
the sussan group
Certified B Corporation
IMPACT REPORT
FY25
suzannegrae
Sportsgirl
sussan

the sussan group

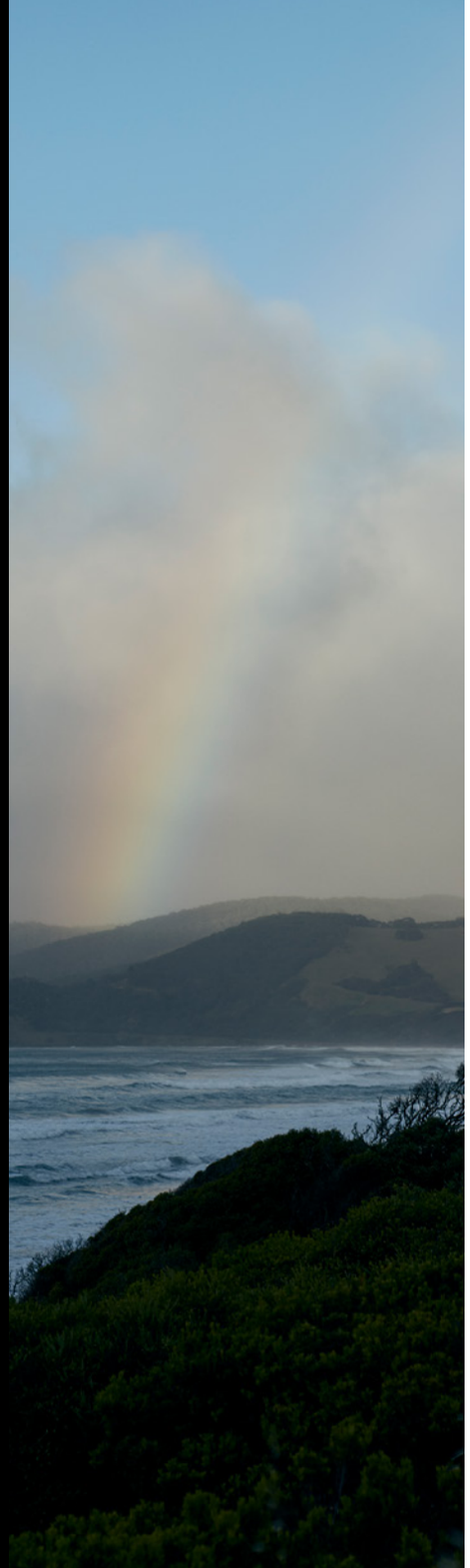
INTRODUCTION

ABOUT US

PRODUCT

PLANET

PEOPLE



Certified B Corporation

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The data and content within this report reflect the work of The Sussan Group (ARJ Group Holdings Pty Ltd registered in Australia: ACN 104 958 527) who trade under three brand names, Sussan, Suzanne Grae and Sportsgirl. All data reported represent the total group and cover the financial year ending July 2025, unless otherwise specified.



ACKNOWLEDGEMENT **OF COUNTRY**

At The Sussan Group (Sussan, Sportsgirl & Suzanne Grae), we acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Country throughout Australia, and the Wurundjeri Woi Wurrung peoples of the Kulin nation and Wallumattagal peoples of the Dharug nation on which our corporate head offices are situated. We pay our respects to their Elders past and present and to all Aboriginal and Torres Strait Islander peoples.

We recognise Aboriginal and Torres Strait Islander peoples continuing connection to community, culture, country, waterways and seas. The Sussan Group continues to be an active ally in advancing reconciliation for Aboriginal and Torres Strait Islander peoples by honouring their strength, resilience and wisdom.

As retailers, we recognise our responsibility to understand, support and connect to the Traditional Cultures of Country and recognise our impact on the communities we serve through our team members, our customers and the locations of our stores across Australia.



WELCOME TO THE SUSSAN GROUP'S FIRST IMPACT REPORT

2024 was a landmark year for The Sussan Group. We became one of the first Australian fashion retailers to achieve B Corp certification across all three of our iconic womenswear brands – Sportsgirl, Sussan and Suzanne Grae. This milestone doesn't just validate the work we've already done; it sets the benchmark for the future of Australian fashion.

"WOMEN ARE, AND HAVE ALWAYS BEEN, EVERYTHING TO US"

The challenges facing our industry are real. But with challenge comes opportunity, and this is our moment to lead. B Corp status is not the end of the journey, it's the start of a new chapter where progress, accountability and impact are central to everything we do.

At our core, we are – and always have been – a business built by women, for women. Women are our customers, our 3,500+ store team members, our community partners, our supply chain collaborators and our leaders. We've always believed that when women rise, we all rise.

That belief shapes everything we do: from creating clothing that builds confidence and joy in women of all ages, to ensuring affordability never means compromising on ethics or responsibility. We recognise that women everywhere are disproportionately affected by the social and climate challenges of our time. We view it as our responsibility to meet those challenges head-on.

This Impact Report marks the first steps in our new WomenPositive strategy – our commitment to building a business that lifts women, strengthens communities, and redefines what it means to be a fashion retailer in Australia. We're embracing specialist expertise, listening to our partners, and holding ourselves accountable every step of the way.

We are proud of what we've achieved in FY25. But we are even more energised by what lies ahead. B Corp is not a badge to display; it's a call to action. And we are answering that call with courage, optimism and an unshakeable belief in the power of women.

Together, we are shaping a more responsible future – for fashion, for business, and for all of us.

Rebecca Hard
Group Retail CEO

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OUR FIRST **IMPACT REPORT**

This inaugural Impact Report is more than a milestone; it's proof of our belief that business can, and must, be a powerful force for positive change. At The Sussan Group, that means putting women at the centre of everything we do in Australia and around the world.

The fashion industry faces unprecedented scrutiny for its social and environmental impact. We welcome this. Transparency isn't a burden for us; it's an opportunity to build trust with our customers, team, suppliers, and partners, to hold ourselves accountable, and to drive change.

We know progress doesn't happen in isolation. It comes through strong, honest partnerships and through the everyday actions of our 3,500+ team members who are embedding responsibility into every decision, big and small. Their commitment fuels our movement forward, and this report is as much a celebration of their work as it is a roadmap for our future.

Through these pages, you'll find our commitments, our achievements, and our challenges. We don't claim to be perfect, but we are committed to being better — every day. We invite you to explore how we are reimagining what responsible retail can be across three key pillars:



PRODUCT
Responsible sourcing and product stewardship.

PLANET
Reducing operational impacts, cutting carbon, and driving climate action.

PEOPLE
Building a healthy, safe and inclusive workplace, elevating women in leadership, and investing in our communities.

THIS IS JUST THE BEGINNING.
WE'RE PROUD OF HOW FAR WE'VE COME AND ENERGISED BY HOW MUCH MORE WE CAN DO.



WE ARE
THE SUSSAN GROUP

Proudly Australian. Proudly women-led.
For over 80 years, we've delivered style, quality, and care through three iconic womenswear brands. We know firsthand the transformative power of fashion. It's more than clothing — it's connection, confidence, and community.

Sportsgirl

WE ARE GENERATION SPORTSGIRL

The Australian youth destination, serving fashion and beauty with purpose since 1948.

suzannegrae

GRAE LOVES EVERY-BODY

The feel good fashion brand for everybody, making styles easy to afford and love.

sussan

FOR WOMEN, BY WOMEN

The modern woman's shortcut to elevated and enduring style.



Sportsgirl

The Australian youth destination, serving fashion and beauty with purpose since 1948.

We embody an entire generation's spirit through our iconic stripes, symbolising fashion, inclusion, freedom, and safety.

Sportsgirl is more than a brand; it's a vibrant community where creativity and self-expression thrive in a judgement-free zone. We collaborate with our team, partners, suppliers, and friends to create a better future.

By listening to and representing our community, we believe in the power of positivity, hope, and kindness to change the world. Sportsgirl is here to champion this vibrant community called Generation Sportsgirl, every step of the way.

WE ARE GENERATION SPORTSGIRL

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suzannegrae

The feel good fashion brand for everybody, making styles easy to afford and love.

At Suzanne Grae, we're all about making fashion easy.

Since our first store opened in 1968, we've remained the go-to fashion destination for generations of women across the country who want to look and feel great.

We believe that every woman deserves stylish choices that effortlessly fit into any wardrobe, budget, and lifestyle.

Our commitment to women of every size, shape, and age shines through in our easy-to-style pieces, beautifully designed for comfort and versatility.

GRAE LOVES EVERY-BODY



Certified B Corporation

sussan

The modern woman's shortcut to elevated and enduring style.

For more than 80 years, Sussan has celebrated the spirit of Australian women, curating elegant, contemporary pieces that they love to wear whether at work or play. We strive to balance fashion with responsibility, always aiming to improve and find better ways to create the clothes you love. Our legacy is built on quality, ensuring you feel your best in our collections, and our ongoing dedication to championing women in everything we do.

FOR WOMEN BY WOMEN









THE SUSSAN GROUP AT A GLANCE

FOUNDED IN 1939
IN MELBOURNE, VICTORIA

OVER 450 STORES
ACROSS 7 STATES AND TERRITORIES

13 NEW STORES
OPENED IN FY25

3500+
TEAM MEMBERS

99% OF OUR WORKFORCE
ARE WOMEN

80% OF KEY LEADERSHIP ROLES
ARE HELD BY WOMEN

OVER $11.7M DONATED
TO OUR CHARITY PARTNERS

B CORP CERTIFICATION
ATTAINED JUNE 2024



PARTNERSHIPS **FOR CHANGE**

PRODUCT	Certified B Corporation, Seamless, APCO, Australian Cotton, RSG
PLANET	Certified B Corporation, Seamless, APCO, bci member
PEOPLE	Certified B Corporation, Reconciliation Action Plan Innovate, Breast Cancer Network Australia, headspace, Women's Community Shelters, HoMie

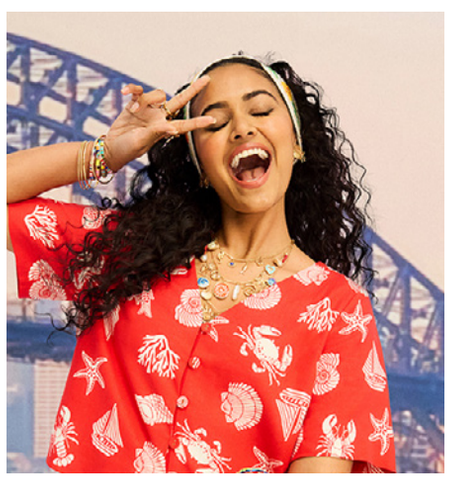


THE SUSSAN GROUP **PURPOSE:**

MAKING A POSITIVE IMPACT IS AT THE CORE OF EVERYTHING WE DO – IN THE LIVES OF AUSTRALIAN WOMEN, OUR CUSTOMERS, OUR TEAM, OUR SUPPLIERS, OUR COMMUNITY AND THE SUSTAINABILITY OF OUR PLANET.

As a company led and owned by women, and dedicated to serving women, we understand the transformative power of fashion.

We believe firmly that women hold immense potential to drive change and that when women rise, we all rise.



We boost confidence and self-expression with inclusive fashion for every body — every age, every size, every budget.

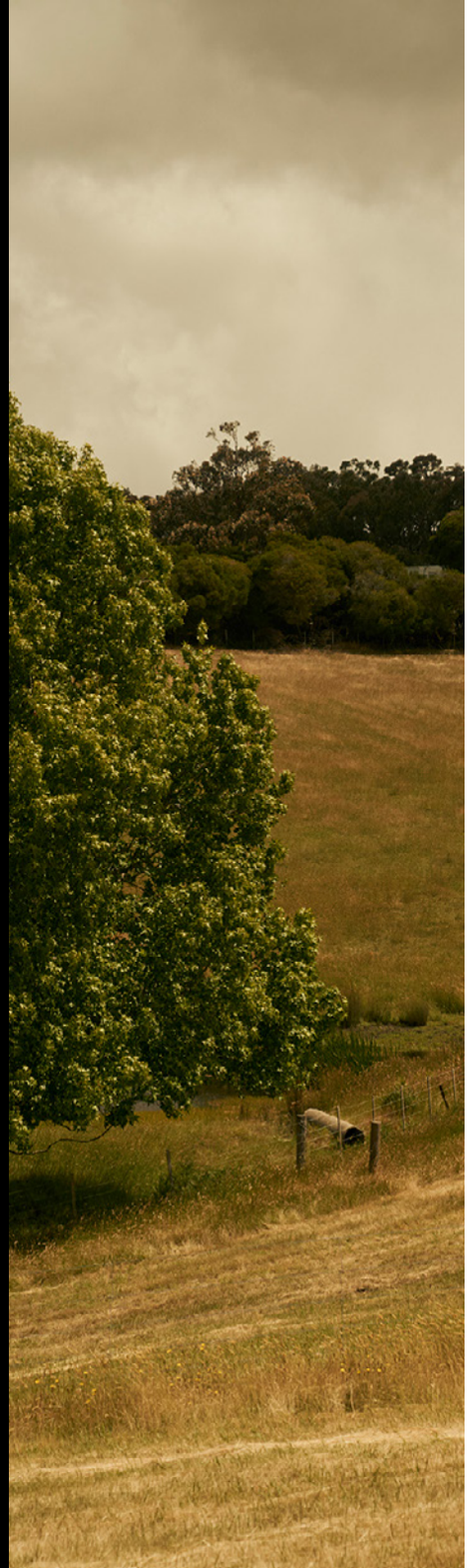
As one of Australia's largest employers of women, we're breaking down barriers so women can thrive and lead, whether in our 450+ stores nationwide or at our Head Office.

