



# Supply Chain, Sourcing Sustainability Management Policy

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## **Sourcing Methods**

We currently contract with only the market leading UK based manufacturers and distributors. Our decisions on choosing these suppliers are based on long term relationships built with these suppliers over the past 30 years.

JUAL recognise that our customers have elevated service and product expectations regarding quality, cost, environmental and ethical standards so our choices are based on our customer requirements.

There are several factors, which we consider throughout the sourcing process and prior to engaging with a new supplier. We conduct a supplier selection assessment.

The assessment involves, but is not limited to, checking documentation: -

- Confirmation of ISO 9001 and ISO 14001 accreditation
- Checking all insurances
- Health & Safety procedures in the UK and Overseas factories
- Documented ethical procurement policies.
- Sustainable practices & Policies
- Environmental statements including detail on improvement and monitoring.
- Evidence of research and development budget for product innovation and manufacturing techniques
- Community engagement in the UK/ offshore factories
- Slavery and Human Trafficking policies
- Ethics and Anti-Bribery documentation

## **Competitive Pricing**

JUAL staff regularly check prices with different suppliers ensuring that we can offer our customer the most competitive prices based on the quantity and branding options that are chosen. Each customer is very different as there are no minimum quantities that need to be adhered to so small customers can be assured of the same quality and assessment that larger companies receive.

We also undertake regular active research for new products and brands that could offer style/comfort and prices advantages. This is essential given that we are living in a time of inflationary pressures that are affecting every business.

JUAL ensure we understand our customers and their expectations listening carefully to their budget constraints, and offer suitable alternatives in order to remain competitive but still offering clothing and products that are fit for purpose and the environment that staff are working



## **Supply Chain Relationships and Engagement**

At Jual, we pride ourselves on our long term and successful relationships with our supply chain partners, some of which span 25 or more years. We recognise the need to maintain effective and regular communication, either by organising face to face meeting or speaking on Zoom/teams calls.

It has always been our preference to establish collaborative relationships with our supply chain companies that are also mutually beneficial, most noticeably in terms of product knowledge and innovation. From the outset we agree a number of topics, which are discussed regularly and include:

- Service Levels
- Price
- Quality
- Non conformance or quality issues
- Innovation and new products
- Cost management – discounted and bulk purchases on new lines
- Lead times and dependable delivery –deliveries on agreed days and options for direct dispatch to customer(s)

### **Quality**

- As an ISO 9001 accredited company, we have established stringent quality checks we use to ensure all our products meet the highest performance and durability standards as well as achieving compliance with key legislation and applicable safety standards. Our structured quality assessment and improvement system pre-defines the quality measures we use and the performance thresholds products need to achieve within our standardised approach. We employ a Quality Manager who checks all garments and products on receipt from our suppliers and also supervisors monitor production of all items being manufactured for our clients.
- We ensure items have been awarded appropriate quality marks i.e. BSI and CE marks (or the national equivalent if not from the UK). All products/garments sourced that require Health and Safety codes will be supplied correctly from companies that comply with all UK/EU legislation.
- JUAL maintain a register that enables all feedback both positive and negative to be collated. This is used for training on issues that are raised, changes are then made appropriately to improve standards where necessary.
- We work hard to eliminate inferior products from our supply chain, which is achieved by having extensive knowledge of the brands/garments/products we source for our clients and close liaison with our supply chain partners.



## Sustainability

**JUAL** are committed Day in and ....Day out to run a sustainable, responsible, and respectful business on every level to continuously improve our environmental performance where possible.

Recent improvements:

- Cardboard recycled- boxes continuously re-used.
- Plastics recycled.
- Packaging minimised – thinking carefully to offer customers more options.
- Hangers- re-used.
- Old garments – recycled or sent to countries needing clothing i.e. Syria/Ukraine
- All waste sorted and recycled where possible.
- Energy closely monitored to make savings.
- Working with companies that have the best possible policies for the environment.
- Standards below from our manufacturers/distributors

## Manufacturing Standards & Compliance



STANDARD 100 by OEKO-TEX ensures that no harmful substances are added to our fabrics during any steps of the textile process.



