



YF24-26
**Sustainability
Strategy**

V1 - September 2023



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Opening Statement

Our planet needs us, and we're stepping up to answer the call with decisive action.

We're here to make sure that the clothes we make don't fuel the fire, but instead play a role in nature's recovery. We want to continue to deliver uniforms that not only our customers can be proud of, but that we, as a company, striving for environmental stewardship, can stand behind.

We've been making strides in sustainability but we know there's always room for improvement.

Together with a team of experts, we've worked to formalize our current impact and set out our ambitions for doing better over the next three years.

We understand that perfection is not the goal here, but progress certainly is. We're making conscious decisions each day that move us in the right direction and we can't wait for you to join us on this journey.

How We Will Action this Strategy

This strategy will be actioned by a Sustainability Team made up of Deane subject-area experts and includes all members of our Senior Leadership Team. We will be supported by a part-time Sustainability Manager from Sustainability Consultancy, Go Well.

Our Team will create a detailed action plan for the coming year in order to achieve our targets. We'll meet fortnightly to track progress against the action plan and will communicate regularly to employees and our wider stakeholders.

The Sustainability Team will review achievements and targets quarterly to ensure they remain current and realistic. At the end of each year, we will report on the progress made as well as review and revise the action plan if required.



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United Nations Sustainable Development Goals (SDGs)

The SDG's were adopted by all United Nations Member States in 2015 to provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.


The 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.” - sdgs.un.org/goals

We have reviewed and recognised the SDG's as a benchmark for sustainable business practices across the globe, and we are aligning our strategy to these goals. We have identified eight Impact Areas we feel we can have the biggest impacts on, while also ensuring we are not negatively contributing to any others. We have included the relevant SDG for each Impact Area and set them out beside our goals in this strategy. You can see the full explanation of the relevant SDGs in the appendix.

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Deane Apparel's Sustainability Team

Our Existing Practices & Commitments

The following are actions, policies and initiatives relating to sustainability that we have already undertaken, or continue to undertake as part of our business as usual:

- Formed a Sustainability Team with 16 staff, which meets monthly to share updates on initiatives and discuss opportunities.
- Currently mapping Scope 1 emissions through the Sustainable Business Network (SBN) Climate Action Toolbox.
- Partnered with BlockTexx, Upparel, and Usedfully to find end-of-life solutions for textiles.
- Founding member of The Formary, collaborating and funding projects for textile recycling.

- 50% of fabrics are now made up of natural or recycled fibres, and are currently exploring more fabrics for wearer trials and volume production, plus a range of sustainable trims.
- Reduced unnecessary plastic packaging, and so far, removed:

• **1,700,000**
Plastic Polybags

• **32,000**
Plastic Butterflies

• **32,000**
Plastic Collar Stays

• **60,000**
Plastic Pegs

Our Existing Practices & Commitments

- Set a waste reduction target: “95% of Deane garments diverted from landfill by 2028.”
- In 2018, adopted a higher standard of ethical manufacturing, ensuring all our garment manufacturers comply with global Total Quality Assurance provider Intertek’s Workplace Conditions Assessment (WCA).
- All of the textile mills we deal with directly, and 80% of those supplying our manufacturers, comply with OEKO-TEX® Product Safety Standards.
- Developed and maintain a sustainable fabric library.
- Have donated garments and fabrics to charities and schools for over 30 years.
- Provide design expertise and sourcing advice to sustainable menstrual products social enterprise Reemi and are financial backers of Ronald McDonald House Charities in Australia.
- All staff have the opportunity to volunteer for a day every year with a selected charity.
- Member of the Australian Packaging Covenant Organisation (APCO).
- 100% of obsolete stock is donated to charities or given to Upparel or Blocktexp.
- Ran a Plastic Free July plastic audit in 2022 along with initiatives to reduce staff plastic use.











