

# OUTLAND DENIM

## **Communication On Progress 2022**

United Nations Global Compact Network

Reporting Period: July 2021 - June 2022

*GoodForHumanity.*

# Their Voice To The front

Stories from our team.

<p>"Outland is the best workplace I have ever experienced before. The management is so nice and using good words for the employees. They are not proud of their authority. The first day I came in I not know how the jeans process but everyone is teaching me how to do it. I feel so warm when everyone at work so nice to me. After I had trained from company's workshop about the Covid 19, I had shared that information to many people as my relatives. During Locking down the Outland provided help to me and provide full salary to support my family during lockdown."</p> <p><b>Rotha</b></p>	<p>"I use to tell my friend about the subject I had learnt from Outland. Outland is very different from the garment factory and provide so many education to the employees while they are at work. And Outland also have a nurse and Dr who cares about employee's health."</p> <p><b>Putrea</b></p>	<p>"Every educations I have learnt from Outland I can tell to my family, friends about what Outland provide for the employees than we can understand more. About employment with Outland I can help my family situation getting better, support my kids to school and can send some money to my parents."</p> <p><b>Rachana</b></p>
	<p>You haven't empowered someone in need. You've done something much better. You've helped provide the support they needed to empower themselves.</p> <p><b>Their story. Their future. Their voice to the front.</b></p>	<p>"Thank you for supporting Outland Brand. I hope that you'll like every of the products and fit you well. Your support has change not just my life but for others too."</p> <p><b>Sokhanya</b></p>
<p>"Thank you so much to our value customer who support us. Your support really meant to us a lot. I hope that you're enjoy with every product we made it."</p> <p><b>Sopheary</b></p>	<p>"I would like to say thank you so much for who organised the MMC come to visited and test HPV for the women employees. That's my first time to know about HPV and women health is important. This facility is the best place. Thank you so much and wish Outland grow more and more in the future."</p> <p><b>Chhaiya</b></p>	

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*In the spirit of reconciliation, Outland Denim acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.*

## Statement of Continued Support by the Chief Executive Officer

Date of signature: 19th October 2022

To our stakeholders:

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

Outland Denim seeks to pursue zero exploitation in every aspect of its business.

To be accountable to this mission we have aligned as a signatory to the UN Global Compact Network's Ten Principles.

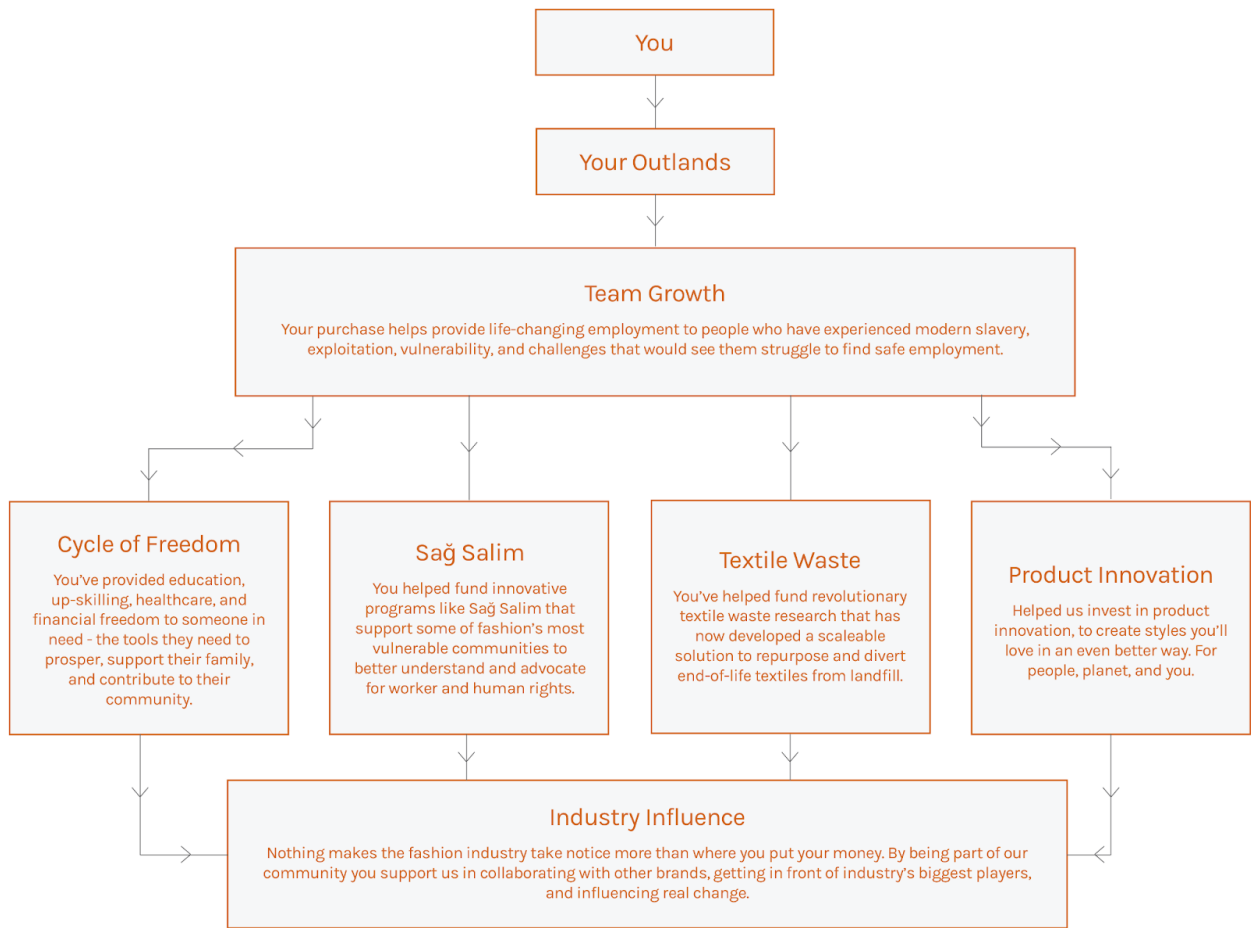
In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

A handwritten signature in black ink, appearing to read 'James Bartle', with a large, stylized initial 'J'.

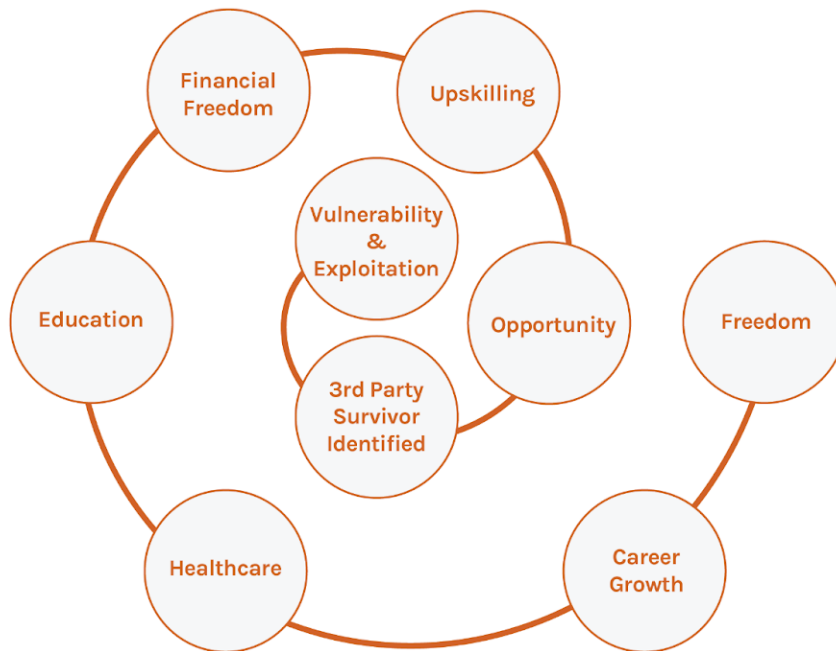
James Bartle  
Founder / CEO Outland Denim

# Human Rights, Labour, Environment: Our Positive Impact Flow



# Human Rights & Labour: A Human-Centred Business

We all deserve the opportunity to create a better life for ourselves, our families, and our children. Sadly, not everyone has this opportunity. Outland Denim exists to create a cycle of freedom for the people it directly employs.



## Vulnerability & Exploitation

Human trafficking is just one form of modern slavery, which is used as an umbrella term for different forms of severe exploitation, which also includes forced labour and forced marriage, and affects an estimated 49.6 million people globally.\*

Vulnerability is at the root. Generational cycles of lack of access to education and healthcare, poverty wages and debt.

## 3rd Party Survivor Identified

We partner with NGOs that work with individuals who have experienced modern slavery, in identifying a career path that they would like to pursue. Where there is availability, people interested in the garment industry are matched with us at Outland.

## Opportunity

Opportunity is the key to resolving systematic issues individuals face, and key to supporting them holistically. **This is the foundation of the Outland business model.**

## Upskilling\*\*

Over a period of two to three years, trainee staff enrol in a program of cross-training and up-skilling to gain a deep knowledge in the areas of cutting, finishing, and sewing.

## Financial Freedom

Team members have the opportunity to earn a living wage, which ensures enough income to cover necessary expenses, discretionary items, and save for the future.

## Education\*\*

Staff receive education in general health, women's health, child health, human trafficking awareness, self defense, financial management, Khmer literacy, English literacy and digital literacy. Staff and their families also have access to two on-site library.

\*\*Periodic team consultation to identify key education, upskilling, and health topics our team are interested in, to inform future programs.

## Healthcare

Team members have access to our on-site medical centre which offers healthcare, health education, and an anonymous health support hotline.

## Career Growth

Some of our original team members now lead their departments. **We're not about leading our team in Cambodia with a western lens. Local leadership is absolutely critical to the prosperity of our team.**

## Freedom

Our ultimate goal is to see our team become authors of their own futures. To send their children to school, care for their family, have a safe home, go on a holiday, and even, if it is what they want to do, leave the Outland Denim team to create a business of their own.

**No matter their future, so long as they have the FREEDOM TO CHOOSE.**

\*[https://cdn.walkfree.org/content/uploads/2022/09/12142341/GEMS-2022\\_Report\\_EN\\_V8.pdf](https://cdn.walkfree.org/content/uploads/2022/09/12142341/GEMS-2022_Report_EN_V8.pdf)

## Our Social Impact at a glance - Outland Denim Cambodia

**26.2%**

Attrition in Cambodian staff numbers, which coincided with a reduction in overtime hours after two years of sustaining our workforce through Covid-19.\*

**100%**

of Outland Denim staff continued to have the opportunity to receive a living wage.

**39%**

of Outland Denim Cambodia staff received a promotion.

**91%**

of staff received a wage increase.

**25%**

of wage increases were based on exceptional performance.

**237 hours**

of education and training given to staff (4.6 hours/week).

**80%**

of staff reported growth in positive mental health.

**74%**

of staff reported growth in work ethic.

**62%**

of staff reported growth in sense of achievement.

**40%**

of staff reported growth in leadership skills.

**89%**

of staff report feeling safe at work. 7.2% were unsure.

**98%**

of staff know how to share a grievance or concern. 82% feel confident or very confident to speak up about a concern.

**82%**

of staff who have debt say that the debt has decreased in the past 12 months, and 85% are making regular repayments on their debt.

**19%**

of staff have made a financial investment in the past 12 months.

**77%**

of staff report having adequate time with their family in an average week.

\*Notably, there is no forced overtime at Outland Denim; overtime hours are voluntary and capped at two hours per day in busy production seasons in keeping with Cambodian law<sup>1</sup>. While we hope to provide a work environment that is desirable to be in and contributes to the thriving of all parties touched by our impact, we do not force or coerce staff to work with us. Staff are free to put in their notice when they decide to move toward a preferred employment option for them and their families (for many staff, working at Outland is a means, not an end).