Through community partnerships, charitable initiatives, and our Reconciliation Action Plan, we're tackling systemic barriers and fostering equity and opportunity for everyone.

And we're taking action on climate: sourcing responsible fibres, innovating in manufacturing, and driving circularity to safeguard our planet for generations to come.

Fashion faces tough challenges. However, by keeping women at the heart of everything, we're ready to lead change and continue serving women for the next 80 years and beyond.

WE ARE WOMEN POSITIVE.



WHY B CORP?

BECAUSE WE ARE COMMITTED TO DRIVING CHANGE. B CORP IS A ROBUST CERTIFICATION TO ASSESS HOW FAR WE'VE COME, AND WHERE WE NEED TO GO.

Certified B Corporation

It is a certification that will hold our business accountable for any shortcomings and ensure we keep making progress towards our long-term Environmental, Social, and Governance goals.

That's why we chose B Corporation™.

This certification independently verifies that, across our Group, we meet high standards of performance, accountability, and transparency – not just in environmental factors, but in social and governance factors, too.

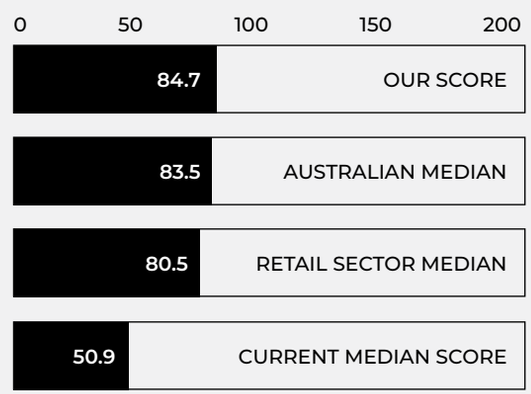
We're proud to be amongst the first Australian fashion brands to receive this certification, and we join a community of 8500+ global brands who have certified as B Corporations, and are committed to the continual improvement the framework encourages.

B Corp at a Glance

Certified in June 2024

84.7
B CORP SCORE

50.9 current median score for businesses who complete the assessment



for businesses who complete the assessment

14.1 GOVERNANCE

23.1 WORKERS

20.9 COMMUNITY

23.0 ENVIRONMENT

3.5 CUSTOMERS


PRODUCT



PRODUCT

FASHION HAS ALWAYS BEEN ABOUT MORE THAN JUST CLOTHING.

It's identity, expression, and a mirror of the values we live by. At its best, it's a catalyst for change.

At The Sussan Group, affordability has never meant "fast fashion." Our brands are built on clothes designed to be well-loved and well-worn — pieces that earn their place in a woman's wardrobe.

We're doubling down on product stewardship. To us, that means taking responsibility for the entire lifecycle of every garment we sell — from the fibres we source to the way clothes are worn, cared for, and ultimately recycled. Responsibility doesn't end at the register.

There are no quick fixes to fashion's challenges. But we know we hold influence — at every stage of the product lifecycle. And with each decision, innovation, and step forward, we're getting closer to our 2025 ambitions and beyond.

Change won't come overnight. But meaningful change comes from persistence — doing better, every single day.

OUR PROGRESS AT A GLANCE

FY25 was our second year formally measuring our responsible fibre use across The Sussan Group. Across FY25 we have increased our responsible fibre usage by 10% to 35%.

RESPONSIBLE FIBRES

2024 enabled us to understand our responsible fibre usage and set a base line level to then set target growth for subsequent years. This base level was set at 25%. FY25 has seen us grow to 35%.

TOWARDS A NEW CIRCULAR INDUSTRY

Foundation member of Seamless

PACKAGING

Converted 7.8million main care labels into recycled polyester

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RESPONSIBLE FIBRES

Certified B Corporation



RESPONSIBLE **FIBRES**

THE ELLEN MACARTHUR FOUNDATION TELLS US THAT OVER 80% OF A PRODUCT'S SUSTAINABILITY IMPACT IS DECIDED AT THE DESIGN STAGE. THAT'S WHY WE STARTED WHERE IT MATTERS MOST: WITH THE FIBRES THAT GO INTO OUR CLOTHES.

Our commitment to responsible fibres is built on transparency, traceability, and strong partnerships with our suppliers. Together, we're reshaping how materials are sourced and produced.

THIS ISN'T ABOUT COMPROMISE. IT'S ABOUT TRANSFORMATION — DELIVERING THE SAME QUALITY OUR CUSTOMERS LOVE, WHILE REDUCING IMPACT AND RAISING THE STANDARD FOR WHAT FASHION CAN BE.





RESPONSIBLE COTTON SOURCING **PROUDLY SUPPORTING AUSTRALIAN COTTON FARMERS**

With our roots in Australia, we know the value of local agriculture. That's why in 2019 we committed to using more homegrown cotton — strengthened by our proud partnership with **Cotton Australia.**

Australian cotton is among the most responsible in the world, backed by the myBMP (Best Management Practices) certification — a program with over 300 rigorous sustainability requirements.

Through Cotton Australia, we directly support more than 1,500 farmers nationwide — over 90% of them family-owned. By creating consistent demand for their crops, we help sustain local farming communities and back innovation in regenerative agriculture.

Australian cotton farmers are leading the way in soil health, biodiversity, and water efficiency. Their progress is redefining what sustainable farming looks like — and we're proud to stand with them.



EVERY BALE OF AUSTRALIAN COTTON USES 97% LESS PESTICIDES, 48% LESS WATER, AND 34% LESS LAND THAN IMPORTED COTTON.*

*Source: cottonaustralia.com.au

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AUSTRALIAN COTTON **OUTCOMES**

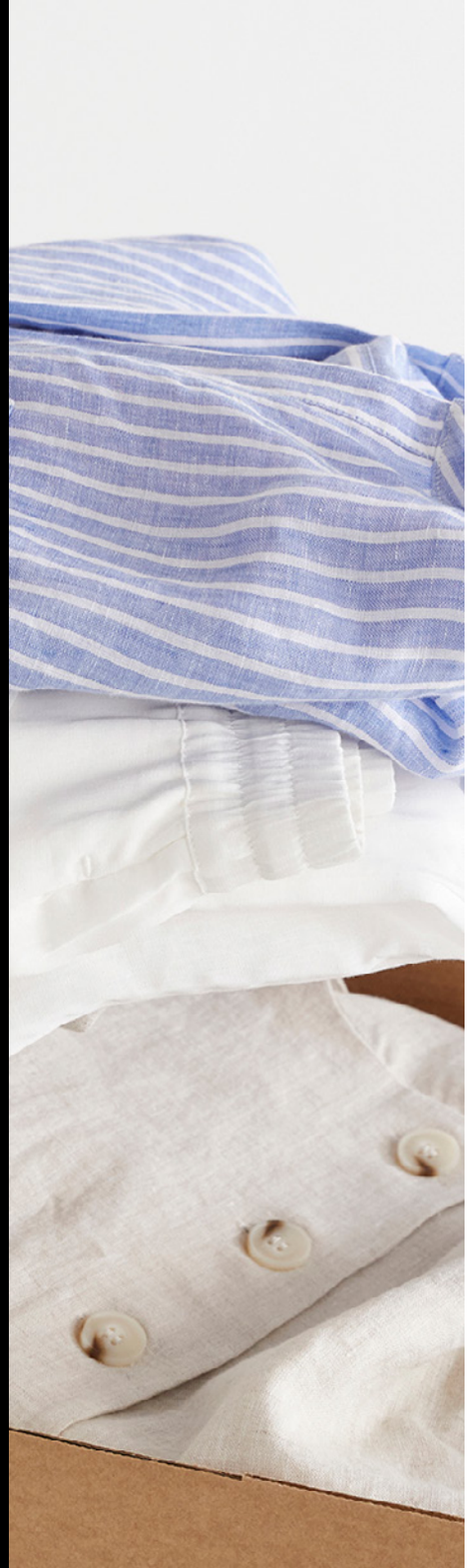
OUR USE OF AUSTRALIAN COTTON IS KEY TO OUR SUPPLY CHAIN TRACEABILITY OBJECTIVES. EACH BALE IS TAGGED WITH A UNIQUE BARCODE, WHICH ALLOWS IT TO BE TRACED BACK TO ITS GINNING AND GROWING ORIGIN.

For our customers, this isn't just about traceability — it's about quality you can feel. Australian cotton is longer, finer, stronger, and more durable than most alternatives. That means garments that last longer, look better, and tread lighter on the planet.

The impact is real: in just five years, we've produced over five million garments made with Australian-grown cotton across our Sussan and Sportsgirl brands.

BETTER FOR FARMERS.
BETTER FOR CUSTOMERS.
BETTER FOR THE PLANET.





RESPONSIBLE FIBRE **USAGE AND INNOVATIONS**

Our first step has been simple yet powerful: replacing more responsible fibres for their equivalents.

In FY24, conventional linen with traceable linen grew from 5.9% to 9.7%. These targeted swaps are driving big change — and will remain our focus in the short term.

Beyond cotton, we've now set annual targets for responsible fibre usage across all of The Sussan Group brands, embedding progress into our fibre strategy.



SOME OF THE RESPONSIBLE FIBRES WE USE ARE:

TRACEABLE LINEN
From flax plants, ensuring full supply chain transparency, reduced water use, and natural biodegradability.

ECOVERO
Sustainable viscose from renewable wood sources, EU Ecolabel certified, with a lower carbon and water footprint.

RECYCLED MATERIALS
Fibres made from repurposed waste (plastic bottles, textiles, industrial scraps), cutting landfill and conserving resources.

RECYCLED CONTENT
Fabrics blended with post-consumer or industrial recycled fibres, reducing the demand for virgin materials and promoting circularity.



LOOKING AHEAD

OUR RESPONSIBLE FIBRE GOALS

- Across the Group, we have set new transparent targets for all responsible fibres used such as Australian Cotton as part of our annual planning cycle
- Group target to achieve 50% Responsible Fibre use in FY27



TOWARDS A NEW CIRCULAR INDUSTRY

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PRODUCT STEWARDSHIP

RESPONSIBLE PRODUCT STEWARDSHIP AND CITIZENSHIP

True responsibility involves embedding sustainable behaviours at every stage of a garment's life — from how it's designed and made, to how it's worn and cared for, to how it's resold, repurposed or recycled at end of life.

We know our responsibility doesn't end at the checkout. That's why we're working closely with our customers to lessen the environmental impact of every garment we produce.

OUR VISION IS BOLD AND STRAIGHTFORWARD: THE FUTURE OF FASHION IN AUSTRALIA DEPENDS ON A CIRCULAR ECONOMY, WHERE NOTHING IS WASTED AND EVERY PRODUCT GETS A SECOND LIFE.





PRODUCT STEWARDSHIP

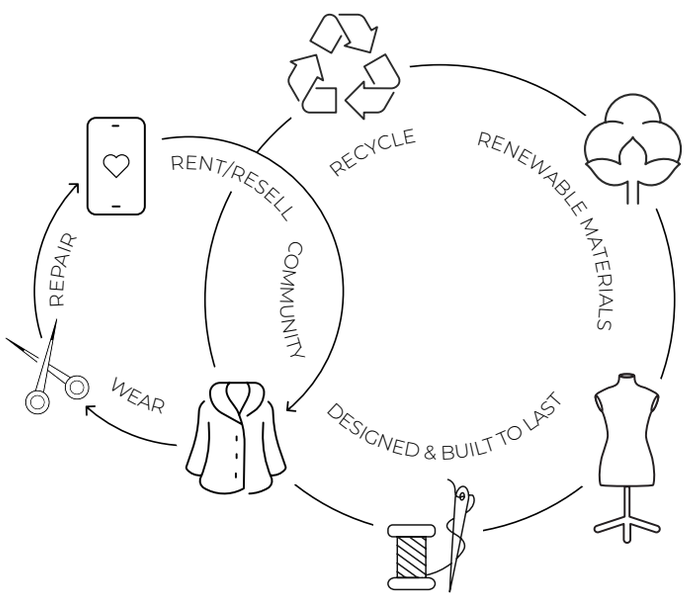
FROM:
LINEAR FASHION ECONOMY

The majority of the clothing industry follows a linear model of **take > make > waste**



TO:
CIRCULAR FASHION ECONOMY

The vision of circularity is to adopt a model to **reduce > reuse > recycle**





PRODUCT STEWARDSHIP **INITIATIVE**

Seamless

While circularity is a worthwhile goal, the reality is clear: Australia still lacks the infrastructure to achieve it.



There's no national system to collect unwearable clothing at scale, and recycling facilities remain limited. The result? Thousands of tonnes of clothing end up in landfill every year. In 2024, Australians became the largest consumers of textiles per capita in the world.

