

Sustainability Review 2021

DCC seek to balance the interests of the planet, people and profit. Reduce, Reuse, Recycle and Repeat.

Message from the Managing Directors

Enhanced sustainability throughout the lifecycle of our entire range of products and services is of the upmost importance to Direct Corporate Clothing Ltd top management team. To this end we are committed to driving forward new technologies, use of sustainable resources and improved environmental performance along with our product manufacturing and suppliers.

Our Achievements & Commitments



Transparent & environmentally respectful supply chain



100% Commitment to sustainability



Packaging Waste Offsetting via UK based compliance scheme



ISO14001:2015 Environmental Management System fully integrated proactive environmental management driving compliance including being fully Packaging Obligations, WEEE & Battery Regulations compliant



ISO9001:2015 Quality Management System driving improvements in meeting our interested party needs & expectations



We endeavour to continuously improve our environmental performance where possible and are proud to work with suppliers who share our views and values.



Investment in hybrid cars as company vehicles – 60% of work travellers

Future Plans & Commitments of Direct Corporate Clothing Ltd

- LED lighting review & implementation throughout DCC offices
- Migration from OHSAS18001: 2007 to ISO45001: 2018 in 2021
- Commitment to the implementation of ISO 27001:2013 Information Security Management System
- Investigate and work towards becoming a member of the British Safety Industry Federation (BSIF)
- Investigate solar energy solutions for DCC warehouse facility
- Investigate switching to sustainable energy providers for DCC warehouse facility
- Continued recycling/re-use of incoming packaging wherever possible
- Protection & enhancement of local green areas within the West Midlands
- Aspire to 100% recyclable packaging and products within the next 10 years

Products

Suits & Formal Workwear

- Up to 45 Recycled Bottles used per suit (certain collections)
- 100% Recycled and recyclable garment hangers
- Zero Harmful chemicals added to fabrics

Future Plans –

- Increase recycled content across the range of products available

Gloves

- Partnering with Certified Carbon Neutral Suppliers (certain products)
- 30°C & 40°C washable with a neutral detergent (pH ≥ 5) to reduce life cycle environmental impact
- Latex Free
- Life Extending Technology (certain products/brands) – triple wrapping the fibre core up to 9,000 times and coated to maximise glove life performance to keep gloves fit for the job for longer.

Future Plans –

- Innovation of bio-degradable gloves with key manufacturers and suppliers in on-going development to provide cost-effective solution

Footwear

- Manufactured using LWG certified tanneries (certain brands) – LWG manufacturers have an average energy use reduction of 48% and water consumption reduction of 35%.
- Non-PTFE waterproof membranes (certain brands) – Non-PTFE materials emit 36% less Greenhouse Gases (GHG) per Kilo than PTFE ones and do not need to be incinerated at end of product life like PTFE ones.
- Reducing Paper Packaging inside footwear – removing paper stuffing from inside some brands of footwear saving in excess of 18 tonnes per year by one manufacturer alone.



Up to
**45 Recycled
Bottles**
used per suit
(certain collections)

Future Plans –

- Recycled rubber outsoles & scuff caps
- Recycled laces and membranes
- Recycled plastic eyelets and integrated non-plastic eyelet designs

PPE

- Working with providers of sustainable manufacture processes such as;
- Earplug production process is waterless and virtually CO2-neutral
- Complex energy recovery systems at manufacture sites (certain brands) to reduce energy consumption
- Energy efficient compressed air systems
- Tested and re-chipped helmets reused and sold back into the supply chain
- Cardboard and plastic waste is baled for recycling
- Packaging reviews regularly to remove single use packaging where possible
- Packaging designed to be used as a storage unit to ensure PPE is stored correctly which prolongs lifespan
- Safety Helmets packaged using paper slips, saving millions of plastic bags

Future Plans –

- Continue to work with innovative & environmentally committed partners, manufacturers & suppliers

Workwear Garments

- Where possible, our manufacturers use recycled polyester in garments. Recycled polyester is made by melting down PET bottles and spinning them into fibres. This process requires 35% less energy. This can be achieved without compromising on fabric quality. The use of recycled polyester ensures:
 - Decreased dependence on petroleum as a raw material
 - Reduced air, water and soil contamination
 - Reduced waste and landfill
- Where possible to percentages of recycled content are maximized without compromising comfort such as polo shirts with 50% polyester 50% cotton pique fabric - the polyester aspect from recycled polyester.
- Fabrics and materials sourced from REACH compliant partners / suppliers.

Future Plans –

100% polyester – but with the feel of conventional polyester/cotton fabrics – 60% of which originates from recycled PET bottles. This will give a product with a longer service life further reducing the carbon footprint. The fact that there is no cotton content reduces the cultivation area and the water required in production. At the end of their life cycle, products can be completely recycled and processed into PET granulate and staple fibres.

Recycling

Product Recycling

- **Race Recycling**
To help prevent waste from going to landfill we send used and unserviceable garments to Race Recycling, the largest non-paper secure destruction company in the UK. They shred the garments into small flakes, then, depending on the type and condition of the garment, it will have different end uses which race recycling organise.
- **Hard Hat Recycling**
We are members of the National Hard Hat Recycling Scheme to promote the recycling of hard hats. Although we do not use their services ourselves, it is a scheme that we encourage hard hat wearers to become a part of. As a supplier of these items we would like to ensure we do all we can to limit end-of-life hard hats going to landfill. The scheme allows clients to become a member and pay a one-off annual fee in order to recycle their hard hats.