<sup>1</sup> <https://betterwork.org/wp-content/uploads/2020/07/Guide-to-the-Cambodian-Labour-law-for-the-Garment-Industry-2020.pdf>

# Labour Standards: Supporting Lifelong Learning

## *Sustainable Development Goals:*

*Goal 1: No Poverty*

*Goal 4: Quality Education*

*Goal 5: Gender Equality*

*Goal 9: Industry, Innovation and Infrastructure*

At Outland Denim we go a step beyond a commitment to stamping out all forms of forced and compulsory labour: we actively support our staff (some who have experienced exploitation and slavery) to mitigate their vulnerability to these atrocities through the provision of learning opportunities.

The International Labour Organization states that, “Access to lifelong learning is critical to prevention [of forced labour] and reintegration, ensuring that people whose initial education and training left them vulnerable to forced labour are able to gain needed skills and capacities.”<sup>2</sup>

In partnership with Sipar, both Outland Denim Cambodia facilities are equipped with onsite Library and Learning Centres, for the benefit of staff and their families. During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).

Last year we updated you on the opening and early success of our new on-site Library and Learning Centre based within our cut-and-sew facility. Following the success of this program, we’ve now opened a second Library and Learning Centre within our Wash and Finishing facility.

These centres not only offer a physical space to facilitate scheduled education programs, but also a space for our team members to participate in self-directed learning, to relax, and to share resources with their family members.

Many Outland Denim production team members had to stop their studies during primary or secondary school, most often due to financial pressure and family responsibilities.

The installation of these libraries has been timely, as COVID-19 has caused restrictions for children to attend school. This has meant parents working at Outland Denim have been able to borrow books for their children to use while at home.

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<sup>2</sup> [https://www.ilo.org/skills/areas/skills-for-youth-employment/WCMS\\_762720/lang--en/index.htm](https://www.ilo.org/skills/areas/skills-for-youth-employment/WCMS_762720/lang--en/index.htm)



# Labour Standards: Access To Healthcare

## *Sustainable Development Goals*

### *Goal 3: Good Health and Well-Being*

### *Goal 4: Quality Education*

### *Goal 5: Gender Equality*

### *Goal 9: Industry, Innovation and Infrastructure*

The provision of quality on-site healthcare for our staff ensures that they are able to address any health issues directly correlated to their work, their former work (i.e. in other factories), and in their lives more broadly. In partnership with the Australian Government, both Outland Denim Cambodia facilities are now equipped with onsite Medical Centres.

Health issues and a lack of access to trusted, quality healthcare are common causes for families falling into debt in rural areas, which can increase vulnerability to exploitation. This holistic health program provides support via our in-house medical facilities and an international standard of professional health consultation to improve employee, family and community health.

- On-site nurse support
- Introductory resources on topics such as high blood pressure; diabetes; mental health; cervical cancer; scabies; nutrition; colds; malaria; nutrition for children; diarrhoea; and menstrual health
- Health Hotline with the option to stay anonymous
- Cervical cancer screening, education, and free treatment in partnership with Mercy Medical Clinic
- COVID-19 prevention education
- Monthly health education sessions customised to address frequently asked questions and seasonal health concerns.

In July 2021 we conducted a Cervical Cancer Screening session in partnership with Mercy Ministries. In our follow-up survey we found that:

- 90.5% of employees were tested for uterus/cervical cancer for the first time;
- 89.5% of employees learnt about uterus/cervical cancer for the first time;
- 100% of employees felt this training was helpful to them;
- 100% of employees said they'd share this training with family and friends;
- 94.7% of employees know they can text our nurse a private health question.

## Environment: Year-on-year materials composition

At Outland Denim we take our environmental footprint very seriously. We invest heavily in ensuring our products are made with the highest quality and most sustainable raw materials available. But of course, no material is perfect, so we'll also explore the challenges with each in our Raw Material Breakdown.

Raw Material	Percentage Of Production	Weight (kg)	Year-on-Year Change
Natural Fibres	93%	20,184	↑ 8%
Synthetics	6%	1,327	↓ 8%
Hardware	1%	272	0%

## Product Innovation: Coloured By Earth

In 2022 we introduced our first offering of clay-dyed denim, the result of natural textile dyeing, which originally dates back to ancient times.

Originating in Turkey, the clay's pigment represents the story of earth events - sunlight, wind, pressure, heat. Resulting in a natural hue without chemical interference. The process uses 72.6% less water during the dying process and results in lower carbon emissions.

This edit is made with 100% Organic Cotton denim, designed to prioritise natural fibres to improve the circularity of the garment while also mitigating the release of micro-plastics into our waterways during home laundering.

## Environment: Raw material break-down

Material	Classification	Percentage Of Production	Year-On-Year Change	Why We Use It	Challenges
GOTS Certified Organic Cotton	Natural	77%	9%	<p>Unlike conventional cotton, organic cotton is farmed with zero use of agrochemicals such as synthetic pesticides and chemical fertilisers, which are known to reduce soil quality, contribute to water pollution, and severely affect the health of farmers.</p> <p>Organic farming also helps to reduce environmental impacts and enhance social responsibility while potentially saving water.</p> <p>Organic soils are also shown to sequester more carbon than conventionally farmed soils and the farming of organic cotton has been linked to lowering emissions<sup>3</sup>, though this is relative to the geography and other influencing factors at the farm level.</p> <p>Textile Exchange links organic cotton to the following Sustainable Development Goals (SDGs):</p> <ul style="list-style-type: none"> <li>- Poverty Reduction (SDG #1) - As farmers can earn more and spend less on inputs</li> <li>- Zero Hunger (SDG #2) - As organic cotton is usually grown alongside food crops</li> <li>- Good Health &amp; Wellbeing (SDG #3) - As cotton farmers and their families are not exposed to harmful chemicals</li> </ul>	<p>The primary challenge in using organic cotton is its price. While the benefits are 100% worth it in our opinion, organic cotton does cost more for us and therefore our customers too.</p> <p>Currently organic cotton represents only 1% of cotton production.<sup>5</sup> With the fibre's social and environmental benefits, we hope to see its use increase in future, and the potential for increased demand lead to the fibre being a more affordable option for all.</p> <p>The transition to organic cotton farming by smallholder farmers needs to be supported by governments, business and NGOs by way of education, training and financial incentives. This is a transition that can take three years to full certification<sup>6</sup> and involves considerable effort and financial risk. Brands could theoretically support the transition by guaranteeing orders of organic cotton via their mills and fabric suppliers.</p>

<sup>3</sup> <https://www.researchgate.net/publication/348959120>

<sup>5</sup> <https://textileexchange.org/record-organic-cotton-production-in-2019-20-shows-textile-exchange-report/>

<sup>6</sup> <https://textileexchange.org/in-conversion-transitional-cotton/>

				- Clean Water and Sanitation (SDG #6) - As it does not cause contamination to local water sources. <sup>4</sup>	
Lyocell (Lenzing Tencel™)	Natural	7.2%	.8%	<p>Lyocell is a natural, biodegradable fibre material used in our rigid denim and some RTW garments. It is made with treated wood pulp and is known for giving garments a super soft feel.</p> <p>We use Lenzing Tencel branded lyocell for its environmental benefits. Textile Exchange categorises Lenzing Tencel lyocell as a “preferred man made cellulosic because it comes from renewable sources, is biodegradable, and is made in a unique closed-loop system that recycles 99.5% of the solvent used.”<sup>7</sup></p>	Although Lenzing Tencel lyocell is made in a closed-loop system, it does require intensive chemical and energy use in the process of making the fibre.
Recycled Cotton	Natural	6%	.7%	The key benefit in using recycled cotton within our rigid denim jeans is that it reduces a small amount of our reliance on virgin fibres by using fibres already in circulation.	As with many recycled materials, the recycled nature of the fibre can affect performance over a long period of time.
Better Cotton Initiative (BCI) Cotton	Natural	.07%	-3%	<p>Better Cotton Initiative (BCI) cotton is the primary fibre used in our pocket linings. For this use it is combined with a small amount of virgin polyester.</p> <p>BCI is not a type of cotton, but rather a body that offers cotton farmers tools and education in farming practices that are both environmentally and socially better than conventional practices. Only farmers that meet the BCI standards can sell their cotton as BCI certified.</p>	<p>While BCI cotton does have benefits over conventional cotton, our preference is GOTS certified organic as this is considered the leading cotton certification.<sup>8</sup></p> <p>Ultimately our aim is to transition all pocket linings to 100% organic cotton and zero polyester, however currently 100% organic cotton pocket linings do not meet our performance and longevity requirements. As the trusted real estate of your phone, cards, and keys, we want to make sure your pockets last!</p>
Linen	Natural	.5%	-.1%	Linen has a beautiful feel, it's highly breathable and comfortable to wear. It is also a natural and regenerative fibre made from the flax plant.	Generally linen is known as a fibre that can be a high risk for worker exploitation in the early supply chain tiers, and this is why it is so important for us to continue to create strong relationships with our suppliers to have the best chance possible of identifying any potential

<sup>4</sup> [https://textileexchange.org/wp-content/uploads/2020/04/Textile-Exchange\\_Organic-Cotton-Market-Report\\_2019.pdf](https://textileexchange.org/wp-content/uploads/2020/04/Textile-Exchange_Organic-Cotton-Market-Report_2019.pdf)

<sup>7</sup> <https://textileexchange.org/glossary-abbreviations/>

<sup>8</sup> <https://textileexchange.org/sustainable-cotton-matrix/>

					exploitation. Linen is also a delicate fibre and not as robust as some alternatives.
Corozo Nut Buttons	Natural	.06	-.05%	Corozo nuts are a natural alternative to plastic or metal buttons that originate from the seed of a palm tree.	In using Corozo nut buttons, colour matching/consistency can be limited which can be challenging for customers buying garments online. But on the other hand we love the uniqueness that this subtle inconsistency can give each button.
Remnant Fabric	Synthetic	.6%	.5%	Remnant fabric refers to left over fabric or fabric scraps remaining from other uses. The primary benefit of using remnant fabric is that it diverts it from landfill. Our remnant fabric is sourced from local Cambodian markets and is used to create our Outland Denim Tote.	As our remnant fabric is purchased at local markets, we are unable to know, without third party testing, the true composition of the fabric.  The reality is that it is most likely primarily made out of cotton, however without knowing with certainty, for the purpose of this report we classify it as a synthetic to take into account any synthetic fibres the material may contain.
Jacron Paper	Natural	.09%	.02%	Jacron is a paper product. It is a leather-look alternative to the leather brand patch often found on denim. When it comes to leather-alternatives, we found jacron to be the best option as it is the product of natural materials and does not contain plastics or harmful chemicals.	In terms of performance, jacron paper can have shorter longevity compared to alternatives.
Virgin Polyester	Synthetic	2%	-5%	There is a small polyester and elastane component to some pairs of Outland Denim jeans. Polyester, when mixed with cotton, gives jeans their shape recovery capacity and added strength. Elastane/spandex gives jeans their stretch capacity.	Synthetic polymers are obtained from nonrenewable resources (e.g. fossil fuels), and the production of these fibres requires an enormous amount of energy, causing higher GHG emissions. They are also linked to microfibres that work their way into the world's water Systems.  Finding polyester and elastane alternatives that can withstand durability tests has been a part of our ongoing product development mission.  Currently the alternatives for natural stretch fibres are very early in development, and because of this, those formative fabrics with
Elastane	Synthetic	1%	-.3%		
Recycled Polyester	Synthetic	2%	-.3%		

					<p>natural stretch elements, have their own downfalls, such as being difficult to control in production (i.e. handling the fabric and washing/finishing the fabric), and don't perform as well as elastane over time, which means you would need to replace your denim more often.</p> <p>In this way, there's no perfect answer, apart from the certainty that progress is needed. The balance we strike is to produce a small selection of styles with virgin elastane, while also introducing options that do not contain elastane, and invest into continuing to trial alternative options.</p>
Metalware (buttons, rivets, and zippers)	Hardware	1%	.2%	<p>Our zippers are sourced from YKK, who are considered the leaders in durability and sustainability with regards to zippers. They are part of the Zero Discharge of Hazardous Chemicals Initiative and provide a holistic support and remuneration program for their team.</p> <p>Our buttons and rivets are sourced from Frameless Asia. Frameless Asia are a Bluesign systems partner, remunerate their team with fair wages, and have implemented water and waste recycling and reduction initiatives.</p>	<p>Like any non-natural material, metalware can affect the circularity of the garment as it needs to be removed from the fibres in order to recycle the garment. In taking steps to address this, and in line with the Ellen MacArthur Foundation Jeans Redesign Program, we have over the past two years reduced the number of rivets on each jean to minimise the amount of hardware while maintaining the structural integrity of the garment.</p>
Satin	Natural	0%	-.1%	No satin garments have been produced in this reporting period.	No satin garments have been produced in this reporting period.

