



Our

CORPORATE

SOCIAL &

SUSTAINABILITY

RESPONSIBILITY

Promise

C

ORPORATE

S

OCIAL

S

USTAINABILITY

R

ESPONSIBILITY

CSSR BASICALLY MEANS BEING A GOOD CORPORATE CITIZEN AND IS APPLICABLE TO SMALL TO MEDIUM SIZED ENTERPRISES JUST AS MUCH AS TO LARGE CORPORATES.

THE TERM DESCRIBES BUSINESS BEHAVIOURS THAT NOT ONLY DELIVER COMMERCIAL OBJECTIVES AND MEET LEGAL REQUIREMENTS BUT ALSO HAVE A POSITIVE SOCIAL AND SUSTAINABLE IMPACT

WHEN TAKING RESPONSIBILITY FOR ALL THINGS THAT WE VALUE AND INFLUENCE, DIRECTLY AND INDIRECTLY, OUR CSSR COVERS SIX KEY AREAS:

- ✦ OUR TEAM
- ✦ OUR LOYAL CUSTOMERS
- ✦ OUR RESPONSIBLE SUPPLIERS
- ✦ HEALTH & SAFETY
- ✦ ENVIRONMENT
- ✦ THE COMMUNITY

WITH THAT, WE ARE PROFOUND SUPPORTERS OF THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS FOR 2030 (UNSDG2030) WHICH OUTLINE 17 CORE GOALS FOR MAKING THE WORLD A BETTER PLACE FOR GENERATIONS TO COME.

IN THIS CSSR PROMISE, WE WILL DETAIL HOW WE ARE SUPPORTING THESE GOALS WITHIN OUR 6 KEY AREAS.

We are

PRICKLY THISTLE SCOTLAND LTD

A DESIGN-LED AND INDUSTRY-DISRUPTING TARTAN MANUFACTURING BRAND FOUNDED IN 2015 BY CLARE CAMPBELL. FROM BESPOKE CLOTH DESIGNS, TO WEAVING AND PRODUCT MANUFACTURING, OUR SMALL TEAM OF PASSIONATE AND SKILLED “TARTAN REBELS” HAVE RESTORED TARTAN WEAVING BACK TO ITS HIGHLAND HOME IN THE NORTHERN REGION OF SCOTLAND.

WE ARE COMMITTED TO THE SCOTTISH SUPPLY CHAIN; KEEPING EVERYTHING AS LOCAL AS POSSIBLE AND CHAMPIONING THE ‘MADE IN SCOTLAND’ IDENTITY THAT IS SYNONYMOUS WITH EVERY ASPECT OF TARTAN. WE EXPORT GLOBALLY FROM OUR SOLE HIGHLAND BASE VIA OUR ONLINE SHOP, AS WELL AS COLLABORATING IN COMMISSIONED PARTNERSHIPS ON A BUSINESS-TO-BUSINESS BASIS.



“WE WANT TO BE A PURPOSEFUL BUSINESS THAT WILL ALWAYS EVOLVE.
WE WANT TO BE CONSIDERED LEADERS IN OUR FIELD, PUSHING THE
BOUNDARIES OF CREATIVITY IN THE MOST SUSTAINABLE WAY FOR
PEOPLE AND THE PLANET”

- OUR MISSION STATEMENT

IT'S TIME TO ADDRESS THE FABRIC ELEPHANT IN THE ROOM....

AS SCOTTISH TARTAN MAKERS THERE IS GREAT CULTURAL SIGNIFICANCE TO WHAT WE CREATE, SO WORKING TO ACHIEVE MUTUAL RESPECT BETWEEN THIS AND THE ENVIRONMENT IS PROFOUNDLY IMPORTANT TO US.

IT IS NO SECRET THAT THE TEXTILE INDUSTRY IS THE SECOND LARGEST POLLUTER OF OUR PLANET. IT CAUSES DEVASTATING DAMAGE TO WATER, AIR AND SOIL WHILST ALSO SIGNIFICANTLY CONTRIBUTING TO LANDFILL AND DEGRADING THE QUALITY OF LIFE OF MANY WORKERS IN THE GLOBALISED SUPPLY CHAIN.

PRICKLY THISTLE DOES NOT, AND WILL NOT, EVER TURN A BLIND EYE TO THESE FACTS AND SO AS A TEXTILE BUSINESS WE RECOGNISE OUR CRUCIAL DUTY TO PROTECT THE ENVIRONMENT, CHAMPION TRANSPARENCY AND ADVOCATE FOR PRO-ACTIVE CHANGE FROM THE INSIDE OUT.

