

MARGARET
HOWELL
SUSTAINABILITY
REPORT
2022

CONTENTS

HIGHLIGHTS	04
INTRODUCTION	07
APPROACH	08
ENVIRONMENT	11
CLIMATE ACTION AND BIODIVERSITY	
WASTE	
PACKAGING	
PRODUCT	16
MATERIALS	
CIRCULARITY	
COMMUNITY	22
OUR SUPPLIERS	
OUR PEOPLE	
GOING FORWARD	28

THE SCOPE OF OUR REPORT

This report is for Margaret Howell Ltd and Margaret Howell SARL (hereafter referred to as Margaret Howell). We are reporting on our progress up to the end of 2022. KPIs and other data included relate to all our own sites across the UK and other European countries, unless stated otherwise. This includes our UK and European shops and offices, manufacturing units, and warehousing facilities.

HIGHLIGHTS

ENVIRONMENT

SETTING CLEAR TARGETS TO REACH NET ZERO EMISSIONS

We are committed to a 50% reduction in Scope 1&2 emissions and a 40% reduction in Scope 3 emissions by 2031, against a 2022 baseline. Annually, we will publicly disclose our progress towards our net zero goals. And we will develop a biodiversity strategy by 2025.

OPERATIONS

REDUCING PRODUCT WASTE AND THE IMPACTS OF OUR PACKAGING

100% of our surplus garments and fabric are resold, reused, or recycled, and we are committing to divert all operational waste from landfill, increasing reuse and recycling.

The vast majority of our consumer packaging is plastic free, fully recyclable, and made from materials certified to a credible standard, such as those set by the Forest Stewardship Council (FSC). We have reduced our ecommerce packaging and are investigating non plastic packaging options for business to business deliveries.

PRODUCTS

COMMITTED TO RESPONSIBLE SOURCING AND CIRCULARITY

We have put in place goals for 2025 governing the sustainability of our raw materials. 100% of our cotton will be sourced from a portfolio of preferred sources. We aim to only use wool from non-mulesed sheep and source 50% of our wool from preferred sources.

Our core design principle champions the physical and emotional durability of our products, and the longevity of their lifespan. We will continue to evolve enhanced product repair and aftercare customer initiatives. We are embedding circularity principles into our design process.

SUPPLIERS

OPERATING WITHIN ETHICAL, RESPONSIBLE SUPPLY CHAINS

As full members of the [Ethical Trading Initiative](#) (ETI), we are implementing effective systems for human rights due diligence. Our purchasing practices support our suppliers to deliver on the expectations of our Supplier Code of Conduct. In terms of traceability, our product supply chain is mapped to Tier 2.

We will also work with our suppliers to ensure they share our commitment to high standards of environmental protection. We are implementing a supplier environmental engagement programme on key initiatives, including on greenhouse gas reduction and hazardous chemical management.

PEOPLE

PAYING A LIVING WAGE

We are proud of the calibre of our employees and are committed to promoting a positive working environment across our company.

We are an officially accredited Living Wage Employer. We pay a real Living Wage, as defined by the [Living Wage Foundation](#) for all staff and contractors, including a London Living Wage for those working at our London sites.

INTRODUCTION

WELCOME TO THE FIRST MARGARET HOWELL SUSTAINABILITY REPORT.

Our company has been built on the solid foundation of the creation of good quality products designed to last. Ensuring our business operates sustainably reflects the principle of kaizen, which requires us to challenge ourselves to continually improve.

We cannot be complacent. The industry we operate in is one of the world's biggest polluters after oil and gas, and there is much to be done to reduce its impact on both people and planet. There are certainly many opportunities for our industry to address some of the world's biggest challenges, from climate change to human rights abuses. At Margaret Howell, we take our responsibilities in this mission extremely seriously. We know that taking care of our environment and the people linked to our business makes good business sense. And we know that our customers, staff, and the communities who play a part in making our business a success, rightly expect us to follow best practice.

This report sets out our company approach of transparency for our actions, our performance for 2022, and our progress against our targets up to 2025.

Highlights of 2022 include cutting carbon emissions in our premises, achieving full membership status with the Ethical Trade Initiative, and increasing our ratio of responsibly sourced raw materials in both our collections and packaging.