## Human Rights & Labour: Supply Chain Due Diligence & Traceability

Prior to engaging new suppliers in our supply chain, Outland Denim performs a rigorous risk assessment. After an initial assessment form has been completed by the supplier, a thorough review takes place during which the supplier will be asked to supply further information, such as certifications, audit results and employee wage information. Only after reviewing and evaluating the supplier against our stringent requirements will we induct them into our supply chain.

Outland has developed a rigorous set of Sustainability and Ethics Criteria through which to filter its direct major suppliers (2nd tier). Outland Denim chooses to work with suppliers that score a minimum of 80% based on meeting and exceeding the following Sustainability and Ethics criteria:

- Agree and adhere to Outland Denim's Supplier Code of Conduct;
- Exact name and address of supplier is provided and publicly available;
- Evidence of employee wages to ensure legal requirements are met (at a minimum);
- Adherence to a recognised Manufacturing/Restricted Substance List (MRSL and/or RSL);
- Can provide a raw materials/ingredients list for the material;
- Can provide audit results to Outland Denim or has been assessed by an internationally recognised external certification body.

In the previous reporting period, 94% of the primary 2nd tier material production supply chain partners had met Outland Denim's Sustainability and Ethics Criteria. This reporting period 97% of the primary 2nd tier material production supply chain partners have met this criteria. Notably our scoring system has not yet been fully deployed to minor suppliers.

However, we also value the two-way relationship with suppliers and endeavour to work alongside them to see if we are able to proceed further in the business relationship: we understand that transparency and trust also come with time invested and mutual respect. Therefore it is always our preference to visit supplier sites directly: travel restrictions for the past two years have hindered our ability to do this.

[Outland Denim's Supplier Code of Conduct](#) for all parties contributing to the company's supply chain is firmly established with respect for human and labour rights. It has been set upon the foundations of The Ethical Trading Initiative Base Code, and, in turn, the International Labor Organization's Four Fundamental Principles and Rights at Work. The four categories are:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of forced or compulsory labour;
- The abolition of child labour and;
- The elimination of discrimination in respect to employment and occupation.

The Outland Denim Supplier Code of Conduct, [publicly available on our website](#), is based upon the following principles that underpin Outland Denim's approach to ethical business:

- All Outland Denim's operations are developed under an ethical and responsible decision making framework;
- All persons, individuals or entities, who maintain, directly or indirectly, any kind of employment, economic, social and/or industrial relationship with Outland Denim, are treated fairly, with respect and dignity;
- All Outland Denim activities are carried out in a manner that most respects the environment; and
- All manufacturers and suppliers (production centers that are not property of Outland Denim Pty Ltd) fully adhere to these commitments and undertake to ensure that the standards which are set forth in the Code are met.

Outland Denim requires all supply chain partners to meet or exceed the standard outlined in its Code of Conduct. Criteria for adherence with this code requires that the supplier company upholds freedom of association and

collective bargaining, and the elimination of forced labour (including employee protection around recruitment fees), child labour, and employment discrimination. Outland Denim is thankful that many of our suppliers already do much more for working conditions and the environment than meeting the minimum requirements.

The Outland Denim Supplier Code of Conduct covers these categories:

1. Forced Labour and Human Trafficking
2. Child Labour
3. Discrimination
4. Women's Rights
5. Freedom of Association and Collective Bargaining
6. Safe and Hygienic Working Conditions
7. Wages
8. Hours of Work
9. Traceability of Suppliers and Raw Materials
10. Environmental and Community Awareness
11. Chemical Safety
12. Confidentiality of Information
13. Legal Requirements
14. Code of Implementation
  - a. Transparency & Anti-Corruption
  - b. Reference to National Legislation, Conventions and Agreements
  - c. 17.3 Verification of Compliance
  - d. 17.4 Complaints or Breach of Code

Further to these criteria, Outland Denim works with suppliers to provide information around concepts such as living wages and the importance of transparency. Transparency is fundamental to ensuring that our supply chain is ethical. Our priority is integrity in every stage of manufacturing. All Outland Denim suppliers are displayed on the brand's website following the commencement of the supply contract. This is an essential aspect to achieving complete transparency throughout each touchpoint of our supply chain.

We consider traceability an ongoing journey, not a final destination, and continue to communicate and work with all newer suppliers to try and establish as much traceability as possible. Outland Denim has developed a Traceability Score for its supply chain tiers based on the methodology that the supplier of origin for each raw material must score a minimum of 75% of the total available score. This score is generated through each supplier's transparency in providing and exceeding the following criteria:

- Raw material breakdown;
- Country of origin of raw materials;
- Business name and location;
- Externally assessed social standards and certifications;
- Externally assessed environmental standards and certifications.

For its part, as a purchaser of goods impacting the supply chain, Outland Denim has also developed a Responsible Purchasing Policy and Strategy. This Policy outlines a minimum set of standards of ethical and responsible behaviour to be met by Outland Denim buyers, including anti-corruption and bribery principles. The Policy is based upon standards set out in the Suppliers' Code of Conduct and is based on the Ethical Trading Initiative Guide to Buying Responsibly. This includes internationally recognised standards and recommendations for purchasing based on International Labor Organization (ILO) and Ethical Trading Initiative research, including::

- Minimising conflicting messages between a Buyers' Code of Conduct and purchasing behaviours;
- Finalising agreed upon terms through contracts;
- Diminishing power imbalance through appropriate pricing; and
- Ensuring sufficient lead times.

The Policy addresses the use of suppliers engaging temporary or contract migrant workers, setting prices taking into account regional living wage benchmarks, and buyer responsibility for changes impeding production.



## Our Supply Chain

Tier	Supplier Type	Supplier Name	Location	Sustainability Attributes
Tier 1 - Manufacturing	Cut and Sew Facility	Outland Denim/MAEKA	Cambodia	<p>Living Wages</p> <p>Opportunity for people who have experienced exploitation</p> <p>Healthcare</p> <p>Upskilling</p> <p>Education</p> <p>Zero harmful chemicals</p>
	Wash and Finishing Facility	Outland Denim/MAEKA	Cambodia	<p>Living Wages</p> <p>Opportunity for people who have experienced exploitation</p> <p>Healthcare</p> <p>Upskilling</p> <p>Education</p> <p>Industry leading water and energy saving tech</p> <p>Zero harmful chemicals</p>
Tier 2 - Material Production	Primary Denim Supplier	Bossa Denim	Turkey	<p>Leaders in sustainability</p> <p>Tested to ensure no harmful substances</p> <p>Organic cotton</p> <p>Water wise</p>
	Secondary Denim Supplier (Peachy Keen Denim)	Maritas	Turkey	<p>GOTS certified Organic cotton</p> <p>Clay Dye - non toxic, 72.6% saved water, 42.5% saved carbon dioxide</p>
	Jacron Brand	Frameless Asia	China	Vegan

	Patch			<p>Water/waste recycling and reduction initiatives</p> <p>Fair wages for employees</p> <p>Bluesign systems partner</p>
	Pocket Lining	Beijing Kailong Yisheng Textile	China	<p>35% recycled materials</p> <p>100% wastewater recovered</p> <p>Renewable energy</p> <p>BCI cotton</p>
	Thread	Coats	Vietnam	<p>ZDHC Initiative</p> <p>ISO 14001 'Environmental Management Systems' certified.</p> <p>Tested to ensure no harmful substances</p> <p>Fair wages for employees</p> <p>Plastic and water recycling processes</p> <p>Community driven approach</p>
	Zippers	YKK	Vietnam	<p>Part of the Zero Discharge of Hazardous Chemicals Initiative (ZDHC)</p> <p>Tested to ensure no harmful substances</p> <p>Holistic support for workers</p>
	Labels	QLM Labels	Cambodia	<p>ISO9001:2015 Quality Management System certification</p> <p>Local Cambodian supplier</p> <p>Prioritises the well-being and up-skilling of staff</p> <p>Raw materials tested to ensure no harmful substances</p>
	Labels	CJ Labels	Cambodia	<p>Use environmentally friendly water-based inks on labels</p>

				<p>Transparent in raw materials</p> <p>Local Cambodian supplier</p> <p>Tested to ensure no harmful substances</p> <p>Forest Stewardship Council members</p>
	RTW Cotton Fabric	Kadeks	Turkey	<p>Solar energy system</p> <p>Organic cotton</p> <p>Transparent in raw materials</p> <p>Tested to ensure no harmful substances</p>
	RTW Cotton Fabric	5P India	India	<p>Organic cotton</p> <p>Hand-loom artisans using traditional practices</p> <p>Fair wages</p> <p>Solar energy use</p>
	Winona prints	Fab Agencies SNT	Turkey	<p>Lenzing Ecovero</p> <p>Up to 50% lower water impact</p> <p>From sustainable wood source</p>
	Tencel Satin Fabric	STCC	India	<p>SA800 Social Compliance</p> <p>Lenzing Certified Tencel</p> <p>Transparent supply chain</p>
	Stripe Sweatshirts	Fab Agencies BORDO	Turkey	<p>Organic cotton Stripe jersey</p> <p>Using renewable energy</p>
	Waffle knit	Utenos	Lithuania	Organic Cotton
	Packaging - Standard Tote Bags	Remnant	Cambodia	Made by our entry-level seamstresses

				Crafted from locally sourced remnant fabric
	Customer Packaging and Printing	Print Together	Australia	Designed for re-use in the event of return or exchange  Compostable and recyclable
	Customer Packaging and Printing	NovaPress	Australia	Designed for re-use in the event of return or exchange  Compostable and recyclable
	Transit Packaging Bags	Cleanbodia	Cambodia	Cassava root starch  Bioplastic certified EN 13432 biodegradable bags  Made from biologically renewable sources
	Transit Packaging Boxes	ES Packaging	Cambodia	Closed-loop recycling system  Forest Stewardship Council certified  Raw Materials chemicals all tested
Tier 3 - Primary Raw Material Processing (Organic cotton agency and processing)	Primary Cotton Agency	Agrona Tekstil	Turkey	Global Organic Textile Standard (GOTS) certified  100% disclosure of organic cotton farm locations
	Primary Cotton Gin and Baling Plant	Sökpam Pamuklu San Tic Ltd Şt	Turkey	Global Organic Textile Standard (GOTS) certified
Tier 4 - Primary Raw Material Extraction (Organic Cotton Farms)	Primary Cotton Farms (excluding Peachy Keen)	Agrona - Organic Cotton Farms	Turkey	39 x organic cotton farmer's names and locations provided  Inspected by certification body Control Union - Organic EU  No GMO seed allowed  No artificial fertiliser  No pesticides
Tier 5 - Primary Raw material Feedstock (Organic	Primary Cotton Seeds (excluding Peachy Keen)	Agrona - Cotton Seed Supplier Gokkusagi	Turkey	No GMO seed

Cotton Seeds)				
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## Addressing Exploitation With Technology and Collaboration

We believe it is our responsibility as a brand to do what we can to not only support our garment makers, but every single person who has a hand in making your clothes, right down to raw material level.

First piloted in 2020, the Supply Network Intelligence System (locally known in Turkey as Sağ Salim) program is designed to connect with workers in fashion's earliest and therefore most vulnerable segments of the supply chain: those in cotton farming communities. Through Sağ Salim we can better understand the concerns of farm workers by establishing safe lines of communication, and deliver support, educational material, and resources that fit these needs through partnerships. In 2022, the program was named a finalist in the World Justice Challenge. The Sağ Salim program has been established in partnership with Precision Solutions Group (PSG), Bossa Denim, Nudie Jeans, and IN2 Communications. It is our desire to welcome even more fashion industry partners to this program - the more members we have the greater our impact and the more we can share our resources for good.