That's why The Sussan Group became a foundation partner in Seamless — Australia's first voluntary clothing stewardship scheme. Funded by partner levies, Seamless guarantees that brands are responsible for the entire lifecycle of the clothes they produce and import.

Through Seamless, we are understanding circular design, broadening recycling options, and transforming how Australia views fashion. With a bold goal of achieving clothing circularity by 2030, Seamless is accelerating the changes our industry needs.

For us, joining Seamless is about doing the right thing for our customers and the planet — and recognising that collaboration at scale is the only way forward.

TO CREATE THE CHANGE OUR INDUSTRY NEEDS, WE NEED THE POWER OF COLLABORATION.



LOOKING AHEAD

OUR PRODUCT STEWARDSHIP GOALS

- In partnership with Seamless, deliver a 2025/26 roadmap across The Sussan Group brands towards our circular design capability and process development
- Launch a new partnership between Suzanne Grae and Thread Together, a program which diverts brand new unsold clothing samples to the most disadvantaged in our communities
- Continue to support and promote customer access to our Upparel partnership across all three brands
- Commence our consumer behaviour education to help extend the life of garments purchased in our Group





ACHIEVEMENTS IN ACTION

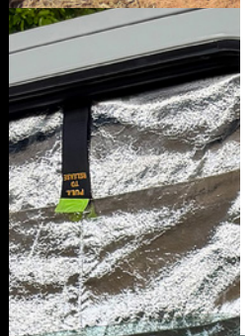
PUTTING EXCESS STOCK TO MEANINGFUL USE

REMOTE OPSHOP PROJECT
EMPOWERING FIRST NATIONS COMMUNITIES | TURNING EXCESS INTO OPPORTUNITY

In remote Australia, access to affordable clothing can be out of reach — with prices up to ten times higher than in urban centres. To help change that, Suzanne Grae has partnered with The Remote OpShop Project, connecting Aboriginal and Torres Strait Islander communities with quality clothing at fair prices.

The project now reaches 30,000 people across 40 communities in Northern Australia. Proceeds from these community-run op shops go straight back into local hands — funding skills development, jobs, women's empowerment, and grassroots initiatives.

So far, Suzanne Grae has donated 50+ boxes of brand-new clothing, improving access for women and girls in remote regions — and giving unsold items from our stores a second life.









PACKAGING



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PACKAGING

WE'VE BEEN A PROUD VOLUNTARY MEMBER OF THE AUSTRALIAN PACKAGING COVENANT ORGANISATION (APCO) FOR OVER A DECADE.



APCO's vision is simple but powerful: keep packaging out of landfill and maximise the value of materials, energy, and labour in the local economy. Backed by the Australian Packaging Covenant and its national regulatory framework, it defines the shared responsibility of businesses and government to reduce packaging's impact.

For The Sussan Group, APCO membership demonstrates our long-term commitment to cutting packaging waste — while giving us access to world-class expertise in sustainable packaging solutions. This knowledge ensures our actions deliver real outcomes, here and now.

IN 2022, ACHIEVED 'ADVANCED' STATUS WITH APCO. TODAY, WE'RE WORKING TO GO FURTHER — AIMING TO EXCEED THE HIGHEST PERFORMANCE BENCHMARKS SET FOR THE INDUSTRY.



PACKAGING

IN PACKAGING, EVEN THE SMALLEST DETAILS IMPACT RECYCLABILITY; FROM THE PACKAGING SHAPE, SIZE, WEIGHT TO THE INKS, ADHESIVES AND MATERIALS USED.

We work with the Packaging Recyclability Evaluation Portal to help us understand the recyclability of our new packaging. PREP considers all of these factors, as well as the availability of collection services, how the packaging will behave in a Materials Recovery Facility and in subsequent processing facilities, such as paper mills and aluminium smelters.

ACROSS THE BUSINESS WE CONTINUE TO REVIEW & REVISE OUR PACKAGING TO DRIVE CONTINUED IMPROVEMENT.



PACKAGING **OUTCOMES**

REMOVING 800,000
plastic-based jewellery cards and barcode stickers



CONVERTING 4.3 MILLION PLASTIC BAGS TO PAPER BAGS
at no cost to the customer





Over 225,000 cards across hosiery, jewellery and handbags have been **CONVERTED TO FSC/ RECYCLED PAPER**



72% INCREASE
in our products use of FSC certified labels/swing tags vs. 2023 (total of 79% of our products)

37% OF KIMBLES
are now made from recycled polyester

30% REDUCTION
in plastic button bags, removing 1.25 million from use

OVER 7.8 MILLION
virgin polyester main care labels have been removed from use

93% OF MAIN CARE LABELS are now made from recycled polyester



LOOKING AHEAD

OUR PACKAGING GOALS

- ◇ Sustainable Packaging Guidelines (SPG's) will be followed for all new packaging development
- ◇ 70% of our packaging will be optimised for material efficiency
- ◇ 85% of our packaging is made using some level of recycled material
- ◇ 86% of our packaging is reusable
- ◇ 50% of our packaging will have on-pack labelling to inform correct disposal
- ◇ 75% of onsite waste diverted from landfill


PLANET



PLANET

AS A PROUD AUSTRALIAN BUSINESS, WE RECOGNISE THAT TOGETHER WE'RE ON THE FRONT LINE OF CLIMATE IMPACTS.

Australia is home to some of the world's most diverse and fragile ecosystems — from deserts and rainforests to the Great Barrier Reef. Yet we are also among the most vulnerable to climate threats: rising temperatures, droughts, floods and bushfires.

The impacts aren't equal. Women — especially First Nations women, those in agriculture, and those in rural and regional communities — face the greatest economic, health and social burdens. Women represent 80% of people displaced by extreme weather, according to Women's Environmental Leadership Australia.

The lifestyle we cherish — our oceans, waterways, bushlands and clean air — depends on protecting our environment.

For The Sussan Group, tackling climate impact is more than a business priority. It's our responsibility as Australians, and a mission close to our hearts: to reduce our footprint and safeguard the future we all share.

OUR PROGRESS AT A GLANCE

BETTER COTTON

Exceeded our Better Cotton usage target by 137% in FY25.

CARBON REDUCTION

FY25 saw a 27% reduction on our FY22 Baseline reporting.

RESOURCES & WASTE

84% of Distribution Centres waste diverted from landfill.

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BETTER COTTON INITIATIVE

©Better Cotton/Khaula Jamil

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©Better Cotton/Khaula Jamil

BETTER COTTON INITIATIVE

Natural fibres are an important part of our product offering, and something that our customer actively seeks in their fashion choices as the best match for life in the Australian climate.

We recognize that cotton growing can be a carbon-intensive activity. It impacts environmental factors like water use and soil health, as well as ethical factors including safe working practices in some source countries.

Better Cotton Initiative (BCI) is a global multi-stakeholder initiative that is working with farmers all over the world to help improve their impact on the environment and their livelihoods.

BCI allows us to become part of a global group creating demand for this more ethically grown cotton, building a positive cycle of impacts that allows farmers to invest in better farming practices, ensures ethical worker treatment and improves cotton quality.

Put simply, it means we can be more confident that our investment in cotton through this program translates to better lives and livelihoods for those involved in growing cotton around the world and creates a system of change to improve environmental and social impacts into the future.

IN 2023, THE SUSSAN GROUP BECAME A MEMBER OF BCI

(BETTER COTTON INITIATIVE)



©Better Cotton/Seun Adatsi



©Better Cotton/Yuyang Liu

BETTER COTTON INITIATIVE **OUTCOMES**

DURING THE FIRST YEAR OF OUR BCI MEMBERSHIP, WE HAD SIGNIFICANT ACHIEVEMENTS IN OUR USAGE OF MORE RESPONSIBLE COTTON

THROUGH THE BETTER COTTON INITIATIVE, OUR GOAL WAS TO PROCURE 20% OF ALL COTTON USED – EQUIVALENT TO 232 METRIC TONNES – AS BETTER COTTON

Thanks to a combination of The Sussan Group initiatives and strong collaborations with our Suppliers in FY25, we exceeded our BCI target, using 706 metric tonnes of BCI Cotton in our products.



©Better Cotton/Seun Adatsi



CARBON REDUCTION

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CARBON REDUCTION

WE BELIEVE KNOWLEDGE IS POWER — AND THE FIRST STEP TO CUTTING CARBON IS UNDERSTANDING IT.

In 2022, we began formally mapping and measuring our greenhouse gas (GHG) emissions. Working with leading consultancy Anthesis (formerly Ndevr Environmental), we evaluated our Scope 1, Scope 2, and key Scope 3 emissions.

Our organisational GHG inventory was compiled following the Australian Government's Climate Active framework, providing us with a clear and transparent basis to monitor progress and promote meaningful change.

INSIDE EMISSION BOUNDARY

QUANTIFIED:

SCOPE 1



Company's Fleet, Forklifts



Stationary Energy (liquid & gaseous fuels)



Refrigerants

SCOPE 2



Electricity

SCOPE 3



Purchased Goods and Services (product related)



Upstream Transport and Distribution

Downstream Transport and Distribution



Waste Generated in Operations



Upstream Leased Assets



Business Travel (flights and accommodation)



Employee Commute and Working From Home

Like the majority of businesses, Scope 3 represents the largest contributor to our overall emissions and is also the most challenging to accurately measure.

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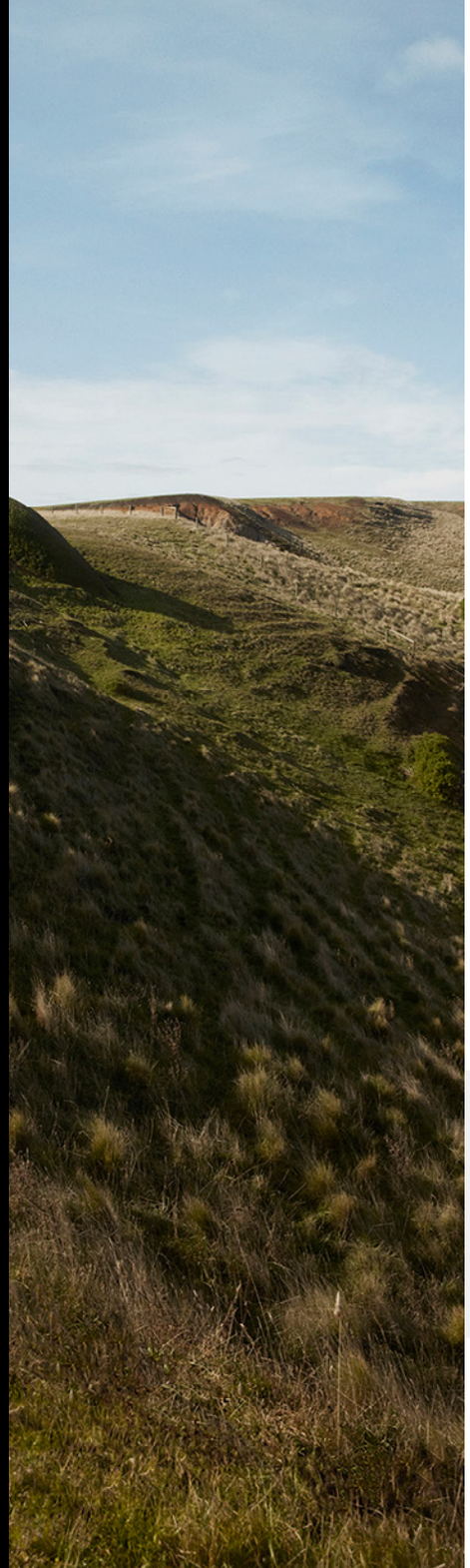
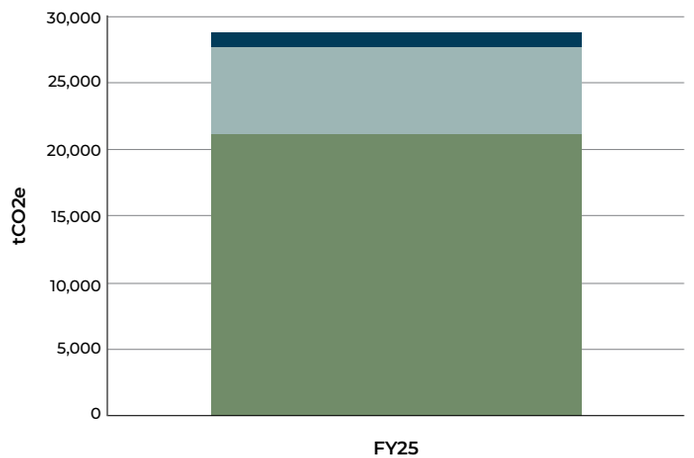


CARBON REDUCTION

Our investment in GHG measurement has improved our accuracy in tracking emissions throughout our value chain. With expert guidance from Anthesis, we are now developing the processes needed to monitor these areas more effectively—reducing reliance on estimates and enhancing precision each year.

