

FIELD REPORT

COMMITTED TO EMPOWERING YOUTH THROUGH QUALITY EDUCATION, HERE'S A LOOK AT WHAT WE'VE ACHIEVED TOGETHER ACROSS THE GLOBE IN 2016.

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A WORD FROM OUR GENERAL MANAGER

At the Cotton On Foundation, we believe that quality education is critical to ending extreme global poverty. Today, approximately 59 million primary aged children are not currently attending school worldwide. This is a statistic we're doing everything we can to change.

In 2016, we made several significant steps towards expanding our quality education work across the world. A major highlight has been creating an additional 1,500 educational places for communities in Southern Uganda, taking us up to 5,300 so far!

As a result of your incredible support, our work globally is multiplying. We've committed to new educational programs in South Africa and Thailand and we've strengthened our activity in Indigenous communities in Australia to bring culture and arts into education for young people in North East Arnhem Land.

Quality education is more than a classroom, desk or school book. It's the feeling of self-confidence one has when they raise their hand to address a question. It's the capacity to think critically about solutions to critical problems. It's the ability to positively impact the future of your community, country and world.

Because of you, young people globally are empowered to write a better future through an amazing quality education. Together, we're making a lasting and positive difference. It's such an honour to be a part of this journey with you.

"Thank you."

TIM DIAMOND General Manager Cotton On Foundation



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TIM DIAMOND COTTON ON FOUNDATION GENERAL MANAGER

WE ARE



MAKING A DIFFERENCE...

EMPOWERING YOUTH THROUGH QUALITY EDUCATION

The Cotton On Foundation is the Cotton On Group's philanthropic arm. Through a unique partnership with customers and team members, the Foundation is focused on empowering youth globally through exceptional quality educational projects in Uganda, South Africa, Thailand and Australia.

Together, we're helping to reduce poverty and improve the lives of those in need. We partner with communities to provide long term opportunities across education, health, sustainability and infrastructure.

We work directly with communities in need, we forge genuine relationships and we understand the issues that our communities face.

Cotton On Group stores sell a variety of items including bags, accessories and bottled water, through to limited edition items to support our projects.

100% of proceeds from Cotton On Foundation products contribute to empowering youth through quality education.

VISION:

To empower youth through quality education.

MISSION:

To develop 20,000 educational places by 2020.

THE YEAR'S HIGHLIGHTS

THANK YOU!

In 2016 we created an additional 1,500 educational places for communities in Southern Uganda, taking us up to 5,300 so far – that's over 25% of our 20,000 by 2020 goal achieved.

Creating these new educational places has been achieved through outreach schools, which are an important part of the Cotton On Foundation project model of interconnected central and outreach villages.



IT'S GOING TO BE A BIG FEW YEARS AHEAD, AS WE STRIVE TOWARDS 20,000 EDUCATIONAL PLACES BY 2020. As we commit to creating inspiring learning environments, 2016 has seen us open two innovative buildings that have won awards for excellence in Architectural design. They are the Ross Langdon HIV Education Centre and the St Bernard's Secondary School Multi Purpose Hall.

Our work globally has grown this year, with new education programs established in South Africa and Thailand. And our activity in Indigenous communities in Australia has strengthened, bringing culture and arts into education for young people in North East Arnhem Land.

We couldn't have achieved any of this without the amazing enthusiasm of our teams across the globe. Connecting teams to our projects has given us an incredible range of opportunities to roll up our sleeves and engage with our projects in fun ways. We had a team in Asia paint a mural on our new education centre in Phitsanulok, South African teams lead activities for students in our new school partner – Ethekwini Primary School – in KwaMashu to celebrate Nelson Mandela day. We also kicked off our first ever Road to 10,000 trip to Uganda with 20 team members from across the globe to support our work in Uganda.