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Strategy Snapshot

Our Impact Areas	SDG Targets	SDG Alignment
Emissions and Energy	<ul style="list-style-type: none"> To be a carbon positive business by 2028. 	
Responsible Materials	<ul style="list-style-type: none"> For all materials that Deane procures to be from traceable, recycled, or organic sources by 2028. 	
End-of-life of Materials	<ul style="list-style-type: none"> Achieve a 75% reduction to landfill by 2028 including from our operations and supply chain. 	
Circular Business Models	<ul style="list-style-type: none"> To extend the life of our products as much as possible and implement a solution for their end of life. 	
Ethical Sourcing & Transparency	<ul style="list-style-type: none"> Ensure we have complete visibility of all tiers of our supply chain to make certain no human right violations are occurring. 	
Working at Deane	<ul style="list-style-type: none"> Deane is seen as a safe, inclusive, and diverse place to work, where the health, wellbeing, and development of our people is upheld. 	
Supporting Local & Indigenous Communities	<ul style="list-style-type: none"> Understand our community needs and make meaningful contributions to support them, prioritising local and indigenous businesses where we can. 	
Communication & Education	<ul style="list-style-type: none"> All our staff, customers, and suppliers are aware, informed, and inspired by Deane's sustainability ambitions. 	



Goals & Targets




Planet




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Our Impact Area	Emissions and Energy	SDG Alignment   
Our Goal	To be a carbon positive business by 2028.	
The Challenge	We understand that all businesses have a responsibility to measure and reduce their carbon emissions to meet our net zero emission targets, however this takes time and resources, and can be complex due to the large supply chain we operate in.	


CY24 Targets	CY25 Targets	CY26 Targets
<ul style="list-style-type: none"> Continue to map our emissions, and get results audited through a verified carbon provider. <hr/> <ul style="list-style-type: none"> Develop a carbon reduction plan aligned with science-based targets. <hr/> <ul style="list-style-type: none"> Conduct an annual planting day [P1]. 	<ul style="list-style-type: none"> Deliver on our carbon reduction plan. <hr/> <ul style="list-style-type: none"> Conduct annual planting day. 	<ul style="list-style-type: none"> Deliver on our carbon reduction plan. Investigate 'insetting' our emissions, rather than 'offsetting'. Investigate carbon offset providers. <hr/> <ul style="list-style-type: none"> Conduct annual planting day.
<ul style="list-style-type: none"> Trial at least one electric vehicle and create a plan for transition of fleet vehicles to electric. 		
<ul style="list-style-type: none"> Review our use of airfreight and create a reduction plan for CY25/26 <hr/> <ul style="list-style-type: none"> Contact our global freight partners to find out what they are doing to reduce their GHG emissions.[P1] 	<ul style="list-style-type: none"> Achieve our airfreight reduction plan. <hr/> <ul style="list-style-type: none"> Actively prioritise freight companies that have a carbon reduction and management plan. 	<ul style="list-style-type: none"> Achieve our airfreight reduction plan. <hr/> <ul style="list-style-type: none"> All the freight partners we work with have an established carbon reduction and management plan.
<ul style="list-style-type: none"> Gather data on where energy is sourced from by our Tier One suppliers, and identify if they have an environmental management system (EMS). <hr/> <ul style="list-style-type: none"> Develop an Environmental Policy for our suppliers, which outlines our values and standards in regards to emissions. [P1] 	<ul style="list-style-type: none"> All suppliers to have signed our Environmental Policy. 	<ul style="list-style-type: none"> Prioritise suppliers that use renewable energy sources, and have established an environmental management system (EMS). <hr/>
<ul style="list-style-type: none"> Confirm whether our electricity provider uses 100% renewable energy sources. 	<ul style="list-style-type: none"> Change electricity providers if our current one is not 100% from renewable sources. Investigate the opportunity of adding solar panels to the roof of our head office or warehouse. 	

Our Impact Area	Responsible Materials	SDG Alignment 
Our Goal	For all materials that Deane procures to be from traceable, recycled, or organic sources by 2028.	
The Challenge	There is mixed information on the environmental impacts, and the durability of different materials, and recycled fabric options are limited.	


