



Our Policy On
ENVIRONMENT

OUR COMMITMENT

THE ENVIRONMENTAL POLICY OF PRICKLY THISTLE SCOTLAND LIMITED (“THE COMPANY”) IS TO ENSURE, SO FAR AS IT IS REASONABLY PRACTICABLE, THAT ITS OPERATIONS WILL BE CARRIED OUT WITH A COMMITMENT TO PROTECTING AND ENHANCING THE NATURAL ENVIRONMENT WE ALL SHARE. IT IS ALSO EXPECTED THAT CONTRACTORS AND SUPPLIERS WILL BE IN ALIGNMENT WITH THIS COMMITMENT AND ARE REQUIRED TO ADOPT ENVIRONMENTAL STANDARDS FULLY CONSISTENT WITH THOSE OF THE COMPANY ALONG WITH THE EXPECTATION TO ACHIEVE COMPARABLE LEVELS OF PERFORMANCE.

THESE ARE THE FUNDAMENTAL PRINCIPLES OF THE COMPANY’S BUSINESS. OUR AIM IS TO ESTABLISH THEM AS A HIGH PRIORITY IN THE CORPORATE STRATEGY AND HIGHLIGHT THE FACT THAT CONCERN AND AWARENESS FOR THE ENVIRONMENT IS THE RESPONSIBILITY OF MANAGEMENT.

THE COMPANY SHALL COMPLY WITH ALL RELEVANT ENVIRONMENTAL LEGISLATION AND REGULATIONS, AS WELL AS ENDEAVOURING TO ACHIEVE HIGHER STANDARDS OF ENVIRONMENTAL PERFORMANCE WHERE THEY ARE PRACTICABLE AND APPROPRIATE.

THE COMPANY’S EMPLOYEES HAVE A LEGAL AND MORAL OBLIGATION TO CARRY OUT THEIR DUTIES WITH CONCERN FOR THE ENVIRONMENT AND THUS ADHERENCE TO THE AIMS AND OBJECTIVES OF THIS POLICY IS ESSENTIAL.

OUR COMMITMENT & OBJECTIVES

ALL CONTRACTORS WORKING ON BEHALF OF THE COMPANY ARE REQUIRED TO ADOPT OUR ENVIRONMENTAL STANDARDS AND BE FULLY CONSISTENT WITH ALL ASPECTS. WE ALSO EXPECT THEM TO ACHIEVE AND MAINTAIN COMPARABLE LEVELS OF ENVIRONMENTAL RESPONSIBILITY.

IN THE EVENT OF AN ENVIRONMENTAL ACCIDENT OR INCIDENT AT WORK, IT IS A COMPANY REQUIREMENT THAT THE DETAILS BE PROMPTLY AND PROPERLY REPORTED TO THE OWNER, WHO WILL INVESTIGATE BEFORE TAKING PROMPT ACTION TO MAKE GOOD AND AVOID RECURRENCE.

IN ACCORDANCE WITH ITS STATED POLICY, THE COMPANY HAS PRODUCED THE FOLLOWING LIST OF OBJECTIVES AS A SOUND FRAMEWORK FOR THE INTRODUCTION OF PRACTICES TO IMPLEMENT THE ENVIRONMENTAL POLICY:

- COMPLIANCE WITH GOVERNMENT LEGISLATION AND LOCAL GOVERNMENT REGULATIONS
- SWIFT RESPONSE TO ACCIDENTS OR INCIDENTS THAT HAVE A POTENTIAL TO THREATEN THE ENVIRONMENT.
- THE PROVISION OF ADVICE ON THE SAFE HANDLING OF COMPANY PRODUCTS, THEIR TRANSPORTATION AND THEIR FINAL REUSE/RECYCLE/DISPOSAL TO CUSTOMERS, CONTRACTORS, ETC.
- THE DISPOSAL OF ANY WASTE PRODUCTS IN WAYS THAT SHOW CONCERN FOR THE ENVIRONMENT.



