

SUSTAINABILITY. THE JOURNEY AHEAD



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Visit for more info
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sustainability](https://underworks.com.au/sustainability)

In the spirit of reconciliation, we acknowledge the Traditional Custodians of country throughout Australia and recognize their continued connection to the land, sea and community. We conduct our business on Wurundjeri land in the Kulin nation of the Woirwurrung language group. We pay our respects to their elders, past, present, and emerging.

Our 2022 Mission is to utilise less packaging across the board and introduce smarter, more sustainable materials that are responsibly sourced, ethically produced, recycled and or recyclable.

Founder & CEO – Sam Todaro



REFLECTION MISSION 2022

In 2018 Underworks embarked on a journey towards sustainability, which marked the release of our Mission 2022. This emphasized our move towards more sustainable and preferred fibres and materials and commitment to reduced packaging. We are proud to report that we are well on the way towards achieving these goals.

Over the last year we have substantially reduced our single-use plastics packaging and transitioned to using sustainable and fully recyclable paper and cardboard packaging and hangers. We have also started using soy ink for printing where possible and phased out any unnecessary films, coatings and adhesives.

All these steps increase the ability of our packaging to be fully recycled. Furthermore, we have transitioned our foot inserts from plastic to recycled paper. We also committed that by December 2022 we would source 100% of our Cotton as Better Cotton or recycled cotton. We can proudly confirm that per September 2021, we have achieved this a year earlier than anticipated.

Additionally, we have tested and trialled a couple of recycled materials, such as our Repreve recycled polyester, made from recycled plastic bottles. We have managed to significantly increase our uptake of recycled polyester, to reduce our reliance

on virgin polyester from petrochemical non-renewable resources.

We have also expanded our bamboo range, our innovative collection of socks, that use an ultra soft and comfortable low-impact bamboo viscose made from organically grown bamboo. On top of that we have expanded our charitable donations and have touched the communities with our annual IGiveASock program. Through this program we were able to donate over 16,000 pairs of essential clothing items such as socks and undies to Aussies experiencing disadvantage in 2021 alone.

Our existing on-product model emphasizes the attributes products must meet to be labeled Ethical/Sustainable. So, what does this entail? To qualify for a Green Stamp we review our products based upon whether sustainable or recycled fibres are sourced or materials are sourced through sustainable initiatives. It also included goals for packaging. Paper should be sourced through the Forest Stewardship Council and at least 90% of paper packaging must be recyclable and contain no film or coating that prevents that. Any unnecessary single-use plastic in the product or packaging has been reduced or removed, where possible. Like all of our products, it must be made ethically in factories that meet fair work standards.



Image: recyclable paper hook and hangers



Image: FSC

WE'RE LOOKING AHEAD

We acknowledge that we should continuously innovate to do even better. That's why at Underworks we are building upon our Mission 2022 and look ahead to the future with an ambitious strategy roadmap and action plan. In line with global commitments to reduce carbon emissions drastically by 2030¹, Underworks laid out ambitious blueprints for collective action towards responsible production and consumption.

The IPCC report highlighted the urgency of the global climate crisis and stressed that businesses, governments and other organisations have not nearly done enough to achieve a limit global warming to 1.5 C compared to pre-industrial levels² (per Paris Agreement)³. We need to achieve a drastic reduction in global greenhouse gas emissions to reverse climate change and slow down global warming.

A surge in global inequality stresses the need for business to radically rethink

and change the way they conduct business by reducing opacity in global supply chains. The COVID19 pandemic has highlighted this even more as besides halting global productivity it has increased worker health and safety concerns. The shutdown of many manufacturing industries has hindered production worldwide and exposed an abundance of systematic labour rights issues⁴. We must take serious action to mitigate these problems. As a business and a stable of brands, we need to set bold goals and targets.

“ Our Roadmap to 2030 outlines our aspiration for a better future. ”

A planet where the environment and the people that lives on it thrive once again.



Our bamboo sock range contains bamboo viscose that is made from organically grown bamboo. This bamboo is certified by EcoCert, a globally recognized organic certification standard. The standard recognizes environmentally friendly and socially conscious practices and ascertains that the bamboo we use is grown organically using no synthetic fertilizers and pesticides and only needs rainwater for irrigation.

[Read more](#)



Our paper and cardboard labels are from mixed certified and FSC controlled sustainable wood sources and are certified by the Forest Stewardship Council. Our bamboo is also FSC certified. This international non-for-profit organization acts as a transnational certification program for industries utilizing wood or paper-based products. This helps ensure our wood is responsibly harvested and contributes to our mission to protect the planet.

[Read more](#)



As product safety is so important to us, we adopt the OEKO-TEX product standard, which means an item is subject to strict regulations on regulated and non-regulated substances. To be awarded the OEKO-TEX standard a product does not contain any harmful chemicals or toxic residues and is safe on the skin. By buying OEKO-TEX certified products you can trust the product is safe for you and your children.

[Read more](#)



Underworks has recently adopted GOTS certified organic cotton into some of its products. The Global Organic Textile Standard is a leading standard setting body that certifies organic fibres from farm to finished product. The framework ascertains that fibres are sourced from farms using organic farming practices without synthetic fertilizers and pesticides and with high social and environmental standards.

[Read more](#)



Underworks has signed on to become a member of the Australian Packaging Covenant Organisation (APCO). This platform encourages Australian businesses to reduce their packaging impact. Our membership requires annual submission of a yearly action plan and report about our achievements and challenges. Underworks is proud to have adopted more sustainable packaging practices in its products and continues to innovate to improve.

[Read more](#)



Underworks currently sources 100% of its cotton from preferred cotton sources including from Better Cotton (formerly BCI). This organization is a non-for-profit that educates farmers on responsible farming practices, like water use, reduction of chemicals and land conservation as well as fair labour conditions. The organization uses a mass balance system, hence Better Cotton cannot be traced back to the final product.

[Read more](#)

OUR VISION

BECOMING AUSTRALIA'S EVERYDAY SUSTAINABLE SOCK COMPANY.