WE ARE PROUD TO OPERATE IN A COUNTRY THAT IS RIGHTFULLY REGULATED TO AVOID EXCESSIVE ENVIRONMENTAL DAMAGE AND WE TAKE PRIDE IN ALWAYS IMPLEMENTING NEW ETHICAL SOLUTIONS WHEN WE FIND THEM. WE CLOSELY MONITOR OUR SUPPLY CHAIN AND THIS COMMITMENT FURTHER EXTENDS TO THE FACT THAT WE EMPLOY A ROLE THAT SPECIFICALLY FOCUSES ON ETHICAL MATTERS.





PRICKLY THISTLE SCOTLAND ALSO PLACES GREAT IMPORTANCE ON OUR SOCIAL IMPACT. WE PROVIDE JOBS WITHIN A DYING TRADE FOR LOCAL PEOPLE IN RURAL AREAS SPANNING ACROSS MULTIPLE GENERATIONS, AS WELL AS PROVIDING OPPORTUNITIES FOR YOUNG GRADUATES TOO.

THE COVID-19 PANDEMIC HAS BEEN A LEARNING CATALYST WHICH HAS SEEN US RESPOND WITH HASTE TO ESTABLISH SAFE WORKING CONDITIONS AND SUPPORT FELLOW INDEPENDENT SMALL BUSINESSES IN A TIME OF IMMENSE HARDSHIP.

THE PROSPERITY OF OUR BUSINESS, AND OF THE COMMUNITIES WITHIN WHICH WE OPERATE, REQUIRES A ZEALOUS COMMITMENT TO THE SUSTAINABLE MANAGEMENT OF OUR ACTIVITIES. WE HAVE THEREFORE DEVELOPED THIS POLICY WHICH AFFECTS AND ENHANCES ALL AREAS OF OUR ORGANISATION - NAMELY OUR BUSINESS MODEL AND CORPORATE GOVERNANCE POLICY - AND ADOPTS THE UNITED NATIONS 'SDG'S AS A FRAMEWORK FOR MOTIVATION AND GUIDANCE.

**“WE ARE STANDING STRONG FOR A NEW
ROLE FOR THE FUTURE OF TARTAN TEXTILES;
WHERE SOCIAL, ENVIRONMENTAL AND
ETHICAL VALUES ARE CORE.”**



#REPEALIT

JULY 2021 HAS SEEN US LAUNCH A NEW CAMPAIGN

'REPEAL IT' WAS INSPIRED BY THE REPEAL OF THE 'ACT OF PROSCRIPTION', WHICH CRIMINALISED HIGHLAND DRESS TO QUASH THE JACOBITE MOVEMENT FOLLOWING THE BATTLE OF CULLODEN IN 1746 AND REPRESS HIGHLAND CULTURE. TO REPEAL IS TO UNDO HARM - WHICH IS WHAT WE SAW WHEN THE HIGHLAND AESTHETIC WAS LIBERATED AGAIN - AND SO THAT CONCEPT IS THE FOUNDATION OF OUR CONTEMPORARY BATTLE TO REPEAL THE ATROCITIES OF OVERCONSUMPTION PERPETUATED BY THE FAST FASHION INDUSTRY.

THIS MISSION IS NOT NEW TO PRICKLY THISTLE. IT HAS BEEN WOVEN INTO OUR ETHOS SINCE DAY 1, HOWEVER THIS CAMPAIGN FURTHER SOLIDIFIES OUR COMMITMENT THROUGH 6 KEY ACTION POINTS - SOME OF WHICH APPEAR 'BAD FOR BUSINESS' BY MODERN MARKETING STANDARDS, BUT FOR US ARE FULLY-CONSIDERED AND WHOLE-HEARTED INITIATIVES TO FURTHER DISTINGUISH US FROM THE PLAGUE OF MODERN GREENWASHING IN OUR INDUSTRY. WE HOPE TO SET AN EXAMPLE AND THAT OTHER BRANDS MAY FEEL INSPIRED TO ACT SIMILARLY. FOR US, COLLABORATION IS MORE IMPORTANT THAN COMPETITION.



REPEAL IT ACTION POINTS



MARKETPLACE

A 'PASS-IT-ON' SECTION OF OUR SITE WHERE PEOPLE CAN BECOME VENDORS OF PRICKLY ITEMS THAT THEY NO LONGER NEED; TAKING RESPONSIBILITY FOR OUR PRODUCTS AFTER SELLING BY PROVIDING AN ETHICAL OPTION FOR REHOMING THINGS AND IMPROVING ACCESS TO SUSTAINABLE ITEMS FOR THOSE ON LESS INCOME.