UGANDA SOUTHERN UGANDA



THAILAND NORTHERN THAILAND



SOUTH AFRICA KWAMASHU



AUSTRALIA NORTH EAST ARNHEM LAND / NORTHERN TERRITORY

1,750 C STUDENTS ARE SPONSORED THROUGH OUR SPONSORSHIP PROGRAM



331 BABIES HAVE BEEN DELIVERED IN MANNYA & BISIBO HEALTH HUB MATERNITY WARDS

5,047

DESMOND TUTU DESKS TO CHILDREN ACROSS NINE SCHOOLS IN SOUTH AFRICA, HELPING SUPPORT THEIR EDUCATIONAL AND LITERACY DEVELOPMENT

WE BUILT ONE

EDUCATION CENTRE IN CENTRAL THAILAND VIA OUR FIRST PARTNERSHIP IN ASIA WITH OVER 400 STUDENTS EACH YEAR BENEFITING FROM THE NEW SCHOOL FACILITIES



NUMBER OF COFFEE COOPERATIVES RECEIVING TRAINING IN OUR DEMONSTRATION FARM IN UGANDA



PEOPLE HAVE TAKEN PART IN OUR NUTRITION MISSION PROGRAM WHICH AIMS TO IMPROVE COMMUNITY HEALTH AND HELP ERADICATE MALNUTRITION.



YOUNG PEOPLE ATTENDED MUSIC WORKSHOPS IN YIRRKALA, NT



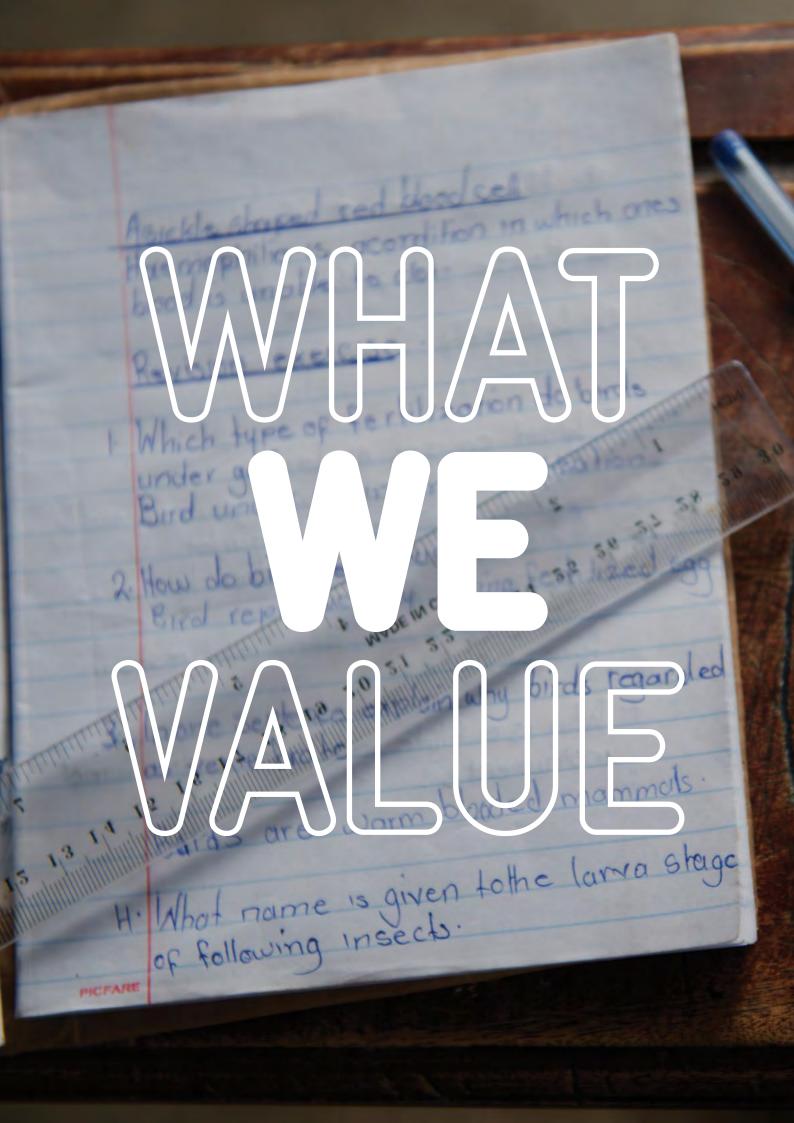
NUMBER OF HOUSEHOLDS WHO HAVE SIGNED

UP TO RECEIVE SILOS OR HOUSEHOLD STORAGE EQUIPMENT



5,3UU **m**

EDUCATIONAL PLACES ESTABLISHED IN SOUTHERN UGANDA



A GENUINE BELIEF

EVER BETTER

LEARNING CULTURE, AMBITIOUS, FEARLESS, INNOVATE, FOCUSED

We are on a journey of continuous improvement, it's not about being the first or the biggest, but about striving to be better at everything we do, every day. We take pride in our work, we never settle, we look to the future and we dream big.