TOTAL EMISSIONS IN FY25: 28,735tCO2

(not inc factories)



Scope 1 Scope 2 Scope 3 Out of Scope

Scope 1	**Direct** emissions from sources which The Sussan Group owns or controls
Scope 2	**Indirect** emissions from electricity consumption
Scope 3	All other **indirect** emissions that occur in the value chain

FY25 SAW AN 27% REDUCTION ON OUR FY22 BASELINE.

SCOPE	FY22 (TCO2E)	FY23 (TCO2E)	FY24 (TCO2E)	FY25 (TCO2E)
Scope 1	390.86	565.49	518.23	683.5
Scope 2	9,339.6	6,782.48	6,169.25	6,196.7
Scope 3	29,397.36	26,917.51	21,469.64	21,855.6
Total	**39,127.81**	**34,265.48**	**28,157.12**	**28,735.8**

We report on our carbon emissions data in financial years, and the data refers to FY25 - measured as 1st August 2024 to 31st July 2025.

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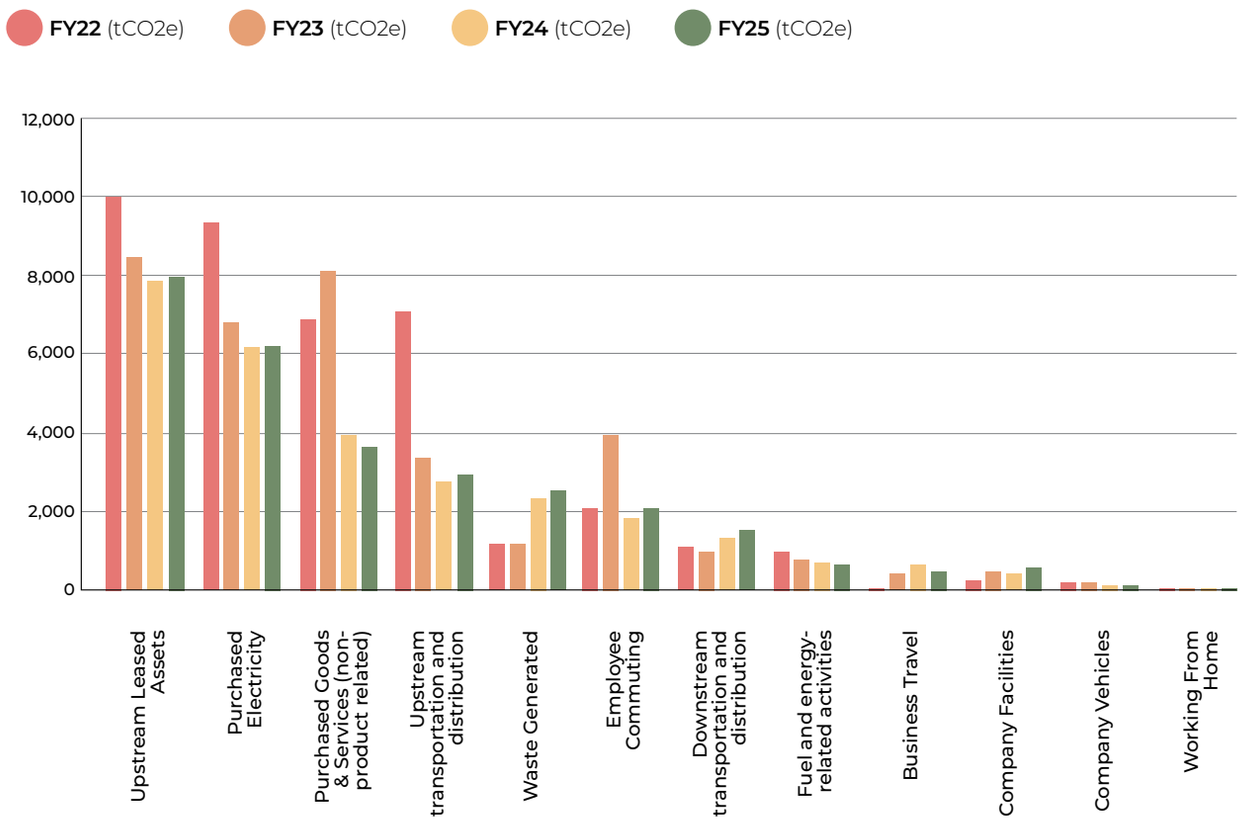
CARBON REDUCTION **OUTCOMES**

WE HAVE IDENTIFIED OUR EMISSION HOTSPOTS AND ANALYSE OUR PERFORMANCE IN REDUCING EMISSIONS IN THESE AREAS.

BREAKDOWN OF EMISSIONS:
Categories and Hotspots



WE MADE STRONG PROGRESS IN KEY AREAS:

- **Purchased Goods & Services (non-product related):** Emissions fell in FY25, even with similar spend, thanks to cleaner supply chains and lower-carbon materials and processes.
- **Better Data, Better Accuracy:** Improved data quality and a shift from spend data to activity data gave us sharper insights — especially in Purchased Electricity and Upstream Transportation.
- **Electricity Efficiency:** A major emissions driver, now being tackled with energy-saving initiatives — including the rollout of low-energy LED lighting to 200+ stores.
- **Renewable Energy:** In FY22, we measured our renewable energy use for the first time — laying the foundation to set targets, grow renewable uptake, and map clear next steps.
- **Collaboration with Property Partners:** Working with shopping centre management teams, we're backing initiatives that cut energy use, improve ratings, and invest in renewables.



WATER USAGE

In FY24*, our operations (including factories) used 29.7 million litres of water. We recognise that reducing our footprint is essential — both for the environment and for saving costs.

Although we don't yet have formal reduction targets, we are improving accuracy by strengthening data collection — from water invoices to closer collaboration with landlords. At store level, we also back water-saving initiatives led by our shopping centre partners.

Beyond operations, we can make a big impact through the fibres we choose. As part of our Ethical Sourcing program, we continue increasing our use of Australian cotton — produced with leading water efficiency. Today, local farmers can grow nearly two 227kg bales of cotton per megalitre of water — almost twice as efficient as a decade ago. Every drop is used effectively, with farms recycling tail water for future irrigations^.



THE SUSSAN GROUP IS DEDICATED TO IMPROVING WATER MANAGEMENT ACROSS OUR SITES AND INCORPORATING MORE SUSTAINABLE WATER USE INTO ALL ASPECTS OF OUR BUSINESS.

*FY25 outcomes were not available at the time of documentation.

^Source: cottonaustralia.com.au

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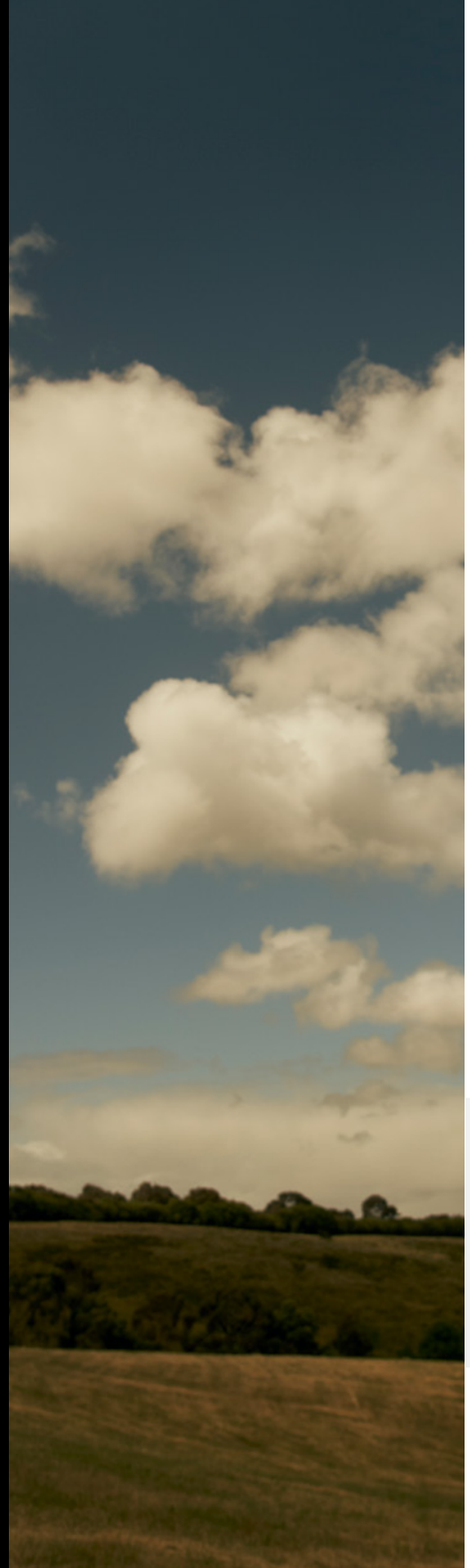

DECARBONISING **OUR SUPPLY CHAIN**

Through our supplier engagement program we collect activity data from our top 20 suppliers, which is 60 Tier 1 factories (accounting for 84% of our products) covering:

- TOTAL GHG EMISSIONS
- ELECTRICITY CONSUMPTION
- RENEWABLE ENERGY
- WATER CONSUMED
- DIESEL CONSUMED
- GAS CONSUMED
- WASTE TO LANDFILL

We have set reductions (or increase) targets on each metic. As we are early in our measurement journey regarding waste and recycling, we have taken initial steps to better understand how our Tier 1 suppliers and factories are managing waste. Both waste and recycling form part of our current audit process, we continue to monitor these topics requiring further emphasis. We recognise that not all facilities will have sufficient recycling facilities in their local areas, and so we must find new ways to work with our suppliers to reduce waste through production processes.



LOOKING AHEAD

CARBON REDUCTION GOALS

- Continuing to work with stakeholders to drive carbon and water reduction including participation in pilot programs
- Implementing a new target to increase our renewable energy use to 10% in FY26 - and increasing to 20% by FY27
- Moving from an organisational to a full value chain footprint
- Implementing a new target to decrease the amount of waste sent to landfill in FY26
- We will continue to improve data collection, improving the accuracy of our GHG calculations
- Our goal is to establish a science based target for the Group



RESOURCES & WASTE

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RECYCLING & WASTE REDUCTION

In 2022, we set our baseline for waste sent to landfill and recycling, setting clear targets to increase waste diversion and expand recycling each year. Today, we monitor waste across our operations, factories, and Tier 1 suppliers — making sure action is taken at every level.

AT OUR DISTRIBUTION CENTRES, WE NOW REUSE UP TO 75% OF CARTONS AND RECYCLE THE REST — MEANING NO CARDBOARD ENDS UP IN LANDFILL.

Small changes add up: we've removed inspection stickers and single-use plastic bags, and replaced all tape in our Distribution Centres with biodegradable alternatives.

In stores, our focus is on reducing waste before it arrives — partnering with shopping centres to support their recycling and waste initiatives. In the supply chain, smarter tech and data help us minimise excess stock, while pilots like the Remote OpShop Project and our partnership with Upparel ensure unsold garments are reused or recycled.



WASTE REDUCTION OUTCOMES



2% reduction in paper shopping bags used across the group
REMOVING OVER 100,000 BAGS FROM USE PER ANNUM

42% INCREASE
in recycled/FSC cartons used across the business



REUSED 469,803 CARTONS FOR SECONDARY PURPOSE rather than send to recycling

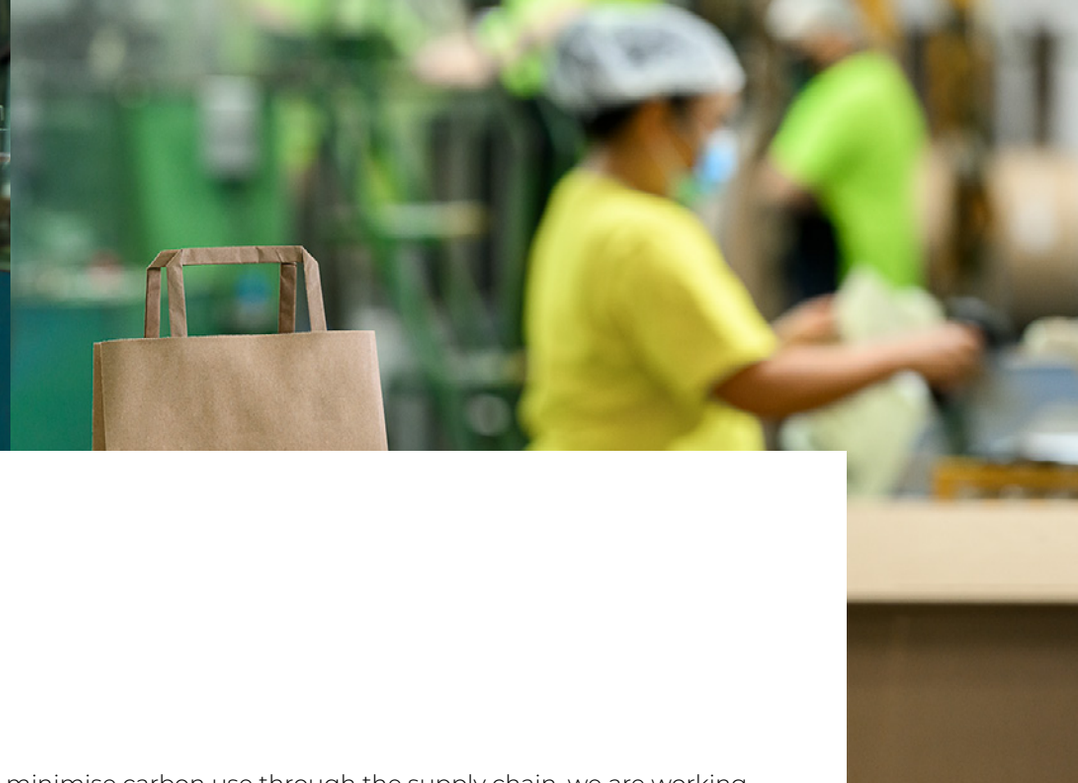
84% of waste generated by Distribution Centres
DIVERTED FROM LANDFILL

