

SUSTAINABLE LEATHER FOUNDATION

Annual Report 2024



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Executive Foreword

We live in a constantly changing world and daily news headlines are bringing us never-ending snippets of information which affect our lives and our businesses. The world seems to have become unpredictable and so have our businesses. This requires us to be adaptable, agile and open for new ways of conducting our business.

During 2024 the relief of decreasing inflation and interest rates has been taken over by global conflicts, political shifts in many countries and low consumer confidence and spending. This is also visible in the leather value chain which, in many instances, has gone into survival mode. Increasingly the consumer asks for transparency and fact based information which is reliable and trustworthy. For many companies that are embracing this principle, not only from the perspective of regulatory compliance, this is the way to stand out and differentiate themselves from competition and ultimately emerge as a winner from the economic downturn.

Whereas many large companies now operate under the European CSRD regulation, smaller companies will need to follow suit, because they are the supplier or customer of the larger entities and will increasingly become an integral part of the disclosure requirements of the larger companies. This will be further enforced as part of the Corporate Sustainability Due Diligence Directive which is now approved and awaiting transposition to law in the member states. It will take its effect from 2027 onward.

SLF from the start has been focussed on Environment, Social and Governance compliance and improvement across the leather value chain and offering auditing, training and consulting services. In the context of

European legislation the demand for these services will only increase and those who take advantage

of these services can tap into a wealth of knowledge and expertise.

The report in front of you gives the progress we have made during 2024. We are delighted to have the number of SLF partners increase despite the headwind in our industry. On the audit side the demand for social audits stands out as testimony to the broadening interest of brands and customers and the value SLF brings.

“SLF from the start has been focussed on Environment, Social and Governance compliance and improvement across the leather value chain and offering auditing, training and consulting services. In the context of European legislation the demand for these services will only increase and those who take advantage of these services can tap into a wealth of knowledge and expertise.”

A key achievement in 2024 was the approval and publication of our Standards for Environmental, Social and Governance certification on the International Trade Centre (ITC) “Global Standards Map”. Industry projects are increasingly important as a way to help the industry move forward on key topics and it is excellent to see the increase in time spent in this domain. Lastly, we have included a sample of partner testimonials to underscore the value SLF is bringing to individual companies and the industry as a whole. I personally would like to thank our partners and customers for their trust in SLF and their commitment to our purpose. A big “thank you” to all the people associated with SLF for making another big step forward in 2024. With confidence we look at 2025, determined to make again an impact for and together with the industry.



Hans van Haarst
Chairman,
SLF Advisory Board



A Message from our Founder and Managing Director

Welcome to the latest edition of our Annual Report. Looking at our achievements in 2024, it is rewarding to see how much we have accomplished in our first 4 years of operation. From launching our Transparency Dashboard and Audit Standard in 2021, our continued development is testament to the importance of the work of the Foundation.

I wrote last year that “in order for our industry to not just survive, but to thrive, it is incumbent upon us all to embrace the need to embed sustainability and ESG responsibility into our strategic business decisions.” I am proud to say that the industry is doing just that and is recognising the value of the SLF to support and empower organisations to rise to the challenges and expectations.

In another year of difficult trading markets and rising costs, SLF has seen modest growth across all sectors. Additionally, the reach and breadth of services continues to grow. 2024 has seen SLF become a primary partner for many industry associations, inter-governmental organisations and NGOs, providing training, resources and a framework of support for continuous improvement.

As well as supporting leather value chain organisations to improve their ESG performance, we have also been working on our own development as an organisation, including the achievement of being the first leather-specific organisation to have our Standards for Environmental, Social and Governance responsibility

published on the ITC Global Standards Map – more on that topic is covered in detail later in this report.

Ensuring that we hold ourselves, as an organisation, to the same standard as we expect of our industry, is vital to our success and the credibility and authenticity of our work. To achieve this we have begun working on accreditation for our Auditing Services and establishing governance structures to provide ethical, trustworthy services for the industry.

For us at the Foundation, we are also seeking continuous improvement of our operations and working to identify how we can reduce our negative impacts while increasing our positive impacts. An example of this is balancing the amount of air travel conducted against the need for on the ground support in local geographies. In 2025 we will create our first regional SLF offices, working with national associations to enable local support for leather manufacturing and product manufacturing facilities internationally.

I hope that you find this report encouraging and that it will continue to inspire positive action in partnership for 2025. Working together remains the key to ensuring that the transformative change needed for a sustainable leather industry of the future continues and accelerates to deliver positive outcomes for all.

As always, I would like to personally thank all those stakeholders who have continued to support our vision – from our hardworking team and our advisory board to the partners, auditors, media, and external industry peer reviewers – a huge thank you for your support. We look forward to continuing our work with you in 2025.

*“Let’s be the change
that secures the
future”*

Deborah Taylor
Founder and
Managing Director



About SLF

Our Vision	Our Commitment
<p>Established in 2020, SLF’s vision is to enable collective improvement and education globally, for more sustainable practices in leather manufacture and production.</p> <p>From raw material to finished product and post consumption, SLF is concerned with all aspects of sustainability – Environmental, Social and Governance.</p> <p>As a not-for-profit organisation, the Foundation provides an Accessible, Inclusive and Modular (A.I.M.) approach to demonstrating sustainable good practice throughout the value chain.</p> <p>Coupled with this, the Foundation is committed to ensuring that consumers have a clear mechanism to see and understand the sustainable attributes of leather as a material, and the work that the industry does to ensure good practice.</p>	<p>SLF is committed to:</p> <ul style="list-style-type: none">● Industry Led Action that sees us work from within the industry to drive change.● Consumer focused results that provide assurance and verified information.● Transparency of clear, evidenced, and verifiable information through our SLF Transparency Dashboards™.● Supporting improvement and assessment across all 3 pillars of sustainability; respecting people, planet, and profit.● Avoiding duplication of effort and cost by recognising other certifications of equivalent standard within our platform.

