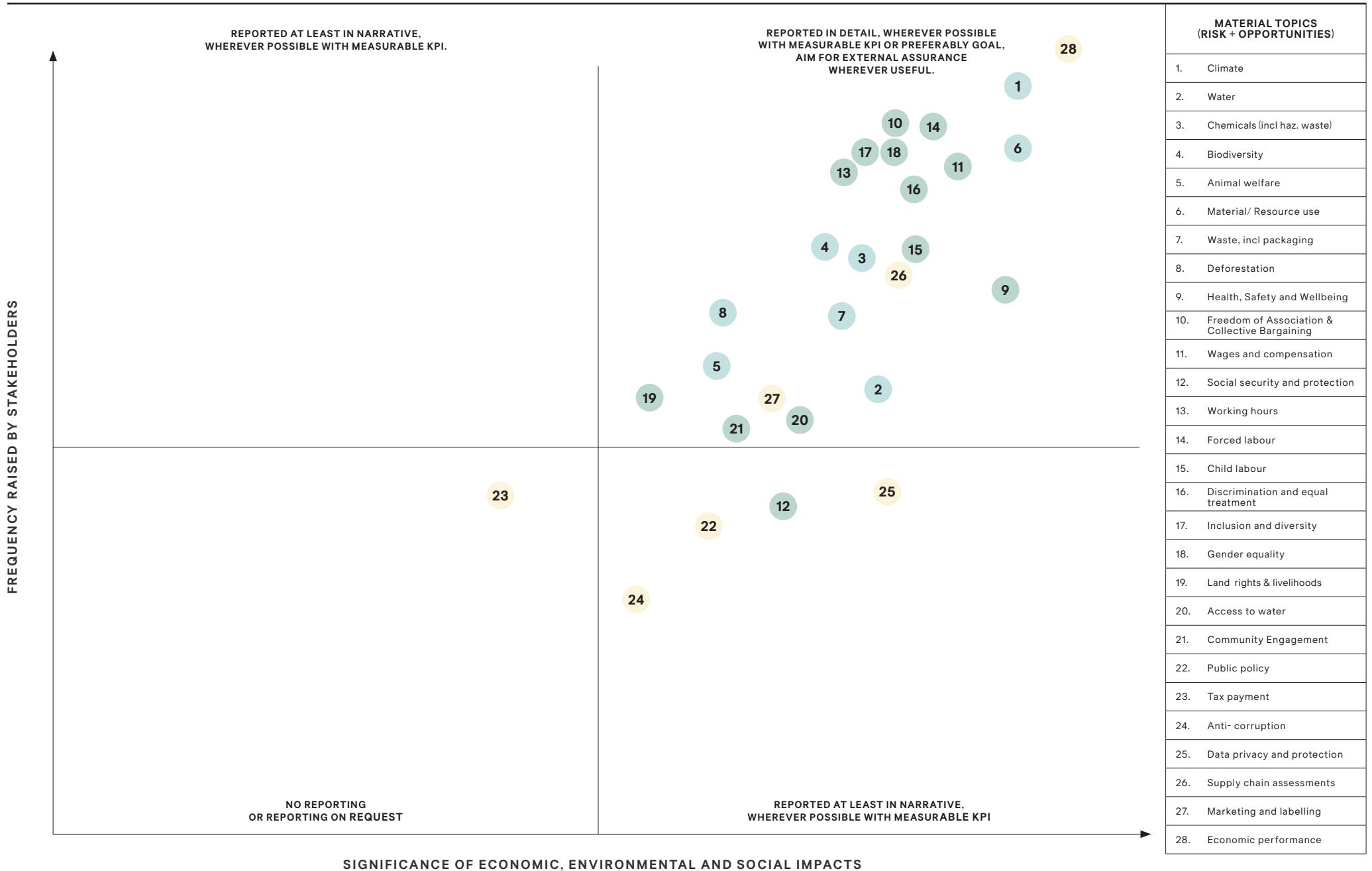


Materiality matrix



Material topics

AMBITION AREAS	OUR FOCUS AREAS	MATERIAL TOPICS (RISK + OPPORTUNITIES)	WHERE IN THE VALUE CHAIN ARE THESE TOPICS MORE SIGNIFICANT? YELLOW●=MEDIUM IMPACT, RED●=HIGH IMPACT							HOW DO WE MANAGE THESE IMPACTS? (SD= SUSTAINABILITY DISCLOSURE 2023) CLICK FOR WEBSITE LINK	
			DESIGN AND PRODUCT DEVELOPMENT	RAW MATERIAL SOURCING	MATERIAL PRODUCTION AND PROCESSING	PRODUCT PROCESSING AND MANUFACTURING	TRANSPORT AND WAREHOUSE OPERATIONS	SALES	PRODUCT USE, REUSE AND RECYCLING		
CLIMATE AND CIRCULAR	CLIMATE & NATURE	Climate	●	●	●	●	●	●	●	Climate strategy including approved SBTi targets, see SD p.26ff	
		Water		●	●	●			●	Water strategy, see also SD p.35ff	
		Chemicals (incl haz. waste)		●	●	●				Chemicals strategy, see also SD p.38ff	
		Biodiversity		●	●	●				Biodiversity strategy, see also SD p.32ff	
		Animal welfare		●						Animal welfare policy, see also SD p.43ff	
	RESOURCE USE	Material/ Resource use	●	●	●	●	●	●	●	Resource use and circular strategy, see SD p.39ff;	
		Waste, incl packaging	●	●	●	●	●	●	●	Waste, see SD p.49ff Packaging, see SD p.56ff	
		Deforestation		●					Strategy under development, see SD p.31ff		
FAIR AND EQUAL	FAIR JOBS	Health, Safety and Wellbeing		●	●	●	●	●	●	Policies & procedures Own Operations, see SD p.65 Supply chain, see SD p.67 GBV and sexual harassment in India, see SD p.79	
		Freedom of Association & Collective Bargaining		●	●	●	●	●		Policies & procedures Industrial Relations strategy in our production supply chain in Bangladesh, Cambodia, China, India, Indonesia, Myanmar, Pakistan, Turkey and Vietnam.. See SD p.69, 85	
		Wages and compensation		●	●	●	●	●	●		Policies & procedures Wage strategy in our production supply chain in Bangladesh, Bulgaria, Cambodia, China, Ethiopia, India, Indonesia, Myanmar, Pakistan, Romania, Sri Lanka, Turkey, Vietnam See also SD p.67
