



KOKORO
ZEN WEAR™

Table of Content

Introduction	1
Sustainability Commitment & Continuous Improvement	15
Green Public Procurement	15
Decent Work Policy	15
Conclusion: Connecting Companies, People & The Planet	16
Company Information	17

Introduction



Sustainability is a societal goal with three pillars: the environmental, economic and social dimensions. Kokoro Zenwear is committed to integrating these sustainability principles into business decision-making and applying good environmental and social practices, in alignment with the United Nations Sustainable Development Goals.

History

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

The SDGs build on decades of work by countries and the UN, including the UN Department of Economic and Social Affairs

In June 1992, at the Earth Summit in Rio de Janeiro, Brazil, more than 178 countries adopted Agenda 21, a comprehensive plan of action to build a global partnership for sustainable development to improve human lives and protect the environment.

United Nations

Our Commitment to Sustainable Development Goals



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
-------------------------------	------------------	---------------------------



No Poverty

Kokoro production requires bamboo sourced from China, where work opportunities are scarce. Our harvesting needs meet the needs of the local people in rural communities and give them employment.

We have a designated Decent Work Policy in alignment with EUROFOUND Decent Work Policy and International Labour Organisation (ILO). We are establishing supplier engagement commitments to ensure all individuals in our supply chain benefit from the highest standards of labour quality assurance.

Kokoro has also made Bamboo face masks donations to the communities during the pandemic and participated in the Ukraine Refugee donation program in association with the Moran Hotel Group.

We have further intentions of working with and donating to NGOs throughout our journey to support poverty action both at home and abroad for an equal and just society.

1.1

Eradicate extreme poverty

1.5

Build resilience to environmental, economic, and social disasters



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
-------------------------------	------------------	---------------------------



Good Health & Wellbeing

Health and Wellbeing is a priority for Kokoro. Our focus is to promote mindfulness, meditation practice, yoga, exercise, and general well-being. Our Eco-fabrics are chemical-free and hypoallergenic which brings multiple benefits to health and makes them the safest material in medical use.

We partner with and support various national and international yoga programs, teachers, and yoga communities. Our intent is to develop a culture of well-being among our community and highlight the importance of personal wellness in all forms. We have proactive Kokoro ambassadors and donation programmes that allow us to have wider outreach for achieving our wellness mission.

3.4

Reduce mortality from non-communicable diseases and promote mental health



Quality Education


Kokoro provides work experience opportunities and internship programs for students across marketing research on sustainable fashion and due diligence

4.3

Equal access to affordable technical, vocational, and higher education

4.4



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
	<p>investigations on other sustainable brands.</p> <p>We are continuously training our staff, and engaging with the local government offices for business mentoring, skills enhancement and team building.</p> <p>Our community and youth engagement plans include educating our younger customers on the benefits of bamboo as a sustainable material and highlighting the stress other materials have on the environment. Our commitment is to combat the fast fashion industry and create more Eco-ethos among our community.</p> <p>Gender Equality</p> <p>In relation to staff employees, suppliers, and partners, our ethics are directed towards ensuring gender equality, inclusivity and no discrimination. Our commitment is to be fully inclusive in all of our activities. This is supported by an Equality Policy, available on request.</p>	<p>Increase the number of people with relevant skills for financial success</p> <p>4.5 Eliminate all discrimination in education</p> <p>4.7 Education for sustainable development and global citizenship</p> <p>5.5 Ensure full participation in leadership and decision-making</p>



**Sustainable
Development Goals**

Our Contribution

Alignment with UN Targets



Clean Energy

To support our commitment to carbon neutrality, we have completed energy audits to understand and assess the carbon impact and sustainable roadmap for our production and business operation.

We are working with partners who are also committed to using clean energy and request full transparency across the value chain. We are using LED lighting in our offices as well as our production buildings.