STeP by OEKO-TEX ensures fabric mills in our supply chain operate in a safe, transparent and environmentally respectful manner.



Committing to the ETI Base Code helps us to guarantee that the products we manufacture have not been made at the expense of workers in global supply chains.



We work closely we Sedex to continuously better manage and improve our ethical performance across our global supply chain.



## ORGANIC COTTON

Organic cotton is grown and farmed without the use of pesticides, eliminating highly toxic substances from the environment. This has long-term benefits for both humanity and the planet, which is why it is often seen as more environmentally friendly compared to conventional cotton.

## RECYCLED POLYESTER

Recycled polyester (often called RPET) is obtained by melting down existing plastic and re-spinning it into new polyester fibre. Pre-consumer recycled content is material that has never reached the end-user, having been diverted from the waste stream during a manufacturing process, which could include waste from the spinning of yarn or the cutting of garments. Post-consumer waste includes plastic PET bottles, industrial fishing nets as well as some used clothing, this diverts plastic from landfill. Methods of recycled polyester may be mechanical (melting plastic and then extruding into yarn) or chemical (going back to the monomer or polymer phase before extruding yarn). The benefits of recycled polyester include giving a second chance to materials by deferring them from landfill, and that the carbon footprint per tonne of fibre compared to virgin polyester is an estimated 32% lower.

## REGENERATED COTTON

This can come in two forms:

Pre-consumer waste: Cotton waste from the manufacturing cutting room is recycled back into cotton which can be used in apparel production. The offcuts are sorted into different colours and shredded down, then finely spun into yarn to make clothing. This can be done by using organic or non-organic offcuts. Either way, turning a 'waste' material back into something usable is a great sustainable practice.

Post-consumer waste: A cotton garment that has served its intended use and has been discarded for disposal, having completed its life as a consumer item. Cotton waste is processed with stripping machines that break the yarns and fabric into smaller pieces. The amount of energy, water and chemical products is much less than if virgin cotton had been used.

## SPUN DYED

'Spun Dyed' or 'Dope Dyed' relates to the process of colour dyeing polyester. The colour dye is added directly to the polyester chips prior to them going through a heating process, where they are melted and extruded to form yarns. These yarns are then woven together to make clothing. Spun dye is in addition to using recycled polyester to cut down on the water and chemicals used to dye fabric and is a more sustainable option to the traditional methods where fabric is dyed in large vats of water and treated with chemicals needed to dye the fabric.

## TRANSITIONAL/ COTTON IN CONVERSION

It takes at least three years of farming a field without pesticides to be able to classify it as organic. There are now initiatives to encourage farmers to go organic by allowing them to sell their crops while they are in the process of becoming certified as organic, and this cotton is called transitional cotton.

## BETTER COTTON

Better Cotton is the world's largest cotton sustainability programme. Its mission is to help cotton communities survive and thrive while protecting and restoring the environment. They are making cotton farming a more climate-resilient, environmentally-friendly and responsible business.

## FAIRTRADE

By requiring companies to pay sustainable prices (which must never fall lower than the market price), Fairtrade addresses the injustices of conventional trade, which traditionally discriminates against the poorest, weakest producers. It enables them to improve their position and have more control over their lives.

## GLOBAL ORGANIC TEXTILE STANDARD

The aim of Global Organic Textile Standard (GOTS) is to define worldwide recognised requirements that ensure the organic status of textiles – from the harvesting of raw materials, through environmentally and socially responsible manufacturing, to labelling – to provide a credible assurance to the end consumer.

## OEKO-TEX

If a textile article carries the STANDARD 100 label, you can be certain that all components – i.e. every thread, button and accessory – have been tested for harmful substances and that each article, therefore, is harmless to human health.

## ORGANIC CONTENT STANDARD

The Organic Content Standard (OCS) relies on third-party verification to verify that a final product contains the accurate amount of a given organically grown material. It does not address the use of chemicals or any social or environmental aspects of production beyond the integrity of the organic material. The OCS uses the chain of custody requirements of the Content Claim Standard (CCS).