ETHICAL RECEIPTS

WE ASPIRE TO BE FULLY TRANSPARENT ON WHAT IT TAKES TO MAKE A PIECE OF PRICKLY, SO THAT CUSTOMERS MAY CONNECT WITH THE TRUE COST OF MAKING IN AN ETHICAL WAY. OUR SHOP WILL CONTINUALLY BE UPDATED TO SHARE A CLEAR BREAKDOWN OF THE ENTIRE MAKING PROCESS FOR EACH PRODUCT – INCLUSIVE OF LABOUR AND COST OF MATERIAL/MILL LOGISTICS – TO EDUCATE CONSUMERS ABOUT THE TRUE COST OF MAKING AND DEBUNK PERCEPTIONS OF CLOTHING PRICES SKEWED BY FAST FASHION CULTURE.



REPEAL IT TAGS:

MONITORING ORDERS, IDENTIFYING ANYONE WHO HAS PURCHASED A LARGE AMOUNT AND THEN INCLUDING A PERSONALISED HAND-WRITTEN TAG WITH INFORMATION ABOUT HOW TO #REPEALIT/ALTERNATIVE WAYS TO SUPPORT US. THIS IS TO ENCOURAGE MINDFULNESS OF INDIVIDUAL CONSUMPTION, TAKE RESPONSIBILITY FOR OUR PART IN IT AND COLLABORATE WITH OUR CUSTOMERS ON THE ISSUE.



PRICKLY PERSONAL SHOPPER:

A FEATURE ON OUR E-COMMERCE SITE THAT SUPPORTS SHOPPERS TO FIND THE RIGHT PRODUCT - CATEGORISED BY TARTAN, CLOTH TYPE OR ITEM INTENTION – TO ENSURE MAXIMUM LOVE FOR THE PURCHASE AND MINIMUM CHANCE OF BULK BUYING AND/OR RETURNING.



SHOP APP – PLANT A TREE AND BUILD A BOG:

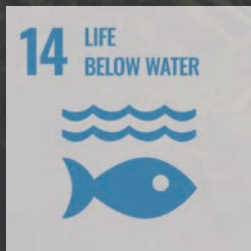
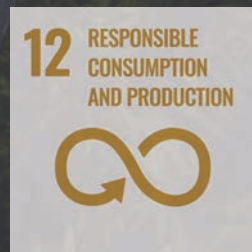
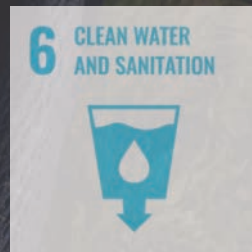
WE ARE NOW PRESENT ON THE 'SHOP' APP THAT DONATES MERCHANT FEES TOWARDS PLANTING TREES WITH 'WEFOREST' BASED ON CALCULATIONS TO DIRECTLY OFFSET CARBON EMISSIONS FROM THE DELIVERY OF PURCHASES. WE ARE ALSO ENDEAVOURING TO SET UP A COLLABORATION WHERE THE APP SUPPORTS PEATBOGS TOO #BUILDTHEBOG



Q&A'S AND REVIEWS:

FEATURES ON OUR E-COMMERCE SITE. 'Q&A'S HELP CUSTOMERS TO ASK ANYTHING ABOUT A PRODUCT LISTING. THESE ARE PUBLIC WHICH HELP OTHERS WHO MAY ALSO WANT TO KNOW - ENCOURAGING EVERYONE TO #BUYLESSLOVEMORE BECAUSE WELL-INFORMED SHOPPERS MAKE MORE CONSCIOUS DECISIONS. 'REVIEWS' ON EVERY PRODUCT LISTING ALSO ENABLE PREVIOUS PURCHASERS TO INFORM POTENTIAL ONES AND ENSURE TRANSPARENCY AS WELL AS ACCOUNTABILITY ON OUR PART.

THE UNITED NATIONS 17 SUSTAINABLE DEVELOPMENT GOALS TARGET DELIVERY DATE : 2030



OUR TEAM

WE ARE COMMITTED TO THE WELL-BEING, TRAINING AND CONTINUAL DEVELOPMENT OF OUR WORKFORCE.

WE BELIEVE EMPLOYEES SHOULD FEEL APPRECIATED AND RECEIVE REGULAR FEEDBACK TO NURTURE A CLEAR UNDERSTANDING OF THEIR ROLE, PURPOSE AND CONTRIBUTION. WE VALUE PERSONAL WELL-BEING AND ALWAYS WANT PEOPLE TO FEEL EMPOWERED TO CONTRIBUTE IN ASPECTS ACROSS THE BUSINESS, NOT JUST WITHIN THEIR SPECIFIC ROLE.

WE OPERATE A MERITOCRACY WHERE ALL EMPLOYEES ARE RECOGNISED AND REWARDED BASED ON PERFORMANCE, EFFORT AND ACHIEVEMENTS. FURTHERMORE, WE EXPECT EVERY TEAM MEMBER TO ACT WITH INTEGRITY TOWARDS ONE ANOTHER, AS WELL AS EXERCISING A HIGH STANDARD OF BUSINESS PRACTICE AND WORKMANSHIP.