CY24 Targets	CY25 Targets	CY26 Targets
<ul style="list-style-type: none"> Conduct fabric matrix to understand material usage across the business. [P1] 		
<ul style="list-style-type: none"> From the fabric matrix, identify the fabrics that are of highest risk to the business and develop a plan for prioritisation of actions.[P1] 	<ul style="list-style-type: none"> To have implemented plan for high risk materials. 	
<ul style="list-style-type: none"> Develop a Fabric Best Practice Guide for the design and production team to understand the most preferred certified and branded fibres for each material we procure. [P1] 	<ul style="list-style-type: none"> Identify what percentage of the fabrics we make are made from blended fibres. 	<ul style="list-style-type: none"> Investigate alternative blended fabric solutions
<ul style="list-style-type: none"> From our fabric matrix, gather data on our cotton use, and Investigate how we can procure Australian Cotton for our customers. 		
		<ul style="list-style-type: none"> Research and test cotton recycled fibres.
<ul style="list-style-type: none"> Investigate becoming member of the Textile Exchange. [P1] 		
<ul style="list-style-type: none"> Investigate a full Global Recycled Standard (GRS) certified supply chain, including; pellet producers, spinners, weavers, knitters, dyers and printers, and CMT manufacturers. [P1] 	<ul style="list-style-type: none"> Investigate the process and resources needed for Deane to become GRS certified. 	<ul style="list-style-type: none"> Deane is GRS certified with access to a GRS certified supply chain.
<ul style="list-style-type: none"> Trial recycled polyester for our cotton/polyester fabric. [P1] 	<ul style="list-style-type: none"> Pilot recycled polyester for our cotton/polyester fabric. 	<ul style="list-style-type: none"> Launch recycled polyester cotton/polyester fabric.
<ul style="list-style-type: none"> Investigate suppliers of bio-based synthetic fabrics, and conduct durability and functionality testing. 	<ul style="list-style-type: none"> Test one style made from a bio-based synthetic material. 	
<ul style="list-style-type: none"> Develop an internal team for innovative fabric research, and set a goal of discovering six new innovative fabrics per year. 	<ul style="list-style-type: none"> Create library for innovative fabrics and create marketing collateral to show customers. 	
<ul style="list-style-type: none"> Investigate developing a 'durability' scale label for key fabrics Deane uses, to show customers the durability of the fabrics they select. 	<ul style="list-style-type: none"> Launch 'durability' scale label. 	<ul style="list-style-type: none"> All fabrics to have a 'durability' scale label.
	<ul style="list-style-type: none"> Investigate different cotton threads for durability, to look at using on on cotton garments. 	
		<ul style="list-style-type: none"> Do a full review of all trims we use across the business. Investigate increasing the recycled content in all our trims.
<ul style="list-style-type: none"> Investigate finishing technologies that reduce microfibres shedding from synthetic garments. 	<ul style="list-style-type: none"> Conduct testing on solutions that reduce the amount of microfibres released in washing. 	<ul style="list-style-type: none"> If viable pilot a style reducing the amount of microfibres released from washing.

Packaging

<ul style="list-style-type: none"> Conduct a full packaging audit to understand the types, materials, and volumes of packaging used across the business and set a target for reducing the volume of packaging we use and increasing the percentage of recycled content in our packaging for end of CY25/26. 	<ul style="list-style-type: none"> To meet our packaging reduction target set. 50% of all paper/cardboard used for packaging to be made from recycled content. Undertake a customer survey to better understand what they do with our packaging, and create a plan on how we can ensure we are designing packaging for these end of life choices. 	<ul style="list-style-type: none"> To meet our packaging reduction target. 100% of all paper/cardboard used for packaging to be made from recycled content.
<ul style="list-style-type: none"> Investigate suppliers who can make polybags from 100% post consumer recycled content. [P1] 	<ul style="list-style-type: none"> All polybags to be made from 100% post consumer recycled content. 	
	<ul style="list-style-type: none"> Reduce the number of polybags we use by 50%. 	<ul style="list-style-type: none"> Reduce the number of polybags we use by 75%.
<ul style="list-style-type: none"> Engage with our packaging suppliers to identify the sources of where the raw materials of our packaging are sourced from. 	<ul style="list-style-type: none"> All packaging material origins to be identified. Engage with factories to understand what they are doing to minimise packaging or to use more sustainable packaging materials, and discuss opportunities to work with them in piloting alternative packaging materials or initiatives. 	
	<ul style="list-style-type: none"> Engage with suppliers to convert paper/cardboard used for packaging to FSC⁴ or PEFC⁵ certified. 	<ul style="list-style-type: none"> All paper/cardboard used for packaging to be FSC⁶ or PEFC⁷ certified.