Governance Structure

Good governance is a cornerstone of our values at the Foundation. From our inception in 2020 we recognised the need for an Advisory Board that represents the different disciplines within the leather value chain. It is also important that the representatives on the Advisory Board approach the work of the Foundation from a pre-competitive position that is not compromised by individual corporate objectives.

Our Advisory Board representatives are appointed on a long-term basis to ensure continuity of governance and development for the Foundation.

The purpose of the Advisory Board is to support the Directors of the Sustainable Leather Foundation in the governance and direction of the Foundation for the benefit of the international leather value chain. Their role is to advise on the appropriateness of the information disseminated, review technical content and support with the development and risk mitigation of the Foundation. Additionally, they will review any requests for funding or new projects, discuss and make recommendations.

No individual board member has the right of veto over the consensus decision making of the whole board and any final decision is made by the directors of SLF.

Our Advisory Board are expert in disciplines including:

- Animal Welfare
- Best Available Techniques
- Chemistry
- Environmental P & L
- Leather Technology
- Testing Services
- Legal
- Policy & Regulation
- Brand and retail

Across Scopes:

Automotive
Footwear
Leathergoods
Saddlery
Upholstery
Brands

Our Advisory Board are located in 5 Continents:

Africa
Asia
Oceania
America
Europe

Current Advisory Board:

Hans van Haarst, SHV Holdings (Chair)
Taj Alam, Kings International
Christine Anscombe, SATRA
Claudia di Bernardino, TMSHELL Law Firm
Reiner Hengstmann, ISA Tantec
Leisha Hewitt, Animal Welfare Consultant
Ivan Krall, UNIDO
Chirag Patel, Crest Leather
Rosie Wollacott Phillips, Mulberry
Thomas Yu, TILA / Jollity Enterprise

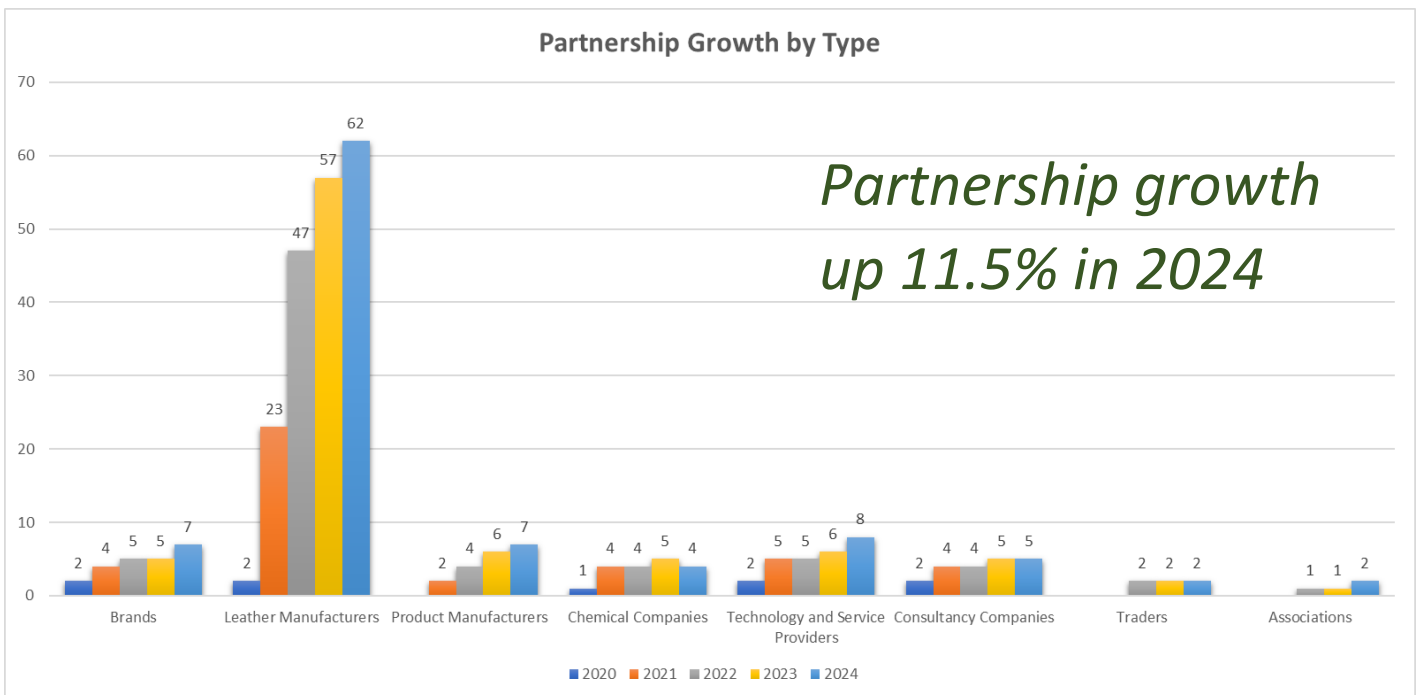
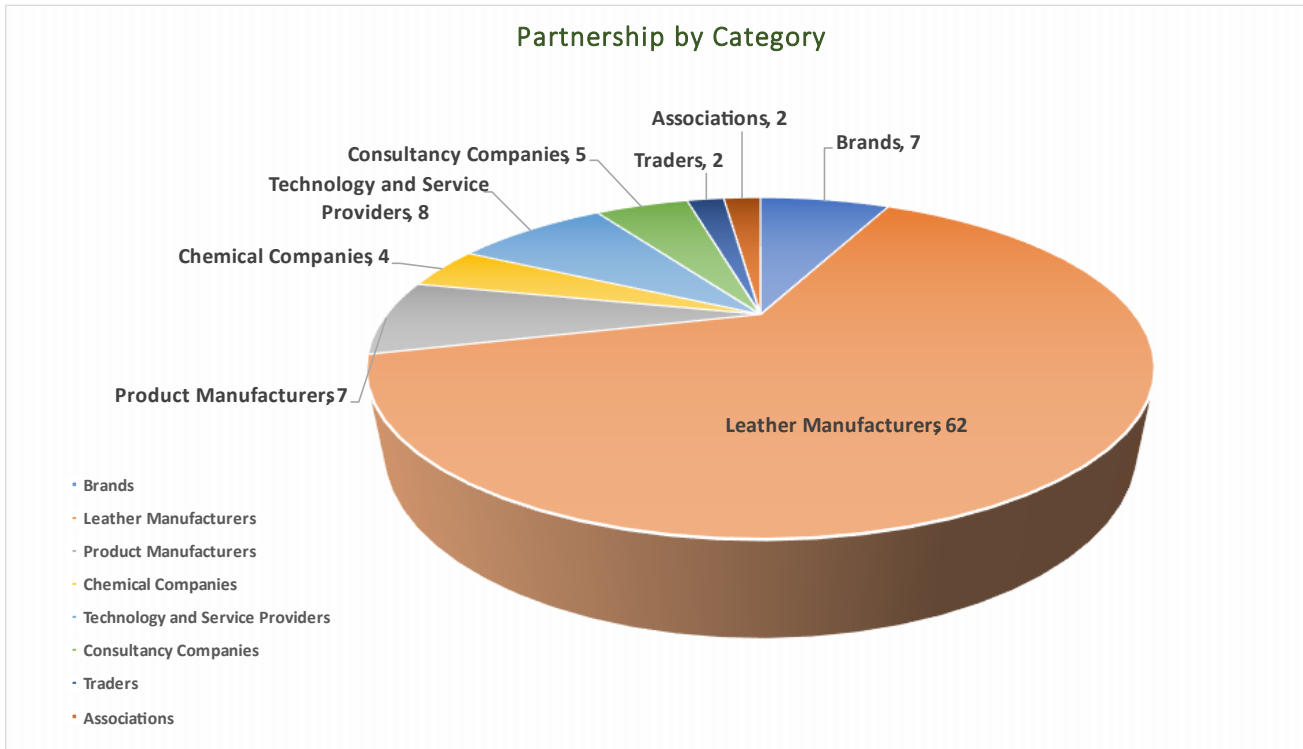
The full Advisory Board meet quarterly for online meetings, with a smaller core group meeting monthly online.

