










Topic	Initiatives	Goals
Fair Labor Human Rights, Wages, Diversity & Gender Equality, Occupational Health & Safety, Ethical Conduct    	<ul style="list-style-type: none"> Publish Code of Conduct and additional Responsible Sourcing Guidelines and make easily accessible on website Update audit framework and roll out to T1 and strategic T2* suppliers Publish key metrics on factory audit findings, including risks identified and remediation efforts Support mutual recognition programs and collaborate with other brands to reduce audit fatigue Conduct a wage analysis for all T1 suppliers Ensure workers in our supply chain have channels to voice concerns, suggestions, or advocate for their rights through Worker Voice programs Support workers and communities in our supply chain, especially in the geographical locations that are most impacted by climate change Internally audit our purchasing practices to ensure we are a fair business partner Develop trainings and resources on social responsibility and sustainability for internal teams 	<ul style="list-style-type: none"> 100% of T1 and strategic T2 suppliers accountable to Allbirds CoC and Responsible Sourcing program “Green” or “Yellow” rating for 100% of T1 and strategic T2 suppliers 100% of T1 suppliers and strategic T2 suppliers have completed Higg FSLM 100% of T1 factory workers have access to Worker Voice programs 100% of Product and Sourcing teams are trained on Responsible Sourcing
Water 	<ul style="list-style-type: none"> Measure water consumption at T1 and strategic T2 Audit how our current supply chain impacts water scarce regions Work with suppliers to identify conservation opportunities and set goals to reduce water consumption 	<ul style="list-style-type: none"> 100% of T1 and strategic T2 suppliers have completed Higg FEM
Chemistry 	<ul style="list-style-type: none"> Create RSL and MRSL across footwear and apparel and roll out to all T1 and T2 suppliers Define chemicals management program, including testing protocol Roll out testing program to T1 and T2 Evaluate certifications and industry initiatives (Bluesign, ZDHC, etc.) Define wastewater quality program and monitor wastewater discharge at T1 and T2 	<ul style="list-style-type: none"> 100% of T1 suppliers in compliance with MRSL and RSL, 100% T2 in compliance with MRSL 100% of apparel products certified to a clean chemistry standard (STANDARD 100 by OEKO-TEX® or higher) 100% of T1 and T2 suppliers in compliance with wastewater discharge permits
Animal Welfare 	<ul style="list-style-type: none"> Formalize Animal Welfare policy that requires: 1) the highest standards for animal welfare, 2) best practices for responsible land management Give preference to suppliers who use progressive animal welfare and land management practices (i.e. regenerative farming techniques) Participate in industry roundtables and initiatives that contribute to best-in-class animal welfare practices 	<ul style="list-style-type: none"> Continue to source 100% of animal-based fiber certified to best-in-class 3rd party standard (e.g, ZQ Merino) 100% of wool from regenerative sources
Traceability & Transparency  	<ul style="list-style-type: none"> Continue mapping full supply chain (T1-T4) Publish factory list and key suppliers on website Hold all suppliers to stringent transparency requirements and publish metrics around transparency on website Formalize third party certification program for all hero materials Continue labeling all Allbirds product with a carbon footprint 	<ul style="list-style-type: none"> Map 100% of T1 through T4 suppliers Disclose 100% of T1 and strategic T2-T4 suppliers on website 100% of hero materials are certified to a third party standard 100% of products labeled with carbon footprint

*T2 = Components, Embellishers, Wet Processing, Fabric Mills, Trims