

# POC 2025

## info - Welcome to the Partner Maturity Index

Welcome to the POC Partner Maturity Index for the Brand and Licensing Industry

The POC Partner Maturity Index has been designed to efficiently capture and showcase environmental maturity data from manufacturing partners (licensees) for the brand owners you work with. You will only need to complete this questionnaire once—your responses will automatically populate the dashboards of multiple brand owners you collaborate with (who are also POC members). This service is completely free of charge, and once scoring is complete, you will have the ability to compare your score to an industry benchmark report, allowing you to compare your scores against the broader industry. **WHY AM I RECEIVING THIS**

### QUESTIONNAIRE?

This questionnaire assesses the range and depth of sustainability practices within your company. If you have received this link, you are either a POC member or a licensee of a POC member brand owner. By completing the questionnaire, you provide your licensing partners with valuable insights into your sustainability efforts (without having to duplicate for others). **WHO WILL BE ABLE TO SEE MY ANSWERS?**

Your responses will be shared with your licensors to help them better understand your sustainability journey and identify where support may be needed. In addition, anonymized scores will contribute to an industry benchmark report, which you can use to identify key areas of focus and opportunities for improvement. **HOW LONG WILL IT TAKE TO COMPLETE?**

On average, the questionnaire takes around 20-30 minutes to complete if you have all the necessary information readily available. Some questions may require further investigation, so you may need to pause and return later. To make this easier, we will ask for your email and send you a personalized link, allowing you to resume at any time. We appreciate your participation in this important initiative. If you have any questions about the Maturity Index, please contact us at [hello@productsofchange.com](mailto:hello@productsofchange.com).

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### ABOUT PRODUCTS OF CHANGE

This study has been developed by Products of Change (POC), a not-for-profit organization created to support the brand and licensing industry in its sustainability journey.

POC is dedicated to building the infrastructure and providing the resources needed to drive meaningful sustainable change across the global industry.

## S1 - Company name

Please enter the licensee company name below.

**S6a - Person submitting data**

Data submitted by:

Name \_\_\_\_\_

**email**

Your email

*Please make sure your email address is accurate as it will be used to send you a unique link that lets you back into the survey.*

*You will need this link if you would like to come back to it to add / edit any information, or if any new licensors / brand owners ask you to complete the questionnaire.*

**S6b - Role / department**

Role / department:

- Licensing
- Operations
- ESG / Sustainability
- Other \_\_\_\_\_

**S2 - HQ country**

What country is <sup>f('S1')</sup> based in / where are the company headquarters registered?

- Afghanistan
- Albania
- Algeria
- Andorra
- Angola
- Antigua and Barbuda
- Argentina
- Armenia
- Australia

- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bhutan
- Bolivia
- Bosnia and Herzegovina
- Botswana
- Brazil
- Brunei
- Bulgaria
- Burkina
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Central African Rep
- Chad
- Chile
- China
- Colombia
- Comoros
- Republic of the Congo
- Democratic Republic of the Congo
- Costa Rica
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- East Timor
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia

- Georgia
- Germany
- Ghana
- Greece
- Grenada
- Guatemala
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Honduras
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Republic of Ireland
- Israel
- Italy
- Ivory Coast
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- North Korea
- South Korea
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macedonia
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Micronesia

- Moldova
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar (Burma)
- Namibia
- Nauru
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Norway
- Oman
- Pakistan
- Palau
- State of Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Qatar
- Romania
- Russian Federation
- Rwanda
- St Kitts & Nevis
- St Lucia
- Saint Vincent & the Grenadines
- Samoa
- San Marino
- Sao Tome & Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- Republic of South Africa
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname

- Swaziland
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- Togo
- Tonga
- Trinidad & Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Yemen
- Zambia
- Zimbabwe

**S5 - Manufacturing locations**

Where are ^f('S1')^s manufacturing locations / your 3rd party manufacturers based?

*Select all that apply*

- Afghanistan
- Albania
- Algeria
- Andorra
- Angola
- Antigua & Deps
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin

- Bhutan
- Bolivia
- Bosnia Herzegovina
- Botswana
- Brazil
- Brunei
- Bulgaria
- Burkina
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Central African Rep
- Chad
- Chile
- China
- Colombia
- Comoros
- Congo
- Congo {Democratic Rep}
- Costa Rica
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- East Timor
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia
- Georgia
- Germany
- Ghana
- Greece
- Grenada
- Guatemala
- Guinea
- Guinea-Bissau
- Guyana
- Haiti

- Honduras
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland {Republic}
- Israel
- Italy
- Ivory Coast
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Korea North
- Korea South
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macedonia
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar, {Burma}
- Namibia
- Nauru
- Nepal



- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Norway
- Oman
- Pakistan
- Palau
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Qatar
- Romania
- Russian Federation
- Rwanda
- St Kitts & Nevis
- St Lucia
- Saint Vincent & the Grenadines
- Samoa
- San Marino
- Sao Tome & Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Swaziland
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- Togo
- Tonga
- Trinidad & Tobago

- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Yemen
- Zambia
- Zimbabwe

**S8 - Licensors and agencies work with**

Looking at the list below, please select the brand owners / licensors that <sup>f('S1')</sup> manufactures products for.

If you are working with any agencies, please select them too.

