

workwear
uniform
group

Our pledge to the planet

The Workwear Uniform Group
Sustainability Manifesto



Our pledge to the planet

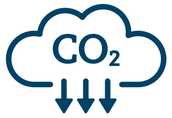
Bold ambition, real actions

At Workwear Uniform Group, we are transforming our ambitious environmental pledges into immediate, radical action.

Having already cut carbon emissions by **38%**, reduced warehouse energy use per pick by **75%** and progressed **80%** toward our 2035 milestone, we are proving that Net Zero by 2050 is a concrete reality. Through advanced circular fabric technology, zero-landfill manufacturing and **100%** SMETA-audited ethical operations, we are setting non-negotiable standards for sustainable, high-performance PPE, workwear and bespoke uniforms.

Our relentless drive directly protects the planet while giving our clients absolute operational confidence. By eliminating microplastics, conserving millions of litres of water and reducing supply chain carbon, we're actively safeguarding ecosystems while delivering fully audited ESG compliance directly to our partners. We ensure that dressing and protecting your workforce doesn't cost the Earth.

Key achievements at a glance...



38% reduction in carbon emissions

2024 vs 2023



75% reduction in energy use per pick

Thanks to our £15m investment in AutoStore



70% female workforce

Across the group, rising to 74% at our manufacturing hub in Sri Lanka



Zero waste operating model

At our manufacturing hub in Sri Lanka



3,800 litres of water per wearer per year

Saved by our use of Polygiene™ technology



91% of all goods arrived by sea in 2026

Reducing emissions by 169 tCO_2e



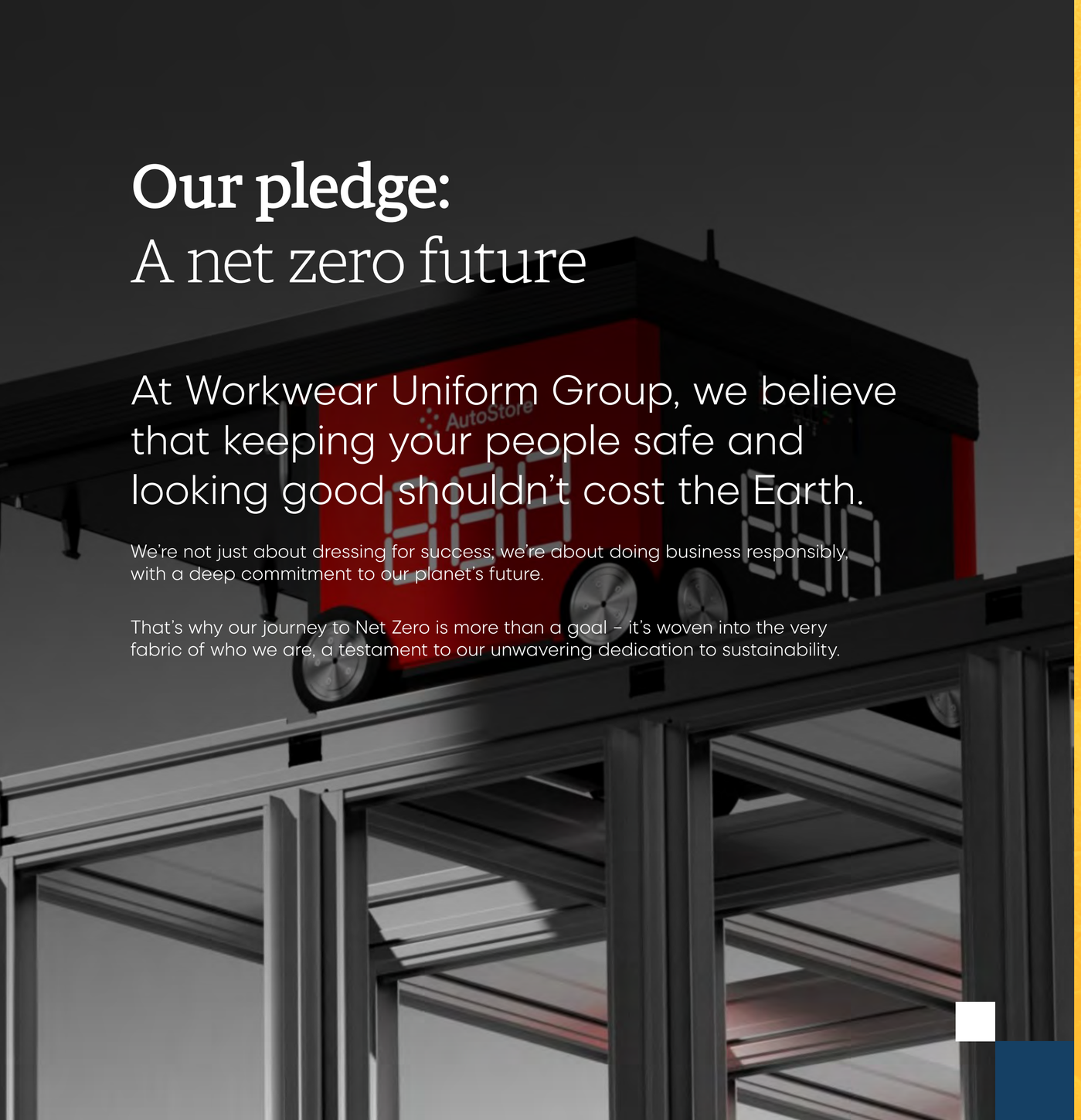
100% compliance with SMETA 4-Pillar and the ETI Base Code



