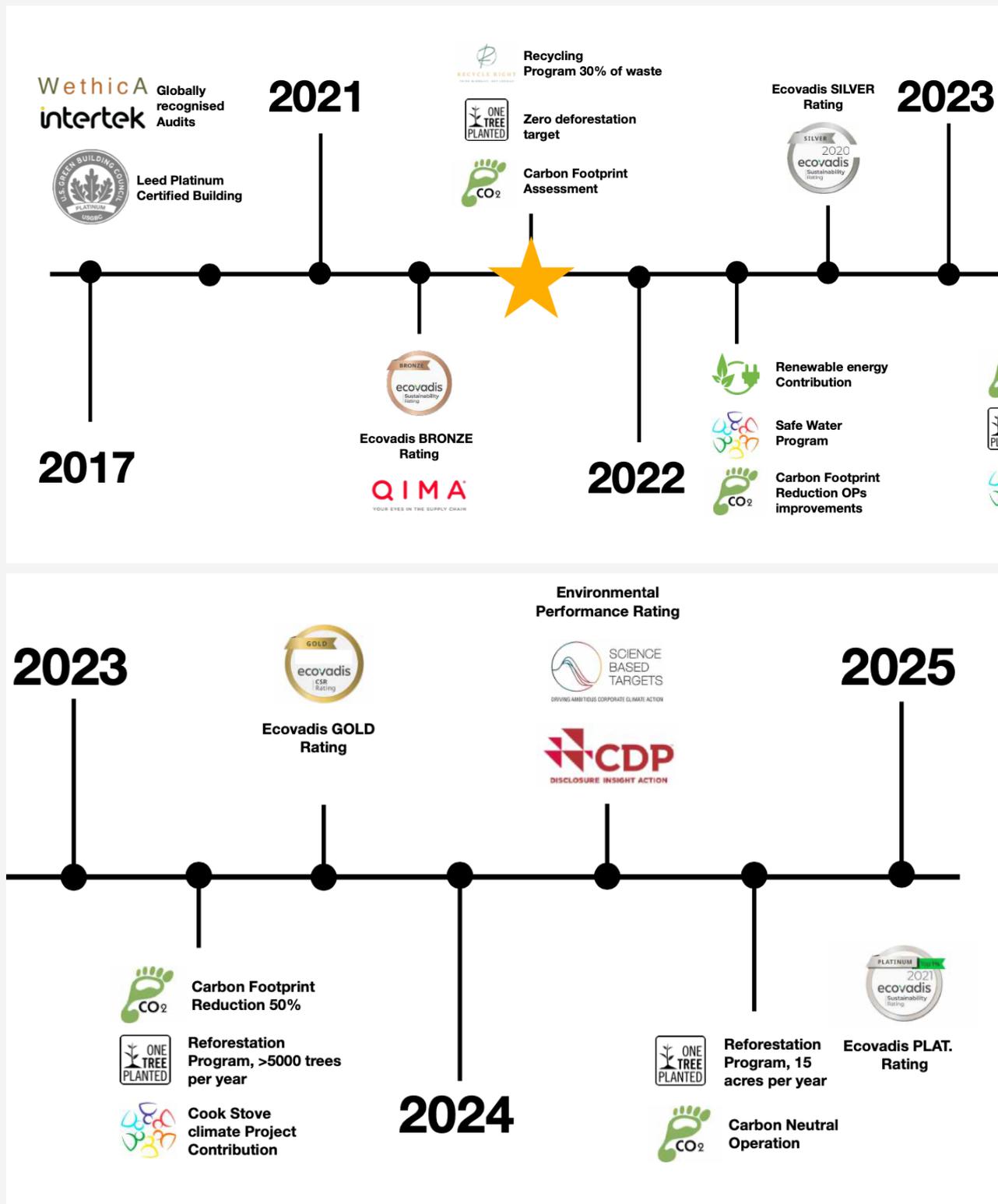
WD plans to offset its carbon footprint by 50% (750 tonnes) by contributing to projects of Reforestation, Safe Water and Women Empowerment by 2023.

+10% responsible recycling

From landfill to responsible recycling, we are encouraging our brand partners to participate in this necessary initiative to support a radical change in retail fixture impacts worldwide.

5YR ROADMAP

Our future roadmap and key targets to facilitate our ambition for 2025. Working towards a sustainable future.



CONCLUSION

As a manufacturer, we understand the need for an active response and evolved understanding of needs to contribute to sustainability global goals.

WE ARE IN. Join us on this sustainable journey.

Below are our celebrated highlights for 2021- 2022.

CSR PROGRAM LAUNCH

- Our roadmap to corporate social responsibility
- Setting clear targets with measurable goals
- Aligning with the UNGC SDGs
- Working towards a sustainable future

REFORESTATION

- Our pledge to replenish our natural resources
- 1 sheet of MDF = 20 trees
- We replant the equivalent # of trees used per year
- Or the # of trees equal to our factory footprint

TCO2E COMPENSATION

- Assessment of tCO2e GHG
- Analysis data 2020 / implementing monitoring tool
- Target -50% carbon footprint by 2023
- Target carbon neutral operations by 2025

We look forward with excitement, honour and expectation for what our industry can deliver. At WellDone, we strive to be a leader in this field and look forward with positive energy to new developments and future collaborations in our region and field, leading towards this goal.

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ACKNOWLEDGEMENTS

These achievements and successes are a result of not only our team's tireless efforts, but due to the encouragement, guidance and support given from our brand partners, external suppliers, dedicated institutes, surrounding communities and our stakeholders. Thank you to all for helping us to continue to innovate delivering positive impacts and paving the way for a more sustainable future.

- The WellDone CSR team
- Our shareholders and board members
- The WellDone factory and office teams
- The research and development team
- The UN Global Compact organisation

We thank you for your continued support in our efforts to contribute to the SDGs.

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