CORPORATE RESPONSIBILITIES OFFICIALLY LIE WITH CLARE CAMPBELL AND THE BOARD OF DIRECTORS. HOWEVER, WE KNOW WHAT LEADERSHIP IS ABOUT AND IT IS NOT HIERARCHY. FOR US IT IS HAVING A HOLISTIC VIEW OF PEOPLE INSIDE THE ORGANISATION AND HOW WE ENGAGE IN TEAMWORK. EVERYTHING IS A COLLABORATION – AMONGST STAFF, WITH SUPPLIERS AND WITH CUSTOMERS TOO.

“WE SUPPORT DIVERSITY, FAIRNESS AND
EQUAL OPPORTUNITIES WHERE EMPLOYEES
ARE CLOSELY INVOLVED WITH THE
DIRECTION OF THE BUSINESS”

SDGs *Staff & People*

1
NO
POVERTY



BUY LOCAL IN SCOTLAND AND PARTNER WITH SUPPLIERS OPERATING IN TRADITIONAL MILL/WEAVING INDUSTRY TOWNS WITH A TYPICALLY LOW SOCIO-ECONOMIC STATUS.



PAY ABOVE NATIONAL LIVING WAGE

3
GOOD HEALTH
& WELL BEING



RAPID APPROPRIATE RESPONSE TO COVID-19 AND MEASURES NOW IN PLACE TO COPE WITH ANY FUTURE OUTBREAKS OR PANDEMICS



WE ARE ANTI-CORPORATE ELITIST SYSTEMS OF HIERARCHY , ENSURING ALL KNOW THEY ARE VALUED AS EQUALS AND ONE, WE ARE THE FLOCK OF GEESE CULTURE



RECOGNISE MENTAL HEALTH AND STRESS AS IMPORTANT AND DETAILING THIS IN STAFF HANDBOOK



CONTINUALLY MONITOR AND RECORD HAZARDS IN THE WORKPLACE

4
QUALITY
EDUCATION



FUTURE GOAL TO HAVE OUR OWN VOCATIONAL COURSE/APPRENTICESHIP FOR NEW AND EXISTING STAFF IN ORDER TO PROVIDE BOTH FORMALISED EDUCATIONAL OPPORTUNITIES AS WELL AS MEETING THE NEEDS OF THE MODERN SUSTAINABLE TEXTILES INDUSTRY.

5
GENDER
EQUALITY



PROGRESSIVE MATERNITY, PATERNITY AND ADOPTION LEAVE POLICIES



FEMALES OCCUPYING POSITIONS IN MANAGEMENT AND ON THE BOARD OF DIRECTORS

SDGs *Staff & People Cont.*

8

DECENT WORK
AND ECONOMIC
GROWTH



INNOVATIVE RESEARCH IS ONGOING IN ORDER TO BUILD A BETTER FUTURE FOR OUR INDUSTRY, COMMUNITIES AND PLANET.



'BUILDING THE MILL' AND 'RESTORING TARTAN PRODUCTION TO THE HIGHLANDS' RECEIVED GLOBAL INTEREST



SCOPE FOR SUSTAINABLE TOURISM THROUGH MILL TOURS WHICH CAN PROMOTE LOCAL CULTURE AND PRODUCTS, WHICH IN TURN HELPS COMMUNITY PROSPERITY.

10

REDUCED
INEQUALITIES



EQUAL OPPORTUNITY FOR EMPLOYMENT



PROFESSIONAL DEVELOPMENT, PROMOTION, AND PAY



MODERN SLAVERY AND MIGRANT WORKER POLICIES IN PLACE VOLUNTARILY



PURCHASING POLICY IS SET OUT FOR RESPONSIBLE SOURCING



CLEAR NEUTRALITY STATEMENT WITH ANTI-BRIBERY AND CORRUPTION POLICY ALSO IN PLACE



OUR LOYAL CUSTOMERS

WE ARE COMMITTED TO THE WELL-BEING, TRAINING AND CONTINUAL DEVELOPMENT OF OUR WORKFORCE. WE AIM TO DELIVER PRODUCTS AND SERVICES THAT INSPIRE A SUSTAINABLE WAY OF LIFE AND AT THE SAME TIME REPRESENT FAIR VALUE, CONSISTENT QUALITY AND RELIABILITY.

