

OUR COMMITMENT

to people and planet

It feels good to do the best right thing for people and the planet.

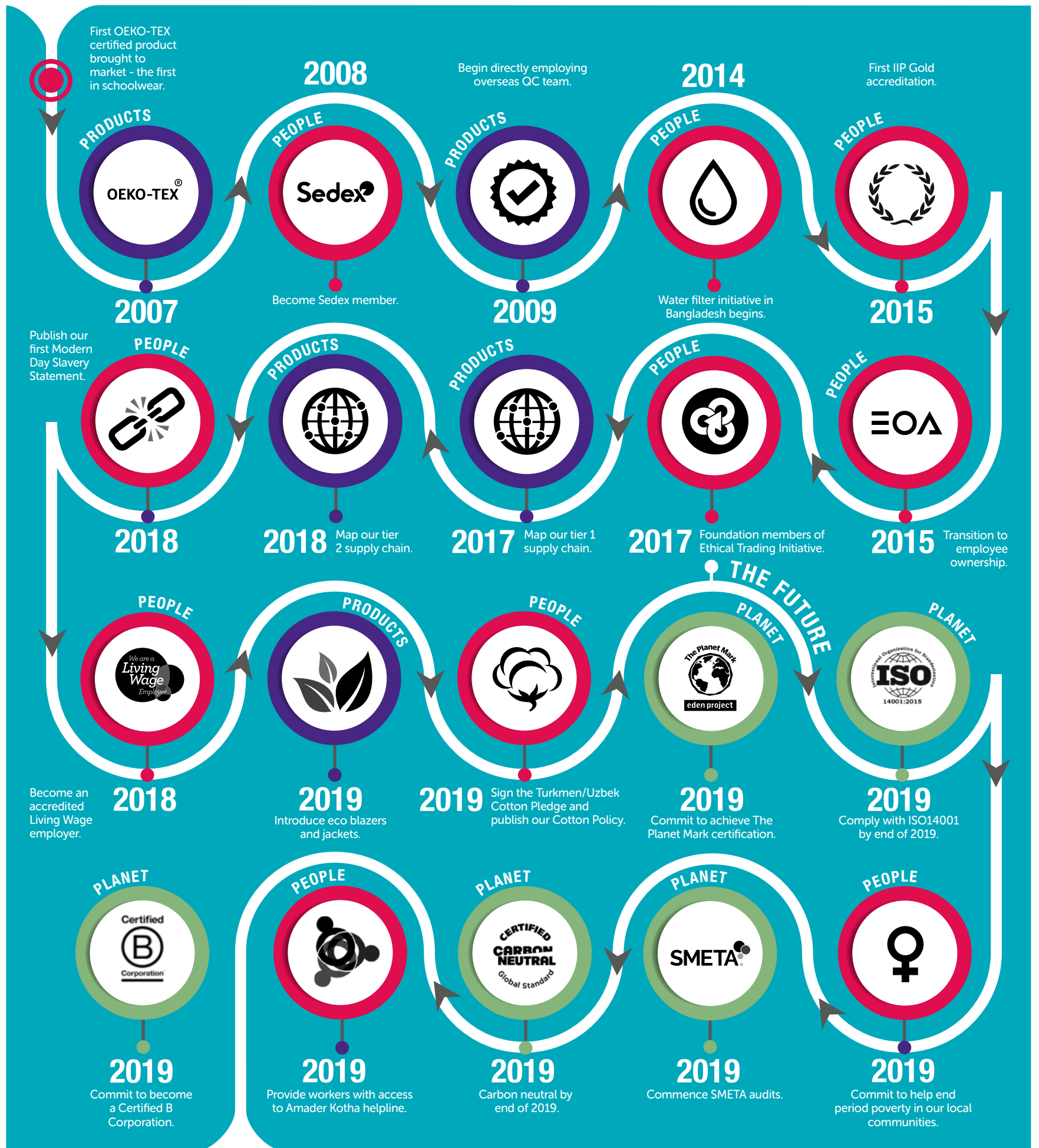
We've been an ethical business for a long time. True to our values of trust, care and be better, we're proud to have achieved so much. Whether we're manufacturing safe, high quality clothing, caring for our colleagues or reducing our environmental impact, we care deeply about our actions.

But we know there is much more we can do and we're not standing still.

Here's our journey so far.

Rowlinson
 ■■■■ smarter for longer™

EMPLOYEE OWNED



OUR COMMITMENT to people and planet

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100

Tested for harmful substances.
www.oeko-tex.com/standard100

OEKO-TEX STANDARD 100

STANDARD 100 by OEKO-TEX® is a worldwide independent testing and certification system for textile products. Garments that achieve the standard deliver confidence to buyers and wearers, safe in the knowledge that they have undergone rigorous testing and are free from harmful substances. We're striving to achieve this standard across our entire range.

Sedex®

SEDEX AND SMETA

Sedex membership demonstrates our commitment to drive improvements in ethical and responsible business practices in our supply chains. SMETA, the ethical trade audit process for Sedex members, enables us to conduct high quality ethical audits that cover all aspects of responsible business practice, across Sedex's four pillars of Labour, Health and Safety, Environment and Business Ethics.

INVESTORS IN PEOPLE

Investors In People Gold standard is awarded to organisations demonstrating the highest levels of people management practice aligned to business strategy, ethos and values. Reaccredited IIP Gold in 2017, the framework supports our approach to helping our people achieve their full potential.



EMPLOYEE OWNERSHIP

In 2015, we became an employee owned business, underlining our commitment to become a great company to work with and for. Employee ownership empowers our people with a voice and has secured our business for the long-term. Crowned the "Rising Star of the Year 2017" at the UK Employee Ownership awards, we're proud to be acknowledged as a beacon for employee ownership.

EOA

EMPLOYEE OWNERSHIP ASSOCIATION

ETHICAL TRADING INITIATIVE

We've been a foundation stage member of the Ethical Trading Initiative (ETI) since 2017. We're committed to improve the working conditions of the people who make our products, by fully adopting the ETI base code to drive improvements throughout our supply chain. We also expect all our suppliers will adopt the ETI base code, working closely with them to meet this expectation.

LIVING WAGE

An accredited Living Wage employer since 2018, everyone who works for us receives a minimum hourly wage - the real living wage - which is above the statutory minimum hourly rate. This helps our people to meet the rising cost of living. We're the first schoolwear manufacturer and the first clothing manufacturer in Greater Manchester to become Living Wage accredited.



CARBONNEUTRAL® CERTIFIED

The CarbonNeutral® protocol provides us with a clear framework to achieve carbon neutrality, calculating a carbon footprint and reducing it to zero through a combination of efficiency measures in-house and external emission reduction projects.

CERTIFIED CARBON NEUTRAL
Global Standard

THE PLANET MARK

The Planet Mark certification programme recognises a commitment to continuous improvements in sustainability, helping us to measure and reduce carbon emissions, energy and water consumption, travel, and the amount of waste we create. Certification is an important step for us, as we strive to reduce our negative impact on our planet.



WORKERS HELPLINE

The Amader Kotha telephone helpline enables workers to report and resolve safety and other concerns in the manufacturing sector in Bangladesh. An independent initiative since 2018, it's available to all workers with the support of factories and brands. In conjunction with our partner New Horizon Bangladesh, the people who make our garments have free of charge access to Amader Kotha.



CERTIFIED B CORPORATION

Certified B Corporations are a new kind of business that balance purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community and the environment. Our goal to become a Certified B Corporation enables us to join a global movement of people using business as a force for good.

Certified B Corporation

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