

RiverIsland

ENVIRONMENTAL CODE OF CONDUCT

LAST UPDATED AUGUST 2026

SCOPE

This Environmental Code of Conduct applies to all River Island suppliers, agents, sourcing partners and any manufacturing facilities involved in the production of River Island products.

Suppliers are responsible for communicating the requirements of this Code throughout their supply chain and ensuring that all facilities involved in the manufacture of River Island products understand and comply with its requirements.

This Code establishes the minimum environmental requirements for manufacturing facilities to minimise environmental risks, comply with applicable legal requirements, and support the production of River Island products in a manner that protects the environment, workers, communities and natural resources.

SUPPLIER RESPONSIBILITIES

Suppliers are responsible for:

- Ensuring all facilities involved in the production of River Island products comply with the requirements of this Environmental Code of Conduct and all applicable environmental legislation.
- Cascading the requirements of this Code throughout their supply chain, including to subcontractors and relevant upstream suppliers involved in the manufacture of River Island products.
- Maintaining documented evidence to demonstrate compliance with the requirements of this Code and providing such evidence to River Island upon request.
- Cooperating with River Island to address identified non-conformities and implementing timely corrective and preventive actions where required.
- Supporting continual improvement in environmental performance through collaboration, transparency and the adoption of recognised industry best practices.

1. Environmental Management Systems

An Environmental Management System (EMS) is a structured framework that enables facilities to identify, monitor and continually improve their environmental performance.

Facilities involved in the production of River Island products must implement and maintain an Environmental Management System appropriate to the size and environmental risks of their operations. The EMS must be reviewed at least annually and updated where necessary to reflect changes in operations, environmental risks, legal requirements and environmental performance.

As a minimum, the EMS shall include:

- Designated employee(s) with responsibility for coordinating environmental management activities.
- Identification and regular review of the facility's significant environmental impacts.
- A documented environmental policy and management strategy that supports legal compliance, continual improvement and long-term environmental performance.
- Processes to identify, obtain, monitor and maintain all applicable environmental permits, licences and other legal or regulatory requirements.
- Environmental awareness training and documented procedures for reporting environmental incidents, concerns or non-conformities.

- A preventative maintenance programme for equipment that could impact environmental performance.
- A documented data quality management system to ensure environmental performance data is accurate, complete, consistent and supported by appropriate records.
- An environmental improvement plan with measurable objectives, targets, responsibilities and timelines to address key environmental impacts, including but not limited to; energy, greenhouse gas emissions, water, wastewater, chemicals and waste. The environmental improvement plan must be reviewed at least annually, with progress monitored throughout the year and actions updated where targets are not being met.

2. Environmental Data Management

River Island uses environmental performance assessments to support transparency, identify improvement opportunities and monitor progress across our supply chain.

Facilities involved in the production of River Island products must maintain accurate environmental performance data and participate in River Island's required environmental assessment processes.

As a minimum, suppliers must:

- Ensure Tier 1 facilities complete and verify the Higg Facility Environmental Module (FEM) annually.
- Ensure Tier 1 facilities post and share their completed FEM with River Island within the required reporting period.
- Ensure Tier 1 facilities complete the FEM to a minimum of Level 1 and encourage continual improvement towards higher maturity levels (Level 2 and Level 3).
- Ensure that relevant Tier 2 and other upstream facilities involved in the production of River Island products provide their Worldly IDs and complete and share relevant environmental assessments with River Island when required.
- Ensure environmental assessment information, facility details and sustainability data are accurate, complete and maintained within RI Interactive and/or Valid8.
- Support River Island's requests for additional environmental data, assessments or verification activities where required.

3. Energy and Greenhouse Gas Emissions

Climate change is one of the most significant environmental challenges facing the global apparel industry. River Island has committed to reducing absolute Scope 3 greenhouse gas emissions by 30% by 2032 from a 2021 baseline year. These targets have been validated by the Science Based Targets initiative (SBTi). Suppliers play a critical role in achieving these targets by driving energy efficiency and reducing greenhouse gas emissions across their supply chains.

Facilities involved in the production of River Island products must monitor, manage and reduce energy consumption and greenhouse gas emissions to support River Island's targets.

As a minimum, facilities must:

- Identify all energy sources used within their operations.
- Monitor and record energy consumption using utility bills or meter readings.
- Establish an energy consumption baseline and review performance at least annually.
- Identify the processes or operations with the highest energy consumption and implement actions to improve energy efficiency.

- Develop and maintain an energy and GHG reduction plan with measurable objectives, responsibilities and timelines.
- Set time-bound targets to reduce Scope 1 and Scope 2 greenhouse gas emissions.
- Set time-bound targets to transition from fossil fuels to renewable energy sources.
- Ensure that no new coal-fired heat or power generation is installed or commissioned from 2026 onwards.
- Develop and implement a time-bound plan to phase out existing coal-fired heat and power generation by 2030.

