

UNIFORM EXPRESS
SUSTAINABILITY
REPORT 2024

Uniform Express



CONTENTS

About us

Our People

Policies and Processes

Supply Chain

Head Office

Products

Packaging

Key Facts

Communities

Next Steps

ABOUT US

At Uniform Express, our purpose is to grow for the greater good. We strive to achieve this in the most sustainable and purposeful way possible.

We design, manufacture, supply and manage uniform solutions for over 900 companies worldwide. With more than 60 workers and a turnover of over £12 million, we are extremely proud of our standing and presence within the industry.

Our clients span a broad range of market sectors, including; Retail, Holiday Parks, Transport, Logistics, Workwear, House Builders, Healthcare, Financial Services, PPE, Security, Paramedic / Ambulance and FM.

We work by the following principles; Creative, Partnerships, Innovative, Ethical, Transparent, Flexible, Passionate and Sustainable.

Becoming more sustainable is undoubtedly the most effective approach to foster growth, enabling us to make a significant difference in the lives of our stakeholders, the communities we serve, and the environment we inhabit.



OUR PEOPLE

Uniform Express is an accredited Living Wage Employer. We are very proud of this, as it means that every member of staff working for Uniform Express will earn a real Living Wage.

We feel paying a real Living Wage improves staff productivity and motivation at work as well as ensuring our employees feel happy and well looked after in their place of work. We also know paying a real Living Wage helps us in both retaining existing staff and attract new staff.

We regularly assess the wellbeing of our employees by conducting 'Happy Staff' surveys to identify areas for enhancing the satisfaction of our employees. The most recent findings were exceptionally pleasing!

In order to enhance our understanding of mental health in the work place, our workplace wellbeing team has collaborated with the charity mind. As a result, our staff members have participated in training courses to initiate our efforts in safeguarding mental health at work.



POLICIES AND PROCESSES

To achieve our sustainability objectives Uniform Express expects our suppliers and to adopt, and further develop, practices that are environmentally sound, socially responsible and ethical, based upon the following five principles:

1. Zero accidents
2. Zero ethical breaches
3. Zero environmental incidents
4. Zero losses
5. Zero defects

Our Aims

1. Encourage all internal purchasers to review their consumption of goods and services in order to reduce usage where possible and develop business cases based on sustainable principles.
2. Give preference to products and services that can be manufactured, used, and disposed of in an environmentally and socially responsible way.
3. Ensure that sustainability criteria are included in specifications to suppliers and ensure that suppliers environmental credentials are considered our Supplier Appraisal process.
4. Consider whole life costs when assessing product suitability and in the award of contracts.
6. Provide guidance and relevant product information to staff members to allow them to select sustainable products and services.

5. Enhance employee awareness of relevant environmental and social effects of purchases through appropriate training exercises.
6. Provide guidance and relevant product information to staff members to allow them to select sustainable products and services.
7. Work with existing and potential suppliers to investigate and introduce environmentally friendly processes and products.
8. Ensure that suppliers environmental credentials are considered our Supplier Appraisal process.
9. Ensure non-discrimination against local and smaller suppliers.

Our Processes

1. Develop clear objectives and tools, with all our stakeholders, to minimise the environmental and social effects associated with the products and services we purchase.
2. Identify the mechanisms that we intend to use to incorporate environmental and social factors into our procurement process.
3. Develop a process to measure our progress.
4. Clearly specify the role that our purchasing agents will play in the identification and selection of sustainable products and services.
5. Identify and implement necessary changes to the procurement process and specifications to ensure non-discrimination against local and smaller suppliers.

SUPPLY CHAIN

At Uniform Express, we recognize the joint responsibility we have with our suppliers to uphold ethical practices and consistently advocate for fair working conditions throughout our supply chains.

Our Ethical Trading Policy requires all our suppliers to comply with our ethical code which is based on the International Labour Organisation (ILO) and national and international laws. Uniform Express pro-actively work with our suppliers to make improvements required to meet our ethical standards. We regularly undertake audits and visits to be aware of the working conditions and labour practices in our supply chain. We are committed to ensuring that the minimum standards established are applied and adhered to within their area of responsibility in a consistent manner.