INTRO

We know that reversing climate change requires bold actions. We present our new sustainability direction and strategy Conscious Choice – our Roadmap to 2030. It is a vision for the future in which we as a company do the right thing. Right by you and right by the planet.

We seek to lead by example by showing our exemplary commitment to sustainability and social responsibility and becoming a driving force in the Australian market to change the fashion industry into a force for good. Due to the nature and pace of our business, we are always looking ahead! Part of this is focusing on 2030⁵, which is considered a critical year in the climate change modeling methodologies. We've developed our roadmap and strategy in line with a 2030 time frame and targets. Our strategy is built upon eight focus areas to prioritize, which are solidified by strong time-based

objectives. The focus areas are selected on criticality and their ability to make the largest positive impact as well as their overall relevance to our business⁶.

The areas respectively are radical transparency, carbon reduction, packaging improvement, material innovation, cotton transition, water reduction, community initiatives and circular fashion.

These focus areas collectively advance Underworks' its positive contribution to reducing our environmental impact and improving our social outcomes. Conscious Choice – Roadmap to 2030 is our blueprint for conducting our business responsibly and sustainability. Our Conscious Choice product framework is underpinned by four critical pillars, which defines whether a product can be considered a more "conscious" purchasing decision.

FOCUS AREAS

Each of these focus areas reflect ongoing commitment to driving sustainable and responsible business practices through our sourcing, operations and manufacturing including new materials, processing methods, renewable energy, and improved our supply chain transparency.

OUR ROAD MAP TO 2030





RADICAL TRANSPARENCY

Transparency has been regarded as a foundational instrument to drive global systemic changes in the fashion and textile industry, not only because it pushes brands and retailers to be open about its social and environmental performance, but also because it allows other stakeholders to review and assess these practices⁷.

Transparency has also become a major tool to mitigate risk from opacity in global supply chains. We understand the importance of transparency as it allows us to fully understand the way our business makes an impact along various areas where value is captured, while

striving for fair and equal rewards for those adding value. By mapping our own supply chain beyond our Tier 1 manufacturing sites, we will be able to hold ourselves and our suppliers accountable and improve both social and environmental performance.

Quantitative impact measurement is important as it allows us to make objective decisions based on data, which could further drive our ability to achieve our sustainability goals. While transparency in itself is not enough, it is a necessary first step to start measuring impact accurately and impartially⁸.

GOALS

- ✔ Strengthen and streamline our socially responsible purchasing strategy
- ✔ Measure and quantify impacts along the supply chain using relevant tools
- ✔ Map supply chain up to Tier 3 completely by 2023
- ✔ Investigate and join initiatives to assure living wages in supply chain

CARBON REDUCTION

Due to a rise in global temperatures and an increasing number of climate disasters, we must urgently address our carbon emissions. This starts with adequate measurement, is followed by reduction and finally completed with offset.

Underworks will commit to measuring its carbon emissions in our direct operations (Scope 1 & 2) and our value chain (Scope 3). With FY21 as a baseline, we will set bold targets to be able to drastically reduce our emissions across the board. These targets have been developed using the GHG methodology and are in line with the Science-Based Target Initiative, whose collective goals are aimed at limiting a rise in global temperatures to 1.5 degrees Celsius by 2030, per the accords in the 2015 Paris Agreement⁹. An absolute emissions reduction of 50% by 2030 must be achieved to be aligned with a 1.5°C future¹⁰.

The introduction of renewable energy in our owned operations, the offset of carbon in our value chain and the adoption of novel innovations to reduce the impact through materials, processing, shipping and packaging are all significant steps that can be made towards achieving overall GHG reductions¹⁰.

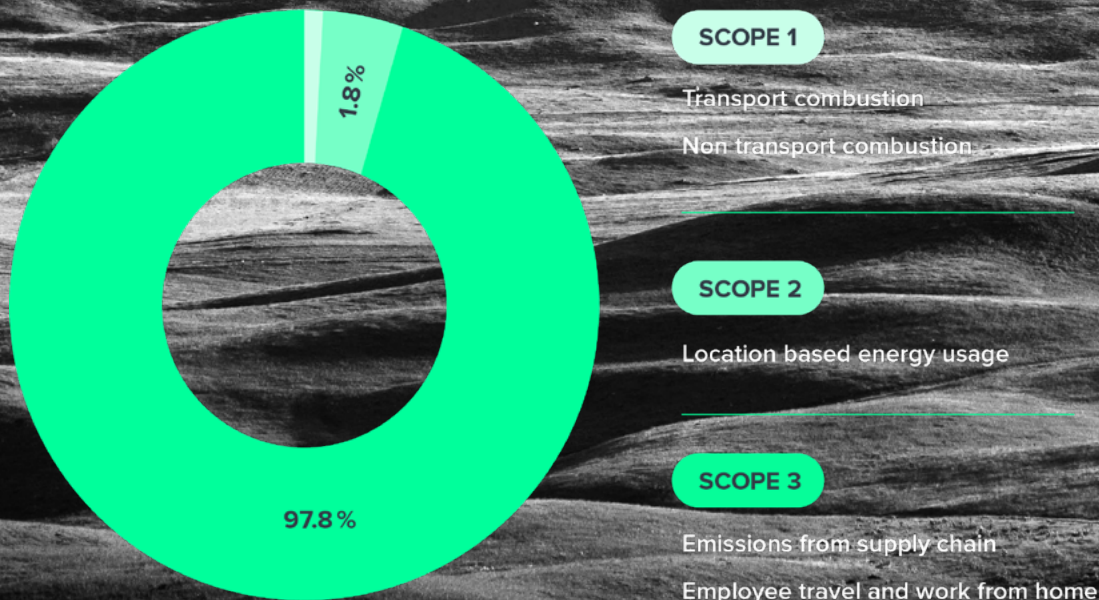
We work closely together with Avarni, an organization that helps us measure our carbon emissions along our entire value chain. This software based upon the GHG methodology uses proprietary algorithms to calculate carbon data in all three scopes and helps us identify where the biggest advancements can be made. It also tracks how we are performing in other areas of the value chain. This allows us to make objective data-based decisions on where the most improvements can be made.