There are no quick fixes for our industry. We can offer no simple or perfect solutions. What we can promise is a fervent commitment to continuous improvement. A determination to consider the impacts of our activities. And an openness to drive change through collaboration with our peers and suppliers, and via industry initiatives.

Everyone at Margaret Howell understands and is committed to our sustainability objectives. Here, in our first Sustainability Report, we record in detail our progress in addressing those objectives, for the benefit of people and planet.

RICHARD CRAIG
Managing Director

APPROACH

A HOLISTIC, COMPREHENSIVE, AND INCLUSIVE APPROACH TO SUSTAINABILITY, TOUCHING EVERY ASPECT OF OUR BUSINESS.

At Margaret Howell, the aim is for sustainability to be embedded in all decision making. It encompasses the fundamental aspects of environmental and social responsibility.

ENVIRONMENTAL RESPONSIBILITY

This means taking responsibility for how we are impacting on the natural environment, and recognising how critical the wellbeing of the natural environment is to the whole of society, including our business and our people.

To meet these responsibilities, we are focused on five key activities:

- Reducing greenhouse gas emissions
- Reducing waste and improving circularity
- Switching materials to [preferred choices](#)
- Reducing water use and avoiding water pollution
- Protecting and enhancing biodiversity

SOCIAL RESPONSIBILITY

This is about protecting human rights and workers’ rights by focusing on the welfare of the people in our business and those involved in making our products. Ensuring safe working conditions, preventing discrimination, paying living wages, and protecting the human rights of our suppliers and our people, both staff and contractors.

GOVERNANCE

COMPANY DIRECTORS

Company’s commitment to sustainability

SENIOR MANAGERS

Strategy and direction

SUSTAINABILITY DEPARTMENT

Support and drive sustainable development

WORKING GROUPS

Sustainability embedded in every department

Retail Sustainability Ambassadors

Ultimate responsibility for meeting our sustainability commitments lies with our company directors. We also expect every member of our staff to be aligned to the sustainability principles outlined in this report.

Margaret Howell is committed to creating a working environment that fosters open and honest communication, where all staff are regularly informed and involved.

PARTNERSHIPS

To achieve our sustainability goals, we are working with the Open Apparel Registry (OAR), and a wide range of trusted partners, including Ethical Trading Initiative (ETI), The Better Cotton™ Initiative (BCI), and Sedex.

OAR is a neutral, open source and free tool which maps garment facilities worldwide and assigns a unique ID number to each. ETI is a leading alliance of trade unions, NGOs and companies, working together to advance human rights in global supply chains. BCI promotes better standards in cotton farming and practices across 21 countries. And Sedex, the world’s largest data platform for supply chain assessment, stores, analyses, shares, and reports on sustainability practices.



Photograph Ellen Nolan



Photograph Margaret Howell

ENVIRONMENT

TAKING RESPONSIBILITY FOR OUR GREENHOUSE GAS EMISSIONS.

Margaret Howell has committed to achieving net zero greenhouse gas emissions before 2050. By working with independent auditors of our total company emissions, we are able to benchmark our progress and work with our supply chain to reduce our carbon footprint.

CLIMATE ACTION & BIODIVERSITY

- 50% absolute reduction in greenhouse gas emissions for Scope 1&2 by 2031, against a 2022 baseline
- 40% absolute reduction in Scope 3 emissions by 2031, against a 2022 baseline
- Develop a biodiversity strategy by 2025
- Publicly disclose our progress towards net zero each year

OUR PROGRESS

As a design and retail company, we operate across multiple sites. Since 2019 we have been calculating our Scope 1&2 emissions and have had an 87% reduction in market based emissions¹.

Like many other businesses, a large proportion of our emissions occur in our supply chain, and in the care and end life of our products. We have engaged a climate consultancy to help us complete a full carbon footprint of our Scope 1, 2, & 3 greenhouse gas emissions. The data gathered has enabled us to set targets and identify where emissions can be lowered.

