

ESG GO.25
CCC GROUP
SUSTAINABILITY
STRATEGY



CCC

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





100% recyclable and recoverable packaging



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





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

2030 AMBITIONS

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

- 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



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**





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)



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





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

* relative to 2019 - 65,030.9 MqCO2e | ** relative to 2021 | *** relative to 2019 - 7,591.9 Mq

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

 ► Water efficiency management and the reduction targets set
- 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



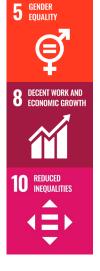
We care for our employees by ensuring their equality, safety and diversity

2025 OBJECTIVES





O accidents among CCC Group employees*







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



100% of CCC Group employees trained in diversity





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

2030 AMBITIONS

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

- ► 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

We ensure transparency in our supply chain

10 REDUCED INEQUALITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2025 OBJECTIVES





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



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