We are already

80% of the way to our 2035 milestone

Our pledge:
A net zero future



At Workwear Uniform Group, we believe that keeping your people safe and looking good shouldn't cost the Earth.

We're not just about dressing for success; we're about doing business responsibly, with a deep commitment to our planet's future.

That's why our journey to Net Zero is more than a goal – it's woven into the very fabric of who we are, a testament to our unwavering dedication to sustainability.

Bold ambition, real action: Net Zero by 2050

Our pledge is clear: WWUGL will be a Net Zero business by 2050, with an interim target to achieve a 50% absolute carbon reduction by 2035.

This isn't just a distant dream; it's a meticulously planned mission, backed by tangible actions that make a difference today. In fact, we're already 80% of the way toward reaching our 2035 milestone.



Our automated warehouse reduces emissions per pick by 75%



Our zero to landfill policy means every fibre is used, with nothing wasted.



We've reduced our energy consumption by 40% since 2023.



Our pledge:
A net zero future

"We're challenging the status quo, transforming how we operate and pioneering practices that set new standards for our industry."

Rethink. Reduce. Revolutionise.

Confirming our long-standing commitment to environmental management systems and a continually improving approach to sustainability across our operations.

We've achieved 100% compliance with SMETA 4-Pillar standards, validating our absolute commitment to corporate social equity, labour standards, environmental integrity and business ethics.

Our Group undergoes independent, thorough verification of its safety, ethical and environmental practices - demonstrating transparency and trustworthiness across the business.

Our global greenhouse gas (GHG) emissions are rigorously audited across Scope 1, Scope 2 and Scope 3 using the gold-standard GHG Protocol methodology. This comprehensive footprint tracking keeps our data fully transparent and forms the baseline of our 21-point annual decarbonisation plan.

EcoVadis measures our sustainability and ESG performance across environment, labour and human rights, ethics and sustainable procurement. This independent monitoring helps us manage and continually improve our supply chain impact.

We're proud to have achieved the first global standard for sustainable procurement which shows we have a clear framework to embed social, environmental and economic considerations into every buying decision we make. It helps prevent supply chain issues, reduce waste and protect brand reputation.

Zero non-compliances. Four pillars. *Independently* audited.

In September 2026, SGS Sri Lanka carried out an independent SMETA 4-Pillar audit at our K&D manufacturing hub. Auditors reviewed payroll, policies and the full site, and interviewed 42 workers. They found zero non-compliances against the ETI Base Code and Sri Lankan law, and rated every management system as robust.

