



KMD BRANDS

**GRI & SASB Index
2024**

KMD

GRI Index

Statement of Use: KMD Brands Limited has reported the information cited in this GRI content index for the financial year 1 August 2023 to 31 July 2024 with reference to the GRI Standards.

The 2024 reporting suite referenced in this GRI Index can be accessed by visiting:

kmdbrands.com/reports

Contact point: companysecretary@kmdbrands.com

Published: 25 September 2024

GRI REF	DESCRIPTION	DOCUMENT	REFERENCE	PAGE #
THE ORGANISATION AND ITS REPORTING PRACTICES				
2-1	Organisational details	Annual Integrated Report	Overview – Our group, Our brands, Global footprint Additional Disclosures – Directory	P. 1-7 P. 119
2-2	Entities included in the organisation's sustainability reporting	Annual Integrated Report	Overview – About KMD Brands Financial Report – Section 5: Group Structure	P. 1 P. 100
2-3	Reporting period, frequency and contact point	Annual Integrated Report	Refer to statement of use above	
2-4	Restatements of information	Annual Integrated Report	Creating Value – Our environment	P. 55
2-5	External assurance	Annual Integrated Report	Overview – About this report	P. Inside cover
ACTIVITIES AND WORKERS				
2-6	Activities, value chain and other business relationships	Annual Integrated Report	Creating Value – How we create value Financial Report – Section 1: Basis of Preparation	P. 26-27 P. 66-67
2-7	Employees	GRI & SASB Index	Tables 1 and 2	P. 5
2-8	Workers who are not employees		Information unavailable/incomplete	
GOVERNANCE				
2-9	Governance structure and composition	Annual Integrated Report Corporate Governance Statement	Overview – Our board and executive team Principle 2	P. 12-13 P. 2-3
2-10	Nomination and selection of the highest governance body	Corporate Governance Statement	Principle 2	P. 3
2-11	Chair of the highest governance body	Corporate Governance Statement	Principle 2	P. 3
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Integrated Report Annual Integrated Report Corporate Governance Statement	Overview – Our board and executive team Creating Value – Materiality approach Principle 3	P. 12-13 P. 22 P. 6-7
2-13	Delegation of responsibility for managing impacts	Corporate Governance Statement	Principle 2	P. 2-3
2-14	Role of the highest governance body in sustainability reporting	Annual Integrated Report	Creating Value – Our material issues	P. 24-25
2-15	Conflicts of interest	Corporate Governance Statement	Principle 1	P. 1
2-16	Communication of critical concerns	Corporate Governance Statement	Principle 1	P. 2
2-17	Collective knowledge of the highest governance body	Corporate Governance Statement	Principle 2	P. 4
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Statement	Principle 2	P. 5
2-19	Remuneration policies	Corporate Governance Statement	Principle 5	P. 9
2-20	Process to determine remuneration	Corporate Governance Statement	Principle 5	P. 9-11
2-21	Annual total compensation ratio	Corporate Governance Statement	Principle 5	P. 11

KMD BRANDS

GRI REF	DESCRIPTION	DOCUMENT	REFERENCE	PAGE #
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement on sustainable development strategy	Annual Integrated Report	Creating Value – Our strategy	P. 18 -21
2-23	Policy commitments	Annual Integrated Report	Overview – Governance at KMD Brands	P. 14
2-24	Embedding policy commitments	Annual Integrated Report	Overview – Governance at KMD Brands	P. 14
2-25	Processes to remediate negative impacts	Annual Integrated Report	Creating Value – Our partnerships	P. 42
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance Statement	Principle 1	P. 2
2-27	Compliance with laws and regulations	Annual Integrated Report	Creating Value – Our funding	P. 57
2-28	Membership associations	Annual Integrated Report	Creating Value – Our partnerships Additional Disclosures - Our partners	P. 45-46 P. 120 - 127
STAKEHOLDER ENGAGEMENT				
2-29	Approach to stakeholder engagement	Annual Integrated Report	Creating Value – Materiality approach	P. 22
2-30	Collective bargaining agreements			N/A
MATERIAL TOPICS				
3-1	Process to determine material topics	Annual Integrated Report	Creating Value – Materiality approach	P. 22
3-2	List of material topics	Annual Integrated Report	Creating Value – Our material issues	P. 24-25
3-3	Management of material topics	Annual Integrated Report	Refer to sections referenced within each material topic index	
GRI 205: ANTI-CORRUPTION				
GRI 3	3-3 Management of material topics	Corporate Governance Statement	Principle 1	P. 1
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance Statement	Principle 1	P. 1
GRI 306: WASTE				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our environment Creating Value – Our creative power	P. 48-55 P. 28-31
306-1	Waste generation and significant waste-related impacts for the organisation	Annual Integrated Report	Creating Value – Our environment	P. 53
306-2	Management of significant waste-related impacts	Annual Integrated Report	Creating Value – Our creative power Creating Value – Our environment	P. 31 P. 53
306-3	Waste generated	Annual Integrated Report	Creating Value – Our environment	P. 55
306-4	Waste diverted from disposal	Annual Integrated Report	Creating Value – Our environment	P. 55
306-5	Waste directed to disposal	Annual Integrated Report	Creating Value – Our environment	P. 55
GRI 308: SUPPLIER ENVIRONMENTAL ASSESMENT				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our environment	P. 48-55
308-1	New suppliers that were screened using environmental criteria	Annual Integrated Report	Creating Value – Our environment	P. 52

