



Corporate Social Responsibility Policy

First Corporate Clothing recognises that as a profit-making organisation it has legal and moral obligations to fulfil in return for its right to trade freely within the framework of the law and the *mores* of society. It has therefore developed this Corporate Social Responsibility Policy.

Its key facets are:

- Treating employees fairly, equitably and with respect
- Managing the impact on society and on the environment of the company's business operations, products and services through interaction with key stakeholders such as employees, customers, investors, communities and suppliers
- Observing basic human rights
- Protecting the environment for future generations
- Being a responsible neighbour by understanding the local environment and adapting to local needs

In the workplace the company will:

- Promote equality of opportunity for all staff irrespective of age, faith, disability, gender or race
- Encourage the development of skills by appraisal and training
- Provide a safe and healthy working environment


In the environment we will:

- Mobilise our employees, customers, suppliers, and partners to reduce their carbon footprint and wider environmental impact
- Minimise waste
- Continuously strive to reduce the environmental impact of operations, products and services
- Source and research products that minimise harm to the environment

In the market place the company will:

- Treat customers and suppliers fairly and with respect and not exploit our market position
- Work with legislators, regulators and agencies to ensure compliance with legislation and best practice, thus helping the business to enjoy success while serving the public interest
- Insist on minimum standards of behaviour in regions where laws are absent or not enforced, particularly in the spheres of human rights and working conditions
- Evaluate our supply chain to monitor compliance with these standards

This policy will be reviewed annually as part of the company's management review procedures.

Signed: 
Malcolm Davies
Managing Director

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