











# Our Sustainability Roadmap

Commitment	Achieve by...	SDG
<b>Greenhouse Gas Emissions</b>		
Reach science-based Net-zero targets in scopes 1 and 2 and in all scopes 1 & 2	2024	
Reduce Carbon Intensity for Scopes 1 and 2 to 48 tons CO2e/million revenue (current 52 tons/M\$)	2024	
Reduce Carbon Intensity for Scopes 1 and 2 to 0.018 kilos of CO2e/kilo washed	2024	
Improve Process for Supply Chain GHG Emissions in line with SBTi guidance (including target setting, collaborations and workshops)	2024	 
Reduce Supply Chain GHG emissions by 20%	2035	 
<b>Water Management</b>		
Water conservation through harvesting rainwater	2024	
Set specific reduction targets for water consumption	2025	
Achieve 25% reduction in water consumption relative to financial performance	2026	
<b>Reduce impact on Biodiversity</b>		
Find alternative industrial filtration tech to further reduce microfiber pollution	2024	
Establish industry-wide standards for microfibre capture and recycling through collaboration with other organisations and industries	2025	
Lobby for the banning of PERC	2027	  
<b>Waste Management</b>		
Improve monitoring and recording of waste production	2023	
Reduce waste production by 20%	2025	
Produce zero waste to landfill / ocean	2028	  
<b>Environmental Management Systems</b>		
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	   

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Commitment	Achieve by...	SDG
<b>Diversity, Equity and Inclusion (DEI)</b>		
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	
Introduce accurate measurement and set public goals for representation of underrepresented groups	2024	
Increase the representation of female Senior managers to 50% Maintain the representation of female SLT at 50+%	2023 2024	 
Reduce the gender pay gap to zero	2030	 
75% of employees from the county of their home lagoon (Oxfordshire, Cambridgeshire, Greater London, Wiltshire)	2024	
Host annual DEI training for all line managers	2024	 
Increase the representation of ethnic minorities in the senior leadership team to at least 20%	2025	 
Increase employees' highest formal level of education during their employment at Oxwash	2025	  
<b>Supply Chain Management</b>		
Set goals and expectations with suppliers to improve their social and environmental performance	2024	  
Set up incentives for suppliers with strong social and environmental performance	2025	 
Ensure 21-49% of suppliers are accountable for the SAQ and Supplier Code of Conduct (based on £ spent)	2024	
Ensure 10-24% of purchases are from underrepresented suppliers	2028	 
1-49% of suppliers disclosed on website	2024	 
Screen suppliers to determine demographics (to determine purchases from companies that are majority-owned by women or individuals from underrepresented populations)	2028	 
<b>Community Engagement</b>		
Conduct regular community workshops to educate on sustainable laundry practices and textile longevity	2023	 
Offer paid time off specifically for community service activities and volunteering	2025	
Establish structured programs for employees to share their professional skills with local organisations.	2024	 
Increase our capacity for charity washing	2024	 

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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	 
Private supplemental health insurance	2028	
Increase % of Company Owned by Non-Executive Employees to 5-24%	2028	
Governance - Ethics and Transparency		
External independent anti-corruption programme	2028	
Report at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter) about ethics and anti-corruption	2028	
Set up goals for Ethics and corruption and have the Board of Directors review the results	2025	
Assign ethics monitoring to a specific individual and prepare budget/resources	2025	
Implement internal employee self-evaluations	2025	