



KISS

Keep it Simple Sustainably

1 Water Saving 2008

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3 Give Back 40

KISS Initiative #1 [Year 2]

Water Saving 2008

A competition to drive water savings

Sustainable Living Fabrics prides itself on its Corporate Social Responsibility Program. Its environmental and corporate governance programs set industry benchmarks. The KISS Program aims to extend CSR principle beyond the company.

The first KISS Initiative, the **Water Saving Competition** was introduced in March 2007. It resulted in average water savings across employee households of 28% for the twelve months from April 2007 to March 2008. This is more than double the 13% savings Sydney Water customers have made since mandatory water restrictions were introduced in 2003. KISS was recently extended to social responsibility through the **Give Back 40** program and to energy through the **Turn it Off Now** competition. The competition now enters its second year and with experience gained, the rules for **Water Saving 2008** have been simplified.

Water Saving 2008 offers a prize pool of \$1800. Every six months, \$500 will be given to the employee whose household has saved the highest percentage of water relative to the same period in the previous year. \$150 will be given to the runner up.

It could be challenging for those who worked hard in 2007 to continue to reduce their water usage significantly. In recognition of this, an additional prize of \$150 will be given each six months to the employee who participated in 2007 and who achieves the greatest percentage water savings for the relevant period in 2007 and 2008 combined. If this employee is also the **Water Saving 2008** winner for the current period alone, the total prize will be \$650.

To participate in **Water Saving 2008**, employees must submit to the KISS Program Manager, the latest water account received during the period to 31 March 2008 and thereafter all accounts covering each six months period. The whole account including indications of usage for the corresponding periods the previous year must be submitted. The first six months for calculating savings will be taken from the date of the first eligible account. To put households on an equal footing, savings will be calculated on a percentage basis. The winner for each period will be determined when the six months is completed for every employee.

Employees are encouraged to share with other employees their

ideas on reducing water use and to share the **Water Saving 2008** initiative with 'outsiders' - family, friends and clients. An additional \$100 will be available each six months to be given to the employee who successfully shares the **Water Saving 2008** initiative beyond the employee's household and through this achieves the greatest overall savings. All water accounts from 'outsiders' covering the relevant period must be submitted with the employee's last water account for the period.

The designated KISS Program Manager for **Water Saving 2008** is Ursula Bates.



KISS Initiative #2

Turn It Off Now

A competition to drive energy savings

Sustainable Living Fabrics prides itself on its Corporate Social Responsibility Program. Its environmental and corporate governance programs set industry benchmarks and its first KISS Initiative, the Water Saving Competition resulted in average water saving across employee households of 28% for the twelve months from April 2007 to March 2008. KISS now covers social responsibility through the Give Back 40 program and embraces energy through the Turn it Off Now competition.

Inspired by Earth Hour in which the company and employees have chosen to participate each year, Turn it Off Now aims to encourage employees to save energy in the home by turning off lights and appliances when not in use. Acknowledging that electricity from coal fired power stations adversely impacts on greenhouse gas emissions, the competition is restricted to electricity use.

Turn it Off Now offers a prize pool of \$1500 per year. Every six months, \$500 will be given to the employee whose household has made the biggest percentage saving in electricity use relative to the same period in the previous

year. \$150 will be given to the runner up.

To participate, employees must submit to the KISS Program Manager, the latest electricity account from their service provider received during the period to 31 March 2008 and thereafter accounts relating to each six monthly period. The whole account including indications of usage for the corresponding periods the previous year must be submitted.

In calculating use, energy use from renewable sources will be discounted by 50%.

The six monthly periods for calculating percentage savings will start from the date of the initial account received. The winner will be determined when the six months is completed for each employee.

Employees are encouraged to share their ideas on reducing electricity use and with 'outsiders' - family, friends and clients. An additional \$100 will be available each six months to be given to the employee who successfully shares the Turn it Off Now initiative beyond the employee's household and through this

achieves the greatest overall savings. All electricity accounts from 'outsiders' covering the relevant period must be submitted with the employee's last electricity account for the period.

The designated KISS Program Manager for Turn it Off Now 2008 is Ursula Bates.



KISS Initiative #3



Give Back 40

An Employee Volunteer Program

Sustainable Living Fabrics prides itself on its Corporate Social Responsibility Program. Its environmental and corporate governance programs set industry benchmarks and its KISS Program, focussing on water and energy conservation takes environmental initiatives into the homes of employees. Give Back 40 extends KISS to the social responsibility arena.

Give Back 40 offers employees the opportunity to give back 40 hours to the community each year on full pay during office hours.

Every one of us has skills and talent that can extend outside work and home to make the world a better place for everyone by volunteering with an appropriate not for profit or charitable organisation. Not every one of us has the time to do this outside working hours. **Give Back 40** changes this.

Give Back 40 is not a cheque book philanthropic program but one that facilitates opportunities for employees to contribute their time and skills, in a tangible way, to improve the lives of the disadvantaged. Acknowledging that world poverty is linked to climate change, through **Give Back 40** employees also can

volunteer with not for profit organisations working for the environment.

Give Back 40 extends to volunteering with not for profit organisations with legitimate programs working to improve human rights. Human rights is a core component of the company's Corporate Social Responsibility Program which addresses human rights issues right along its complex supply chains. The company has formally committed to the UN Global Compact and is a member of UNAF, an organisation working to promote and support the goals of the United Nations. It is supporting the current World Vision 'Don't Trade Lives' campaign. **Give Back 40** offers all employees the opportunity to become involved in working to protect the right of every individual to equal opportunity and to live in a community free from adverse social impacts.

Every employee working 20 hours or more per week may take 40 hours **Give Back 40** leave on full pay every calendar year. This is taken as full days or half days on a regular basis or in one block. Every employee is encouraged to participate in this initiative.

Give Back 40 volunteer work

must be approved by the Director for CSR and the employee must honour the commitment it makes to the organisation involved and give regular reports to the company, enabling them to share their contributions and the work of their selected program with other employees and stakeholders.

The company undertakes to post an annual report on **Give Back 40** activities on the company website.

The designated KISS Program Manager for **Give Back 40 2008** is Emily Jones, Director of CSR and Sales.

sustainable living
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