Program achievements	June 2021	June 2022
Program Reach	3.26M	6.46M
Program Engagements	209K	487K
Calls to worker voice mechanism	260	714

## Environment: Our Wash House

Our Wash and Finishing facility (aka The Wash House) is where we add elements like fading, tone, and distressing details to your jeans - basically all the rich characteristics that bring them to life.

In the world of denim, this stage conventionally relies on toxic chemicals, extreme water and energy use, and techniques that are harmful to both the environment and garment makers.

This is why we opened our very own Wash House and fit it out with innovative, state-of-the-art water, energy, and chemical reducing technology. Led by our expert Textile Engineer, The Wash House allows us to have control of our environmental impact while also creating further job opportunities.

**60%**

Average water saving\*

**96%**

Max. energy saving\*^

**37%**

Average energy saving\*^

**Ink (71.5%)**

Wash with the largest water saving\*

**Grounded (42.5L)**

Wash requiring highest water use\*

**Black (4L)**

Wash requiring lowest water use\*

\* During the wash and finishing phase

^ Based on last 3rd party Environmental Impact Measurement scores taken in 2021

## **The Tech Tour**

Lasers, ozone, nanobubbles - it's not science-fiction, it's the tech that went into making your favourite denim.

### **Ozone Washing**

Ozone is the greenest oxidising agent available, and it's the process responsible for that beautiful 'aged' look in your denim. It replaces traditional techniques of using harsh chemical bleaching agents and pumice stones, plus reducing the amount of water, energy and chemicals required.

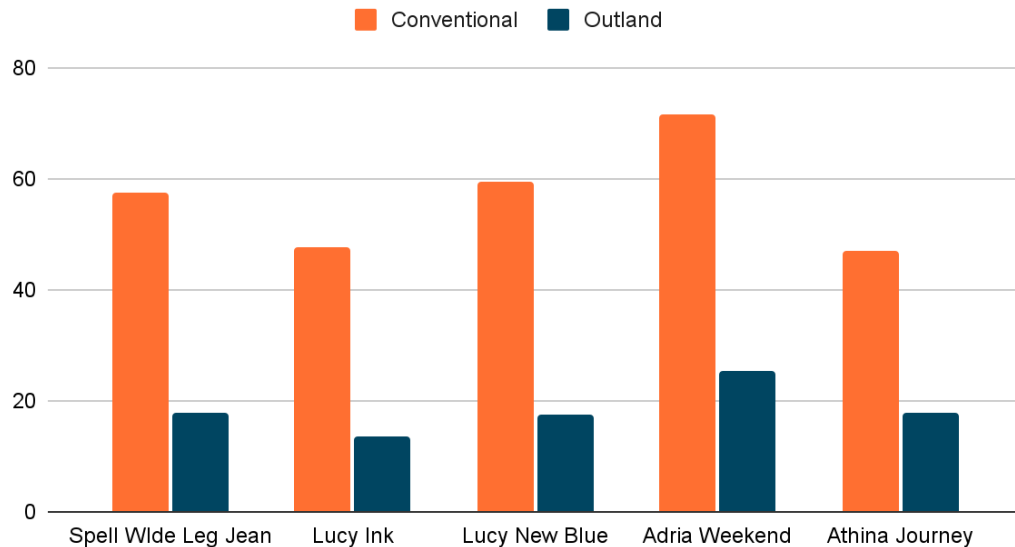
### **E-Flow**

Each denim wash is created by using a unique 'wash recipe' made up of water and chemicals, and E-Flow is how this recipe is transferred onto the garment. E-Flow takes air in the atmosphere and converts it into nanobubbles. It then coats the bubble with just the right amount of 'wash recipe' to transfer onto the garment. This unique combination of digital programming and innovative science isn't just very cool, it also reduces waste by releasing just the right amount of water and chemicals needed to complete the garment.

### **Laser**

Laser technology is exactly what it sounds like. Using this machine our Wash Engineers are able to program in the exact placement of denim fading and whiskering and our Laser does the rest, by quite literally lasering the pattern into the garment. This method is not only faster, but it also replaces the existing methods of scrapping and washing to create authentic designs with significantly less use of water and energy.

## Water Use In Best Selling Styles (L)\*



\*During final stage manufacturing, aka the wash and finishing stage.

## Environment: Zero Harmful Chemicals

You wouldn't put toxic chemicals on your face, so why would you wear them in your clothes?

We exclusively use Green-screen, Bluesign or Standard 100 by OEKO-TEX® certification chemicals. This ensures strict testing for no harmful chemicals. All chemicals used in our wash and finishing process are certified to meet Level 1 or Level 3 ZDHC Manufacturing Restricted Substance List V2.0.

## Using Technology To Reduce Chemical Use

The chemicals we use might be safe, but that doesn't mean we can't continue to try and reduce our reliance on them. With state-of-the-art wash and finishing technology, and the expertise of our textile engineers, your Outlands are made with up to 85% less chemical and on average 75% less chemical during the wash and finishing phase in comparison to conventional methods.

## Environment: Emissions

Calculating our carbon footprint, including direct and indirect emissions, has provided us with a better understanding of our impact as an apparel brand and manufacturer. We enlisted the expertise of a third-party contractor to calculate our GHG emissions and are looking into having this endorsed by a respected industry body, such as Science Based Targets initiative (SBTi). Managing, reducing and creating a carbon-positive pathway for Outland Denim is our ultimate goal.

Our initial carbon footprint was calculated in accordance with the GHG accounting and reporting principles outlined by the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, which are in accordance with the Australian "National Carbon Offset Standard" guidelines published by the Australian Government.

**Baseline emissions calculation:**

**1348 tCO<sub>2</sub>e - Outland's total GHG emissions (July 1st, 2020, to June 30th, 2021)**

Of this total, 163 tCO<sub>2</sub>e or 12% of total emissions are from Scope 1 sources, while Scope 2 accounts for 93 tCO<sub>2</sub>e or 7%. Scope 3 sources are the largest contributor to Outland's carbon footprint with 1093 tCO<sub>2</sub>e representing 81% of total emissions.

At the time of reporting, Outland Denim has been unable to finalise its full emissions calculation for the reporting period July 1, 2021 to June 30, 2022. This is due to a lack of financial and human resources. We hope to rectify this in the financial year ending June 30, 2023, and to offset our emissions accordingly.

The process of calculating Outland Denim's first carbon footprint has highlighted areas for future improvement. Two key next steps include improving our data collection processes for more accurate calculations moving forward and implementing informed emissions reduction targets. We will work towards reducing our overall emissions through emission reduction targets, practices, policies, the employment of advanced technologies, tackling industry initiatives, and offset those emissions that cannot be reduced.

## **Donations**

AUD\$53,000 worth of new Outland Denim product was donated to Australians in need this year in partnership with Thread Together and the We Wear Australian Campaign.

## **Give Your Outlands A Second Life**

This year we've partnered with AirRobe so that when it comes time for you and your Outlands to part ways, you can pass them on to a fellow denim lover to enjoy, while getting a little cash back in your pocket in the process.

As you add-to-cart, the option is available for you to add your new Outlands to your AirRobe wardrobe. Once you're ready to pass them forward, you can list them for resale with the click of a button.

[Check out pre-loved Outland Denim on Airrobe.](#)



## Awards and Certifications



# Our Outlandish Goals

We have some big goals. You might even call them Outlandish, and we know we can't achieve them alone. But we truly believe that there is a future out there where fashion is a force for good. We have to believe that there is. Because what's the alternative? We can't continue doing things the way they've always been done.

In part two of this report we'll dive deeper into our Outlandish Goals and how your purchase has a direct impact on helping make them reality.

***Goal One: Eradicate Modern Slavery***

***Goal Two: Transform Fashion Industry For Good***

***Goal Three: Become Planet Positive***

## Goal One: Eradicate Modern Slavery

"Modern slavery" is used as an umbrella term for different forms of severe exploitation, including trafficking in persons, forced labour and forced marriage.

To combat this injustice is the whole reason Outland Denim exists, hence why 'Eradicate Modern Slavery' sits in pole position in our list of Outlandish goals.

Our brand was founded on the idea that business can be the key to solving some of the biggest social and environmental problems we face today. But not business-as-usual-business, business reshaped and reimaged to be human-centric, innovation led, an avenue of opportunity for those most vulnerable.

Fashion has been a huge contributor to injustice historically, it's also one of the largest industries globally, which is why we believe it's in rethinking how we do 'fashion' that the most impact can be made.

In the coming pages you'll read how our unique employment and business model works to prevent modern slavery and support those who have experienced modern slavery, as well as learn about the methods we use to identify potential cases of exploitation in our supply chains.

## Our Modern Slavery Statement

In December 2021 we published our first Voluntary Modern Slavery Statement in accordance with the Australian Modern Slavery Act 2018.

Here, we aim to identify areas within our business and supply chains where there may be risk of modern slavery, while also demonstrating how we are actively combating modern slavery in our business operations and supply chain.

Read our modern slavery statement [HERE](#).

## How The Outland Denim Model Works

The following article is an adaptation of an article written by Outland Denim and [originally published by Fashion Revolution](#).

Our story doesn't start with a pair of jeans. It starts with an Aussie guy named James and a trip to the cinema to see the movie Taken - a fictional film about the very real, \$150 billion<sup>9</sup> industry of human trafficking. That's over 2X the size of the global denim jean industry.<sup>10</sup>

Fast forward through years of connecting, learning, listening to experts and survivors, the idea of Outland Denim grew.

That idea? To support women who had experienced this exploitation, not with charity, but safe employment and education. The tools to support their family and contribute to the prosperity of their community.

It's nothing above-&-beyond. Incredible things will happen when we simply do the bare minimum in providing people the human rights & support they deserve.

Here, we'll take you through a deep dive into how our unique impact-centred employment model works. But to best understand what we do, we'll first share a bit more with you on what human trafficking and modern slavery is, and the major contributors that can lead to this social injustice.

### What is Modern Slavery

Human trafficking is just one form of modern slavery, which is used as an umbrella term for different forms of severe exploitation, which also includes forced labour and forced marriage, and affects an estimated 49.6 million people globally.<sup>11</sup>

Overwhelmingly, women are more likely to be vulnerable to human trafficking. In 2018, approximately 70% of identified victims were female, more specifically 50% women and 20% young girls.<sup>12</sup> To put this in perspective, one in every 130 women and girls globally are a victim of modern slavery.<sup>13</sup> So this is a very gendered issue.

People who have limited access to employment are particularly targeted. In fact, the United Nations identified that economic need was the greatest pre-existing factor to cases of identified trafficking, existing in 51% of cases.<sup>14</sup>

We believe that the fashion industry in particular has a responsibility to lead the way when it comes to acting on social injustice as both one of the world's most powerful industries and one at high risk of having modern slavery in its supply chains. The fact is the fashion industry is worth \$3 trillion – and with that kind of economic power, we can either do a lot of harm, or a lot of good.

Even where not categorised as forced labour, human rights abuses and work insecurity are rife in the garment making industry, further perpetuating cycles of economic vulnerability in individuals, particularly women, their families and communities.

One thing we want to make clear is that forced labour does not always equal worker exploitation or underpayment. They are nuanced issues, each situation as individual as the human it impacts. But, all are acts of exploitation

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<sup>9</sup> [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_243201/lang-en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_243201/lang-en/index.htm)

<sup>10</sup> <https://sourcingjournal.com/denim/denim-business/technavio-report-denim-organic-cotton-market-growth-182319/>

<sup>11</sup> [https://cdn.walkfree.org/content/uploads/2022/09/12142341/GEMS-2022\\_Report\\_EN\\_V8.pdf](https://cdn.walkfree.org/content/uploads/2022/09/12142341/GEMS-2022_Report_EN_V8.pdf)

<sup>12</sup> [https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTIP\\_2020\\_15jan\\_web.pdf](https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTIP_2020_15jan_web.pdf)

<sup>13</sup> <https://www.walkfree.org/news/2020/for-every-130-girls-or-women-on-the-planet-one-is-a-modern-slave/>

<sup>14</sup> [https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTIP\\_2020\\_15jan\\_web.pdf](https://www.unodc.org/documents/data-and-analysis/tip/2021/GLOTIP_2020_15jan_web.pdf)

targeting vulnerable people, occurring in the same supply chain ecosystem. So when organisations look into modern slavery in their supply chain, it's the first step to identifying any kind of worker exploitation.