This approach moves beyond the status quo in carbon calculation, as besides looking at our own operations, we invite our vendors onto the platform and thoroughly work with them to help them measure their emissions. This gives us a more accurate picture of our Scope 3 (value chain) as well.

We are aware that as a retailing business manufacturing overseas, the majority of our impact will be within our Scope 3, hence we will closely work with suppliers, dyeing houses and raw material producers to reduce and offset their emissions where possible.

GOALS

- ✔ Transition to renewable energy from the grid in our head office by 2022
- ✔ Installation of solar energy across our office and warehousing operations and offset 40% of our carbon emissions from the value chain by 2025
- ✔ Actively encourage suppliers to switch to renewable energy and adopt energy-saving technologies
- ✔ Achieve a total of 50% reduction in GHG emissions in the value chain and achieve net zero emissions in our operations by 2030



PACKAGING IMPROVEMENT

Packaging is one of the main aspects in the business that highly relies on plastics. Almost every garment globally is being shipped from the factory to the warehouse in a clear LDPE polybag¹¹. Packaging can be either product packaging, ecommerce packaging or protective packaging used in the warehouse such as boxes, pallet wraps and polybags.

Every type of packaging comes with its own kind of advantages and disadvantages and these need to be carefully weighed up to be able to make a decision on which material will be selected. Besides protecting the product against dirt, moisture and damage in transit, the packaging has several practical purposes, such as the possibility to scan barcodes and assess the contents. Some of the key strategies Underworks has employed are packaging reduction and the transition of most of its hangers and labels to recycled and FSC certified paper and cardboard. This has reduced our reliance

on virgin non-renewable resources. However, one of the greatest challenges that we face with the entire industry is to address the use of polybags in logistics and warehousing operations.

While there are several alternatives such as bio-based inputs or paper-based materials, these frequently do not perform as well technically or do not have adequate recycling infrastructures in place, making it difficult to scale¹². LDPE polybags can technically be recycled, hence focusing on reduction of usage and making sure they are adequately collected and recycled at their end-of-use are currently our key focus¹¹.

Underworks is actively engaged in multi-stakeholder initiatives and membership programmes aimed at improving packaging such as the Australian Packaging Covenant (APCO), Forest Stewardship Council (FSC) and Pack4Good initiative (Canopy).

GOALS

- ✓ Adopt 100% home compostable ecommerce satchels by 2022
- ✓ All unnecessary single-use plastic product packaging removed by 2025 with the exception of tape and fasteners
- ✓ Research and investigate alternatives to fasteners and closing tape
- ✓ Assure 100% of our polybags and pallet wraps are collected and recycled by ourselves and retailers by 2022
- ✓ Plastic packaging in logistical operations and warehousing reduced with at least 40% by 2025 and 60% by 2030





MATERIALS INNOVATION

Underworks prides itself on its ongoing commitment to innovation. We select our materials carefully based upon their strong performance, durability as well as their environmental impact.

We are committed to making high-quality products that are made to last. We continuously seek to investigate new and innovative materials that we can trial in our products, but we must consider that these materials also preserve our product performance.

In the synthetic materials space, we are investigating if we can reduce our total volume of synthetic uptake as well as reduce our reliance on virgin non-renewable petrochemical resources, by transitioning to using more renewable and recycled fibres. Recycled synthetics includes both recycled polyester and nylon. By joining the Textile Exchange 2025 Recycled Polyester Challenge, Underworks has committed to ensure that 60% of its total volume of polyester will be from recycled origin, by 2025.

Semi-synthetic fibres are man-made fibres derived from cellulose rich materials, while going through a chemical process.

This includes wood, bamboo and other agricultural crops and the fibres made out of these are viscose, modal, lyocell and cupro, whom each have a slightly different process. When it comes to these fibres, we joined Canopy Style on their mission to reduce the risk of sourcing from ancient and endangered forest by making sure we are only sourcing from low-risk MMFC suppliers¹³.

In 2021 we have published our responsible wood and paper-based product sourcing policy which can be found on our website. To support this, we must continuously review our viscose and modal supply chain to ensure we are sourcing from responsible suppliers. We could opt for suppliers using a closed-loop production process like lyocell or investigate wood fibres that use recycled inputs, for example.

We always seek to improve and therefore constantly re-evaluate our materials. We aim to trial at least four new materials in the coming years, that could reduce our footprint even further. This includes new bio-based materials and lower-impact synthetics. It also includes the sourcing of preferred types of cotton, which will be explained further in the following chapter.

GOALS

✔ Explore at least four new sustainable materials by 2025

✔ Ensure 100% of MMCs are sourced from dark or light green shirt manufacturers on the CanopyStyle Hot Button Ranking by 2022

✔ Transition away from 70% virgin polyester and nylon fibres by 2030 (use recycled or natural fibres instead)

COTTON TRANSITION

Cotton is a great natural fibre with lots of benefits. As a company we are aware that cotton requires quite some resources to farm, so we are continuously looking at solutions to improve our cotton sourcing strategies.

Together with many other companies we have joined Textiles Exchange's 2025 Sustainable Cotton Challenge by pledging that by 2025 we source a 100% of our cotton from preferred cotton sources. This includes, Better Cotton (formerly BCI), recycled and organic cotton. We partner with the Better Cotton to improve cotton farming practices globally. We fast tracked our commitment and by 2021 we were able to source 100% of our cotton from sustainable sources including Better Cotton and organic cotton. Furthermore,

we seek to increase our uptake of organic or regenerative cotton. This type of cotton uses no pesticides or synthetic fertilizers, which could pollute waterways and the surrounding soil¹⁴.