Customers on Sedex can request the full report (site reference ZS310732156)

Hero Stats

0

Non-compliances across all four pillars

of 52 52

Management system ratings marked robust

4

Good practice examples recorded by auditors

42

Workers interviewed confidentially

0

Waste sent to landfill in 2025

The Four Pillars

Pillar	What it covers	Proof points from the audit
Labour Standards	Freely chosen employment, fair wages and hours, no child labour, no discrimination, freedom of association	Zero non-compliances. 100% of workers paid above the legal minimum wage, monthly by bank transfer. Living-wage gap analysis completed using the Anker methodology. No recruitment fees, no workers under 16, and an elected employee council
Health & Safety	Safe and hygienic workplace, training, accident prevention	Zero non-compliances. ISO 45001 certified. Zero lost-day injuries in 2024 and 2025. Accident rate down from 1.02 to 0.2 per 100 workers (2024 to 2025). On-site medical centre
Environment	Environmental management, waste, energy and water	Zero non-compliances. ISO 14001 certified. Zero waste to landfill, with 89% of waste recycled in 2025 (76 of 85 tonnes). Reduction targets set for water and electricity
Business Ethics	Anti-bribery and corruption, honest records, confidential reporting	Zero non-compliances. Zero-tolerance anti-bribery and corruption policy, trained to all staff and shared with suppliers. Confidential reporting channel. No fines or notices in the last three years



Our pledge: Circular design

We've built our entire philosophy around creating durable, eco-friendly garments that stand the test of time, making the choice between high-performance workwear and sustainability a thing of the past.

2m Bottles

Repurposed from plastic into high-performance recycled polyester garments.

140k Trees

Equivalent number of trees saved in CO_2 emissions through our eco-sourcing selections.

120m Litres

Of water saved by shifting product components from traditional cotton to sustainable bamboo fibres.

3,800l Water

Up to 3,800 litres saved per wearer annually by integrating Polygiene StayFresh™ technology.

Our pledge:
Circular design

Well-made clothes, designed and constructed to withstand the rigours of the toughest working environments, are central to our circular design pledge. Every single garment is consciously crafted for extreme durability and seamless end-of-life recycling.



Our pledge: Circular design

High quality = low impact

This commitment means we avoid fragile alternatives and explicitly build our garments using advanced fabric innovations. We integrate CiCLO® technology directly into our polyesters. This proven, patented nature-based solution creates biodegradable pathways that accelerate synthetic breakdown in soil, wastewater sludge, landfills and seawater, helping drastically reduce long-term microplastic textile pollution without sacrificing garment longevity.

For advanced wearability, we integrate Polygiene StayFresh™ and OdorCrunch™ technologies. StayFresh™ uses safe antibacterial properties to inhibit odour-causing bacteria at the source, while OdorCrunch™ actively captures and eliminates environmental smells like food and smoke. By enabling wearers to *wear more, wash less*, these finishes protect fabric from premature wear and tear, save up to 51 kWh of electricity per year and reduce a garment's overall environmental impact by one-third. Furthermore, we're actively shifting toward low-impact, natural alternatives by introducing recycled cotton, banana leaf and bamboo fibres into our material selections.

Our commitment to rigorous quality engineering and accurate fit profiles is demonstrated by our outstanding track record during large-scale enterprise deployments - such as our premier uniform contract with HSBC where our data-driven sizing methodologies and premium manufacturing achieved a remarkably low returns rate of just 4%.



Our pledge: Clean logistics

Packaged with care

We don't just design our garments with the planet in mind; even the logistics and packaging we use are strictly eco-friendly.

All the cardboard boxes we use in our warehouses have been updated from blue to a natural colour, making them substantially easier to recycle. Our boxes are made from 70% recycled content - drastically reducing the demand for non-virgin paper - and are 100% recyclable, FSC approved and printed with water-based inks.