SCOPE DEFINITIONS

- SCOPE 1**
Are those direct emissions that are owned or controlled by a company. For example, while running boilers and vehicles
- SCOPE 2**
Includes the indirect emissions resulting from the energy that is bought to heat and cool buildings
- SCOPE 3**
Includes all other indirect emissions up and down the value chain

¹Market based emissions are calculated based on the electricity that organisations have chosen to purchase and treats offsite renewable electricity as zero carbon emissions. We are using the market based calculation as our main method, but are also tracking and reporting on our location based emissions, which do not take zero carbon purchases into account.

CARBON FOOTPRINT REPORT 2022

The results from the 2022 climate footprint report show our total market based emissions¹ to be 3142.18. This was our first year calculating our full carbon footprint, and we will share our progress in our future annual Sustainability Reports.

SCOPE 1 & 2

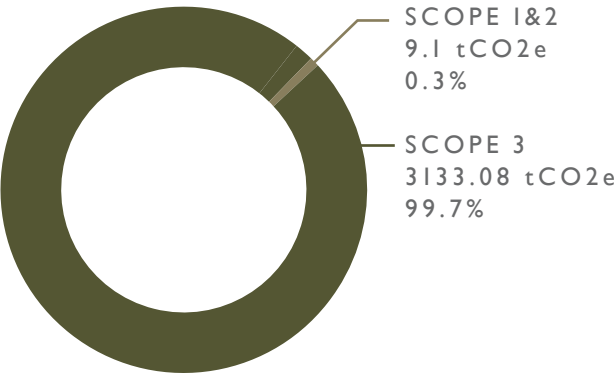
We have significantly exceeded our previous target set in 2019 for a 30% reduction in Scope 1&2 greenhouse gas emissions by 2025, largely due to our transition to zero carbon energy. At the end of 2022, all stores and offices were using zero carbon energy.

In addition to renewable energy switches, we must improve energy efficiency in our buildings to also reduce location-based emissions². Since 2019 we have had a 40% reduction in location-based emissions. This has partially been down to store and office closures during the Covid pandemic. However, we have also made improvements to some of our buildings such as switching to LED lighting and reviewing shop window light timers.

SCOPE 1&2 CARBON FOOTPRINT (tCO2e)

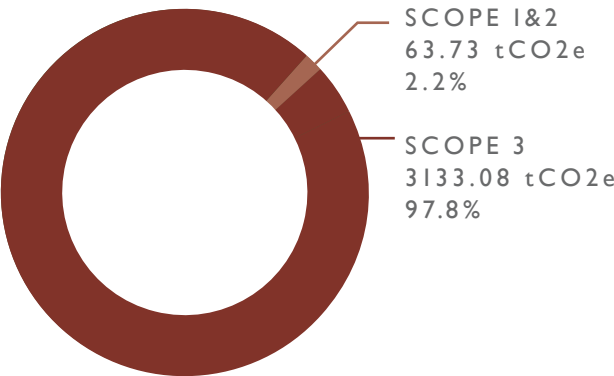
	2019	2020	2021	2022	% reduction since 2019
Market based	69.81	36.81	19.59	9.10	87%
Location based	106.18	76.21	84.07	63.73	40%

MARKET BASED %



Counting zero emissions for zero carbon energy tariffs.

LOCATION BASED %



Not including zero energy tariffs, based on energy efficiency.

SCOPE 3

Scope 3 accounts for over 99% of our emissions. This is broken down into 15 smaller categories. Our three highest emitting areas are in purchased goods and services, customer use of products, and transportation.

We are exploring options for reducing the impact of our raw materials, starting with our most used and highest emitting. Details of our progress is covered in the [Products](#) section of this report.

All business travel is tracked as part of our carbon footprint calculation. We minimise non-essential business travel and prioritise rail travel over flights wherever practical.

Tracing back our supply chain is an important step to ensuring we have accurate data and know where we can make the most impactful reductions. We are in close communication with our suppliers, some of whom are already in the process of switching to onsite renewables. We will be providing supply chain decarbonisation guidance as part of our reduction strategy.