In their 2020 Global Report on Trafficking in Persons, the United Nations speaks to this:

"Although patterns of trafficking for forced labour vary across economic sectors, one aspect is true for all sectors: it is generally the result of a deterioration of labour rights, such as lower salaries, longer working hours, reduced protections and informal employment. The private sector therefore plays a pivotal role in the fight against trafficking, by conducting due diligence with respect to their supply chains and promoting regular controls on labour standards."

To speak to economic stresses alone, approximately 1 in 8 working people rely on the fashion industry for their income, and yet only about 2% earn a living wage.<sup>15</sup> A living wage is a crucial protective mechanism against the scourge of modern slavery, human trafficking and exploitation.<sup>16</sup>

Common Objective explains "Those in precarious work are more likely to be in poverty.<sup>17</sup> Without adequate representation or workplace rights, workers are more vulnerable to exploitation and abuse, as well as health and safety violations. This affects both physical and mental health. With no guarantees of income, workers are unable to plan for their families' future, affecting decisions such as whether to pay for schooling for their children."<sup>18</sup>

In other words, safe and fair opportunities for employment is key in building positive generational change.

In practice, beyond advocating for improved worker rights, one of the most impactful actions brands and manufacturers can take is to provide people who are vulnerable with much-needed training and employment.<sup>19</sup>

Through our unique employment program we have proven a sustainable career path is the key to lasting social change, in the lives of our staff, their families and communities. This is your Outland Impact - we call it a Cycle Of Freedom.

### **Opportunity**

Our employment model begins with offering opportunity to people who are disadvantaged to find opportunity elsewhere due to vulnerability or past exploitation. Our hiring process typically involves either word of mouth or nonprofit referral. The employees who come to Outland through partner NGOs have typically experienced sexual exploitation and/or labor trafficking. The employees who come through word of mouth referrals have typically experienced workplace exploitation.

We have created an internal system to assess the risk level of each employee who comes to work with us. We acknowledge that this system will need to continually strengthen to improve the quality of data collection. As we interview and get to know the employees who join our team, we are able to learn about their lives and collect data that helps us to better understand their experiences of exploitation, modern slavery and/or their level of vulnerability to experiencing these outcomes.

### **Training**

Over a period of two to three years, trainee staff enrol in a program of cross-training and up-skilling to gain a deep knowledge in the areas of cutting, finishing, and sewing. Many staff will go on to support and/or managerial roles. It's important to us that our team up-skill in various areas to a) aid in identifying roles in which their strengths thrive, and b) so that if they are ever to decide to leave Outland Denim for other employment they have a range of skills therefore increasing their employability.

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<sup>15</sup> [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms\\_575540.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575540.pdf)

<sup>16</sup> <https://www.ethicaltrade.org/issues/living-wage-workers>

<sup>17</sup> [https://www.oecd-ilibrary.org/employment/in-it-together-why-less-inequality-benefits-all/non-standard-work-job-polarisation-and-inequality\\_9789264235120-7-en](https://www.oecd-ilibrary.org/employment/in-it-together-why-less-inequality-benefits-all/non-standard-work-job-polarisation-and-inequality_9789264235120-7-en)

<sup>18</sup> <https://www.commonobjective.co/article/fashion-and-employment-decent-work>

<sup>19</sup> [https://www.ilo.org/skills/areas/skills-for-youth-employment/WCMS\\_762720/lang--en/index.htm](https://www.ilo.org/skills/areas/skills-for-youth-employment/WCMS_762720/lang--en/index.htm)

### **A Living Wage**

100% of Outland Denim team members have the opportunity to earn a living wage, which ensures enough income to cover necessary expenses, discretionary items, and save for the future. For many of our staff, this level of financial security is freedom in itself. Outland Denim is guided by the Anker methodology, and data specific to its workforce, to calculate a living wage for staff members in Cambodia.

### **Education**

During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).

Many Outland Denim production team members had to stop their studies during primary or secondary school, most often due to financial pressure and family responsibilities.

Staff receive education as part of their employment in areas that will support their personal growth. Staff and their families also have access to our two on-site libraries. Classes include general health, women's health, child health, human trafficking awareness, self defense, financial management, Khmer literacy, English literacy and digital literacy.

One of the most exciting elements of these programs is knowing that our team members are passing this knowledge onto their children.

### **Healthcare**

Team members have access to our on-site medical centre which offers healthcare, health education, and an anonymous health support hotline.

### **Leadership**

Today, some of our original makers have become team leaders. They've become the authors of their own futures, and now guide others as they do the same.

*"In the past, I was an ordinary seamstress who was not very skilled, but my superiors gave me the opportunity to work as a Technical Assistant. When I heard about this position, I was afraid and I hesitated to do it, but my supervisor encouraged me to try it. She said, "If I don't try, how can I know what it is?" When I practised it, I often forgot, but she tried to teach and train me. I really like my job and I try to do it better. Thanks to my superiors for giving me this good chance."*

## Goal Two: Transform Fashion Industry For Good

We can make all the jeans we like, but at the end of the day the social and environmental issues associated with the clothes we all wear are systematic - they won't be solved by one brand alone.

In the fashion industry there is a lot of talk about the 'race to sustainability', which we find ironic. We all share the same planet and often the same suppliers too - in fact one garment factory may be responsible for the production of hundreds of different brands. So when we all as industry members are tied up together in a ball, who is going to win the race to sustainability? Either no one, or all of us together. We'd prefer the latter.

We need to collaborate on and share the financial cost of creative and innovative solutions that address the issues. We need to connect makers and wearers, build empathy and dismantle the mentality that the issues are 'over there'. We need to work together to trace our supply chains. And we need to influence the power-players in this industry - showing them that good for people and planet, is good for the bottom line too.

In the pages following we'll explore our role in transforming the fashion industry for good over the past year, and where we hope to go from here.

### Our Influence

#### 7.9M Estimated Media Impression

Helping us reach new humanity-loving customers while pushing 'sustainable' fashion further into the mainstream.

#### Partnering With Modern Slavery Experts

To mark Fashion Revolution Week 2022, we partnered with an amazing group of Modern Slavery experts and researchers to raise awareness in the consumer community of Australia's Modern Slavery Act, and how this act can be strengthened to further mitigate the risk of products made with modern slavery in their supply chains, from being made or imported into Australia.

#### 3 New Collaborations

Introducing Outland Denim to new audiences while opening opportunity for fresh and collaborative creative process.

#### To create a real, scaleable impact we can't do it all ourselves.

*"We have the capacity to bring on board other brands, and this gives us the opportunity to offer more work to those in need. As a brand that has spent years investing in this business model, it's not lost on us the resource this would require of other brands - if we can share our model with them, why not?" - James Bartle speaking to Vogue Magazine*

#### 17 Industry Speaking Engagements

Offering opportunity to share our methods with industry and influence the future of fashion for good.

#### Leaders In Change

In 2022 Outland Denim was awarded the Common Objective Leadership Award and named a B Corp Best For The World Honouree in the area of Community.

#### World Justice Challenge

In 2022 Outland Denim was named a finalist in the World Justice Challenge for our involvement in the Sağ Salim program.

#### Rivet 50

Outland Denim Founding CEO James Bartle and R&D Product Development Manager Serhat Şen were named finalists in Rivet50's Most Influential In The Denim Industry.

# Amplifying Worker Voices With Technology and Collaboration

It's our responsibility to not only advocate for our garment makers, but every single person involved in making your clothes. It's the earliest stages of the supply chain, the production of raw materials, where workers are often most vulnerable to labour exploitation largely due to the complexity of supply chains and the challenges involved in mapping them. To put it simply, exploitation thrives in the shadows.

This is why it is so critical that we put in the work to connect with our whole supply chain, from cotton seed to courier. It's also why we don't want to shy away from actually wanting to find social or environmental weaknesses in our supply chain. From the moment the cotton seed is planted, we want to find the issues. When we find these opportunities to improve is when we can do something about them.

This is exactly how our Supply Network Intelligence System (locally known in Turkey as Sağ Salim) came to be.

## How it works:

1. Fashion industry partners comes together to join forces and resources
2. Partner with local communications networks to establish connection between program and workers.
3. Worker voice program allows direct line of communication for workers who have concerns around safety, wages, conditions, transportation, discrimination or other issues. Workers can choose to remain anonymous.
4. Partner with local advocacy groups, NGOs, health providers and other community leaders to deliver resources based on key concern areas.
5. Continue to bring more fashion industry brands and manufacturers into the program, further growing the financial backing and therefore reach of the program.

Through Sağ Salim, we can clearly communicate in the local language, and in the language of the largest migrant community, education on human rights and ways that workers can share concerns. We find where issues are occurring, and investigate and connect with suppliers to develop targeted, commercially sustainable solutions that have a meaningful impact on improving the lives of the workers on the ground. In 2022, the program was named a finalist in the World Justice Challenge.

The Sağ Salim program has been established in partnership with Precision Solutions Group (PSG), Bossa Denim, Nudie Jeans, and IN2 Communications. We want to welcome even more fashion industry partners to this program - the more members we have the greater our impact and the more we can share our resources for good. If you represent a brand or industry member interested in joining Sağ Salim, please reach out to [freedom@outlanddenim.com](mailto:freedom@outlanddenim.com).

	June 2021	June 2022
Program Reach	3.26M	6.46M
Program Engagements	209K	487K
Calls and messages to worker voice mechanism	260	714

## Key Identified Issues

The major concern amongst both textile and cotton/agricultural workers is the rapidly rising pace of inflation and the worsening economy in the country. Workers are struggling to make ends meet and are falling into debt as their already low wages do not keep up with ballooning costs. It was also identified that late wages, low wages and the rising cost of living are the primary issues on their minds. Discrimination and lack of opportunity for education were also identified as areas of concern.

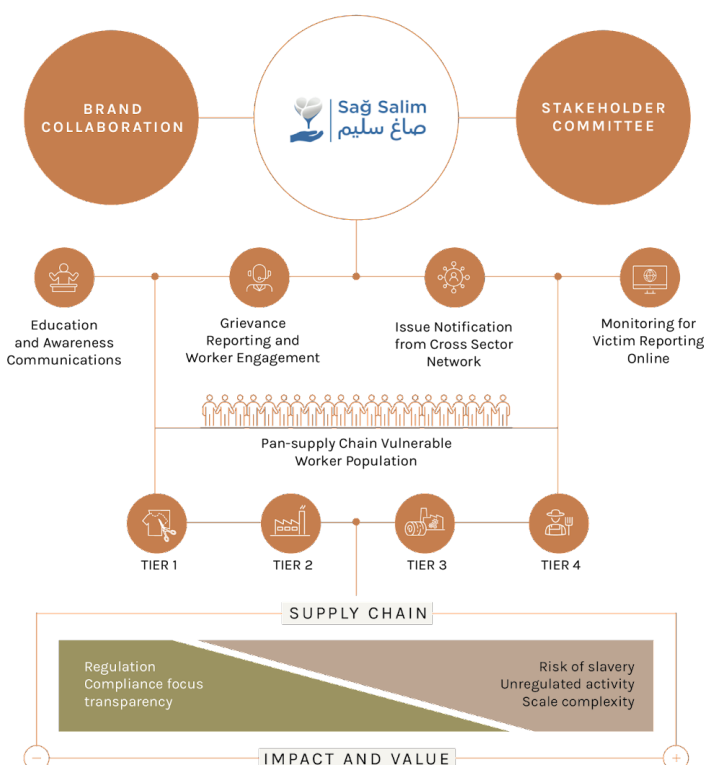
Workers accessing the Sağ Salim channels have expressed legal concerns relating to migrant workers, such as work status, lack of permits, insurances and recourse measures. In response to these concerns and others, a worker-rights education component to the program has been introduced that communicates educational material on these areas each fortnight. We believe these topics are resonating with the community as engagement with the program has risen by over 100% since last year.

