

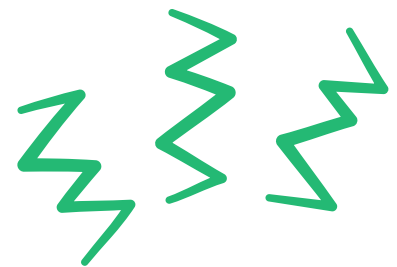
Better Together

Sustainability Update 2024



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Message from the Chair

At Simba, transparency and accountability are key to our sustainability journey. We hold ourselves to high standards as a responsible business. Our commitment to sustainability extends to all our stakeholders — customers, suppliers, partners, employees, and the communities we serve. With the dedication of our team and partners, we are working towards a sustainable future for generations to come.



Over the past year, we have made sustainability a core part of our strategy, focused on four key pillars:

1. **Building Sustainable Supply Chains**
2. **Product Stewardship**
3. **Partnering for Impact**
4. **Empowering Communities**

We have made considerable progress across all pillars, including gaining an understanding of our operational and product carbon footprint, minimising our operational waste, enhancing our supply chain practices and working with our customers to find solutions that support their sustainability journey.

While we have made great progress, we acknowledge that the path to sustainability in the textile sector is complex and challenging. We are committed to facing these challenges head-on, improving our practices and sharing our learnings across the industry.

In addition to our environmental initiatives, we are equally committed to social impact. This year, we contributed over **25%** of profit through cash and in-kind donations to charity and community projects, reflecting our belief in the power of giving back and creating positive change.

This update marks the first step in our commitment to transparent sustainability reporting. Going forward, we plan to align with the Global Reporting Initiative (GRI) standards, ensuring our efforts meet global benchmarks.

Thank you for your continued support as we work toward a more sustainable and responsible future. We hope you find this update informative and inspiring.

Hiten Somaia
Executive Chair



Highlights from 2024



1.

Building sustainable supply chains



100%

Tier 1 manufacturers pay at or above minimum wage.



100%

of Tier 1 manufacturers are audited annually.



40%

of manufacturers in China pay wages above the living wage.



30%

Tier 1 suppliers completed a self-assessment and provided data on water consumption, energy, waste and certifications.

2.

Product stewardship

- Prevented over 65,000 plastic liners from going to landfill annually because of redesigning the packaging of our commercial towelling ranges
- 11 tonnes of soft plastics, 11 tonnes of cardboard and 27 tonnes of comingled waste have been recycled from our operations since July 2024
- Partnered with laundries to cut towel drying times, saving energy and emissions.

3.

Partnering for impact

- Implemented stage 1 of our Sustainability data management platform
- Piloted Brightspace in Melbourne HQ which showed 39% reduction in energy consumption
- Undertook a climate risk assessment and action plan

4.

Empowering communities

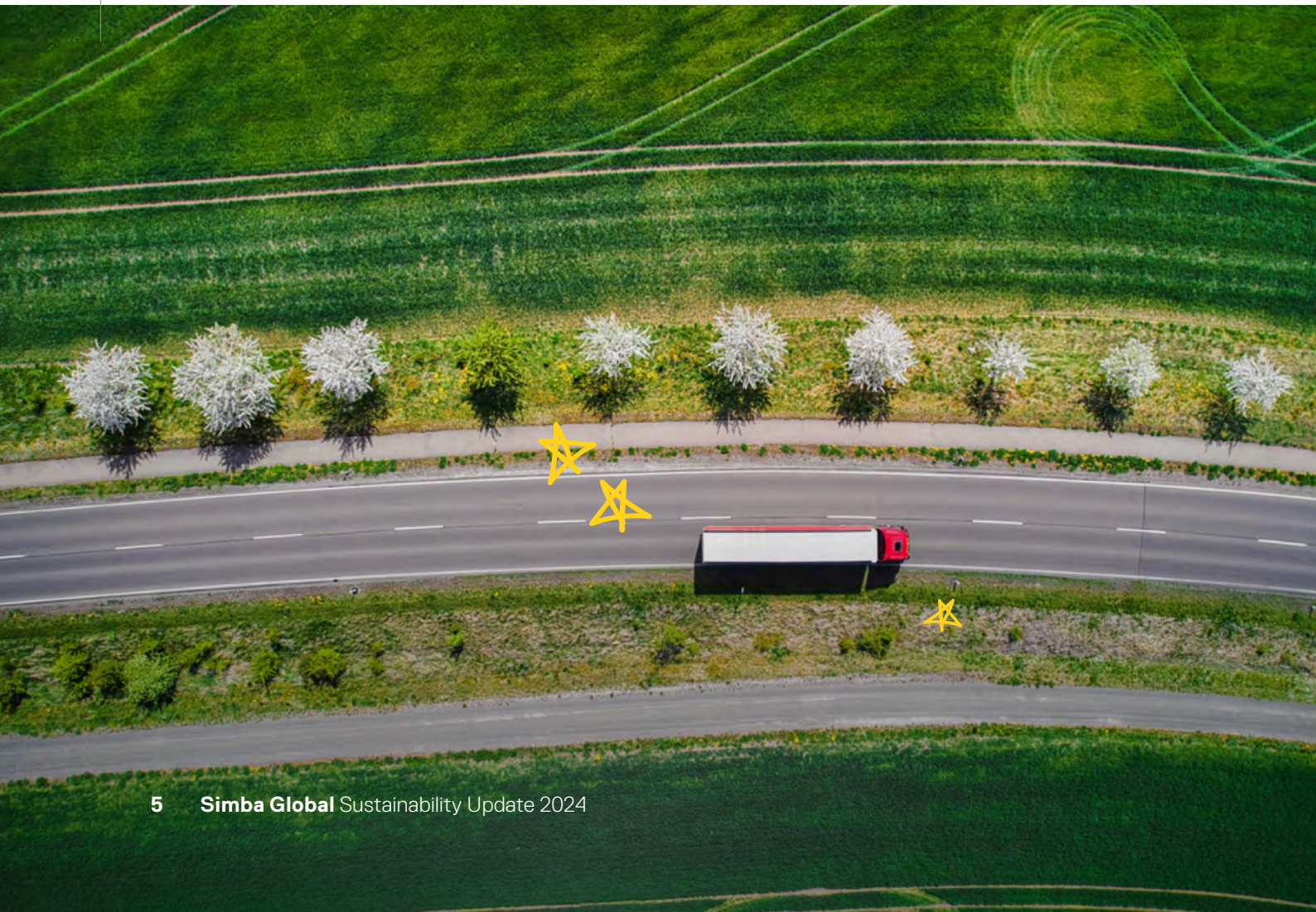
- Implemented Simba Conscious training for all staff
- Completed initial internal benchmarking for Diversity, Equity, and Inclusion metrics
- Over \$1.6M in financial donations, creating 1.5 X impact.