64% of waste generated in our Head Office was
DIVERTED FROM LANDFILL



29% INCREASE
use in recycled polyester garment bags





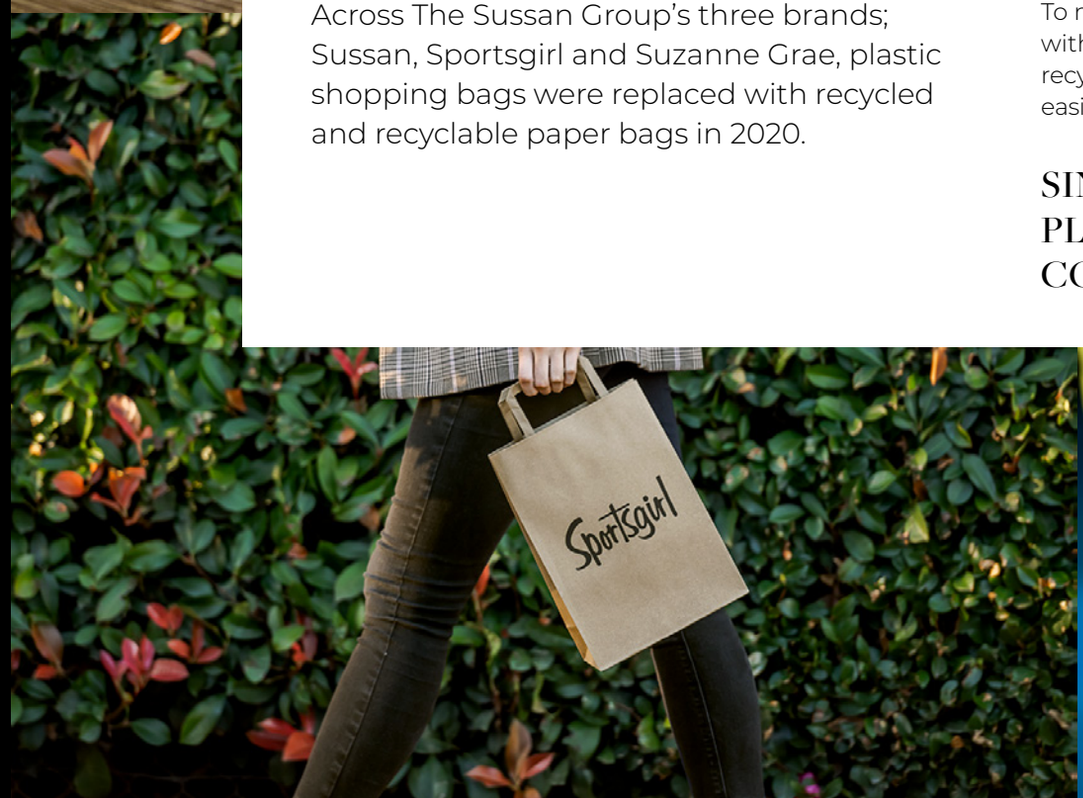
ACHIEVEMENTS IN ACTION

SUSTAINABILITY IN THE BAG

Across The Sussan Group's three brands; Sussan, Sportsgirl and Suzanne Grae, plastic shopping bags were replaced with recycled and recyclable paper bags in 2020.

To minimise carbon use through the supply chain, we are working with an Australian manufacturer for our paper bags, using 100% recycled paper stock. Crucially, the new paper bags can be recycled easily by shoppers at home, as part of their regular kerbside recycling.

SINCE 2020, THIS HAS KEPT 11,631,100 PLASTIC BAGS FROM LANDFILL, AT NO COST TO THE CUSTOMER.







CIRCULARITY **IN-STORE**

Circular design doesn't end with our products — it shapes our stores too. Store openings and refurbishments inevitably produce waste, but we strive to reuse or recycle every fixture and fitting possible.

In 2024, we launched a new Sportsgirl concept store at Melbourne Central, integrating circularity into its design. We retained existing architectural features, sourced local materials, and chose sustainable options with EDP certification, from laminates and surfaces made with bio-materials to recycled plastics and paper.

Local suppliers crafted every piece of accent furniture, including bespoke stools in the iconic Sportsgirl stripes, made from 80% recycled plastic. A total of 3 stores were built using these principles in FY25.

SUSTAINABILITY ISN'T AN AFTERTHOUGHT IN OUR STORES — IT'S DESIGNED IN FROM THE GROUND UP.





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LOOKING AHEAD

WASTE REDUCTION GOALS

- We will aim for 75% of our on-site waste to be diverted from landfill
- Implementing a new target for our Tier 1 suppliers to decrease waste to landfill by 10%
- We will work with our Tier 1 suppliers to drive improvements in the management of factory waste (storage, separation, monitoring and recycling)

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PEOPLE



PEOPLE, ESPECIALLY WOMEN, ARE AT THE HEART OF OUR IMPACT JOURNEY.

Women comprise 99% of our workforce, and promoting their opportunities drives everything we do.

As a purpose-led business, we know our impact is amplified through partnerships with expert organisations, suppliers, and most importantly, our team members. These partnerships aren't transactional; they're long-term, built on trust, and designed to create lasting change.

Looking ahead, we'll continue to nurture and invest in these relationships — because when our people thrive, so does our business, our communities, and our impact.

OUR PROGRESS AT A GLANCE

TRANSPARENCY & GOVERNANCE

The Sussan Group attained B Corp status in June 2024

ABORIGINAL AND TORRES STRAIT ISLANDER RECONCILIATION

Innovate RAP endorsement by Reconciliation Australia in February 2025

INCLUSIVE WORKFORCE & WORKPLACE

80% of leadership roles are held by women

COMMUNITY & SOCIAL IMPACT

$11.7 million AUD donated to our charity partnerships since 2005



TRANSPARENCY **AND GOVERNANCE**

Trust is fundamental to our enduring success as a business. We recognise the responsibility we have to earn and nurture that trust, across our team, suppliers and customers. As well as to recognise when we have made mistakes and take accountability.

“Honest” is one of our core values as a company.

While other businesses choose to silo sustainability into a department or a committee, for us, the actions we take have always been driven by a desire to do what’s best for all.

As we move into our tenure as a B Corp, our goal is not to create layers of complexity within our organisation to govern this work - but instead, to leverage key tenets of our culture: clarity, purpose and accountability, and embed this crucial work into our everyday.

For The Sussan Group, we can maximise our impact by embracing the shared responsibility we all feel, inspiring our workforce with the right knowledge to act as change agents at every level - and crucially, bringing in the expertise and insight we need from beyond our business.

We also place value on the corporate citizenship role we can play within the Australian fashion industry.

> WE KNOW TO ACHIEVE THE CHANGE WE WANT TO SEE, WE MUST EMBRACE COLLABORATION OVER COMPETITION WHEN IT COMES TO A MORE RESPONSIBLE INDUSTRY. WE RECOGNISE THE OPPORTUNITY FOR US TO INSPIRE AND LEARN FROM EACH OTHER.

As a privately owned business, we do not have the same reporting requirements as publicly traded companies, and so we can be more intentional about our transparency.

TRANSPARENCY AND GOVERNANCE **OUTCOMES**



ATTAINMENT OF B CORP IN JUNE 2024
following the rigorous assessment of all aspects of our business, with a **score of 84.7**

DELIVERY OF ROBUST POLICIES & PROCESSES
ensuring governance in a wide range of areas including equal opportunities, grievance handling, workplace respect, and flexible work arrangements

SHARING OUR LEARNINGS AND PROGRESS
through participation in public and industry events hosted by SXSW Sydney and Seamless



ACHIEVED NO. 6 IN THE "MOST IMPROVED COMPANIES"
in the 10th Edition Australian Ethical Fashion report, including a score of 5/6 for policies and governance



ONGOING ADHERENCE TO OUR COMPLIANCE OBLIGATIONS including Workplace and Gender Equality Agency (WEGA) reporting, Modern Slavery reporting and Australian Packaging Covenant Organisation progress against targets

CONTINUING TO MAINTAIN AND REVIEW OUR ETHICAL CODE OF CONDUCT as a public commitment of the expectations we set ourselves and our suppliers





LOOKING AHEAD

TRANSPARENCY AND GOVERNANCE GOALS

- Implementing the mandatory reporting requirements from the Australian Accounting Standards Board (AASB)
- Publish our next annual Impact Report including assessment of our performance vs our commitments for this financial year
- Continue to transparently share our progress and influence to contribute to the improvement of the Australian fashion industry overall



RESPONSIBLE SOURCING



RESPONSIBLE **SOURCING**

OUR COMMITMENT GOES BEYOND SIMPLY COMPLIANCE.

With women making up 80% of the global garment workforce, responsible sourcing is one of the most effective ways we can create change.

The Sussan Group was among the first global brands to sign the Bangladesh Fire and Safety Accord and the Pakistan Accord, and we continue to support their successor, the Ready Made Sustainability Council (RSC).

For us, responsible sourcing is built on long-term partnerships, many spanning over 25 years. This trust allows us to deliver not only quality products but also safer, fairer workplaces for the people who make them.

We collaborate solely with suppliers who share our values of transparency, respect, and care — recognising their crucial role in generating employment and opportunity within their communities.



BY ESTABLISHING STRONG FOUNDATIONS WITH OUR PARTNERS, WE CAN LEVERAGE OUR INFLUENCE TO BRING ABOUT CHANGE THAT BENEFITS EVERYONE.



RESPONSIBLE **SOURCING**

AUDITS & PERFORMANCE VISIBILITY

Audits are crucial to protecting workers and ensuring fair, safe, and ethical working conditions across our factories. We assess supplier performance against the SA8000 international standard, which defends workers' rights, from banning child and forced labour to ensuring safe workplaces and eliminating discrimination.

To minimise duplication and enable suppliers to focus on improvements, we run a Mutual Recognition Program, accepting selected third-party audits aligned with SA8000 and completed within the past 12 months.

When issues are identified, we don't walk away. We work directly with factories to resolve them and confirm progress. Audit frequency depends on performance: our strongest partners are audited less often, while those with critical issues are re-audited within months. This approach allows us to focus on where the risks are greatest and support the changes workers need most.

Above all, our aim is collaboration, not replacement. We leverage our influence to help factories raise standards, improve systems, and build safer, fairer workplaces.

84 TOTAL SUPPLIERS
654 TOTAL FACTORIES
146 TIER 1 FACTORIES

99%
FACTORIES HAVE AN ELECTED WORKERS REPRESENTATIVE

94%
FACTORIES HAVE A WORKERS GRIEVANCE MECHANISM IN PLACE

100% TIER 1 FACTORIES AUDITED
159 AUDITS COMPLETED

50,586 TOTAL SUPPLY CHAIN WORKERS
529 AVERAGE WORKERS PER SUPPLIER
288 AVERAGE WORKERS PER FACTORY

58% FEMALE FACTORY WORKERS
42% MALE FACTORY WORKERS
35% FEMALE FACTORY MANAGEMENT
65% MALE FACTORY MANAGEMENT



RESPONSIBLE **SOURCING**

TRACEABILITY

FASHION SUPPLY CHAINS ARE COMPLEX, AND OURS IS NO EXCEPTION.

In recent years, we have placed a specific emphasis on building traceability as a key enabler of continuous improvement. This is our ability to trace where every element of the garment has come from; from those who create or grow the raw material that makes up the fabric, to where the fabric is woven, to the companies that provide threads, buttons, dyes and more, right up to the moment the garment is stitched together. It's a complex puzzle, but we are making strong progress.

DURING FY25, WE MAINTAINED 100% TRACEABILITY OF OUR TIER 1 FACTORIES.