Our aim is for our policy to be implemented as a minimum standard and to see supplier's performance constantly improving. We are dedicated to respecting human rights across our supply chain by sharing our knowledge and engaging in collaborative initiatives.



As part of our process we have implemented the ETI Base Code as the minimum standards that should apply to workers in our supply chain as set out below. If local law sets higher standards than these base codes, then these legislative requirements should be met:

- No child labour
- No forced labour
- Freedom of association
- Healthy and safe working conditions
- Reasonable wages and benefits
- Equal opportunities
- Employment security
- Respectful treatment of employees
- Effective management system

Each factory is Sedex and / or Wrap approved and audited annually by our team and must meet our high ethical and environmental standards. We also use independent auditors such as Intertek and SGS to carry our audits on our behalf.

SUPPLY CHAIN

As part of our Ethical Manufacturing Process:

All factories are WRAP or Sedex approved

Yearly audits are carried out on all core factories

Audits are conducted by global organisations including Intertek, SGS and Veritas in addition to UE Senior Employees

No factory will be used until it has first been visited and vetted by a senior employee of Uniform Express

All information is open and transparent via our Supply Management System

We actively monitor and work with suppliers to ensure and close down any non conformities

By 2025 we aim to map the following in addition to our Tier 1 suppliers:

Tier 2 - Mill and Material or Manufacturing Sites

Tier 3 - Dye Houses or Manufacturing Sites

Tier 4 - Print Houses or Manufacturing Sites



HEAD OFFICE

Our sustainability strategy for 2023 ensures that we remain aligned with our objectives and make progress towards achieving them. The following outlines the pledges we have undertaken and provides an overview of the areas where we have made advancements.

ClimateWise Review

Uniform Express has worked with ClimateWise, a global initiative that supports collaborative research on climate risk to fully measure and report upon our scope 1, scope 2, and scope 3 activities in relation to our carbon footprint.

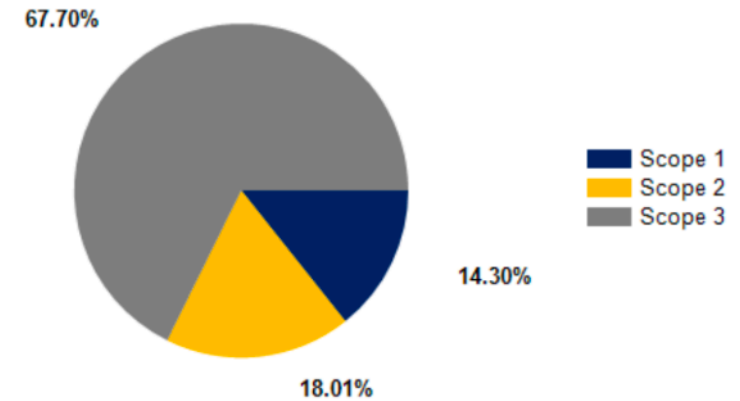
Statistics Provided

Head Office emitted 50,788.73 kgCO₂e (Kilogrammes of carbon dioxide equivalent) for 2022 (across scope 1 and 2). This can be presented as 50.79 tCO₂e (tonnes of carbon dioxide equivalent) with an intensity indicator of 0.99 tCO₂e per total full-time equivalent employee (FTE) and 0 tCO₂e per million GBP £. When Scope 3 is added, this brings the total to 157.22 tCO₂e