There is also an in-person meeting once each year.

Partnership

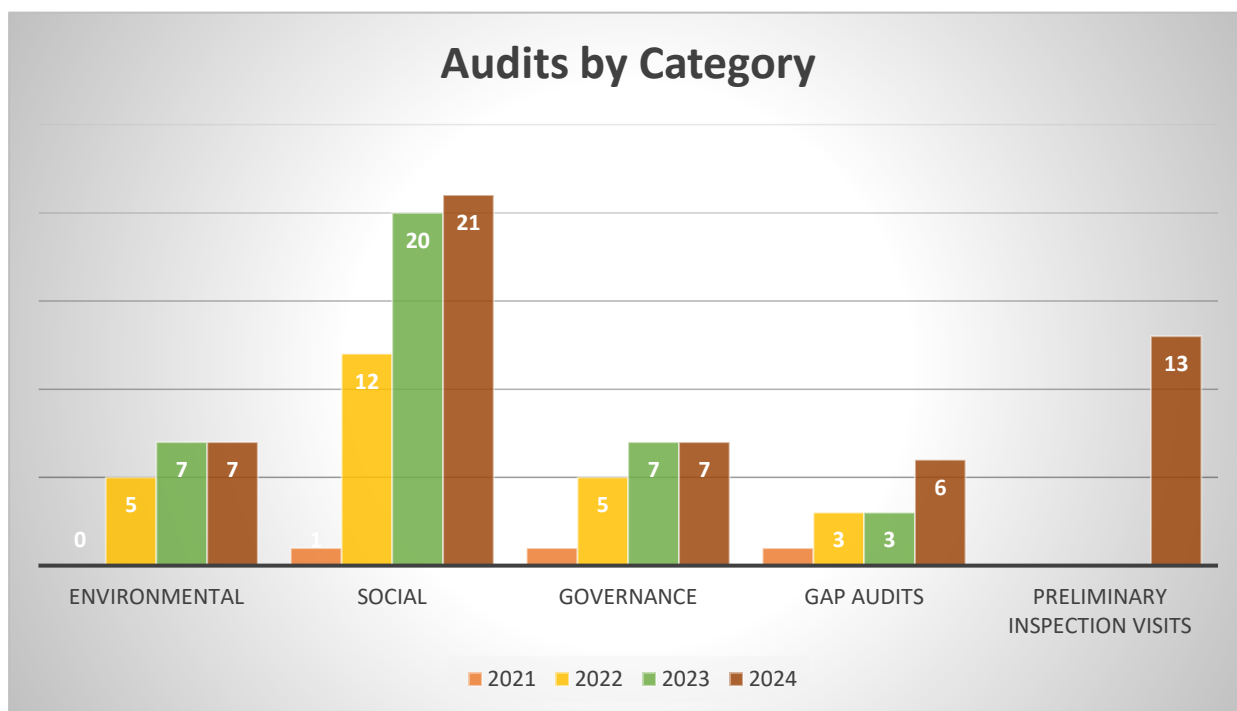
Our first partnership year in 2021 began with just **9 Founding Partners** from **6 countries**. Each year we have seen growth in our partnership numbers and reach, and today we have **97 Partners** from **28 countries**.