Building sustainable supply chains

Building a sustainable supply chain is a central part of Simba's sustainability strategy. We know that the environmental and social impact of our products is shaped at every stage of the supply chain—from raw material sourcing to manufacturing and distribution.

Achieving true sustainability is not easy. Limited visibility across the full supply chain, particularly with a diverse network of suppliers in more challenging countries, makes it difficult to ensure consistent adherence to our sustainability standards. Differences in regulations, varying environmental practices, and inconsistent labour conditions add to the complexity.

Despite these challenges, we are committed to increasing transparency and collaboration with our suppliers. By improving supply chain visibility, conducting thorough audits, and building long-term partnerships, we aim to drive positive environmental and social outcomes.



This year's projects

Addressing risks of Modern Slavery



Modern slavery remains a significant global challenge, impacting millions of people worldwide. In today's interconnected world, with heightened awareness of human rights, the textile sector plays a crucial role in setting ethical standards and promoting sustainable practices. As active participants in this dynamic industry, we recognise our duty to uphold the highest levels of social and environmental responsibility.

We have an active program in place to identify and mitigate the risks of modern slavery, details of which can be found in our [Modern Slavery Statement](#). Since the Australian Modern Slavery Act 2018 came into force, we have been voluntarily reporting on our efforts, demonstrating our commitment to addressing this critical issue across our operations and supply chain.

Living wage assessment



This year, we conducted a comprehensive Living Wage review using the Wage Indicator Typical Family Methodology. The Wage Indicator Typical Family Methodology is a globally recognised framework used to assess living wages, focusing on the income required for a typical family to meet its basic needs in each country or region. This approach was specifically chosen to assess our Tier 1 Manufacturers.

Concurrently, we audited compliance with minimum wage standards. The results showed that all our manufacturers pay above or equal to minimum wage, with

40% of our manufacturers in China exceeding living wage benchmarks.



Progress on supplier mapping



To support our commitment to ethical sourcing and uphold human rights, we have made progress to enhance the transparency within our supply chain. By mapping our suppliers, we are ensuring full visibility into the facilities where products are made, allowing us to identify potential risks related to labour practices and environmental impact. This year, **we completed mapping our Tier 1 manufacturing suppliers** and initiated the mapping of our Tier 2 suppliers, with Tier 2 mapping in Bangladesh already finished. Our goal is to complete the mapping of all suppliers to Tier 4 by June 2025, reinforcing our dedication to ethical sourcing and human rights across our operations.



Supplier audits



We have continued rolling out our third-party social audit program, **completing 39 audits**. These included audits of Tier 1 and some Tier 2 suppliers in Bangladesh, providing comprehensive oversight across our supply chain. The audits identified 78 non-conformances, such as issues with facilities maintenance, working hours, labour rights and worker safety. Corrective action plans were implemented within 60 days for all but one, and sites were re-audited to ensure compliance.

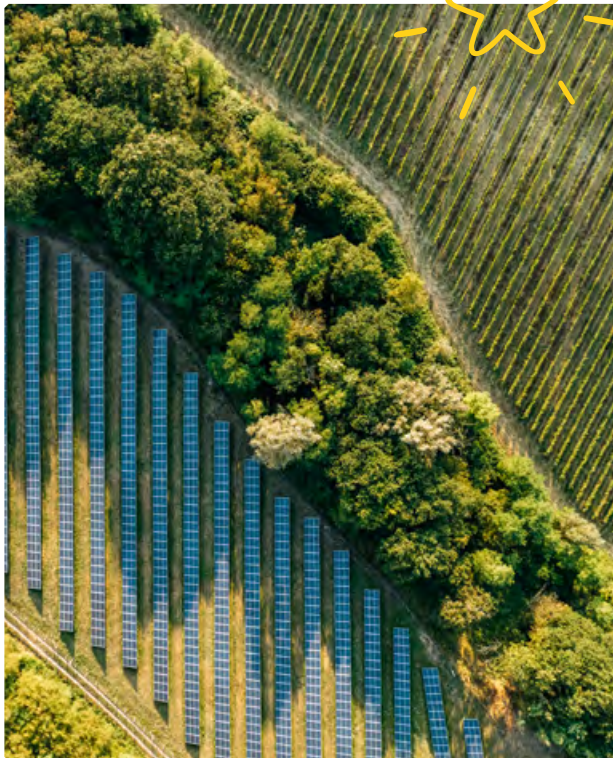
Baselining supplier environmental impact



