

Title:	Sustainability Policy		
Reference:	WWUGL/POL/018		
Date:	Version 3 01/04/25	Amended by:	William Gee [Consultant]
Approved by:	Andrew Richards [Managing Director]	Signature:	
Reviewed Date:	01/04/25		



| About this policy

Our policy is to proactively manage the impact of our business on the environment, society, and the communities in which we operate. This document summarises our Sustainable Development policy framework, which is underpinned by individual policies, standards and targets implemented within Workwear Uniform Group Limited covering environmental, social, and economic matters.

| Aim

We seek to grow our business in a responsible manner, providing the family with a good return on their investment while demonstrating our value to all customers and suppliers with whom we engage. We aim to monitor our environmental, social, and economic performance and minimise the impact of all our operations. We believe we have a positive role to play in the communities in which we work, providing local employment while building straightforward and open relationships with our neighbours, customers, and suppliers. We provide them with the products and services needed to build and maintain the fabric of their communities.

| Business Principles

As a leader in our field, we believe that we have an accountability to conduct our affairs in an open and ethical manner, to treat our employees fairly and nurture their talents, and to play an active role in supporting the many different communities in which we operate. To do this we have constructed a set of Business Principles that support our commitment to operate ethically and responsibly. We aim to operate at all times in a way that embodies our Core Values of being reliable, responsive, straightforward and understanding. Our values are not empty promises. They help us to carry out our work, day in, day out, to a consistent high standard across all our operations and guide us in our dealings with each other, our customers, communities, government, and other stakeholders.

| Framework

We have established a sustainability framework to work from and will continue to address the impact of our operations from an environmental, social and economic standpoint by looking at how we operate as a sustainable Company and the improvements we plan to make in regard to how our products can contribute to a sustainable built environment.

| Our commitments to the environment, society, and the economy

In this section, we have highlighted our key priorities going forward in terms of behaving in a sustainable manner.

Environment

We are working to reduce our specific energy consumption where possible, behaving responsibly and reducing our impact on the environment, both locally and globally. This is currently being supported by exploring opportunities to increasingly use secondary fuels and renewable energy resources in our operations. We are committed to reducing portable water usage and waste sent to licensed disposal. Our business performance includes monitoring and benchmarking against these targets, looking at resource efficiency and recycling across all our businesses.

Title:	Sustainability Policy		
Reference:	WWUGL/POL/018		
Date:	Version 3 01/04/25	Amended by:	William Gee [Consultant]
Approved by:	Andrew Richards [Managing Director]	Signature:	
Reviewed Date:	01/04/25		



We maintain third party certification of our Environmental Management Systems (EMS) at all active sites to ISO14001:2015.

We will continue to build on our proven strength in environmentally aware operating practice, restoration, and biodiversity management. This will be monitored, progressed, and reported on via an annual sustainability report that will be published internally and made available to interested parties on request. Our Circular Economy Strategy will also drive improvements and positive action related to reducing our impact on the environment, preventing pollution, and addressing supply chain and product life cycle environmental management.

Social

We are committed to improving and protecting the health and safety of our workforce and the communities around our sites, while promoting a healthy lifestyle. We will do this by building on three principles:

1. Culture zero mindset – we believe that all injuries and occupational illnesses are preventable.
2. We are all responsible for preventing and correcting unsafe work behaviours or work conditions.
3. Implementation of our social values policy.


Economy

We are committed to our circular economy strategy to lead improvements and positive action including social and cultural change.

Environmental Awareness

The world is formed by a combination of physical, biological and chemical inter relationships, so the impact we have on the environment is difficult to understand entirely but by the implementation of ISO 14001: 2015 within our Organisation and the training/awareness communications internally we can start to help our workers understand and contribute to the future preservation of our world. We also through product life cycle environmental impact reviews and our circular economy strategy work towards increasing supply chain and customer base awareness and communicate relevant initiatives for implementing actions and environmental improvements throughout the supply chain to reduce the impact of products and services.

At present environmental issues include global warming, ozone layer depletion, deforestation, resource depletion, recycling challenges & biodiversity loss. These are introduced during our internal environmental awareness training.

Title:	Sustainability Policy		
Reference:	WWUGL/POL/018		
Date:	Version 3 01/04/25	Amended by:	William Gee [Consultant]
Approved by:	Andrew Richards [Managing Director]	Signature:	
Reviewed Date:	01/04/25		



Revisions

Version	Date Issued	Amendment	Amended by	Role
1.0	n/a	Initial issue	Sam Sohal	Managing Director
2.0	September 2024	Policy reviewed	Andrew Richards	Managing Director
3.0	01/04/2025	Policy Review – transferred to WWUGL document, added review date to document header and slight amendments for clarity.	William Gee	Consultant