Our Impact Area	End-of-life of Materials	SDG Alignment 
Our Goal	Achieve a 75% reduction to landfill by 2028 including from our operations and supply chain.	
The Challenge	We currently do not have control over the materials sent to landfill in our supply chain, and we do not have data on the amount of material we send to landfill at our office/operations site.	

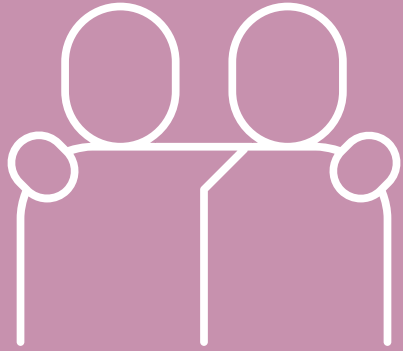
CY24 Targets	CY25 Targets	CY26 Targets
	<ul style="list-style-type: none"> Understand from suppliers what currently happens to the material offcuts from our production. Work with our suppliers to start recording weights and data on the offcuts produced through our production. 	<ul style="list-style-type: none"> Explore ways we can partner with suppliers to reuse or recycle material offcuts. Research textile recycling companies in the regions our manufacturers are located.
<ul style="list-style-type: none"> Investigate and keep records of innovation solutions for textile-to-textile recycling of materials happening at a global scale for materials that cannot be processed through BlockTexx. 	<ul style="list-style-type: none"> Connect with selected solution providers that can enable textile-to-textile recycling for materials that cannot be processed through BlockTexx, and start a trial. 	<ul style="list-style-type: none"> Have a solution for another material for textile-to-textile recycling.
<ul style="list-style-type: none"> Ensure collection systems are in place for all major streams at head office and warehouse (landfill, mixed recycling, and compost).[P1] Set up a collection and nominated staff member for specialised recycling at our head office and warehouse (soft plastics, e-waste, batteries, etc).[P1] 	<ul style="list-style-type: none"> Conduct a bin audit at office and warehouse to understand quantity and composition of waste. Set target for landfill waste reduction and contamination rates at office and warehouse for CY26. 	<ul style="list-style-type: none"> Conduct an annual bin audit to measure progress against landfill reduction targets Achieve waste reduction and contamination targets for CY26.
<ul style="list-style-type: none"> Establish a lunch box and reusable cup library at head office and warehouse for staff.[P1] 	<ul style="list-style-type: none"> Conduct educational seminars for staff around any new systems, bin audit results, targets, and best practice. Gather data on the use of our lunchbox and reusable cup library. 	<ul style="list-style-type: none"> Conduct an update seminar on waste reduction results and targets for staff.
	<ul style="list-style-type: none"> Investigate the recycling and waste reduction goals and processes at our Tier One manufacturers. 	<ul style="list-style-type: none"> Work with factories who do not have recycling systems or waste reduction initiatives and help them set goals.

Our Impact Area	Circular Business Models	SDG Alignment 
Our Goal	To extend the life of our products as much as possible and implement a solution for their end of life.	
The Challenge	We create durable and quality products that deserve a long life, but we have limited end-of-life options due to our geographical location and we have limited control on how our customers care and dispose of their uniform pieces, meaning they could end up in landfill.	

<ul style="list-style-type: none"> • Develop the process and procedures needed for a pre-loved take back programme at Deane. 	<ul style="list-style-type: none"> • Launch a take back programme for applicable customers. 	
<ul style="list-style-type: none"> • Develop a thorough 'garment care guide' for all customers for our key fabrics and distribute. 	<ul style="list-style-type: none"> • Conduct a survey with our customers on how they care for their uniforms. • Through our survey, ask customers what they currently do with their garments at end of life. 	
<ul style="list-style-type: none"> • In partnership with BlockTexx, explore the option of using the recycled raw materials to make new fibres. • Launch pilot project with Blocktexas to recycle suitable discarded uniforms and set a target for growth. • Investigate the total volumes of used textiles that could be returned if all customers participated in the BlockTexx recycling programme, and what costs would look like. 		