PERSONAL LEADERSHIP

ACCOUNTABLE, CONFIDENT, LISTEN, COMMERCIAL, ENTREPRENEURIAL

We believe in personal accountability at every level; approaching our roles with clarity, confidence and true accountability. We question, we listen, we take risks, we seek feedback. We see developing great culture as everybody's responsibility – there are no spectators.

PEOPLE FIRST

TEAM WORK, SUPPORTIVE, EMPOWERING, COLLABORATIVE, INSPIRING

At the forefront of every decision we make we prioritise our team. As a close knit global family, we're in it together, ensuring we create amazing experiences that have a positive impact on everyone we meet.

KEEPING IT REAL

GENUINE, DOWN TO EARTH, NO EGO, RESOURCEFUL, RESPECTFUL, SIMPLICITY

We have a can-do, solutions focused mindset to business and we never forget we're here to serve our customers. We value humility, we are resourceful and take a hands-on approach but when necessary, we confront the brutal facts.

FUN

PASSIONATE, SPIRITED, YOUTHFUL, ENGAGED, VIBRANT, DYNAMIC

We're a fun, energetic team who thrive on adventure and have an optimistic view of the world. We enjoy the moment and love the journey.

INTEGRITY

ETHICAL, HONEST, TRANSPARENT, RESPONSIBLE, HUMANITARIAN

We aspire to always do the right thing and have a positive impact on the world, it's who we are. We value honesty, integrity and transparency and take a zero tolerance approach to unethical behaviour.

DUR FOUR POLLARS

INSPIRED AND GUIDED BY THE UNITED NATIONS AND THEIR SUSTAINABLE DEVELOPMENT GOALS, OUR PROJECTS ARE BASED ON FOUR PILLARS, WHICH WE OPERATE WITHIN AND MEASURE OURSELVES AGAINST.



EDUCATION

CREATING FURTHER OPPORTUNITIES IN LIFE FOR CHILDREN THROUGH EDUCATION

- Teacher training
- Student leadership and wellbeing
- Literacy and numeracy programs
- School leadership and management support

HEALTH CARE

ENABLING A HEALTHIER FUTURE FOR ALL

- Health centres in central villages
- Targeting preventable diseases
 - Health education



SUSTAINABILITY

TRANSFORM OUR CONTRIBUTION INTO FUTURE BENEFIT

- Community engagement
 - Adult literacy
 - Food security
 - School sustainability



INFRASTRUCTURE

DEVELOP INSPIRING LEARNING ENVIRONMENTS

- Inspiring learning and play spaces
 - Teacher accommodation
 - Clean drinking wate
 - Toilets
 - Kitchen facilities

OUR MISSION

IS TO DEVELOP 20,000 EDUCATIONAL PLACES BY 2020





QUALITY EDUCATION

An educational place is how we develop a sustainable educational environment. It covers a child's journey, from the moment they wake up. It includes:

- An inspiring, safe, learning environment
- Access to clean water, sanitation and essential healthcare
- Community development including micro-finance, food security, farmer cooperatives and business development
- Pathways for a student after they finish Primary School

The total number of educational places is a rolling total, and we are confident that we will achieve our mission of creating 20,000 educational places by 2020.



(SINCE 2007) ESTABLISHED SO FAR



5,300 AT 2016









OUR UGANDA PROJECTS

In 2007, we formed a partnership with Mannya village in Uganda, which led to the official registration of the Cotton On Foundation as a charity organisation.

Mannya became our first central project in Southern Uganda, and we have since expanded to Busibo and Namabaale, creating a web of quality education projects in surrounding communities. Since 2007, working hand in hand with three central villages and smaller communities, we've established 5,300 educational places across the region.