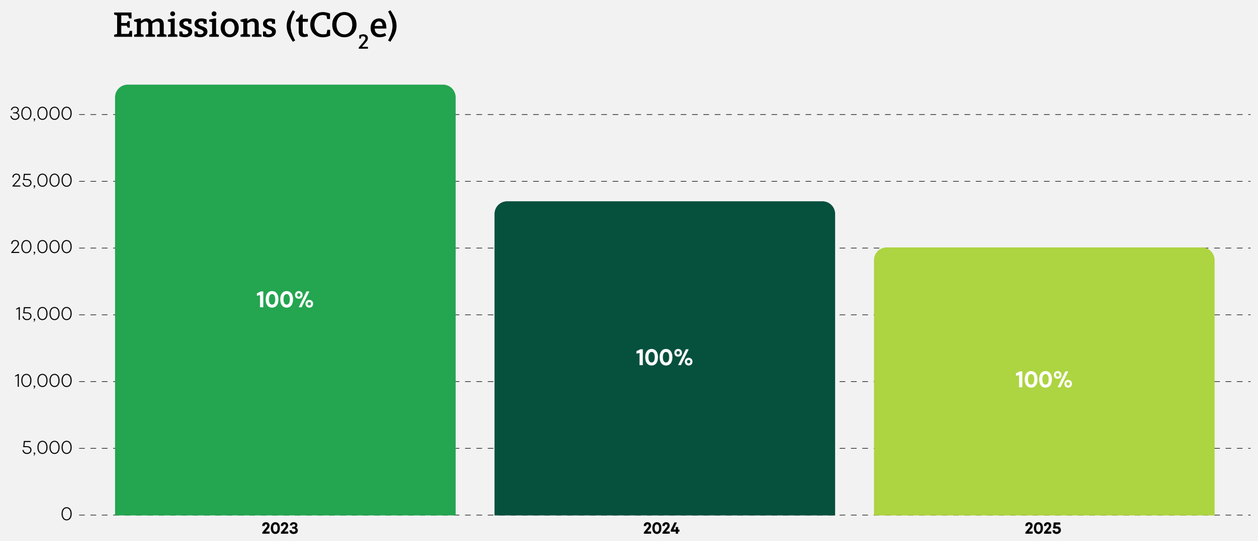
While we favour recycled cardboard packaging wherever possible, there are times when a durable mailing bag is strictly necessary to protect clothing in transit.

To conquer plastic waste, we utilise smart compostable mailing bag technology.

The technology acts as a catalytic agent embedded into the plastic, activated by natural sunlight to disrupt its molecular chains. This causes the bags to safely oxo-biodegrade, turning the plastic into accessible food for local microbes, bacteria and fungi so it never overstays its welcome in the ecosystem.



Our pledge: Clean logistics



greenly

Smart freight, cleaner air.

When it comes to moving our products, the environment always comes first. Sea freight emits just 0.008kg CO_2/km compared to the heavy 1.08kg CO_2/km penalty of cargo planes; therefore, sea freight is our strict structural default setting and we only utilise air freight when it absolutely cannot be avoided.

We've made tremendous progress on this logistical shift: our sea freight usage rose to 91% of all imported goods in 2026. We remain firmly on course to achieve 100% sea freight by 2027, an operational transition that will completely eliminate 169 tonnes of CO_2 emissions per year. Additionally, we actively mitigate freight impact by partnering with premier carriers like MSC, DHL and GoodShipping to offset fuel usage via certified waste-derived biofuels, successfully avoiding over 32.6 tonnes of WtW CO_2 emissions annually.

For our domestic footprint, last-mile parcel deliveries align flawlessly with our goals by deploying through Royal Mail, the UK's greenest parcel operator with the nation's largest zero-emission electric van delivery fleet.

Our pledge: Local impact

Our business thrives because of the dedicated individuals within it and the vibrant communities around it. That's why we're committed to making a positive impact, both within our walls and in the places where we operate, from our UK neighbourhoods to our factories in Sri Lanka.

Wellbeing first

We are immensely proud to directly fund vital local initiatives focused on mental health support and homelessness prevention.

Partner support

As responsible operators in sectors as diverse as rail infrastructure and facilities management, we support causes like The Railway Mission and The Sodexo Stop Hunger Foundation with donations of time and equipment.



Our pledge: Local impact

Cheering on the Barford Tigers

Barford Tigers Hockey Club is more than just a sports club; it's a pillar of the Birmingham community, with a rich history dating back to its founding in 1966. The club is deeply rooted in the local area and is a model of sporting excellence, which is why we are proud to partner with them.

With shared values of teamwork and dedication, we're proud to support an organisation that inspires both on and off the pitch. Our support is specifically aimed at supporting their youth development initiatives and we consider it a privilege to invest in the next generation of players, providing a positive pathway into hockey for everyone.



Our pledge: Local impact

“This is more than a sponsorship; it’s a partnership built on shared values.”

Sam Sohal, CEO, Workwear Uniform Group



Our pledge: Local impact

Our vision is to lead the industry into a new era of workwear where innovation, sustainability and human connection go hand-in-hand.