1. Insetting refers to a company offsetting its emissions through a carbon offset project within its own value chain. In contrast to a typical carbon offset project, emissions are avoided, reduced or sequestered upstream or downstream within the company's own value chain

- 2. [textileexchange.org](https://www.textileexchange.org)
- 3. For example, a packaging take-back scheme or using biodegradable materials.
- 4. [fsc.org](https://www.fsc.org)
- 5. [pefc.org](https://www.pefc.org)
- 6. [fsc.org](https://www.fsc.org)
- 7. [pefc.org](https://www.pefc.org)



Goals & Targets

People





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Our Impact Area	Ethical Sourcing & Transparency	SDG Alignment  
Our Goal	Ensure we have complete visibility of all tiers of our supply chain to ensure no human right violations are occurring.	
The Challenge	The textile industry is built in an opaque manner, making traceability very difficult, and we have a relatively small influence on the global supply chain.	

CY24 Targets	CY25 Targets	CY26 Targets
<ul style="list-style-type: none"> • Develop a Supplier Code of Conduct that follows industry best practice. [P1] • All Tier One suppliers to have signed Code of Conduct. 		<ul style="list-style-type: none"> • All Tier One & Tier Two suppliers to have signed our Code of Conduct.
<ul style="list-style-type: none"> • Develop and conduct a Supplier Discovery Questionnaire and Supplier Risk Assessment for our Tier 1 suppliers, to understand the risks in our supply chain. [P1] 	<ul style="list-style-type: none"> • For suppliers that are identified to be high risk through our risk assessment and audits, develop a corrective action plan with our auditors to help mitigate and remediate risks that are discovered. 	
	<ul style="list-style-type: none"> • Publish a Modern Slavery Statement. 	<ul style="list-style-type: none"> • Update and publish our 2nd Modern Slavery Statement.
<ul style="list-style-type: none"> • Investigate different auditing companies that offer industry collaboration. • Organise annual audits for all our Tier One factories. 	<ul style="list-style-type: none"> • All Tier One factories to have completed a third-party social compliance audit. • Organise annual audits for all our Tier Two factories. • Visit Tier One factories annually. 	<ul style="list-style-type: none"> • All Tier Two factories to have completed a third-party social compliance audit. • Visit our Tier One and Tier Two factories.
<ul style="list-style-type: none"> • Investigate supply chain mapping technologies and blockchain opportunities that can help us map our supply chain. 	<ul style="list-style-type: none"> • By end of CY25, to have mapped our supply chain to Tier Two for all our fabrics/styles. 	<ul style="list-style-type: none"> • By end of CY26 to have mapped our supply chain to Tier 3 and 4 for all fabrics/styles. To have achieved 100% Transparency of our supply chain.
<ul style="list-style-type: none"> • Investigate a Digital Product Passport (DPP), and the solution providers available. • Define the information we would like to be captured on our DPP, e.g. ownership, repair information, factory information, where to order spare parts, etc. 	<ul style="list-style-type: none"> • Pilot a DPP with chosen solution provider. 	<ul style="list-style-type: none"> • All Deane products to have a DPP.

Our Impact Area	Working at Deane	SDG Alignment  
Our Goal	Deane is seen as a safe, inclusive, and diverse place to work, where the health, wellbeing, and development of our people is upheld.	
The Challenge	Our workforce faces many challenges that may impact their health and wellbeing. When peoples' health and wellbeing are suffering it can have a negative impact on their workplace engagement and performance.	