WE BELIEVE IN BUILDING LONG-TERM GENERATIONAL RELATIONSHIPS WITH ALL OUR CUSTOMERS AND STAKEHOLDERS BY UNDERSTANDING THEIR VALUES AND PASSIONS IN ORDER TO MEET THEIR NEEDS AND EXPECTATIONS – KNOWING THAT THESE ARE FLUID AND EVOLVING OVER TIME.

WE PAY GREAT ATTENTION TO ALL OF OUR COMMUNICATION CHANNELS INCLUDING ACTIVE ENGAGEMENT ON SOCIAL MEDIA PLATFORMS WHICH ENABLES US TO BE RESPONSIVE TO ENQUIRIES AND COMMENTS. IT IS OUR PASSION TO CREATE A SENSE OF COMMUNITY AMONGST OUR CUSTOMERS, WHICH HAS LED US TO SET UP SECONDARY PLATFORMS WHERE THEY CAN SHARE THEIR PHOTOGRAPHS AND STORIES. FROM THE BEGINNING WE HAVE UNDERSTOOD THAT OUR CUSTOMERS ARE NOT JUST PEOPLE WHO PURCHASE OUR PRODUCTS, BUT MORE SO COMPANIONS WITHIN OUR TARTAN REVOLUTION MOVEMENT.

OUR PROMISE IS ALWAYS TO BE HONEST, OPEN AND TRANSPARENT IN ALL OF OUR DEALINGS WITH CUSTOMERS. THIS MANIFESTS THROUGH THE PUBLISHING OF OUR GREAT RANGE OF POLICIES ON THE WEBSITE AND OUR RESPECT FOR OUR FUNDAMENTAL TRUTHS. WE KNOW WHERE WE ARE HEADING AND AT TIMES WE MAY HAVE TO SAY NO IF WE ARE TO TRULY ACHIEVE THE CHANGES WE BELIEVE IN.

The background image shows a textile factory setting. In the foreground, there are several spools of thread, some in shades of blue and others in a natural tan color. A small Scottish flag is visible on the left side. The background is slightly blurred, showing more spools and industrial equipment, suggesting a busy manufacturing environment.

OUR RESPONSIBLE SUPPLIERS

WE MAKE SURE TO CREATE AND MAINTAIN STRONG RELATIONSHIPS WITH ALL OUR SUPPLIERS, CONTRACTORS AND PARTNERS.

WE PURPOSELY SELECT THOSE THAT SHARE OUR ETHOS IN RELATION TO EMPLOYMENT PRACTICES, QUALITY AND ENVIRONMENTAL CONTROLS. WE ENSURE THIS BY REQUESTING THAT THEY COMPLETE OUR 'SUPPLY CHAIN QUESTIONNAIRE' AND INVITING THEM TO BE SIGNATORIES TO OUR CODE OF CONDUCT WHICH ENSURES COMMITMENT TO HELPING ACHIEVE THE SDGS.

THE COVID-19 PANDEMIC HAS INFLECTED SIGNIFICANT HARDSHIP ON SCOTLAND'S INDEPENDENT BUSINESSES SO PRICKLY THISTLE CONTINUES TO WORK WITH THOSE TRYING TO MAKE A LIVING IN OUR LOCAL COMMUNITY.

AS OUR ORGANISATION GROWS, WE SHALL CONTINUE TO CONDUCT INNOVATIVE RESEARCH INTO WEAVING WITH ALTERNATIVE FIBRES AND DYES THAT ARE NATURAL AND NATIVE, WHILST CRITICALLY ENSURING ECOSYSTEMS ARE MAINTAINED. WITH NEW RESEARCH BEING LIVE INSIDE OUR COMPANY, WE ARE ENSURING THE FAST-TRACKING OF OUR CIRCULAR ECONOMY LEADERSHIP, AND ALSO BRINGING A HIGHLAND TEXTILE RECYCLING HUB TO LIFE.

IN THE MEANTIME, WE WILL CONTINUE TO SUPPORT FIRST AND FOREMOST WHAT IS AVAILABLE VIA OUR LOCAL SUPPLY CHAIN, TO CONTINUE CHAMPIONING A TRUE DEFINITION OF 'MADE IN SCOTLAND'.



HEALTH & SAFETY

WE AIM TO ACHIEVE AND MAINTAIN THE HIGHEST STANDARDS AND PROVIDE A SAFE AND HEALTHY WORKING ENVIRONMENT FOR TEAM MEMBERS ACROSS ALL ACTIVITIES.

OUR TEAM HAVE FULL ACCESS TO ALL HEALTH & SAFETY POLICIES AND MEASURES WE HAVE IN PLACE TO PROTECT THEM. THE TEAM ARE ALSO A VITAL PART OF ITS CONTINUOUS IMPROVEMENT, CAPTURED WEEKLY THROUGH OUR OPERATIONS TEAM GATHERINGS.

