

GROUP ENVIRONMENTAL POLICY



INTRODUCTION

1.1 The Group is committed to ensuring that its internal organisation and wider supply chain recognise the role we have in ensuring future generations can live in a safe and healthy environment. Consequently, we aim to minimize any adverse effect that our operation may have on the environment. To that end we are committed to improving awareness and understanding of sustainability across our business and supply chain, utilising new technology and ensuring that environmental considerations are integral to our operation.

ORGANISATION RESPONSIBILITIES

2.1 **Board Responsibilities.** Responsibility for the Group's Environmental Policy rests with the Board of Directors, with management resting with the Managing Director.

2.1.1 **Environmental & Sustainability Committee.** A new committee has been formed with key personnel from a cross-section of the business. Their collective responsibility is consider the following areas;

- a) Our Carbon Footprint
 - 1) Garment Manufacture
 - 2) Transport of Goods
 - 3) Energy Consumption
 - 4) Use of Materials
- b) Clothing and Fabric Sustainability
 - 1) Product Recycling
 - 2) Fabric Sustainability
- c) Waste Management
 - 1) Packaging
 - 2) Waste
 - 3) Old Stock Recycling
- d) Environmental Risk Assessments

2.2 **Staff Awareness.** All staff within the organization are aware of their responsibilities regarding environmental issues. New suggestions and ideas are positively encouraged. Upon joining the organization, staff are specifically referred within their Arrival Pack to the Group's environmental policy. All minutes from the Environmental & Sustainability Committee are made available to all staff, and any new initiatives are to be shared with all staff on our new internal newsletter.

2.3 **Supply Chain.** Suppliers are encouraged to adopt best practice with regard to environmentally friendly operations. Key suppliers have clearly defined environmental sustainability policies of their own including Worldwide Responsible Accredited Production certification (WRAP) and/or certification to bodies such as the Supplier Ethical Data Exchange (SEDEX).

SUPPLY CHAIN PRACTICE

3.1 **Commitment.** Key suppliers have been actively encouraged to further develop their Environmental practice. They have been asked to focus on a number of specific areas including recycling & waste reduction, waste disposal, water conservation practice, energy efficient appliances, ICT power down, vehicle share & cycle schemes, training & awareness, energy consumption, and Emergency Action Plans. Supply Chain response has been positive and key evidence of good practice is detailed below.

3.2 Key Supply Chain Initiatives. Our largest supplier is based in Pakistan and has a Sedex Pillar 4 audit report which includes environmental assessment. The factory continually monitors water consumption and discharge, waste and energy. An example is that any fabric offcuts or fabric waste is sent for recycling into rugs and blankets. A copy of another key supplier's comprehensive Waste Management Policy is attached: key points include the use of a certified dye house waste water treatment facility, recycling of machine oil & fabric & energy management. We are also pursuing the move to using sea freight for our stock deliveries wherever possible in order to reduce our carbon footprint, and also the use of some UK manufacturers too.

3.3. Fabrics. We are looking at introducing recycled fabrics in to our ranges in order to reduce our impact on the environment and use up some of the waste products that are created by others. We very much hope that this will offer our customers the choice to choose to support our initiative, and eventually we hope to exclusively offer garments made from recycled fabrics.

INTERNAL POLICY & PRACTICE

4.1 Commitment. We are committed to working in a sustainable manner and wherever possible to take in to consideration the potential impact of climate change. We consequently aim to minimize our business emissions, waste and discharges to prevent pollution and lessen the burden on the environment. Specific measures to support this strategy are detailed below.

4.2 Packaging. Managed by our Group Logistics Manager, all redundant cardboard packaging received into our warehouse is collected by the recycling contractor, Elligia. In addition, serviceable cardboard packaging is set aside and reused within our distribution operation. We are also pursuing the move to recycled plastic bags to protect our products, and also a reduction in the use of excess packaging/labelling etc on our garments.

4.3 Paper. All used office paper is recycled internally using our blue box system prior to collection by our recycling contractor. We actively manage & maintain separate bulk waste bins at both UK sites for general & recyclable product. We are also looking at ways in which we can go paperless in certain areas of our business, instead using technology to store and share information including the use of electronic versions of our various documents rather than printed versions that currently need to be posted to our customers.

4.4 IT Hardware & Printer Cartridges. Redundant IT hardware is collected by a specialist recycling company, PCD Ltd. Where accepted, used printer cartridges are collected and sent to a local charity for recycling.

4.5 Company Cars. Cars are a major polluter; hence a policy of low CO² emissions for company vehicles is in place. We are also introducing a digital communication policy moving forwards that will see us reduce our use of vehicles in favour of online meetings with our customers and suppliers.

4.6 Redundant Garments. Redundant garments are donated to overseas charities such as National Police Convoys, SOS Kit Aid & Colts for Africa. Where no longer fit for purpose garments are collected by charities such as the Lincolnshire Air Ambulance for shredding and recycling.

4.6.1 We are also introducing a garment recycling service to our key contract customers. This will initially see a centralized used-garment storage facility with monthly

collection introduced, followed by on-location storage and collection facilities for customers with a large enough garment usage.

4.7 **Machinery.** Machinery is regularly serviced to maintain its efficiency and so reduce our carbon footprint. Our boiler & heating systems are regularly serviced, and specific investment was made in 2014 in our warehouse heating system, helping to significantly reduce fuel consumption and improve overall efficiency.

4.8 **Energy Consumption.** All lighting is being changed to LED's at our head office, and the warehouse will be pursuing a move towards low energy light tubes with movement sensors too.

THE FUTURE

5.1 The Group pledge to build on the environmental strategies listed above. We fully intend to increase the environmental awareness of everyone within the organization and our wider supply chain by greater communication of our plans and initiatives. We aim to improve on any negative effects that we may have on the environment, comply with all legislation regarding emissions, waste and pollution, and strive to further reduce our impact on our environment.

5.2 We are also investigating registration to The International Environmental Management System Standard (ISO14001), and The Social Accountability Standard (SA8000). In sum the Group is committed to minimising our environmental impact and supporting the UK's transition to a low carbon economy.

Enclosures:

1. Fairland Waste Management Policy & Practice.

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CEO

10th June 2019

Review Due: December 2019