GRI REF	DESCRIPTION	DOCUMENT	REFERENCE	PAGE #
308-2	Negative environmental impacts in the supply chain and actions taken	Annual Integrated Report	Creating Value – Our environment	P. 52
GRI 401: EMPLOYMENT				
GRI 3	3-3 Management of material topics	GRI & SASB Index	Tables 1-5	P. 5-7
401-1	New employee hires and employee turn over	GRI & SASB Index	Tables 1-3 – Employee Data	P. 5-6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI & SASB Index	Table 4 – Employee Benefits	P. 6
401-3	Parental leave	GRI & SASB Index	Table 5 – Parental Leave	P. 7
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our people	P. 36-41
403-1	Occupational health and safety management system	Annual Integrated Report	Creating Value – Our people	P. 40
403-2	Hazard identification, risk assessment, and incident investigation	Annual Integrated Report	Creating Value – Our people	P. 40
403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Integrated Report	Creating Value – Our people	P. 40
403-5	Worker training on occupational health and safety	Annual Integrated Report	Creating Value – Our people	P. 40
403-6	Promotion of worker health	Annual Integrated Report	Creating Value – Our people	P. 40
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Integrated Report	Creating Value – Our people	P. 40
403-9	Work related injuries	Annual Integrated Report	Creating Value – Our people	P. 40
403-10	Work related ill health	Annual Integrated Report	Creating Value – Our people	P. 40
GRI 404: TRAINING AND EDUCATION				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our people	P. 36-41
404-1	Average hours of training per year per employee	Annual Integrated Report	Creating Value – Our people	P. 36
404-2	Programmes for upgrading employee skills and transition assistance programmes	Annual Integrated Report	Creating Value – Our people	P. 36
404-3	Percentage of employees receiving regular performance and career development reviews	Annual Integrated Report	Creating Value – Our people	P. 38

KMD BRANDS

GRI REF	DESCRIPTION	DOCUMENT	REFERENCE	PAGE #
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our people	P. 36-41
405-1	Diversity of governance bodies and employees	Annual Integrated Report	Creating Value – Our people	P. 39
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our partnerships	P. 42-48
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Integrated Report	Creating Value – Our partnerships	P. 44
GRI 408: CHILD LABOUR				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our partnerships	P. 42-48
408-1	Operations and suppliers at significant risk for incidents of child labour	Annual Integrated Report	Creating Value – Our partnerships	P. 44
GRI 409: FORCED OR COMPULSORY LABOUR				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our partnerships	P. 42-48
409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour	Annual Integrated Report	Creating Value – Our partnerships	P. 44
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our partnerships	P. 42-48
414-1	New suppliers that were screened using social criteria	Annual Integrated Report	Creating Value – Our partnerships	P. 44
414-2	Negative social impacts in the supply chain and actions taken	Annual Integrated Report	Creating Value – Our partnerships	P. 44
GRI 416: CUSTOMER HEALTH AND SAFETY				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our people	P. 36-41
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	Annual Integrated Report	Creating Value – Our people	P. 40
GRI 418: CUSTOMER PRIVACY				
GRI 3	3-3 Management of material topics	Annual Integrated Report	Creating Value – Our people	P. 36-41
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Integrated Report	Creating Value – Our people	P. 40

TABLE 1: EMPLOYEE DATA BY REGION

	AUS	NZ	THAI	USA	EUR	OTHER	TOTAL
TOTAL	2,756	621	437	396	286	192	4,688
BY EMPLOYMENT TYPE							
Full-time	695	299	437	187	241	182	2,041
Part-time	354	261	0	209	43	9	876
Casual	1,707	61	0	0	2	1	1,771
BY CONTRACT TYPE							
Permanent	1,041	557	437	370	215	172	2,792
Temporary	8	3	0	26	69	19	125
Non-guaranteed hours	1,707	61	0	0	2	1	1,771
GENDER							
Female	1,784	398	339	220	158	86	2,985
Male	955	218	98	176	128	106	1,681
Other	17	5	0	0	0	0	22
NEW HIRES							
Number	1,424	276	24	253	123	58	2,158
Rate	51%	43%	5%	61%	44%	30%	45%
TURNOVER							
Number	1,398	303	28	296	114	32	2,171
Rate	50%	47%	6%	72%	41%	17%	46%

