## Our Sustainability Roadmap

Commitment	Achieve by	SDG		
Greenhouse Gas Emissions				
Reach science-based Net-zero targets in scopes 1 and 2 and in all scopes 1 & 2	2024	13 camu		
Reduce Carbon Intensity for Scopes 1 and 2 to 48 tons CO2e/million revenue (current 52 tons/M\$)	2024	13 SAMES		
Reduce Carbon Intensity for Scopes 1 and 2 to 0.018 kilos of CO2e/kilo washed	2024	13 ZAME		
Improve Process for Supply Chain GHG Emissions in line with SBTi guidance (including target setting, collaborations and workshops)	2024	13 GAMM 17 PRINCEPER 17 PRINCEPER 18 PRINCEP		
Reduce Supply Chain GHG emissions by 20%	2035	13 samts 17 minutation  (See Section 17) minutation  (See Section 18)		
Water Management				
Water conservation through harvesting rainwater	2024	6 activation		
Set specific reduction targets for water consumption	2025	6 samments		
Achieve 25% reduction in water consumption relative to financial performance	2026	6 activation		
Reduce impact on Biodiversity				
Find alternative industrial filtration tech to further reduce microfiber pollution	2024	14 Martiner man		
Establish industry-wide standards for microfibre capture and recycling through collaboration with other organisations and industries	2025	17 minusers		
Lobby for the banning of PERC	2027	17 mmoses:  16 ms. mose  15 ms. mose  16 ms. mose  17 ms. mose  18 ms.		
Waste Management				
Improve monitoring and recording of waste production	2023	15 mm		
Reduce waste production by 20%	2025	15 mm		
Produce zero waste to landfill / ocean	2028	13 CHANGE TOWN 15 WHOSE PARTMETERS AND ADDRESS OF THE PARTMETERS AND ADDRESS OF THE PARTMETERS OF THE		
Environmental Management Systems				
Implement a Third Party audited environmental management system (EMS) covering waste generation, energy usage, water usage, and carbon emissions, with objectives and quantifiable targets.	2024	17 revisions 13 since 15 in 6 markets 77 TV 15 in 6 markets 77 TV 17		

## Our Sustainability Roadmap

Commitment	Achieve by	SDG		
Diversity, Equity and Inclusion (D				
Increase the representation of ethnic minorities to match the average levels of regional ethnic diversity in our local areas provided by the ONS and Census	2025	10 MINISTERS		
Introduce accurate measurement and set public goals for representation of underrepresented groups	2024	10 MINISTRUES		
Increase the representation of female Senior managers to 50% Maintain the representation of female SLT at 50+%	2023 2024	5 cance 10 means		
Reduce the gender pay gap to zero	2030	⊕, (≑)		
75% of employees from the county of their home lagoon (Oxfordshire, Cambridgeshire, Greater London, Wiltshire)	2024	8 STEEL PROBLEMS		
Host annual DEI training for all line managers	2024	5 GANGE TO MICHIGANIA		
Increase the representation of ethnic minorities in the senior leadership team to at least 20%	2025	5 mm 10 mm 1		
Increase employees' highest formal level of education during their employment at Oxwash	2025	10 man.  8 sign states  4 months  Control states  10 min.  10 min.		
Supply Chain Management				
Set goals and expectations with suppliers to improve their social and environmental performance	2024	10 micros  8 microsom  13 micro  13 microsom  14 microsom  15 microsom  16 microsom  17 microsom  18 microsom		
Set up incentives for suppliers with strong social and environmental performance	2025	12 movement and the state of th		
Ensure 21-49% of suppliers are accountable for the SAQ and Supplier Code of Conduct (based on £ spent)	2024	12 DEPARTS RECEIPED IN THE PROPERTY IN THE PRO		
Ensure 10-24% of purchases are from underrepresented suppliers	2028	10 MONOMERS  12 CONTROLL MAN PROJECTION  AND PROJECTION  AND PROJECTION		
1-49% of suppliers disclosed on website	2024	12 moneys servectors  17 namusers servectors  W		
Screen suppliers to determine demographics (to determine purchases from companies that are majority-owned by women or individuals from underrepresented populations)	2028	10 mm 12 mm 12 mm 14 mm 15 mm		
Community Engagement				
Conduct regular community workshops to educate on sustainable laundry practices and textile longevity	2023	12 REPORTED TO MICHIEL		
Offer paid time off specifically for community service activities and volunteering	2025	8 EXCEPTION IN		
Establish structured programs for employees to share their professional skills with local organisations.	2024	8 man man and 17 minutes with m		
Increase our capacity for charity washing	2024	8 minimum 17 minimum  W		

## Our Sustainability Roadmap

Commitment	Achieve by	SDG	
Workers' financial security, health and safety			
Regularly monitor indoor environmental quality to ensure a healthy and comfortable work space (and avoid Sick Building Syndrome)	2028	8 moreover 3 moreover — — — — — — — — — — — — — — — — — — —	
Private supplemental health insurance	2028	3 investions/-/	
Increase % of Company Owned by Non-Executive Employees to 5-24%	2028	8 CHICAGO COUPIT	
Governance - Ethics and Transparency			
External independent anti-corruption programme	2028	16 memori memori memori E	
Report at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter) about ethics and anti- corruption	2028	16 POSIS AUTORI POR POSIS AUTORI POSIS AUTOR	
Set up goals for Ethics and corruption and have the Board of Directors review the results	2025	16 menus	
Assign ethics monitoring to a specific individual and prepare budget/resources	2025	16 not some nemne nemnes nemne	
Implement internal employee self-evaluations	2025	16 non-none none none none none none none	