OUR RESPONSE TO COVID-19 HAS BEEN CONSIDERABLY THOROUGH WHILST SIMULTANEOUSLY CONSCIOUS OF THE ENVIRONMENT – PARTICULARLY THE WORK WE HAVE CARRIED OUT DEVELOPING OUR ‘MASK OF INTEGRITY’. DURING THE PANDEMIC, PRICKLY THISTLE HAS DISTRIBUTED OVER 1000 FREE MASKS ALL OVER THE UK AND RESEARCHED CLOSELY ALONGSIDE ‘ZERO WASTE SCOTLAND’ INTO SUSTAINABLE MASK PRODUCTION.

SDGs *Health & Safety*

3

GOOD HEALTH
AND
WELL-BEING



RAPID AND APPROPRIATE RESPONSE TO COVID-19 WITH PPE AND SANITISATION AVAILABLE TO EVERY STAFF MEMBER



MONITOR AND RECORD HAZARDOUS CHEMICALS, AS WELL AS AIR/WATER/SOIL POLLUTION AND CONTAMINATION WHICH REDUCES RISK OF DEATH AND ILLNESS

12

RESPONSIBLE
CONSUMPTION
AND
PRODUCTION



WORKING TOWARDS THE FUTURE WHERE WE WILL ACHIEVE ZERO PROCESS WASTE TO LANDFILL THROUGH COMPLETE CIRCULAR MANUFACTURING, WHICH IN TURN WILL REDUCE ADVERSE EFFECTS ON HUMAN HEALTH



ENVIRONMENT

WE HAVE AN ENVIRONMENTAL POLICY IN PLACE THAT IS APPROPRIATE FOR OUR BUSINESS AND RELATIVE TO THE INDUSTRY IN WHICH WE WORK.

WE HAVE ALWAYS BEEN AWARE OF OUR ENVIRONMENTAL IMPACT AND CONTINUE TO TAKE DYNAMIC STEPS TO MITIGATE IT; SETTING OBJECTIVES, IMPLEMENTING PROCEDURES AND PROVIDING TRAINING SO THAT EVERYONE IN THE PRICKLY THISTLE COLLECTIVE UNDERSTANDS THEIR RESPONSIBILITIES AND SEEKS TO ALWAYS IMPROVE OUR OVERALL PERFORMANCE.

WE WILL TAKE ANY OPPORTUNITY TO UP-CYCLE OR RE-USE THINGS THAT MAY OTHERWISE BE DEEMED 'JUNK' AND WE ALSO UTILISE A GREAT RANGE OF RECYCLING BINS AND COMPOST, WHICH ENABLES OUR GENERAL WASTE BIN TO BE AS SMALL AS POSSIBLE.

WITH THE EFFECTS OF COVID-19 DRASTICALLY REDUCING GLOBAL CARBON EMISSIONS, WE MUST NOT LET THIS ENTICE US INTO A FALSE SENSE OF SECURITY. WITH EMISSIONS EXPECTED TO RETURN TO EVEN HIGHER LEVELS WHEN ECONOMIES RECOVER, PRICKLY THISTLE SCOTLAND CONTINUES TO USE OUR VOICE TO KEEP THIS ISSUE AT THE FOREFRONT OF MINDS.

SDGs *Environment*

6
CLEAN WATER
AND
SANITATION



IN OUR OWN PRACTICES AND THOSE OF OUR SUPPLIERS WE REDUCE POLLUTION, ELIMINATE DUMPING AND MINIMISE THE RELEASE OF HAZARDOUS CHEMICALS



BUY 'WHO GIVES A CRAP' TOILET ROLL – AN ORGANISATION THAT DONATES 50% OF THEIR PROFITS TO HELP BUILD TOILETS AND PROVIDE QUALITY SANITATION FOR PEOPLE IN NEED

7
AFFORDABLE
AND CLEAN
ENERGY



WE PAY A HIGHER TARIFF SO THAT ALL OUR ENERGY COMES FROM WIND OR AIR. WE ARE FORTUNATE TO HAVE ACCESS TO GREEN ENERGY AND UNDERSTAND THIS DOES NOT MEAN THAT WE SHOULD OVER-USE IT.

9
INDUSTRY
INNOVATION
AND
INFASTRUCTURE



FROM DAY 1 WE HAVE PRIORITISED INVESTMENT IN RESEARCH AND INNOVATION, HAVING DISCOVERED THAT OUR INDUSTRY NEEDED A SHAKE UP!

