

PRODUCT | CREATE FUTURE-FIT APPAREL

75% OF MAS REVENUE THROUGH SUSTAINABLE PRODUCTS

	TEXTILE-TO-TEXTILE CIRCULARITY	Invest in and partner textile-to-textile recycling efforts across fibre types to scale circularity.	• 30% of polyester buy to be textile-to-textile recycled. • 20% of nylon buy to be textile-to-textile recycled. • 15% of cotton buy to be textile-to-textile recycled.
	MATERIALS OF THE FUTURE	Scale up materials made from non-finite resources, comparable in feel & performance.	• >5% of total material buy to be Materials of the Future. • Launch 5 or more Materials of the Future programs.
	NATURAL FIBRES	Increase use of natural fibres sourced through regenerative or equivalent business models.	• 80% of cotton to be regen cotton or similar standard.

LIVES | BUILD RESILIENT LIVES

	FAIR CARE RESPONSIBILITY	Enable an equal playing field for women by addressing their disproportionate care responsibility.	• Establish policy, infrastructure and systems covering both child and elder care to empower our workforce.
	WELLBEING	Create a workplace that supports healthy, holistic lifestyles and enables a living wage for employees.	• Every employee to have access to required enablers and resources to foster physical and mental wellbeing. • Create sustainable livelihoods for all employees, by enabling a living wage by 2033.
	DIVERSITY, EQUITY & INCLUSION	Build a culture where all employees feel that they belong and are offered opportunities to flourish in work and in life.	• 35% women in management positions. • Fully accessible infrastructure in all locations, to support employees with disabilities.
	COMMUNITY	Be an enabler for positive impact within our communities through education, infrastructure and adaptation.	• All locations to have climate adaptation programs focused on education, infrastructure & nature-based approaches. • Sustainability education programmes established in all regions we operate in.

PLANET | REGENERATE OUR WORLD

	CLIMATE & EMISSIONS	Reduce absolute greenhouse gases across our operations and value chain.	• Reduce our Scope 1 & 2 emissions footprint by 80% over a 2019 baseline by 2030, leading to Net Zero by 2048. • Influence our value chain to reduce our Scope 3 footprint by 46.2%.
	CIRCULAR WASTE MANAGEMENT	Maximize value enhancement and circularity of non-hazardous waste.	• Achieve 100% value enhancement of all non-hazardous waste. • Route 30% of raw material waste to form feedstock for circular solutions.
	RESPONSIBLE CHEMISTRY	Eliminate harmful substances and promote responsible use of chemicals.	• All wet processing facilities to align to the highest compliance standard available. • 90% of our raw material buy validated through the highest chemical certification.
	WATER STEWARDSHIP	Strengthen the availability of water in our value chain while supporting our communities to reach water positivity.	• Drive 20% water intensity reduction with owned wet-processing facilities & strategic raw material suppliers.
	ECOSYSTEM REGENERATION	Restore and revitalise ecosystems accounting for 100 times the space we occupy.	• 1:100 biodiversity restoration based on 2025 footprint baseline. • Measure, set and disclose Science Based targets for Nature for our operations and value chain.