Sağ Salim has also grown its reach by utilising a new communications channel with the migrant community. It will allow us to create additional 2-way dialogue with workers, create and field surveys and otherwise engage in ways that other platforms' functionalities do not allow.

Our supplier Bossa Denim has continued to influence the increase of due diligence at the farm level, with plans to visit additional organic cotton farms within the year.

### A worker voice solution...

- Engage directly with vulnerable workers and local stakeholders through targeted communications
- Increase education and awareness and understand what is occurring on the ground
- Investigate reports, identify key issues and development remediation solutions
- Generate stakeholder engagement and buy in through shared understanding and intent



## Expanding Impact Through Collaboration

In 2021 we officially opened manufacturing with the Outland Denim production facilities, which now goes by MAEKA, up to other brands. Through these partnerships we're able to expand not only our business but also our impact.





## Bringing Empathy Back Into Fashion

How often is it that you get the opportunity to connect with the person that made your clothes? You'll probably never meet face-to-face, but your impact on their life is greater than you know.

We believe a core factor in transforming the fashion industry for good is bridging the gap between makers and wearers. This is why you'll find a special message from one of the people who made your Outlands in every pair of our jeans.

For a long time the people who make our clothes and their experiences have been out-of-sight-and-out-of-mind. This separation allows exploitation to thrive while also disconnecting us from the opportunity to appreciate the true expertise, care, and time that goes into making a garment.

We shouldn't underestimate the power of simply knowing the name of the person who made your t-shirt, your jeans, your dress. If you saw their face and knew maybe a little about them as a human, it doesn't matter the background you are each from, you would never wish for them to come into harm - particularly harm due to your purchase.

By connecting makers and wearers, we can normalise transparency and bring empathy and human connection back into fashion.

## Goal Three: Become Planet Positive

### Using Innovation to Tackle Textile Waste

In Australia alone, approximately 800,000 tons of textile waste end up in landfills each year.<sup>20</sup>

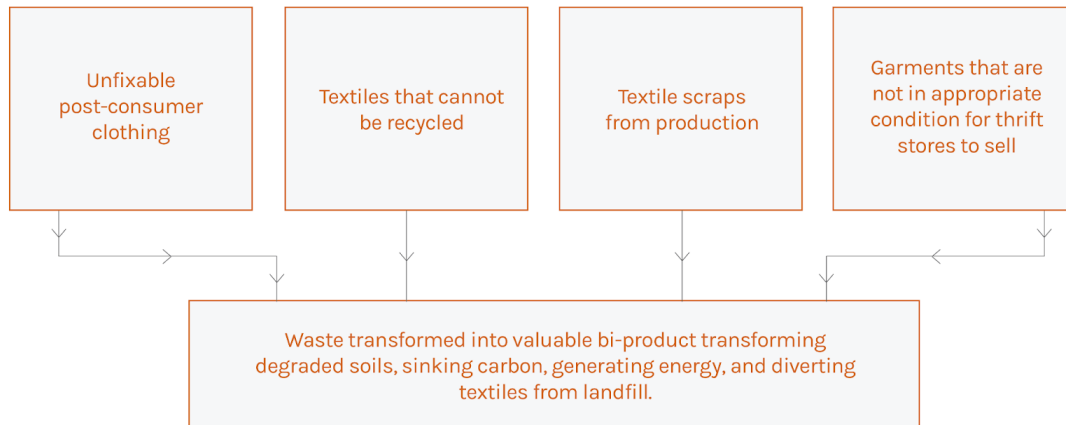
As a community, slowing our consumption may help reduce our waste, but we fear it won't be a fast enough solution. And it's true that we could recycle, but not all textiles can be recycled, and depending on the material, recycled fibres aren't always as durable as virgin fibres.

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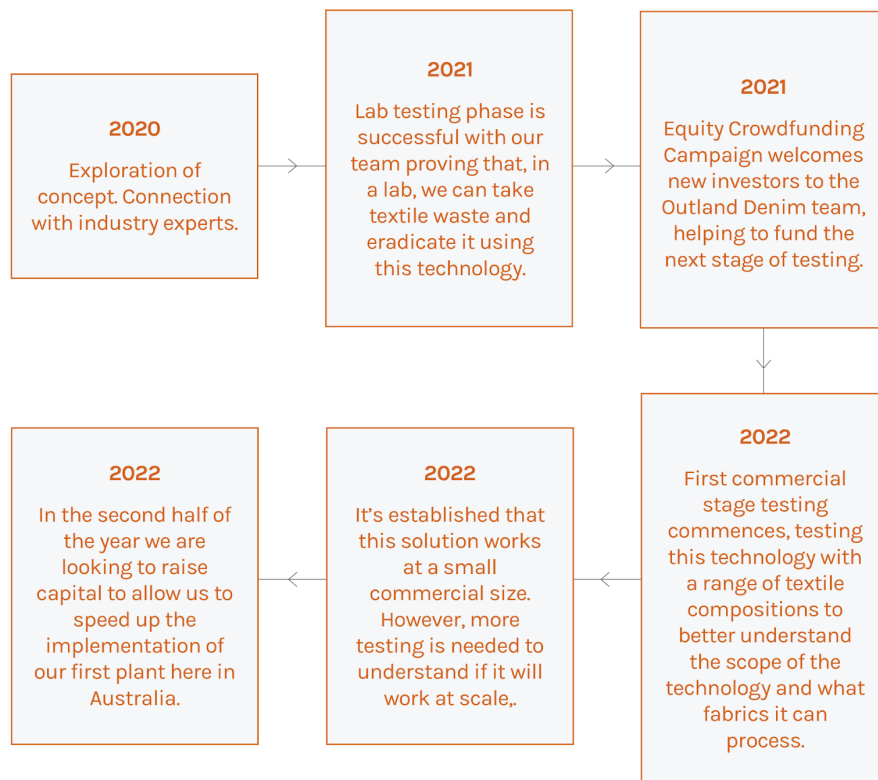
<sup>20</sup> <https://www.dcceew.gov.au/environment/protection/waste/product-stewardship/textile-waste-roundtable>

This is why we are investing heavily into research and development of waste and circularity technology, working to remove textiles from landfill and revolutionise the way we dispose of clothing. Not just for the use of us as a brand, but for the use of the whole fashion industry.

### Diverting Textiles From Landfill



Now, you know we are all for transparency, but to be transparent with you, we can only share limited details with you at this stage (or else our legal team will be after us). But we can share with you some exciting updates from the past 12 months.



## Measurement: Outcomes and Goals

Here you'll find a detailed view of our sustainability goals across each department.

### How we categorise and prioritise goals

- Good Goal = short term goal we hope to achieve in 12 months or from our first impact report (by 2021).
- Better Goal = medium term goal we hope to achieve in 24 months from our first impact report (by 2022).
- Best Goal = long term goal we hope to achieve 5 years from our first impact report (by 2025).
- New Goal refers to a goal that we have established this year, and will report on in subsequent reports.

### Some of these goals were met last year, why are they included?

- We have kept our 2021 goals in this report and continued to report on our progress towards these as we recognise that is one thing to meet a goal, but it's another to maintain it. 'Met and Maintained' refers to a goal that was met in our last Impact report and has continued to be maintained throughout this financial year.

### Changes to how we communicate our progress towards goals

- Rather than allocating each goal a percentage score to represent progress as we did in last year's report, this year we have allocated each a status falling under 'Not started', 'In progress/Continuing', 'Goal Met', or 'Met and Maintained'. We have made this change as not all goals have a single or simple quantitative measure that can be associated with them, and we also feel that this is an improved way of recognising that some goals, particularly those relating to sustainability, are often an ongoing journey.

## Product Design

Good Goals	2022 Progress Notes	
Increase use of water-saving, "Saveblue" dyes in range.	Where available, Outland Denim has continued to adjust our Bossa denim orders to be dyed using the Saveblue/black dyeing techniques. Through the Saveblue/black process, 85% water saving was achieved in proportion to the conventional dyeing, therefore the same amount of decrease in wastewater was realised.	Met and Maintained
Make 100% of the Outland Denim range leather-free.	All new and existing designs have continued to be leather-free.	Met and Maintained
Further use of natural cellulose fibres and therefore reduced use of polyester.	Outland Denim reduced use of synthetic fibres by 8% and increased use of natural fibres by 8% in this financial year.	Goal Met
Expanding range and products for increased employment opportunities and job creation;	This financial year we continued to expand on our product range in the Outland Denim and MAEKA offering. During this period this contributed to upskilling opportunities but not job creation in our team.	In Progress/Continuing
Better Goals	2022 Progress Notes	
Change the interlining of jean waistbands to an option crafted using recycled polyester fibres	This goal has been met.	Goal Met
New Goals		
Maintain "Low Impact" denim washes as measured by third party Environmental Impact Measurement scores or similar system.		
Reduce reliance on fibres that require heavy energy use to produce.		
Engage with development or partners who are developing new natural dye alternatives with the goal of eventually phasing natural dyes into all products.		

## Marketing and Influence

Good Goals	2022 Progress Notes	
Release dashboard to public providing live information on company social and environmental impact	While some infrastructure has been created for this project, it has been placed on hold to focus human and financial resources towards other goals and commitments such as expanding our sales and markets, our textile waste program, social impact initiatives, and supply chain management initiatives. We look forward to providing this level of in-demand transparency in the form of a dashboard in future and in the meantime continue to report on impact through our existing channels.	Not started
<p>Continue to provide educational resources to consumers on the part they play as an 'ethical' shopper and how to care for their garments.*</p> <p>* Due to their similarity, we have merged the following four goals featured in our previous impact reports into this goal.</p> <p>Continue to provide education to consumers as to the part they play as an 'ethical' shopper, Continue to provide education to consumers and the industry on living wages, Continue to provide education to consumers on caring for denim, Provide education to consumers on certifications and what they mean.</p>	<p>A key content pillar for Outland Denim's communications is education targeted at consumers as to the current practices of the fashion industry, as well as how we believe these can be improved upon. Channels where these content pieces are delivered include the Outland Journal, external speaking engagements, events, media, email and social, and influencer or brand collaboration partnership. A key example of these education is our annual World Day against trafficking in persons campaign, International women's day campaign, and Fashion Revolution campaign.</p> <p>This year we have also produced and released a number of content resources on the topic of living wages on our social and eDM channels, as well as partnered with third parties including Fashion Revolution and Ethical Made Easy to produce guest pieces on the topic for their channels.</p> <p>Outland Denim has continued to provide education on best practice denim and garment care by way of social media content, POS, and post-purchase emails by continued use of existing assets as well as production of new resources on this topic.</p> <p>We have continued to provide education by way of eDM, social, Impact reports, and website content to our audience on what different certifications mean. Our focus in education has been in providing customers with holistic steps they can take to more simply shop ethically (for example shopping with ethical boutiques) rather than relying on certifications alone. We have also done work in educating on the limitations of certifications and where the industry needs to continue working on these.</p>	Met and Maintained

