

# ZIMMERMANN

## GHG EMISSIONS POLICY

### POLICY STATEMENT

ZIMMERMANN is dedicated to environmental stewardship and is actively working to reduce its environmental footprint. It is committed to combating climate change and resource depletion by conducting its own assessment of environmental impact. This involves measuring the GHG emissions from different sources to understand their effects.

Our Policy and implementation strategy are informed by the following:

- + The Paris Agreement;
- + Intergovernmental Panel on Climate Change (IPCC) Reports;
- + Greenhouse Gas (GHG) Protocol;
- + United Nations Framework Convention on Climate Change (UNFCCC);
- + The UN Global Compact (UNGC);
- + The UN's Sustainable Development Goals;
- + The Science Based Target initiative (SBTi).

The Policy implementation strategy is also informed by ZIMMERMANN's GHG emissions inventory (The Inventory) compiled in alignment with the GHG Protocol guidance. The Inventory identifies the key contributors to ZIMMERMANN's global GHG emissions, which include its supply chain and the transportation of finished products from the factory gate to the point of sale.

### SCOPE

This policy applies throughout our operations globally.

In addition, we request that our suppliers, contractors and other business partners adhere to the same principles as well as complying with all applicable laws that may be relevant in relation to this policy.

This Policy is integrated into a wider framework of policies and procedures implemented by ZIMMERMANN concerning environmental protection and preservation. These measures are implemented through the organisation and across the value chain, encompassing the following:

- + Traceability Policy
- + Viscose Sourcing Policy
- + Responsible Sourcing Policy
- + Natural Resources Conservation Policy
- + Pollution-prevention Policy

- + Human Rights Policy
- + Supplier Code of Conduct
- + Product Safety Policy

## IMPLEMENTATION

The steps that ZIMMERMANN will take to implement this Policy are outlined below. We conduct regular reviews of our implementation mechanisms to ensure they remain relevant to our business activities, risks identified, stakeholder expectations and international context.

### Energy consumption and carbon emissions

Commitment	Action taken to date (July 2024)
+ We are committed to supporting the goals of the Paris Agreement to limit global temperature rise to 1.5 degrees Celsius above pre-industrial levels.	Zimmermann has set near-term, long-term, and net-zero Science-Based Targets (SBTs) consistent with the level of decarbonization required to keep the global temperature increase to 1.5°C compared to pre-industrial levels. The near-term target was set in 2021, while the long-term and net-zero targets were set in 2024.
+ We will annually monitor the GHG emissions in operations and value chain (Scope 1, 2 and 3).	Zimmermann publishes a GHG emissions inventory annually on its website and in its Sustainability Report. The first GHG emissions inventory (the baseline) pertains to FY 2020.
+ We aim to transition to renewable energy across our whole operation and are committed to supporting our supply chain's transition to energy efficient technologies and renewable energy sources.	Since 2022, Zimmermann has transitioned 99% of its operational electricity consumption to renewable energy sources. This transition has been achieved by retiring Energy Attribute Certificates sourced in alignment with the GHG Protocol quality criteria and labeled by EKOenergy or Green-e.
+ We will implement energy efficiency measures integrated in any new construction project or refurbishment project.	In progress
+ We aim to support suppliers in assessing their GHG emissions and building emissions reduction strategies through training and capacity building.	In progress
+ We will encourage suppliers to set Science Based Targets.	In progress
+ We aim to address emissions beyond Tier 1 and 2 suppliers by working closely with our direct suppliers to engage Tier 3 and 4.	In progress

### Transportation emissions

+ We aim to increase sea-freight transportation to deliver products to consumers and reduce the use of air-freight while optimizing transport routes to reduce the distance travelled to transport our products from the factory gate to the point of sale.	In progress
+ We aim to partner with logistics providers that have set GHG emissions reduction targets or have committed to transitioning low-carbon logistics.	In progress
+ We encourage our product suppliers to give preference to low-carbon logistics for the delivery of finished goods to distribution centres.	In progress

ZIMMERMANN adheres to relevant environmental laws, regulations and voluntary agreements endorsed by the organisation as a baseline standard.

This Policy has been reviewed by a cross-functional team and approved by the Executive team and Directors of Zimmermann Wear Pty Ltd. ZIMMERMANN will communicate this Policy to all employees and suppliers, ensuring they understand their environmental responsibilities.

### REPORTING

ZIMMERMANN is committed to transparent, timely reporting to stakeholders regarding the company's environmental and sustainability performance.

As members of the UN Global Compact (UNGC), we have committed to the Ten Principles in the areas of human rights, labour, environment and anti-corruption and are required to report on our progress annually. The report we submit to the UNGC as part of this commitment tracks our progress in the implementation of this Policy. Additionally, we publish a Sustainability Report on the ZIMMERMANN website annually. This document tracks our progress towards our commitments and targets.