

Sustainability Statement

As a business we know we have a responsibility to look at the impact we have on the environment.

We proactively work with our suppliers and manufacturers to ensure that the production systems in place have as minimal environmental impact as possible.

Below you will find the agreements we have in place with our manufacturers as well as our internal team.

- ! Printer paper is used on both sides before recycling (and printing is only used where 100% necessary)
- ! Only water based ink is used during manufacturing
- ! Ink cartridges are refillable
- ! Material cut-offs are recycled and reused
- ! Garments are shipped from overseas by sea where possible
- ! Silk printing screens are reused where possible
- ! Energy Saving equipment (light bulbs etc) are used where possible.

We are working with our manufacturers and suppliers towards our goal of all our sublimated apparel being produced using 100% recycled fabric by 2022.

Ethics Statement

This code of conduct is based on recognised best practises in employment ethics and law, health and safety practices.

Alongside our suppliers we have a shared commitment to fair and safe working practices throughout our supply chain. We have a responsibility to ensure the manufacturing methods used are ethical.

- ! Products must be manufactured lawfully
- ! There must be no exploitation of the staff involved in the manufacturing, production and distribution of our products
- ! Staff must work in safe and clean conditions
- ! Global labour standards must be upheld to comply with Section 54 of the Modern Slavery Act 2015
- ! Working hours must comply with all national laws and industry standards
- ! Pay must meet or exceed national standards
- ! Overtime is voluntary and is compensated at a premium rate
- ! Process and disciplinary methods must be in place to ensure no discrimination takes place
- ! Factories must be Worldwide Responsible Accredited Production certified or be members of the Business Social Compliance Initiative.