In 2016 we have continued to support schools across the Southern Uganda region to deliver our Quality Education Model. We have also developed a teacher's fraternity called The Southern Uganda Inspirational Teachers Society (SUITS) to inspire and organise teachers across the region who are committed to being champions of innovation and quality education.

Thirty-four teachers were nominated by each school's Head Teacher as the highest performing teachers for the year due to their incredible contributions and dedication to quality education. Over 300 teachers attended six days of training on Classroom Based Assessment, delivered by the Ugandan National Curriculum Development Centre. All junior primary teachers attended early grade literacy training for six days, delivered by USAID. A new standard of education is taking root.

Substantiating our quality education model, almost 2000 girls were provided sanitary materials to support them to stay at school during their periods. It's often overlooked and as such a seriously underserved need that has a dramatic impact on lifting school attendance.

We completed our first annual teacher census which allows us to hear directly from teachers about their strengths, challenges and ideas for improving school and classroom learning. The more we can elevate the voices of teachers and students, the greater and more meaningful our impact can be. C HIJHINA S

EDUCATIONAL PLACES ESTABLISHED IN UGANDA SO FAR

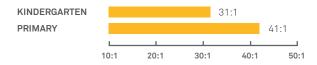




SCHOOLS SUPPORTED

Our support includes the construction of new classrooms and facilities, and for other schools that we haven't built yet, we support them with teacher training, literacy resources, student meals, salaries and sanitary items for girls.

STUDENT - TEACHER RATIO



A great experience in kindergarten sets up children for a successful education at every level. These student to teacher ratios are vital in making sure our quality education model is implemented well and reaches every individual student.



Healthy meals at school help students stay focused and energised throughout the day, in order to learn well. Providing lunch is also a great way to make sure students don't have to walk long distances home for lunch in the middle of the school day.

840

DESKS PROVIDED FOR NEW SCHOOLS

All desks are sourced from local suppliers, so they are not only great for the classrooms, but also helping support the local economy.

NUMBER OF TEACHERS WHO COMPLETED THE FIRST ANNUAL TEACHER CENSUS

Data collected from teachers will inform our teacher development work throughout 2017.

259 NUMBER OF TEACHERS SUPPORTED TO DELIVER QUALITY EDUCATION IN UGANDA

Great teachers will make the schools we support stand out from all others. We support these teachers through training in assessment techniques, creative teaching methods, literacy strategies and child protection to help them reach their full potential.

TEACHERS ATTENDED TRAINING ON CLASSROOM BASED ASSESSMENT

This training helps teachers to assess the abilities of each student and then tailor their teaching techniques in order to get the best results. They then follow it up with ongoing student assessments to really track progress in every class.



KIRABO Sponsorship Program

The Kirabo Education Program has a simple aim, to provide children in Southern Uganda with access to quality education. We believe that by offering quality education, we can help to break the cycle of poverty.

In 2016 we welcomed 438 new sponsors from the Cotton On Group, family and friends and supported students across kindergarten, primary school, secondary school, vocational studies and university. We placed a strong focus on providing support to the most vulnerable students in the communities that we partner with and thanks to the support of our passionate sponsors, these young students now face a much brighter future.











UGANDA HEALTH

We made incredible progress in 2016 with our partners in the Mannya and Busibo Health centers. We know that prevention is the best medicine, so our focus this year has been on supporting outreach clinics and village health teams. We're also committed to getting out in the community as much as possible to give people advice early on how they can treat illnesses before they get too serious or how to avoid serious illness such as malaria, birthing complications, HIV and waterborne diseases.

In March, we formally opened the Ross Langdon HIV Education center in Mannya. This is a beautiful space that is being used by the community for health education events, training, and education for people living with HIV/AIDS. HIV Education Sessions held in July, August, September and October were delivered in collaboration with the Rakai health science program, and the Mannya Health center has hosted HIV prevention meetings at the center.

Through this preventative approach and ongoing support of health centers, our goal is to ensure that no child misses school due to preventable diseases and their communities are healthy and happy.

NUMBER OF HEALTH CENTRE PATIENTS



This number includes both patients who were admitted to the Mannya and Busibo health center for treatment and those who just saw a health worker on the day for advice or medicine.