To strengthen environmental sustainability, Simba introduced a Self-Assessment Questionnaire (SAQ) for suppliers. The SAQ collects key data on carbon emissions, energy use, water consumption, waste production, and other environmental metrics. By collecting this data, we can better understand our suppliers' environmental practices, identify areas for improvement, and track progress over time.

To ensure the reliability of the information, we will verify the SAQs through our existing third-party audit process. This combined approach of self-assessment and audits will help us maintain supply chain transparency and align with our sustainability goals.

Based on SAQ and audit data, we will set environmental benchmarks for our suppliers. Suppliers who meet or exceed these benchmarks will be recognised for their sustainability efforts, while those who fall short will receive support to improve. This approach fosters continuous improvement, accountability, and collaboration across our supply chain.



Quarterly supplier engagement

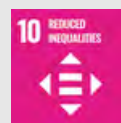


We hold quarterly supplier meetings to review progress on environmental initiatives, set new sustainability goals, and share best practices. These meetings have been vital for maintaining effective communication, aligning sustainability targets, and ensuring that all parties work toward shared goals. We believe that collaboration with suppliers is key to driving progress and achieving long-term sustainability across our supply chain.



We are transparent

In this pillar, we contribute to the following SDG's



Product Stewardship

At Simba, our product stewardship efforts are built around three key stages:

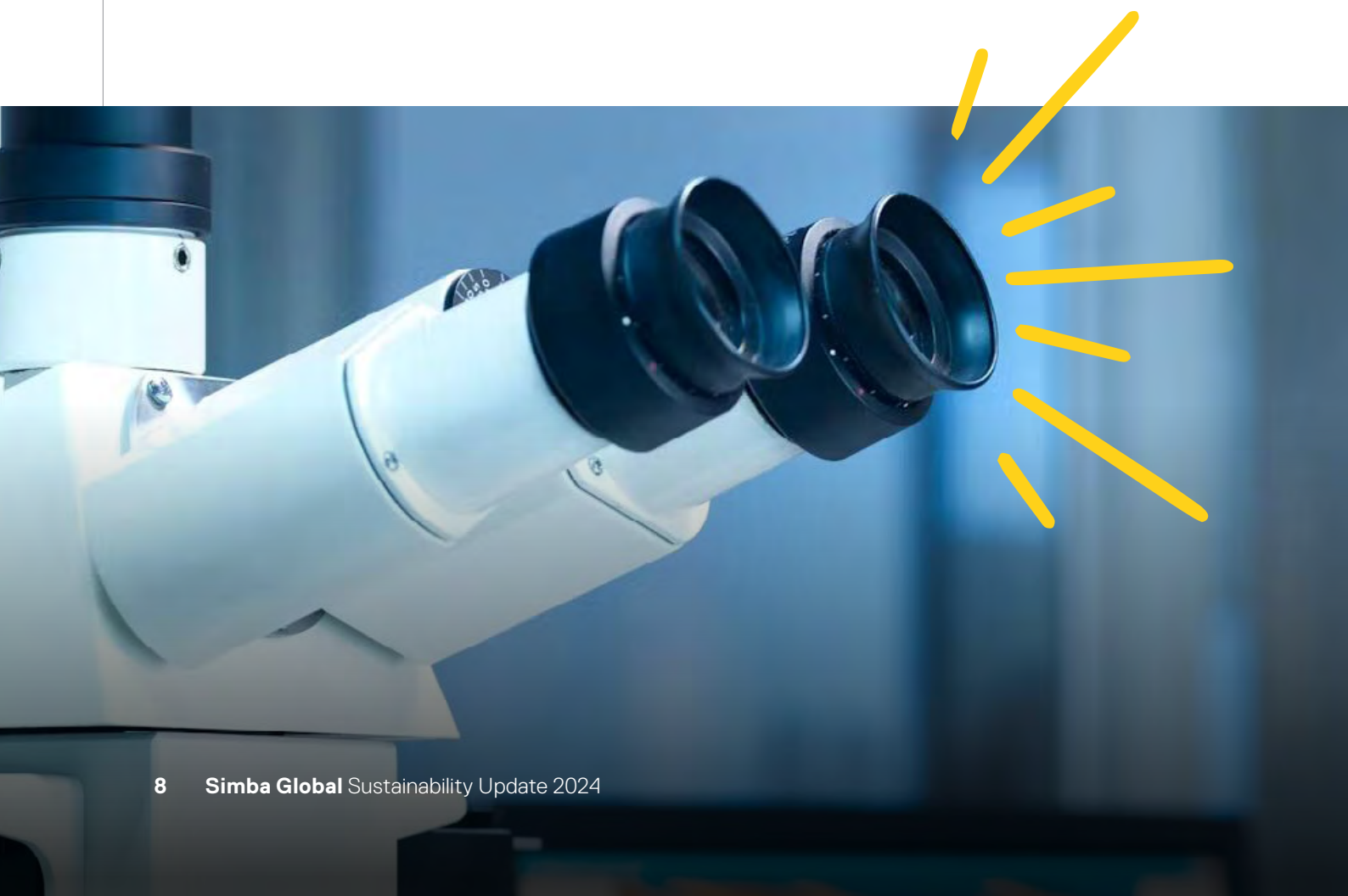
1. Design
2. In-Use
3. End-of-Life

Each stage is integral to our commitment to sustainability, and we focus on creating lasting, positive change at every step of the product's lifecycle.

In the design stage, we prioritise creating products that are not only durable but also sustainable. By designing products that stand the test of time, we reduce the need for replacements, helping to conserve both natural resources and energy. We also work with our customers to identify opportunities to replace single use with reusable products.

During the in-use phase, our focus shifts to collaboration with our customers. We work closely with laundries to find innovative solutions that minimise energy consumption, reduce emissions, and address other environmental concerns that arise while using our products.

At the end-of-life stage, we are dedicated to finding effective waste management and recycling solutions that help close the loop. We recognise the challenges of recycling and material recovery, and we are working to create systems that support the recycling of our products in a meaningful, scalable way.



This year's projects

Energy savings & emissions reduction within laundries



Simba is committed to reducing the carbon footprint of our products during their use. One key initiative is partnering with our laundry customers to evaluate the drying practices in their laundry. Using moisture meters to measure the textile moisture levels we have been able to alter the drying programs to ensure products exit with some residual moisture. The benefits are twofold: first to prevent over-drying which shortens the service life and second, cutting energy consumption by up to 30%.

We have also introduced quick-dry textiles that require less energy and time to dry. These innovations help save energy, reduce emissions, and lower both energy costs and the carbon footprint for our laundry customers.

As part of our partnering approach, we have worked closely with several laundry customers to implement these solutions, demonstrating our commitment to collaborative improvements. By partnering with Simba, customers gain access to our expertise and knowledge, allowing them to reduce their environmental impact while achieving operational efficiencies. We look forward to extending these partnerships and bringing more laundries on board to further drive sustainable practices across the industry.



Reducing microplastic release



The release of microplastics from textiles is a significant environmental issue. To better understand how our products contribute to this problem, Simba has partnered with the ARC Research Hub for Future Fibres and Deakin University's Institute for Frontier Materials.

The objectives of the research to date:

- measure the quantity of polyester shed from textiles that is not captured by the existing filters in commercial laundries. The size of these polyester particles not captured by existing filters became our definition of a "microplastic"
- identify the key product and process variables - including yarn spinning processes, fabric construction and finishing chemicals that affect the amount of microplastics shed by textiles.

Now that the first of the objectives is completed, and the second is near completion, the objectives of the research going forward will be:

- re-engineer yarn and fabric manufacturing as well as chemical finishing to reduce the level of microplastics released by textiles
- design more efficient filters that still allow the laundry to operate as efficiently as they currently do, but that prevent a greater percentage of the shed polyester from reaching waterways.

Collaborating with customers on product design



Simba Global partnered with Ensign to develop reusable surgical gowns and drapes that went through their clinical trials at Peter MacCallum Cancer Centre (Peter Mac Hospital). This collaboration aimed to replace single-use, disposable surgical gowns with sustainable, reusable alternatives, which not only provide cost savings but also contribute to drastically cutting high levels of waste generated by operating theatres.

Studies have shown that reusable surgical gowns have a significantly lower environmental impact across several key environmental indicators. Compared to disposable gowns, reusable gowns resulted in:

- 64% less energy use
- 66% less greenhouse gas emissions
- 83% less blue water consumption
- 84% less solid waste generation¹

These reductions highlight the substantial environmental benefits of transitioning to reusable products in healthcare.



Digitalisation of product spec sheets



We are currently undertaking a project to automate the production of our product specification sheets (spec sheets) from a centralised data source which will enable and simplify our ability to track key sustainability metrics. These digitalised spec sheets will include detailed data on fibre type, recycled content, chemicals used and lifespan of product. Centralising this information allows us to monitor sustainability performance in real time, helping us meet targets and enabling customers to make informed choices.

Sustainable packaging

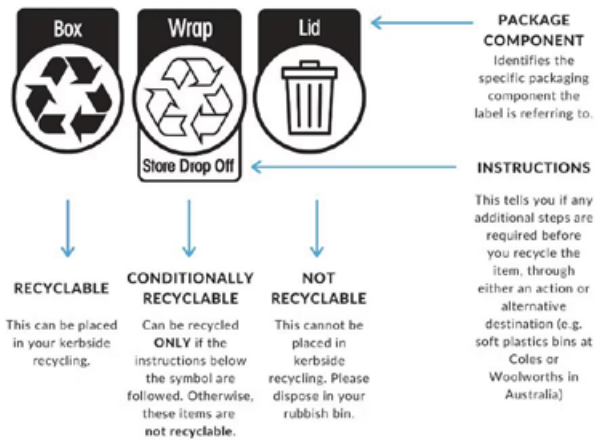


This year, we submitted our first Australian Packaging Covenant Organisation (APCO) annual report, outlining our sustainable packaging goals and initiatives. APCO is a not-for-profit organisation that collaborates with businesses, government, and the community to reduce the environmental impact of packaging through sustainable practices and initiatives across the supply chain.