We are already using organic cotton in various products and are gradually seeking to transition towards using a larger portion of certified organic and recycled cotton in the future. Recycled cotton has an overall lower footprint and reduces our reliance on virgin resources, but quality remains a challenge¹⁵. Collaborative innovation may foster quality improvements to this valuable resource. Underworks is in the process of obtaining GOTS certification and is aiming to use GOTS certified organic cotton in some of its ranges by 2023.



GOALS

- ✓ Assure that 100% of cotton comes from preferred cotton sources including BCI, recycled or organic cotton by 2022
- ✓ Increase uptake of recycled, organic and regenerative organic cotton to 50% by 2030





“ Freshwater extraction and pollution strain the already scarce freshwater resources in many regions.”

Water usage has frequently been named as one of the most pressing issues in textile manufacturing, both at the raw material production and wet processing stages.

We are aware that it is much more difficult to make an impact on operations not owned by us, although we seek to work closely with suppliers to measure and reduce water impact. This entails the assessment of water usage and disposal at our Tier-1 apparel manufacturing partners and our Tier 2 spinning and dyeing houses. It means we are seeking to actively encourage our suppliers to invest in technologies that reduce water use and improve wastewater treatment and re-use, if they are not already doing so.

We take pride in that we work with highly innovative suppliers, and we acknowledge their continued commitment to improving production processes where possible.

GOALS

- | | |
|--|--|
| <p>✔ Start to measure water use at our Tier 1 and Tier 2 suppliers using quantitative data tools by 2025</p> | <p>✔ Assure all suppliers have made commitments to ensure better effluent processing and water recycling</p> |
| <p>✔ Actively encourage suppliers to reduce water usage through innovative processing techniques</p> | |

COMMUNITY INITIATIVES

“We've been highly committed make a positive impact in the communities we operate in.”

We have been running our I Give A Sock program annually during the winter months since 2019. This campaign engages customer by encouraging them to share photos of them wearing their favorite pair of socks on social media, with the hashtag #IGiveASock.

For each sock photo posted and shared on socials, Underworks donates a pair of essential clothing items. Through this initiative we have donated many essential clothing items to Australians experiencing disadvantages like homelessness, poverty, disabilities and mental health problems. In 2021 alone, we donated 16,440 pairs of socks, thermals and undies, which are

often some of the least donated clothing items - but so highly needed, especially in the colder months. Through this program we have been able to make a major impact. Besides this, our year-round donation program allows us to set aside a portion of our stock for philanthropic donations.

We have made in-kind donations to many charitable organizations, which include Foodbank Victoria, Salvation Army, St Kilda Mums, Merri Outreach Support Service, Backpacks 4 Kids SA, Backpacks 4 Kids VIC, OzChild and A Brave Life.

Through these donations we can make a difference and support many people in need. We never hesitate when people reach out to us, and during the COVID19 pandemic we have made several donations to nurses and doctors, to keep up the good spirits and support them in their hard work. We seek to continue to run and expand on these donation programmes.

[Read more](#)

GOALS



Strengthen and increase our community initiatives to contribute to a better tomorrow

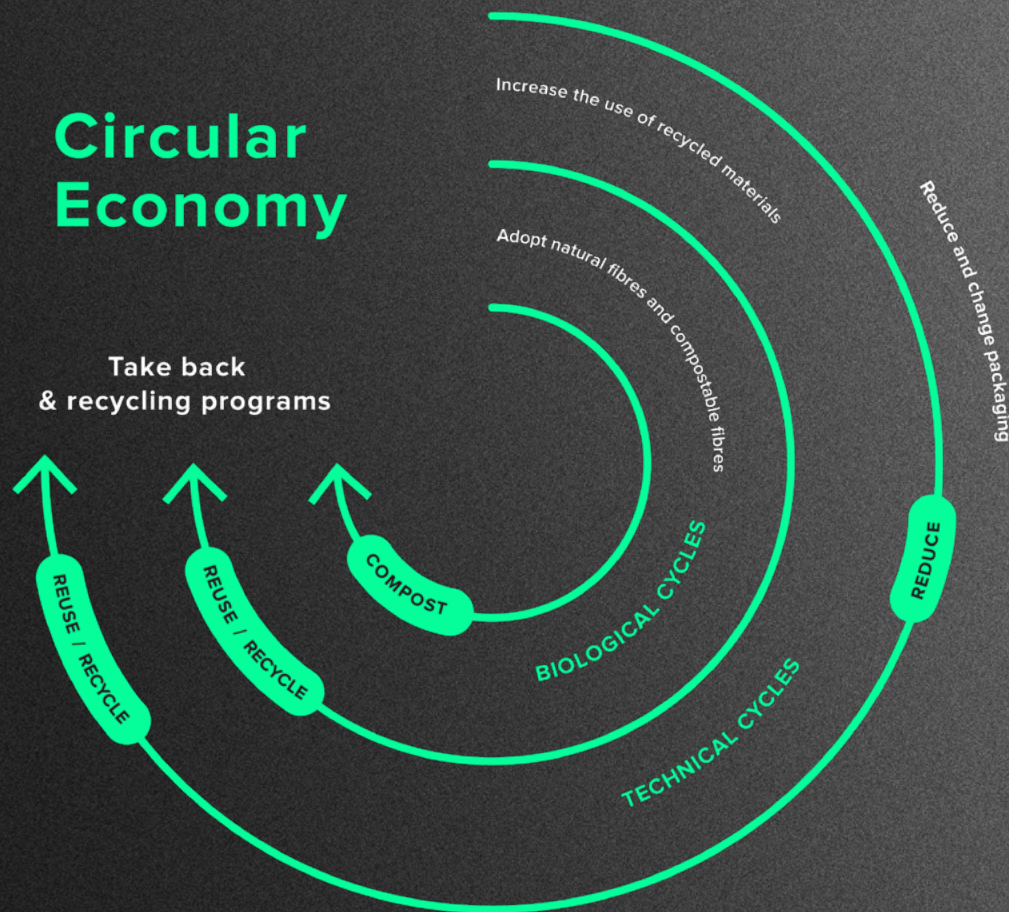


Actively persuade customers to wash in cold water



We are conscious that circularity is a pre-requisite for a better future.

