

Environmental & Ethical Policy 2021

The Artisan Collection by Reprime

1. Introduction

Premier Clothing Ltd (and its brands, “The Artisan Collection by Reprime”, “Reprime” & “Premier”) strives to conduct business to the highest ethical and environmental standards seeking to use and utilise manufacturers that do the same. Premier Clothing Ltd has its own detailed code of conduct, which is integral to its business and that all suppliers and their sources must adhere to. Premier’s code of conduct is based on current best practices with regard to employment ethics, health and safety practices and environmental practices; so that when a customer purchases our goods, they know that they have been produced under good conditions. Give confidence that the products have been produced:

- lawfully, through fair and honest dealing;
- without exploiting the people who made them;
- in decent working conditions;
- reducing the environmental impact during production and transportation.

Premier Clothing Ltd has the right to run audits and spot checks by themselves or by external parties on premises without their prior knowledge to verify that they are behaving in an appropriate manner. Third party audits are also carried out by independent bodies such as AMFORI BSCI and WRAP. See Point 10.0

3. Employment

All suppliers must meet the local laws on conditions such as minimum wages, hours of work, overtime and deductions. Or, where determinable the prevailing industry wage for the type of work involved. (International Labour Organisation (ILO) Conventions 1, 26, 95,131 and Recommendation 85)

The Company’s Anti-Slavery and Human Trafficking Policy will be communicated across the organisation. The Policy will be included in the Employee Handbook issued to all new starters.

Key members of staff will be trained in all aspects of the Anti-Slavery and Human Trafficking Policy.

4. Employing children

Premier Clothing Ltd does not allow the use of child labour and our suppliers must not employ children, other than under the ILO Convention 138 and Recommendation 146. Premier does support legitimate, legally sanctioned, apprentices and educated-related work as long as the child is not being exploited, there is no risk to the child’s health, education and development, and you have the permission of the child’s parents. (Article 32 of the United Nations Convention on the Rights of the Child)

4. Forced Labour

Forced labour, whether in the form of prison, bonded or uncompensated labour is not used. People are not forced to work for our suppliers by threatening them with a penalty. (ILO Conventions 29 and 105, Recommendation 35).

5. Disciplinary practices

Every employee must be treated with respect and dignity. No employee is treated with threatening behaviour, physical punishment or any form of mental or verbal abuse.

6. Non-Discrimination

Premier suppliers employ and deal with all their employees fairly and without discrimination. (ILO Convention 100 and 111 and Recommendation 90 and 111) This is regardless of age, sex, race, religion or disability.

7. Freedom of Association

Suppliers acknowledge that employees have the right to associate or unionise with any organisation that is legal in that country (ILO Convention 87).

8. Health, safety and welfare

Premier's suppliers all provide a safe place of work, meeting all local laws relating to health, safety and welfare in the workplace. This means:

- Every effort is made to prevent accidents or injury.
- Health and safety procedures are implemented and employees are regularly trained and tested in what to do in certain situations.
- There is always adequate lighting and ventilation; and clean drinking water is always available

9. Environment

Premier Clothing Ltd is continuing to develop its environment practices both in the production of the garments, the choice of fabrics used and working environment, our factories have ambitious sustainability targets to reduce emissions, water, energy and waste. Key examples of these procedures are:

9.1. Product Safety

All products comply with the EU general Product safety Directive 2001/95 EC. Premier Clothing Ltd suppliers comply with the requirements of the Azo dye directive and Nickel directives meaning that no Dangerous substances and Preparations are used during the make up of any of its garments. Premier Clothing Ltd is constantly working to minimise the waste fabric during production operations

All "Reprime" products released for circulation and sale in the United States comply with The Consumer Product Safety Improvement Act of 2008. Our CPSIA program includes testing for all CPSC-regulated standards applicable to our products, including:

- CPSIA – Section 101, Lead Content and Lead in Substrates
- 16 CFR 1303 – Lead in Paint and Surface Coatings
- 16 CFR 1610 – Flammability of Clothing Textiles

Please note that some of our products are exempt from testing for example:

Flammability tests:

16 CFR 1610.1 - Exempt under Section D:

(d) Specific exemptions. Experience gained from years of testing in accordance with the Standard demonstrates that certain fabrics consistently yield acceptable results when tested in accordance with the Standard. Therefore, persons and firms issuing an initial guaranty of any of the following types of fabrics, or of products made entirely from one or more of these fabrics, are exempt from any requirement for testing to support guaranties of those fabrics:

- 1) Plain surface fabrics, regardless of fiber content, weighing 2.6 ounces per square yard or more; and
- (2) All fabrics, both plain surface and raised-fiber surface textiles, regardless of weight, made entirely from any of the following fibers or entirely from combination of the following fibers: acrylic, modacrylic, nylon, olefin, polyester, wool.