We have made several changes to reduce packaging waste and improve recyclability, including:

- reducing the size of sandwich cards and towel tags to cut paper use.
- optimising shipping by vacuum-packing pillows, reducing container shipments and our carbon footprint.
- offering customers the option to choose products without plastic bags, further reducing single-use plastic waste.
- adding the Australian Recycling Label (ARL) logos to our retail products to guide consumers in recycling packaging correctly.

These steps are part of our broader strategy to minimise waste and improve packaging sustainability, ensuring every stage of our product lifecycle is environmentally responsible.



Progress on end-of-life



Simba is committed to managing our products responsibly at the end of their life, focusing on finding real, scalable solutions. To start, we have worked to better understand the full scope of the issue. We have assessed the potential waste volumes of Simba products and reviewed the local recycling infrastructure to determine if it can handle the waste generated by the commercial linen sector.

Our findings show that locally, the recycling system cannot manage these volumes. This means we need to invest in local infrastructure and increase demand for recycled materials. An alternative is to ship the waste overseas, where the necessary technology and infrastructure are available. However, this comes with its own challenge—the high cost of transportation.

To address these challenges, **we are exploring partnerships that can make recycling more accessible, affordable, and scalable**, so we can create real change. While we do not have all the answers yet, we are making progress in identifying opportunities to collaborate.



We are accountable

In this pillar, we contribute to the following SDG's



Partnering for Impact

Our Partnering for Impact approach emphasises the power of collaboration, where we work together with stakeholders to drive lasting change. By engaging with customers, employees, and local communities, we aim to influence sustainable practices, both within our organisation and across the broader industry.



This year's projects

Engaging the laundry industry



At the Laundry Association of Australia (LAA) Conference, Simba Global presented the latest sustainability trends and opportunities shaping the future of the laundry sector. With the industry's significant environmental impact—particularly in energy consumption, water waste, and textile waste—we shared our insights on integrating sustainability into operations, product design, and supply chain management. Our goal was to inspire others to act, explore sustainable innovations, and drive meaningful change to reduce environmental impact while boosting operational efficiency.





Collaborating with NSW Government to drive circularity in textiles



As a Bronze Member of the NSW Government's Sustainability Advantage Program, Simba is working with a network of businesses to promote sustainability and circularity in textiles. The program provides us with valuable tools and guidance to integrate circular principles into our operations and supply chain, helping us meet our sustainability goals and contribute to a more sustainable, low-waste future.

Supporting Standards Australia to develop new sustainability standards for textiles



David Tester, our Head of Quality, was appointed Chair of the Technical Committee TX015 with Standards Australia. In this role, he will lead efforts to develop new standards for healthcare textiles that will open opportunities for more sustainable products to be used.

As part of a group of experts and stakeholder representatives, David will also work with the committee to rewrite **AS3789 (Textiles for Healthcare Facilities and Institutions)**, consolidating outdated standards into a single, cohesive document that meets the needs of a modern healthcare system. This new standard will allow a broader range of sustainable products to conform based on function and performance.

As a long-term partner of the healthcare and commercial laundry sectors, Simba Global has seen firsthand the impact these outdated standards have had on our customers. David and the committee will ensure that the new standard evolves to incorporate modern products and new technologies, enabling the production of environmentally friendly and performance-based healthcare textiles. By participating in these efforts, we are helping shape frameworks that encourage environmental stewardship and support more sustainable practices across Australia.

Indigenous business collaboration



Simba has been collaborating with Rex Winston, a talented self-taught Aboriginal artist from the Gamilaroi language group, since 2020. Together, we have helped bring his vision to life by showcasing his vibrant artwork through textiles. Rex, whose work is held in private collections both nationally and internationally, creates stunning beach towels that replicate his artwork dot-for-dot, printed on premium quality 100% cotton for lasting softness and durability.

Additionally, we have worked with the Mudyala Aboriginal Corporation, an Aboriginal-owned, not-for-profit organisation, to create products that raise funds for local youth programs. These collaborations reflect our commitment to empowering Indigenous communities and celebrating their cultural heritage.



Understanding and measuring our impact



To track and measure our climate-related impact, we have implemented a sustainability data platform that consolidates environmental and social sustainability metrics across our operations and supply chain. Stage 1 has now been implemented and includes operational data and Tier 1 supplier data such as carbon emissions, energy consumption, water use, and waste management. Stage 2 will incorporate our social sustainability metrics and additional supplier tiers to increase transparency of supply chain. Stage 3 will address product impacts from supply to customer.

Identifying and prioritising climate-related risks and action plan



This year, we conducted a thorough climate-related risk assessment to evaluate both physical risks, like extreme weather, and transition risks related to changing regulations and market shifts toward low-carbon solutions. These risks are now part of our enterprise risk register and monitored regularly.