Looking after our most valuable resource

Delivering our vision is only possible when our global workforce is comprehensively cared for, empowered and valued.

At our manufacturing facility in Sri Lanka, we actively lead every project with diversity and social equity; 74% of our entire production workforce is female. To ensure their long-term well-being and prosperity we provide extensive company benefits including employee childcare, free dedicated transportation to and from our production facilities and rates of pay that sit far ahead of the legal minimum wage requirements.

It goes without saying that child labour is absolutely forbidden across our Group. All of our global operations and supply chains are bound by a strict ethical code, backed by our 100% compliance with SMETA 4-Pillar standards and our robust Ethical Employment Policy.

Our pledge:
Ethical manufacturing

K&D Sri Lanka: Industry leaders in social equity & decarbonisation



Our pledge:
Ethical manufacturing

True sustainability requires radical transparency and absolute operational control. This is why a defining strength of our business model is complete ownership of a state-of-the-art manufacturing hub, K&D Sri Lanka.

Unlike typical industry norms where production is outsourced to third-party brokers, owning our facility removes intermediates, eliminates blind spots and gives us complete control over labour standards, environmental practices and quality assurance.

With 603 highly skilled personnel - 74% of whom are women - K&D Sri Lanka functions as a progressive benchmark for human dignity, gender empowerment and clean industrial manufacturing.



Our pledge: Social equity and welfare

Empowering women

In a sector traditionally vulnerable to labour fragmentation, K&D Sri Lanka actively leads with diversity - boasting an incredible 74% female workforce.

We foster clear leadership, management and technical pathways to guarantee equal professional progression.

Wages and career uplift

Every employee is paid a fair, sustainable wage that sits well above the legal minimum requirement.

We invest heavily in building lifelong corporate careers through technical skills training, Lean manufacturing principles and structured apprenticeships or internships (which make up 3.5% of our staff footprint).

Comprehensive wellbeing framework

We treat our people as our most valuable resource by fully funding critical daily needs:

- Complete childcare provisions for working parents.
- Free dedicated corporate transportation directly to and from the factory gates.
- Subsidised healthy workplace lunches alongside free morning and evening tea.
- Free uniforms, comprehensive mental health support partnerships and annual corporate bonuses.

Zero exploitation guarantee

Child and forced labour are strictly prohibited across our Group.

Every colleague operates in a safe, highly hygienic, comfortable and modern working environment, fully audited and validated by 100% compliance with SMETA 4-Pillar standards and the ETI Base Code.

As our independent SMETA audit explicitly concludes:

"Every employee is treated ethically and fairly."

Our pledge: A net zero future



The global vanguard for zero-waste manufacturing. K&D Sri Lanka is proving that apparel production at a massive scale can coexist with strict ecological preservation. The facility operates under a rigorous Zero-to-Landfill policy, executing to standards that are exceptionally rare in global apparel manufacturing:

33% waste reduction

Through meticulous digital process optimisation, we target and eliminate non-quality defects directly at the source, reducing manufacturing waste by a massive 33%.

Waste-to-resource loop

Every single fabric scrap, offcut and raw textile remnant is treated as a vital resource rather than rubbish. Materials are immediately sorted, collected and repurposed or recycled into secondary functional materials.

Solid recovered fuel (SRF)

Complex, multi-blended non-recyclable textile remnants that can't be spun into new yarn are safely processed into Solid Recovered Fuel (SRF), completely eliminating landfill usage.

Resource conservation technology

Smart building management systems and eco-efficient industrial machinery have enabled us to successfully drive down energy consumption by 20% and water consumption by 16%.

Closing the loop on supply chain visibility

GiSA, our global textile development arm, operates in tandem with K&D Manufacturing.

GiSA pioneers advanced, sustainable material sourcing by enforcing 1st, 2nd and 3rd-tier fully auditable production trails. This gives our clients complete end-to-end supply chain visibility and absolute confidence that their specific ESG expectations are met flawlessly at every single stage of production.

Our pledge: Strategic alignment to The United Nations SDGs

We don’t view sustainability in isolation.

To ensure our commercial actions drive measurable global progress we use the United Nations Sustainable Development Goals (SDGs) as a formal framework to anchor our corporate strategy, operational policies and material selections.