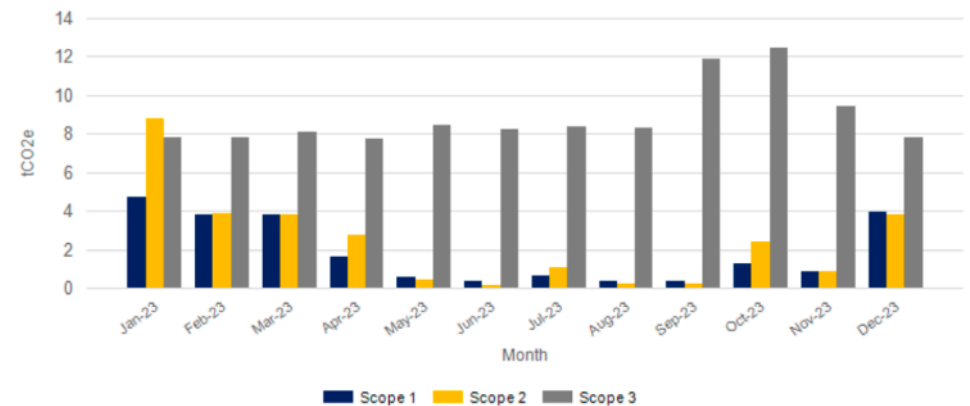
Energy Measures Taken

- Uniform Express has changed their light sources to LED lighting. Energy efficiency planned
- Head Office has adopted a financial control approach to establishing the boundary. The methodology adopted in line with the Greenhouse