84 SUPPLIERS

(10% reduction since FY24)

TIER 1 **100%**

Cut Make Trim (CMT)
Is the end stage of manufacturing

TIER 2 **49%**

Inputs
Stage of production includes wash houses, printing, dyeing, embellishments and embroidery

TIER 3 **66%**

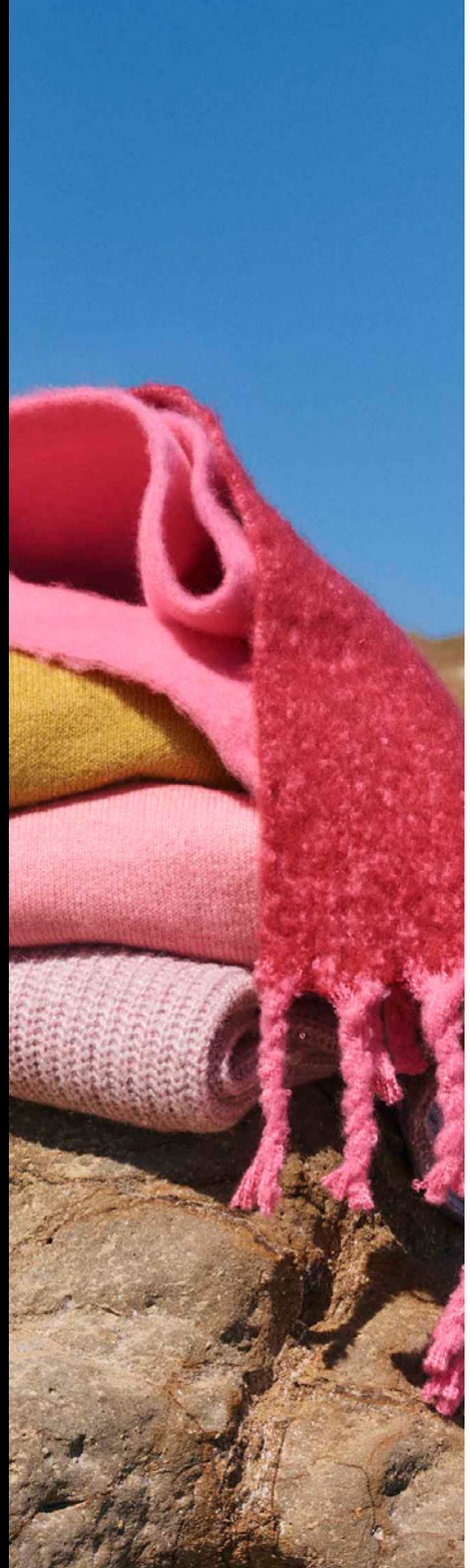
Fabrics/Mills
Facilities and processes where fibres are made into fabrics

TIER 4 **78%**

Raw Materials
All raw materials suppliers including cotton farms

TIER 5 **2%**

Services/Non-Product
Any activity not related to products



RESPONSIBLE SOURCING **OUTCOMES**

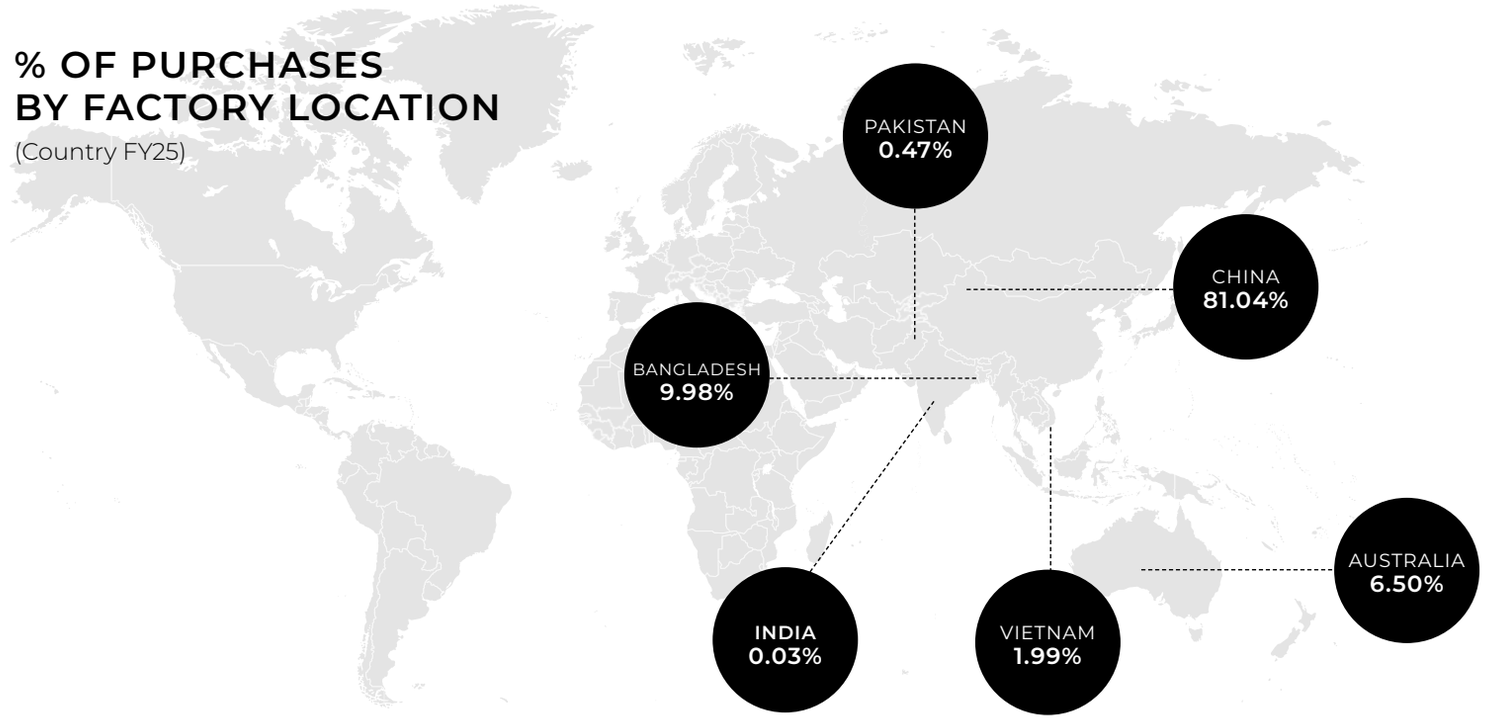
21% OF OUR TOTAL TIER 1 FACTORY COUNT (23/158 FACTORIES) ARE NOW RATED GREEN. WE HAVE 0 RED RATED FACTORIES.

This means that during the audit processes, no critical findings were identified and there were no more than two major findings.

We are working with our suppliers to ensure that Green rated factories maintain this rating during future audits, and that we are actively collaborating with Amber rated factories to address the corrective actions necessarily to allow them to progress into Green rating in future.

% OF PURCHASES BY FACTORY LOCATION

(Country FY25)





LOOKING AHEAD

RESPONSIBLE SOURCING GOALS

◇ Continue to expand traceability and supply chain performance with the following Group targets:

- YR26 Target: **60%**
- YR27 Target: **70%**
- YR28 Target: **80%**

◇ Formalising a best practice scorecard framework to measure performance of our suppliers, including developing incentives for strong performers

◇ Focus on supply chain consolidation using our principle of 'becoming more important to fewer suppliers' while protecting our relationship with long-term suppliers. This approach allows us to drive greater improvements through our supply chain



RECONCILIATION

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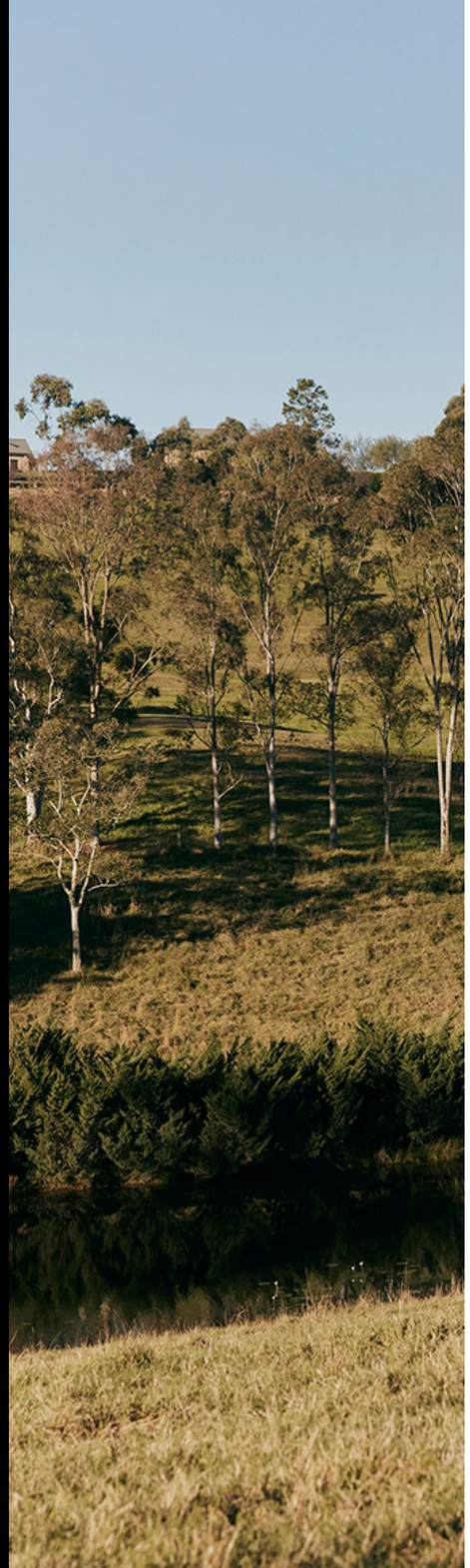


RECONCILIATION

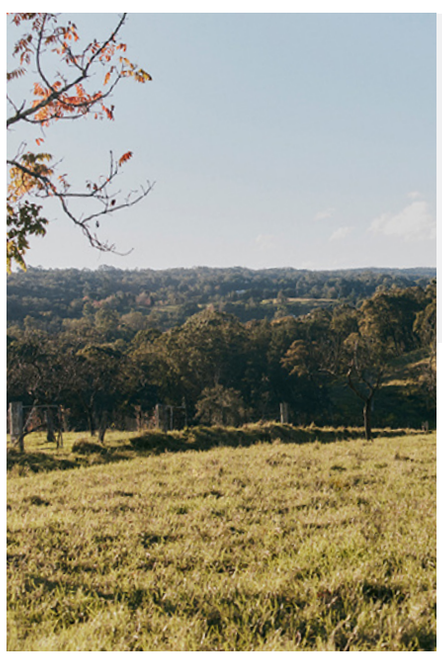
THE SUSSAN GROUP BELIEVES WHOLEHEARTEDLY IN RECONCILIATION

We are committed to acting with deep intention and respect to bridge the gap and create meaningful steps toward a more reconciled, equitable, and just Australia.

Our journey toward reconciliation is walked with sincerity, intentionality, and respect. We are dedicated to creating opportunities, strengthening relationships, and helping to amplify Aboriginal and Torres Strait Islander voices across all aspects of our business and for the benefit of all Australians.

The foundation of strong relationships is respect and trust, and we have been investing in this crucial work since we developed and began delivering our Reflect Reconciliation Action Plan (RAP) in January 2023.

Reconciliation Australia officially endorsed our Innovate RAP in February 2025. This milestone builds on the foundation of our Reflect RAP and sets out our goals for the next two years.



WE ACKNOWLEDGE THAT RECONCILIATION ISN'T SIMPLY SOMETHING THAT WE PLAN AND COMMIT TO ON PAPER. IT HAS TO BE SOMETHING THAT WE ACTIVELY LIVE AND GROW FROM EVERY DAY AS A TEAM AND BUSINESS.

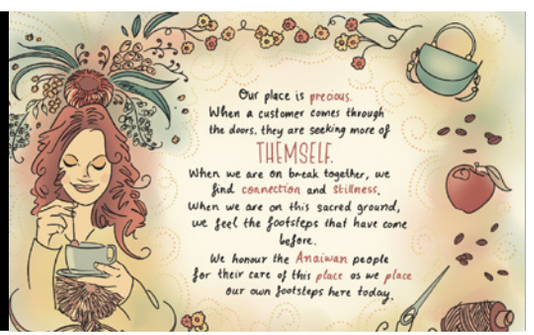
RECONCILIATION **OUTCOMES**

We have grown our Reconciliation Action Plan Ambassador Network to **31 TEAM MEMBERS** across The Sussan Group



We welcomed First Nations representation to our RAP Working Group, from Seona James, Founder and Managing Partner of Indigenous Cultural Connections. Seona is also acting as a trusted advisor to our organisation, providing insight, expertise and lived experience as a proud First Nations woman

Every Sussan, Suzanne Grae and Sportsgirl store now includes a plaque inside staff areas, **featuring the traditional place name of the Aboriginal Country where the store is located.** The plaques feature commissioned artwork by Yamatji, Budimia and Noongar artist, Rhys Paddick



FIRST NATIONS CULTURAL AWARENESS TRAINING has been delivered to **over 5,500** past and current team members



Every Sportsgirl store features Acknowledgement of Country plaques displayed in-store, designed by Shelby Lyons