*Please select all that apply. You can start entering brand names and companies will show up, or scroll down the list.*

- A3Media
- Aardman Animation
- Absolut
- Acamar Films
- Activision Blizzard
- Addo Play
- Aldi
- Alpha Group
- ANNIE MALS LTD
- Arm & Hammer
- Art Ask Agency
- Art Ask Agency
- Asda & George at Asda
- Ashmolean Museum Oxford
- Authentic Brands Group
- Banajy Kids and Family
- Bandai Namco Entertainment
- BBC Studios
- Beanstalk
- Bluestar Alliance
- BMW
- Boat Rocker Rights
- Boots
- Brand Alliance
- Brandgenuity

- Braun
- Bravado (UMG)
- British Olympic Association
- Carat Shop
- Caroline Mickler Licensing
- Carrfour
- Cartoon Saloon
- Caterpillar
- Celebrities Entertainment
- Character.com
- Chupa Chups
- Church & Dwight Co.
- Cloud Co Entertainment (Care Bears)
- Columbia University
- Crayola
- Crunchroll
- Diageo
- Dotdash Meredith
- Dr Seuss. Enterprises
- Dragon Ball
- DUNE
- Dunelm
- Eden Project
- EESA (European Space Agency)
- Energizer Brands
- Euro Lizezen
- Fantawild Animation
- FC Barcelona (Barca)
- Ferrari
- Fluid World
- Focus Brands
- Ford Motor Company
- Formula E
- General Motors
- Giovas Group of Brands
- Girl Guiding
- Global Merchandising
- Golden Goose
- H&M
- Harvard University
- Hasbro
- Hawaiian Tropic
- Hearst
- Horrible Histories
- Hot Topic
- I Candy
- Iconix Brand Group
- Iconix International
- IMG Brands
- Indetex Group
- Iris Licensing
- Jane Asher
- Jazwares

- JCB
- Juventus FC
- Kathy Ireland Worldwide
- Kellogg's / Kellanova
- Keurig Dr Pepper
- KFC (Kentucky Fried Chicken)
- Kiing Features (Hearst)
- Lagardère Group
- Larkshead Licensing
- LEGO (The LEGO Group)
- Licensing Management
- Lidl
- Liverpool FC
- LoCoco Licensing
- Londboard / Sun City
- London Zoo
- Magic Light Pictures
- Major League Baseball
- Malibu
- Manchester City FC
- Master Lock
- Mattel
- Mediatoons Licensing
- Mentos
- Merchantwise Group
- Metrostar
- MGA Entertainment
- MGM
- Michelin Lifestyle
- MICROSOFT CORPORATION
- Millimages
- Mini
- Miraculus Corp
- Moonbug Entertainment
- Moose
- Naruto
- NASCAR
- National Basketball Association
- National Football League
- National Gallery
- National Hockey League
- Natural History Museum
- NBCUNIVERSAL / Universal Products & Experiences
- Netflix
- Newcastle United FC
- Next
- NFL Players Association (NFL PA)
- NFLPA
- Nissan
- Obki Productions
- On The Edge Conservation
- Oral-B
- Osprey London

- OTIS UNIVERSITY
- Pampers
- Paris Saint-Germain FC
- PDS Radius Brands
- Peanuts
- Penguin Ventures
- Pentland Brands
- Peperami
- Perry Ellis International
- PGA Tour
- Pierre Cardin
- Pink Key Licensing
- Pinkfong
- Piping Hot
- Playmobil
- Polaroid
- Primark
- Pringles
- Procter & Gamble (P&G)
- PVH Corp.
- Quorn
- Rainbow
- Ralph Lauren
- Reemsbrook
- Revolution
- RHS (Royal Horticultural Society)
- Rights and Brands (incl. Moomin)
- Rocket Licensing
- Rovio Entertainment
- Royal Museums Greenwich
- Royal Shakespeare Company
- RSPB
- Sainsburys
- Sakami Merchandising
- Sanrio
- Science Museum Group
- Scott Brothers Global
- Sesame Street
- SEGA Europe
- Senna Brands
- Sequential Brands Group
- Sesame Workshop
- Shared Earth
- Sharper Image
- Sky Brands
- Sony Pictures
- Spin Master
- Stake F1 Team
- Stanley Black & Decker
- Start Licensing
- Studio 100
- Stylist
- SudioCanal

- Sunkist Growers
- Supercell
- Target
- Telefunken
- Tesco
- TF1 Licensing
- The British Museum
- The Coca-Cola Company
- The Electrolux Group
- The Emoji Company
- The Entertainer
- The Junji Itô Collection
- The Pokémon Company International
- The Smiley Company
- The Smurfs
- The Walt Disney Company (Disney)
- The Wombles
- The Works
- The World of Eric Carle
- This is Iris
- Tiptree
- Toei Animation
- TOIKIDO
- Tommy Bahama
- Tottenham HS
- U.S. Polo Assn. / USPA Global Licensing
- UCLA
- Unilever
- University of Cambridge
- USC
- V&A
- Van Gogh Museum
- Viacom CBS (incl. Paramount)
- Viz
- Viz
- Wallgreens Boots Alliance
- Walmart
- Warhammer
- Warner Brothers Discovery
- Welch's
- Whirlpool Corporation
- WHP Global
- WildBrain CPLG
- Wildheart Animal Sanctuary
- WMX
- Wrangler
- WUSTL (Missouri University)
- WW International
- WWE
- Yale University
- ZSL London Zoo

### **S3 - Categories licensed**

Which product categories do you manufacture for brand owners / licensors that you ticked in the previous question?