Based on this assessment, we have developed a comprehensive action plan to mitigate risks and adapt to climate change. This includes initiatives to enhance supply chain resilience, reduce carbon emissions, and improve resource efficiency. By proactively addressing these risks, we aim to protect our business and contribute to a more sustainable future.

Brightspace



In collaboration with Brightspace, a leader in sustainable building solutions, we are using cutting-edge technology, machine vision sensors and intelligent controls to optimise HVAC and outdoor airflow at our Bayswater Head Office. This pilot resulted in a 39% reduction in energy consumption, significantly lowering our carbon footprint.

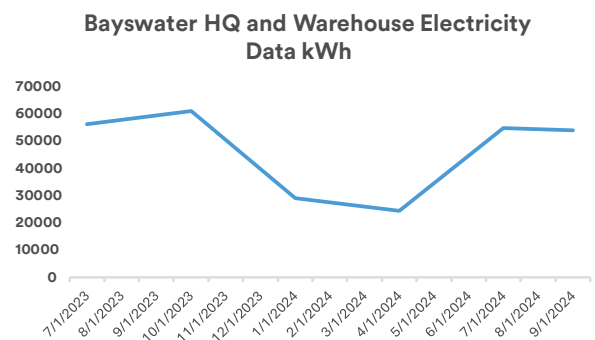
Reducing operational impacts at our Bayswater HQ and Warehouse



Energy

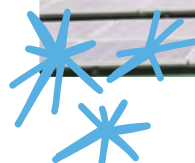
Purchased electricity

We source most of our electricity through purchased energy. While our electricity consumption has fluctuated over time due to various operational factors, we continue to focus on reducing our reliance on purchased electricity through increased energy efficiency and a growing reliance on renewable energy.



Onsite renewable energy

Our onsite solar PV system generates approximately 38% of our electricity. This system plays a key role in reducing our reliance on the grid, supporting our transition to renewable energy, and lowering our carbon footprint. By generating clean, renewable energy, we are actively contributing to a more sustainable future and reducing the environmental impact of our operations.



Diesel

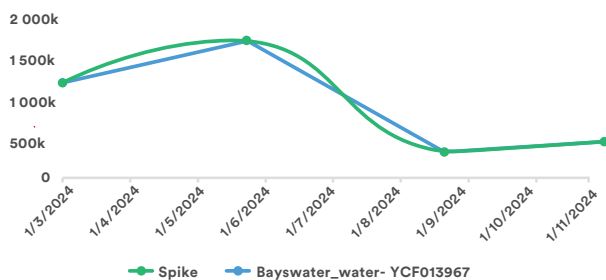


We use a small amount of diesel onsite, approximately 100 litres annually, to support our backup generator. This diesel is stored and managed safely to ensure that the generator remains operational in case of power outages, providing a reliable source of energy when needed. The use of this backup system helps maintain business continuity and minimize disruptions during unexpected power interruptions.

Water



This year, we experienced a temporary spike in water consumption due to a leak, which has since been identified and fixed. As a result, our water usage has returned to normal levels, with general consumption now averaging around 343KL per quarter. We continue to monitor our water usage closely to ensure efficient consumption and are committed to further reducing our environmental impact through ongoing conservation efforts.

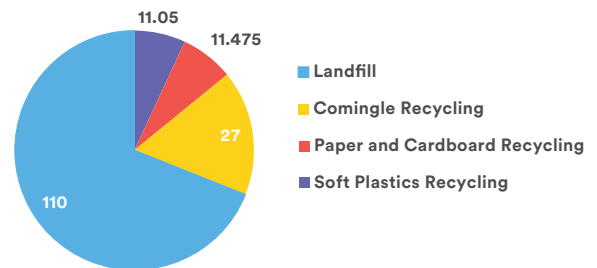


Waste



Since July, we have begun tracking our onsite waste collection data as part of our commitment to improving waste management practices. This initial phase has provided key benchmarks that will allow us to set waste reduction targets and develop an action plan. By better understanding our waste streams, we can identify areas for improvement and implement more effective strategies to reduce waste across our operations moving forward.

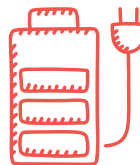
1 July 2024 - 31 Dec 2024 Tonnes



This year, we have implemented several initiatives to reduce our operational impacts:



On-site,
Solar panels supply
38%
of our electricity.

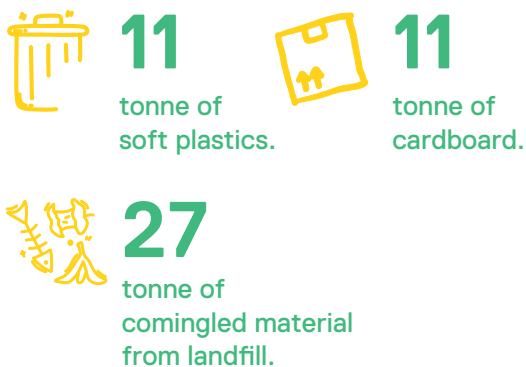


All of our **forklifts are fully electric!** Cutting emissions and further supporting our sustainability efforts.