Future Plans –

- **Footwear Recycling**
To continue to work with ShoeAid and Race Recycling to produce a campaign to highlight the recycling and reuse of footwear, corporate and safety footwear. To see many more pairs of shoes being donated to charity and reused or recycled.
- **Hard to recycle items**
To become an advocate of the TerraCycle Zero Waste Boxes to help ourselves and our clients recycle 'hard to recycle' items, such as disposable PPE and other safety equipment.

Internal Recycling

- **EveryCanCounts**
We have EveryCanCounts bins throughout canteens and kitchens. This encourages the recycling of aluminium cans within the workplace. Once full, the contents of these bins are taken by our contracted recycling company.
- **Shred-it**
Shred-it are our secure paper shredding provider. All destroyed paper is 100% securely recycled. For every two consoles of our securely shredded paper that is recycled, one tree is saved! So Shred-it's secure recycling process helps to save thousands of trees every year – as well as reducing carbon emissions and water and other natural resource usage.

Future plans –

- To research TerraCycle Zero Waste Boxes to help improve internal recycling at DCC.
- To research the recycling of printer ink cartridges.

Packaging

Boxes

In 2019 the Company invested in a Cardboard Baler – a modern recycling machine which allows us to efficiently handle waste at the source of generation. Our baler compacts waste into small, tidy bundles that are tied together for extremely easy handling and disposal. It gives our business the ability to conveniently sort waste at source so that no cross contamination occurs.

However before our boxes are recycled we make a commitment to re-using our boxes wherever possible. Reusable packaging offers us a more sustainable alternative to single use packaging.

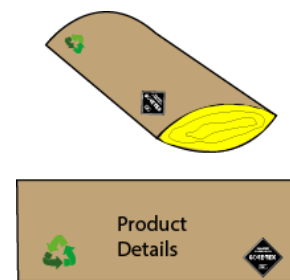
Labels

When sending out parcels we have to use labels to display the address. For this, we use Crown Labels who are accredited to both 14001 and 9001 (please see their certificates below). Crown Labels also operate a Zero to Landfill policy where all production waste is disposed of responsibly. The company has also been graded AA on their BRC (British Retail Consortium) packaging.

Crown Labels' principle raw material suppliers are both FSC accredited and operate large sustainability programs. Further info can be found here: (<https://www.upmraflatac.com/products-and-services/product-safety-and-compliance/management-system-certificates-and-policies/>) (<https://www.herma.com/company/profile/certification/>)

Future plans –

- To work with our suppliers to introduce biodegradable bags for workwear garments.
- To work with our suppliers to introduced recyclable plastics.
- To continue to limit the amount of packaging used for our Customers.
- To work with our manufacturers to utilise waxed paper and cardboard sleeves as methods of packaging.





Logistics Sustainability Review – 2021

Our main outbound delivery partner for stock is DPD. Their timed window delivery promises to reduce the amount of failed deliveries.

In addition they have a robust sustainability programme inherent to who they are and how they do business. DPD are the CEP sector world leader on the voluntary carbon offset market for the following reasons:



- In 2018 they reduced their CO2 emissions per parcel by 4% compared to 2017.
- In 2019 they reduced their CO2 emissions per parcel by 14% compared to 2013.
- 100% of DPD transport and energy consumption offset in 2019
- 1.3 billion carbon neutral parcels were delivered in 2019 however since launching their carbon neutral commitment in 2012, DPD have delivered 7.7 billion carbon neutral parcels.

DPD group prioritises the reduction of two major air pollutants, particulate matter (PM) and Nitrogen Oxide (NOx), which are particularly damaging to peoples health.

Future Plans –

- By 2025 they want to reduce CO2 emissions per parcel by 30%, and will put the means and investments in to achieve this goal.
- They plan to concentrate on cities where the pollution and the population density is the highest. Their target is to deliver the 200 largest cities in Europe by 2025 with zero- and low-emission vehicles.
- By 2025 DPD also expect to have a low-emission delivery fleet of 5,000 vehicles in operation, which represents 10% of the fleet, by investing in more reliable and affordable new technologies, and using smaller but more numerous urban depots to reduce the average distance of delivery routes.
- They are committed to become a key partner for cities and customers by involving employees, partners and customers, through education and communication campaigns, to jointly make our planet a better place, because we all share the same address.



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Corporate Social Responsibility - Review 2021

Staff & People

Our employees are supported and empowered to develop their roles and the career within the business to maximise employee retention and enhance the advancement of Direct Corporate Clothing processes and achievements on a continual basis. Creating new positions for the right people to advance over the past few years. Our staff are encouraged to come forward with ideas for improvements and to think proactively and implement risk-based thinking techniques into their day to day activities. Our employee contributions to improvement are valued and recognised internally.

Anti-Slavery & Human Trafficking

All our employees are recruited directly where possible or using reputable local agencies for warehouse workers which we look to employ directly as much as possible. All interviewing, assessing and screening is conducted in house for all workers. We operate a robust recruitment process including thorough Right to Work checks for all employees to safeguard them against human trafficking or being forced to work against their will.

We also endeavour to only work with partners, manufacturers and suppliers which have robust anti-slavery and human trafficking commitments in place.

Health & Safety

Within the business –

Accredited to OHSAS18001:2007 and working towards ISO45001: 2018 migration of our H&S Management System in 2021. Our processes and systems ensure that our capabilities are monitored and robust along with ensuring our processes, controls, hazard identification, risk management and actions are sufficient to reduce or minimise the risk to all workers.

Within the supply chain –

We endeavour to work with partner, manufacturers and suppliers with robust H&S Management Systems in place including wherever possible ISO45001: 2018 certified organisations.