Diversify our marketing, imagery and influencer network	We've made some progress to diversify our visual representation across our marketing, branding and influencer mediums with a broader representation of both culture and size however we recognise there is still a long way to go. Our vision is to work with more models during our shoots so that as you shop you can see our products worn by people who visually represent our global community. In this past year our ability to do this has been limited as we have been more conservative during the pandemic in our marketing budgets.	In Progress/Continuing
<b>Better Goals</b>	<b>2022 Progress Notes</b>	
Calculate and make public the social and environmental impact of one Outland Denim garment*	<p>While some infrastructure has been created for this project, it has been placed on hold to focus human and financial resources towards other goals and commitments such as expanding our sales and markets, our textile waste program, social impact initiatives, and supply chain management initiatives. We look forward to providing this level of in-demand transparency in the form of a dashboard in future and in the meantime continue to report on impact through our existing channels.</p> <p>* This goal requires more time and has therefore been moved to our 'Best' goals. In previous reports this goal was listed as a 24 month goal.</p>	In Progress/Continuing
Continue to influence industry and advocate for better wages throughout the supply chain.	Outland Denim team members actively spoke at and participated in conferences, panels, podcasts and other events to share on Outland Denim's social impact business model, living wages and the need for other businesses to take on a similar model to ensure those working in fashion supply chains are able to enjoy a recent a decent standard of living for themselves and their families.	Goal Met
<b>Best Goals</b>	<b>2022 Progress Notes</b>	
Our long-term goal is to demonstrate to the wider fashion industry and business in general that purpose-led business can be profitable while protecting the planet and humanity.	While there is still a very long way to go, we believe that we have made progress towards this goal, and are proud of the influence that we have so far had on the industry by way of collaborating with some huge brands in the industry, being approached for either manufacturing/supply chain services or guidance, and our contribution to knowledge sharing by sharing our experience at a number of in-person and virtual industry events throughout the year. Two members of our team have also been shortlisted this year for the Rivet 50 Most Influential People in Denim accolade.	In Progress/Continuing
<b>New Goals</b>		
Consistently engage in collaboration with other		

brands to expand impact reach and continue to influence industry towards a future where sustainable practices are mainstream.		
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## Economic

Good Goals	2022 Progress Notes	
Increase revenue generated by digital/online sales to offset wholesale losses experienced as a result of COVID-19	Digital sales have continued to be a key source of income for the business. For FY2022, this channel represented 62% of total sales for the business, up from 58% the prior year.	In Progress/Continuing
Continue to improve our direct sales experience through more streamlined websites across all our regions	Completed previous reporting period, although continues to be worked on.	Met and Maintained
Expand our product range to ensure loyal customers are able to “shop Outland” for more of their wardrobe requirements without sacrificing dedication to sustainability	Completed previous reporting period, although continues to be worked on.	Met and Maintained
Better Goals	2022 Progress Notes	
Expand to have staff working full time in producing for other brands in Cambodia	Completed previously, although continues to be worked on.	Met and Maintained

<p>Continue to nurture wholesale brand partnerships with retailers who align with our brand values. Provide product accessibility at scale as well as formalise holistic stockist support program.*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small></p>	<p>Unfortunately, FY2022 started off with long-term lockdowns in Victoria and NSW. As such, many boutique wholesalers were greatly impacted and unable to trade. This also impacted regions where lockdowns were not as extensive, due to the lack of travel resulting in reduced business. However, as restrictions eased in the new year and consumer sentiment began to increase, the business had our sales team out on the road meeting both new and existing retailers. Overall for FY2022, Outland Denim added 16 new boutique stores to its database and saw a 20% increase in revenue generated from the boutique sales channel. The business has also invested into new ways to engage with its retailers including sending retail staff thank you messages from some of its Cambodia team.</p> <p>Following last year's developments including onboarding the Joor sales system and working on strategies to deliver season relevant stock faster to stockists, this year we have continued to formalise and expand our stockist support program to provide a direct line between stores and the marketing team, deliver bespoke marketing assets, in-store visits from marketing team and event offerings, store decals, team training sessions, and monthly impact updates for buyers and store assistants.</p>	<p>In Progress/Continuing</p>
<p>Offer investors better-than-average returns on investment</p>	<p>Outland Denim is committed to achieving healthy returns for their investors. While this is a medium-to-long term goal of the company, it is vital that this is achieved in order to encourage more funds into the impact investment space and encourage other fashion brands to also invest into their sustainability goals if they want to continue to grow their value and deliver returns to investors.</p>	<p>In Progress/Continuing</p>
<p><b>Best Goals</b></p>	<p><b>2022 Progress Notes</b></p>	
<p>Provide manufacturing services to medium-large scale brands who want to prioritise sustainable manufacturing.*</p> <p><small>*In 2020 and 2021 reports this goal was worded as "Provide manufacturing services to the world's largest brands". Moving forward we have revisited and reworded this goal to reflect that size is not our top priority in partnering with MAEKA clients, but a long-term commitment to sustainability is.</small></p>	<p>Our manufacturing arm Maeka is continuing to provide manufacturing work for its existing clients. In addition, Maeka has started expanding its services and is in discussions / sampling stages with several key Australia brands to provide manufacturing services.</p>	<p>In Progress/Continuing</p>
<p>Help facilitate existing manufacturers to producing to the Maeka Standard™</p>	<p>The company has piloted segments of its Maeka Standard™ with its development partners. The R&amp;D and piloting stages are near completion and the model is expected to be rolled out and commercialised in the coming years.</p>	<p>In Progress/Continuing</p>



<p>Demonstrate continued growth in brand and therefore continued increase in market share in the premium denim space.*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Capture market share from brands who have shown little real desire to remunerate their supply chain workers fairly or to genuinely invest into sustainability" and "For the Outland Denim brand to have market share in the premium denim space."</small></p>	<p>The brand has grown over FY2022, increasing revenue by 25%. As such, it continues to work to capture market share and grow its influence as a sustainable denim brand. As stated last year, while still only representing a fraction of the global denim jeans market, the demand for sustainable denim has continued to grow, which puts Outland Denim in a strong position to continue to capture market share from other global denim brands who are still yet to invest genuinely into sustainability. This goal will continually be in progress while the market share is held predominately by denim brands who have shown little real desire to remunerate their supply chain workers fairly or to genuinely invest into sustainability.</p>	<p>In Progress/Continuing</p>
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## Circularity

Good Goals	2022 Progress Notes	
Finalise environmental testing and continue diverting Outland Denim textile waste to research and development programs	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	Met and Maintained
<p>Continue partnerships with charity partners such as Thread Together and similar overseas charity organisations in our major areas who support local community members with dignified new garment choices.*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Continue partnership with Thread Together to support local community members with dignified new garment choices." and "Establish similar partnership programs to Thread Together in each of Outland Denim's major regions of distribution, including the United States, United Kingdom, and Canada"</small></p>	\$53K worth of new Outland Denim product was donated to Australians in need this year in partnership with Thread Together and the We Wear Australian Campaign. We are also currently in conversation with potential new charity partners exploring how we can work together.	Met and Maintained
Better Goals	2022 Progress Notes	
Be subject to a case-study evaluating the effects of water recycling on water and plastic pollution in the garment sector.	We have built relationships with universities that could facilitate this research project. However, over the past year COVID travel restrictions have limited collaborations such as this with Universities over the past year, and system upgrades need to take place at Outland Denim before we are able to be a case study for this research project.	Not started

Decrease environmental impact of using stretch fabrics while maintaining and improving product durability	This year we have reduced our use of synthetics, which includes stretch fabrics, by 8% compared to last year. 93% of fibres used are natural, 6% are synthetic, and 1% are hardware elements.	Goal Met
Expand product repair opportunities	Outland Denim has employed a team member in-house with the sewing skills to perform repairs on Outland products when possible. However we recognise the limitations of this service in terms of human resource and necessity for customers to mail us their jeans for repair. We hope to in future expand this service to be even more accessible to our customers while also educating customers on how to do basic repairs at home or how to access their local tailor.	In Progress/Continuing
<b>Best Goals</b>	<b>2022 Progress Notes</b>	
Find a solution to textile waste in landfill, that can be utilised by Outland Denim as well as other brands.  *Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Create waste management system that leaves the planet and people in a better position", "Find a solution to textile waste in landfill, that can be utilised by Outland Denim as well as other brands." and "Remove the environmental impact of using stretch fabrics in the post-consumer phase".	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	Goal Met
Create carbon offsets as a by-product of products sold	This research has progressed from the environmental testing phase and is now in the commercial testing phase to prove the concept and commercial viability of the solution at scale. Outland Denim textile waste is collected for use in testing this research, or alternatively donated in support to organisations for upcycling projects and training.	In Progress/Continuing
Implement post-consumer recycling or second-hand program	Outland Denim has begun research into a formal post-consumer recycling and second hand program. In the short-term, we have begun a partnership with Airrobe to support customers in purchasing and selling their Outland Denim's second hand should they wish to.	In Progress/Continuing
<b>New Goals</b>		
Continue working towards textile waste solutions that will be able to remove or divert from landfill 2x the amount of textiles that we produce by weight.		

## Social Impact and Supply Chain

Good Goals	2022 Progress Notes	
<p>Maintain and introduce education programs each year as relevant and informed by employee survey data.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Provide water and safe sanitation education to Outland Denim staff and surrounding communities", "Collate health data to guide educational seminar topics and monitor overall impact of the clinic.", "Re-establish education and training programs post facilities closure due to COVID-19".</small></p>	<p>Outland Denim was able to facilitate Hygiene education to employees through its partnership with Sipar and CWPD in Cambodia. The workshop covered the importance of clean water, nutrition and a hygienic lifestyle. The average pretest score was 4.48/10 compared to the average 10/10 Post Test Score. 97% of employees share information learnt at Outland Denim with their family and community. In addition to this, multiple health workshops were also run to share knowledge on topics including Covid-19 prevention measures, to further support employees and their families to stay safe and healthy. During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).</p>	<p>Met and Maintained</p>
<p>All material suppliers to provide evidence of testing for harmful substances.*</p> <p><small>*This is a rewording of a previous goal: "All material suppliers to hold Standard 100 by OEKO-TEX Cert"</small></p>	<p>The Outland Denim team has adjusted this goal to ensure all material suppliers hold OEKO-Tex Certification and/or the Global Organic Textile Standard (GOTS) Certification as both have strict testing standards in place. All material suppliers have been able to provide certifications for either or both of these standards.</p>	<p>Met and Maintained</p>
<p>All international freight from production facilities to be carbon neutral.*</p> <p><small>*In the interest of making this goal more specific, it has been broken into two goals and reworded. In our 2020 and 2021 reports it was published as "All domestic and international logistics to be carbon neutral".</small></p>	<p>Outland Denim maintains a commitment to the development of a decarbonisation roadmap for our operations, which includes the offsetting of emissions that we cannot reduce, to put us on a path to a climate positive future.</p>	<p>In Progress/Continuing</p>
<p>All customer transactions to be carbon neutral.*</p> <p><small>*In the interest of making this goal more specific, it has been broken into two goals and reworded. In our 2020 and 2021 reports it was published as "All domestic and international logistics to be carbon neutral".</small></p>	<p>Outland Denim maintains a commitment to the development of a decarbonisation roadmap for our operations (Scope 1 &amp; 2), and our supply chain and customer offering (Scope 3). A lifecycle assessment is part of this process.</p>	<p>In progress/Continuing</p>
<p>100% of direct suppliers waste management systems signoff</p>	<p>80% of Outland Denim's 2nd tier material production suppliers have waste management systems or sustainability plans implemented. This reporting period 90% have waste management systems or sustainability plans implemented.</p>	<p>In Progress/Continuing</p>