UK SCOPES BY PERCENTAGE REPORT

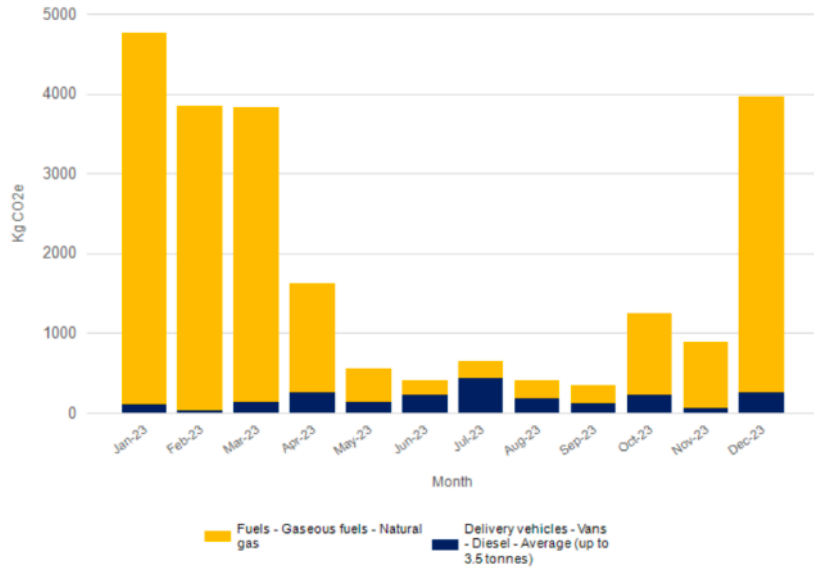


UK EMISSION BY SCOPES REPORT

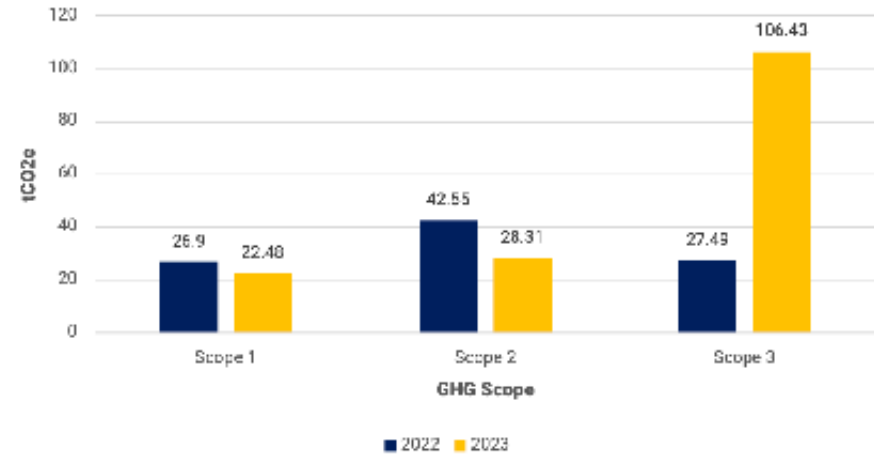


HEAD OFFICE

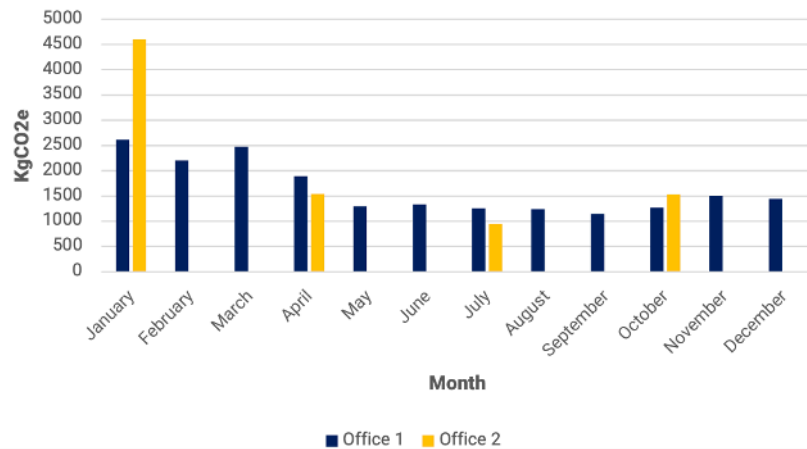
UK SCOPES 1 BY FACTOR REPORT



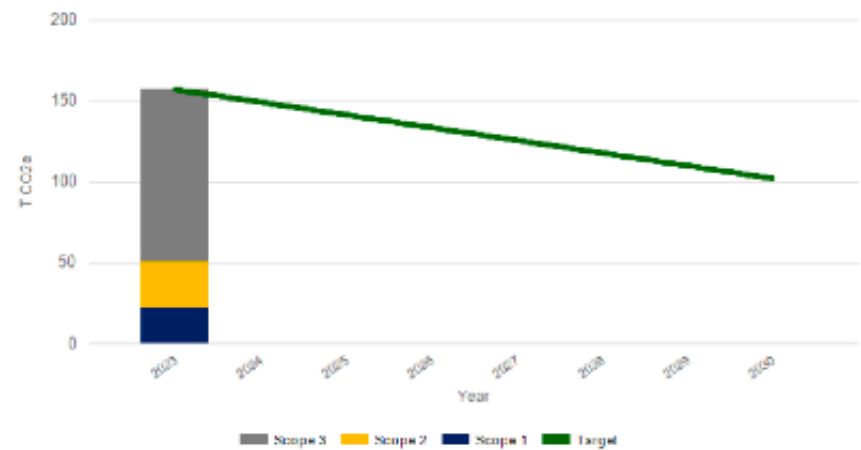
Annual Scope Comparison



UK Scopes 2 By Factor Report



UK SCOPES BY YEAR



PRODUCTS

Circular Life Cycle of a Uniform Express Garment

End of Life

Reuse options for all non-branded products via a selection of charities.
Certificated reuse options for 3rd World charity donations for all branded items.
Certificated recycling options for all garments for use into paper or car seat fillings.
Certificated recycling options for all items such as footwear, PPE and accessories.

Use of product

Fabrics suitable for low temperature washing.
Accurate sizing to reduce returns and exchanges.
Non-iron / quick drying products.
Care guides with wash standards.
Fabrics selected for optimum performance and life span.

Office and Warehousing

Working towards NET ZERO.
Living wage employer.

Transport and Delivery

Working with preferred greener transport companies.
Continual environmental monitoring of all deliveries.

Design

Identifying Environmentally friendly options for Fabrics such as rPET polyesters, organic cottons, BCI Cottons etc.
Designing for end-of-life recycling – minimal components, single composition fabrics.
Identifying sustainable trims such as eco buttons, natulon zips, plant base zippers and eco buttons, recycled labels, embroidery threads etc.