Circular Economy



CIRCULAR FASHION

We need to move away from a take-make-waste model of production and consumption and instead adopt circular design, consumption and end-of-life strategies that together mitigate the risk of resource scarcity and negative social and environmental impacts¹⁶.

Underworks is committed to take leadership towards implementing circular economy practices. We do this by using more natural materials that can easily degrade into the soil leaving no harmful toxins behind and add valuable nutrients for regeneration.

We also use materials that are either recycled or fully recyclable, to reduce our reliance on virgin resources. Our products are created for longevity and durability and its high quality ensures their life cycles will be extended for as long as possible. We design our packaging using more sustainable materials and recycled inputs, drastically reducing the need for single-use plastics and assuring it can be recycled or

composted at its end of life. We seek to actively encourage our customers to extend the life cycles of their products through re-use, repair and recycling to fully close the loop.

We have always envisioned that we can recapture the value of our products at the end-of-life and have therefore built an aspirational pilot programme for sock take-back and recycling in collaboration with Upparel.

Through this program our customers can purchase a satchel online, send their old socks, tights and stockings back and we will recycle them. Our customers will receive a voucher in return for their great contribution to the circular economy. Their socks can then become meaningful input materials for other industries and eventually we even aspire to re-use the fibres as inputs materials for new socks, going full circle.

GOALS



Implement commercial scale take-back and recycling partnerships with our retail partners by 2028



Reintegrate recycled fibres into new products by 2030



PREFERRED MATERIALS

BETTER PACKAGING

ETHICAL PRODUCTION

ENVIRONMENTAL STANDARDS

PRODUCTS - THE 4-PILLARS

We are conscious of the limitations of our own objectivity. The debate what makes a product sustainable or ethical is ongoing, and therefore we have decided to phase out our original "Ethical/Sustainable" on-product mark. Rather than telling a customer that a product is more sustainable, we would like to increase awareness amongst consumers on why they are choosing a particular product, based upon actively assessing the product's fibre composition, the labour conditions, and its environmental impact.

This is what Conscious Choice stands for; the customer making a conscious purchase for a product that has been made using preferred fibres (Pillar 1), better packaging (Pillar 2), like all of our products

is ethically manufactured (Pillar 3), and has high environmental standards (Pillar 4). We have critically evaluated our previous product model and built upon this to create newly relevant, stricter, and clearer criteria.

These criteria fall under our foundational Conscious Choice 4-pillar product labelling model. Products carrying this label will be produced using the most sustainable materials and packaging and with high social and environmental manufacturing standards. The criteria are benchmarked against industry standards, and we seek to evaluate them every year, to see whether they are still up to date. We also aim to increase the percentage of products within our range to be included in this program.