2024 has been difficult for the industry, which has meant that some partners have not been able to renew this year due to closing businesses or reduced financial circumstances. However, whilst saying goodbye to 12 partners, we are pleased to report that we have welcomed 22 new partners (equivalent to 25% growth), resulting in a net growth of 11.5% in total partnership numbers this year.



Audits and Certification

Audit performance in 2024 has continued to strengthen, with the addition of a rising number of preliminary inspection visits to support preparation for a formal audit. In total 41 Audits were conducted in 2024 - up 10% year on year and up 65% for the 2-year audit cycle. Additionally, 13 preliminary inspection visits were conducted, resulting in approximately 1 audit/prelim visit per week in the past year.



41 Audits conducted in 2024:

- up 10% year on year.
- Up 65% for the 2-year audit cycle

13 Preliminary Inspection Visits in 2024:

– no previous data.

Audit performance in 2024 continues to align with our equivalency approach to certification. More facilities are now requesting Social and Gap Audits in order to meet incoming regulations and directives around Corporate Sustainability Reporting and Corporate Due Diligence, recognising that environmental audit certification is not sufficient to meet these requirements.

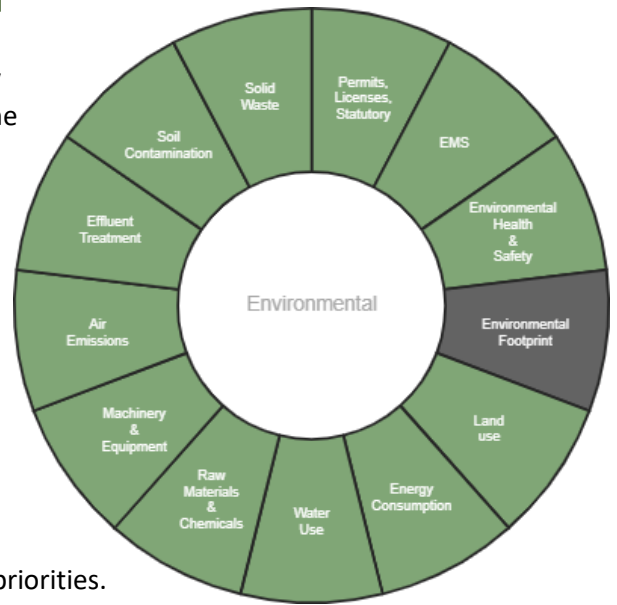
Another large growth area this year has been preliminary assessment visits, designed to evaluate a facilities current performance against the expected standards for ESG, in order to understand what is needed to prepare for a formal audit.

SLF Transparency Dashboard™

The keystone of our solution for the industry is our **SLF Transparency Dashboard™**. This innovative tool provides a way of addressing all the above needs in an accessible, inclusive and modular way. By giving visibility to the areas of risk to be addressed within each of the ESG modules, the Dashboard offers an easy visual of where a facility currently is, in terms of meeting industry standards of risk assessment, mitigation and performance.

This is achieved using a simple traffic light system of progress and gives the mechanism for displaying information in a way that is consistent and transparent.

The Transparency Dashboard™ and the SLF A.I.M. Approach allows organisations to participate at their own pace, to suit resources and priorities.



At the end of **2021** we had **17** Published Dashboards for the Leather Manufacturers.

At the end of **2022** we had **42** Published and **3** Unpublished Dashboards

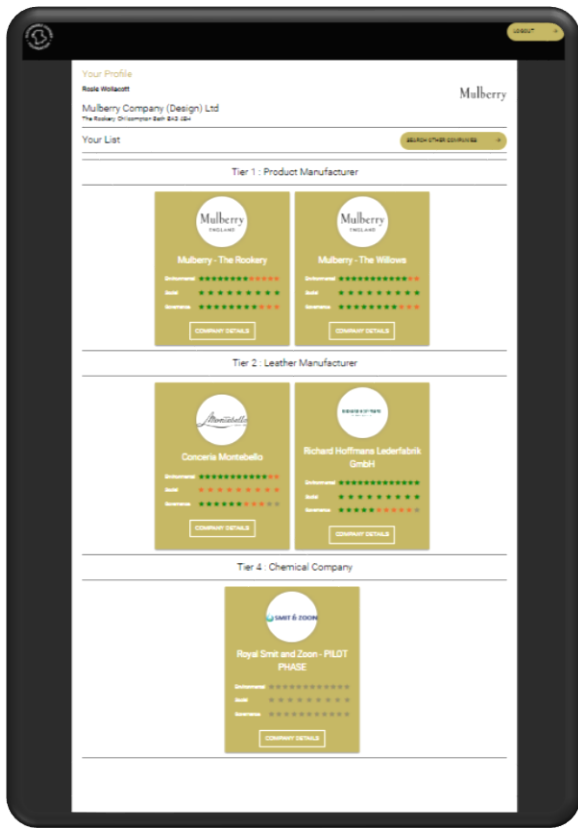
At the end of **2023** we had **65** Published and **6** Unpublished Dashboards

At the end of **2024** we now have **71** Published and **8** Unpublished Dashboards

- **No barrier to access**
- **Existing certification recognised**
- **No duplication of effort**