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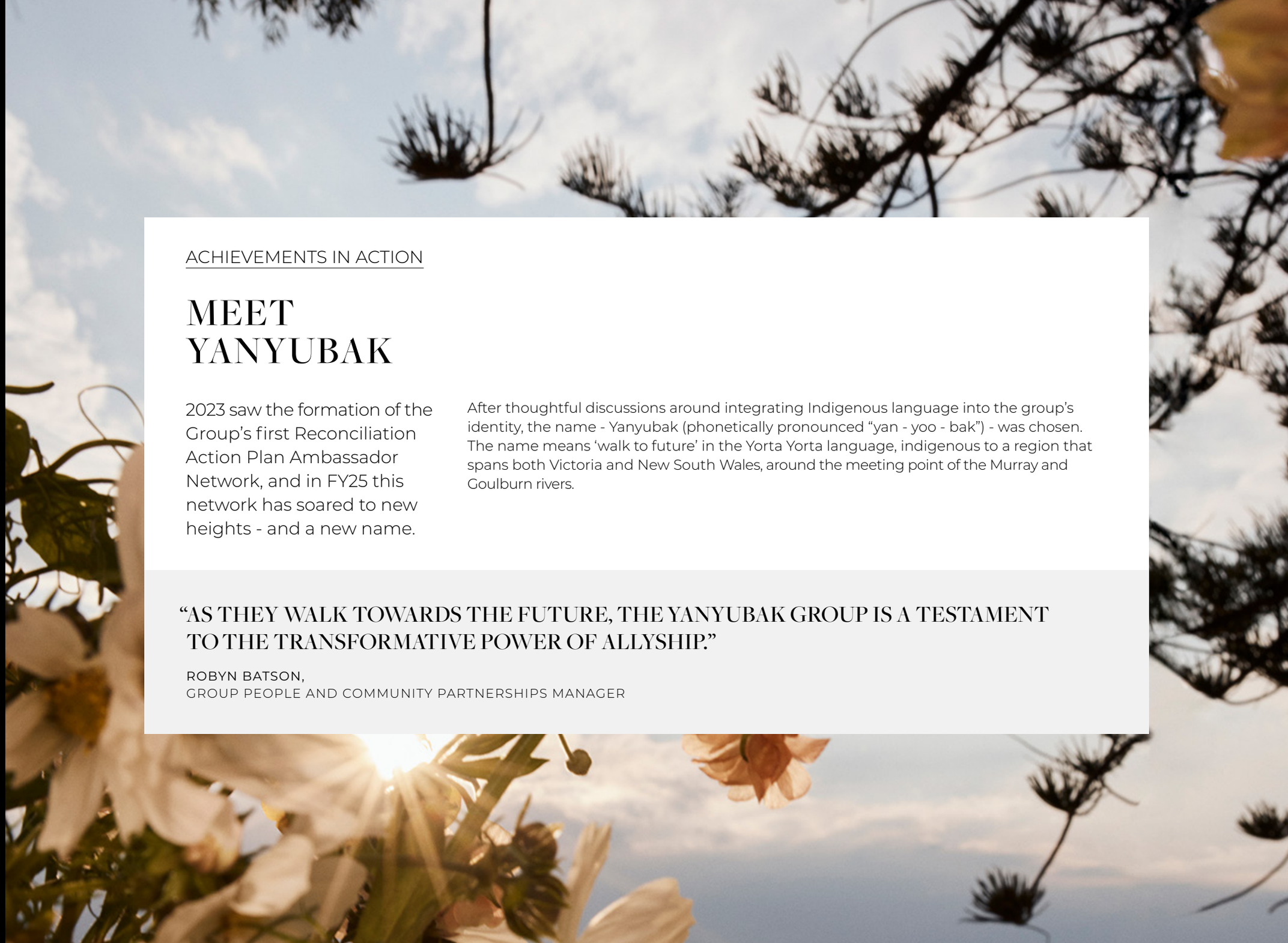

ACHIEVEMENTS IN ACTION

MEET YANYUBAK

2023 saw the formation of the Group's first Reconciliation Action Plan Ambassador Network, and in FY25 this network has soared to new heights - and a new name.

After thoughtful discussions around integrating Indigenous language into the group's identity, the name - Yanyubak (phonetically pronounced "yan - yoo - bak") - was chosen. The name means 'walk to future' in the Yorta Yorta language, indigenous to a region that spans both Victoria and New South Wales, around the meeting point of the Murray and Goulburn rivers.

"AS THEY WALK TOWARDS THE FUTURE, THE YANYUBAK GROUP IS A TESTAMENT TO THE TRANSFORMATIVE POWER OF ALLYSHIP."

ROBYN BATSON,
GROUP PEOPLE AND COMMUNITY PARTNERSHIPS MANAGER



LOOKING AHEAD

RECONCILIATION GOALS

- ◇ Recognising our progress so far by launching our Innovate RAP
- ◇ Rolling out Acknowledgement of Country plaques to our Sussan stores, designed in collaboration with Yorta-Yorta artist Holly McLennan-Brown
- ◇ Recruiting new members to our RAP Committee, Yanyubak



BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE



BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE

We are driven by the fundamental belief that when women rise, we all rise. This is the very heart of our WomenPositive strategy.

As one of Australia's largest employers of women, we are committed to creating a workplace that is diverse, equitable and welcoming — regardless of gender, age, ethnicity, background, sexuality, health status or circumstance.

In many regional communities, our stores are major local employers. We understand the responsibility this carries, especially where discrimination and disadvantage can make people more vulnerable.



THAT'S WHY WE ARE DETERMINED TO PROVIDE MORE THAN JUST JOBS. WE OFFER A STABLE, SUPPORTIVE ENVIRONMENT, RELIABLE EMPLOYMENT, AND OPPORTUNITIES FOR EVERY TEAM MEMBER TO THRIVE.



BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE

WEGA: 2024-2025 REPORTING

The Sussan Group is proud to have once again met all the requirements for the 2024-25 Workplace Gender Equality Act reporting period, supporting over 3,500 women in full-time, part-time, and casual positions, as well as many more through valued suppliers and partners across the supply chain.

99%
OF OUR WORKFORCE IS FEMALE

As a business owned, led and run by women with a 99 percent female workforce, exceeding gender targets is not simply a box-ticking exercise; there is a genuine intention to elevate the careers through learning development and opportunities in the workforce.

While structural industry reporting highlights a gender pay gap, we proudly ensure that men and women in equivalent roles at The Sussan Group receive equal pay. Our unique workforce composition — predominantly women in retail roles — impacts reported figures by comparing a small group of men against all women across the Group.

By championing women's leadership, offering career pathways and support, and creating a workplace where women thrive, we're shaping a future where women's contributions are celebrated at every level.

2024-2025 Report	**Sportsgirl**	**Suzanne Grae** (100% Women Workforce)	**Sussan & The Sussan Group Head Office**
Average (mean) Total Remuneration	12.3%	0%	47%
Median Total Remuneration	12.6%	0%	39.3%
Average (mean) Base Salary	12.3%	0%	44.6%
Median Base Salary	12.8%	0%	37.4%

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BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE

WORKPLACE ENGAGEMENT

In 2025, The Sussan Group conducted the Engagement Survey for the second year, and will continue to complete this on an annual basis.

This approach aims to provide a regular forum for team members to provide valued feedback and ideas on their experience of working at The Sussan Group.

ENGAGEMENT SURVEY DELIVERED IN MARCH 2025, TO ALL HEAD OFFICE TEAM MANAGERS AND BUSINESS MANAGERS

Survey Results Comparison: 2024 vs 2025

95% response rate from those invited to participate

	Engagement	Wellbeing	Progress
2024	**80%**	**74%**	**76%**
2025	**78%**	**71%**	**73%**

THIS DATA HELPS US TO UNDERSTAND, COLLABORATE, AND CONTINUOUSLY IMPROVE.



BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE

IMPROVING INCLUSIVE RECRUITMENT AND NEW PATHWAYS TO EMPLOYMENT

The Sussan Group invests significantly in developing inclusive recruitment practices and collaborating with partners to support new pathways to employment to those within our society who may face disadvantage.



"WE KNOW THAT WOMEN ARE OFTEN THE MOST AFFECTED BY SOCIAL AND WORKPLACE INEQUITY. OUR ONGOING SOCIAL AND ECONOMIC IMPACT IS THEREFORE IMPORTANT. TO SUPPORT THIS, WE CONTINUE TO FOCUS ON OUR DIVERSITY AND INCLUSION STRATEGIES, INCLUDING ENSURING OUR RECRUITMENT PROCESSES ARE INCLUSIVE AND ACCESSIBLE"

ROBYN BATSON,
GROUP PEOPLE AND COMMUNITY PARTNERSHIPS MANAGER

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BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE **OUTCOMES**

In FY25, we piloted a **NEW FIRST NATIONS EMPLOYMENT PATHWAY** The Sussan Group Traineeship program

DISABILITY INCLUSION CONSULTANCY, GET SKILLED ACCESS, delivered training to our People & Development team and reviewed our recruitment processes to improve employment outcomes for people with disabilities

WE SUCCESSFULLY PARTICIPATED IN THE HOMIE ALLIANCE PATHWAY PROGRAM AS A RETAIL PARTNER - connecting participants on this unique training program with on-the-job skills and training at two Melbourne-based Sportsgirl stores





Our People & Development team undertook **specific First Nations Cultural Recruitment training** delivered by local First Nations-owned business, **INDIGENOUS CULTURAL CONNECTIONS**

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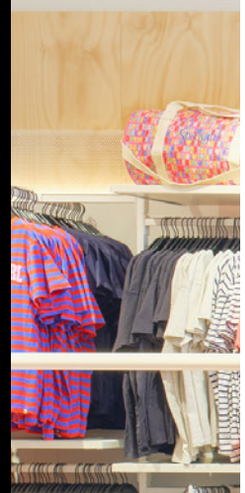
LOOKING AHEAD

BUILDING AN INCLUSIVE WORKFORCE & WORKPLACE GOALS

- ◇ Maintain levels of female representation in senior leadership
- ◇ Continue to nurture and promote women to progress into management positions
- ◇ Deliver the third annual Workplace Engagement survey, expanding to include retail team members





ACHIEVEMENTS IN ACTION

LOWERING BARRIERS TO EMPLOYMENT & EDUCATION

HoMie

As part of our drive to create new, more inclusive pathways into employment, our partnership has continued with Melbourne-based streetwear label and social enterprise, HoMie.

The HoMie Pathway Alliance is a certified education and employment program tailored to young people aged 18-25 who face barriers to employment created by being affected by homelessness or hardship.

During the program, classes are made available from HoMie to help these young people to learn new life skills, preparing them to join the working world as interns in partnering businesses.

We have partnered with HoMie through their Pathway Alliance where young people affected by homelessness or hardship are paid to undertake a Certificate III in Business and are employed part-time at Sportsgirl or another retail partner.

In 2025, we were proud to support three interns through this initiative, and all three graduated from the program with their Certificate III in Business. Two interns are now employed in our Airport West and Carlton stores as casual team members.

We plan to continue our partnership with HoMie for the Pathway Alliance program and increase our support, with three continuing positions available for young people.

"THE PARTNERSHIP WITH THE SUSSAN GROUP HAS BEEN ONE OF THE GREAT HIGHLIGHTS OF OUR YEAR. FROM DAY ONE WE'VE BEEN BLOWN AWAY BY THE CARE, COMPASSION, AND SUPPORT SHOWN BY ALL LEVELS OF THEIR TEAM. MOST IMPORTANTLY, TOGETHER, WE'RE BREAKING THE CYCLE OF HOMELESSNESS. WE'RE HELPING CHANGE THE LIVES OF YOUNG PEOPLE IN A LONG-TERM, MEANINGFUL WAY."

STEPHANIE SAY,
CHIEF EXECUTIVE OFFICER, HOMIE



COMMUNITY & SOCIAL IMPACT



COMMUNITY & SOCIAL IMPACT

COMMUNITY AND CONNECTION IS AT THE HEART OF THE CULTURE OF THE SUSSAN GROUP.

For twenty years, we have focused on building long-term and meaningful partnerships with Australian charities to give back to those communities of which we are part of.

Today, Sussan, Sportsgirl and Suzanne Grae all work with a valued charity partner chosen to reflect the purpose and values of our three retail brands, our team members and customers.

Since 2005, these initiatives have raised over $11.7m AUD for our partners. We also commit to dollar-matching all donations raised through Workplace Giving.

As a WomenPositive business, we chose partners who create tangible and positive impact around the issues that Australian women face - and who work in partnership with women to define how fundraising is used on their behalf.

Breast Cancer Network Australia

AUSTRALIA'S LEADING BREAST CANCER CONSUMER GROUP

Sussan & BCNA
Partners since 2005

headspace

NATIONAL YOUTH MENTAL HEALTH FOUNDATION

Sportsgirl & headspace
Partners since 2020

WOMEN'S COMMUNITY SHELTERS

ENABLING WOMEN TO REBUILD

Suzanne Grae & Women's Community Shelters
Partners since 2022

COMMUNITY & SOCIAL IMPACT
OUTCOMES

THE SUSSAN GROUP'S HERITAGE IN COMMUNITY SUPPORT

$3,500,000
Sussan/Breast Cancer Network Australia

2005 - to date

Breast Cancer Network Australia

$1,878,012
Workplace Giving: $939,006
Matched Donations: $939,006

The Sussan Group 2005 - to date

$225,000
Suzanne Grae/Womens Community Shelters

2022 - to date

$11.7m
TOTAL DONATIONS FROM 2005 - 2024

$500,000
Sportsgirl/headspace

2020 - to date

WOMEN'S COMMUNITY SHELTERS

$3,575,000
Sportsgirl/The Butterfly Foundation

2007 - 2020

headspace

$2,021,988 other charities supported



SUSSAN and BREAST CANCER NETWORK AUSTRALIA

Breast Cancer Network Australia

Since 2005 Sussan has proudly partnered with Breast Cancer Network Australia (BCNA) to ensure every woman affected by breast cancer receives the care and support they deserve.