UGANDA HEALTH STATISTICS

NUMBER OF HEALTH CLINICS HELD IN OUTREACH VILLAGES



Outreach clinics are an important way to connect people in remote villages to health services. Outreach clinics include health education, basic medical advice, and referrals to suitable services.

BIKES PURCHASED FOR VHT (VILLAGE HEALTH TEAMS) SO HEALTH SERVICES CAN REACH RURAL COMMUNITIES



100 bikes purchased and distributed to Village Health Teams (VHTs) so health services can reach rural communities, via the Mannya and Busibo Health Centres.

NUMBER OF CHILDREN FULLY IMMUNISED



A child is fully immunised when they have received all follow up immunisations to protect them against Polio, Diphtheria, Pertussis, Tetanus, Tuberculosis and Measles.

NUMBER OF WOMEN PROVIDED WITH ANTENATAL CARE



A child is fully immunised when they have received all follow up immunisations to protect them against Polio, Diphtheria, Pertussis, Tetanus, Tuberculosis and Measles.

NUMBER OF SUPERVISED BIRTHS



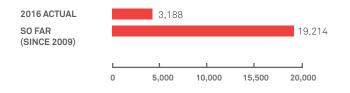
In rural communities across Uganda only 52% of pregnant women give birth in a health facility with skilled professionals supervising. Through outreach clinics and good support for pregnant mothers, we aim to make sure as many mothers as possible give birth under the safe supervision of a professional.

PEOPLE WHO HAVE PARTICIPATED IN THE NUTRITION MISSION PROGRAM



This is the total number of participants since the program began in 2015. Nutrition Mission delivers training for women and men in cooking, healthy foods, and how to make sure you and your family are eating a balanced diet to avoid malnutrition. Each trainee then goes on to share the nutrition messages in their community too, spreading the word further throughout the community.

NUMBER OF PEOPLE TESTED FOR HIV



Testing for HIV is a critical step in helping people accept the illness, gain treatment and prevent the spread further in the community.

FEMALE STUDENTS PROVIDED WITH SANITARY MATERIALS

1,836‡

Without sanitary materials many girls don't go to school when they have their periods. This can mean girls are missing up to 50 days of school each year! Providing them with pads is a great way to help girls stay in school all year.

UGANDAN INFRASTRUCTURE

Building inspiring learning environments is a critical part of what we know is needed for a quality educational place. This year we have demonstrated what this looks like in our first three completed outreach schools: Kyalulangira, Nabbunga and Kamununku. Each school built comprises of ten classrooms, kitchen facilities, toilets, accommodation for teachers, rainwater tanks and a bio-digester to generate environmentally friendly fuel for cooking stoves.

We are also extremely proud to have opened two new buildings in Mannya: The Ross Langdon HIV Education center and the Multi-Purpose Hall at Mannya Secondary School. We are not the only ones who think these buildings are pretty impressive, the multipurpose hall at Mannya Secondary School in Uganda won the award for Best Institutional Building of the Year 2016 by the Uganda Society of Architects.

NUMBER OF SCHOOLS COMPLETED SO FAR









UGANDA INFRASTRUCTURE STATISTICS

NUMBER OF NEW SCHOOLS COMPLETED



In 2016 we completed our first three outreach schools in Kyalulangira, Nabbunga and Kamununku, creating an additional 1,500 educational places in inspiring new schools.

NUMBER OF NEW CLASSROOMS COMPLETED



NUMBER OF SCHOOLS WITH BIO-GAS FACILITY



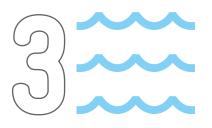
A biogas facility is an effective and hygienic waste disposal unit. By digesting organic material, it produces gas which can be used by communities to produce a clean and renewable fuel.

NUMBER OF 260,000L RAINWATER TANKS INSTALLED



Clean drinking water has been a big priority for us this year as we saw the effects of drought on the community and water borne diseases among students.

NUMBER OF WATER HOLES BUILT SO THAT PEOPLE HAVE ACCESS TO CLEAN WATER



These are three of the communities will be areas that we construct new schools in the year ahead. This first step of providing clean drinking water is an important contribution to the community, and limits the distance women and children have to walk to collect clean water each day.