TOTAL EMISSIONS SCOPE 3

Category	Emissions (tCO2e)	Materiality
1 Purchased Goods & Services	1,777.37	56.7%
2 Capital Goods	166.15	5.3%
3 Fuel & Energy Related	29.87	1.0%
4 Upstream Transportation	325.22	10.4%
5 Waste from Operations	1.82	0.1%
6 Business Travel	153.64	4.9%
7 Employee Commuting	39.6	1.3%
9 Downstream Transportation	2.98	0.1%
11 Use of Sold Products	630.99	20.1%
12 End-of-Life Treatment of Sold Products	5.44	0.2%

LOOKING AHEAD

Margaret Howell supports the goals of the Paris Agreement to reach net zero greenhouse gas emissions by no later than 2050, in line with the target of keeping global warming below 1.5 degrees. We are also committed to developing a biodiversity strategy by 2025.

We are continuing to develop our decarbonisation strategy by using independent data to identify where greenhouse gas emissions can be reduced both within our company and in our external supply chain. We are increasing the use of [preferred raw materials](#) and improving our supply chain traceability.

²A location-based calculation method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).



WASTE

OUR COMMITMENT

- 100% surplus garments and fabric are resold, reused or recycled
- Divert all operational waste from landfill, increase reuse and recycling

OUR PROGRESS

We have maintained our commitment to reusing or recycling 100% of our surplus stock and fabric. Any unsold stock is donated to Barnado's for sale in their UK stores. We make regular donations of fabric to fashion colleges each year, both in Italy and the UK. Any remaining fabrics are carefully stored and incorporated into new styles where possible.

The waste provider for the majority of our UK premises provides a zero to landfill service. They also enable us to recycle a wide range of materials, including basics such as paper, glass, metal, plastics, and coffee cups. Food waste goes to anaerobic digestion, while coffee grounds are made into biofuels. Plastic hangers are separated into plastic and metal elements, shredded and granulated, then sent for reuse and repurposing. Flexible plastic covers are recycled into new plastic. Non recyclable waste is sent to generate energy.

LOOKING AHEAD

In 2023 we will be improving any waste streams that are currently not recyclable.

PACKAGING

OUR COMMITMENT

- Ensure that all packaging presented to customers is plastic free, fully recyclable, and made from materials certified to a credible sustainability standard by 2025
- Reduce our ecommerce packaging size and weight

OUR PROGRESS

Using less and better packaging has been our initial priority in progressing towards our targets. We are working towards being plastic free with all our customer packaging. Small quantities of plastic, where a viable alternative has not yet been sourced, are still being used. We aim to have reached our 100% target by the end of 2023.

In 2022 our customer packaging was redesigned. All packaging is FSC accredited and fully recyclable. New sizes of ecommerce boxes take into account the size of the products we are shipping to ensure wasted space is kept to a minimum. This reduces the emissions resulting from transportation and also materials used to make the boxes. All plastic waste at our warehouse and manufacturing unit is recycled.

LOOKING AHEAD

We are measuring all packaging that comes from our suppliers. By knowing the material breakdown of this packaging, we will focus on sourcing plastic free alternatives and reusable solutions.

PRODUCT

DESIGNED AND MADE WITH A FOCUS ON LONGEVITY AND DURABILITY.

The Margaret Howell philosophy is to design products that are well made and enduring, for people to enjoy for many years. We have always prioritised using the highest quality natural fibres which underpins our approach to sustainable design.

To complement this, we are working to integrate more preferred raw materials into our collections, while factoring additional circular principles into our designs. We align with the Textile Exchange definition of ‘preferred’ as listed in the 2022 Preferred Fiber & Materials Market Report. We do not define our preferred materials as sustainable. Instead, we understand that they have varied benefits and need to be used in harmony with other considerations, such as circularity and durability.

We also understand the impact that sourcing natural materials can have on biodiversity and have committed to developing a biodiversity strategy by 2025. We have already started tracing the supply chain of our materials to understand their full impact.

OUR RAW MATERIALS BY WEIGHT %

	Total Weight (tonne)	Cotton	Wool	Cashmere	Linen	Silk	Leather	Synthetic	Other
2019	25.78	64.26%	21.77%	3.96%	7.26%	1.02%	(in other)	(in other)	1.73%
2020	32.15	63.62%	23.74%	2.98%	7.26%	0.55%	0.43%	1.42%	–
2021	27.59	60.03%	29.33%	3.25%	5.10%	0.45%	1.40%	0.44%	–
2022	36.33	60.05%	21.40%	4.45%	5.73%	0.35%	2.81%	5.21%	–

MATERIALS

OUR COMMITMENT

- To transition all our raw materials to the preferred options listed in the [Textile Exchange Preferred Fiber & Materials Market Report](#)

OUR PROGRESS

Our focus has always been on using natural fibres, and we limit the use of synthetic fibres to a specific purpose such as stay press pleating or waterproofing.