7.2

Increase the global percentage of renewable energy

7.3

Double the improvement in energy efficiency

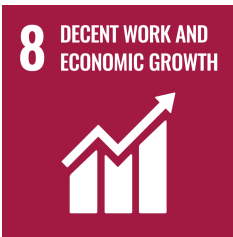


Sustainable Development Goals

Our Contribution

Alignment with UN Targets

We intend to further improve our consumption behaviour, reduce our carbon footprint and switch to a greener energy provider as well as access government funds to support the planning and implementing of green solutions for clean energy such as the SEAI Exeed Grant and using innovative tools for tracking carbon emissions.



Decent Work and Economic Growth

Kokoro is dedicated to providing decent work opportunities for our team and continuously improving our working conditions, ensuring that our workplaces are safe and well equipped.

Our work ethical values are directed towards developing more inclusive environments, talent attraction programs and an overall diverse workplace with a work-life balance while contributing to the wider socio-economic impact that expands to the local business landscape.

8.1

Sustainable economic growth

8.2

Diversify, innovate and upgrade for economic productivity

8.3

Promote policies to support job creation and growing enterprises.

8.4

Improve resource efficiency in consumption and production.

8.5



**Sustainable
Development Goals**


Our Contribution

Alignment with UN Targets

Full employment and decent work with
equal pay

8.6
Promote youth employment, education and
training



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
	<p>Innovation and Infrastructure</p> <p>Kokoro is striving to implement the latest innovation and technologies for sustainable production. We research and develop new eco-fabric technologies and collaborate with international manufacturers to achieve common goals through innovative hybrid models and forward-thinking approaches.</p> <p>We intend to further develop our innovation capacity through government-led initiatives driving product development and innovation, including Enterprise Ireland Agile Innovation Funding.</p>	<p>9.2 Promote inclusive and sustainable industrialization</p> <p>9.4 Upgrade all industries and infrastructures for sustainability</p> <p>9.5 Enhance research and upgrade industrial technologies</p>



Sustainable Development Goals

Our Contribution

Alignment with UN Targets



Reduced Inequalities

Our focus is on empowering individuals and developing more inclusive environments, talent attraction programs, and an overall diverse workplace through the innovative and forward-thinking approach. Equity and equality are our fundamental values.

Inequality can exist across many areas of communities, businesses and social structures. By driving awareness of eco and sustainable solutions, we intend to counter the impact of rising inequalities and climate injustices across the world, one step at a time.

10.1

Reduce income inequalities.

10.2

Promote universal social, economic and political inclusion.

10.3

Ensure equal opportunities and end discrimination.



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
	<p>Responsible Consumption & Production</p> <p>We are proud to be compliant with a host of environmental regulations, demonstrated by a wide range of certifications of quality. This ensures the sustainability of our products, and processes and minimal impact on the environment.</p> <p>We use natural bamboo, which is biodegradable and carbon neutral as it emits 30% more oxygen than trees, replenishes itself within 24 hours after harvest, needs very little water and grows without pesticides.</p>	<p>12.2 Sustainable management and use of natural resources</p> <p>12.4 Responsible management of chemicals and waste</p> <p>12.5 Substantially reduce waste generation</p> <p>12.6 Encourage companies to adopt sustainable practices and sustainability reporting</p> <p>12.8 Promote universal understanding of sustainable lifestyles</p>



**Sustainable
Development Goals**

Our Contribution

Alignment with UN Targets



Climate Action

Not only are our supply chain entirely Eco-friendly, but our choice of material for our eco-fabrics contributes to carbon neutrality in itself. Bamboo absorbs carbon dioxide and produces 30% more oxygen than an equivalent stand of hardwood trees.

A part of our mission is to promote eco-considerate practices to the wider audience through our production, as well as encourage conscious consumption and eco-awareness through our brand story, social media and community engagement.

13.1

Strengthen resilience and adaptive capacity to climate-related disasters.

13.2

Integrate climate change measures into policy and planning.

13.3

Build knowledge and capacity to meet climate change.



Sustainable Development Goals



Our Contribution

Life below Water

Kokoro is committed to clean oceans and is contributing to reducing demands on local water resources, thereby minimising water pollution while only using environmentally friendly processes. Our production is pesticide and chemicals-free.