TABLE 2: EMPLOYEE DATA BY GENDER

	FEMALE	MALE	OTHER	UNDISCLOSED	TOTAL
TOTAL	2,985	1,681	7	15	4,688
BY EMPLOYMENT TYPE					
Full-time	1,239	795	3	4	2,041
Part-time	591	281	0	4	876
Casual	1,155	605	4	7	1,771
BY CONTRACT TYPE					
Permanent	1,747	1,034	3	8	2,792
Temporary	83	42	0	0	125
Non-guaranteed hours	1,155	605	4	7	1,771
NEW HIRES					
Number	1,360	787	6	5	2,158
Rate	45%	46%	73%	73%	45%
TURNOVER					
Number	1,359	795	6	11	2,171
Rate	45%	46%	113%	113%	46%

KMD BRANDS

TABLE 3: EMPLOYEE DATA BY AGE

	<30	30-50	50+	TOTAL
TOTAL	2,674	1,648	366	4,688
BY EMPLOYMENT TYPE				
Full-time	641	1,174	226	2,041
Part-time	558	238	80	876
Casual	1,475	236	60	1,771
BY CONTRACT TYPE				
Permanent	1,101	1,388	303	2,792
Temporary	98	24	3	125
Non-guaranteed hours	1,475	236	60	1,771
BY LEVEL (%)				
Group Executive	0%	78%	22%	100%
Brand Executive	0%	67%	33%	100%
Management	25%	61%	13%	100%
Non-Management	62%	31%	7%	100%
NEW HIRES				
Number	1,710	381	67	2,158
Rate	62%	23%	19%	45%
TURNOVER				
Number	1,620	452	99	2,171
Rate	59%	27%	28%	46%

TABLE 4: EMPLOYMENT BENEFITS PROVIDED TO PERMANENT EMPLOYEES BUT NOT PROVIDED TO CASUAL EMPLOYEES

BENEFIT TYPE	BRAND / REGION BENEFIT APPLICABLE TO
Life insurance	KMD Brands - NZ head office, North America Kathmandu - NZ head office, DC & Store Managers Rip Curl - North America OBOZ - \$10,000 per employee
Health care/Insurance	KMD Brands - NZ head office, North America Kathmandu - NZ head office, DC & Store Managers Rip Curl - North America, Indonesia & Brazil employees OBOZ - 100% for medical, dental and vision care for employees & 50% for dependents
Disability and invalidity coverage	KMD Brands, Rip Curl - Europe, USA & Indonesia employees OBOZ - Short-term disability cover
Parental leave	All Brands - As per Government requirements KMD Brands, Kathmandu, Rip Curl, Ozmosis - Australia, New Zealand, 14 weeks paid primary carers leave, 2 weeks leave for the partner of a primary carer
Retirement provision	KMD Brands, Kathmandu, Rip Curl - As per Government requirements OBOZ - Company-sponsored 401(k) Plan offered to eligible employees
Others - to eligible employees	KMD Brands, Kathmandu, Rip Curl - Product allowance & discounts, Flu vaccine, EAP, Super salary sacrifice option, phone/car allowances Rip Curl - rice allowance (Onsmooth), social security OBOZ - product allowance & discounts, EAP, up to 16 hours paid time off for volunteering

TABLE 5: PARENTAL LEAVE

	FEMALE	MALE	OTHER	UNDISCLOSED	TOTAL
Number of employees by gender who were entitled to parental leave	2,023	1,095	4	8	3,130
Number of employees by gender who took parental leave	70	16	0	0	86
Number of employees who returned to work after parental leave ended by gender	41	11	0	0	52
Number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work by gender	37	2	0	0	39
Retention rate of employees who returned to work after parental leave ended by gender	47%	67%	N/A	N/A	48%

We have updated our retention rate calculation methodology therefore figure not directly comparable to prior year

Sustainability Accounting Standards Board (SASB) Index

SASB is an independent standards-setting organisation that promotes disclosure of material sustainability information by companies to their investors. The index below refers to relevant indicators from the following SASB Standards; Consumer Goods Sector - Apparel, Accessories & Footwear [CG-AA], Multiline and Specialty Retailers and Distributors [CG-MR], and E-Commerce [CG-EC]. References and hyperlinks provided are to sections within this Report, or to information available on our websites.

