

Result[®]

**ETHICAL & ENVIRONMENTAL
POLICY & STANDARD**

20**23**

ETHICAL POLICY

At RESULT we know you can trust the products that you buy from us and that being a good corporate citizen is essential to our long term business success. That means we have taken all health and safety precautions for our staff, ensured clothes are not made from hazardous materials and no one was exploited during the process in our workplaces or workplaces of our business partners.

We've made sure that all our brands/products comply with standards that we know our customers expect and that we run an ethical and fair business.

These include:

- Health & Safety procedures are in place to promote safe working environment.
- Impact on local and global environment is minimised with full compliance to environmental regulations.
- No child labour with legal minimum age of employment adhered to.
- Legal minimum wage, including any overtime pay, maximum hours of work, holiday entitlement and maternity/paternity leave is adhered to.
- No forced, involuntary, trafficked labour or imprisonment.
- Employees are allowed freedom of association and collective bargaining.
- Employees are not discriminated against and work in a respectful and secure environment, without harassment or abuse.
- Full compliance with law and workplace regulations.
- Hours of work do not exceed the limitations of law.
- Appropriate procedures to ensure corporate and physical security on site.

ENVIRONMENTAL PRACTICES

Packaging

As a world brand, RESULT have always taken the burden of waste seriously.

We insist and encourage all supply partners to pursue correct environmental practices, especially the recycling of waste materials and the re-circulation of waste heat generated during dyeing, printer-specific garments are packed in bulk to reduce packaging. Key styles are individually bagged using recycled plastic. Going forward the packaging of all products will be converted to opaque compostable/biodegradable bags ensuring RESULT bags keep our garments pristine on their journey to customers but leave no environmental trace.

To minimise flexible packaging litter on the environment, we use recycled board in our cartons, recycled wooden pallets for shipping and wrap our pallets in BioZ oxo-biodegradable plastic: an opaque wrap whose treatment triggers degradation after 6 to 12 months and breaks down fully, reverting to just carbon and oxygen. There is no trace left to pollute the environment; it does not form micro-beads and can be collected and/or recycled with other plastics without causing any contamination.

As an importer/exporter, we support a levy into the Packaging Waste Directive in order that the plastic and cardboard we place on the market in the UK and EU can be reused.

Fabrics

By working with speciality fabrics made from recycled plastic, the Genuine Recycled range from RESULT shows our commitment to produce sustainable, ethical garments whose production consumes less energy and water, and gives off fewer emissions than conventional yarns.

By working with certified partners REPREVE®, TOPGREEN® and PERPETUAL© to create fibres made from recycled plastic, we are able to calculate the number of 1 litre equivalent bottles that would have been sent to landfill, in an average single size L garment. The yarn spun from these fibres is sent to a certified mill to weave or knit fabric for the RESULT Genuine Recycled range, and, in line with all our ranges, all aspects of manufacture and practice have been checked to meet RESULT's high standards for a respectful, secure work environment with reasonable hours, good wage and work conditions.

Recycled labelling, trims and materials are used wherever possible.

We incorporate TOPGREEN® recycled polyester fabrics across styles in our padded softshell range, using this as a key directive for all new softshell styles going forward.

When you no longer need your garment, prevent landfill, check its RESULT label, contact your local end-of-life textile options to upcycle, and give your garment a second life.

We are delighted to continue incorporating innovative, clean, product into all our garments and packaging, and constantly strive to expand this further.

INDUSTRY STANDARDS

Employee Relations

RESULT is an equal opportunity employer. We are committed to ensuring within the framework of the law that our workplaces are free from unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, gender (including gender reassignment), sexual orientation, age, marital status, religious or other similar philosophical belief and disability. We aim to ensure that our employees achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. We have adopted the following policy as a means of helping to achieve these aims. Time is spent training and appraising our staff in their roles as it is important for their personal development and we also offer support to individuals with family commitments in terms of offering part time hours (where possible).

Environmental Concerns

Understanding our wider responsibilities, RESULT is focused on reducing waste and minimising the environmental impact our practices have. To help reduce the amount of carbon we produce as a company, RESULT promotes a 'Travel to Work' scheme to all staff (when safe to do so).

We also actively encourage office recycling throughout our premises, minimising material waste and ensuring efficient systems. We encourage all supply partners to pursue correct environmental practices, especially the recycling of waste materials. We encourage all supply partners to supply sustainable product made from recycled sources, to pack printer-specific items in bulk to reduce packaging and encourage fast moving products to be packed in opaque compostable/biodegradable bags to ensure garments remain pristine on their journey to customers but leave no environmental trace.

Warehousing

Set within a wildlife woodland haven with protected freshwater lagoon, our distribution centre boasts the latest warehousing systems technology and employee programming skills, resulting in better working conditions, increased productivity and of course, increased sustainability.

- Timing sensors to lighting, heating and cooling to reduce energy consumption
- Digital equipment and mobile data capture to reduce paper use
- Woodland planting to counteract carbon emissions
- Energy saving air recirculation system
- Electrical powered forklift fleet
- Solar power renewable energy

Where possible, we reuse all cardboard which enters our warehouse for packaging and redelivery. If the cardboard is not fit for reuse we recycle it through a third party. Where new boxes are used, we promote reuse to our customers.

To minimise flexible packaging litter on the environment, we use recycled board in our cartons, recycled wooden pallets for shipping and wrap our pallets in BioZ oxo-biodegradable plastic: an opaque wrap whose treatment triggers degradation after 6 to 12 months and breaks down fully,

reverting to just carbon and oxygen. There is no trace left to pollute the environment; it does not form micro-beads and can be collected and/or recycled with other plastics without causing any contamination.

We continue incorporating innovative, clean, product lines into our range and packaging, and strive to expand this further. The warehouse systems in place ensure efficient storage, order picking and packaging to maximise space and ensure minimal waste of resources.

Media

Our entire range is available to view for customers via our website at no cost, making it the most environmentally friendly catalogue possible. The added functionality of the site allows customers to see exactly how much stock of every item we have available, saving valuable time and resources for the customer.

RESULT works with a printing company who conducts business with respect and care for the environment and only supplies from Forest Steward Council accredited sources.

Invoicing

We offer all our distributors E-Billing where they can receive all their invoices via email, cutting down on the use of excess paper. RESULT reduces paperwork used at both ends of the supply chain by electronically sending order acknowledgements and backorder reports via email.

Transportation

Our award-winning transport partners follow active environmental policies and measure success in key areas such as CO2 emissions, waste, paper, recycled paper, energy consumption of buildings and work accidents. Examples of their commitment to the environment include:

- Running "double deck" trailers; vehicles that carry one third more parcels than standard trailers.
- Maintaining and modernising vehicles, and using solar panels on trailers and buildings to reduce energy consumption.
- Using SMS technology to find out if recipients are available to sign rather than making wasted journeys.
- Working with schools to reduce their environmental impact.
- Maximising carrying capacity to reduce wind resistance.
- Training drivers to drive smoothly and efficiently.

Distribution

RESULT products are available through a network of established trade wholesalers. All aim to be environmentally friendly with intention to promote a policy that is green aware in specific areas:

- Reduction of waste materials through recycling
- Reduction of energy consumption through efficiencies.
- Review and put into effect employee awareness.