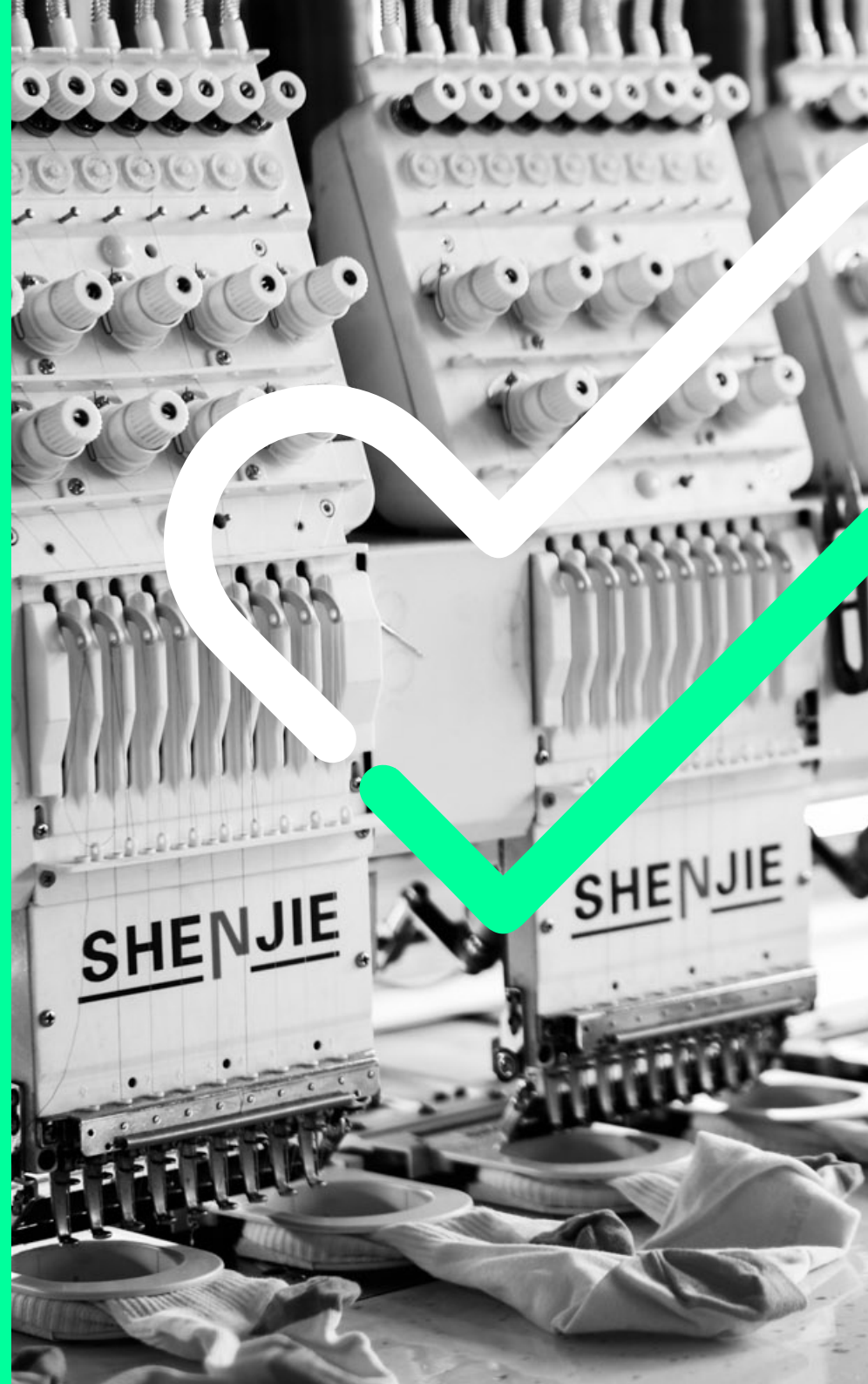


PILLAR 1: PREFERRED MATERIALS

Materials are the building blocks of any piece of clothing. By sourcing the most sustainable and preferred fibres we can drastically reduce our impact both on communities and the environment. The preferred materials have been carefully selected based upon third-party certifications and industry standards of preferred fibres³. Accepted materials and their respective minimal content requirements include any of the following:

| COTTON | MMCS | RECYCLED POLY | ANIMAL FIBRE |
|---|--|--|---|
| BCI Cotton > 70% Organic Cotton • GOTS > 70% • OCS > 70% Recycled Cotton > 20% | Bamboo viscose > 50% Lenzing modal > 50% Tencel™ lyocell > 40% | Recycled polyester > 20% *Must contain at least one other preferred fibre: • GRS • RCS • Other Recycled nylon > 20% *Must contain at least one other preferred fibre: • GRS • RCS • Other | RWS certified wool 100% Woolmark wool 100% Recycled wool > 40% (but other portion must be certified) Preferred cashmere 100% |

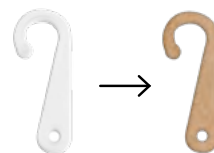
Note: Products may qualify if they meet 50% of 2 different criteria or 33% of 3 different criteria, respectively.



PILLAR 2: BETTER PACKAGING

As a business we can make a substantial difference through our packaging. By selecting the right materials, by using less packaging through innovative design and elimination strategies and by adequately addressing end of life of packaging materials, we can significantly reduce our footprint. Therefore, we have decided that products carrying our Conscious Choice stamp will be subject to strict packaging criteria. These criteria will similarly build upon our Mission 2022 framework. Over the last few years, we have made some major steps to improve our packaging. We are now using FSC certified paper labels, to make sure wood is sourced responsibly and have also rapidly eliminated most of our single-use plastic packaging. A key milestone in this has been the transition of our plastic

hangers to recycled paper hangers and FSC certified card with a hook embedded in them, so we no longer need to use plastic. Through this initiative we have saved over 7 million plastic hangers from being used, in 2021 alone. This amounts to over 2600 kg of single-use plastics, which due to their small size otherwise may have gotten stuck in recycling equipment or have gone straight to landfill¹⁷. Thus, by setting strict criteria, we are able to make sure our packaging can be recycled, comes from responsible sources and does not put strain on non-renewable virgin resources or from endangered or ancient forests. The following criteria apply to all products in our Conscious Choice program:



PAPER PACKAGING

The paper label is certified by the Forest Stewardship Council making sure the wood is sourced responsibly. At least 90% of paper packaging must be recyclable and contain no film or coating that prevents that.

REMOVE OR REDUCED SINGLE USE PLASTICS

Any unnecessary single-use plastic in the product or packaging has been reduced or removed. The only single use plastic allowed in packaging is sticky tape or a fastener for which no suitable alternatives have yet been found.

PACKAGING INKS

Our labels have been printed with soy-ink.

PILLAR 3: ETHICAL PRODUCTION

Products made under the Conscious Choice product framework like all of our products, are made responsibly in ethical environments that meet fair work standards. All of our factories are audited against strict third-party standards. During the third-party factory audits our factories are given an aggregated score over 13 Performance areas (Amfori BSCI) or 12 Principles (WRAP), respectively. The factory must at minimum obtain Gold or Platinum WRAP Certification level or score an A, B or C on their Amfori BSCI audit. Our paper mill uses the SMETA 4-pillar methodology.

[Read more](#)