11
SUSTAINABLE
CITIES AND
COMMUNITIES



CHOSE TO BASE THE ORGANISATION IN A RURAL AREA TO SUPPORT SMALLER COMMUNITIES AND REDUCE PRESSURE ON OUR LOCAL CITY, INCLUDING TRANSPORT TO AND FROM



MANY OF OUR SUPPLIERS ARE BASED IN RURAL OR PERI-URBAN AREAS WHICH ALSO REDIRECTS DEMAND AWAY FROM URBAN SPACES

SDGs *Environment Cont.*

12

RESPONSIBLE
CONSUMPTION
AND
PRODUCTION



HAVE A GOAL OF ZERO PROCESS WASTE TO LANDFILL, WITH CURRENT CONTRIBUTION BEING AS MINIMAL AS POSSIBLE. WE REDUCE, RE-USE AND RECYCLE AT ALL STAGES OF THE PROCESS



WORKING TOWARDS OFFERING AN UPCYCLING OPTION FOR CUSTOMERS



ONGOING RESEARCH AND INNOVATION INTO ALTERNATIVE LOCALISED NATURAL FIBRES FOR EVEN MORE SUSTAINABLE PRODUCTION METHODS

13

CLIMATE
ACTION



MONITOR, RECORD AND REDUCE CARBON EMISSIONS, AS WELL AS EMBEDDED CARBON IN TRANSPORT FOR IMPORT/EXPORT



RESEARCH INTO LOCAL NATURAL DYES TO REDUCE CHEMICAL USAGE



OFFSET CARBON EMISSIONS THROUGH DHL 'GO GREEN' INITIATIVE

14

LIFE BELOW
WATER



REDUCED (WITH THE GOAL TO ELIMINATE) SINGLE USE PLASTIC IN THE WORKPLACE THROUGH OUR CHOICES AND HOW THINGS ARRIVE TO US FROM SUPPLIERS



REDUCED WATER USAGE IN PRODUCTION OF PRODUCTS. FOR EXAMPLE, NOT ALWAYS FINISHING CLOTH BY MEANS THAT ARE DEEMED NORMAL IN INDUSTRY YET UNNECESSARY IN OUR VIEW AS WE LOOK TO MORE CULTURALLY HISTORICAL METHODS



MONITOR AND RECORD WATER USAGE MAKING SURE THERE IS NO CONTAMINATION IN PRODUCTION AND REFRAIN FROM USING EXTREMELY HARMFUL CHEMICALS WHILST EXPECTING THE SAME FROM SUPPLIERS



DISPOSE OF OIL PADS IN ECO-FRIENDLY WAYS

SDGs *Environment Cont.*

15

LIFE ON LAND



USE RECYCLED/REUSABLE/COMPOSTABLE MATERIALS FOR PACKAGING



ONLY BUY FSC CERTIFIED WOODEN ITEMS



ONLY PRINT WHEN IT IS ESSENTIAL IN ORDER TO SAVE PAPER



MAJOR CONSIDERATION GIVEN TO MATERIALS USED FOR 'BUILD THE MILL' AND THE IMPACT IT WILL HAVE ON THE LAND IT IS BUILT ON



ALL SUPPLIERS PRODUCING ANIMAL PRODUCTS ADHERE TO STRICT NATIONAL LEGISLATION SURROUNDING ANIMAL WELFARE, WITH REGULAR VISITS FROM US TO THEIR PREMISES' AND TRANSPARENT TRACKING TO FARM SOURCES.



RESPECT WHAT HAPPENS TO THE LIFE OF THE LAND WHEN THINGS LEAVE OUR MILL THROUGH SHARING GUIDANCE WITH CUSTOMERS ABOUT HOW TO RECYCLE PACKAGING AND REUSE CLOTHING

THE LOCAL & GLOBAL COMMUNITY

WE UNDERSTAND THE SIGNIFICANCE OF THE LOCAL COMMUNITY WITHIN WHICH WE OPERATE AND WE AIM TO ENHANCE OUR CONTRIBUTION BY BEING SENSITIVE TO THE NEEDS OF LOCALS AND BY ADVOCATING SOCIALLY RESPONSIBLE TRADING.

OUR APPROACH HAS ALWAYS BEEN "IF WE CAN DO IT, WE WILL!". WE ACTIVELY SUPPORT A RANGE OF CHARITIES AND NON-PROFIT ORGANISATIONS WITHIN OUR COMMUNITY, AS WELL AS CREATING OUR OWN FUNDS AND SCHOLARSHIPS THAT ENABLE STUDENTS IN THE HIGHLANDS TO OVERCOME FINANCIAL AND OTHER SOCIAL BARRIERS TO THEIR EDUCATION. FOR MORE INFORMATION ABOUT OUR CHARITABLE CULTIVATIONS PLEASE SEE OUR CIVIC ENGAGEMENT AND GIVING POLICY.