<p>Research the environmental and social impact of each of the fibres used for our materials.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Assess further to current methods the use of fibres used for our raw materials, taking into account the environmental impact of each," and "Outland Social and Environmental Impact Manager or representative of Outland Denim to visit organic cotton farms to research social standards."</small></p>	<p>Outland Denim has numerous research projects on-going for the fibres it works with and considers working with. Current research projects include; organic cotton, vegan leather alternatives, pre and post consumer recycled cotton, Ecovera/viscose, hemp, polyester, PBT, elastane, fibre in-use and end of life environmental impacts research. This is on-going as Outland Denim's range grows and new information and technology becomes available</p>	<p>In Progress/Continuing</p>
<p>Support vulnerable worker populations down the supply chain with training in local language about human rights, modern slavery and anti-trafficking</p>	<p>Outland Denim has been able to be part of pioneering the due diligence program, Sağ Salim. This program has given us the ability to share human rights education and hear directly from the most vulnerable communities in global supply chains. Through the Sağ Salim social channels we have been able to reach over 3 million, engaged with over 200K and had direct hotline communications received from 260. We hope to expand this further along our supply chain sourcing regions.</p>	<p>Met and Maintained</p>
<p>100% of direct supply chain meet Outland Denim's Sustainability and Ethics Criteria;</p>	<p>In the previous reporting period, 94% of the primary 2nd tier material production supply chain partners had met Outland Denim's Sustainability and Ethics Criteria. This reporting period 97% of the primary 2nd tier material production supply chain partners have met this criteria.</p>	<p>In Progress/Continuing</p>
<p>100% Traceability* achieved for every tier of our primary raw material supply chain.</p>	<p>Outland Denim worked with a new supplier in this reporting period on a small collection that was able to share the region their organic cotton was sourced from, but not the exact cotton farms. We however consider traceability an ongoing journey, not a final destination, and continue to communicate and work with all newer suppliers to try and establish as much traceability as possible.</p>	<p>In Progress/Continuing</p>
<p>Acquire evidence that all second tier suppliers remunerate their staff with a fair wage;</p>	<p>Currently 90% of the direct major supply chain partners have been able to provide wage evidence. This could be through disclosing payslips, collective bargaining agreements, audit evidence or a signed wage statement letter from the business management confirming wage structure.</p>	<p>In Progress/Continuing</p>
<p>Establish in-house library and education centre, also equipped with resources for children's education at home.</p>	<p>Education and library centres are established at both Cambodian facilities. During this reporting period 237 hours of education and training was offered to staff (an average of 4.6 hours per week).</p>	<p>Goal Met</p>
<p>Provide access to free cervical cancer screenings for all female employees.</p>	<p>This service has been provided in partnership with Mercy Medical Clinic.</p>	<p>Goal Met</p>

Better Goals	2022 Progress Notes	
<p>Work with supply chain partners to improve due diligence monitoring and the improvement of social and environmental practices through long-term partnerships, site visits where possible, and investment in 'always on' methods of due diligence that provide more accurate data than traditional audits alone.</p> <p><small>*Due to similarity and cross-over five previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Work with suppliers and farmers in supporting improvements for water, pesticide and chemical and energy usage during production", "Monitoring farmers' income to ascertain that fair cotton prices and wages are being paid", "Partner with experts to ensure a robust human rights due diligence program is in place throughout the supply chain, from farm to final product", and "Support suppliers with free training, plans and programs to improve social conditions for all workers", "Outland Social and Environmental Impact Manager (with a social auditing expert) to visit supplier facilities to ensure social compliance and that Corrective Action Plan (CAPs) are being followed", "Remove 100% of irrigated cotton in the production of our garments"</small></p>	<p>Outland Denim has already been providing education on human rights and other key social issues, to the workers in its supply chain. We are now starting the process of planning further capacity and training for our primary raw material supply chain. Outland Denim has co-developed and established an innovative approach as we believe an enduring due diligence system is more important for a supply chain, than the traditional audit and one-off site visit approach</p>	<p>In Progress/Continuing</p>
<p>Traceability Scoring System and Sustainability and Ethics Criteria implemented for minor suppliers (ie. packaging)</p>	<p>Scoring system has been created but not yet implemented with all minor suppliers.</p>	<p>In Progress/Continuing</p>

<p>Develop, facilitate and replicate a Mental Health program aimed at employees with low levels of literacy and education who have experienced exploitation prior to their employment with Outland Denim. Improve self-care, mental health and, therefore, workplace productivity and satisfaction.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Welcome an on-site mental health support professional to the team," and "Develop, facilitate and replicate a Mental Health program aimed at employees with low levels of literacy and education who have experienced exploitation prior to their employment with Outland Denim. Improve self-care, mental health and, therefore, workplace productivity and satisfaction."</small></p>	<p>Outland Denim's HR and Staff Support team and our clinic Nurses, have received training around mental health care. Our leadership team has also joined a workshop on Trauma Informed Care, hosted by International Justice Mission. There is still work to do to reach this goal and have all employees equipped in this area.</p>	<p>Not started</p>
<p>Contribute to a reduction in preventable disease and illness in workforce and workforce households</p>	<p>Outland Denim is providing on-going education around relevant health topics to all employees and with the help of expert partners, also providing health screenings and access to further medical support for certain conditions.</p>	<p>Goal Met</p>
<p>Expand on Living Wage Methodology and research for each location and tier in Outland Denim's supply chain</p>	<p>Outland Denim has setup a living wage template and looked to adopt living wage calculations to use as a benchmark and guide for the majority of it's direct supply chain. Work still needs to be done to research beyond tier 2.</p>	<p>In Progress/Continuing</p>
<p>Deliver 150 hours/year of free education programs</p>	<p>Education hours have exceeded 150 hours this year.</p>	<p>Met and Maintained</p>
<p>Influence local community in primary manufacturing region with education on health and other topics.*</p> <p><small>*The wording of this goal has been updated to be more specific. In previous reports it was published as "Open current programs and education to wider local community."</small></p>	<p>Outland Denim has setup up a library and education centre in its facilities that has allowed parents to borrow books for their children and other household members. This has been especially timely with Covid-19 school closures. There are further opportunities to take education programs to the wider local community.</p>	<p>In Progress/Continuing</p>
<p><b>Best Goals</b></p>	<p><b>2022 Progress Notes</b></p>	

<p>Use resources to contribute to improved wider community health outcomes by way of educational resources and the Outland Denim Health Clinic.*</p> <p><small>* This is a rewording of a goal previously published in our 2020 and 2021 report at "Open Outland Denim Health Clinic for the benefit of the wider local community".</small></p>	<p>Both facilities now have health clinics established that run regular health education workshops for Outland Denim employees. We know from staff surveys that this education is supporting the wider community as staff report to share the information received with family and friends, however no formalised system exists as yet for wider community health outreach through our facilities.</p>	<p>In Progress/Continuing</p>
<p>All suppliers in the primary raw fibre supply chain to remunerate their staff with a fair wage, adequate to ensure a decent standard of living, with the aim and vision to continue working towards all workers in all supply chain tiers receiving a living wage.*</p> <p><small>*In the interest of making this goal more specific and therefore actionable, it has been reworded. In our 2020 and 2021 reports it was published as "All suppliers in each tier to remunerate their staff with a fair wage, adequate to ensure a decent standard of living."</small></p>	<p>Outland Denim has been able to trace to the organic cotton farms supplying for the majority of our denim orders. We have been able to assess wages at the 1st and 2nd tier, though still have work to do for wage insight at tiers 3, 4 &amp; 5.</p>	<p>In Progress/Continuing</p>
<p>Establish retirement fund for Outland Denim Cambodia staff</p>	<p>Pension payments for employees are currently expected to begin in October 2022.</p>	<p>In Progress/Continuing</p>
<p>International certification or accreditation for training</p>	<p>This remains a goal, however we have not made progress at this stage.</p>	<p>Not started</p>
<p>Scholarships for staff to further education</p>	<p>This remains a goal, however we have not made progress at this stage.</p>	<p>Not started</p>
<p>Introduce additional educational topics such as small business, nutrition classes, agriculture, environmental impact and further leadership development.</p>	<p>Outland Denim's General Manager has continued to run leadership and other soft skill training classes.</p>	<p>In Progress/Continuing</p>

## Environmental Goals

Good Goals	2022 Progress Notes	
<p>Develop on-going water management program for finishing facility</p>	<p>In 2021 Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process is scored and tracked through the</p>	<p>In Progress/Continuing</p>

	Environmental Impact Measurement (EIM) system by Jeanologia. Outland Denim worked on improving its water filtration system with the aim to incorporate water recycling into the new system, however owing to financial limitations progress has not been made in this area in the last financial year.	
Conduct a life cycle assessment measuring the impact of OD's Carbon Footprint	FY21 Carbon Footprint has been measured & is in the process of being offset. FY22 Carbon Footprint is currently in the process of being measured.	Goal Met
Test durability by way of laundry test	At this time Outland does not implement this test method on fabric or garment form before or after treatments. This continues to be a goal	Not started
<b>Better Goals</b>	<b>2022 Progress Notes</b>	
100% recycled water to be used in Wash and Finishing Facility. Implement a closed loop water filtration system.	In 2021 research began into an upgrade for our water filtration system. We are looking to update the system so that recycled water can go back into the process for reuse. however owing to financial limitations progress has not been made in this area in the last financial year.	In Progress/Continuing
Track the environmental impact of every garment through the Wash and Finishing process by using 3rd party Environmental Impact Management scores.	In 2021 Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process was scored and tracked through the Environmental Impact Measurement (EIM) system by Jeanologia. All but one wash at this time was considered to be 'Low Impact'. Owing to financial limitations progress has not been made in this area in the last financial year, however we continue to select wash recipes for their low water, energy, and chemical reliance and look forward to continuing to pursue this goal.	In Progress/Continuing
Where possible invest in use of clean energy to support manufacturing facilities  <small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Increase use of clean energy in all manufacturing facilities" and "Increase the use of solar in Cambodian production facilities".</small>	Progress has not been made towards this goal owing to facility limitations.	Not started
Create a product that is 100% carbon neutral	Some progress has been made towards this goal, with 100% of brand carbon now being offset.	In Progress/Continuing
Prioritise use of Bluesign certified chemicals, and proceed testing chemicals through the ZDHC Gateway*  <small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small>	As at last financial year ('20/'21) 73.6% of the chemicals Outland Denim use in its wash and finishing process meet Level 1 ZDHC MRSL V2.0. As at last financial year ('20/'21) 26.4% of products used meet level 3 ZDHC MRSL V2.0 and are Bluesign certified.	In Progress/Continuing
100% of all post-industrial waste materials to be diverted from entering landfill within two years	While this goal has not been met in the original timeframe allocated, progress has been made towards this goal. Currently all Outland Denim textile waste is collected, donated or stored for our textile waste solution project.	In Progress/Continuing



	Laboratory testing has been successful for the development of a closed loop textile waste solution.	
<b>Best Goals</b>	<b>2022 Progress Notes</b>	
<p>Become carbon + and achieve Net Zero Greenhouse Gas Emissions by 2030*</p> <p><small>*Due to similarity and cross-over two previously published goals in our 2020 and 2021 reports have been combined to form this goal.</small></p>	At this time progress has not been made towards this goal.	Not started
<p>All Outland Denim washes to measure in the 'Low Impact' standard by using 3rd party Environmental Impact Management scores*</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Research new sustainable and safe chemical options to get all Outland Denim wash and finishing processes to measure in the 'Low Impact' category using 3rd party Environmental Impact Management scores." and "All Outland Denim washes to measure in the 'Low Impact' category by using 3rd party Environmental Impact Management scores".</small></p>	In 2021 Outland Denim continued to improve its wash and finishing processes to further reduce its environmental impact and water use. Each wash recipe and process was scored and tracked through the Environmental Impact Measurement (EIM) system by Jeanologia. All but one wash at this time was considered to be 'Low Impact'. Owing to financial limitations progress has not been made in this area in the last financial year, however we continue to select wash recipes for their low water, energy, and chemical reliance and look forward to continuing to pursue this goal.	In Progress/Continuing
Establish plastic free facilities	At this time progress has not been made towards the goal of reducing plastic use within facilities. However we continue to reduce the use of synthetics within Outland product themselves. Over this financial year we have reduced synthetic raw material use by 8%.	Not started
<p>Continue to collaborate across the fashion industry to research and encourage more sustainable black dye options such as organic or plant-based dyes.</p> <p><small>*Due to similarity and cross-over three previously published goals in our 2020 and 2021 reports have been combined to form this goal. These were previously published as "Collaborate across the fashion industry to make research into black dye alternatives available and usable for other brands manufacturing denim", "Implement findings of research program into black dye alternatives that use organic or plant-based dyes into 100% of Outland Denim's black denim range" and "Continue research program into black dye alternatives that use organic or plant-based dyes".</small></p>	<p>Outland Denim has now updated all its black denim to denim dyed using a process known as Saveblack. Through the Saveblack process, 85% water saving was achieved in proportion to the conventional dyeing, therefore the same amount of decrease in wastewater was realised. In addition to this, Outland Denim has expanded its range of undyed denim products.</p> <p>Outland Denim has continued to look into more sustainable alternatives for black denim dyes. Currently we have not been able to find a mill with the equipment we need to proceed in developing a complete solution, though we will continue to investigate options as more technology becomes available.</p>	In Progress/Continuing