



## Corporate Social Responsibility Policy

As a privately owned trading company operating in the public and private sectors, we believe that the long-term future of the company is best served by respecting the interest of all our stakeholders: that is to say shareholders, employees, customers, partners, suppliers, service providers and the wider community. We look actively for opportunities to improve the environment and to contribute to the well-being of the communities in which we trade. Our Corporate Social Responsibility Policy sets out the principles that we follow.

The principles set out in this policy are expanded in our policies on environmental management, equality and diversity, ethical trading, Modern Slavery Act Compliance, security and confidentiality, Bribery Act compliance, Safeguarding, education and training, health and safety and whistle-blowing.

### Principles

#### **Shared responsibility**

The company enjoys the right to trade and enter into contracts freely. With freedom of trade and contract come social and environmental responsibility. We aim to develop and implement social and environmental policies which fit with the company's activities and responsibilities.

#### **Honesty and accountability**

We will communicate our policies, environmental objectives and performance openly and honestly to our stakeholders. We will encourage them to communicate with us and will seek their views.

#### **Sustainable progress**

We are committed to improving our performance continuously. We will take into account technical development, changing scientific evidence, costs and stakeholder concerns and expectations in the development and implementation of all our social and environmental policies and procedures. We will monitor our performance, set objectives for improvements and report our progress including our objective to reduce our carbon emissions by 2030 and to achieve net zero carbon emissions by 2050.

#### **Demonstrable compliance**

As a minimum we will meet or exceed all standards set by legislation or case law. Where no rule of law exists we will seek to develop and implement our own appropriate standards.

### Operations

#### **Environment**

We will take all reasonable steps to manage our operations through our ISO14001:2015 certified environmental management system so as to minimise our environmental impact and to promote good environmental practice. We will set out and follow high standards in the production of clothing, personal protective equipment, footwear and safety footwear. We will continue to promote responsible and sustainable methods for the sourcing of raw materials and production of fabric; and review regularly our business practices and performance to identify the means of improving our energy efficiency, minimising packaging and reducing water usage, waste disposal and air emissions.



### Relationships

We will continue to conduct our business relationships with integrity and courtesy, and honour our trading commitments. We aim to build long-term relationships with suppliers and provide support for local businesses. We are committed to trading fairly with our suppliers and will communicate our responsible procurement expectations to them in the areas of health, safety and worker welfare, sustainable and profitable business and good environmental practice.

### Employees

We will respect our employees and encourage their development and training. We will promote equality and diversity and consider the interests of our employees including their welfare, health and safety.

**Signed:**

Adrian Hewitt  
Managing Director

**Date:** 19<sup>th</sup> July 2024

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