



**Universal Store**

# SUSTAINABILITY APPROACH 2021

Universal Store is committed to responsible social and environmental practices, and to meet the expectations of all its stakeholders whilst delivering long-term value to our shareholders.





## The past year in review

Investment in Sustainability increased during FY2021. The entire team was engaged in developing a deeper understanding of the key social and environmental risks and opportunities facing the industry and our business.

We have identified several high priority areas in our value chain to focus our efforts. Universal Store is enthusiastic about the opportunity to truly embed sustainable practices into our daily operations. In FY2022 we are focusing on developing the right measures to evaluate our success in ethical sourcing and sustainability.

The following outlines our key sustainability journey so far:



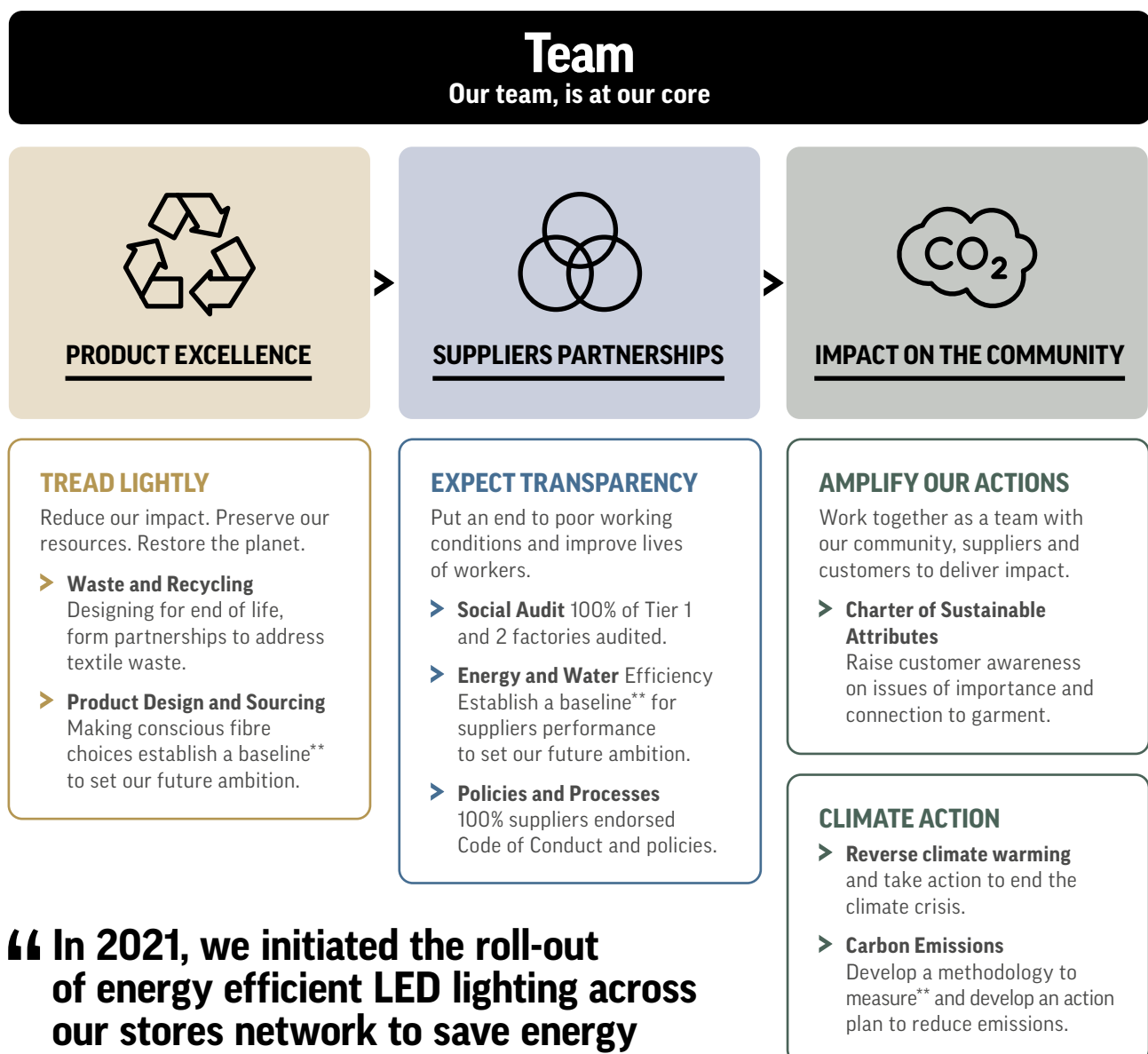
## Outlook for FY2022

Universal Store continues to refine its approach to sustainability and ethical sourcing. We have identified priorities for inclusion in the sustainability plan as shown in the diagram below.

This plan will continue to evolve as we engage our key stakeholders to identify and increase our capability and accountability on ethical sourcing and sustainability matters.

## Strategic Pillars, Key Focus Areas

Accelerate our journey to a Sustainable Future



\*\* Targets and goals will be determined in FY2022.

# Universal Store's sustainability plan is constructed around four pillars:

**Tread lightly** – taking responsibility to reduce our environmental impact.

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**Expect transparency** – ending poor working conditions in the supply chain and improve lives of workers.

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**Amplify our actions** – engaging our community to deliver meaningful impact.

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**Climate Action** – taking actionable steps to reduce our impact on climate change.

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We outline below some of the initial steps we have taken in key areas to progress on our journey towards a sustainable future:

## Environmental Responsibility

### Product Design

Product excellence is another main catalyst for our sustainability journey. Therefore, in the coming year we will focus on our product design and sourcing activities to integrate more environmentally friendly fibres in the composition of third party and private label brands.

### Climate Change

Universal Store has multiple opportunities to reduce emissions. In 2021, we initiated the roll-out of energy efficient LED lighting across our stores network to save energy and reduce emissions associated with our electricity consumption. As we refine our understanding of our footprint across the value chain, we will consider other climate initiatives in our operations and our supply chain.

Imagining a sustainable future is a big challenge for us and the fashion industry. At Universal Store we have the commitment from the whole of business to make these key changes, and we are excited to embark on this journey with our suppliers, brands and future partners.

## Ethical Sourcing

### Supplier engagement

Partnering with suppliers is a key catalyst for our sustainability journey. We will continue to engage with our suppliers throughout our supply chain and work collaboratively to improve practices. Universal Store will continue to develop its social audit programme and collect ethical performance data to improve social and environmental stewardship.

### Policies and Processes

Universal Store developed a new Supplier Code of Conduct to better align with industry standards, practices, and stakeholder expectations. The code applies to all suppliers of Universal Store. The code includes minimum requirements, compliance and auditing mechanisms, and relevant audit standards to ensure its effective implementation.

Training has been provided to all relevant employees. Find our **Supplier Code of Conduct** [here](#).

### First Anti-Modern Slavery statement

Over the past two years, Universal Store has initiated a range of activities to identify, reduce and address modern slavery risks in its supply chain. We had a dedicated internal Project team consult on the risks specific to each area of the business and to complete a review of Universal Store's supply chain. Following the publication of our first Anti-Modern Slavery statement, Universal Store provided an in-depth training on Modern Slavery to key teams to raise awareness of risk drivers and identify ways to reduce the risk of Modern Slavery in our supply chain. **Our statement is available [here](#).**

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