Together with the help of our customers and team members Sussan has raised over $3.5m over two decades, the collaboration has supported some of BCNA's most significant initiatives.

These include: Funding over 300 BCNA Community Liaisons across Australia, helping deliver tailored support to 18,000+ users of My Journey, developing breast cancer resources in five languages, helping reach 30,000 Australians through the Work & Breast Cancer Hub, sponsoring forums, podcasts, and networks, donating 1000+ pairs of Australian cotton pyjamas to women attending BCNA forums and advocating for underrepresented communities.

Kirsten Pilatti, BCNA's Chief Executive Officer describes the value of this long term partnership as helping to provide financial sustainability to her organisation - allowing the charity to deliver enhanced impact, credibility and leverage, and innovation.

"EVERY DECISION, EVERY PRODUCT, EVERY PROJECT FUNDED, EVERY CONVERSATION CARRIES THE HEARTBEAT OF THOSE AFFECTED BY BREAST CANCER—PROVING THAT WHEN AUTHENTIC CONNECTION DRIVES PARTNERSHIP, IMPACT RIPPLES FAR BEYOND WHAT EITHER ORGANISATION COULD ACHIEVE ALONE."

KIRSTEN PILATTI,
CHIEF EXECUTIVE OFFICER, BREAST CANCER NETWORK AUSTRALIA



SPORTSGIRL and **headspace**

This heartfelt partnership has been foundational to the mission of improving cultural safety, cultural responsiveness, and removing barriers to access headspace services for Aboriginal and Torres Strait Islander young people and their communities.

Sportsgirl's funding has helped support initiatives such as the inaugural Social and Emotional Well-being (SEWB) Youth Model Gathering in 2023, the first of its kind, which aims to bring together thought leaders to listen, learn, and establish strong relationships.

Sportsgirl's partnership with headspace is dedicated to raising vital funds to support the social and emotional wellbeing of First Nations young people.

Young people today face numerous stressors, from school and work to relationships and global concerns like climate change. For Aboriginal and Torres Strait Islander young people, these challenges are compounded by the impacts of racism, intergenerational trauma, and marginalisation, adding significant and often invisible pressures to their lives.

Together, we aim to foster inclusivity, resilience, and hope for the future, with a focus on supporting young Australians from First Nations communities.



"SPORTSGIRL'S CONSISTENT INVESTMENT GIVES US THE FLEXIBILITY TO EXPLORE INNOVATIVE AND CULTURALLY INFORMED APPROACHES TO SUPPORTING FIRST NATIONS YOUNG PEOPLE AND BUILD TRUST AND INCREASE AWARENESS OF OUR SERVICES."

DANIEL KNAPP,
EXECUTIVE DIRECTOR FIRST NATIONS WELLBEING AND ENGAGEMENT
AT headspace



SUZANNE GRAE and WOMENS COMMUNITY SHELTERS

WOMEN'S COMMUNITY SHELTERS

Violence against women and children is a cause close to the hearts of Suzanne Grae team members and customers, which is why we have partnered with Women's Community Shelters (WCS).

WCS is an Australian charity working with local communities to establish crisis accommodation shelters for women and children facing homelessness or domestic and family violence.

The funds raised directly help women and children experiencing homelessness and domestic and family violence.

The collaboration has not only provided immediate relief to women and children in need but also paved the way for a brighter future by ensuring they receive the holistic support necessary to rebuild their lives with dignity and security.



"AS VIOLENCE AGAINST WOMEN CONTINUES TO ESCALATE, THE WORK WCS DO IN PROVIDING ESSENTIAL SAFE HAVENS AND SERVICES FOR WOMEN AND CHILDREN AT RISK OF HOMELESSNESS, DOMESTIC AND FAMILY VIOLENCE IS VITAL, AND A CAUSE WE ARE VERY HONOURED TO SUPPORT."

SUZANNE SCOZZI,
SUZANNE GRAE MANAGING DIRECTOR



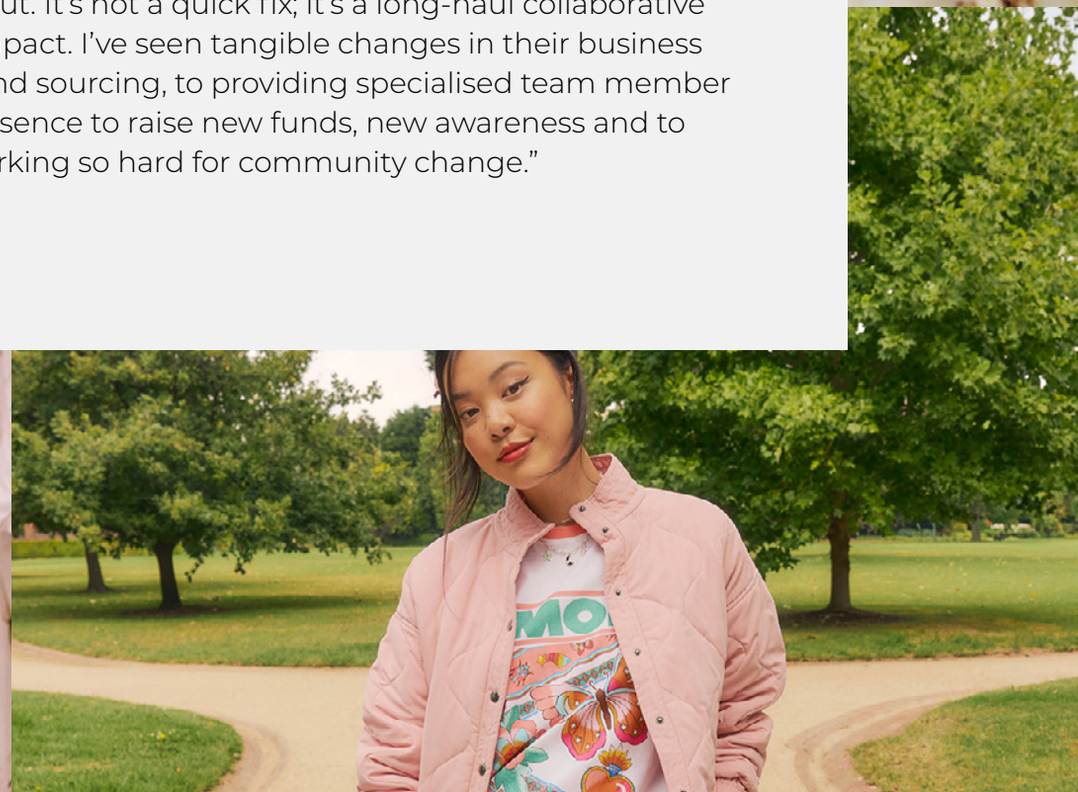


“AFTER TWO DECADES INDEPENDENTLY ADVISING THE SUSSAN GROUP ON THEIR SOCIAL AND COMMUNITY CONTRIBUTION, 3 THINGS STAND OUT FOR ME ABOUT THEIR APPROACH; A WILLINGNESS TO TAKE RISKS, LONGEVITY AND DEPTH OF SUPPORT, AND THIRDLY, MEANINGFUL IMPACT.

It’s not an add on. It’s part of their DNA. They put in the time and effort to be fully informed about the issues and causes their teams feel strongly about. It’s not a quick fix; it’s a long-haul collaborative approach on how and where they can positively impact. I’ve seen tangible changes in their business practices from sizing of clothing, manufacturing and sourcing, to providing specialised team member training. They use their retail grunt and market presence to raise new funds, new awareness and to provide rare program security for organisations working so hard for community change.”

LISA KINGMAN OAM,
Managing Director, SOCIAL GOOD





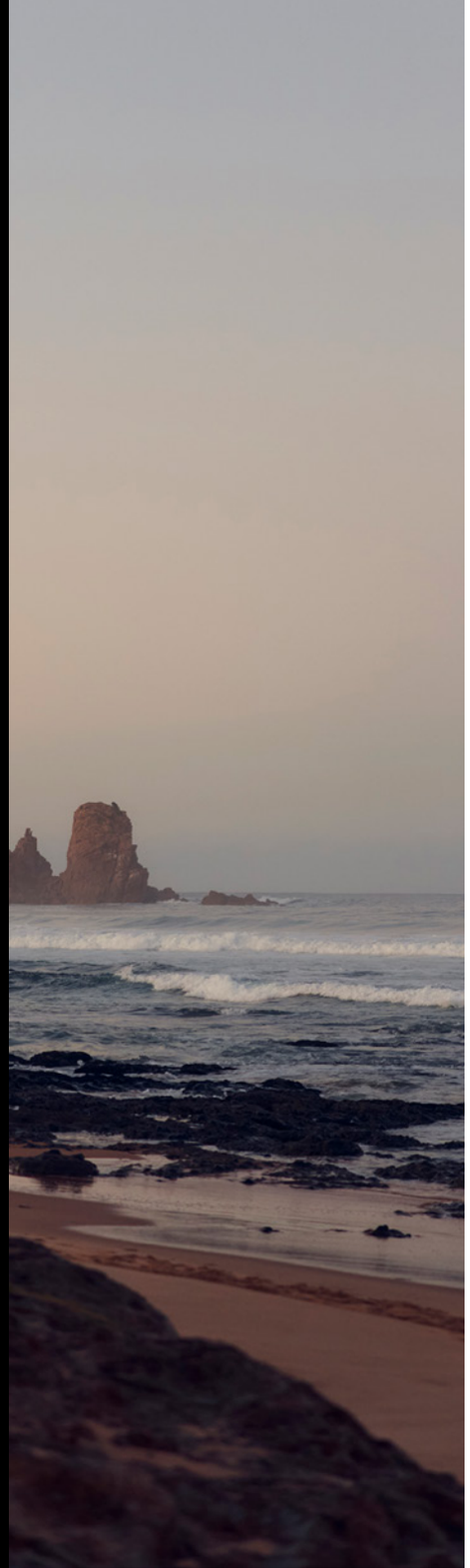
Certified B Corporation



LOOKING AHEAD

COMMUNITY & SOCIAL IMPACT GOALS

- Maintain and deepen our commitment to our primary charity partners.
- Year after year, BCNA's long standing partnership with Sussan grows stronger. We're continuing with our commitment to raise funds to help BCNA reach more women, fund greater support, and championing a future where every Australian affected by breast cancer is seen, heard and has access to the better care and treatment.
- Continuing to raise funds through the sale of our Tote bags for our headspace partnership through Sportsgirl stores and online to support the social and emotional wellbeing of young First nations people.
- Keeping our commitment to raise funds for Women's Community Shelters through the fourth year of our relationship.



THE SUSSAN GROUP **IMPACT REPORT**

THANK YOU FOR TAKING THE TIME TO LEARN MORE ABOUT THE STEPS WE HAVE TAKEN TO IMPROVE OUR BUSINESS THROUGH OUR FIRST IMPACT REPORT.

As a proudly commercial business, we will always be focused on serving the needs of our customers in a way that sets us up to deliver sustained financial security for the Group.

We believe this business imperative does not conflict with the drive to improve our environmental and social impact. In fact, we believe that positive progress regarding people and planet is vital to ensuring our long-term success. We are safeguarding our future by pushing for more responsible solutions, and by committing to improve the welfare of women in our business, across our supply chain and throughout the communities we serve.

Our single-minded focus on helping women create the change they want to see in the world as expressed by our Women Positive philosophy provides a clear and unambiguous north star. It has been proven time and again that when women rise, we all rise. For us that is a clear win-win. This impact report and the actions described within are not our response to regulatory pressure or consumer trends - we do them because they are the right thing to do.

We've always believed that actions speak louder than words, so in the past we avoided sharing our story. However, these challenges can only truly be met with collective resolve and action - so we've come to realise that more transparency is important. If everybody were able to take away just one learning from our approach, or take heart from the challenges we've faced – our work would be justified.

That's why gaining B Corp certification was so important for us. B Corp provided our business, our partners, and our customers with an independent perspective of our progress. But it also meant that we joined a cohort of businesses around the world, who like us are committed to finding new solutions to these vital questions. As we have said throughout this report, B Corp is the beginning of the journey and a commitment to continuous improvement, not a statement of success. We look forward to updating you in next year's Impact Report to share our progress.

Finally, we want to thank the amazing women who have helped us to get this far on this journey. To the leaders at every level of our business who have taken up these challenges, tirelessly applying themselves in pursuit of new skills, new ideas and new solutions. To our partners across the world with whom we work hand in hand, who have joined us in pushing for better. And, of course, to our customers, without whom none of this would be possible.

TOGETHER WE CAN CREATE THE CHANGE WE WANT TO SEE IN OUR INDUSTRY.

REBECCA HARD,
GROUP RETAIL CEO



Sussan, Sportsgirl and Suzanne Grae are part of The Sussan Group which is proud to be a Certified B Corporation™
Learn more at **bcorp.com**