PILLAR 4: ENVIRONMENTAL STANDARDS

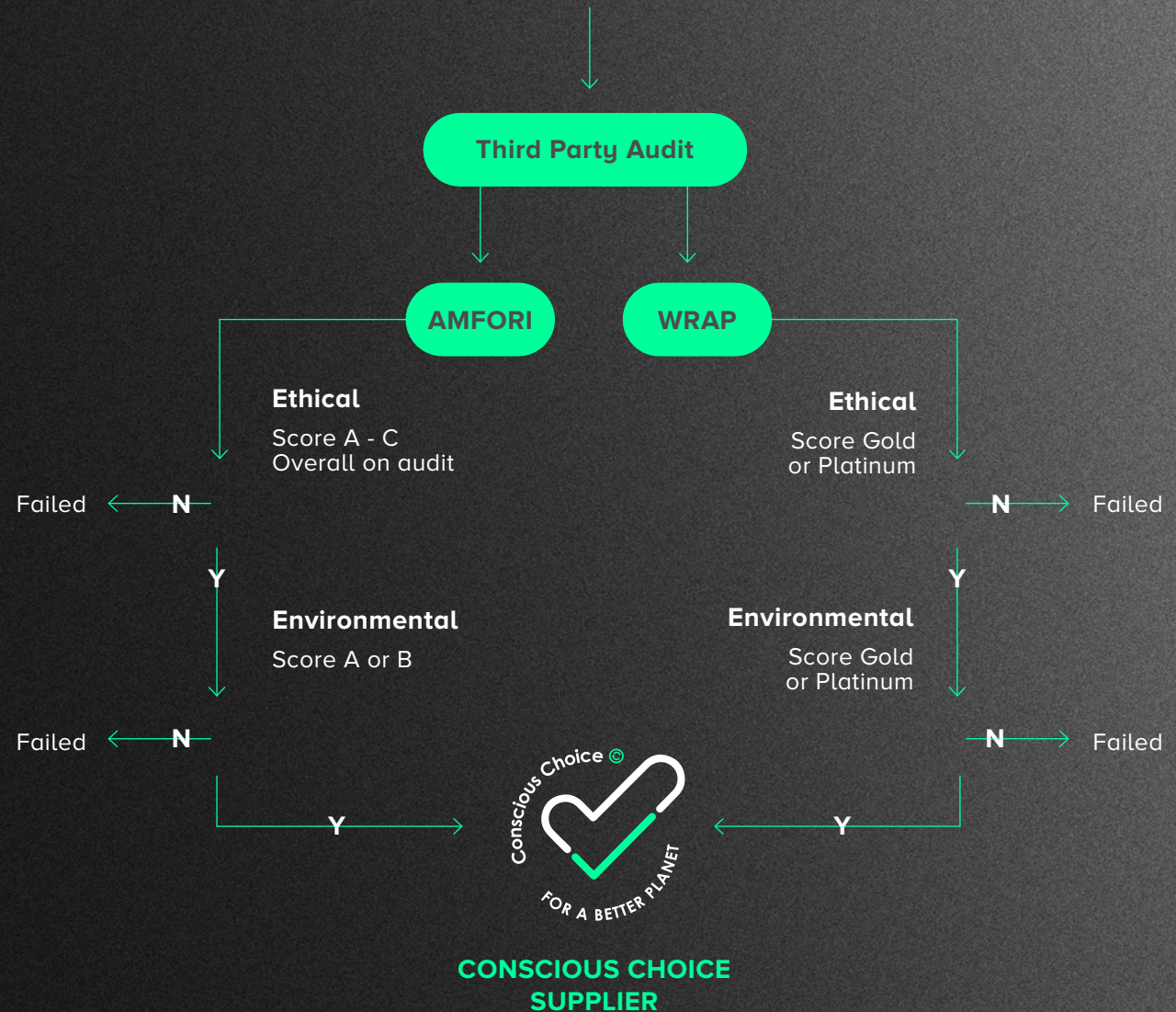
All of our products must adhere to strict environmental standards and products that are part of our Conscious Choice framework are no different. All our factories must sign our environmental and zero-tolerance of hazardous chemicals policies. Our apparel factories are also audited using the third-party audit methodologies WRAP or Amfori BSCI. In each of these frameworks a Performance Area (Amfori BSCI) or Principle (WRAP) is dedicated to the protection of the environment. Our factories making products labelled with our Conscious Choice-products mark must score either an A or

B on the Amfori BSCI audit Performance Area 13 or obtain a Gold or Platinum score on the overall audit, while no major non-conformances are identified against environmental criteria. This is to ensure these products are made against the highest environmental standards.

[Read more](#)



FACTORY TO SIGN ZERO TOLERANCE & HAZARDOUS CHEMICALS POLICY



OUR BRANDMARK & WHY ITS IMPORTANT TO US



GREEN TICK

THIS IS AN ENDORSEMENT BY UNDERWORKS THAT THIS PRODUCT HAS MET OUR SUSTAINABLE & ETHICAL MANUFACTURING STANDARDS



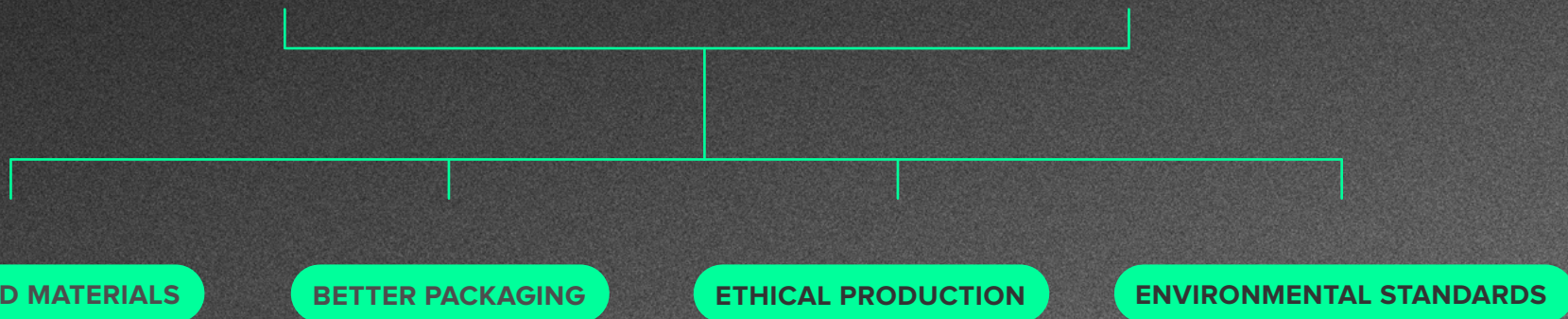
HEART

MAKING A CONSCIOUS CHOICE FOR YOURSELF & THE PLANET



SOCK STENCIL

THE SOCK STENCIL REPRESENTS OUR JOURNEY & COMMITMENT TO A SUSTAINABLE & ETHICAL MANUFACTURING FUTURE

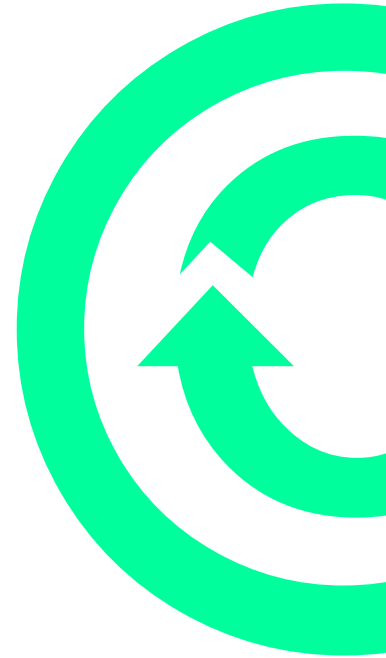


EXTERNAL CERTIFICATIONS AND MEMBERSHIPS

We acknowledge the importance of certification as it can enhance transparency and credibility. Where available we seek to work with relevant partners to certify our materials, products, or manufacturing processes.

