



banner[®]
eco



Our Environment

The world faces a critical moment in tackling environmental pollution, climate change, bio-diversity and the responsible use of resources.

We will measure and reduce the carbon footprint of our UK Operations by at least 20% from 2019 to 2020 and we aim to become carbon neutral within 12 months.

We are actively working to improve environmental sustainability—including reducing our carbon footprint, using 100% green electricity, better waste stream management via our zero to landfill waste management company, sourcing sustainable fabrics, dyes and sustainable packaging through our vertically integrated supply chain and recycling.

We are also working closely with all suppliers to foster sustainable practices, reducing pollution and greenhouse gas emissions and conserving energy and water.



Recycled waste

30 tonnes of Cardboard & 1.5 tonnes of plastic were recycled in 2019.



FSC

All our marketing collateral is printed on sustainably sourced material and is FSC certified.



3PL

DPD our 3PL provider aim to be the UK's leader in sustainable delivery. Over 10% of DPD's delivery fleet is now electric (700).



Consumables

We use 100% recycled printer paper in all our sites in the UK.



Company Cars

100% of all new company cars will have moved to hybrid/electric.

Our journey by numbers across our 6 Sustainability Pillars...



20% ↓

We will measure and reduce the carbon footprint of our UK Operations by at least 20% from 2019 to 2020 and we aim to become carbon neutral within 12 months.



500,000+

We are committed to removing single use plastic from our supply chain and introducing sustainable packaging. By the end of 2020 we will have removed over 500,000 single use plastic bags.



50,000+

We have introduced over 50,000+ sustainable garments using recycled fabrics and trims that are responsibly sourced and plan to transition more garments to sustainable fabrics in the future.



100%

We have moved to green/renewable electricity and have introduced LED lighting at our Trowbridge HQ sites.



8.5 million

Plastic bottles will have been prevented from going to landfill and recycled into yarn to make eco garments in 2021.



500+

We are introducing a company-wide Community Volunteering programme in 2021, giving everyone one volunteering day per year.



100%

All our supplier factories will complete Sedex 4-Pillar Audits by the end of 2021 that include extended environmental standards and business ethics. We believe this will be a first in the schoolwear industry.



23

We have a dedicated team of 15 volunteer sustainability STARS, 8 Governance team members, led by Sarah Robins helping us to innovate and drive change that benefits our people, our environment and bio-diversity of the planet.

Eco Ziggy

100% Recycled
Polyester Lining Fabric



100% Recycled
Polyester Outer Fabric



Up to 48 plastic bottles are recycled to produce the Polyester for our Ziggys Blazers.

- Our Ziggy Blazer fabric yarn is 100% Eco.
- Produced from 100% recycled PET (Polyethylene Terephthalate, a plastic resin) from plastic bottles.
- Fabric meets gold standard criteria.
- The audit process meets all GRS (Global Recycled Standards) certificate standards.



Ziggy Fabric Credentials

The Eco Ziggy fabric is certified as recycled from source and the yarn plant in Taiwan has an annual accreditation certificate to verify correct procedures and compliance with strict recycling procedures.

The key standard is governed by GRS - Global Recycling standard which has three categories for textiles.

- **Gold** 95-100% recycled content
- **Silver** 70-95% recycled content
- **Bronze** 30-70% recycled content

Our Eco Ziggy fabric is made from 100% Eco recycled filament yarn in both warp and weft so meets the recycled gold standard - the highest possible standard.

Eco Ziggy Fit Transitions

C



Current Specification

1



Transition 1

2



Transition 2 (final)

- Tweaks to specification for more modern fit
- Thinned down the lapels
- Change sleeve lengths to meet industry standards
- Slimmed down the fit so that it is less boxy
- Mobile phone pocket increased in size to allow for modern phones
- Flap removed from mobile phone pocket
- ID pocket has been removed

Eco Tartan

65% Recycled Polyester



35% Biodegradable Viscose



Up to 13 plastic bottles are recycled to produce the Polyester for our Tartan Garments.

Viscose is a man-made fibre—a “regenerated cellulosic fibre” made from cellulose, most commonly wood pulp, and is biodegradable.

ECO TARTAN PLEATED SKIRT

1



Used plastic bottles are collected in recycling programs and transported to facilities that sort and bale them

2



Bales of used plastic bottles are sent to plastics manufacturing facilities and are broken down into tiny flakes

3



The plastic flakes are washed and dried then melted down

4



The molten plastic is extruded to make a fibre that is stretched into thread

5

Viscose fibres are made from dissolving wood pulp and regenerating it in the form of fibres