*Select all that apply*

- Apparel
- Fashion Accessories
- Auto Parts / Accessories
- Dress Up / Halloween
- Electronics
- Food & Bev
- Footwear
- Health & Beauty
- Home Décor
- Housewares / Drinkware
- Lawn / Garden / Outdoor
- Location Based Event (LBE)
- Paper & Party Goods
- Pet Products
- Publishing
- Sporting Goods
- Stationery & Gift
- TOYS
- Outdoor & Sports Toys
- Dolls
- Games/Puzzles
- Action Figures & Accessories
- Plush
- Arts & Crafts
- Vehicles
- Building Sets
- Infant/Toddler/Preschool Toys
  
- Other

### **S4 - Territories licensed**

Which territories are you licensed to manufacture for?

*Select all that apply*

- APAC
- Australia
- India
- Japan
- New Zealand
- South Korea
- Other \_\_\_\_\_
  
- EMEA
- Benelux
- Central and Eastern Europe (CEE)
- France
- Germany

- Italy
- Middle East
- Poland
- South Africa
- Spain
- United Kingdom
- Other \_\_\_\_\_

- LATAM
- Argentina
- Brazil
- Chile
- Mexico
- Other \_\_\_\_\_

- UCAN
- Canada
- United States of America

## **i70 - Step 01 - Your Sustainability Baseline**

### Step 01 - Your Sustainability Baseline

This section will explore the set-up of your organisation, as well as the broad areas of sustainability that you are engaged in or working on.

#### **F1a - Is someone responsible for sustainability**

For the operations of <sup>f('S1')</sup>, is somebody responsible for sustainability?

This could be an individual, people to whom it is a part of their responsibility, a dedicated team or an external consultant/consultancy.

- Yes
- No

#### **F2 - When will company have sustainability role in place**

When will <sup>f('S1')</sup> have someone dedicated to sustainability, internally or externally?

- In the next 6 months
- In the next 7 to 12 months
- No immediate plans to have an internal sustainability team



**F1b - When was sustainability focus introduced**

When did ^f('S1')^ start focusing on sustainability?

- More than 10 years ago
- 8 to 10 years ago
- 5 to 7 years ago
- 2 to 4 years ago
- 1 year ago
- Less than 1 year ago

**F1c - Sustainability role attributes**

What attributes can be found in the sustainability role and / or team?

*Select all that apply*

- Members from multiple departments in the company
- Internal expertise in sustainability
- External expertise in sustainability
- Embedded reporting to senior executive level
- Team's compensation at least partly tied to the success in reaching environmental, social & governance goals
- Other (please specify) \_\_\_\_\_

**F3a - Sustainability performance docs / reporting**

Does ^f('S1')^ do any sustainability performance documentation / reporting?

- Yes
- No

**F3b - Is reporting public**

Is this documentation / reporting publicly available?

This could include being published on your site, shared with relevant bodies or licensors, or shared publicly anywhere else.

- Yes
- No

**F3c - Links to reporting info**

Please share any link(s) to relevant sustainability performance/reporting information.

#### F4a - Any initiatives or targets

Does ^f('S1')^ have any sustainability initiatives and / or targets?

- Yes
- No

#### F4b - Areas with targets or initiatives

For which of the following areas does ^f('S1')^ have sustainability initiatives and / or targets?

Select all that apply

```
.tooltip { position: relative; display: inline-block; border-bottom: none; } .tooltip .tooltiptext { visibility: hidden; width: 200px; background-color: black; color: #fff; text-align: center; border-radius: 6px; padding: 5px 0; /* Position the tooltip */ position: absolute; z-index: 1; } .tooltip:hover .tooltiptext { visibility: visible; }
```

- |  |  |
|--|--|
| <input type="checkbox"/> Direct operations   | <input type="checkbox"/> Increase social compliance (impact across the supply chain for workers) |
| <input type="checkbox"/> Reduce carbon emissions / set carbon targets  | <input type="checkbox"/> Work on UN's Sustainable Development Goals                              |
| <input type="checkbox"/> Reduce water use  |  |
| <input type="checkbox"/> Introduce/increase recycling programs of consumer product   |  |
| <input type="checkbox"/> Incorporate zero-waste to landfill initiatives  | <input type="checkbox"/> Product & packaging   |
| <input type="checkbox"/> Incorporate responsible removal of surplus inventory initiatives (e.g. selling at low cost, gifting to charity) | <input type="checkbox"/> Reduce packaging  |
| <input type="checkbox"/> Incorporate circular principles, from design to closed loop initiatives   | <input type="checkbox"/> Reduce product material impact  |
| <input type="checkbox"/> Introduce biodiversity goals  | <input type="checkbox"/> Phase out Single Use Plastic (SUP)                                      |
|  | <input type="checkbox"/> Increase the use of recycled materials                                  |
| <input type="checkbox"/> Organisation & supply chain   | <input type="checkbox"/> Increase the use of sustainably sourced materials                       |
| <input type="checkbox"/> Introduce / increase charitable contributions   | <input type="checkbox"/> Other (please specify) _____  |
| <input type="checkbox"/> Introduce / increase community programme initiatives (CSR)  |  |

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Next, we want to ask in more depth about some of the initiatives / targets you have told us ^f('S1')^ has.

Please note we may not ask about all the targets you have selected. This is because we will go into more detail about these later in this questionnaire.

#### F4c - Initiative / target / strategy choice

For each area you have identified, please select what specifically the company has in place:

Initiative: informal processes and ideas about what the company would like to achieve and do Target: specific set goals for the company to work towards Strategy: a proactive set of steps outlined as to achieve the target

Please select an answer per area selected

	Initiative	Target	Strategy
Reduce carbon emissions / set carbon targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce water use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce/increase recycling programs of consumer product	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate zero-waste to landfill initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate responsible removal of surplus inventory initiatives (e.g. selling at low cost, gifting to charity)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate Circular Principles (keeping products in circulation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce Biodiversity Mapping (impact on nature e.g. extraction, water usage, regenerative agriculture)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce / increase charitable contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce / increase community programme initiatives (CSR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase social compliance (impact across the supply chain for workers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### F4d - What do targets/strategies entail

You have told us that the below are the company's target and / or strategy areas.