We have also focused on waste reduction and resource efficiency:

- We diverted over **100,000** plastic liners from our commercial towelling range by reviewing our packing requirement and reengineering a solution that still met customer requirements.
- We launched an onsite recycling program at our Bayswater Head Office and warehouse, offering

education sessions and resources to help our team understand how to recycle effectively. Since July 2024, we have diverted approximately



- We digitised our HR, payroll, and warehouse management systems, **reducing paper use and improving efficiency** across these functions.
- To further minimise waste, we offer **free pallet pickup**, ensuring pallets are reused and kept in circulation.

These initiatives highlight our ongoing commitment to sustainability and reducing our environmental impact.



Introduced soft plastic recycling



We partnered with APR Plastics to launch a soft plastic recycling program as part of our commitment to reducing operational waste sent to landfill. APR Plastics processes clear LDPE films, such as pallet wrap, shrink wrap, and bubble wrap, using their Biofabric WASTX Technology to transform them into recycled plastic resin, which is then used to create innovative new film-grade products.

Through this initiative, we have successfully **diverted 11.05 tonnes of soft plastic from landfill** from July – December 2024. Additionally, we have facilitated connections between APR Plastics and some of our customers, helping them begin their own soft plastic recycling efforts.



We are better together

In this pillar, we contribute to the following SDG's



Empowering communities

Our Empowering Communities approach highlights the power of collaboration.

By working closely with customers, employees, and local communities, we aim to drive sustainable practices both within Simba and across the broader industry.



The team getting in their steps as part of the starlight Kids Super Step Challenge.

This year's projects

Upskilling for sustainability



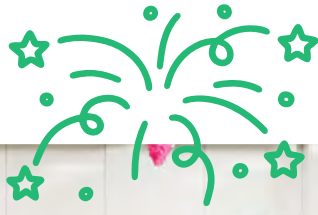
In the last year, Simba has focused on upskilling our workforce to foster a culture of sustainability. We launched a comprehensive Sustainability Induction program for all employees, covering areas such as our environmental goals, ethical sourcing, and social responsibility.

Our people also completed **over 300 courses** through GO1- our Learning Management System, including topics like Modern Slavery, Equal Employment Opportunity, Workplace Safety, Cyber Security, and Whistleblower Protection. These courses ensure our team is equipped to support sustainability and uphold ethical standards in all aspects of their work.

Empowering our leaders



To strengthen our sustainability commitment, Simba invested in the professional development of our leadership team. A key initiative was supporting our CEO, Ahmed Ebeid, to complete the prestigious University of Cambridge Institute for Sustainability Leadership Course. This program equips business leaders with the knowledge and skills to drive sustainability both within their organisations and across industries.



Celebrating diversity



At Simba, Diversity, Equity, and Inclusion (DEI) is a cornerstone of who we are and how we operate. DEI is deeply embedded into our organisational culture and core values, shaping the way we connect, collaborate, and innovate.

We believe that our strength lies in the rich diversity of our people—the unique perspectives, cultures, and experiences that each individual brings to the table. We prioritise celebrating, embracing, and educating around what makes us uniquely Simba. This year we celebrated cultural diversity through special observances such as Diwali, Chinese New Year, Eid al-Fitr and Eid al-Adha (EIAD), and Hanukkah.

We have put focus on create a workplace where everyone feels valued and empowered to shine. Whether it's through cultural celebrations, tailored learning opportunities, or shared stories of lived experiences, for Simba, DEI is a journey of continuous growth and commitment, ensuring that every individual has the opportunity to bring their whole self to work.

Benchmarking



As part of our commitment, we have launched an initiative to capture and benchmark key DEI metrics, including workforce composition, gender distribution, age demographics, the gender pay gap, and the representation of women in leadership roles.

Community Initiatives with Impact



We were thrilled to see more than 70% of our Australian workforce actively participate in the Starlight Kids Super Step Challenge. Their involvement not only highlighted their commitment to health and teamwork but also their dedication to giving back to the community. Together, they raised \$4,250 to support Starlight Children's Foundation programs that bring joy and happiness to seriously ill children and their families.

Supporting Relove with essential donations



This year, Simba proudly supported ReLove by donating towels and bed linen for their community programs. When ReLove faced a shortage of essential items, we were happy to help, ensuring they could continue providing comfort and support to those in need. This year we have donated \$4,500 in kind products.



Driving research into Rare Diseases



The definition of a rare disease is one that affects less than 0.05% of the population of a country. In years gone by, the majority of these rare diseases would be classified as either Epilepsy or Autism as catch-alls. But with the development of the Human Genome Project, it became possible to identify the exact genetic mutation that was the cause of the “autism” or “epilepsy” in the child, and thus began the growth in rare disease identification by genetic mutation.

Today, there are between 7,000 and 8,000 known genetic mutations that cause physical and mental development issues in children.

There are today 4 major therapy routes in treating rare diseases today. 3 of them - small molecules, ASO gene activation and Crispr based gene therapy activation look for methods to reverse the damage caused by the gene mutation. The fourth - gene replacement therapy - actually looks to completely replace the gene mutation within the body with a genetically modified healthy gene.

The treatment of a rare disease becomes very individualised and expensive, and because of the very low number of sufferers, it is not a profitable route for pharma or bio-pharmaceutical companies to take. Government funding is also very scarce, which makes the only funding available being philanthropic family foundations.