Procurement

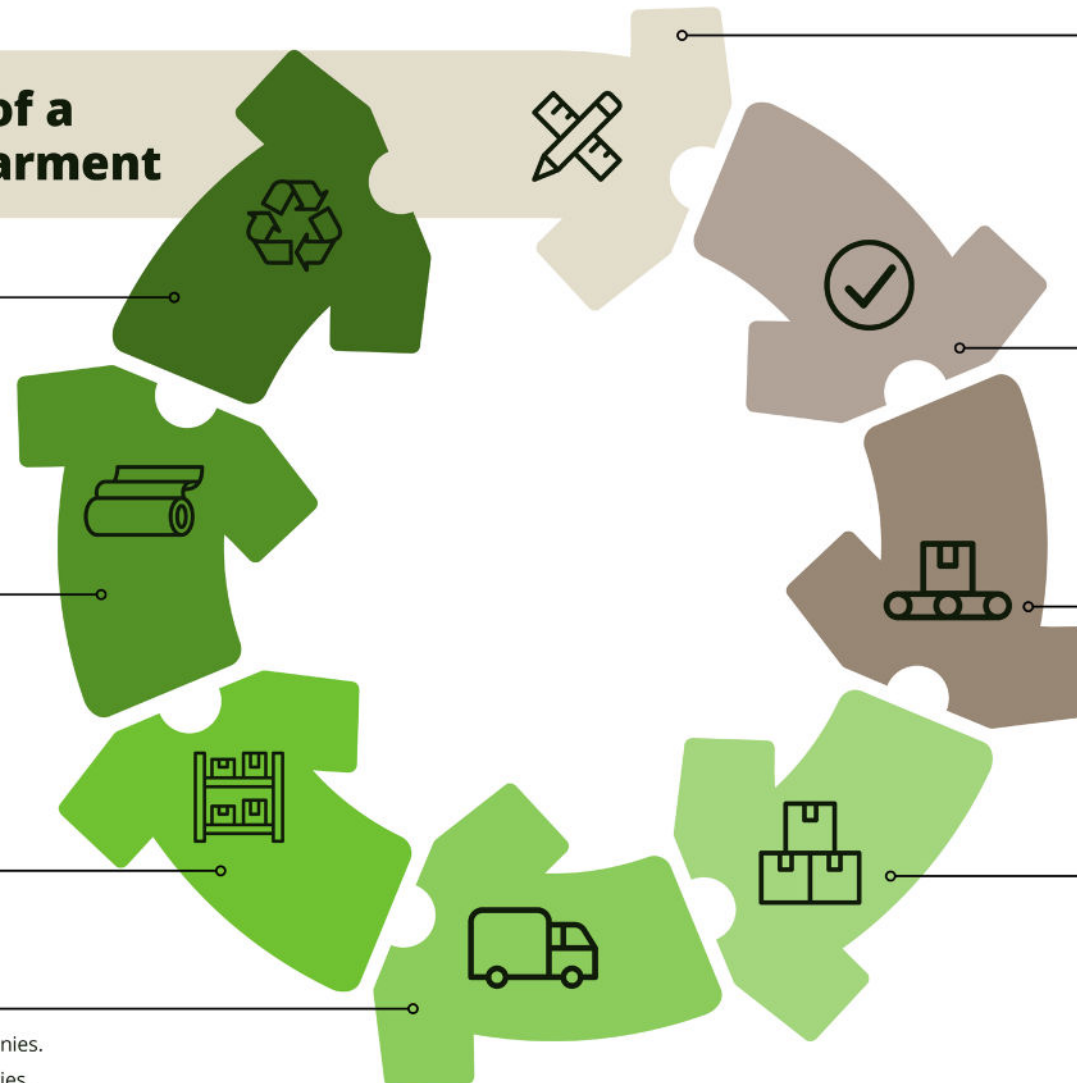
Select ISO4001 suppliers and EKO- TEX certified Mills.
Fabrics to be procured based on environmental credentials.
UE Supplier Portal showing full visibility of all core supply partners.

Manufacturing

Fully accredited and transparent supply base 14001 registered / EKO - TEX / WRAP / SEDEX.
Controlled supply base.
Holistic Community Initiatives in areas of production.

Packaging

Biodegradable, Water soluble plastic bags, reusable or recyclable plastics.
Reduction of all single use plastics throughout the supply chain.
All the raw materials used to make UE cardboard boxes are sourced from certified 'green' suppliers.