6



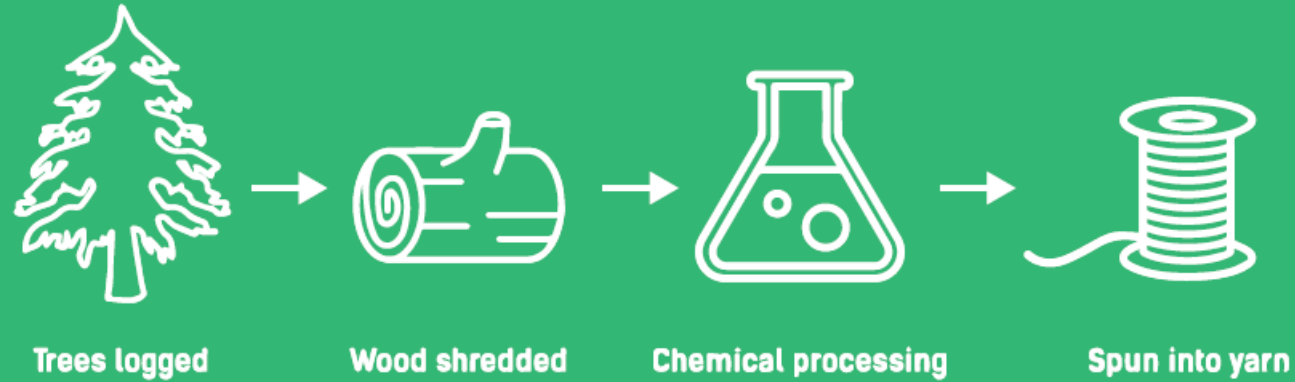
The recycled threads are dyed to create coloured yarns

7

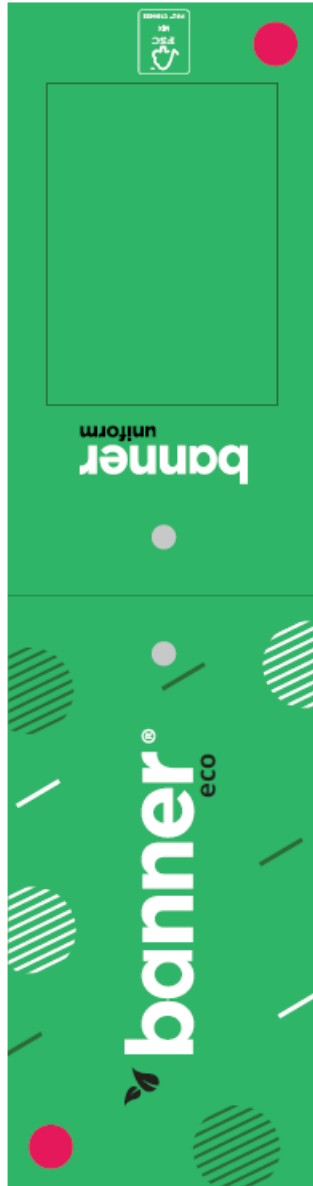


The recycled Polyester thread is woven with biodegradable Viscose thread to produce the final skirt fabric

How is viscose made?



- Viscose is a man-made fibre - a “regenerated cellulosic fibre” made from cellulose, most commonly wood pulp, but many plants can be used, such as bamboo.
- The raw material for viscose is primarily wood pulp, which is chemically converted into a soluble compound.
- It is then dissolved and forced through a spinneret to produce filaments which are chemically solidified, resulting in fibres of nearly pure cellulose.




We work tirelessly to minimise our impact on the planet.

Our suppliers hold the highest ethical standards.

We never compromise on quality.

OUR PROMISE TO YOU

WHAT IS ECO ABOUT THIS GARMENT?

 Up to 48 plastic bottles are recycled to produce the polyester for our Ziggys Blazers.

100% Recycled Polyester Outer and Lining Fabric

Our Recycled Polyester is certified to Gold Standard.



What does the FSC label mean?

The Forest Stewardship Council (FSC) logo on a wood or wood based product is your assurance that it is made with, or contains, wood that comes from FSC certified forests or from post-consumer waste.



Building a greener and fairer future together

Here at Banner we are serious about sustainability. It is at the heart of everything we do as a business. We recognize our responsibility as the largest schoolwear supplier in the UK is to respond to global environmental issues we face, to keep global warming below 1.5 degrees and our carbon footprint as low as possible, and work hard to improve both our Social and Environmental impacts as a business. We believe in doing our bit to help in the "Global Green Recovery" to build back greener and fairer to protect our people and the planet.

We take a very holistic approach to sustainability. In 2019 we set up an internal sustainability team and developed a clear framework and long term strategy that focusses on 6 key areas (our 6 sustainability pillars): Supply Chain, Product, Environment, Customers, Community and People.

We have come a long way since then but recognise we are on a journey and have a lot more to do and improve upon. We have refined our strategy and plans to improve our overall sustainability performance in 2020 and over the coming years.

Below are some of the steps we have taken and are taking to reduce the impact that our day to day operations have on the environment and the communities in which we operate:



We will measure and reduce the carbon footprint of our UK Operations by 20% from 2019 to 2020.



We continue to work closely with our supplier factories to ensure compliance and transparency. All our supplier factories will complete Sedex 4-Pillar Audits that include extended environmental standards and business ethics by the end of 2020. Additional measures are being implemented to improve our suppliers' environmental impacts in areas such as water, energy usage, pollution and recycling.



