



THE IOMA CLOTHING SUSTAINABILITY POLICY

PURPOSE AND INTRODUCTION

Ioma Clothing has highly sustainable business systems and provides uniform, work wear related supply and services in accordance with our ISO14001 Environmental Management accreditations and our duties under the 2012 Public Services (Social Value) Act.

Our aim is to minimise our environmental impacts, control our environmental risks and make the most efficient use of all resources and those of our clients to minimise our carbon emissions. We recognise the importance of delivering an affordable and sustainable service to our clients and constantly striving for innovation and improved collaborative working with our diverse range of customers. Consequently, our sustainability objectives incorporate three inter-related thematic priorities and targets by:-

- investing our resources to maximise our economic contribution and overall viability through continuous improvement and change;
- establishing social value related activities and an affinity to our local community;
- promoting environmental management measures that accelerate our carbon reduction activities and reduce our impact on the environment.

This Sustainability Policy should be considered in parallel with our approach to Environmental Management as well as our social value and corporate social responsibility procedures.

OUR POLICY COMMITMENTS

Ioma Clothing Co Ltd is committed to conducting its activities to provide a high quality service whilst ensuring that sustainable practices are embedded in our business systems and organisational culture. This commitment extends to all aspects of our business including: Operations, Training, Finance, Human Resources and Customer Services by

- setting continuous improvement targets for monitoring and measurement;
- identifying opportunities to improve sustainability and to meet all legal duties
- identifying and mitigating any adverse impacts, business threats and risks
- embedding sustainability policy and practice into all of our management systems for operating, maintaining, renewing and enhancing our service,



COMMUNICATING THE POLICY TO THE WORKFORCE

All new employees receive a Copy of All Company Policies as part of their Induction. The Policy is issued to the workforce as part of any annual revision of the Quality Manual and the quality audit undertaken as part of our ISO9001 assessment.

SOCIAL SUSTAINABILITY AND THE CONTRIBUTION OF OUR WORKFORCE

We believe in the contribution of our workforce to the realisation of our product and excellent levels of service delivery. We recognise the need to inspire and engage with our workforce and to attract new staff as well as retain key employees at all levels within the organisation. We are a Living Wage Employer and offer remuneration packages that are competitive and match local market conditions

In these circumstances, we are committed to recruiting new entrants to our industry and the employment of young people and graduates with valuable knowledge and skills to contribute to our systems and procedures. Therefore, we need to have policies that recognise the contribution our people make to our sustainability and the value they add to our overall performance. Issues of employee relations, employee health and employee development and wellbeing are of great importance to the company and are constantly monitored by each Company Director and collectively reported to the Senior Management Team Meetings on a quarterly basis.

WORKFORCE ENGAGEMENT AND COMMITMENT TO CONTINUOUS IMPROVEMENT

Our sustainability strategy recognises the need to engage with the workforce and encourage feedback and suggestions that improve our service delivery systems and our client interface.

For these reasons, our Managers regularly engage with their teams both in group settings and during annual appraisals to encourage and capture insight on potential areas for improvement and innovation. Our Employee Appraisal and HR Management procedures incorporate workforce and individual continuous professional development opportunities (CPD) within our Annual Training Plan. Ioma Clothing will strive to meet our sustainability objectives by:-

- Encouraging employees to further develop their professional and personal skills and understanding the inter-relation between social, economic and environmental;
- Using training and CPD development as a strategic investment and a way of shaping our business culture and behaviour within the organisation.
- Developing technical training and competency management processes to develop high quality employees to sustain our operations and services.

ECONOMIC SUSTAINABILITY AND MEASURING OUR CONTRIBUTION LOCALLY

Economic sustainability is about the market and sector in which we operate. We aim to meet and if possible exceeding the expectations of our clients, our suppliers, and our stakeholders with regards to our ethical and sustainable operations.

To meet their expectations we know that we must provide outstanding service and sustainable value to our clients. We know that we must create professional, ethical and



mutually beneficial relationships with our entire supply base. Similarly, we aim to use the services and engage with local SME's as part of our commitment to purchase locally and re-invest our resources in the community and the wider region in which we are located

ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY PROCEDURES

The Environmental Management Policy sets out the process and strategies for reducing the impact of our services and consumption of carbon on the wider environment. Our ISO14001 accreditation ensures we have the systems, accreditations and structures to ensure we comply with the sustainability demands of our public, private and police clients. The detailed procedures stated in the Environmental Policy complement and integrate with our sustainability objectives.


IMPLEMENTATION, MONITORING AND REVIEW OF THIS POLICY:

The Managing Director has overall responsibility for implementing and monitoring the Sustainability Policy for the company. It will be reviewed on an annual basis as part of our ISO14001 and ISO9001 annual audits as well as our social value related calendar of activities.

ROLES AND RESPONSIBILITIES WITHIN IOMA CLOTHING

The Managing Director of Ioma Clothing has the primary responsibility for the management and implementation of our environmental management and all sustainability practices and policy obligations. The Operations Director is the responsible individual for environmental management, including the day to day delivery and monitoring the effectiveness of our environmental policy to meet our sustainable and low carbon ambitions. The Director provides a regular report on compliance to sustainability targets to the Senior Management Team.

The Operations Director is supported by the H&S Manager and the expertise of external Consultant for environmental management and sustainability audits and accreditations. The Directors of Ioma Clothing monitor environmental, waste management returns and energy consumption on a monthly and quarterly basis to ensure that the annual targets are recorded and measured throughout the year.

Signed: 

Name: **Paul Levinson**

Title: MANAGING DIRECTOR

Date: 5 September 2020

Author: Clive Burton: Operations Director

Next Review Date: June 2024