Cotton is the fibre we use the most. Therefore, we have focused on increasing the use of preferred cotton. This means moving to a mixture of organic, Better Cotton and recycled options. Wool is our second most used fibre. As a minimum animal welfare consideration, we are working to eliminate our use of wool from mulesed sheep. We are also exploring using recycled and other responsibly sourced options.

In 2022, 60% of our cotton came from preferred sources. Of this 26% was grown organically, 31% was sourced as Better Cotton, and 3% came from recycled sources.



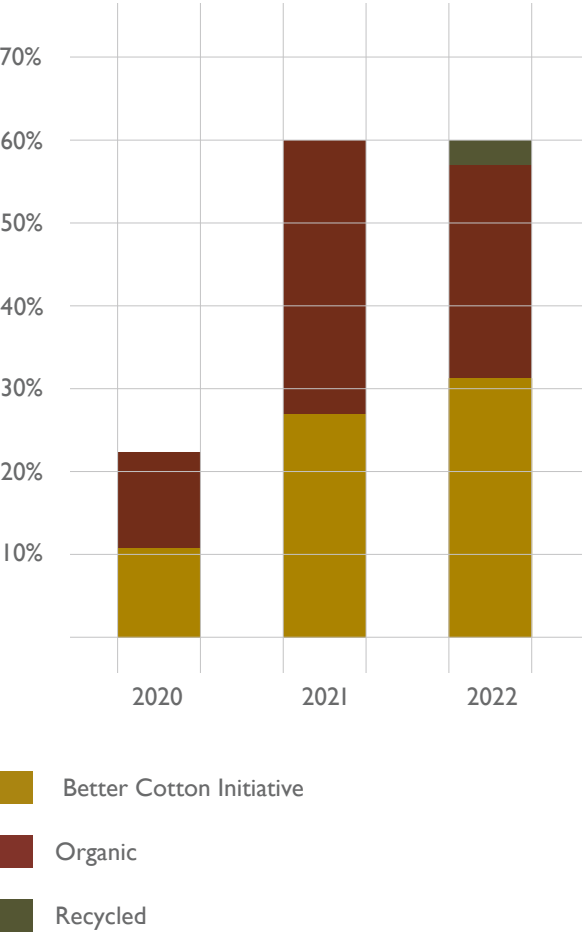
Our MHL New Cavendish Street, London shop

COTTON

OUR COMMITMENT

— To use 100% preferred cotton by 2025

OUR PROGRESS



BETTER COTTON

At the end of 2019 we joined Better Cotton. The Better Cotton Initiative (BCI) makes global cotton production better for the people who produce it, better for the environment it grows in, and better for the sector’s future. Better Cotton farmers are farmers who use water efficiently, care for soil health and natural habitats, reduce use of the most harmful chemicals and respect workers’ rights and wellbeing. Better cotton is sourced via a chain of custody model called mass balance. This means that better cotton is not physically traceable to end products, however, Better Cotton farmers benefit from the demand for Better Cotton in equivalent volumes to those we source. We are committed with Better Cotton to sourcing 50% of our cotton through them by 2027.



