



ESG GO.25  
**CCC GROUP**  
**SUSTAINABILITY**  
**STRATEGY**

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# We take care of our customers by offering sustainable products

## 2025 OBJECTIVES



SUSTAINABLE RAW MATERIALS



**100% of products** with information on materials used and method of production



**100% of product categories** containing sustainable collections\*



Introduction of **transformable** product lines for sale

SUSTAINABLE PACKAGES



**100%** recyclable and recoverable **packaging**



Introduction of **single** cardboard **packaging** in the e-commerce channel

MANAGEMENT OF USED FOOTWEAR



**Second-hand shoes** collection - expansion of the programme to 100% of shops in Poland and abroad

## 2030 AMBITIONS

- ▶ **Maintaining** the provision of transparent information on the composition of all products and how they are produced
- ▶ **More than** 50% of sales revenue comes from sustainable products
- ▶ **Processing of** collected shoes into raw material for production re-use in various industries.

- ▶ **All** products sold by the CCC Group are supplied in packaging with a zero environmental footprint
- ▶ **Extension of the** collection with transformable products
- ▶ **Information** on the carbon and water footprint of sustainable products

\*in 2019 - 15% share of leather from certified LWG tanneries



# We care for the planet by systematically introducing circular solutions and protecting natural resources

## 2025 OBJECTIVES



REDUCTION OF GREENHOUSE GAS EMISSIONS



**-40%** in the range 1+2\*



**-10%** in the range 3\*\*

THE CIRCULAR-CLOSED ECONOMY



Reduction of waste in the CCC Group by **30%** compared to the base year\*\*\*



**Setting** waste reduction targets in the supply chain with main suppliers (tier 1)

PROTECTION OF WATER RESOURCES



**Identify the impact of the** CCC Group and its value chain on water resources and develop a water efficiency management approach for the CCC Group

PROTECTION OF BIODIVERSITY



**Identifying the impact of the** CCC Group and its value chain on biodiversity

## 2030 AMBITIONS

- ▶ **Reduce** Scope 1+2 GHG emissions to -80% from baseline and engage key tier 1 suppliers in the supply chain in reducing emissions
- ▶ **Achieve** Scope 3 GHG emissions of - 40%
- ▶ **Increase** the percentage of production waste in the supply chain going for recycling to a minimum of 40%

- ▶ Water efficiency management **system** in the Group and its value chain (tier 1+2 suppliers) and the reduction targets set in this area
- ▶ **Definition of** biodiversity conservation targets
- ▶ **Carry out** actions to prevent loss of biodiversity

\* relative to 2019 - 65,030.9 MgCO2e | \*\* relative to 2021 | \*\*\* relative to 2019 - 7,591.9 Mg



# We care for our employees by ensuring their equality, safety and diversity

## 2025 OBJECTIVES



PROTECTION  
OF EMPLOYEES' LIFE  
AND HEALTH



**0 accidents** among CCC Group employees\*

DIVERSITY  
WORKERS



Reduction of the Glass Ceiling Ratio (GCR) to **5%**



**100% of** CCC Group employees trained in diversity

EQUAL PAY FOR  
THE SAME WORK



Reduction of the Gender Pay Gap Ratio (GPGR) **to 5%**

## 2030 AMBITIONS

- ▶ **Maintaining** the accident frequency rate at 0
- ▶ **Reduction of** GPGR to 0

- ▶ **Reduction of** GCR to 0
- ▶ **100% of** CCC Group employees trained in diversity

\*compared to 2019 - **5.74** for the Group; percentage reduction in accident frequency rate to 0



# We ensure transparency in our supply chain

## 2025 OBJECTIVES



### RESPONSIBILITY IN THE SUPPLY CHAIN



**100% of** suppliers **covered by the updated** Code of Conduct for Suppliers



Involvement of **Tier 1** providers in the provision of non-financial data



**100% of** high-risk suppliers audited

### ETHICS



**100% of** infringement reports analysed

## 2030 AMBITIONS

- ▶ **Continuously** improving our ethical standards and only working with suppliers only with suppliers who agree with them
- ▶ **System for** collecting non-financial data from tier 1 suppliers
- ▶ **Inclusion of** tier 2 suppliers in the breach notification system
- ▶ **100% of** our suppliers respect human rights and provide their employees with safe working conditions and decent wages
- ▶ **Involvement of** tier 1 suppliers in providing data for Scope 3 calculations

CCC  
GROUP