The 2024 reporting suite referenced in this SASB Index can be accessed by visiting:

kmdbrands.com/reports

TOPIC	ACCOUNTING METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	RESPONSE / REFERENCE
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	Discussion and Analysis	n/a	We maintain compliance and manage risks associated with chemicals in our products through our Restricted Substances lists. Please refer to links below.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2 CG-MR-410a.2	Discussion and Analysis	n/a	https://files.kathmandu.co.nz/pdf/reports-policies/kathmandu_rsl_2023_for_website.pdf https://www.ripcurl.com/media/productattachments/0/160/Rip_Curl_Restricted_Substances_List-02-09-2022_online.pdf https://obozfootwear.com/en-gb/oboz_chemical_policy_2022
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	CG-AA-430a.1	Quantitative	Percentage (%)	100% of KMD Brands tier 1 suppliers and 58% of traced suppliers beyond tier 1 are accountable to our Code of Conduct. This Code of Conduct includes requirements around environmental compliance including wastewater permits or industry standards, and an expectation for suppliers to incorporate environmentally responsible practices. A copy of the KMD Brands Supplier Code of Conduct is available at: https://www.kmdbrands.com/communities
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	Quantitative	Percentage (%)	34% of Tier 1 supplier facilities completed verified Higg FEM2023. 43% of traced Tier 2 supplier facilities completed verified Higg FEM2023. These assessments cover a significant percentage of our total spend with suppliers.
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	Quantitative	Percentage (%)	100% of Tier 1 supplier facilities and 33% of Tier 2 supplier facilities have been audited to the KMD Brands Code of Conduct. 99% of audits were conducted by a third-party auditor.
	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	Quantitative	Rate	In FY24, 8 suppliers were identified as having priority non-conformances. Corrective action plans were agreed upon with 100% of suppliers. See also page 44 of our FY24 Annual Integrated Report.
	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	Discussion and Analysis	n/a	Modern slavery, labour, health and safety risks are described in our 2024 Modern Slavery Statement.
Raw Material Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risk and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	CG-AA-440a.3	Discussion and Analysis	n/a	Environmental and social risks, at the raw materials level, are assessed within the existing Code of Conduct only when such suppliers are fully vertical and also manufacture the final product. These risks are discussed in the following sections of the Annual Integrated Report: Creating Value – Our partnerships (P. 42-48) Creating Value – Our environment (P. 48-55) Please refer also to the 2024 KMD Brands Modern Slavery Statement.
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	CG-AA-440a.4	Quantitative	Metric tons (t)	The amount of priority raw materials, by brand, certified to a third-party environmental and/or social standard, is reported in the Creating Value – Our environment section of our FY24 Annual Integrated Report (P. 48-55).

TOPIC	ACCOUNTING METRIC	SASB CODE	CATEGORY	UNIT OF MEASURE	RESPONSE / REFERENCE
Data Privacy & Advertising Standards	Number of users whose information is used for secondary purposes	CG-EC-220a.1	Quantitative	Number	KMD Brands refrains from using consumer personal information without consent for purposes that do not align with our established Privacy Policies/Statements.
	Description of policies and practices relating to behavioral advertising and user privacy.	CG-EC-220a.2	Discussion and Analysis	n/a	https://help.kathmandu.co.nz/support/solutions/articles/51000164408 https://www.ripcurl.com/au/policies/privacy https://obozfootwear.com/en-us/privacy-policy
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1 CG-EC-230a.1	Discussion and Analysis	n/a	Refer to Creating Value – Our people (P. 36-41) of our FY24 Annual Integrated Report.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CG-MR-230a.2 CG-EC-230a.2	Quantitative	Number, Percentage (%)	Refer to Creating Value – Our people (P. 36-41) of our FY24 Annual Integrated Report.
Labour Practices	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2 CG-EC-330a.2	Quantitative	Rate	Our total turnover rate is 46% for FY24. Please refer to Table 1-3 of this GRI / SASB Index for more information.
Product Packaging & Distribution	Discussion of strategies to reduce the environmental impact of product delivery	CG-EC-410a.2	Discussion and Analysis	n/a	Refer to Creating Value – Our environment (P48-55) of our FY24 Annual Integrated Report.
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1.	CG-AA-000.A	Quantitative	Number	KMD Brands has 149 Tier 1 suppliers and 158 traced Tier 2 suppliers as at 31 July 2024. We are working to trace and publish the input suppliers of our strategic Tier 1 suppliers in future reporting periods.
	Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Quantitative	Number	Refer to Overview – Global footprint for a map and number of locations by country (P. 6-7) of our FY24 Annual Integrated Report.


Kathmandu®

Obōz


RIPCURL

KMD
BRANDS

KMDBrands.com