We deliver the highest global impact across nine specific SDGs:

3 GOOD HEALTH AND WELL-BEING

We actively champion the physical and mental health of our colleagues, customers and local communities. This is achieved by maintaining modern, safe and supportive workspaces, providing dedicated employee wellness perks, funding community mental health partnerships and using high-comfort fabric treatments like Polygiene StayFresh™.

5 GENDER EQUALITY

With a workforce profile that’s 74.3% female in Sri Lanka and 66% female at our UK operations, gender equality and female empowerment are woven into our structural DNA. We enforce a transparent, zero-tolerance policy for pay disparity and professional discrimination, ensuring equal visibility and leadership pathways for all.

6 CLEAN WATER AND SANITATION

Industrial water usage is a heavy traditional burden within textile lifecycles. We combat water scarcity by applying advanced, low-water dyeing and finishing technologies, accelerating the deployment of highly renewable bamboo fibres (which require minimal agricultural water compared to traditional cotton) and embedding Polygiene® technology. By preventing bacterial odour build-up, Polygiene enables wearers to safely skip alternate washes, saving up to 3,800 litres of water per wearer annually.

Our pledge: Strategic alignment to The United Nations SDGs

8 DECENT WORK AND ECONOMIC GROWTH



Through our vertically integrated supply model, we prove that economic expansion can be achieved ethically. By completely owning our production facility at K&D Sri Lanka, we guarantee stable, long-term careers, strict adherence to fair working hours and safe, hygienic facilities that match or exceed the stringent requirements of SMETA 4-Pillar and the ETI Base Code.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We continuously replace legacy infrastructure with groundbreaking technology.

This is anchored by our £15 million investment in our fully automated warehouse, which relies on smart robotics to minimise floor space footprints, eliminate unnecessary heat loss and cut warehouse power consumption by up to 75% per pick.

10 REDUCED INEQUALITIES



We actively use our commercial reach to reduce structural inequalities across both our domestic and international footprints.

From creating dignified, highly compensated manufacturing careers in Sri Lanka to funding critical grassroots social initiatives in the UK focusing on youth development and homelessness prevention, we ensure our corporate growth benefits local communities.

Our pledge: Strategic alignment to The United Nations SDGs

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



This represents one of our most successful and measurable areas of operational impact. We enforce strict circular design principles from a garment's earliest concept phase - prioritising durable construction, maximising recycled and natural bio-based fibre volumes, using 100% FSC-certified natural cardboard packaging and deploying our comprehensive corporate Garment Recycling Programme to keep textiles functioning infinitely within the economy.

13 CLIMATE ACTION



We take decisive, aggressive steps to curb global warming.

Driven by our science-aligned principles, we have successfully slashed our greenhouse gas emissions by 40% from our 2023 baseline.

We protect our value chain from unnecessary carbon burdens by establishing sea freight as our structural import default, partnering with global carriers to offset fuel with certified biofuels and using Royal Mail's electric vehicle delivery fleet for low-emission last-mile logistics.

17 PARTNERSHIPS FOR THE GOALS



True systemic change cannot be achieved alone.

That's why we actively scale our eco-credentials by partnering with world-leading material innovators and circularity specialists including Polygiene, CiCLO® and Reverte™ alongside charitable organisations like the Railway Mission and Sodexo Stop Hunger Foundation to maximise our shared environmental and social output.

Our roadmap to 2050: Phase 1

We don’t view sustainability in isolation.

To ensure absolute business transparency and corporate accountability, we’ve integrated our climate, material innovation, ethical sourcing and community value targets into a single, unified milestone sequence leading up to 2035.

Carbon & logistics

Scale sea freight to safely account for 91% of all imported corporate cargo.

Partner with low-emission last-mile networks (Royal Mail EV Fleet) and expand biofuel maritime shipping agreements to continuously reduce logistics transit impact.

Energy efficiency

Maximise space utilisation and capture immediate energy efficiency gains through the rollout of our automated AutoStore warehouse.

Increase the implementation of renewable grid energy across our centralised UK operations.

Material innovation

Standardise 100% FSC-certified cardboard packaging for all new product introductions, reduce overall corporate packaging volumes and replace traditional plastic mailers with compostable options.

Grow customer adoption of recycled polyester, natural bamboo and agricultural banana leaf fibres.