OUR COMMITMENT & OBJECTIVES

- TO USE ONLY REGISTERED CARRIERS TO DISPOSE OF WASTE, AND TO RECYCLE WHEREVER POSSIBLE.
- TO ENCOURAGE THE DEVELOPMENT OF PRODUCTS, PROCESSES, AND EQUIPMENT WITH CONCERN FOR THE FUTURE OF THE ENVIRONMENT
- TO COMMUNICATE FREELY ON ENVIRONMENTAL MATTERS WITH GOVERNMENT OFFICIALS, EMPLOYEES, CUSTOMERS, AND MEMBERS OF THE PUBLIC
- TO PROVIDE TRAINING FOR ALL EMPLOYEES AS APPROPRIATE TO ENABLE THEM TO CARRY OUT THEIR JOB FUNCTIONS IN A MANNER THAT SHOWS CARE FOR THE ENVIRONMENT.
- TO CARRY OUT ENVIRONMENTAL AUDITS WHEN REQUIRED
- TO PROMOTE ENVIRONMENTAL PRINCIPLES BY SHARING EXPERIENCE WITH REGULATORY BODIES, OTHER COMPANIES, EMPLOYEES, AND MEMBERS OF THE PUBLIC
- IN IMPLEMENTING THIS FORMAL ENVIRONMENTAL POLICY STATEMENT, THE COMPANY WILL FOCUS ON ACTION TO CONSERVE RESOURCES AND ENERGY TO MINIMISE EMISSION TO AIR, WATER, AND LAND AND TO INCREASE RECYCLING RATES.
- THE COMPANY WILL ALSO SEEK TO INFLUENCE LEGISLATIVE DEVELOPMENTS AND IMPROVE PUBLIC UNDERSTANDING OF ENVIRONMENTAL MATTERS CONCERNING THE BUSINESS.
- WE ASPIRE TO RUN ALL OUR FUTURE OPERATIONS ON A CRADLE-TO-CRADLE BASIS, WHERE ALL THAT WE CREATE HAS BEEN DESIGNED TO ERADICATE WASTE, MAXIMISE USEFUL LIFE AND PROVIDE RECOVERY SOLUTIONS TO REUSE.



KEY FOCUS AREAS

ENERGY USE AND ASSOCIATED CARBON EMISSIONS

- CONSISTENT MONITORING, RECORDING AND REPORTING.
- USE OF GREEN ENERGY THAT COMES FROM WATER AND/OR AIR ONLY.
- PLANS FOR THE BLACK HOUSE MILL TO BE THE BEST IT CAN BE WITH REGARDS TO ITS ENERGY SET-UP AND LIFETIME CONSUMPTION.
- § TO BE CARBON ZERO IS SOMETHING WE WANT TO SAY WITH CLARITY, DURING 2022 WE WILL BE SEEKING TO REPORT IN THE MOST GLOBALLY ACCURATE WAY. ACUTELY AWARE OF GREENWASHING ON THIS SUBJECT, WE KNOW WHEN WE STATE THIS WE DO IT WITH 100% CONFIDENCE.
- LIGHTS AND ELECTRICAL EQUIPMENT WILL BE SWITCHED OFF WHEN NOT IN USE.
- HEATING WILL BE ADJUSTED WITH ENERGY CONSUMPTION IN MIND.

ENERGY USE AND ASSOCIATED CARBON EMISSIONS IN TRANSPORT

- MEMBER OF THE DHL 'GO GREEN' INITIATIVE
- ENSURING THERE IS NO UNNECESSARY TRAVEL TAKEN BY STAFF.

AIR EMISSIONS

- MONTHLY CHECKS ON AIR QUALITY AT OUR MILL

WASTE

- ABSOLUTELY NO MASS PRODUCTION RESULTING IN MASS WASTE STREAMS.
- CONSCIOUS DISPOSAL OF CONTAMINATED WASTE E.G., LOOM RELATED OIL CONSUMABLES AND CORONAVIRUS RELATED PPE MATERIALS USED FOR CLEANING SHARED EQUIPMENT

KEY FOCUS AREAS

WASTE (CONTD)

- UPHOLDING AN ONGOING COMMITMENT TO MINIMISE SINGLE-USE PLASTIC IN THE WORKPLACE. THIS INCLUDES ECO-FRIENDLY CHOICES FOR OFFICE AND CLEANING SUPPLIES.
- WASTE IS AS MINIMAL AS POSSIBLE BY UTILISING AN EXTENSIVE RANGE OF RECYCLING BINS AND COMPOSTING.

CHEMICALS

- CONSISTENT EFFORT TOWARDS CHEMICAL REDUCTION IN THE WORKPLACE AND ENSURING ALL BIO FRIENDLY OPTIONS ARE INVESTED IN.

ASBESTOS

- THERE ARE NO IDENTIFIED ASBESTOS MATERIALS AT OUR SITE OF OPERATIONS.

WATER

- CONSISTENTLY MONITOR, RECORD AND REPORT ON, TO ENSURE MINIMAL WATER USAGE ON SITE AND BY OUR SUPPLIERS.

SOCIAL MESSAGING

- THE SOCIAL MESSAGING ABOUT OUR COMPANY DOES NOT INVOLVE ANY PAPER-BASED CAMPAIGNS, AS WE FOCUS ON DIGITAL AS A PREFERRED MEDIUM OF SAYING “HI THIS IS WHAT WE DO AND WHY”
- WE SEND OUT A MONTHLY E-MAIL TO ALL SUBSCRIBERS, NO MORE THAN THAT AS WE PASSIONATELY BELIEVE IN QUALITY OVER QUANTITY.