NUMBER OF WATER HOLES BUILT SO THAT PEOPLE HAVE ACCESS TO CLEAN WATER SO FAR



NUMBER OF LITRES OF WATER FROM INFRASTRUCTURE PROJECTS CONSTRUCTED SO FAR... GIVING THE COMMUNITY ACCESS TO CLEAN WATER



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UGANDAN SUSTAINABILITY

The sustainability pillar leads the work in schools and the community to provide a hand up, not a hand out, and to make sure that our impact is benefiting the community for many years to come.

This year we have participated in the World Food Program food security initiative to train farmers in better food storage methods. To avoid crops being lost after harvest because of a lack of storage, we are able to help families purchase simple storage containers that will help them have food to feed their family for the whole year, or to be able to sell crops after harvest time when they can get the best price for their produce.

The same approach to food storage is now being rolled out to our schools to help them reduce their cost of meals at school by being able to buy in bulk or grow and store their own food.

In Southern Uganda coffee is one of the main sources of income for families. Our sustainability team has focused on training and capacity building groups of coffee farmers to improve their farming and drying methods. This yields higher quality coffee beans and better crop sizes to directly grow their income.





SUSTAINABILITY STATISTICS

NUMBER OF COFFEE DRYING STRUCTURES BUILT

Coffee drying structures are used by cooperatives to improve the quality and consistency of their beans through the drying process. By drying beans up on racks in this sheltered space, will increase the value of the beans at market.

NUMBER OF COFFEE COOPERATIVES RECEIVING TRAINING IN OUR DEMONSTRATION FARM



Training has been conducted intensively at our coffee demonstration farm and covers fertilising methods, pest control, harvesting techniques and drying.

NUMBER OF COFFEE MEMBERS (NUMBER OF INDIVIDUALS) RECEIVING TRAINING



NUMBER OF PEOPLE WHO ATTENDED ADULT LITERACY CLASSES EACH MONTH (ON AVERAGE)



Adult literacy classes help parents and other members of the community improve their literacy and numeracy skills, which enables and empowers them do things like manage their own small businesses, and it is also a great way to help them value and fully appreciate education, and know the importance of their children attending and staying in school.

NUMBER OF HOUSEHOLDS WHO RECEIVED TRAINING IN FOOD STORAGE

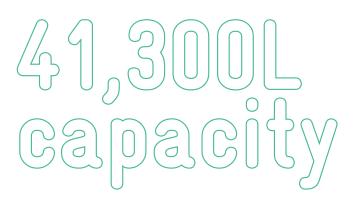


Through a partnership with the World Food Program we are rolling out training and subsidised food storage bags and silos to help households store their harvested food for longer to feed their families, and to be able to sell the product at market throughout the year to generate income.

NUMBER OF HOUSEHOLDS WHO HAVE SIGNED UP TO RECEIVE SILOS OR HOUSEHOLD STORAGE EQUIPMENT



STORAGE FACILITIES DISTRIBUTED TO SCHOOLS (E.G. TOTAL NUMBER OF LITRES OF STORAGE)

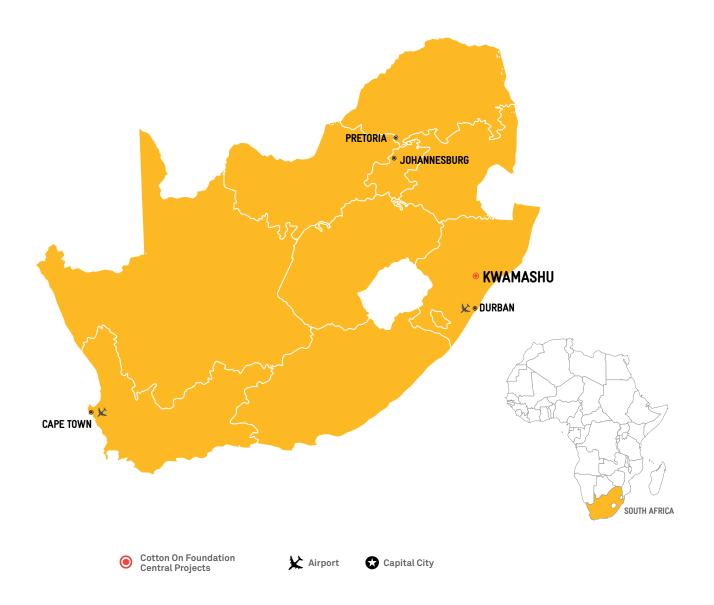


Schools provide meals to students each day, and by providing them with silos for storage, they are able to buy in bulk, and reduce their costs by up to 29% across the year.