We partner with Better Cotton to improve cotton farming practices globally and thanks to this we are able to source 100% of our cotton through preferred fibre sources. Recently, we also sought GOTS certification for organic cotton products and we aim to launch GOTS certified organic cotton in our products by 2023. Our bamboo is organically grown in China and is

certified by EcoCert. It is abundantly available, and similar to organic cotton it requires no pesticides or synthetic fertilizers, while only using rainwater for irrigation. Furthermore, most of our products are OEKO-TEX certified, which means they have no traces of harmful chemicals and residues and are safe to use. OEKOTEX uses one of the highest standards in regulated and non-regulated substances. We procure all our paper and cardboard packaging and inserts through FSC certified sources, and we partner with APCO to improve our packaging practices and take accountability for our packaging impact, together with many other businesses in Australia.



MULTI-STAKEHOLDER INITIATIVES

We know that as a business we can make the largest impact if we unite with other stakeholders and industry partners. Collaboration is key as together we can make waves that collectively have a much bigger impact than if we act alone. Therefore, we are joining several global and Australian multi-stakeholder initiatives in their collective objectives to reduce the fashion industry's impact on the planet by creating meaningful change together.



Avarni is a technology company that helps companies identify, measure and manage carbon emissions throughout their business. Their online platform can be used to map your company's scope 1, 2 and 3 emissions and consequently drive targeted carbon reduction strategies in those areas that warrant it the most. Besides being able to get a better view of our company's impact, this technology moves beyond the status quo and helps customers identify their supply chain impact by inviting their suppliers onto the platform. Avarni has provided cutting-edge support in the carbon management space and helped Underworks set solid 2030 goals.

[Learn more](#)



Textile Exchange is a non-for-profit organization committed to guiding organizations into their acceleration of the adoption of preferred fibres and materials. By setting global goals it initiates a collective call to action for companies to reduce their environmental footprint and achieve climate goals. Its main target is to reduce the industry's greenhouse gas emissions by 45% through fibre and raw material production by 2030. Textile Exchange also publishes useful resources on preferred fibres and materials and their global adoption rates. Underworks participates both in the Textile Exchange 2025 Sustainable Cotton Challenge and 2025 Recycled Polyester Challenge.

[Learn more](#)



Canopy is a non-for-profit multi-stakeholder initiative on a mission to protect forests globally by eliminating sourcing from Ancient and Endangered forests and to conserve the environment, climate, species, and indigenous communities. We partner with Canopy to support approaches and systems to build a future that does not use Ancient and Endangered Forests in packaging, paper or in man-made cellulosic fabrics, including rayon, viscose, lyocell, modal and other trademarked brands. By joining CanopyStyle and the Pack4Good initiative, we commit to protecting the world's remaining Ancient and Endangered Forests and endangered species habitats.

[Learn more](#)



WE CARE ABOUT OUR PEOPLE.

DIVERSITY AND INTEGRITY

Our people are our greatest asset. We collectively build towards common goals and thereby strengthen our commitment to our Roadmap to 2030. We strive for equality, diversity, and inclusion in everything we do. At Underworks, everybody is welcome.

We value individual creativity, skills and identity and hone in on these. We actively work with charities to support initiatives that aid minority groups as well as people experiencing some form of disadvantage. In the coming years we seek to further develop our initiatives to ensure diversity in the workplace. Whether that be race, gender, religion, economic status, sexual orientation, physical abilities, or culture.

SDG

SUSTAINABLE DEVELOPMENT GOALS

The 17 United Nations Sustainable Development Goals were developed to create a roadmap for a better future by 2030. They act as a blueprint for collective action towards a future of global peace and prosperity for the planet and all the people that live on it¹⁶. Underworks recognizes its responsibility to positively contribute to the Sustainable Development Goals through its business strategy and operations. It therefore seeks to align its long-term roadmap with the goals laid out by the United Nations. The following model outlines how our Roadmap to 2030 strategy goals align with and support the SDGs. It shows Underworks' commitment to driving global positive change on pressing issues and to strive for an inclusive and better planet for everyone.



| FOCUS AREA | RADICAL TRANSPARENCY | CARBON REDUCTION | PACKAGING IMPROVEMENT | MATERIAL INNOVATION | COTTON TRANSITION | WATER REDUCTION | COMMUNITY INITIATIVES | SOCK TAKE-BACK AND RECYCLING |
|------------|--|---|--|--|--|--|--|---|
| SUB GOAL | <p>Improve socially responsible purchasing practices</p> <p>Measure, quantify and report value chain impacts</p> <p>Assure living wages</p> | <p>Renewable energy at our Australian HQ</p> <p>Carbon reductions in owned operations</p> <p>Carbon offset in value chain</p> | <p>Remove unnecessary plastic packaging</p> <p>Reduce plastics in logistical operations</p> <p>Remove conventional plastics in ecommerce</p> | <p>Increase uptake of recycled synthetics over virgin fibres</p> <p>Reduce risk of sourcing from ancient and endangered forests</p> <p>Trial new sustainable raw materials</p> | <p>Assure all cotton comes from preferred sources</p> <p>Transition to organic and recycled cotton</p> | <p>Encourage suppliers to adopt water-saving processing technologies</p> <p>Encourage suppliers to adopt proper effluent treatment processes</p> | <p>Strengthen and increase number of community initiatives</p> <p>Actively persuade customers to wash in cold water</p> <p>Active participation in multi-stakeholder initiatives</p> | <p>Trial and pilot sock take-back and recycling program</p> <p>Reintegrate recycled fibres back into new products</p> |
| SDG | <div>1 NO POVERTY</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> | <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> | <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> | <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div> | <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> | <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div> | <div>10 REDUCED INEQUALITIES</div> <div>13 CLIMATE ACTION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> | <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> |

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