

	<b>ESG Commitment</b>	<b>2023 Progress</b>
	<b>ENVIRONMENT</b>	
1	<b>Develop a pathway to net zero</b>	<ul style="list-style-type: none"> <li>• Became a Signatory to the British Retail Consortium (BRC) Climate Action Roadmap with a 2040 net zero target</li> <li>• Switched to 100% renewable energy at head office premises</li> </ul>
2	<b>Embed decarbonisation into business decision making</b>	<ul style="list-style-type: none"> <li>• Introduced Supplier minimum ESG standards for non-stock procurement</li> <li>• Introduced Climate and accessibility considerations to CAPEX request process</li> <li>• Surveyed top 20 non-stock suppliers and all landlords against Reiss ESG standards</li> </ul>
3	<b>Report our GHG emissions</b>	<ul style="list-style-type: none"> <li>• Reported 2022 Scope 1, 2 and 3 carbon emissions and established 2022 as a baseline year</li> <li>• Introduced energy monitoring and alert system in 12 Reiss stores</li> </ul>
4	<b>Ensure our products are sourced responsibly, prioritising more sustainable, regenerative, certified and recycled materials</b>	<ul style="list-style-type: none"> <li>• Sourced 65% of men's and womenswear body fabric materials according to Reiss sustainability guidelines (AW 2023)</li> <li>• Updated our Forestry Products and Animal Welfare sourcing policies and shared with suppliers and buying teams</li> <li>• Aligned our sourcing practices with the Textile Exchange Responsible Wool Standard and Global Recycling Standard</li> <li>• Trained our Buying team in our sustainable materials policies</li> </ul>
5	<b>Increase the visibility of supply chains from manufacturing through to raw materials sources</b>	<ul style="list-style-type: none"> <li>• Mapped and published 100% of Tier 1 manufacturing sites</li> <li>• Implemented Next Plc Code of Practice to support Tier 2 Supplier mapping</li> <li>• Uploaded 60% of Tier 1 sites onto Segura, our new supply chain mapping system, for improved reporting and supply chain transparency</li> </ul>
6	<b>Collaborate with others towards zero discharge of hazardous chemicals in manufacturing supply chains</b>	<ul style="list-style-type: none"> <li>• Introduced spot check testing to monitor manufacturing compliance with our restricted substances list</li> </ul>
7	<b>Continuously review our packaging to reduce waste and increase resource efficiency</b>	<ul style="list-style-type: none"> <li>• Mapped our supplier product packaging materials</li> <li>• Introduced a nominated supplier system to support consistent standards</li> <li>• Established a minimum 50% recycled material in supplier product bags</li> <li>• Established new supplier policy for all forestry sourced materials (paper, card)</li> </ul>
8	<b>Participate in the circular economy, promoting materials and product longevity through design and circular services</b>	<ul style="list-style-type: none"> <li>• Prioritised the re-use of construction materials in our store refurbishments</li> <li>• Replaced single-use temporary hoardings during refurbishments, with rented alternatives.</li> <li>• Implemented new returns processes in all Reiss stores to reduce product wastage</li> </ul>
	<b>SOCIAL</b>	
9	<b>Build sustainable supply chains that champion and uphold dignity respect and ethical practice</b>	<ul style="list-style-type: none"> <li>• Implemented Next Plc Code of Practice social auditing programme along with associated compliance standards and policies</li> <li>• Established a new social compliance team in Turkey</li> <li>• Audited our Top 10 suppliers using The Reassurance Network methodology and corrective action plans, including feedback from suppliers on Reiss purchasing practices.</li> <li>• Held Supplier Engagement Conferences for key sourcing regions including Turkey, India and China.</li> </ul>
10	<b>Continuously improve our approach to human rights in line with the UN Guiding Principles.</b>	<ul style="list-style-type: none"> <li>• Carried out an ESG risk assessment to identify our highest risk sourcing regions</li> <li>• Completed a more detailed desk-based assessment of human rights risks relating to higher risk sourcing regions and key raw materials</li> <li>• Provided Purchasing Practice training from the Ethical Training Initiative for all Reiss buyers.</li> </ul>
11	<b>Create a safe and healthy environment that promotes wellbeing at work</b>	<ul style="list-style-type: none"> <li>• Launched a programme of events and learning activities to promote Reiss employee's mental health and wellbeing</li> <li>• Offered Mental Health First Aider training to employees across the business</li> </ul>

12	<b>Create an increasingly diverse and inclusive workplace in which people feel valued and that they belong</b>	<ul style="list-style-type: none"> <li>• Implemented a new People Management data system, which will enable access and analysis of diversity, equity and inclusion data</li> <li>• Took steps to increase the accessibility internal communications: <ul style="list-style-type: none"> <li>○ Reviewing communications materials through a neurodiversity lens</li> <li>○ Celebrating seasonal and cultural events including Black History Month and LGBTQ+ Pride</li> </ul> </li> <li>• 90% of employees completed Reiss employee engagement survey, <i>Have Your Say</i> which provides opportunity to feedback on inclusion, wellbeing and belonging.</li> </ul>
13	<b>Foster an equitable workplace culture that rewards achievements, recognises progress and enables career progression for all employees</b>	<ul style="list-style-type: none"> <li>• Consulted Reiss employees on pay and benefits as part of the <i>Have Your Say</i> survey, to inform our forthcoming reward and recognition strategy</li> </ul>
14	<b>Demonstrate accessibility, inclusion and cultural awareness throughout the customer journey</b>	<ul style="list-style-type: none"> <li>• Commissioned an assessment of the Reiss e-commerce website against web-accessibility guidelines</li> </ul>
15	<b>Inform and engage customers in circular and sustainable fashion</b>	<ul style="list-style-type: none"> <li>• Implemented <i>Compare Ethics</i>, an independent tool which enables us to provide robust sustainability information about our products to customers</li> </ul>
16	<b>Make a difference in the communities we serve through strategic charity partnerships and engagement opportunities for employees</b>	<ul style="list-style-type: none"> <li>• Donated £10,000 to AHBAP.org, a Turkish NGO providing emergency response to the Turkey-Syria Earthquake.</li> </ul>
	<b>GOVERNANCE</b>	
17	<b>Ensure accountability and oversight of ESG</b>	<ul style="list-style-type: none"> <li>• Introduced a new ESG Governance structure including a new ESG Committee reporting to the Reiss Board of Directors.</li> </ul>
18	<b>Assess ESG risks and opportunities</b>	<ul style="list-style-type: none"> <li>• Carried out an ESG Risk Assessment using Risk Horizons, a Sustainable Accounting Standards Board aligned tool</li> </ul>
19	<b>Eliminate bribery and corruption in all its forms</b>	<ul style="list-style-type: none"> <li>• Updated our Bribery and Corruption policy and communicated to colleagues and all mapped suppliers</li> </ul>
21	<b>Transparently disclose our progress in ESG, aligning our reporting with established global frameworks</b>	<ul style="list-style-type: none"> <li>• Prepared an ESG statement for publication in 2024, disclosing our ESG Commitments, progress and key policies-</li> <li>• Published 2023 Modern Slavery and Gender Pay Gap reports</li> </ul>