For each one, tell us in a few words what these targets and / or strategies entail.

	q77 -
Reduce carbon emissions / set carbon targets	_____
Reduce water use	_____
Introduce/increase recycling programs of consumer product	_____
Incorporate zero-waste to landfill initiatives	_____
Incorporate responsible removal of surplus inventory initiatives (e.g. selling at low cost, gifting to charity)	_____
Incorporate Circular Principles (keeping products in circulation)	_____
Introduce Biodiversity Mapping (impact on nature e.g. extraction, water usage, regenerative agriculture)	_____
Introduce / increase charitable contributions	_____
Introduce / increase community programme initiatives (CSR)	_____
Increase social compliance (impact across the supply chain for workers)	_____

#### T1 - Progress towards targets

How much progress has ^f('S1')^ made towards their sustainability targets?

No progress made yet, we just started thinking about it	First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)	Some progress (e.g. doing research, obtaining certifications, setting up internal systems)	Good amount of progress (e.g. systems and strategies in place and part of daily operations)	Lots of progress (e.g. systems and strategies in place and seeing results)	Goal close to completion
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	No progress made yet, we just started thinking about it	First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)	Some progress (e.g. doing research, obtaining certifications, setting up internal systems)	Good amount of progress (e.g. systems and strategies in place and part of daily operations)	Lots of progress (e.g. systems and strategies in place and seeing results)	Goal close to completion
Reduce carbon emissions / set carbon targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce water use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce/increase recycling programs of consumer product	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate zero-waste to landfill initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate responsible removal of surplus inventory initiatives (e.g. selling at low cost, gifting to charity)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporate Circular Principles (keeping products in circulation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce Biodiversity Mapping (impact on nature e.g. extraction, water usage, regenerative agriculture)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce / increase charitable contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce / increase community programme initiatives (CSR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase social compliance (impact across the supply chain for workers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Thank you for your answers so far.

The next questions will look at CARBON SPECIFIC targets and CARBON REDUCTION OR MITIGATION.

**F5a - Carbon targets dates**

You have told us that reducing carbon emissions is a goal / target for ^f('S1')^

When are the carbon reduction targets scheduled for completion?

	2025	2026	2027	2028	2029	2030	After 2030	Not applicable
Reduce Scope 1 & 2 Emissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce Scope 3 Emissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**F5b - SBTi approval**

Are the company's carbon targets Science Based Target initiative (SBTi) or equivalently approved?

*Please select the highest level of approval from the list*

- SBTi approval
- Alternative external body approval (please specify) \_\_\_\_\_
- Independent auditor approval (please specify) \_\_\_\_\_
- No - but there are plans to gain approval
- No external approval

**F5c - Do they mitigate carbon**

Does ^f('S1')^ have any practices that mitigate carbon emissions?

- Yes
- No

**F5d - Ways of mitigating carbon**

How does ^f('S1')^ mitigate carbon emissions?

*Select all that apply*

- Reforestation
- Carbon insetting
- Renewable energy projects
- Carbon capture and storage / Carbon capture, usage, and storage
- Community projects
- Regenerative agriculutre
- Blue Carbon
- Waste management
- Energy efficiency improvements (e.g. LED lighting, better insulation)
- Sustainable transportation
- Other (please specify) \_\_\_\_\_

**F5e - Do they offset carbon**

Does ^f('S1')^ offset carbon emissions?

- Yes

No

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The final question in this section is about SUSTAINABLE DEVELOPMENT GOALS, as we seek to understand what your organisation might be working towards.

**F6 - Which UN SDGs**

You have told us that one of the areas <sup>f('S1')</sup> has initiatives / targets for its work towards the UN's Sustainable Development Goals.

Which of the UN's Sustainable Development Goals is the company focused on tackling?

*Select all that apply*

No Poverty

Zero Hunger

Good Health and Well-Being

Quality Education

Gender Equality

Clean Water and Sanitation

Affordable and Clean Energy

Decent Work and Economic Growth

Industry, Innovation, and Infrastructure

Reduced Inequalities

Sustainable Cities and Communities

Responsible Consumption and Production

Climate Action

Life Below Water

Life on Land

Peace, Justice, and Strong Institutions

Partnerships for the Goals

**i83**

Step 02 - Transparency

This looks at the impact of what you are producing, as well as your practices in supply chain management.

**R1 - What impact is monitored**

Does 'S1' manage and monitor the following:

Social impact	<input type="radio"/> Yes <input type="radio"/> No
Carbon impact	<input type="radio"/> Yes <input type="radio"/> No
Waste impact	<input type="radio"/> Yes <input type="radio"/> No

**R2a - Monitoring carbon impact**

Thinking about carbon impact specifically, how does the company manage and monitor carbon impact?

*You can select multiple options.*

- Internal calculating/software (e.g. Excel spreadsheets or other methods)
- 3rd party calculating / software (agency/technology)
- Internal proprietary software
- Align to the GHGP (Green House Gas Protocol) methodology
- Spend Based Carbon Modelling
- Attributional Carbon Modelling
- Comprehensive Reporting
- Hybrid (a mixture of the above)
- Other (please specify)\_\_\_\_\_

**i88**

The next section will look at your SOCIAL IMPACT.