OUR SOUTH AFRICA PROJECTS

Throughout 2016 we have narrowed in on how we will contribute to quality education within South Africa. This led to us reducing the number of activities we worked on and really focusing on how we can create quality educational places that will last for generations to come. In South Africa we are in a unique position to be able to engage our local teams with our projects, an example of this was when teams got involved in activities surrounding Tutu Desk distribution to schools and Nelson Mandela Day activities at Ethekwini Primary School.





SOUTH AFRICA PROJECTS

ETHEKWINI PRIMARY SCHOOL

Since our distribution of container libraries in 2015, the Foundation has had a connection to Ethekwini Primary School in KwaMashu, South Africa.

We strengthened this connection in 2016 when we realised that the school needed much more than just a library, so we have begun working with them to plan a new school for the community.

The work will involve building on existing infrastructure as well as expanding to increase the spaces available for learning and the overall capacity of the school, to ensure that every child in the local township can access a world class education.

THE DESMOND TUTU TUTUDESK CAMPAIGN

We have continued our work with the Desmond Tutu Tutudesk Campaign to design and distribute 5,047 tutu desks to nine schools throughout South Africa. Our teams rolled up their sleeves and personally delivered the desks to the students that would be benefiting from them.

FODISONG COMMUNITY AND HEALTH CENTRE

We continued to provide support for the Fodisong Health Clinic in 2016 enabling the clinic to serve over 14,000 patients throughout the year.

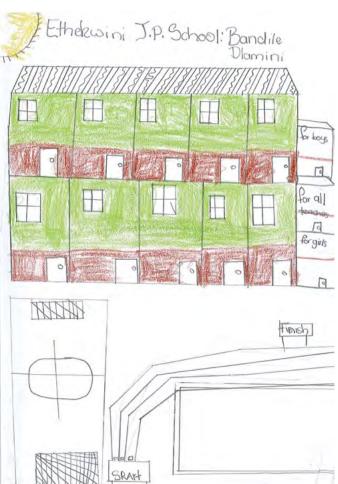


EDUCATION PACKS DISTRIBUTED TO LEARNERS AND EDUCATORS AT ETHEKWINI PRIMARY SCHOOL

ARCHITECTS FOR A DAY!

The learners at Ethekwini Primary School are just as excited as we are about their new school and they have been heavily involved throughout the process by sharing with us their visions of a dream school and taking on the task of architect for a day.









OUR THAILAND PROJECT

Thailand is our newest project area and this year we have begun to see how quality education is coming to life for children in Phitsanulok. We have worked with our partners, Operation Hope Foundation in Phitsanulok to create a project that meets the unique needs of children in the area, in a way that connects to the existing Thai education system.





🔀 Airport

Capital City



THAILAND

Through our partnership with the Operation Hope Foundation in Singapore we have developed an innovative new Education Centre which will facilitate English language training for children around Phitsanulok, many of whom come from hill tribe communities in the north of Thailand.

The teachers at the centre run programs within the centre after school, on weekends and school holidays, as well as delivering engaging and fun English classes in the local schools through their English Outreach Program.

51

LOCAL EDUCATORS WERE RECRUITED SINCE THE CENTER HAS OPENED ITS DOORS. THESE EDUCATORS ARE DOING OUTREACH WORK IN LOCAL SCHOOLS TO BRIDGE THE GAP BETWEEN SCHOOLS AND THE CENTER.

 $\underbrace{80}{0}$

NUMBER OF HOURS OF ENGLISH LANGUAGE EDUCATION PER WEEK SUPPORTED BY COTTON ON FOUNDATION IN THAILAND.



Team members from Cotton On Asia painting mural on the new education center in Phitsanulok

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OUR AUSTRALIAN PROJECTS

Since 2014 the Cotton On Foundation has been working with Indigenous communities in North East Arnhem Land. We have loved collaborating with the Bukku Larnggay Mulka Art center in Yirrkala to deliver music workshops each term for children and young people who are at school or to provide options for those who aren't currently attending school.





