



**Workplace:** Clad Safety Limited

**Document:** Ethical Supply Chain Policy

**Reference:** E21

## ETHICAL SUPPLY CHAIN POLICY

### (A) Goods Procured from Outside the UK

Clad Safety believe that a robust and efficient supply chain requires us to have multiple suppliers in different locations around the world, capable of producing the same specification and design of garment, utilising the same fabrics and components. This avoids any risk of non-supply due to lack of resources, local or regional labour issues or weather factors.

We therefore maintain a strong supply chain with approved factories in China, Tunisia, Turkey, Poland (and UK). We work closely with affiliated distributor companies in Australia and New Zealand and Europe under the brand of Uniwear Global [www.uniwear-global.com](http://www.uniwear-global.com) and accredited factory sources and fabric stocks are shared between these companies to ensure a complete back up service in the event of a shortage of supply.

We visit and inspect our suppliers to ensure 100% compliance with relevant local H&S, Social Accountability and Welfare regulations. Before entering into a contract with Clad Safety all suppliers are required to complete a Supplier Questionnaire which covers all aspects of technical and regulatory compliance. This also requires the supplier to maintain confidentiality and not to provide information to any 3rd party regarding the nature of our supply agreements or the names any of our customers or product information which could compromise the integrity of the approved product in the marketplace. Clad Safety operates a strict Ethical Policy following the ETI Base Code and WRAP guidelines. Clad Safety is genuinely concerned to improve the welfare and wellbeing of all our staff and our supply partners.

One prominent supplier is a factory in Tunisia that has been ISO 9001 approved for some 10 years and constantly upgrades all procedures and working methods to ensure best practice in all areas of its operation. The work ethic is strong, absenteeism light and the factory trains and retains its labour by having a good reputation for constant work, on-time wage payments, good working practices and a strong Ethical Trading background. The factory are in the process of becoming BSI certified and are visited by the Fair Wear Foundation, an organisation working with over 120 brands, such as Jack Wolfskin, and industry influencers to improve working conditions where clothing is made.

Clad Safety are committed to ensuring that every product supplied has been produced in a way which fully complies with the ethical standards set out in SA8000 Social Accountability Standard and also that every component in the garment has been checked for and does not contain restricted substances.

Restricted substances can be present in many textile and consumer products, they get into the product predominately from the manufacturing process and are harmful to humans in many different ways. They may be carcinogenic, toxic, cause irritation or allergic reactions to those people sensitive to it. In some cases the history of harm may not be to humans, it may be that it presents a danger to the environment that surrounds



us. Restricted substances can include: Nickel, Formaldehyde, pH, Azo Dyes, Disperse Dyes, Phthalates, PCP's, APEO/NPEO, Flame Retardants, Heavy Metals, Organo Tin Compounds. This list is by no means complete, the product will also determine which restricted substances may be present.

Our own quality procedures are managed and audited annually by ISOQAR. Copies of certificates and other working documents can be provided on request. Overseas suppliers based in Asia are routinely inspected by third party auditors: [www.AsiaInspection.com](http://www.AsiaInspection.com) who provide a detailed report showing both the Factory compliance of product quality conformity. Clad Safety are very happy to share the full details of any particular factory audit with its customers or indeed to carry out a new test inspection/audit using an auditor chosen by its customers to ensure absolute transparency and fairness on this point.

Clad Safety treat ethical and social issues as the highest priority and we are fully aware of concerns with the general public surrounding the poor monitoring and control of garment production in the Far East which has led to disastrous consequences in recent years in Bangladesh. Clad Safety have never used any factory which has been involved in child labour or forced labour and has never had to withdraw from a supply agreement due to a failure in ethical or social accountability.

Every new product is subjected to a number of tests (depending on the end use and complexity of the hazards involved). These tests are carried out at an independently accredited laboratory in Leeds called High Street Textile Testing Services Ltd [www.hstts.co.uk](http://www.hstts.co.uk) HSTTS provide comprehensive reporting to relevant BS/EN standards and are always willing to explain the significance of any test result and how to improve the result. Typical tests include ISO5077, ISO105 (C06/E04/X12) 13937, 13934.

Once a new product has been satisfactorily tested and the final spec agreed with both the client and the factory, a sealed sample is held in stock for reference at the factory and at Clad Safety. As further batches are produced, each delivery is QC checked against the sealed sample to ensure that there is no deviation from the agreed standard. Where there is any deviation the batch is quarantined and the supplier is notified immediately and requested to collect the goods and replace without delay.

Clad Safety also requests independent audit information from suppliers, an example of which is attached "Intertek Reports - supplier audit report - Kariwala"

## (B) Goods Procured from Inside the UK

Before entering into a contract with Clad Safety all suppliers are required to complete a Supplier Questionnaire which covers all aspects of technical and regulatory compliance. This also requires the supplier to maintain confidentiality and not to provide information to any 3rd party regarding the nature of our supply agreements or the names any of our customers or product information which could compromise the integrity of the approved product in the marketplace. Clad Safety operates a strict Ethical Policy following the ETI Base Code and WRAP guidelines.

Every new product is subjected to a number of tests (depending on the end use and complexity of the hazards involved). These tests are carried out at an independently accredited laboratory in Leeds called High Street Textile Testing Services Ltd [www.hstts.co.uk](http://www.hstts.co.uk) HSTTS provide comprehensive reporting to relevant BS/EN



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Once a new product has been satisfactorily tested and the final spec agreed with both the client and the factory, a sealed sample is held in stock for reference at the factory and at Clad Safety. As further batches are produced, each delivery is QC checked against the sealed sample to ensure that there is no deviation from the agreed standard. Where there is any deviation the batch is quarantined and the supplier is notified immediately and requested to collect the goods and replace without delay.

**Signed:** 

**Designation:** Managing Director

**Date:** 20<sup>th</sup> April 2021

**Approved By:** N Trevvett

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