**R3a - Monitoring social impact**

How does the company manage and monitor social impact?

- Code of conduct for suppliers
- Internal code of conduct
- Onsite audits at supplier and owned manufacturing locations
- Onsite audits at corporate HQ
- Third party software / technology
- Internal proprietary software / technology (Excel spreadsheets, or other methods)
- Other (please specify)\_\_\_\_\_

**R3b - social impact audits frequency**

How often are onsite social impact audits conducted?

At manufacturing locations (supplier and/or owned)	<input type="radio"/> Every 6 months <input type="radio"/> Every 12 months <input type="radio"/> Every 2 years <input type="radio"/> Every 3 to 5 years <input type="radio"/> Less often
At corporate HQ	<input type="radio"/> Every 6 months <input type="radio"/> Every 12 months <input type="radio"/> Every 2 years



- |  |
|--|
| <input type="radio"/> Every 3 to 5 years<br><input type="radio"/> Less often |
|--|

### R3c - tracking social impact audits

Is there a system in place to track, follow up and improve on social impact audit findings?

- Yes  
 No

### R3d - What is social audit tracking system

What does this system entail? Please tell us in a few words.

i159

The next section will look at your WASTE IMPACT.

### R4a - What types of waste are monitored

What types of waste impact are managed and / or monitored?

- Unsold or excess finished stock  
 Returned finished stock  
 Manufacturing / factory waste  
 Post-consumer waste  
 Materials used in retail displays  
 Materials used in location-based events' displays / staging  
 Other (please specify) \_\_\_\_\_

### R4b - Waste management approaches

Which of the waste management approaches shown below does <sup>f('S1')</sup> use?

*Please select all that apply*

- Prevention (eliminated materials)  
 Material reduction in design phase  
 Upcycling (materials repurposed into a new product)  
 Re-use (brought back and used within a closed-loop circular system)  
 Recycling with certification/checks  
 Recycling without certification/checks  
 Recovery (energy or materials recovered from waste through processes such as anaerobic digestion or incineration)  
 Disposal (incineration / landfill)  
 Other (please specify) \_\_\_\_\_

### R5a - monitoring waste impact

Across all operations, how does the company manage and monitor waste impact?

Please select all that apply.

- Code of conduct for suppliers
- Internal code of conduct
- Onsite audits at supplier and owned manufacturing locations
- Onsite audits at corporate HQ
- Third party software / technology
- Internal proprietary software / technology (Excel spreadsheets, or other methods)
- Other (please specify) \_\_\_\_\_

**R5b - Waste audits frequency**

How often are onsite waste impact audits conducted?

	Every 6 months	Every 12 months	Every 2 years	Every 3 to 5 years	Less often
At manufacturing locations (supplier and/or owned)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At corporate HQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**R5c - is there waste impact tracking**

Is there a system in place to track, follow up and improve on waste impact audit findings?

- Yes
- No

**R5d - What is waste impact audit tracking system**

What does this system entail? Please tell us in a few words.

**i98**

Thank you for your thoughts so far.

The next questions will deal with MATERIALS, as well as any CERTIFICATIONS or MEMBERSHIPS the organisation may have.

**R6 - use of sustainably sourced materials**

Does ^f('S1')^ use sustainably sourced raw materials?

- Yes
- No

## R6a - Percentage of sustainable materials

What percentage of raw materials used are certified to be sustainable?

*Please tell us using the slider below or type in a percentage value.*

*If you are not sure of the exact value, please give your best estimate.*

## R6b - Which sustainable materials used

Which of the following certified sustainable materials does <sup>f('S1)'</sup> use?

*Select all that apply*

- FSC (Forest Stewardship Council)
- BCI (Better Cotton Initiative)
- GSCI (Global Sustainability Certification & Inspection Services)
- Oeko-tex
- PEFC (Programme for the Endorsement of Forest Certification)
- GRS (Global Recycling Standard)
- Regenerative Organic Cotton
- GOTS (Global Organic Textiles Standard)
- CELC (European Confederation for Flax and Hemp)
- Lenzing
- Eastman Naia
- TENCEL Lyocell
- Livaeco (BIRLA)
- ECONYL
- BIONIC yarn
- Other (please specify) \_\_\_\_\_

## R7 - third-party affiliations

Does <sup>f('S1)'</sup> actively hold any sustainability-related third-party affiliations/certifications, or are they an active member of any of the following sustainability-related collectives/organisations?

*Select all that apply*

- Affiliations / certifications
- Fairtrade
- FLA (Fair Labor Association) or similar
- Sedex (SMETA Audit)
- ISOS (standard)
- Bluesign (standard)
- Regenagri
- ZDHC
- RSL (Restricted Substances List)
- REACH

- GRS (Global Recycling Standard)
- RCS (Recycled Claim Standard)
  
- Collectives / organisations
- Products of Change
- B-Lab / B-Corp (certification)
- UN Global Compact
- BEVH (association)
- Bremer Baumwollbörse (association)
- Business for Inclusive Growth (B4IG)
- Consumer Goods Forum
- DTB (alliance)
- Ellen MacArthur Foundation
- Emsachse (association)
- Environmental Defense Fund
- ETI Base Code
- Farming for Generations
- Fashion pact
- Food and Agricultural Organization (FAO)
- Friends of Champions 12.3
- OPRL
- Fur Free Retailer
- HIGG
- Higg FEM
- OECD
- One Planet Business for Biodiversity (OP2B)
- BSCI (Amfori supply chain platform)
- RAMSAR
- SAI Platform
- SEDEX Exchange
- Transform to Net Zero
- UNITAR
- WBCSD
- WRAP Textiles 2030
- WWF
- Ethical Supply Chain Programme

- Other (please specify) \_\_\_\_\_
- No active certifications or memberships held

**R8 - any other community involvement**

Does ^f('S1')^ do any of the following when it comes to sustainability?