As well as that, we are a part of the eco MER organisation in France, which focuses on educational initiatives about cleaning oceans and technology research for ocean health, while providing valuable recommendations to our business practices.

We are looking to organise eco-awareness campaigns such as beach clean-ups within our community and use as much recycled polyester in our products as possible.

Alignment with UN Targets

14.1

Reduce marine pollution.

14.2

Protect and restore Ecosystems.



14.3

Reduce ocean acidification.

14.5

Conserve coastal and marine areas



Sustainable Development Goals	Our Contribution	Alignment with UN Targets
	<p>Life on Land</p> <p>Kokoro supports the organic cotton and bamboo plantations directly. The dense forest that our bamboo grows is unsuitable for farming, which means that bamboo production does not compete with food production. Moreover, bamboo inhibits soil erosion and prevents environmental disasters.</p>	<p>15.4</p> <p>Ensure conservation of Ecosystems.</p> <p>15.5</p> <p>Protect biodiversity and natural habitats</p>
	<p>Partnerships for the Goals</p> <p>Kokoro is collaborating with other sustainable artists and designers for themed events such as designer showcases that promote sustainable ways of working with textiles and educate the general public about the processes of the production.</p> <p>Through our international supply chain and trades, we also ensure collaborations for sustainable economic growth in the business, only choosing Eco-certified producers and services while contributing to the research and promotion of Eco-friendly business practices.</p>	<p>17.6</p> <p>Knowledge sharing and cooperation for access to science, technology and innovation.</p> <p>17.11</p> <p>Increase the exports of developing countries.</p> <p>17.16</p> <p>Enhance the global partnership for sustainable development.</p> <p>17.17</p> <p>Encourage effective partnership</p>



Sustainability Commitment & Continuous Improvement

Our Sustainability Policy is designed through a peer-to-peer approach with leading consultants in the Sustainability and Innovation space for SMEs. Our above ISO and SDG Alignments allow for a continuously improving approach to sustainable enterprise in an ever-changing and developing market.

Green Public Procurement

We are in the process of analysing and implementing updates to our Sustainability Standards with better alignment and understanding of the GPP Directive and GPP4GROWTH. We are exploring carbon calculation technologies to better position our impact across both internal actions and external market engagements.

Decent Work Policy

Kokoro Zen Wear partners with external consultation and key subject matter experts to build an internal Decent Work Policy that has been developed in line with the European Union's Concept Paper No 6, *Promoting employment and decent work in development cooperation* the EUROFOUND Decent Work Policy and International Labour Organisation (ILO). The policy is structured around 5 strategic objectives:

1. Creating career paths and progression opportunities
2. Supporting Staff through Learning & Development
3. Guaranteeing Rights at Work
4. Maintaining Health, Safety and Employee Wellbeing
5. Maintaining a Work / Life balance and positive employee experience, specifically relating to Covid



The policy and model are a work in progress for Kokoro Zen Wear and are due for full implementation and development during the second quarter of 2022.

Conclusion: Connecting Companies, People & The Planet

At Kokoro Zenwear, we are on a mission to rewrite fashion's footprint on the planet with the principles of "ZEN" connecting our Past, Present & Future values for the greater good. Our eco Bamboo Sport and eco Bamboo Silk fabrics give us the opportunity to create positive, ethical and organic clothes for a growing community of environmentally-minded, stylish people.

We believe that we are all connected and that nature is our source. Kokoro Zenwear offers goods that are made with sustainable resources chemical-free and GOTS-certified fabrics, that are produced ethically & fair trade principles.

Our Pledge

"Kokoro Zenwear commits to building a better future for all people, including the millions who have been denied the chance to lead decent, dignified and rewarding lives and to achieve their full human potential. We can be the first generation to succeed in ending poverty; just as we may be the last to have a chance of saving the planet. The world will be a better place in 2030 if we succeed in our objectives"



Company Information

Website: Kokorozenwear.com

E-mail: Sharon@kokoroorganics.com

Instagram: [Kokorozenwear](https://www.instagram.com/Kokorozenwear)

LinkedIn: [Kokoro Zenwear](https://www.linkedin.com/company/KokoroZenwear)

