

JOEL & SON

F A B R I C S

Environmental Policy

At Joel and Son Fabrics, we are committed to conducting our business in an environmentally responsible manner. Recognising the impact of our operations on the environment, we are dedicated to minimising our ecological footprint, promoting sustainable practices, and contributing to the overall well-being of the planet.

Our environmental policy outlines our guiding principles and commitments:

1. Sustainable Sourcing:

- We will prioritise the sourcing of fabrics and materials from suppliers who adhere to environmentally responsible practices. This includes a focus on sustainable agriculture, ethical sourcing, and the reduction of environmental impacts associated with raw material extraction and production.

2. Resource Efficiency:

- We will strive to optimise resource use by adopting practices that reduce water consumption, energy usage, and waste generation throughout our operations. This includes implementing energy-efficient technologies, water conservation measures, and waste reduction strategies.
- We actively track energy performance through a data meter reader. Ensuring our shop is operating efficiently.

3. Waste Reduction and Recycling:

- We are committed to minimising waste through responsible production and recycling initiatives. Our goal is to maximise recycling efforts and reduce the disposal of materials in landfills. This involves promoting recycling practices within our facilities and collaborating with suppliers who share our commitment to waste reduction.
- Improved procedures within our store has ensured we have been able to control how these materials are handled when they are received to ensure we maximise the quantity to be recycled.

4. Product Lifecycle Management:

- **Products Never Sold:** Items not sold at full price in our store or online are discounted during mid-season, Black Friday, or end-of-season sales. Any leftover fabrics are donated to charity partners for reuse.
- **Damaged Fabrics:** Fabrics are inspected, and faults are categorised. Any damaged fabrics are sold at a heavily discounted price.
- **Online Returns:** A significant portion of fabrics sent to online customers is returned in compliance with consumer rights. Returns are inspected and made available for sale. Reasons for return vary, including personal preference and incorrect colour shade.
 - These measures ensure accountability, sustainability, and responsible handling of our unsold or returned stock.

7. Carbon Footprint Reduction:

- We are dedicated to reducing our carbon footprint by implementing measures such as electric transportation (We have an electric car fleet), utilising renewable energy sources, and regularly assessing and optimising our supply chain to minimise greenhouse gas emissions.
- We have building management systems installed. These manage key functions such as when lighting and air conditioning is activated, directly helping to manage consumption.
- LED lighting is fitted as standard in our store, and where possible motion sensor lighting to reduce electricity output.
- Around 20% of our UK Online customers choosing to have their order collected from our store, we can maximise the efficiencies achieved by our fleet.

8. Packaging:

- Continuously evaluate and implement strategies to reduce packaging materials and eliminate non-recyclable materials in our products.
- Replaced packaging with recyclable cardboard boxes and recyclable plastic to minimise environmental impact.
- Offer recyclable in-store bags and actively encourage customers to reuse or dispose of them responsibly.
- Commit to ongoing exploration of sustainable packaging alternatives and improvement opportunities.

9. Compliance with Environmental Regulations:

- We will comply with all relevant environmental laws, regulations, and standards applicable to our operations. This includes staying informed about industry-specific environmental requirements and continuously updating our practices to meet or exceed these standards.

10. Continuous Improvement and Innovation:

- We are committed to an ongoing process of environmental improvement. Through regular assessments, innovation, and adopting best practices, we will seek opportunities to enhance our environmental performance and contribute positively to the communities where we operate.

11. Employee Engagement and Training:

- We will engage our employees in environmental sustainability by providing training on environmentally responsible practices. We encourage our team to actively participate in the implementation of our environmental policies and suggest improvements to reduce our impact further.

12. Stakeholder Collaboration:

- We recognise the importance of collaboration with stakeholders, including suppliers, customers, and the wider community. We will engage in open communication to share our environmental goals, seek feedback, and foster a shared commitment to sustainability.

This environmental policy represents our dedication to conducting business with a deep respect for the environment. By integrating these principles into our daily operations, we aim to contribute to a more sustainable and resilient future for generations to come.

Social Policy

At Joel and Son Fabrics, we recognise the importance of social responsibility and the positive impact it can have on our employees, customers, and the communities we serve. Our social policy outlines our commitment to fostering a workplace that prioritises fairness, diversity, inclusion, and community engagement.

We are dedicated to upholding the following principles:

1. Equal Opportunity Employment:

- We are committed to providing equal opportunities for employment and advancement, irrespective of race, colour, gender, sexual orientation, age, disability, religion, or national origin. Our hiring, promotion, and compensation practices are designed to ensure a diverse and inclusive workplace.

2. Safe and Inclusive Workplace:

- We prioritise the health, safety, and well-being of our employees. Our workplace is built on a foundation of respect, dignity, and inclusivity.
- Harassment or discrimination of any form will not be tolerated.
- We strive to:
 - Prioritise the health, safety, and wellbeing of all individuals without compromising other objectives.
 - Provide our employees with the necessary support, skills, knowledge, and experience to effectively manage their wellbeing and perform their duties safely.
 - Maintain clear and consistent communication to ensure that safety rules and procedures are easily comprehensible to everyone.
 - Empower our managers to demonstrate health and safety leadership, encouraging employees to voice any concerns regarding health, safety, or wellbeing.
 - Seek improved methods to uphold a healthy and secure workplace and shopping environment, fostering the wellbeing of our colleagues and customers.
 - Ensuring we're supporting and managing individuals with mental health challenges.

3. Diversity and Inclusion:

- We celebrate and embrace diversity in our workforce. We actively seek to create an inclusive environment where individuals of all backgrounds feel valued, respected, and empowered to contribute their unique perspectives and talents.
- We require our staff to complete diversity and inclusion training, encouraging awareness around this topic.
- Zero tolerance for intimidation, bullying, or harassment.
- Fostering workplace equality.
- Ensuring employment, training and promotion are merit-based.
- Regularly assessing and refining the policy and its implementation for efficacy.

4. **Work-Life Balance:**
 - We acknowledge the importance of a healthy work-life balance. We strive to provide flexible work arrangements and support systems that allow employees to balance their professional and personal responsibilities.
5. **Community Engagement:**
 - We are committed to actively engaging with the communities in which we operate. Through philanthropic initiatives, volunteer programs, and partnerships, we seek to contribute positively to community development and well-being.
6. **Supplier Relations:**
 - We uphold ethical business practices and expect the same from our suppliers. Our relationships with suppliers are built on fairness, transparency, and adherence to social responsibility standards.
7. **Health and Wellness:**
 - We promote the health and wellness of our employees by providing access to resources that support physical and mental well-being.
8. **Employee Voice:**
 - We encourage open communication and value the input of our employees. Feedback channels are established to ensure that employees have a voice in decision-making processes and can contribute to the continuous improvement of our workplace practices.
9. **Labour Rights:**
 - We adhere to all labour laws and regulations, ensuring fair wages, reasonable working hours, and the protection of labour rights. Our commitment extends to promoting fair labour practices throughout our supply chain.
10. **Human Rights:**
 - We respect and uphold fundamental human rights principles. Our business practices are aligned with internationally recognized human rights standards, and we are committed to addressing any human rights issues that may arise.
11. **Social Impact Measurement:**
 - We continuously measure and assess our social impact, seeking opportunities for improvement and innovation. Regular reviews are conducted to ensure compliance with our social policy principles.

By embracing these principles, Joel and Son Fabrics aims to be a socially responsible and ethical business that contributes positively to its employees, customers, and the broader community.