*Published Dashboards
up 11% in 2024*

SLF's Transparency Dashboard™ Development



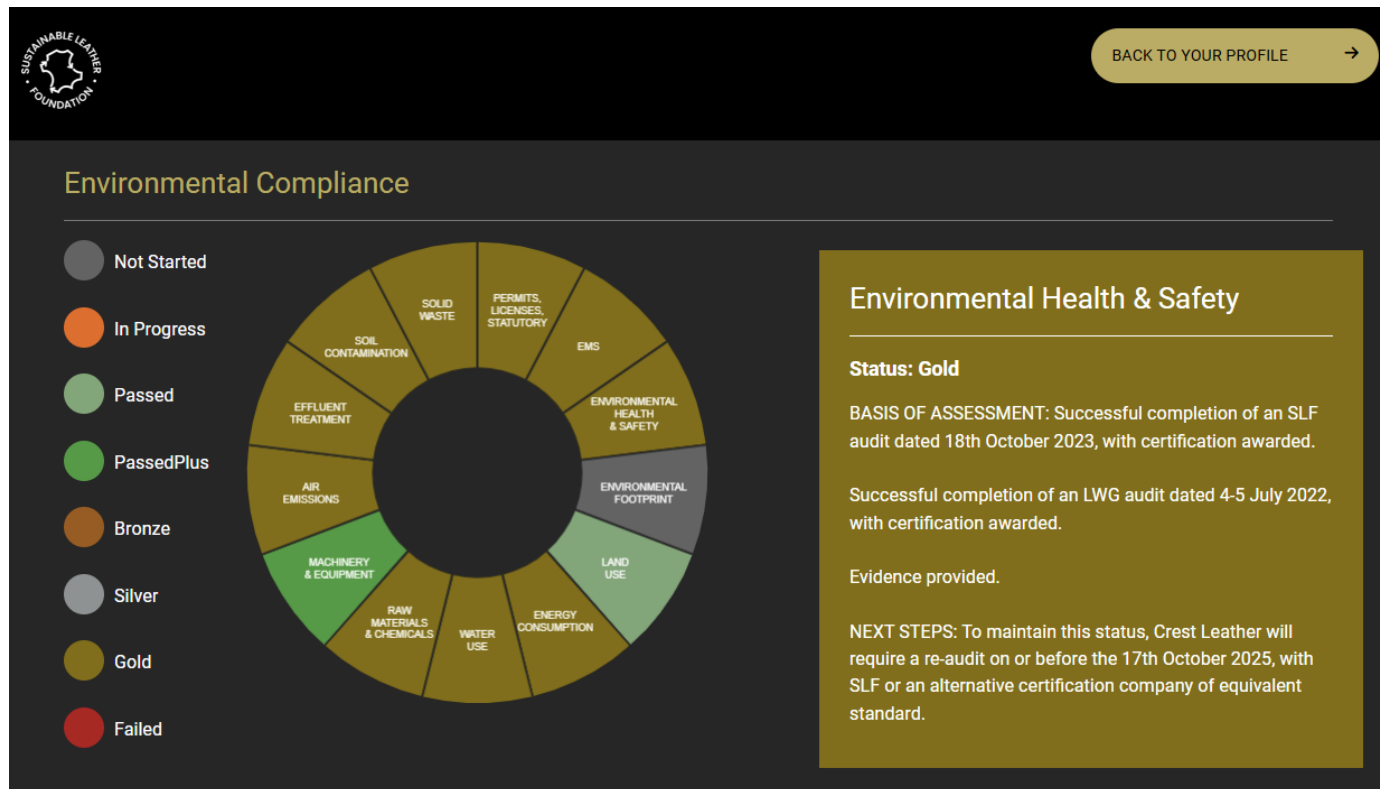
Connecting good practice through the Transparency Dashboard™ continued to be a primary focus for development into 2025. It is now possible to link Dashboards for value chain partners that work together. This is achieved with permissions from each actor in the value chain and allows a visual representation for due diligence and improvement.

These connected value chains can be downloaded as a supplier tree for internal due diligence and reporting.

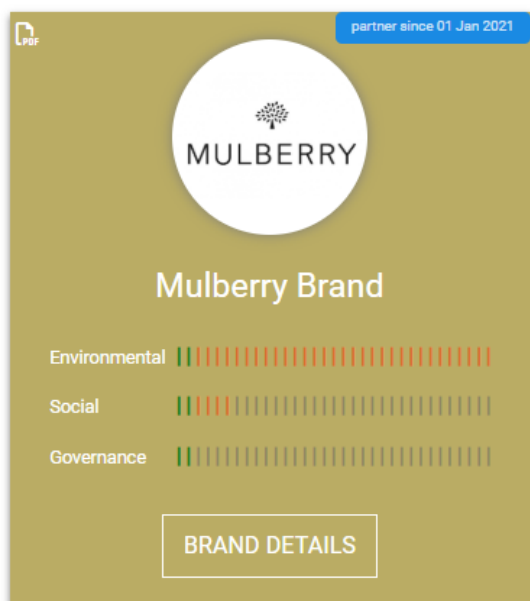


SLF's Transparency Dashboard™ Development

Additional Dashboard Development has taken place to further recognise other 3rd party certification, for example LWG Certification. Although still in the pilot phase, we hope to roll this out for all Transparency Dashboards in 2025.



Crest Leather Italia Environmental Compliance Wheel, augmented to reflect their Gold LWG Award



Development of the Brand Dashboard continues. This will provide the ability to recognise the percentage of suppliers in the leather value chain that have certified ESG standards, to provide enhanced reporting capabilities for Brands.

Our Year at a Glance

16

Speaker presentations at external events

28

Countries engaged in partnership

106

Audits now conducted

79

Transparency Dashboards™ created

97

Partners now actively engaged

108

Countries have visited the website

7

Training Workshops delivered

6

International Projects delivered

13

Preliminary Assessment Visits

Accreditation

A key achievement in 2024 was the approval and publication of our Standards for Environmental, Social and Governance certification on the International Trade Centre (ITC) “Global Standards Map”.

The ITC is a multilateral agency with a joint mandate with the World Trade Organization and the United Nations through the UN Trade and Development, to support economies and micro, small and medium sized- businesses to transition towards sustainable development through the circular economy.

Following an independent, in-depth review of the SLF Audit Standard Reports, the accompanying Standards and Benchmarks, Guidance Notes, Governance Systems, Procedures and Policies, we are delighted that in October 2024, we became the first leather specific, standard setting and audit certification organisation to be published on the ITC Global Standards Map.