WOOL

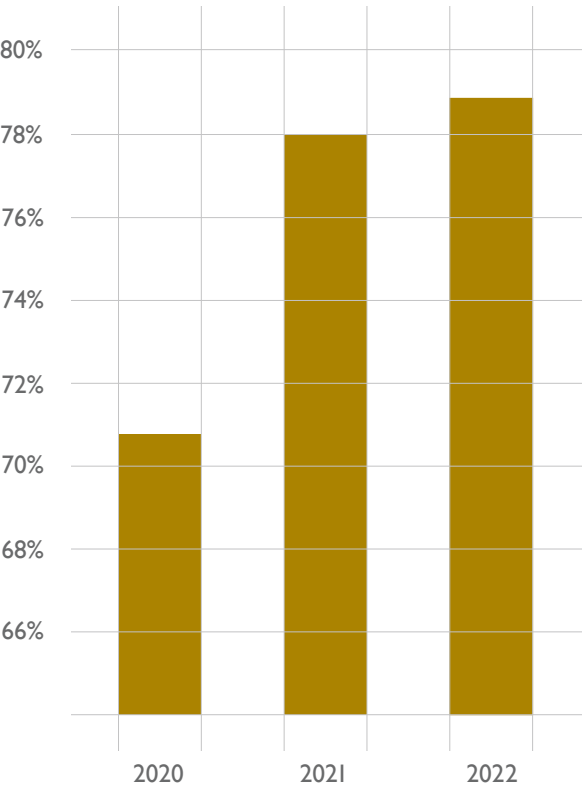
OUR COMMITMENT

- To use 50% preferred wool by 2025
- To use 100% non-mulesed wool by 2025

OUR PROGRESS

A key target we set in 2019 was to eliminate the use of wool from mulesed sheep in our products by 2025. In 2022, 79% of wool used in our collections came from non-mulesed sheep. We are increasing our use of preferred wool and will be reporting on our progress in future Sustainability Reports.

% NON-MULESED WOOL USE



LOOKING AHEAD

We have set a target of creating a biodiversity strategy by 2025, which will build on our environmental commitments by also ensuring that we minimise biodiversity loss and support regenerative systems.

We will continue to train our design team on the importance of our preferred fibres and work with suppliers to ensure they can support us in reaching our targets. We also aim to investigate regenerative farming options, especially with wool which currently accounts for 12% of our total GHG emissions.

We are supporting an innovative, British based wool recycling start up that is aiming to produce high quality recycled wool in the UK. We have donated fabric for their first trials and hope to be able introduce a finished recycled wool into our collections.

Leather accounts for just under 3% of the materials we use, and cashmere 4%. Our focus to date has been on increasing traceability through our leather supply chain and to look into the environmental management at tanneries. Our next steps will be investigating potential leather and cashmere certifications and initiatives listed in the Textiles Exchange Preferred Fiber & Materials Market Report.

CIRCULARITY

OUR COMMITMENT

- Maintain core design principle: physical and emotional durability and longevity of product use
- Launch enhanced product repair and aftercare customer initiatives
- Promote circular principles in designing our products

OUR PROGRESS

Margaret Howell’s design philosophy has always been to create well made and enduring items, which people enjoy using for many years. Our continued, unwavering commitment to this philosophy has provided the foundations for introducing the principles of circularity throughout our company.

We now have a clear set of guidelines to enable our design team to identify opportunities to integrate, where possible, circular design principles into our products. These guidelines will continue to evolve through training and working in collaboration with industry initiatives.

Our intention is that none of our surplus stock, samples, or fabric are wasted, as detailed in the Waste section of this report. We are also aiming to increase the use of recycled fibres in our collections, while always maintaining our focus on quality.

LOOKING AHEAD

Our focus for the future is to rollout enhanced care and repair services alongside our existing offer, and to monitor their success and impacts. We are working on detailed product care information that can be communicated to our customers through our shop staff and online.

We are also committed to supporting the primary principles of circularity. These are to design out waste and pollution, keep products and materials in use, and regenerate natural systems. We will be investigating potential developments in the training of our design team to ensure that our products are created with these principles in mind.

We aim to investigate how we can regenerate and restore natural resources during the development of our biodiversity strategy by 2025. We are also investigating schemes to maintain the longevity of our product through resale and repurposing.



COMMUNITY

A HEALTHY WORKING ENVIRONMENT COMES THROUGH COLLABORATIVE RELATIONSHIPS WITH OUR EMPLOYEES AND OUR SUPPLIERS.

At Margaret Howell, we pride ourselves on the calibre of our employees and on the working environment that prevails across our business. The quality of our design and service is only made possible through the quality of our employees.

We have decades long relationships with nearly all of our suppliers and we visit them regularly to ensure not only the quality of our product, but also the quality of their working environment. Respect for human rights is essential to Margaret Howell and critical to how we operate as a business. Collaborating with trusted and valued suppliers is a crucial part of our work on human rights due diligence.