In 2020, we introduced a new Eco Tartan pleated skirt in 3 colourways, made from recycled polyester (PET). For 2021 we are extending our Eco garment proposition to include the complete tartan collection (Skye, Kelso and Prestwick) and best selling Ziggys blazers in all colours for boys and girls, all responsibly sourced. By the end of 2021 we are aiming to transition 20% of all garments by volume to sustainable fabrics.



We are committed to removing single use plastic from our supply chain and introducing sustainable packaging. We have started this reduction process and by the end of 2020 we will have removed 500,000 bags.



We have improved our waste management and appointed a "zero to landfill" waste management company to manage all waste streams to further reduce waste, encourage better recycling and repurposing of waste, including plastic garment hangers.



At our Trowbridge HQ sites, we have moved to 100% green/renewable electricity and introduced LED lighting. By the end of 2020, 100% of all new company cars will have moved to hybrid/electric.



We take our social responsibility extremely seriously and believe in "giving back" to the local communities in which we operate. We have introduced a company-wide Community Volunteering programme, giving everyone at Banner one volunteering day per year. Currently all colleagues are supporting local food banks with voluntary food and toiletry donations for families at this time of great need.



People are the bedrock of our business and they are what makes the culture at Banner so special. We continue to ensure their voices are heard through an annual engagement survey and that they continue to feel "safe supported and understood" during the pandemic through regular "pulse" surveys. We also support colleagues with an annual well-being programme.

Our Eco Product Transition

Join us on our eco journey

Our ambition is to lead in designing an eco product range and demonstrate our sustainability footprint, from the extended supply chain that manufactures finished product, to understanding our raw materials' footprint and identifying opportunities for sustainable sources.

Eco transition - what's the next step?

At Banner we have been working hard to develop our eco product offer whilst maintaining our promise of great service, ensuring that our transition to producing more sustainable products remains simple for our customers.

Our approach to our eco transition sits alongside our sustainability values, to reduce waste and avoid making our stock obsolete (which let's be honest wouldn't be very eco). **We will continue to sell through our current product until we are able to smoothly transition through to our new eco stock. This allows us to ensure that nothing goes to waste.**

For more information on our eco offer, please contact your Area Sales Manager.

Simplicity and service are key...

Our eco product offer has started and will transition over time.

Our ambition is design a head to toe eco product range, including all supporting packaging and garment presentation materials including hangers to be environmentally friendly too.

The products to begin this eco journey and become Banner's first eco products (with many more to follow) are **The Eco Tartan Pleated Skirt, The Ziggys Boys and Girls Blazer and the complete tartan collection (Skye, Kelso and Prestwick).**

Ethical Trading

At Banner we have taken a leading stance on ethical trading for many years. Since 2007, we have been a member of Sedex (Supplier Ethical Data Exchange) a not-for-profit organisation that provides a globally recognised collaborative framework to help its members manage responsible practice and improve ethical standards in supply chains, such as working conditions, human rights, working hours and health and safety.

We only work with leading manufacturers of high standard schoolwear and sportswear who are environmentally conscious and share our sustainable vision for the future. As a business we have established long-term relationships with suppliers, some spanning over 30 years and the majority we have been working with over 18 years. We have developed clear ethical approval and monitoring protocols managed by our buying and sustainability teams, who work closely with our suppliers to monitor compliance on an ongoing basis.

All of Banner's supplier factories are Sedex members and are required to complete third party (SMETA or equivalent) audits to Sedex 4-Pillar measurement criteria. SMETA is the "best practice" audit methodology created by Sedex which gives a consistent global auditing procedure and transparency of the standards and protocols used. The ETI – Ethical Trading Initiative base code and local laws are used as its monitoring standards. As well as covering Labour and Health and Safety and shortened environmental criteria, the 4-Pillar audit incorporates an extended environmental and business ethics section.

The environmental section documents key environmental impacts/measures and gets the supplier to commit to reduction targets in areas such as water consumption, waste, energy and greenhouse gas emissions as well as managing recycling. The Buying and Sustainability teams review all audit reports that are uploaded onto the Sedex platform and any areas that require improvements are highlighted within a SMETA corrective action plan report. We follow up immediately with the supplier to ensure they have implemented the required improvements within a set timeframe and ask them to provide evidence of the corrective action taken. We also carry out factory visits ourselves to complete internal audits and ensure compliance with the relevant standards.

We believe we are the first schoolwear supplier in the industry to ensure that all our supplier factories are audited to and fully compliant with Sedex 4-Pillar standards. It goes without saying that our suppliers are dedicated to improving the effect that garment production has on our environment. They recognize the huge rate of growth in the sustainable clothing sector and are exploring many areas in which they can offer suitable solutions to enable us to offer our customers the very best, responsibly sourced ranges.

Banner are committed to producing the best products sustainably, protecting the environment and supporting our people, our customers, our supply chain workers and local communities.

We continue to consult with customers, suppliers and colleagues in an open and transparent way on potential changes to both our products and supply chain to reduce our environmental footprint and move forward together on our journey towards a greener, fairer more sustainable world.



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