



SUSTAINABILITY REPORT

Our Commitment to the planet and it's people

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WE ARE
speedo[®]

MAKING WAVES SINCE 1928
SPEEDO WAS BORN ON BONDI BEACH,
AUSTRALIA IN 1928. OUR HISTORY OF
INNOVATION STARTED THAT YEAR, WHEN
OUR SCOTTISH FOUNDER ALEXANDER MCRAE
INTRODUCED THE RACERBACK SUIT, THE
WORLD'S FIRST NON-WOOL SUIT ALLOWING
GREATER FREEDOM OF MOTION. SINCE THEN,
OUR PASSION FOR INNOVATION HAS LED TO
MORE OLYMPIC GOLD MEDALS BEING WON IN
SPEEDO THAN ANY OTHER BRAND.

speedo[®]

WE BELIEVE

WATER IS OUR ELEMENT -

it's our responsibility to protect it and the blue planet it covers.

The things we make need to be the best - for the purpose they serve and for the planet. It's the only way to preserve the water that brings so much joy and wellness to us all.

EVERY.BODY HAS THE RIGHT TO EXPERIENCE THE JOY OF SWIMMING.

Swimming is for every body shape, age, ability, race, religion, gender, sexuality and nationality.

We will democratize the water.

SWIMMING IS A FUNDAMENTAL LIFE SKILL.

Everyone should be able to swim - no excuses. Our goal is that within a generation, every adult will be able to swim.

WAVES ARE POWERFUL. WE'RE GOING TO KEEP ON MAKING THEM, FOR PEOPLE AND PLANET.

OUR COMMITMENTS & GOALS

HOW CAN WE MAKE A DIFFERENCE?

By making it easy to swim sustainably.

We'll create more responsible products that help you swim with the planet in mind

By making a smaller splash on the planet.

We'll work towards carbon neutrality to curb out impact on the oceans and our planet.

By encouraging everyone to splash safe.

We'll get more kids and adults in the water and show them how to splash safely.

By democratising the water.

We'll break down the barriers to swimming and make room for every.body in the water.

Everything we do also aligns with the UN's Sustainable Development Goals:

- Good Health and Wellbeing
- Gender Equality
- Decent Work and Economic Growth
- Industry, Innovation and Infrastructure
- Reduced Inequalities
- Responsible Consumption and Production
- Climate Action
- Life Below Water

HOW WE WORK

A GLOBAL BRAND

Speedo has offices in the UK, Europe, the US and China and our products are sold in over 175 countries. We're an inclusive global employer - which means we work hard to create a welcoming environment with a strong emphasis on diversity and inclusion. This shows up in everything, from the way we recruit to our brand campaigns.



OUR SUPPLY CHAIN

In 2021 we were named the highest scoring British brand in the 2021 Fashion Transparency Index. While we know there's always more to do, we're proud to have increased our score by 55% compared to the previous year. We're now working hard to translate across our entire supply chain to build something fair, ethical and transparent.

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WE'RE PROUD TO PARTNER WITH...

- Ethical Trading Initiative (ETI)* to improve the live of workers in our supply chain.
- Action, Collaboration, Transformation (ACT)* to ensure people in our supply chain are paid fairly and on time.



SWIM SUSTAINABLY

TO BECOME THE MOST SUSTAINABLE SWIM BRAND IN THE WORLD, FIRST WE NEED TO BECOME LEADERS IN SUSTAINABLE SWIMWEAR.

If we don't, we'll risk damaging our oceans and the thriving life it supports. Which is why we're actively using new materials that have a lower impact, collaborating with innovative partners and making of our own fabrics. By using the latest sustainable material technology and Innovating for change, we'll help protect our oceans and preserve our world for future generations.

Three action areas to swim sustainably:

- 1 INNOVATING NEW MATERIALS**
- 2 REPURPOSING EXISTING MATERIALS**
- 3 ONLY USING PACKAGING WHEN WE HAVE TO**

SWIM SUSTAINABLY

1 INNOVATING NEW MATERIALS

We couldn't find a fabric that delivered the same Speedo performance with less plastic pollution, so we're creating our own. This new innovation uses unwanted fabric and plastic bottles that would otherwise be destined for landfill. By 2022, 35% of our swimwear fabric will be eco-friendly – a step towards our target of 100% by 2030.

We're also partnering with [BLOOM](#), a company that uses algae biomass to create renewable materials to create our kickboards. Harvesting algae biomass helps protect eco systems and preserves marine & river life. Making just one kickboard this way saves the equivalent of 51 bottles of clean water.

2 REPURPOSING EXISTING MATERIALS

We also recycle existing materials when we can – we believe using what's there shows that you care. Our watershorts range is made using recycled yarn or eco-friendly methods of manufacturing- 93% are made from recycled fabric and the rest are produced using eco-friendly dyeing methods.

Our Powerflex Eco range is made with 78% ECONYL, which is woven from 100% recycled nylon yarn made from disused fishing nets.

3 ONLY USING PACKAGING WHEN WE HAVE TO

We already use 50% recycled content in our entry level goggles packaging, and we're working to increase this to 70% by 2022. This will help us reduce our virgin plastic usage by 23.2 tons per year and will recycle up to 3.5 million more plastic bottles.

All of our swing tags are already 100% recyclable, made from a 50/50 mix of recycled and sustainably sourced materials. We never use packaging when it's not necessary.

A SMALLER SPLASH ON THE PLANET

Protecting our beautiful blue backyard will mean making a smaller splash on the planet. For us, this means reducing our emissions and reaching Net Zero by 2030. Here are just some of the ways we're working towards this.

GREENER GOGGLES

In 2020 we analysed the lifecycle of a pair of Speedo goggles to work out how we can minimise our impact on the earth's resources at every stage. We used our findings to redesign new goggles with biosynthetic materials such as rubber and sugar cane.

They'll launch in our SS22 collection, with 58% biobased carbon content and lenses that have a 61% lower carbon footprint.

TREES FOR CLEAN SEAS

At Speedo we care about the world's wild water, so we created Trees for Clean Seas - our plan to plant 2 million Mangrove trees by the end of 2022. That's enough to fill 2000 Olympic swimming pools, and we're doing it in Madagascar, Mozambique and Kenya in partnership with [Eden Reforestation](#).

Why Mangroves? Because they love the water as much as us - they create habitats for a variety of sea life and have even been known to curb natural disasters such as tsunamis. They're also 10 times better at absorbing CO² than other trees. We're working with locals to plant the trees, creating jobs and cutting carbon one tree at a time, and plan to plant another 5m by 2025.

WATER EQUITY

Everyone should feel welcome in the water so we're making it our mission to create fairer access to swimming by 2030.

We do this by giving back to our community, and donating 1% of profit to charity every year. This helps support causes that matter to us and to our consumers.*

We also work closely with a range of organisations, charities and communities to help give a platform to underrepresented groups and help more people enjoy the water.

HERE ARE SOME OF THE INCREDIBLE GROUPS WE SUPPORT:

- The Black Swimming Association (UK)
- Boys & Girls Clubs of America
- Swim UP Hill
- LGBTQ+ charities and communities
- Royal Life Safe Society (RLSS)



*1% of net profit after tax donated via parent company, Pentland Brands



[speedo.com](https://www.speedo.com)