Actively engage in industry roundtables and events	<input type="radio"/> Yes <input type="radio"/> No
Collaborate with others within the industry on driving change	<input type="radio"/> Yes <input type="radio"/> No
Organise and connect with the local community to drive change	<input type="radio"/> Yes <input type="radio"/> No

### Step3Info

#### Step 03 - Company Practices

In this section, we look at internal company practices and how you manage your day-to-day operations.

#### Kinfo1

The first questions in this section are about ENVIRONMENTAL AWARENESS & CAPABILITIES, including awareness of relevant legislation.

#### K1a - Staff awareness

In general, how aware are ^f('S1')^ staff regarding the following:

	Not at all aware	A little aware	Quite aware	Very aware
Company sustainability targets/goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall company sustainability performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental impact of company products and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social impact of company products and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### K1b - Up to date on legislation

Is anyone at the company monitoring and up to date on environmental legislation on the local, regional, national and/or international level?

*Please select all types of legislation that apply.*

- Local/regional level
- National level
- International level
- None of the above

#### K1c - What legislation

What sustainability legislation is the company aware of?

*Please select all that apply. You may supply additional legislation we may have missed in the "Other" answer option.*

- EU Taxonomy (2024)
- CBAM (2024)
- SFDR (2021)
- CSRD (2024)
- CSDD (2026)
- ESPR (2024)
- EPR (2023)
- EUDR (2025)
- DPP (2026)
- Green Claims (2023)
- US PFAS Reporting under EPCRA/TSCA (2024)
- Canada Modern Slavery Act (2024)
- Canada ODRI (2024)
- US SEC Climate-related Disclosure Rule (2025: Paused)
- California AB 1305 (2025)
- California SB 253/261 (2026)

- Australian Climate-related Financial Disclosures Treaty Bill (2025: proposed)
- Singapore Mandatory Climate-related Reporting (2025)
- India Disclosure Framework on Climate-related Financial Risks (2025: Proposed)
- Hong Kong Climate-related Disclosure under ESG Framework (2025)
- Other (please specify) \_\_\_\_\_

**K2info**

The next section will deal with ENERGY USE and ENERGY EFFICIENCY

**K2a - Energy reduction goals**

Thinking about the company's owned facilities - both corporate and manufacturing - does ^f('S1')^ have any targets or goals concerning energy reduction at its location(s)?

- Yes
- No

**K2b - energy reduction strategies or plans**

Are there any energy reduction / efficiency strategies or plans in place at the company location(s) in order to achieve the company targets?

i.e. these can be initiatives that help save energy, regardless of the energy source. This could be energy-saving lightbulbs, electric vehicles or anything else that may be in place.

- Yes
- No

**K2c - what plans are in place for energy reduction**

Please tell us about the strategies and plans that are in place in the space below.

**K2d - progress towards energy reduction**

How much progress has ^f('S1')^ made towards their energy reduction / efficiency goal?

- No progress made yet, we just started thinking about it
- First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)
- Some progress (e.g. doing research, obtaining certifications, setting up internal systems)
- Good amount of progress (e.g. systems and strategies in place and part of daily operations)
- Lots of progress (e.g. systems and strategies in place for a long time and are seeing results)
- Goal close to completion

**K3a - Energy mix awareness**

Are you aware of the energy mix within ^f('S1')^ and where the energy is sourced?  
(this includes corporate facilities and owned manufacturing locations)

- Yes
- No

**K3b - Is energy renewable**

Is electricity used on site at ^f('S1')^ facilities sourced from renewable energy sources?

Corporate facilities	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not applicable - do not have these premises
Owned manufacturing locations	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not applicable - do not have these premises

**K3c - What renewable sources**

What renewable energy sources account for the electricity used at the company's owned facilities?

*Select all that apply, thinking about all of your facilities together.*

- Wind power
- Solar power
- Bioenergy
- Hydroelectric
- Geothermal
- Unsure

**q116 - How is renewable energy sourced**

How is each type of renewable energy sourced: is it purchased, or is it generated by ^f('S1')^?

Wind power	<input type="radio"/> Company-generated <input type="radio"/> Purchased from a supplier <input type="radio"/> Mix of company-generated and purchased
Solar power	<input type="radio"/> Company-generated <input type="radio"/> Purchased from a supplier <input type="radio"/> Mix of company-generated and purchased
Bioenergy	<input type="radio"/> Company-generated <input type="radio"/> Purchased from a supplier <input type="radio"/> Mix of company-generated and purchased
Hydroelectric	<input type="radio"/> Company-generated <input type="radio"/> Purchased from a supplier <input type="radio"/> Mix of company-generated and purchased
Geothermal	<input type="radio"/> Company-generated <input type="radio"/> Purchased from a supplier <input type="radio"/> Mix of company-generated and purchased

**K3e - how much renewable energy**

What percentage does renewable energy represent of ^f('S1')^ total business energy usage?

Please use the slider or type in your answer as a percentage. If you are not sure of the exact figure, give your best estimate.

### **Kinfo3**

The final questions in this section are about TRANSPORTATION METHODS.

#### **K4b - Transportation methods**

When it comes to transporting products, what methods of transportation does the company use?

