



E & E WORKWEAR

ETHICAL, SOCIAL AND ENVIRONMENTAL POLICY

General Statement

E & E Workwear are a socially responsible organization and, as such, are fully aware of our impact within the global marketplace. Our business is built on relationships based on integrity and respect and to that end we need to take responsibility for our actions and have therefore defined our position on areas such as human rights, social responsibility, ethical issues, and environmental issues. We are committed to ensure that our suppliers have a responsible attitude toward working practices and support the ILO 1998 declaration on Fundamental Principles and Rights at Work.

Our working values and principles:

- We will provide products and services giving good value and consistent quality, reliability and safety
- We will not knowingly sell products which harm our customers
- We will treat all employees with equal respect and dignity and will provide them with equality of opportunity to develop themselves and their careers
- We undertake to pay our suppliers and contractors in accordance with agreed terms
- We seek to compete fairly. We do not solicit or offer bribes or other improper advantages for business or improper gain
- We will always comply with the law wherever we are doing business

Our social code of conduct

All suppliers have an impact on the products that E & E Workwear provide to our customers and therefore we expect our suppliers to embrace the same philosophy as outlined in this policy document with regard to their business conduct. The policies of all our suppliers are examined during application for registration to the E & E Workwear approved supplier list to ensure that they adopt the Ethical Trading Initiative (ETI) Base Code.

Our ethical sourcing commitments aim to improve the lives of workers in our supply chain and to this end we have adopted the principles of the ETI Base Code as stated below:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected

- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

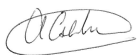
The policies of all suppliers situated in the developing nations are examined during application for registration to the E & E Workwear approved supplier list.

(A sample letter that is sent to all suppliers for registration to the E & E Workwear approved supplier list can be seen in Appendix I.)

Our environmental policy statement

E & E Workwear is committed to protecting and enhancing local and global environments and to ensuring that activities are carried out in a sustainable way. To further the aims of this policy we will:

- Comply with all environmental legislation and consider appropriate strategies in a bid to deal with forthcoming legislation
- As UK manufacturers, only source fabric from companies who are committed to minimize the generation of effluents and re-use water whenever possible as determined by process constraints and discharge consents
- Conserve resources by reducing waste and by recycling materials whenever it is economically practicable
- Reduce energy usage whilst maintaining levels of production and quality
- Provide adequate training and information on environmental and sustainability matters to all employees
- Periodically review this environmental statement and monitor our environmental impact with a view to continuous improvement
- Assess the environmental performance of and encourage the adoption of similar principles by our suppliers



Signed:

Senior Partner

Date: 1st November 2009

Appendix I: Sample letter sent to prospective suppliers

*E and E Workwear
Church Lane
Marple
Stockport
SK6 7AR*

Dear Sirs,

Enclosed is a copy of the ETI Base Code and increasingly our customers are asking questions related to these issues. To be considered for E & E Workwear's Approved Supplier List please confirm that you embrace these principles and also answer the following questions.

- 1. Do you have a sustainable and ethical policy relating to the clothing you supply?*
- 2. Where are the garments manufactured?*
- 3. Are they completely manufactured in factories providing regular employment?*
- 4. Are the fabrics manufactured to Oeko-Tex Standard 100?*
- 5. Do you or your supplier pay at least the minimum wage rate?*
- 6. Is it the policy not to employ child labour?*
- 7. Are any of the goods supplied Fair Trade certified?*
- 8. Are any of the garments manufactured from organic cotton or recycled products?*
- 9. Have you seen a code of labour practice before, and if so what actions do you take to ensure that you comply with it?*

Yours faithfully

*Anthony Ashton
Partner*