THE PRICKLY THISTLE COMMUNITY BRANCHES OVERSEAS TOO AS OUR TARTAN REVOLUTION REACHES PEOPLE FROM ALL OVER THE GLOBE; THOSE WITHIN THE SCOTTISH DIASPORA AND THOSE WITH LINEAGE HAILING FROM OTHER PLACES, AS WELL AS THOSE WHO JUST LOVE WHAT WE DO AND WHY WE DO IT!

NOT ONLY DO WE STRETCH OVER LAND, BUT ALSO OVER TIME. WE ARE SIMULTANEOUSLY LOOKING BACKWARDS AND FORWARDS, AS A BIG PART OF WHAT WE DO IS PRESERVING - AND REVIVING - ANCESTRAL SKILLS, KNOWLEDGE AND CULTURE.

OUR COMMITMENT TO THOSE WHO CAME BEFORE US IS SOMETHING THAT WE CHERISH AS EVERYTHING WE DO IS DRIVEN BY OUR PASSION TO NURTURE PRICKLY THISTLE'S RELATIONSHIP WITH PEOPLE OF THE PAST, PRESENT AND FUTURE. THIS IS ALSO WHY WE CONSISTENTLY ASK OURSELVES: WHAT WILL THEY SAY IN 200 YEARS?

"WE ARE PROUD OF OUR ANCESTORS: THEIR METHODS, THEIR CHOICES AND THEIR IMPACT"

SDGs *The Community*




1
NO
POVERTY

-  ALWAYS BUYING AS MUCH AS WE CAN LOCALLY IN SCOTLAND IN ORDER TO SUPPORT SMALL AND DISADVANTAGED AREAS
-  STAFF INITIATIVE WHERE EACH MONTH £100 IS ALLOCATED TO AN EMPLOYEE AND THEY CHOOSE A LOCAL BUSINESS AND/OR CHARITY TO SUPPORT
-  WE SUPPORT ALL SUPPLIERS WHO ARE COMMITTED LIVING WAGE PROMISES

3
GOOD HEALTH
& WELL BEING

-  ONE OF OUR 3 ANNUAL GLOBAL DAYS SHALL BE IN SUPPORT OF A HEALTH AND WELL-BEING CAUSE TO RAISE AWARENESS AND FUNDRAISE IN THIS IMPORTANT AREA

4
QUALITY
EDUCATION

-  SCHOOL/COLLEGE/UNIVERSITY TALKS
-  SOCIAL MEDIA COLLABORATIONS SUCH AS INSTAGRAM 'LIVE' DISCUSSIONS ON IMPORTANT TOPICS
-  PRESERVING ANCESTRAL WEAVING AND MAKING TECHNIQUES AT THE MILL AND PASSING THEM DOWN TO THE NEXT GENERATION

5
GENDER
EQUALITY

-  EQUAL OPPORTUNITIES IN RECRUITMENT, PROFESSIONAL DEVELOPMENT AND PROMOTION

SDGs *The Community Cont.*

10

REDUCED
INEQUALITIES



SOME CHANGE IS BEYOND THE SCOPE OF OUR SMALL BUSINESS – BUT NEVERTHELESS WE WILL CONTINUE TO USE OUR VOICE TO SPEAK OUT AGAINST FAST FASHION AND THE INEQUALITIES IT PERPETUATES BETWEEN GLOBAL SUPPLY CHAIN WORKERS AND THE CONSUMER



PROMOTE FASHION REVOLUTION'S #WHOMADEMYCLOTHES AND CONTINUE TO DEVELOP AND SHARE OUR OWN TRANSPARENCY

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS



WE HAVE MANY POLICIES RELATED TO THIS AREA SUCH AS: MIGRANT WORKER, MODERN SLAVERY, ANTI-BRIBERY, WHISTLEBLOWING, SUPPLY CHAIN AND RESPONSIBLE SOURCING



ALWAYS HAVE FULL TRANSPARENCY WITH STAFF AND CUSTOMERS



WILL ALWAYS USE OUR VOICE TO SPEAK OUT WHEN SOMETHING IS WRONG; CHAMPION THE VULNERABLE, OFFER SUPPORT, STAND IN SOLIDARITY AND PROMOTE THE CAUSE

17

PARTNERSHIPS
FOR THE GOALS



GOALS FOR THE FUTURE INCLUDE SHARING THE FINDINGS OF OUR ABUNDANT RESEARCH AND INNOVATION IN ORDER TO EDUCATE AND INSPIRE OTHERS

APPROVED AND AUTHORISED BY

NAME : CLARE CAMPBELL

POSITION : FOUNDING DIRECTOR

DATE : 16TH JANUARY 2022

SIGNED : *C Campbell x*



*"What will they say in
200 years...."*



PRICKLY
THISTLE

WWW.PRICKLYTHISTLESCOTLAND.COM