CY24 Targets	CY25 Targets	CY26 Targets
<ul style="list-style-type: none"> Establish a Diversity, Equity, & Inclusion (DEI) Team that represents a diverse cross-section of employees from across our business. 	<ul style="list-style-type: none"> Review DEI targets and identify improvement areas, update action plan, and report on progress. 	<ul style="list-style-type: none"> Review targets and identify improvement areas, update action plan, and report on progress.
<ul style="list-style-type: none"> Create and conduct an annual DEI survey of our employees to establish baseline metrics and develop a policy with our commitment to improving DEI within Deane. 	<ul style="list-style-type: none"> Conduct annual DEI survey and achieve CY25 target. Provide DEI training to all staff. 	<ul style="list-style-type: none"> Conduct annual DEI survey and achieve CY26 target.
<ul style="list-style-type: none"> Create and conduct an annual health and wellbeing survey of our employees to establish baseline metrics and develop a plan for improvement for CY25/26. 	<ul style="list-style-type: none"> Conduct annual health and wellbeing survey and report on progress. Review employee benefits to identify further opportunities for promoting wellbeing¹⁰. 	<ul style="list-style-type: none"> Conduct annual health and wellbeing survey and report on progress.
	<ul style="list-style-type: none"> Look into the requirements for becoming an accredited Living Wage employer in New Zealand¹¹. Review our Maternity/Parental Leave Policy to ensure that it's industry best practice. 	<ul style="list-style-type: none"> If viable, become a Living Wage accredited employer. Publish Maternity/Parental Leave Policy.
	<ul style="list-style-type: none"> Undertake a workstation ergonomics assessment¹² for all employees, of both their office and home working spaces. Take action where required. 	<ul style="list-style-type: none"> Undertake annual workstation assessment.
<ul style="list-style-type: none"> Create quarterly social/team-building events for the whole business (incl all locations and warehouse staff) to help bring everyone together to create an inclusive culture. [P1] 	<ul style="list-style-type: none"> Conduct quarterly team building events with whole business. 	<ul style="list-style-type: none"> Conduct quarterly team building events with whole business.
<ul style="list-style-type: none"> Create a policy for team events that ensures that all events are socially inclusive and cater to all team members, ensuring cultural and dietary preferences are considered. 		

8. opensupplyhub.org or sourcemap.com

9. Digital Product Passport (DPP) = a product-specific data set, which can be electronically accessed through a data carrier. The DPP should contain information on the origin, composition, and repair and disassembly possibilities of a product, including how the various components can be recycled or disposed of at end of life.

10. Examples include: counselling support (EAP), discounted fitness/wellness memberships, health insurance, annual flu vaccines, health & wellness workshops, etc.

11. Living Wage Movement Aotearoa New Zealand - livingwage.org.nz

12. An accredited Assessor can be brought in to support with this (worksafe.govt.nz), or there are online self-assessment tools (online.safeplus.nz).



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Our Impact Area	Supporting Local & Indigenous Communities	SDG Alignment 
Our Goal	Understand our community needs and make meaningful contributions to support them, prioritising local and indigenous businesses where we can.	
The Challenge	There are many great causes within our local communities, and to support them requires an investment of time, energy, and money.	

CY24 Targets	CY25 Targets	CY26 Targets
	<ul style="list-style-type: none"> • Create a development pathway for indigenous people through an internship and/or graduate programme at our business. 	<ul style="list-style-type: none"> • To have developed two people through our internship programme.
<ul style="list-style-type: none"> • Identify upcoming procurement opportunities for regional suppliers. As part of annual procurement plan and other strategic procurement planning, allocate certain opportunities for tender with Māori or Pasifika businesses, or Aboriginal or Torres Strait businesses in Australia. <p>.....</p> <ul style="list-style-type: none"> • Look at partnering with Amotai¹³ to help with indigenous procurement. [P1] <p>.....</p> <ul style="list-style-type: none"> • Investigate cultural awareness training on Māori, Pasifika, and indigenous culture for all staff. 		<ul style="list-style-type: none"> • Two suppliers to Deane are from indigenous businesses.
<ul style="list-style-type: none"> • Create a Reconciliation Action Plan (RAP)¹⁴. 	<ul style="list-style-type: none"> • Review RAP targets and identify. 	
	<ul style="list-style-type: none"> • Review RAP targets and identify improvement areas, update plan, and report on progress. 	
<ul style="list-style-type: none"> • Create formal budget for charitable giving. <p>.....</p> <ul style="list-style-type: none"> • Discuss and review current community/charitable partners. 	<p>.....</p> <ul style="list-style-type: none"> • Select and form partnerships with a community/charitable organisation with a delegated amount of giving each year. 	
<ul style="list-style-type: none"> • Review take up of staff volunteer day. Understand from employees the main barriers for not utilising their volunteer days. <p>.....</p> <ul style="list-style-type: none"> • Collate a list of at least five individual volunteer options that employees can engage with. 	<p>Achieve a 100% uptake in volunteer day use by our employees.</p> <p>.....</p>	
	<ul style="list-style-type: none"> • Measure and report impact of volunteering, charitable giving, and community involvement. 	<ul style="list-style-type: none"> • Measure and report impact of volunteering, charitable giving, and community involvement.