		Social security and protection		●	●	●	●	●			Policies & procedures Aspect of our Wage strategy in our production supply chain in Bangladesh See also SD p.67
		Working hours		●	●	●	●	●	●		Policies & procedures, see also SD p.69
		Forced labour		●	●	●	●	●			Policies & procedures Modern Slavery statement See also SD p.69, 85
		Child labour		●	●	●	●				Policies & procedures Our Wage strategy also supports this impact area in relation to working conditions of parents. See also our Modern Slavery statement, and SD. p. 63, p.85
	I&D	Discrimination and equal treatment				●	●	●	●		Policies & procedures I&D Strategy within our own operations.; SD p.77ff Gender Equality Strategy in our production supply chain SD p.69, 85
		Inclusion and diversity				●	●	●	●		Same as above
		Gender equality				●	●	●	●		Same as above
	COMMUNITY RIGHTS	Land rights & livelihoods		●							Policies & procedures Our Circularity strategy to reduce resource use , see also SD p.40 Our Material strategy, including a target of 100% FSC certified wood See also SD p.32, 43
		Access to water		●	●	●				●	See SD p.26
		Community Engagement							●		See SD p.81
	STANDARDS AND POLICIES	CORPORATE GOVERNANCE	Public policy				●		●		Public affairs strategy, specific to sustainability strategies, such as climate. See SD p16, 27
Tax payment								●		Tax policy	
Anti- corruption						●	●	●		Policies & procedures	
Data privacy and protection								●		Policies & procedures	
Supply chain assessments					●	●					Policies & procedures See also SD p.81
OTHERS		Marketing and labelling						●		Policies & procedures	
		Economic performance						●		Annual and Sustainability Report, Quarterly sales development	