A General Conformity Certificate ("GCC") will be issued, upon request and we will continue to adhere to the following:

- 1) Provide a Continuing Certification of Conformity under the Consumer Product Safety Improvement Act, for general wearing apparel;
- 2) Provide the following email contact for questions you may have about our CPSIA program: info@artisanbyreprime.com

Please be advised that any information we provide are for the finished products that we sell. If a blank product we sell is later decorated by a third party, our testing and certifications will not apply to the decoration.

9.2. The Azo Dye Directive EU Directive 2002-61-EC, and subsequent amendments

This directive covers those Azo dyes, which are degradable to carcinogenic aryl amines, and is applicable to Textiles and Leather used in finished articles or their dyed parts, which may come into direct and prolonged contact with the human skin or oral cavity.

National Laws implementing the new directive restrict azo-colourants (dyes) in textiles and leather, replacing current restriction in Germany, Austria and the Netherlands. (The German and Austrian requirements for Azo-pigments will be retained, as they are not covered under this directive.)

The requirements of the directive will be enforced by trading standards authorities, who will expect the retailer and supply chain to be able to demonstrate due diligence with respect to their enforcement of the requirements. Their expectations may extend beyond a paper trail, to a requirement for random spot checks on actual product.

When engaging in business we always conduct a full factory audit and anyone working with us must adhere to Premier's own detailed code of conduct, which is integral to its business and that all suppliers and their sources must adhere to. Premier's code of conduct is based on current best practices with regard to employment ethics, health and safety practices and environmental practices which include conforming to the Azo Dye Directive EU Directive 2002-61-EC; so that when a customer purchases our goods they know that they have been produced under acceptable conditions. That means that the goods must have been produced:

- Lawfully, through fair and honest dealing;
- Without exploiting the people who made them;
- In decent working conditions;
- Reducing the environmental impact during production and transportation;
- All dyes comply to EU regulations with regard to harmful dyes

9.3. REACH

REACH is a European Union regulation concerning the **Registration, Evaluation, Authorisation and restriction of Chemicals**. Its aim is to protect human health and the environment from the risks arising from the use of chemicals. It came into force on 1st June 2007 and replaced a number of European directives and regulations with a single system.

Hazardous chemicals are defined as Substances of Very High Concern (SVHCs) and are listed on the European Chemicals Agency (ECHA) website at

http://echa.europa.eu/chem_data/authorisation_process/candidate_list_table_en.asp

Premier Clothing Ltd can confirm that the products supplied to you via Premier Clothing Ltd conform to current REACH regulations and do not contain any of the harmful substances controlled under its restricted substances list.

9.4 California Prop 65 Declaration

"Reprime" items produced by Premier Clothing Limited for sale in the United States, do not contain chemicals which are listed on California's Safe Drinking Water & Toxic Enforcement Act of 1986. As such, our products do not require a "CA Prop 65" warning label. This Act, commonly known as Proposition 65 (Prop 65), establishes a list of chemicals which the state of California's risk assessment process has determined to present a risk of cancer, birth defects or other reproductive harm. The Proposition 65 chemical list can be found at:

http://www.oehha.ca.gov/prop65/prop65_list/files/P65single01032014.pdf

Please assured, we will continue to monitor the Proposition 65 regulations for any new chemicals. Premier Clothing Ltd will compare any newly listed chemicals with the raw materials in our finished product and communicate this information to our customers.

9.4. Head Office recycling

- Toner cartridges from laser printers are returned to the manufacturer for recycling;
- All cardboard waste from the warehouse is recycled;
- Premier Clothing Ltd is working towards all their plastic bags carrying recyclable logos;
- Use of environmentally friendly office consumables where possible;

- Collection point for office staff to recycle paper;
- Email is our preferred method of communication to reduce the amount of paper used.