Select all that apply

- Rail
- Road
- Sea
- Air

#### **K4c - Transportation methods proportions**

Again, thinking about transportation of products, what proportion of the company's total transportation needs does each method account for?

Please use the slider or type in your answer as a percentage. If you are not sure of the exact figure, give your best estimate.

Rail \_\_\_\_\_  
Road \_\_\_\_\_  
Sea \_\_\_\_\_  
Air \_\_\_\_\_

### **ImpactInfo**

Step 04 - Your Impact

In this section we look at your material impact through the product you make and its packaging.

#### **P7 - Design phase approaches**

Which of the following systems or approaches are in place during <sup>(S1)</sup>'s design phase?

Select all that apply

- 3D design to eliminate/minimise waste
- Digital approvals
- Internal expertise within sustainable design
- Sustainable material guides
- Sustainable material hierarchy
- Systemic design review for high volume/impact products
- Collaborative packaging and product design (e.g. same department)
- Designing for circularity
- None of these



**P8b - Mixed or mono materials in products**

Approximately, what percentage of <sup>f('S1')</sup> products (volume of total output) are comprised of:

mixed (multiple) materials and / or mono (single) materials?

*You may use sliders and / or type in your answers. Sum of percentages must total 100.*

MIXED materials \_\_\_\_\_

MONO materials \_\_\_\_\_

**P8c - Recycled materials in products**

Approximately, what percentage of <sup>f('S1')</sup> products (volume of total output) are comprised of recycled materials?

**P8d - Materials with end of life solution in products**

Approximately, what percentage of <sup>f('S1')</sup> products (volume of total output) are comprised of materials that have an end of life solution (e.g. take back system in place, can be recycled at curb side etc.)?

**P9 - Sustainable materials in products**

Earlier, you have told us that <sup>f('S1')</sup> uses the following certified sustainable materials:

<sup>f('R6b')</sup>

What percentage of the products (volume of total output) made by the company use these sustainable materials?

**P10a - Virgin plastic use in product**

Is virgin plastic used to produce <sup>f('S1')</sup> products?

- Yes
- No

**P10b - Percentage of products using virgin plastic**

What percentage of products (volume of total output) are produced using virgin plastic?

**P10c - Transitioning away from virgin plastic**

Is <sup>f('S1')</sup> actively working towards transitioning away from using virgin plastic for products?

- Yes
- No

**P10d - Specific product composition goals**

Please tell us in a few words what specific goals regarding product composition and transitioning away from virgin plastic ^f('S1')^ is working towards.

**P10e - Strategy in place to achieve product composition goals**

Is there a strategy in place to achieve the product composition goals?

- Yes
- No

**P10f - Progress to transition away from virgin plastic**

How much progress has been made towards the company's goals regarding the transition away from the use of virgin plastic in product?

- No progress made yet, we just started thinking about it
- First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)
- Some progress (e.g. doing research, obtaining certifications, setting up internal systems)
- Good amount of progress (e.g. systems and strategies in place and part of daily operations)
- Lots of progress (e.g. systems and strategies in place for a long time and are seeing results)
- Goal close to completion

**P11 - Any other initiatives to make products more sustainable**

Across the board, are there any other initiatives or strategies in place that make your products more sustainable, and that you'd like to share?

*Please enter one answer (e.g. initiative, workstream) per answer box. Please provide as much information/detail as possible.*

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**P1a - Packaging use**

Does ^f('S1')^ use consumer facing packaging for its products?

(For this section, please note that PACKAGING includes anything attached to the product or anything the product is placed into, such as poly bags, hang tags, hangers etc.)

- Yes
- No

**P1b - Packaging composition**

What does ^f('S1')^ packaging consist of?

Select all that apply

- Plastic
- Paper
- Glass
- Metal
- Fabric / textile
- Other (please specify) \_\_\_\_\_

**P1c - Proportion of responsibly sourced and recycled**

With your paper packaging, please can you outline what % is comprised of recycled or responsibly sourced paper (e.g. FSC, PEFC or other)?

Please use the slider to enter your estimate for each. The percentages do not need to add up to 100%.

Recycled paper in packaging \_\_\_\_\_  
 (% of total paper)

Responsibly sourced paper in packaging \_\_\_\_\_  
 (% of total paper)

**P1d - Proportion of SUP packaging**

What proportion of the plastic packaging used is comprised of Single use plastic (SUP) (e.g. PET, LDPE)

Please use the slider and/or type in your answers. If you are not sure of the exact figure, please give your best estimate.

**P1e - Mixed and mono materials packaging**

Approximately, what percentage of ^f('S1')^ consumer-facing packaging is comprised of the following:

mixed (multiple) materials and / or mono (single) materials?

You may use sliders and / or type in your answers. Sum of percentages must total 100. If you are not sure of the exact figures, please give your best estimate.

MIXED materials \_\_\_\_\_

MONO materials \_\_\_\_\_

**P1f - Proportion of recycled packaging**

Approximately, what percentage of ^f('S1')^ packaging is comprised of recycled materials?

**ComInfo**

This section looks at PACKAGING COMPOSITION in more detail.

**P3c - SUP packaging items**

Which of the following packaging items use SUP?

Select all that apply

- Poly bags
- Plastic fasteners
- Shrink-wrap
- Hangtags
- Hangers
- Kimbles / fasteners
- Blisters
- Whole boxes
- Box features (e.g. plastic windows)
- Trays
- Pots
- Bottles
- Other (please specify) \_\_\_\_\_

**P3d - Kimbles material**

You have told us that your kimbles / fasteners do not use SUP.

Please could you tell us what alternative material you use instead to attach hangtags or other labels?