Our Impact Area	Communication & Education	SDG Alignment  
Our Goal	All our staff, customers, and suppliers are aware, informed, and inspired by Deane's sustainability ambitions.	
The Challenge	Sustainability is complex and there is often confusion and discrepancies around definitions and language used. The prevalence of greenwashing can undermine trust for businesses addressing sustainability.	

CY24 Targets	CY25 Targets	CY26 Targets
<ul style="list-style-type: none"> • Develop a Communications Plan to help effectively communicate our sustainability goals. 		
<ul style="list-style-type: none"> • Actively share our Sustainability Strategy with our staff, suppliers, and customers, and talk them through our key goals so they are all on board with our journey. 	<ul style="list-style-type: none"> • Publish a Strategy Progress Report. 	<ul style="list-style-type: none"> • Publish a Strategy Progress Report.
<ul style="list-style-type: none"> • Share our Sustainability Strategy on our website. 	<ul style="list-style-type: none"> • Actively share our Progress Report with our staff, suppliers, and customers to inform them of our progress and the next years' actions. 	<ul style="list-style-type: none"> • Publish a GRI¹⁵ Sustainability Report.
<ul style="list-style-type: none"> • To build and educate our Sustainability Team who are responsible for the oversight and action of this strategy. 	<ul style="list-style-type: none"> • To investigate sustainability training courses for our Sustainability Team. 	<ul style="list-style-type: none"> • All Sustainability Team to have attended training.
<ul style="list-style-type: none"> • Sustainability Team to meet bi-annually with the SLT to report on achievements and challenges. 		
		<ul style="list-style-type: none"> • Launch visual supply chain information for our customers on our website.
	<ul style="list-style-type: none"> • Hold quarterly 'lunch & learn' webinars or in-person meetings for all Deane employees on sustainability topics and update on strategy progress. 	<ul style="list-style-type: none"> • Publish our first quarterly newsletter.
	<ul style="list-style-type: none"> • Investigate developing a newsletter for clients and other stakeholders on our progress and key sustainability 101 topics. 	<ul style="list-style-type: none"> • Hold a sustainability-related webinar with one of our key clients.

13. amotai.nz
14. reconciliation.org.au
15. globalreporting.org

Appendix

SDG Targets We Have Aligned To



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Our Impact Areas	SDG Targets	SDG Alignment
Emissions and Energy	<ul style="list-style-type: none"> • 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix. • 12.2 By 2030, achieve the sustainable management and efficient use of natural resources. • 13.2 Integrate climate change measures into national policies, strategies and planning. 	
Responsible Materials	<ul style="list-style-type: none"> • 12.2 By 2030, achieve the sustainable management and efficient use of natural resources. 	
End-of-life of Materials	<ul style="list-style-type: none"> • 12.2 By 2030, achieve the sustainable management and efficient use of natural resources. • 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. 	
Circular Business Models	<ul style="list-style-type: none"> • 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. 	
Ethical Sourcing & Transparency	<ul style="list-style-type: none"> • 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. • 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. • 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. 	
Working at Deane	<ul style="list-style-type: none"> • 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being. • 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. • 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. 	
Supporting Local & Indigenous Communities	<ul style="list-style-type: none"> • 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. 	
Communication & Education	<ul style="list-style-type: none"> • 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. • 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning. 	

Thank You

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