

SUPERDRY®

FUTURE · CRAFT · CULTURE

HEAD OF SOURCING, ETHICAL AND SUSTAINABILITY

WHO WE ARE

Superdry is a British, founder-led brand with a truly global presence. We've been proudly creating world-class product for two decades, offering genuine choice to our customers with our curated collections.

Our mission is to be the No. 1 premium sustainable style destination, delivering product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious journey to serve our diverse community through a premium brand that's focused on the future, prioritises sustainability, leads with craft, and celebrates culture. We need talented people to join us on the adventure, is this you?

THE ROLE

The Head of Sourcing, Ethical and Sustainability at Superdry is responsible for overseeing the company's global sourcing strategy while ensuring all practices align with high ethical and environmental standards. This role involves managing supplier relationships, driving responsible sourcing initiatives, and embedding sustainability into every aspect of the supply chain, ranging from materials selection to manufacturing processes.

The position plays a key leadership role in aligning commercial objectives with Superdry's corporate responsibility goals, working cross-functionally to promote transparency, traceability, and long-term positive impact for people and the planet.

YOU WILL

- Develop, lead, implement and deliver a Global Sourcing and Sustainability strategy, to support the business objectives and operational implementation throughout our own business and the Global supply chain.
- Inspire and lead the Sourcing, Sustainability and Ethical functions to fully commit to achieving the strategic vision and delivering exceptional results.
- Work with leaders across the business to introduce innovation and embed change, through expertise and ideas which deliver Superdry's competitive industry advantage.
- Own and develop a market leading supply base portfolio, ensuring that we deliver our goals of 'right supplier, right location, right initiatives' linked to amazing value.
- Ensure that our supply base meets our company vision for Sustainably sourced materials, ethical standards and production processes (e.g. automation), whilst delivering systems and processes that help scale Sustainability as 'business as usual'.
- Lead on ethical sourcing, modern slavery, and wider human rights for the group.
- Act as group level custodian to communicate with integrity on sustainability, ethical trading, in line with the green claims code.

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- Act as Group level custodian in for all policies related to sustainability and human rights. Ensure all policies are up to date and maintained in line with UK and relevant international law.
- Secure cost efficiencies through supporting the Sourcing team and Regional Offices to effectively negotiate with suppliers by accurately analysing costings with existing and potential suppliers, ensuring all suppliers adhere to our product quality, ethical, technical and compliance standards.
- Own project delivery and maintain program oversight – continue to develop the means to measure and monitor the impact of projects, maintain transparent and accurate reporting of KPIs across Sourcing and Sustainability activities.
- Regularly report on all sourcing activity including supplier performance, country mixes, product category capability, new / exit suppliers and margin
- Take full responsibility for analysing global demands, market development and forecasted needs to ensure that commercial opportunities are identified and capitalised on
- Deliver our annual sustainability reporting in line with our ESG Leadership Roadmap – from our Sustainability Report and Annual Report to wider reporting including CDP.
- Deliver transparent and clear reporting into Superdry's relevant governance structures, including regular reporting into the audit committee, risk framework and Taskforce for Climate Disclosure (TCFD) framework.
- Represent Superdry within the industry as a leader, collaborate effectively and share our journey using the well-respected platforms.
- Responsible for overseeing the management of Superdry Global Offices – Hong Kong, Turkey & India

YOU ARE

- An experienced senior leadership with at least 3 years' experience in this industry with demonstrable experience of leading a fast paced, dynamic and diverse function that delivers exceptional, measurable impacts on the overall success of the business.
- Energetic and fast paced with an entrepreneurial spirit to match the environment, demonstrating a real empathy and understanding of brands and maximising brand values.
- Someone with significant sourcing experience within the brand apparel industry, with a demonstrable track record of negotiation, dispute resolution and achievements
- An exceptional people leader with the ability to instil a culture of high performance, motivation and achievement
- Politically aware, with the ability to use direct and indirect influencing strategies
- Demonstrable level of problem-solving experience and working for a global company with multiple international businesses
- A commercial and strategic thinker with the capability to execute the role tactically, combined with a high degree of attention to detail
- Able to develop and maintain effective working relationships with key leaders in and around the business, equipped with the credibility to influence
- Extremely organised and able to keep on top of a large volume of communication from numerous stakeholders (both internal and external)
- Willing to travel to visit suppliers as required, including international travel
- Located within easy commuting distance of Cheltenham, or willing to relocate.

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WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, and an additional day off to celebrate your Birthday. We also offer a holiday buying scheme.
- Family is massively important to us, so we have a broad range of family-friendly working policies in place, including enhanced maternity, paternity, and adoption leave.
- Company Pension scheme.
- All employees are covered by our Life Assurance policy whilst working at Superdry. We feel it's important to offer protection for your family and loved ones in such a situation and to support this we offer life assurance cover which pays a lump sum equivalent either twice or four times your annual salary.
- A big staff discount – naturally. Because we know that you love to wear Superdry, you'll benefit from a 50% discount in store and online and our Head Office is home to our very own store for staff only where you can treat yourself to heavily discounted sample stock.
- A health cash plan is open to all employees.
- Private Medical cover - a taxable benefit, which managers are eligible to opt in to.
- Flexible working - to help you achieve that all-important work-life balance.
- A global employee assistance plan in place that you can access anytime you want - it's free and confidential.
- You'll also have access to a Cycle To Work Scheme and an excellent Car contract hire/purchase scheme along with a massive range of local discounts with businesses across Gloucestershire.

At Superdry, everyone has a voice and we want to hear it. We create environments where individuality can flourish and is celebrated as part of who we are as a brand. We're incredibly proud that over 90% of our people feel strongly that they can be themselves at work.

We want to meet people with varied backgrounds because we understand that diversity of thought encourages new ideas to thrive, fuelling creativity and enabling us to do better work. We want to build a team which represents a variety of backgrounds, styles, perspectives, and skills; we hire people based on their merit and potential.

We also welcome conversations about flexible working for all roles at Superdry and will always accommodate it where possible.