

# POSITIVE CHANGE

SUSTAINABILITY AT BROWN THOMAS AND ARNOTTS

## SUSTAINABILITY POLICY

Our business has been leading Irish retail for over 175 years and we intend to be here for the next 175. That's why we're committed to integrating sustainability into the heart of how we **work**, what we **buy** and **sell**.

Sustainability at Brown Thomas and Arnotts means achieving **POSITIVE CHANGE**. This informs the way we do business. We see it as *Doing the Right Thing*, one of our core business values. We're at an early stage, but committed to a roadmap of continuous improvement that supports our aims. These are to manage our environmental footprint, responsibly source our products and support the communities our business touches. We are delivering this through our sustainability program which has three pillars of action.

### (1) BUY & SELL RESPONSIBLY

- Responsibly sourcing our products and packaging across the supply chain working with our brands, concessions, restaurant, logistics and other service partners;
- Growing our ranges of responsible beauty, fashion, food, accessories and homewares;
- Engaging our customers to support them live sustainable lifestyles;
- Showcasing sustainable products and local Irish design online and in store.



### (2) WORK RESPONSIBLY

- Environmental management of our footprint across the whole business – stores, offices, distribution and transport focusing on:
  - ✓ Reducing our contribution to climate change by reducing our energy consumption and Greenhouse Gas emissions;
  - ✓ Preventing and reducing consumption of resources, water and waste generation;
  - ✓ Procuring responsible products and packaging using low impact materials;
  - ✓ Preventing and minimising use of "single use" plastics;
  - ✓ Supporting low carbon travel for team members and customers.
- Employee engagement on sustainability through effective training, communications and our Green and Charity Champions;
- Engagement of our brands, concessions and restaurant partners to work with us on sustainability;
- Collaborating with sustainability initiatives that enable us to scale positive change quicker such as the *Supplier Ethical Data Exchange (SEDEX)*, *Origin Green*, *Global Fashion Agenda* and *Sustainable Apparel Coalition*.
- Tracking and reporting our progress with stakeholders using metrics aligned to the *Sustainable Development Goals for Business*.



### (3) SUPPORT OUR PEOPLE AND COMMUNITIES

- Supporting our team members through our wellbeing program;
- Giving back through charity & volunteering to support the local communities we operate in.



Our commitment is from the top down. Our sustainability team operationalise our programme with oversight by our Sustainability Executive Group – decision makers across our business functions. We believe ordinary actions can lead to extraordinary change. We are on a mission to be as famous for walking the sustainability talk on the inside as we are for being extraordinary on the outside.

Stephen Sealey  
Managing Director, Brown Thomas  
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Donald McDonald  
Managing Director, Arnotts  
26/10/2018