Navigating the constantly moving landscape of sustainability standards can be challenging. That is why the United Nations have developed a range of tools, specifically tailored for the different actors along value chains, enabling them to make informed decisions, better understand the sustainability initiatives landscape and

connect with like-minded business partners. The Standards Map presents in-depth information on over 300 voluntary sustainability standards, applicable to sectors including agriculture, textile and garments, consumer products, forestry, mining and services. They are active in 192 countries and sorted across 1650 criteria. You can find out more at:

<https://www.sustainabilitygateway.org/sustainability-standards/>

The registration of SLF’s and its Environmental, Social and Governance Audit Certification programme is recognised as meeting 16 of the 17 United Nations Sustainable Development Goals (SDGs) and key themes covered include Human and Labour Rights, Due Diligence, Environment and Climate Change, Sustainable Business, Quality, Traceability and Credibility.

Having the governance infrastructure, systems and procedures for how the audit certificate programme is maintained and operated was a key component of the independent review conducted by ITC before registry on the Standards Map was approved.

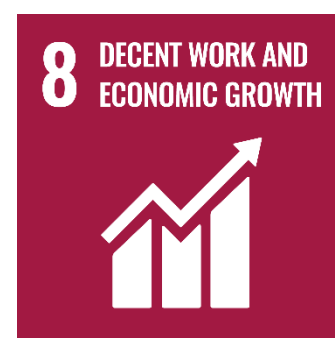
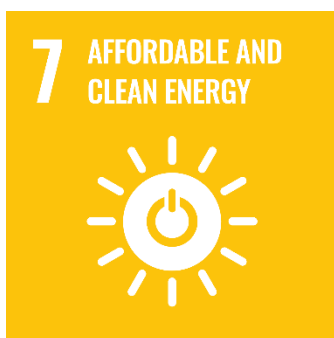


SLF “shows independence from its certificate holders or members”
 SLF “contributes to 16 of the 17 UN Sustainable Development Goals”

Sustainable Development Goals



Our work contributes to **16 of the 17** Sustainable Development Goals. For facilities who have audit certification with us, they can contribute to up to **13 of the Goals** depending on which audit modules are certified. **Each section in our audit report links to the respective SDGs that it supports.**



Industry Projects

Working together with fellow stakeholders is intrinsic to the sustainable future of the leather industry. Cooperation, collaboration and the sharing of knowledge and information for pre-competitive improvement is essential more than ever before, as we enter this new legislative era. The Foundation continues to provide clear leadership with this philosophy to create the building blocks for sustainable business.

During 2024, we have been awarded contracts to specifically target key areas of work for our industry and we will continue to seek opportunities where we can impart education, support, and training.

SIPS Project:

A contract with GIZ that began in 2023 was concluded in May this year - the Joint Action *Support towards Industrialization and the Productive Sectors in the SADC region (SIPS)* project to support sustainable and environmental compliance for the leather value chain in the Southern African Development Community (SADC).

This extensive ESG training and auditing project was conducted by SLF, under the SIPS project, in the leather sector across Africa, marking a significant milestone in the region's journey towards reinvigoration of the industry and sustainable development.

The project, spanning 6 countries, and including 16 tanneries, aimed to evaluate the current performance of the facilities in terms of their environmental impact, social initiatives, and governance structures, followed by

recommendations for improvement and finally formal audits.

One of the primary objectives of the programme was to create a practical approach to improvement with transparency and accountability. By scrutinizing existing ESG practices, the project sought to identify areas of strength and areas needing improvement, fostering a culture of responsible business conduct.

Tanneries that participated in the programme are based in Tanzania, Namibia, Zimbabwe, Zambia, Madagascar and Malawi. A total of 10 facilities have successfully undergone formal audits, with an additional 6 that attended the training workshops (alongside other value chain stakeholders). A final report was submitted that demonstrated the success of the project and the project tanneries are still continuing to improve with SLF.



Industry Projects

Leather and Hide Council of America



SLF has been contracted by the Leather and Hide Council of America to work across three projects in the last 12 months.

Traceability Audit for Meatpackers and Processors

SLF was contracted in 2023 to create a traceability audit standard specifically for the meatpackers and processors in the USA that will work within their existing legal structures but also fit within existing tannery traceability systems.

Considerations of commercial integrity and privacy are paramount, but the goal is to enable a chain of custody approach that gives assurance of origin with a specific focus on proving non-deforestation in the supply chain.

The completed draft was issued in May 2024 and is now with the stakeholders for review and piloting.

Regional Agricultural Promotion Program African Training Initiative Project

As part of the US Regional Agricultural Promotion Program, L&HCA is seeking to expand the capacity to export US hides and leather to target countries. A priority as part of that effort is to build in local capacity to be able to use best practices in leather production and further

export finished leather into the international market. To assist in developing this long-term capacity, L&HCA has committed to an ongoing training initiative, including a train-the-trainers element to ensuring meaningful long-term development for continued sustainable value.

The Sustainable Leather Foundation (SLF) has been contracted to provide a systematic training, support and certification program with selected facilities within selected geographies. The SLF program will consist of Inception Workshops, Preliminary Inspection Visits, Guided Support, Formal Audit and Certification, and ongoing support. The work will require a phased approach that may span 18-24 months and will be managed to ensure that all regions and facilities have sufficient time to benefit from support.

The first inception workshop was conducted in November this year in Addis Ababa, facilitated by the Africa Leather and Leather Products Institute (ALLPI), with delegates attending from 17 different African countries. This was followed by the first 3 preliminary assessment visits, and the feedback has already been incredibly positive.



LCA Project

Under this project, the Sustainable Leather Foundation will provide data consistent with privacy and security concerns for use in the L&HCA LCA project benchmarking leather production for the industry.

The data will be provided in a spreadsheet format, for upload within the existing LHCA databases. Where exact data is not known, modelling norms will be applied.