OUR SUPPLIERS

Since beginning in 1970, Margaret Howell has always chosen to work directly with suppliers who share our values. Many of these suppliers continue to work with us today, and all understand the skill and craftsmanship involved in making quality products. These shared values enable us to build trusting and sustainable business relationships.

We choose to work with suppliers we can visit easily and often, enabling us to work collaboratively, and also to reduce the environmental impact of travel and transportation. 98% of our Tier I suppliers, by purchase order value, are based in Europe, including the UK, with the remaining 2% in Asia.

We understand that a robust approach to human rights due diligence is not necessarily guaranteed by historical ways of working with suppliers. To help develop and implement better practices, we are members of the Ethical Trading Initiative (ETI) and have introduced policies and procedures that build on our existing relationships, enabling us to work together to improve the environmental and ethical performance of our supply chain.

ETHICAL TRADE

TIER I
52 SUPPLIERS/MANUFACTURERS



OUR COMMITMENT

- Achieve and maintain Ethical Trading Initiative (ETI) full membership
- Implement effective systems for human rights due diligence
- Improve supply chain traceability
- Map our supply chain to Tier 3 by 2025

In 2020 Margaret Howell joined the ETI, an alliance of companies, trade unions, and non governmental organisations that promotes respect for workers’ rights around the globe. As members of the ETI, we have committed to adopt the [ETI Base Code](#), which is founded on the conventions of the International Labour Organisation and The UN Guiding Principles on Business and Human Rights. The Base Code addresses issues including wages, hours of work, health and safety, and the right to join free trade unions.

At the end of 2022, we began participating in the [Learning and Implementation Community \(LIC\)](#), organised by the MSI Working Group on Responsible Purchasing Practices, which uses the Common Framework for Responsible Purchasing Practices (CFRPP) as a reference point. About 35 garment brands, together with supply chain partners, have been joining together regularly for two years, with the aim of implementing practical changes to purchasing practices, in order to give scope for improved supply chain working conditions.

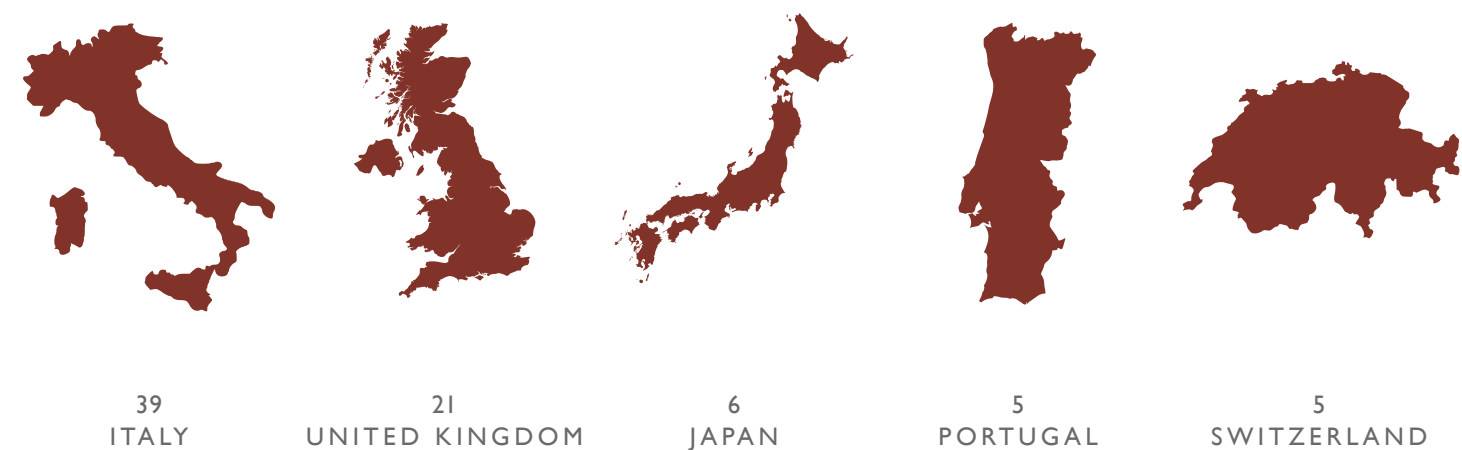
We have established an internal ethical trade working group, made up of representatives from all departments that are relevant to our supplier relations. The working group is provided with regular training and is actively involved in the development of internal policies and procedures to ensure that relevant skills and knowledge are embedded in our organisation.