PACKAGING

Key Facts

All of our plastic packaging is 100% reusable or recyclable

We consolidate orders to reduce the amount of packaging

2023 saw us donate circa of,10,00 garments to a range of charities

We conduct roll outs using reusable alternatives to cardboard boxes

Every box brought in our warehouse is recycled (10,000 per month)

All the raw materials used to make our cardboard boxes are sourced from certified 'green' suppliers

For every 50K we spend on cardboard boxes a fruit tree is planted in the Forest of Hearts. Our supplier plants on average 250 trees a year

We have a selection of boxes in a variety of size to ensure we use the minimal amount of packaging.



KEY FACTS

The uniforms of 70% of our largest five clients are all made from recycled plastics.

We are excited to announce the introduction of our inaugural collection that is entirely composed of recycled materials. This groundbreaking collection will feature recycled fabrics, zips, buttons, and linings, showcasing our commitment to sustainability and environmental consciousness.

Last year, we generously contributed approximately 10,000 garments to various impactful charitable organizations.

Global organizations such as Intertek, SGS, and Veritas, along with Senior Employees from Uniform Express, carry out annual factory audits.

Our suppliers are all required to commit and adhere to the environmental policy of the Uniform Express principles.

Sea-freight is our preferred shipping method to minimize our Carbon Footprint.

Our online supplier order management system provides complete transparency into our supply chain, encompassing factory audits and videos.

As of now, 60% of our clients have already recycled their old uniforms, and we have set a target to increase this percentage to 90% by the year 2025.

Our goal is to utilize only materials that adhere to the Oeko Tex Standard 100 environmental regulations by 2025.

We participated in the 'Sustainable Apparel and Textiles Conference' with well-known brands like M&S, Zara, ASOS, and Next to explore strategies for transforming factories, enhancing transparency, and promoting circularity in fashion and textile supply chains.

COMMUNITIES

We support wellness programs for the workers at the factories we collaborate with in Sri Lanka, including vaccinations to prevent illnesses.

Katherine House Hospice, one of the non-profit organizations we support, offers specialized palliative care for adults facing life-limiting illnesses. A significant portion of our unbranded clothing is donated to their charity shops to help raise funds. Additionally, we have supplied charity events with complimentary t-shirts.

Uniform Express generously donates uniforms to Suffolk Ambulance Service every year. As SARS doesn't receive any funding from the central government, they heavily rely on our voluntary donations to provide the clinical volunteers with the necessary equipment. These donations play a crucial role in ensuring that dedicated clinicians are properly attired for their vital work.

All garments that are returned and can not be reused or recycled are donate for shredded and recycled in to paper This is all done within the UK.

In 2023, Uniform Express chose to support Home Start Banbury, Bicester & Chipping Norton Charity as an extra local charity. Home Start provides important help to families facing different difficulties in their everyday lives, such as isolation, low self-esteem, and physical and mental health problems. Our latest generous contribution will fund the support for a family referred to them for a period of four months.

We have contributed a large quantity of modest clothing items to Saheli Asian Women's Project. These items are included in their emergency refuge personal packages. Saheli refuge offers housing and assistance to Asian women and their children escaping domestic abuse and forced marriages.



NEXT STEPS

Part 1: Emission Sources to be Revised



Scope 3 emissions represent 67.7% of the total carbon footprint.



Business travel and employee commute represents 59.95% of the total carbon footprint.



The emissions of Office 1 are 56.2% higher than Office 2.

Part 2: Current Progress and Key Metrics

Uniform Express has seen a notable rise in its carbon footprint, escalating from 70.03 tCO₂e to 157.22 tCO₂e in the year 2023. This substantial increase in emissions can largely be attributed to enhanced reporting practices. It is paramount to emphasize that this latest report stands as Uniform Express's most comprehensive and representative to date.

While the overall emissions have surged, a closer examination reveals encouraging milestones. Notably, within Scope 1, emissions have decreased from 26.9 tCO₂e to 22.48 tCO₂e, while Scope 2 has seen a reduction from 42.55 tCO₂e to 28.31 tCO₂e. However, the surge in GHG emissions stems primarily from Scope 3 sources and the augmentation of reporting measures. The inclusion of additional emission sources such as employee commute and expanded business travel has contributed to a more accurate assessment of the company's carbon footprint.