Upon completion of the initial benchmarking exercise, L&HCA will provide individual facility reports compared to the benchmarks to those companies that request it consistent with appropriate data privacy release.

An extended scope of work will be the development of an integrated service that would allow for regular updates and reporting of the most recent audit data via direct upload, for integration into the LCA model. This work will be scoped out and costed separately.

University of Northampton

Leathertrace Bangladesh TCLP



SLF is a consortium project partner, under the lead of the University of Northampton, along with other partners including the University of Hertfordshire, IdeaTree and Sera Bangladesh, to work on improving Traceable and Circular Leather Production (TLCP) in Bangladesh under this 18 month project.

The tannery sector in Bangladesh is one of the country's most significant contributors to economic growth and export revenue. The industry not only provides jobs for hundreds of thousands of workers in Bangladesh, but also plays a crucial role in the global leather supply chain.

In recent years however, the industry has faced substantial challenges that threaten its sustainability and global reputation. Environmental and social concerns, such as inadequate waste management, toxic chemical use, and limited transparency of methods of production, have all brought attention to the sector's need for modernisation and reform.

The Leathertrace Bangladesh TCLP project seeks to address these issues by developing and piloting a digitised traceability and environmental footprint system that will assist tanneries in Bangladesh to transition to more sustainable leather production processes and methods, thus helping to reduce the environmental pollution associated with their manufacturing processes. In addition to this, the project will also aim to enhance sustainability and international human rights standards within the tannery sector.

The Leathertrace Bangladesh TCLP project is funded by the UK Foreign Commonwealth and Development Office's Sustainable Manufacturing and Environmental Pollution Programme (SMEP), with technical assistance from UN Trade and Development (UNCTAD).



WWF Pakistan

Traceability and Transparency Guidelines for the Leather Supply Chain of Pakistan

In May this year, WWF Pakistan contracted SLF for the “Development of Traceability and



Transparency Guidelines for Leather Supply Chain of Pakistan,” under the European Union funded project “International Labour & Environmental Standards Application in Pakistan’s SMEs (ILES).”

The project aims to contribute to improved environmental sustainability and livelihoods in Pakistan by supporting sustainable economic growth and development.

The development of the Traceability and Transparency Guidelines is a significant additional work that will enable the leather industry in Pakistan to better understand the need and the benefits of achieving a traceable and transparent value chain. By establishing Guidelines for a standardised policy and procedure for traceability in Pakistan, the project plays a pivotal role in ensuring the long-term future sustainability of the industry in the region. With the additional engagement of policymakers in government as well as private stakeholders, a cohesive package of support and information can be provided that will ensure increased access to international markets and the ability to meet regulatory requirements.

The work was completed in September and the Guidelines will be published by WWF soon.

Testimonials

“I wanted to express my heartfelt gratitude to you and your team for the warm hospitality and well-organized two-day workshop. The sessions were incredibly insightful and provided a comprehensive understanding of sustainability and ESG principles in the leather industry.

The expertise and knowledge shared during the workshop have not only broadened my perspective but also reinforced the importance of adopting sustainable practices within our operations. The discussions and resources provided were invaluable, and I am confident they will play a key role in shaping our sustainability strategies moving forward.

We truly appreciate the effort and dedication your team put into making the workshop an enriching experience. We look forward to the opportunity to collaborate with the Sustainable Leather Foundation in the near future, working together to advance sustainability in the leather industry.

Thank you once again for the excellent experience, and we are eager to build a strong and lasting partnership with SLF”

Ahmed Nuru,
General Manager,
Gellan Tannery

Testimonials

Lessons on using certifications to drive business improvement

A few weeks ago I was leading a project that saw a Zimbabwean leather tanning business take part in an ESG audit that led to certification with the Sustainable Leather Foundation.

As a small business, the thought of getting an international ESG certification and meeting the standard required seemed rather daunting. The audit was a result of a unique opportunity that came from a project run by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH which had partnered with Sustainable Leather Foundation to give small tanneries in southern Africa an opportunity to improve their ESG compliance.

This particular tannery was in a growth and restructuring phase and contemplating a new market penetration strategy with new value added products. The management's initial reaction to the idea was that we are not ready for standards and certifications - the sentiment was that these are things that only well established companies should do.

What I have learnt is that a standard or certification is one of the best ways to drive business improvement and is a valuable tool to steer business success. The process of getting ready for the audit took us on a journey of reflection, re-strategizing and relearning. There were some things that were very easy to correct, others needed more time and resources. Everything that was done left the business in a better place. At the end of the day we came out on the other side of the audit with some passes; some corrective actions; some work to initiate and many advisory notes. Audits are not just about passing or failing; but they also provide a framework to help a business to perform well in all aspects; ultimately increasing productivity and revenues. There is significant value in the process and, of course, even more value in the results.

A certification can be pursued at any stage in a business's lifecycle. Having guided the company through the process, I am now saying 'the sooner the better'. Many people know how hard it is to institute any sort of change in a company. If an industry has a standard / certification - rather build your business on that framework from the start.

Many businesses have a vision to be "leading" or "premier" suppliers/service providers. Showing that you can meet a standard and investing in what it takes shows that you have put the proverbial skin in the game.

Tendai Matani
Tambudze Tanning, Zimbabwe



Industry Engagement

Leather Traceability Cluster



In the last quarter of 2022, COTANCE convened an initial group of standard setting organisations to establish the feasibility of aligning on

traceability requirements. The group has since been widened to include IGOs, NGOs and other invested stakeholders.

During 2023 and 2024 the core standards group consisting of SLF, ICEC, LWG and Oeko-Tex have been developing the basis of a CEN Traceability Standard that can be adopted by industry for a standardised approach to demonstrating traceability.

Having considered the complexities that arise with the harmonisation of terms adopted, measurement types and other metrics, the first draft of the Standard has now been reviewed by the wider cluster group. The next step is to refine the Standard to include the feedback received before passing it to the official CEN Standard Setting body for formal adoption.