KEY FOCUS AREAS

SOCIAL MESSAGING (CONTD)

- WE TRY TO CREATE AS MANY THOUGHT PROVOKING FILMS AS POSSIBLE ABOUT OUR VALUES AND WHAT WE DO, SHARING WHAT WE DO RATHER THAN NUMEROUS 'FANCY' ADS IN PRINTED PUBLICATIONS THAT LARGELY ALL END UP AS LANDFILL.
- WHEN WE SHARE ANY PROJECT STORIES WITH OUR PRESS AND MEDIA FRIENDS, WE HOPE THEY SHARE DIGITALLY FIRST AND FOREMOST.

RAW MATERIAL SOURCING AND SUPPLIERS

- WE DO NOT MAKE PURCHASES BASED ON PRICE. INSTEAD, WE LOOK FOR SUPPLIERS WITH SIMILAR VALUES AND COMMITMENTS TO PEOPLE AND THE ENVIRONMENT. IN ORDER TO ACHIEVE THIS, WE HAVE:
 - A DEFINED 'RESPONSIBLE SOURCING' POLICY
 - OFFICIAL REQUIREMENT FOR SUPPLIERS TO BECOME SIGNATORIES TO OUR CODE OF CONDUCT, INCLUDING COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS 2030 (SDGs)
 - A MANDATORY 'SUPPLY CHAIN QUESTIONNAIRE' AND LISTING ON OUR SUPPLY CHAIN WEBPAGE WITH ANSWERS TO OUR QUESTIONNAIRE PUBLICLY SHARED.
 - SITE VISITS & PROACTIVE ONLINE SEARCHES

PACKAGING

- MINIMAL PACKAGING WITH ALL MATERIALS USED BEING RECYCLABLE OR REUSABLE.
- PACKAGING INSTRUCTIONS FOR STAFF ARE IN WRITTEN FORM FOR ALL GOODS LEAVING OUR MILL TO ENSURE QUALITY, CONSISTENCY AND REDUCED WASTE.
- CARE LABELS AND PACKAGING CARDS ARE ALL RECYCLABLE.

KEY FOCUS AREAS

SUSTAINABILITY AND CARE OF PRODUCT

- CARE INSTRUCTIONS FOR ALL OUR PRODUCTS ARE AVAILABLE ONLINE TO REDUCE WASTE AND ENVIRONMENTAL IMPACT.
- CONTENT OF CARE INSTRUCTIONS INCLUDES HOW TO WASH IT AT HOME IN WAYS THAT ARE KIND TO BOTH THE PRODUCT AND THE PLANET.
- THERE IS A REDUCE/REUSE/RECYCLE REMINDER ON EVERY PARCEL SENT.
- LIFE CYCLE ASSESSMENTS OF A SELECTION OF PRODUCTS E.G., WE KNOW NATURAL FIBRES CAN LAST HUNDREDS OF YEARS WITH THE RIGHT CARE.OUR FUTURE GOAL IS TO RESEARCH MORE END-OF-LIFE CYCLES BUT CURRENTLY WE ARE REASSURED IN THAT WE KNOW WOOL LASTS MANY LIFETIMES
- A FUTURE GOAL IS TO OFFER AN UPCYCLING INITIATIVE WHERE CUSTOMERS CAN SEND US A PRODUCT TO BE REPURPOSED.
- 'LAY AWAY' IS A PAYMENT PLAN WE OFFER VIA OUR ONLINE STORE TO HELP AVOID ENCOURAGING THE IRRESPONSIBLE BUYING OF GOODS. BY SPLITTING THE COST OF OUR CUSTOMERS' ORDERS WE HOPE THAT IT CAN ALLOW THEM TO INVEST IN MORE ETHICAL PRODUCTS WITHOUT DEBT AND CREDIT ISSUES BEING A CONSEQUENCE

B THE CHANGE DEDICATED STAFF & CULTURE

- WITHIN OUR TEAM WE HAVE A DEDICATED REBEL TEAM MEMBER TO FOCUS ON ALL THINGS ENVIRONMENTAL. HER ROLE IS TO ENSURE THAT WE ALWAYS IMPROVE TO MINIMISE OUR IMPACT TO THE PLANET AS WE DEVELOP AS TARTAN FABRIC REBELS FROM THE WILD SCOTTISH HIGHLANDS.
- WE INVOLVE OUR WHOLE TEAM IN THE IMPLEMENTATION, ANNUAL REVIEW, AND CREATION OF THIS POLICY.

KEY FOCUS AREAS

B THE CHANGE DEDICATED STAFF & CULTURE (CONTD)

- WE WILL DISPLAY THIS POLICY IN ALL AREAS WE OPERATE TO REMIND AND INSPIRE ALL OUR TEAM.

THE MANAGEMENT TEAM ENDORSES THIS POLICY STATEMENT AND IS FULLY COMMITTED TO ITS IMPLEMENTATION. THEY SHALL ALSO ENSURE IT IS REGULARLY REVIEWED AND UPDATED, AS AND WHEN IT IS NECESSARY.

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...."*



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THISTLE

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