4. Water Stewardship

Water is a critical natural resource that is increasingly threatened by climate change and rising global demand. Facilities involved in the production of River Island products must understand their water-related risks, including whether they are located in areas of high water stress or flood risk, and implement appropriate water stewardship measures where relevant.

Facilities must monitor and manage water consumption, identify opportunities to improve efficiency, and implement measures to reduce water use, increase reuse and recycling where feasible.

As a minimum, facilities must:

- Identify all water sources used within their operations, including water used for production and domestic purposes.
- Monitor and maintain accurate records of water consumption using appropriate records such as water bills or meter readings.
- Where applicable, separately monitor water used for production processes and domestic purposes.
- Implement processes to identify and address water losses, including monitoring for leaks within the facility water supply network.
- Establish water consumption baselines and set measurable targets to improve water efficiency.
- Develop and implement water reduction plans, including actions to improve efficiency, increase water reuse or recycling, and reduce reliance on freshwater sources.

5. Wastewater Management

Effective wastewater management is essential to protect water resources, ecosystems and local communities from pollution.

All facilities involved in the production of River Island products must manage wastewater in accordance with applicable legal requirements and the River Island Chemical Management Policy. Facilities undertaking wet processing must comply with the applicable ZDHC Wastewater and Sludge Guidelines, including requirements relating to wastewater testing, discharge limits, sludge management and corrective actions.

Detailed requirements for wastewater are set out in the River Island Chemical Management Policy.

6. Air Emissions

Air emissions from manufacturing processes can impact air quality, human health and contribute to climate change. Facilities must identify, monitor and manage air emissions and comply with all applicable legal requirements.

As a minimum, facilities must:

- Identify significant sources of air emissions, including point, mobile and fugitive emission sources, where applicable.
- Comply with all applicable legal requirements relating to air emissions, including permits, monitoring, reporting and emissions testing.
- Identify and maintain an inventory of refrigerants, monitor refrigerant use and implement preventative maintenance programmes to minimise refrigerant leakage.
- Implement appropriate controls to monitor and reduce emissions to air arising from manufacturing processes and on-site energy generation in accordance with industry guidelines, such as ZDHC Air Emissions Guidelines.
- Maintain records to demonstrate compliance and support continual improvement in air emissions management.

Detailed requirements relating to air emissions from manufacturing processes and on-site energy generation are set out in the River Island Chemical Management Policy and applicable ZDHC Air Emissions Guidelines.

7. Waste Management

Waste generated from manufacturing processes and facility operations can have significant impacts on the environment, human health and local communities if not managed responsibly. It is important to implement effective waste management practices to minimise waste generation, prevent pollution and support the transition towards a circular economy.

Facilities involved in the production of River Island products must manage waste responsibly, in accordance with applicable legal requirements, recognised industry practices and the principles of the waste hierarchy.

As a minimum, facilities must:

- Comply with all applicable local waste management regulations.
- Develop and maintain a waste inventory of all waste streams generated from manufacturing processes and facility operations, including hazardous, non-hazardous and domestic waste. Facilities must be able to share these with River Island when requested
- Monitor and maintain accurate records of waste quantities, treatment methods and disposal routes.
- Segregate hazardous and non-hazardous waste streams and ensure waste is safely stored in designated, clearly marked storage areas.
- Ensure hazardous waste is appropriately handled, stored, transported and disposed of using authorised waste contractors, with relevant documentation maintained to demonstrate compliance and traceability. Hazardous waste must be managed in accordance with the River Island Chemical Management Policy.
- Provide appropriate training to employees involved in waste management activities, including waste segregation, safe handling, storage procedures and the use of appropriate personal protective equipment (PPE).
- Establish waste baselines, set measurable waste reduction targets and implement action plans to reduce waste generation and improve waste management practices.

- Manage waste in line with the waste hierarchy, prioritising prevention, reuse, recycling and recovery opportunities, and collaborate with waste contractors and industry partners to support circular solutions where available.
- Prohibit any irresponsible waste disposal practices, including open burning, uncontrolled dumping, burying of waste, uncontrolled on-site incineration or intentional release of waste into the environment.

8. Chemical Management

Effective chemical management is essential to protect workers, consumers and the environment.

Facilities involved in the production of River Island products must manage and monitor their chemical use in accordance with applicable legal requirements, recognised industry standards and the River Island Chemical Management Policy.

9. Responsible Materials

Responsible materials are sourced in a way that seeks to minimise environmental and social impacts throughout the supply chain.

Facilities involved in the production of River Island products must comply with River Island's applicable Responsible Materials Policies, including the Animal Welfare Policy, Cotton Policy and Wood-derived Materials Policy.

Suppliers and facilities are expected to support River Island's strategy to transition towards more sustainable fibre sourcing and must source materials through supply chains where full traceability can be maintained. Suppliers should refer to the Materials Toolkit for detailed guidance on River Island's approved standards and sourcing routes, applicable requirements and the evidence required to demonstrate compliance.

Suppliers must map all relevant tiers of their material supply chains in RI Interactive, including required contact details and environmental information, and ensure that this information is kept accurate and up to date.