We hope to have a publicly available Standard in 2025 to assist industry with meeting expectations and regulation in the future.



UNIDO

As part of our commitment to provide trusted, low to no-cost resources for our partners, SLF



endorses UNIDO's leather industry training programme hosted on the UNIDO Leather Panel. There are freely available training courses on:

- *How to Deal with Hydrogen Gas,*
- *First Aid at the Industrial Workplace,*
- *Introduction to Treatment of Tannery Effluents*
- *Safety & Health in the Workplace.*

Upon completion of the training course, attendees receive a certificate endorsed by both organisations. The Foundation encourages the use and sharing of these valuable resources.

Additionally, SLF is supporting UNIDO through the Technical Advisory Groups for the development of a "Guideline for Assessment of Leather Environmental Footprint."

European Commission Director General for the Environment, Deforestation

Stakeholder Platform



European Union

SLF is an organisation member of the Stakeholder Platform for the implementation of the EUDR. This group is made up of industry organisations and member states who are affected by the European Union Deforestation Regulation.

The group meets every two months to discuss progress, challenges and solutions for meeting the requirements of EUDR and protecting the earth's forests.

Training

In 2024 SLF introduced a formal training offering that is available free of charge for partners and for a small fee for non-partners.

There are 4 workshops currently available:

- **Understanding Sustainability & The Leather Value Chain (Half Day)**
- **Understanding Sustainability and Regulation for the Leather Value Chain (One Day)**
- **Understanding Sustainability & An Introduction to the SLF Approach (One Day)**
- **Understanding Sustainability, Regulation & Preparing for an Audit (Two Days)**



SLF's A.I.M. Approach

Accessible

Unlike most certification programs in the leather industry, you do not need to pass an audit before you can become a partner of SLF. **We encourage all stakeholders to become partners** in order that all stakeholders can participate and benefit from our tools and technical library. By providing access to the SLF tools, facilities will increase their potential for change.

Inclusive

Our program works **whether you are a small organisation with 10 or less employees, or whether you are multi-national organisation** with thousands of employees. SLF's system is inclusive and recognises certification that is already in place from other credible 3rd party organisations. This avoids duplication of effort and allows for freedom of choice when working with brands, suppliers, and certification companies.

Modular

The SLF Transparency Dashboard™ is designed to be modular. Existing certification is mapped onto the 3 ESG module wheels and SLF's Audit Standard can then be used to **complete any outstanding sections if required**. A tannery with no certification can start with just one module or with single sections in each module and build up their certification over a time period that is **designed around ability and need**.

Financial Governance

Fiscal responsibility remains a priority for SLF as we grow and expand. We have a Finance Committee in place to ensure good governance and oversight for the appropriation of partnership fees and audit revenue. As a Community Interest Company, we are governed under English Law to operate within specific guidelines. The Foundation cannot have shareholders, and the organisation cannot be sold for profit. All the employees, including the Founder and Managing Director, are paid via salary only. The Foundation is established for the benefit of the community it serves, the global leather industry. Profits are only used for the purposes of continuing the work that the Foundation does and there is no government grant or funding to finance the work.

All our income is derived from our partnership subscriptions and from the audits conducted. We can report a strengthening position for the end of this financial year that represents the growth and associated outgoing costs:

Financial Statement to year ending 31st July 2024

Income Received:	£286,933
Costs Outgoing	£278,916
Balance 2023/24	£8,016
Plus closing balance for 2022/23	£36,880

Fiscal growth in 2023/24 was 28% and we maintain a small contingency as we enter 2024/25. We will continue to ensure the financial robustness of the Foundation, as we scale up our work and impact.

Charity

SLF is proud to support the work of the “The Lewis Foundation,” a charity that sources, packages and hand delivers free gifts and support packs to adult cancer patients in hospital every week – items they might find difficult to buy themselves or simply cannot afford. It can be a sad, frightening and lonely experience for individuals undergoing cancer treatment, and for many people in hospital, the volunteers from The Lewis Foundation are their only regular visitors.



In 2023, SLF donated one support pack on behalf of each of our Advisory Board Members as our Christmas Gift to the Charity.

In 2024, SLF are making a monthly contribution to The Lewis Foundation to continue support, in a small way, all year round.

Living Wage Foundation



Since July 2022, we are proud to be a Living Wage Employer. This means we pay more than the National Minimum Wage as prescribed by law.

Grateful Thanks

Our Partners enable the Foundation to conduct the work we do and are intrinsic in helping us to accomplish our goals for the industry. Thank you to all the Partners who have continued to support us during our fourth year, and those who have recently joined us, for your trust in the work that we are doing. We look forward to continuing to build a stronger, more sustainable leather industry with you over the coming years.

The Foundation is also thankful for the tireless work and contribution of our Advisory Board, Specialty Advisors, Non-Executive Directors, and our Patron, who donate their time freely for the benefit of SLF and the leather industry. Ensuring that we hear cross-representative opinion and have critical evaluation of our approach and strategy is vital to ensuring that we provide a fit-for-purpose support for the industry and the consumers we serve.

Finally, a huge thank you to the internal and external SLF team. Your dedication and commitment make it happen!

Our Mission:

Today's society is more informed and more conscious of the effects that production and consumption have on the earth's natural resources and its ability to regenerate; the negative impacts that can damage our ecosystem; the importance of fair and humane treatment of workers and the welfare of animals.

Environmental, Social and Economic responsibility are essential components for a sustainable industry. Our mission is to support the global leather industry to learn, to improve and to protect for future generations, through the People ~ Planet ~ Profit principle.

"Let's be the change that secures the future!"

*Deborah Taylor,
Founder & Managing Director*



www.sustainableleatherfoundation.com

info@sustainableleatherfoundation.com