

Sustainability Policy

At CHARLES & KEITH Group, we believe in running a modern business that balances our growth with our environmental and social responsibilities. We value a clear commitment to improving our sustainability performance and strive to meet our stakeholder's expectations.

We want to be transparent and accountable in what we do, to make sure we're aware of our impact on people and the planet. This starts with abiding by all national and international laws and respecting local communities wherever we operate.

We've adopted a management system approach to sustainability that we regularly review. Our work along our value chain is constantly evolving and through this process, we analyse our impact, risks and opportunities so we're always focused on what matters most.

We're passionate about innovating and moving forward; collaborating through all the relevant platforms in our industry; and spearheading new initiatives that drive us to be better.

This sustainability policy describes how we intend to work around the *three* key areas that we've identified as having the biggest impact.

1) Where We Make

a) Human Rights and Labour Conditions

There are people behind our products and they're a part of our success. This is why the CHARLES & KEITH Group supports and adheres to the United Nations' Universal Declaration of Human Rights. Our company policies and practices are also consistent with the International Labour Organisation's core conventions concerning all labour-related conditions in our supply chain. We promote human rights by upholding stringent standards from everything related to forced labour and modern slavery; to working practices and benefits; to worker health and building safety.

Our standards in this area are described in more detail in our [Code of Conduct for Production Partners](#), which also outlines our commitment to uphold all principles related to modern slavery.

b) The Environment

At CHARLES & KEITH Group, we want to make meaningful improvements in our environmental performance through efficient energy usage and greenhouse gas emissions reduction. And while it's still a work in progress, our ambition is to increase the use of renewable energy wherever and whenever feasible. We know we have a duty to manage our water consumption responsibly by reducing wastewater volumes and taking necessary measures not to cause soil and groundwater contamination in our operations and supply chains.

We'll work along our value chain to control and reduce air emissions and excessive waste, while managing chemicals responsibly and do our best to find substitutes for hazardous ones. We'll also look at curbing our carbon footprint by reviewing how we transport our goods from where we make them, to where and how we sell them. We want to find solutions that will allow us to operate efficiently with the least possible environmental impact.

2) What You Wear

At CHARLES & KEITH Group, our teams work hard to design our products and source materials in a responsible way. We're continuously adopting best practices when it comes to full material traceability, because we know the origins of our materials are important to our

customers. Similar to how it's important for us to increase our use of more sustainable or certified materials in our products. We take animal welfare seriously, so we'll never source these types of materials from animals that have been treated inhumanely.

We'll continue to be vigilant in ensuring our products are safe and will diligently comply and adhere to our Restricted Substances List (RSL). When it comes to our leather manufacturing, we'll source our leather from suppliers who meet our strict environmental standards.

It's not always only about the product. We're also working on improving our packaging and packaging waste strategies. Part of our efforts will go into finding ways to reduce and optimise the current amount of packaging we use, as we work towards meeting our long-term ambition of eliminating or replacing all plastics.

We are advocates for designing and promoting our products for long-term use because the last thing we want is for our products to end up in landfill. We believe in the waste hierarchy approach and the principles around circularity. We know there's a lot to do in this area, and we want to be a part of it.

3) How We Work

a) Stores and Offices

At CHARLES & KEITH Group, we're committed to operating and managing our stores and offices in a way that's safe for all employees and puts their wellbeing first. Our stores are designed to be operationally efficient and foster productivity, while providing a comfortable shopping experience for our customers.

b) People

At CHARLES AND KEITH Group, we strongly believe that respect for people is fundamental for us to achieve business excellence. We foster open dialogue and collaboration within our teams and value an atmosphere that promotes diversity, equal opportunities and inclusiveness. All our employees receive Code of Business Ethics for Employees training to ensure they conduct themselves honestly and with integrity in their day-to-day business dealings. We strive to be an attractive employer and work hard to captivate and retain talent through internal career programmes and in-house skills training opportunities. In staying true to our human rights obligations, we'll continue contributing to local and global communities through engaging programmes that create meaningful social impact, especially when it comes to women's and children's rights.

All inquiries regarding CHARLES & KEITH Group Sustainability can be directed to:

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