Ethical & social value

Maintain perfect SMETA 4-Pillar and ETI Base Code compliance across all global manufacturing.

Expand worker health, childcare and transport wellbeing initiatives at K&D Sri Lanka while boosting domestic funding for mental health and homelessness support organisations.

Reporting transparency

Introduce carbon-aware customer accounting and expand our structured garment collection and recycling infrastructure.

Our roadmap to 2050: Phase 2

Carbon & logistics

Achieve 100% reliance on sea freight for imports, permanently removing 169 tonnes of CO2e emissions annually from our logistical footprint.

Move toward low and zero emission regional ground logistics networks.

Manufacturing expansion

Install advanced waste-reduction, smart environmental machinery and energy-efficient building management infrastructure across K&D Sri Lanka to further reduce water and carbon intensity.

Circular material integration

Accelerate value chain integration of CiCLO® biodegradable textile technology and Reverte™ smart plastics.

Standardise design-for-disassembly principles across all design teams to maximise automated fibre separation during garment decommissioning.

Digital traceability

Complete total structural readiness for Digital Product Passports (DPP) across raw materials and introduce secure digital circularity dashboards for enterprise clients to track real-time recycling volumes.

Human capital

Formalise advanced internal corporate leadership pathways, expand technical skills development and enhance community-level resilience initiatives across our UK and international neighbourhoods.

Our roadmap to 2050: Phase 3

Carbon achievement

Successfully execute our interim target: delivering a fully audited 50% absolute carbon reduction across the business from our 2023 baseline, moving our entire operational footprint to majority renewable energy sources.

Closed-loop circularity

Achieve majority recycled or low-impact bio-based fibre volumes across all core product catalogues.

Standardise 100% complete packaging circularity and scale our closed-loop textile reclamation partnerships on a nationwide commercial scale.

Full value traceability

Achieve complete, unbroken end-to-end supply chain digital traceability via the universal rollout of Digital Product Passports (DPP) across 100% of manufactured garments, giving clients automated lifecycle tracking from fibre birth to certified destruction.

Global social governance

Set industry-leading benchmark targets for ethical apparel manufacturing, and integrate advanced social value tracking matrices directly into automated customer dashboards.



Our pledge: End of life care

Our garments are designed for maximum longevity, but when the time comes to retire them we ensure they are kept out of the waste stream.

Through our secure textile recycling programme, we actively drive the circular economy forward, providing our corporate partners with clear, auditable recycling metrics and certificates of destruction.



Giving a new life to old uniforms: our 5-step process

Our uniform recycling programme is a bold step toward a landfill-free future. Here's how we make it happen:

Collection: We supply the necessary secure recycling bins, boxes or sacks directly to our customers' facilities. Once full, our logistics network handles everything safely transporting used uniforms and PPE directly to our processing centres.

Secure de-branding: To protect corporate security, brand identity and legal compliance, every garment undergoes a rigorous security check where all corporate logos, name badges and unique business identifiers are completely stripped and destroyed.

Sorting: Every single item is meticulously sorted separating raw garments, plastics and footwear. We're relentless in our pursuit of a landfill-free future; any complex non-recyclable components are recovered and safely processed into Solid Recovery Fuel (SRF), ensuring absolutely nothing goes to waste.

Recycling: Working with specialist recycling partners, sorted textiles are securely processed, shredded and down-cycled under compliant environmental conditions.

Repurposing: Garments are successfully closed-loop recycled into brand-new materials, products or reborn as high-grade industrial resources including industrial wipes, acoustic building insulation, mattress fillings and automotive soundproofing materials.

“Our care and commitment to Net Zero by 2050 is unwavering.”

Sam Sohal, CEO, Workwear Uniform Group



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This report was published in October 2026. The report contains forward-looking statements based on assumptions and estimates by Workwear Uniform Group Ltd (WWUGL). Although we assume the expectations in these forward-looking statements are realistic, we cannot guarantee they will prove to be correct. The assumptions may harbour risks and uncertainties that may cause the actual results to differ considerably from the forward-looking statements. Factors that may cause such discrepancies include, among other things, changes in the economic and business environment, new laws and legislation, improvements to data analysis, and changes in corporate strategy. WWUGL does not plan to update its forward-looking statements, nor does it assume the obligation to do so.

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