AUSTRALIA

This year, over 140 young people participated in workshops, utilising the amazing recording and performance space that the Cotton On Foundation has helped build at the Bukku Larnggay Mulka Arts Center.

In 2016 we expanded our partnerships to do even more to support quality education in remote communities. In collaboration with the Dhimurru Aboriginal Corporation we have supported an innovative education program called Learning On Country, for students in Yirrkala.

Through the Learning On Country program students take their classroom to the bush and the traditional owners of the land and their elders become their teachers. This style of learning builds great cultural identity among the students, and makes education a truly engaging experience.



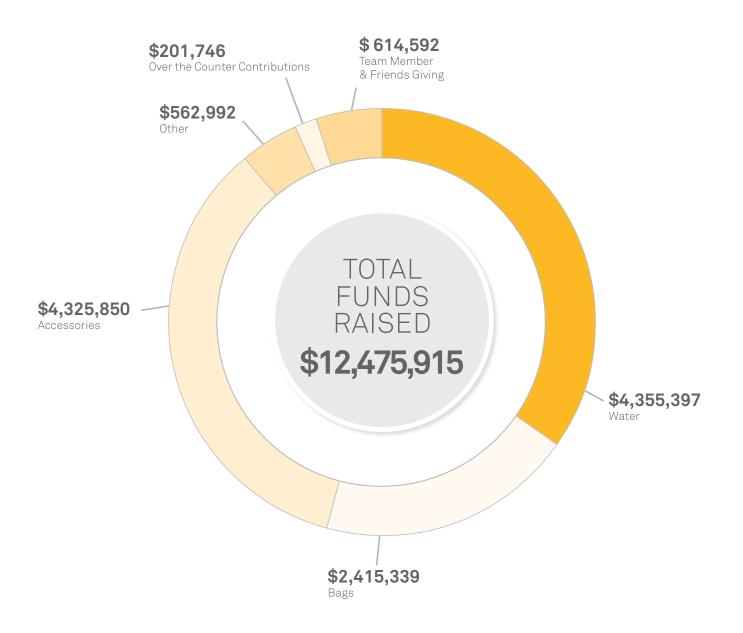
46 STUDENTS PARTICIPATED IN THE LEARNING ON COUNTRY WORKSHOPS.



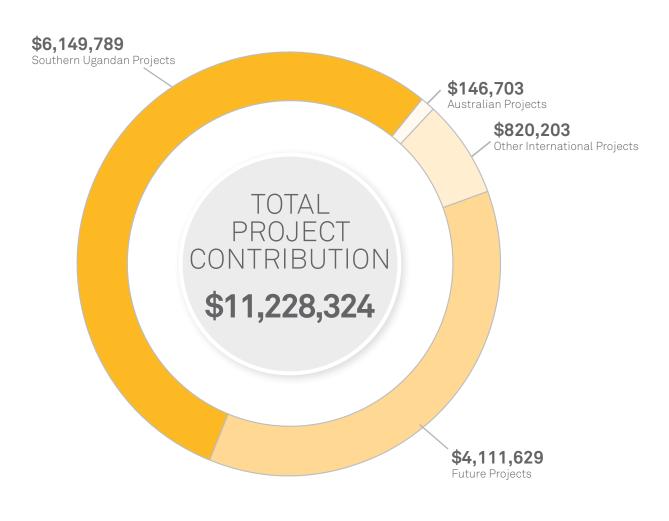








We keep our running costs low by leaning on our friends at the Cotton On Group who help cover some essential operational expenses. This means that we aim to retain less than 10% of funds for administration purposes.



* Future Project Funds are roll-over funds that we have committed to upcoming projects.

THANK YOUS

ONCE AGAIN, A HUGE THANK YOU TO OUR CUSTOMERS, SUPPORTERS AND TEAM MEMBERS GLOBALLY.

YOU ARE THE COTTON ON FOUNDATION, AND WE SIMPLY COULDN'T DO WHAT WE DO WITHOUT YOU.





COTTON:ON



BODY

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Туро

COTTON ON FOUNDATION empowering youth

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