The recorded figure of 157.22 tCO₂e serves as the most precise

presentation of Uniform Express's carbon footprint to date. This robust dataset establishes a solid groundwork for future comparisons and underscores the company's unwavering commitment to rigorous reporting and understanding its environmental impact.

Part 3:

PAS2060 Emission Sources. All six PAS2060 emission sources have been accounted for:

1. Electricity – 18.01%
2. Gas – 12.93%
3. Waste – 12.14%
4. Travel – 59.95%
5. Water – 0.02%
6. Manufacturing emissions – 18.01%

Part 4: Identified Opportunities and Next Steps

Revising business operations: To optimize business operations, Uniform Express should initiate a thorough evaluation of the necessity behind each client visit and business travel trip. Embracing alternative modes of communication, such as video conferences or virtual meetings, whenever practical, will not only reduce the carbon footprint associated with travel but also streamline operational efficiency. Furthermore, promoting increased remote workdays for employees presents a dual benefit: it minimizes commuting-related emissions while offering a flexible work arrangement that supports a healthier work-life balance. By strategically reassessing the need for physical visits and embracing remote work solutions, Uniform Express can significantly contribute to reducing its overall carbon emissions footprint.

Policies: developing a comprehensive carbon management policy stands as a cornerstone for Uniform Express to embed sustainability into its core business practices. This policy serves as a guiding

NEXT STEPS

framework, outlining specific guidelines, objectives, and strategies aimed at reducing carbon emissions across various operational facets. By integrating sustainability considerations into decision-making processes and daily operations, this proactive measure ensures collective mindfulness about the environmental impact. It sets clear expectations and responsibilities for employees, fostering a culture of environmental stewardship and ensuring that sustainability remains a top priority across all teams, particularly in smaller groups where everyone's actions hold greater significance.

Incentives

Introducing incentivized schemes is a powerful strategy to encourage and reward environmentally conscious behaviours among employees. By implementing a scheme that rewards employees who opt to cycle to work on designated days, Uniform Express not only promotes a healthier lifestyle but also actively reduces carbon emissions associated with daily commuting. This initiative not only serves as an incentive for employees to adopt eco-friendly transportation options but also fosters a sense of camaraderie and collective responsibility towards sustainability goals within the workplace. It aligns personal choices with the company's environmental objectives, encouraging a more sustainable lifestyle among the workforce.

Part 5: Setting a Net Zero Target

Achieving net-zero emissions involves more than accounting for a company's operational carbon footprint. Several other crucial factors need consideration to reach this ambitious goal:

1. Supply Chain Emissions: Assessing and reducing emissions associated with the entire supply chain is vital. This includes emissions from sourcing raw materials, manufacturing processes, transportation,

across the supply chain is essential.

2. Scope 3 Emissions: Scope 3 emissions encompass indirect emissions not directly owned or controlled by the company but related to its activities. These emissions often constitute a significant portion of a company's carbon footprint. Addressing Scope 3 emissions requires understanding and mitigating the environmental impact of purchased goods and services, business travel, employee commuting, and other indirect sources.

3. Lifecycle Assessments: Conducting comprehensive lifecycle assessments for products or services helps identify emissions at each stage, from raw material extraction to disposal. This analysis informs decisions on design, material selection, manufacturing processes, distribution, and end-of-life options, aiming to minimize the overall environmental impact.

4. Carbon Offsetting: Even with efforts to reduce emissions internally, achieving net-zero might involve offsetting remaining emissions. Investing in credible carbon offset projects, such as reforestation, renewable energy, or carbon capture initiatives, can balance out the unavoidable emissions, contributing to a net-zero target.

5. Behavioural Changes and Culture: Encouraging and empowering employees to adopt sustainable practices both at work and in their personal lives contributes to overall emissions reduction. Creating a culture of environmental consciousness and providing resources or education can drive significant change.

6. Innovation and Technology: Embracing innovation and investing in green technologies can drive efficiency improvements and emission reductions. Constantly exploring and adopting newer, more sustainable technologies and practices is essential.

www.sales@uniformexpress.co.uk
www.uniformexpress.co.uk
01295 709774

5 Haslemere Way,
Banbury,
Oxfordshire OX16 5TY

Uniform Express