9.5. Packaging Policy

As a clothing manufacturer, we sell our products through a network of approved distributors across the world and for our clothing, this can mean quite the journey! From leaving the production line, travelling across continents, spending time in warehouse pick-bins, to eventually arriving in our customer's hands, we need to ensure that our product arrives in the best condition possible. We need to protect our clothing against the elements, which means that a certain level of packaging is required to:-

- prevent soiling and damage during transit
- maintain the structure of the garment whilst in pick bins

Whilst recognising that some packaging is inevitable in our industry, we want to demonstrate how we've cut down on the materials used and improved the recyclability of these materials so the environmental impact is kept to absolute minimum. Let's look at one of our key product lines and the improvements we've made in the REMOVAL of unnecessary packaging

SHIRTS & BLOUSES

- REMOVAL of four plastic clips used to secure the folded presentation of the shirt
- REMOVAL of three plastic inserts used to preserve the structure of the formal collar
- REMOVAL of cardboard insert that carries the size guide and brand logo
- REMOVAL of branded swing tag
- REMOVAL of presentation tissue paper

Our products are individually presented in plastic bags. The type of plastic used here is Low Density Polyethylene and on the bags you will see this recycling symbol.

Recycling Polyethylene is essential because in most cases, it isn't biodegradable and can accumulate in landfills for decades when the plastic waste is discarded. Because of its composition, the waste plastic can be melted to a liquid form and reshaped or extruded as it solidifies, making it reusable. Recycling Polyethylene can therefore lead to the creation of new, durable products that are also cost effective.

For more information about this, search on the web under "Buy my polyethylene plastic" and see what your options are.

As a brand we are constantly looking at ways to reduce and remove unnecessary packaging throughout our supply chain and carry this ethos forward into our daily working lives. cardboard, paper and polyethylene plastic. We are also trialling the use of bio-degradable and paper bags to see whether these materials will perform to the level we need to ensure the long term preservation of the product within. We are also moving all bags used to be made from recycled polythene as standard.

10. Independent Verification

Premier Clothing Ltd has been working to ensure that all factories comply with WRAP (Worldwide Responsible Accredited Production) or BSCI (Business Social Compliance Initiative) standards.

10.1 WRAP

WRAP is an independent, objective, non-profit team of global social compliance experts dedicated to promoting safe, lawful, humane, and ethical manufacturing around the world through certification and education. The 12 principles of WRAP are as follows:

- **Compliance with Laws and Workplace Regulations** Facilities will comply with laws and regulations in all locations where they conduct business.

- **Prohibition of Forced Labour** Facilities will not use involuntary, forced or trafficked labour.
- **Prohibition of Child Labour** Facilities will not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.
- **Prohibition of Harassment or Abuse** Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.
- **Compensation and Benefits** Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.
- **Hours of Work** Hours worked each day, and days worked each week, shall not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.
- **Prohibition of Discrimination** Facilities will employ, pay, promote, and terminate work-ers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.
- **Health and Safety** Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, facilities will provide safe and healthy housing.
- **Freedom of Association and Collective Bargaining** Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.
- **Environment** Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.
- **Customs Compliance** Facilities will comply with applicable customs laws, and in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.
- **Security** Facilities will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives biohazards and /or other contraband).

10.2 AMFORI — BSCI

In 2003, BSCI was established by the Foreign Trade Association (FTA) in order to create consistency and harmonisation for companies wanting to improve their social compliance in the global supply chain. BSCI aims to establish a common platform for the various European companies Codes of Conducts and monitoring systems, it also lays the groundwork for a common monitoring system for social compliance. The experience and the know-how gained by companies and associations from their monitoring systems were the foundations of the BSCI approach and management instruments. In 2004 the development phase was achieved and the system has since been implemented worldwide. The goals for the BSCI code of conduct are as follows:

- Freedom of association and the right to collective bargaining are respected.
- No discrimination is practised
- Child Labour is prohibited
- Legal minimum and/or industry standard wages are paid
- Working hours are compliant with national laws and do not exceed 48 hours regular + 12 hours overtime
- There is no forced labour and disciplinary measures
- The workplace is safe and healthy
- The environment is respected
- There is a policy for social accountability
- There is an anti-bribery and anti-corruption policy