The Simba Foundation over the last 18 months has provided A\$3.15 million of funding towards rare disease research, including towards the development of a Gene therapy ward at Royal Childrens Hospital.



Go Team!!

Supporting the live life foundation: cycling, golf, and giving back



Simba supported the Live Life Foundation through two major charity events. First, our team participated in the Noosa 2 Byron charity ride, road cycling 422km over 4 days to raise money and awareness for children with special needs. 100% of profits for this event were donated to the neurological department of the Royal Children's Hospital.

Our team of 4 riders raised over **\$60,000**, with Simba matching their efforts for a total of **\$123,740** raised in total.

We also participated in the Live Life Golf Day.

We are making change

In this pillar, we contribute to the following SDG's



Partnering with Museums Victoria for "Sutr Santati" exhibition



Simba was thrilled to partner with Museums Victoria for the exhibition Sutr Santati: Then. Now. Next., celebrating 75 years of India's independence. The exhibition featured 75 hand-woven textiles by contemporary Indian designers, displaying India's rich textile heritage.

As Australia's leading textile wholesaler, we were proud to support this prestigious exhibition, highlighting the power of fabric in shaping India's contemporary artistic landscape.



Partnering with Australian Indigenous Mentoring Experience (AIME)



Simba partnered with AIME to help power their Hoodie Economics model. This model supports Indigenous youth through education, mentorship, unlikely connections, knowledge sharing, custodianship and joy.

To support the vision of founder Jack Manning Bancroft and his team, Simba committed to 50,000 Hoodies in kind as relational currency to spur positive social action in the world.

Establishing the Simba Foundation



Over the past year, Simba Global has started formally establishing the Simba Foundation, reinforcing our commitment to creating lasting social and environmental impacts. This legal entity will help structure our charitable efforts more effectively and direct resources to causes that align with our values.

We are also developing a robust governance framework to ensure transparency, accountability, and strategic alignment with our mission. The framework outlines clear decision-making processes, financial oversight, and impact measurement, ensuring the Simba Foundation operates with integrity and achieves meaningful outcomes for the communities we support.

Our 2025 Action Plan



1

Building sustainable supply chains

- Finalise supply chain mapping to Tier 4, and expand our audit regime
- Develop our product's environmental footprint and set emission, energy, waste, and water benchmarks for our supply chain
- Continue to implement our Modern Slavery action plan as outlined in our [Modern Slavery Statement 2024](#).

2

Product stewardship

- Evaluate our product range against circular design principles and put in place a product design policy that incorporates circular design principles.
- Embed our APCO action plan, implementing our public commitments and review packaging design.
- Continue to research and explore options for end of life and textile take back.

3

Partnering for impact

- Complete implementation of data management system and achieve ISO 140001
- Develop a climate transition plan and set targets
- Commence BCorp certification
- Expand upon our microplastic research with Deakin University to engineer and design a new, low-microplastic sheeting fabric.

4

Empowering communities

- Continue to upskill our team on environmental and social sustainability issues impacting our business
- Voluntary reporting to the Workplace Equality and Gender Agency (WEGA)
- Launch Simba Foundation.
- Undertake a materiality assessment, engaging with our stakeholders (our team, customers, suppliers, and potential investors) to confirm the material issues that are important to each stakeholder.

Managing Simba Conscious

Governance



The Simba Global Board is accountable for the Simba Conscious strategy, which focuses on our commitment to sustainability, climate change, and human and labour rights. The CEO, together with the Board's Executive Chair, is responsible for delivering this strategy. The Simba Conscious Committee oversees the implementation across the main sustainability areas. Each area is led by a senior executive and supported by the company's sustainability expert.



Policies and Procedures



Simba Global has a clear set of policies to guide our operations and uphold high ethical standards. These include:

- **Corruption and Anti-Competitive Behaviour Policy:** We have zero tolerance for corruption, bribery, or unfair practices, ensuring transparency and fairness in all business dealings.
- **Political and Charitable Donations Policy:** This ensures all political donations and charitable contributions are transparent, align with our values, and meet legal and ethical standards.
- **Climate and Environment Policy:** We are committed to environmental responsibility and integrate sustainable practices into all areas of our operations.
- **Ethical Sourcing Policy:** We focus on responsible procurement, upholding labour rights, fair working conditions, and sustainable sourcing practices.
- **Supplier Manual:** This provides guidelines for our suppliers to ensure they meet our ethical and sustainability standards.
- **Human Rights Policy:** We respect and protect human rights in all our operations, supply chains, and relationships.
- **Employee Code of Conduct:** This defines the behaviour expected of all employees, ensuring respect, integrity, and ethics always.
- **Bullying, Harassment, and Discrimination Prevention Policy:** We maintain a safe and respectful work environment, preventing bullying and discrimination.
- **Employee Grievance Procedure:** This provides a clear process for employees to report grievances, ensuring fair and confidential resolution.
- **Whistleblowing Procedure:** This allows employees to report unethical behaviour confidentially, with protection against retaliation for good-faith reports.

Reporting and Accountability



Simba Global holds quarterly meetings to review progress on sustainability goals and set clear accountabilities and actions for the next quarter. These meetings ensure ongoing alignment with our sustainability strategy and provide a platform for tracking and reporting performance across all key initiatives.

Memberships and Certifications





Simba Global