We are members of [SEDEX](#), a platform that enables us to engage with our suppliers on human rights due diligence and helps us to identify potential risks within our supply chain.

The information gathered through these risk assessment methods has helped form our approach to ethical trade.



TIER 2 75 MATERIAL SUPPLIERS* (1 UNKNOWN)



**Not all qualities are woven and finished by the listed material supplier. Qualities are woven in 11 countries including China, Korea, Pakistan, and Turkey. 16 qualities unknown.*

KEY POLICIES

SUPPLIER CODE OF CONDUCT (SCC)

Outlines the minimum ethical and environmental standards we require from our suppliers, including all aspects of the ETI Base Code.

SUPPLIER SOURCING POLICY

Informs our selection of new suppliers, including offering guidance on priority sourcing countries that have a lower risk of human rights issues, and assessing whether supplier capabilities meet the requirements of our SCC.

PURCHASING POLICY

Sets out our approach to placing, managing, and paying for supplier orders to ensure fair business dealings and reduce the risk of undermining the supplier's ability to provide decent working hours and conditions.

SUPPLY CHAIN TRACEABILITY

In 2022, we published our full Tier 1 product manufacturers on Open Supply Hub, which is an accessible, collaborative, supply chain mapping platform, used and populated by stakeholders across sectors and supply chains. It is a neutral, non profit organisation registered in the USA. Our Tier 1 product manufacturer data can be viewed [here](#).

We have supply chain traceability of the majority of our Tier 2 suppliers, and a large proportion of Tier 3.

LOOKING AHEAD

We will continue to collaborate with our suppliers to ensure that human rights are respected throughout the supply chain. We will progress our gathering of data and supplier and worker feedback to identify potential risks and provide support where needed. Our ongoing participation in the LIC will enable us to continue to understand and improve our purchasing practices, and underpin our ethical trade strategy.

We aim to complete traceability studies to map our supply chain to Tier 3 by 2025.

OUR PEOPLE

We have always strived to provide a happy and respectful working environment for our employees, many of whom have been with the company for over 20 years.

All employees are offered a range of benefits including generous staff discount and clothing allowance, an assistance programme, life insurance, a cycle to work purchase scheme, museum grants, and hybrid working where practical. Professional and personal development are actively encouraged and supported.

Our priority as a company is to ensure the welfare of all employees at work, and to respect human rights within the workplace. We are committed to compliance with all rights and protections set out by law in the country where the employee works, as well as with our own policies.

Margaret Howell is an officially accredited Living Wage Employer. We pay a real Living Wage, as defined by the [Living Wage Foundation](#), for all staff and contractors, including a London Living Wage where applicable.

We provide opportunities to young people to develop skills and employability. We pay the UK government Apprenticeship Levy and have set up apprenticeships in our design department. We only offer paid internships and never expect placement students to work unpaid.

EQUITY, DIVERSITY & INCLUSION

Discrimination is not tolerated within our company. As a business we fully understand the importance of contributing towards a fairer society, acknowledging challenges which people can experience as a result of their race, gender, disability, age, sexual orientation, appearance, or other differences. Equity, diversity, and inclusion (EDI) governance is practised from director level down, and all our senior employees have undertaken external training. We are establishing engagement programmes and have extended policies for employees and third party contractors.



Our London shirt workroom, photograph Koto Bolofo

GOING FORWARD

ALWAYS STRIVING FOR IMPROVEMENT AS A RESPONSIBLE BUSINESS.

Our principle of kaizen requires us to constantly challenge ourselves to achieve continual improvement.

We are committed to playing our role in building a better future for people and planet, co-operating with our business partners and others in our industry and beyond. We believe that maintaining a sustainable business is an ongoing process, rather than a finite goal. With this in mind, we continually strive to reduce the impact of our operations, our products, our suppliers, and our people on the planet and the environments in which we operate.

We have set our key commitments and targets and will report on our progress in subsequent annual Sustainability Reports.

In the meantime, we will ensure that our holistic, comprehensive, and inclusive approach to sustainability guides every aspect of our business.



Photograph Margaret Howell

