

# Mulberry

## Our Approach

### THE MULBERRY APPROACH

MULBERRY WILL MAKE A POSITIVE DIFFERENCE TO ITS PEOPLE,  
ENVIRONMENT AND COMMUNITIES IT WORKS IN.

#### CLIMATE CHANGE

1. All of our premises will be refurbished to high energy performance criteria and environmental specifications.
2. Where possible we will invest in renewable energy sources.
3. We will review our transport policy to minimise our carbon footprint.
4. We will source our purchases from sustainable or renewable sources wherever possible.
5. We will reduce the amount of chemicals used in our production.
6. Communication methods between our own premises and third parties will be improved to reduce the need for printed documents and travel between sites.

#### REDUCING WASTE

7. We will recycle as much as possible from all of our sites.
8. The packaging used for our products will be reduced and made more environmentally friendly.
9. We will maximise the utilisation of our leather and so reduce waste.

#### FAIR PARTNERS

10. We will only work with partners who share our ethical values and have signed our Global Sourcing Principles and Animal Sourcing Principles.
11. We will use fair trade alternatives where these are available and suitable for our business needs.

#### ANIMAL WELFARE

12. We will continue to ensure that all exotic materials are sourced with CITES certification.
13. We will ensure that we have complete tracking of the source of all hide products.

#### COMMUNITY INVOLVEMENT

14. We will introduce a policy to allow employees to have paid time off or funding to assist the local community and other charity projects.
15. We will review our charity funding policy and introduce ways for employees to contribute to charity.
16. We will consider how best we can use the Rookery land to the benefit of the environment and our employees.

#### HEALTH AND WELLBEING

17. We will encourage healthy eating for our employees and ensure our canteen facilities use locally produced and farm assured products where possible.
18. The overall salary and benefit package available to employees will be regularly reviewed to ensure we continue to fairly reward our staff.
19. Communal space will be provided at all of our own premises.
20. Social committees will be established in Somerset and London with funding made available for events.