

Environmental Policy

Actions taken to cancel or reduce the environmental impact of our operations in:

Transport

- Use a local firm for local deliveries to reduce the carbon footprint
- A focus on increased in-house embroidery since Q1 2013. We have significantly reduced CO2 emissions through a reduced carbon footprint for over 60% of our orders. We used to ship 80% of garments requiring logos to an embroidery house in Leicester (80 mile round trip). They applied the logos and reshipped out to our customers. However with increased capacity to do the embroidery in-house we have cut out all wasted trips, and reduced the use of additional packaging which cannot all be recycled.

Recycling of Packaging Materials

- We re-use all dedicated Baca boxes, which are FSC certified and 100% Recyclable material.
- We recycle and bale all cardboard, paper and polythene.
- We use bio-degradable packaging bubbles.

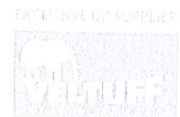
Waste Minimization

- Boxes coming from our manufacturers containing Veltuff garments are made according to our specifications. This is to ensure they are suitable for reuse in storing the garments in bulk storage and sending out the garments to our clients. The normal sizes of boxes from our suppliers are much bigger than we specify which makes them waste rather than reusable.
- Employees working in accounts and IT/reporting positions where normally a lot of paper would be used are given 2 screens to encourage as much work as possible on screen.
- All computers are put on Print Lock so when they send documents to a printer it is held for the user to come and print it off which prevents unnecessary printing, as often it is cleared off without printing
- Power Eco-Friendly Hand Dryers in toilets to eliminate the use of waste paper towels.

The smart choice for safety

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- Scheme in place to increase the amount of emailed invoices to customers and from suppliers.

Effective Use of Water and Energy

- Automatic PIR lighting in the aisles of the warehouse and corridors of the offices so auto-turns on/off depending as to when there is movement.
- Automatic taps/flush's to control water usage in toilets

Supply Chain

- Within our internal IT system case and pallet quantities are now recorded. This enables us to order in full case and pallet quantities wherever viable. We aim to bring goods in in the biggest quantities possible as it saves on both transportation and waste of packaging. It is also something we promote to customers to try and escalate the benefits further than our company purchases. We have achieved this by adding an option to buy in this way on our website.
- Focus on sourcing manufactured products for resale from Europe rather than Far East for help in the reduction of our carbon footprint and CO2 emissions. Also to ensure suppliers are keeping to European environmental standards.
- Purchase from suppliers that are focusing on best environmental practices as well. For example, most spill control products are made from recycled products.

Other ways we can achieve environmental best practice

- Products promoted for purchase that are eco-friendly
 - Eco-friendly refuse bags
 - Honeycomb Wipes as replacements for Rags
 - Concentrated chemical sachets for reduction of
- Education and Training for our staff
- Services which promote environmental protection
 - Purchasing policy geared to environmental considerations
 - Suppliers to provide proof of their environmental considerations and credentials
 - Both Key Polycotton suppliers are Sedex approved
 - Training and promoting environmental awareness within our Company
- Environmental impact Risk Assessments

Goals

Measurement of our Performance

Internal Reviews of our procedures and measures are to be taken out by our Quality and Health & Safety Manager, Anthony Mattecchia, every 6 months. Where necessary management and staff need to be advised of any changes required and actions need to be taken to ensure we are still achieving environmental best practice.

Latest Results:

- Achieved a 41% increase of case quantity glove purchases rather than single or pack in Jan-Sep 14 compared to Jan-Sep 13.
- Increased spending with Europe suppliers by 21% and a reduction in spend with Far East suppliers in Jan-Sep 14 compared to Jan-Sep 13.

Signature: -



Date:-

5/3/2018

Position: -

MANAGING DIRECTOR

Review:-

5/3/2019