

ZIMMERMANN

POLLUTION-PREVENTION POLICY

POLICY STATEMENT

Pollution presents significant risks to the environment, human health, and wildlife. To mitigate these risks, ZIMMERMANN has identified a set of actions to tackle waste, promote sustainable chemical management and circular solutions for product and packaging. ZIMMERMANN is committed to partnering with its industry peers to promote the adoption of best industry practices for pollution prevention and to address its adverse effects, while also assisting its suppliers in adopting similar policies and practices.

Our Policy is informed by the following:

- + National or international laws and regulations regarding the use of restricted substances and the treatment of hazardous and non-hazardous waste;
- + Voluntary frameworks on the elimination of restricted substances from manufacturing processes (ZDHC MRSL);
- + Regulatory and voluntary frameworks on waste reduction and management.

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
- + GHG Emissions 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.

Chemical Management

<ul style="list-style-type: none">+ ZIMMERMANN's Supplier Code of Conduct sets requirements regarding the use of Restricted Substances identified as such by global standards and local laws.<ul style="list-style-type: none">o Our production facilities must not use harmful materials, dyes or chemicals that have any unacceptable risk to health or the environment during production, use or disposal.o Chemicals must be handled, stored and disposed of in compliance with applicable laws and regulations.o Any goods, products, packaging and/or merchandise provided to Zimmermann must be manufactured in compliance with applicable restricted substance regulation.
<ul style="list-style-type: none">+ ZIMMERMANN commissions third-party laboratory tests to ensure that its products are compliant with all applicable restricted substance regulations.
<ul style="list-style-type: none">+ In addition to respecting legally required limits for residues of chemicals found on the finished product, Zimmermann asks all its Suppliers to work towards full conformity with the ZDHC Manufacturing Restricted Substance List (ZDHC MRSL) as updated from time to time by ZDHC.
<ul style="list-style-type: none">+ We encourage our suppliers and their production facilities to join the ZDHC Supplier to Zero Programme to align their Chemical Management Processes with industry best practices.

Waste

<ul style="list-style-type: none">+ ZIMMERMANN is committed to following the waste hierarchy (Prevent, Reduce, Reuse, Recycle, Recover, Dispose) within our operations and ask our suppliers to follow the same principles and ask the same of their suppliers.
<ul style="list-style-type: none">+ ZIMMERMANN is also committed to advancing the recyclability of textiles and apparel and footwear products with investments in R&D and providing training to its designers on the principles of the circular economy and designing for circularity. Zimmermann has been investing in these initiatives since 2022, including textile-to-textile recycling, which began as a pilot and is now ongoing (https://www.zimmermann.com/sustainability-circular-solutions, https://www.zimmermann.com/sustainability-rcollective) and offering circular design training to its designers since 2023.
<ul style="list-style-type: none">+ As part of its waste reduction strategy, ZIMMERMANN is committed to reducing packaging, one of the main sources of waste within its operations, especially when made with materials that are not widely recycled. In particular, we aim to eliminate problematic or unnecessary plastics in B2C and B2B packaging and transition any residual plastic to recycled content. Problematic or unnecessary plastic packaging is characterised by:<ul style="list-style-type: none">o its inability to be reused or recycled,

<ul style="list-style-type: none"> ○ its inclusion of hazardous chemicals endangering human health or the environment during production, ○ its avoidability without compromising consumer access or regulatory compliance, ○ its interference with the recyclability of other plastics and, ○ its high probability of contributing to litter or environmental contamination.
<ul style="list-style-type: none"> + ZIMMERMANN requires that its wet processing facilities develop, implement and disclose a formal policy that outlines their approach to managing the environmental impacts arising from their business activities, including the management of wastewater which must not be discharged in an unlawful manner. In particular: <ul style="list-style-type: none"> ○ The facilities must comply with wastewater discharge permits. ○ Wastewater must undergo treatment before being released into the environment either on site or in external treatment plants. ○ Wastewater quality must be regularly monitored, and testing parameters should follow both conventional and ZDHC Wastewater Test Parameters. In addition to other sampling locations that may be required depending on the type of discharge and testing objectives, samples of treated, partially treated or untreated wastewater destined to Central Effluent Treatment Plants should always be taken at the closest point of discharge where wastewater leaves the facility boundary. ○ During wastewater treatment process, the solid or semi-solid material (sludge) must be separated, tested and disposed of in compliance with local regulations or in line with the ZDHC Sludge Reference Document, whichever is more stringent. + Our suppliers must provide evidence of adherence to this clause upon request.

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.