Select all that apply. If you do not use kimbles or any alternatives, please select "Not applicable".

- Cotton
- Biodegradable plastic
- Metal (e.g. pin)
- Other (please specify) \_\_\_\_\_
- Not applicable

**P4a**

Is <sup>f(S1)</sup> actively working towards transitioning away from using SUP in packaging?

- Yes
- No

**P4b - Items aiming to remove SUP for**

Which packaging items is the company working to transition away from using SUP for?

Select all that apply

- Poly bags
- Plastic fasteners
- Shrink-wrap
- Hangtags
- Hangers
- Kimbles / fasteners
- Blisters
- Whole boxes
- Box features (e.g. plastic windows)
- Trays
- Pots
- Bottles
- <sup>f(P3c\_98\_other)</sup>

**P4c - When is SUP transition**

When is the transition away from using SUP in packaging overall scheduled for completion?

- 2025
- 2026
- 2027
- 2028
- 2029
- 2030
- After 2030

**P4d - Progress towards SUP transition**

How much progress has been made towards the company's goals regarding the reduction of SUP in packaging?

- No progress made yet, we just started thinking about it
- First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)
- Some progress (e.g. doing research, obtaining certifications, setting up internal systems)
- Good amount of progress (e.g. systems and strategies in place and part of daily operations)
- Lots of progress (e.g. systems and strategies in place for a long time and are seeing results)
- Goal close to completion

**P5c - Working towards increasing certified paper**

Is <sup>(S1)</sup> actively working towards increasing the proportion of recycled, responsibly sourced, or responsibly sourced recycled paper in the packaging?

*Please select all that apply.*

- Yes, for recycled paper
- Yes, for responsibly sourced paper
- Yes, for responsibly sourced recycled paper
- No

**P5d - Date for certified paper packaging target**

When will the company achieve 100% use of recycled, responsibly sourced, or responsibly sourced recycled paper for paper packaging needs?

- 2025
- 2026
- 2027
- 2028
- 2029
- 2030
- After 2030

**P5e - Progress towards certified paper packaging**

How much progress has been made towards the company's goals regarding increasing the use of recycled, responsibly sourced, or responsibly sourced recycled paper?

- No progress made yet, we just started thinking about it
- First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)
- Some progress (e.g. doing research, obtaining certifications, setting up internal systems)

- Good amount of progress (e.g. systems and strategies in place and part of daily operations)
- Lots of progress (e.g. systems and strategies in place for a long time and are seeing results)
- Goal close to completion

**P6 - Any other packaging initiatives**

Across the board, are there any other initiatives or strategies in place that make your packaging more sustainable, and that you'd like to share?

*Please enter one answer (e.g. initiative, workstream) per answer box. Please provide as much information/detail as possible*

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**ImpactInfo2**

The next section looks at OVERALL PACKAGING USAGE and associated GOALS.

By this we mean the volume and amount of packaging that the company is using.

**P2a - Reducing packaging usage**

Is <sup>(S1)</sup> actively working towards reducing usage of packaging?

By this, we mean the volume/amount of packaging that is used.

- Yes
- No

**P2b - Specific goals for packaging usage**

Please tell us in a few words what specific goals regarding reducing packaging usage <sup>(S1)</sup> is working towards.

**P2c - Strategy in place for packaging**

Is there a strategy in place to achieve the planned packaging related goals?

- Yes

No

### **P2d - Date for packaging goals**

When is the goal to reduce packaging usage scheduled for completion?

- 2025
- 2026
- 2027
- 2028
- 2029
- 2030
- After 2030

### **P2e - Progress towards reducing packaging**

How much progress has been made towards the company's goals regarding the reduction of packaging use?

- No progress made yet, we just started thinking about it
- First steps / foundation set (e.g. set targets and delegated responsibility, equipping organisationally to be able to do it)
- Some progress (e.g. doing research, obtaining certifications, setting up internal systems)
- Good amount of progress (e.g. systems and strategies in place and part of daily operations)
- Lots of progress (e.g. systems and strategies in place for a long time and are seeing results)
- Goal close to completion

### **O1 - Future innovation areas**

What areas of development and innovation within sustainability in the industry are you most looking forward to / are excited about for the future?

*Select all that apply*

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.tooltip { position: relative; display: inline-block; border-bottom: none; } .tooltip .tooltiptext { visibility: hidden; width: 200px; background-color: black; color: #fff; text-align: center; border-radius: 6px; padding: 5px 0; /* Position the tooltip */ position: absolute; z-index: 1; } .tooltip:hover .tooltiptext { visibility: visible; }
```

- Ways to reduce packaging
- Ways to reduce product material impact
- Ways to phase out Single Use Plastic (SUP)
- The use of recycled plastics
- The use of sustainably sourced materials
- Ways to reduce carbon emissions
- Ways to reduce water use
- Recycling programs of consumer product
- Zero-waste to landfill initiatives
- New charity partnerships and ways to contribute
- New community programmes (CSR)
- New / increased responsible removal of surplus inventory initiatives (e.g. selling at low cost)
- Circular Principles (keeping products in circulation)
- Biodiversity Mapping (impact on nature e.g. extraction, water usage, regenerative agriculture)
- Increased social compliance (impact across the supply chain for workers)
- Other (please specify) \_\_\_\_\_

### **O2 - Business risks**

What risks are facing the industry and your business?

*Please write in your views.*

**O3 - Help to achieve goals**

Where do you need help in achieving your goals?

*Please feel free to write any areas in which help would be useful.*

STOP

**Complete –**

*Thank you for all your answers.*

*Please click ok to complete the questionnaire.*