



# Banner Sustainability 2021

# Building a greener and fairer future together.

**Here at Banner we are serious about sustainability.  
It's at the heart of everything we do as a business.**

We recognize our responsibility as the largest  
schoolwear supplier in the UK is to respond to the global  
environmental challenges facing our planet.

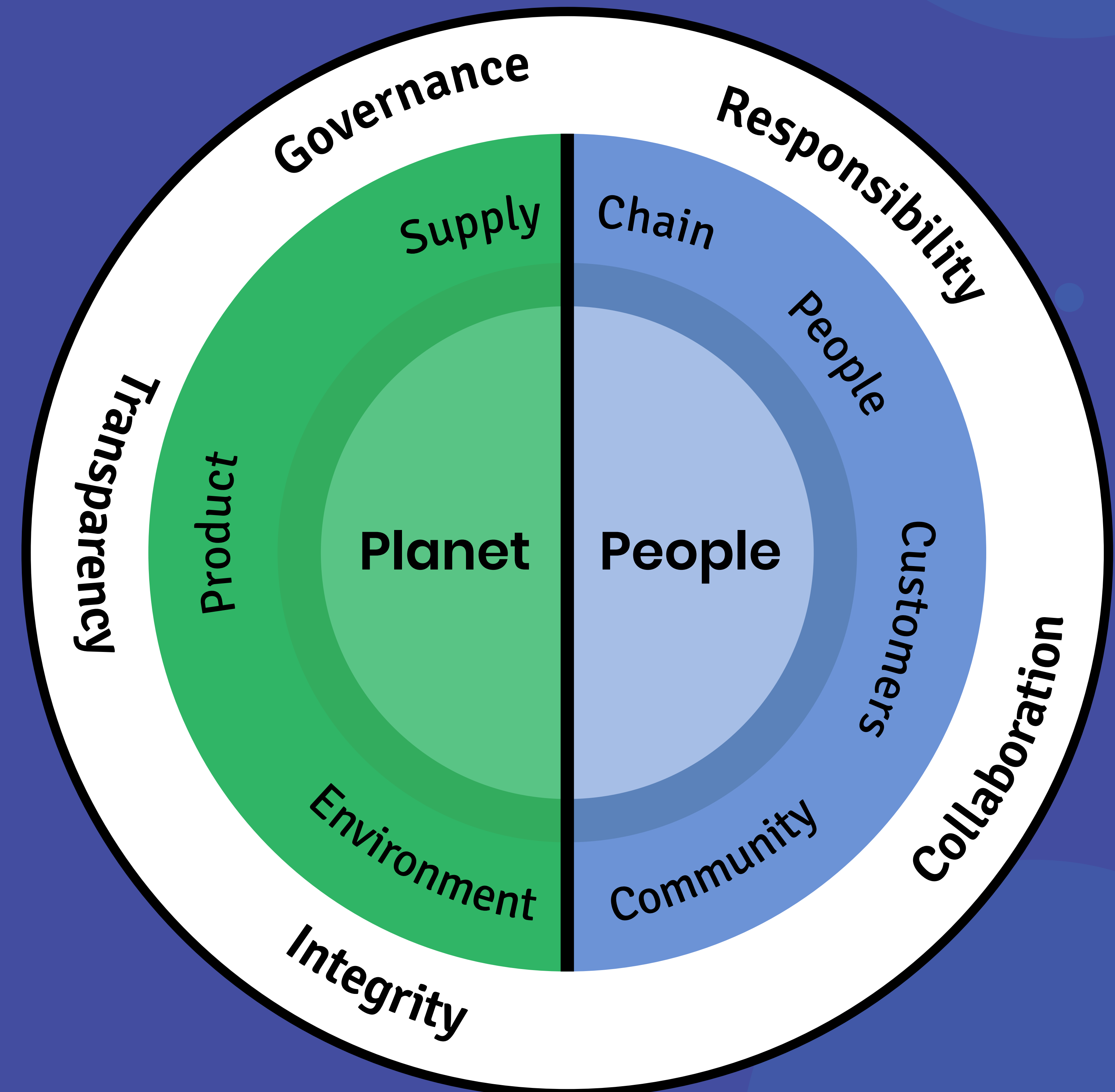
We want to make sure we do all we can to help solve  
some of the big issues and achieve a net positive impact  
on the environment and the communities in which we  
operate for every garment that Banner produces.

**We aim to be the market leaders in sustainability.**

**We take a “holistic” approach to sustainability focusing on meeting the needs of our planet and people.**

## **Our Actions:**

- Embedding social and environmental responsibility considerations in every decision we make across 6 key areas, our sustainability pillars.
- Integrating sustainable solutions where we can across our value chain.
- Including strong environmental and social governance.
- Being open and transparent about our sustainability performance.
- Focusing on People and Planet, delivering positive social impacts and minimising our environmental impacts.
- Engaging with all stakeholders to listen to their views and take appropriate action.





# Introducing our 6 Sustainability Pillars

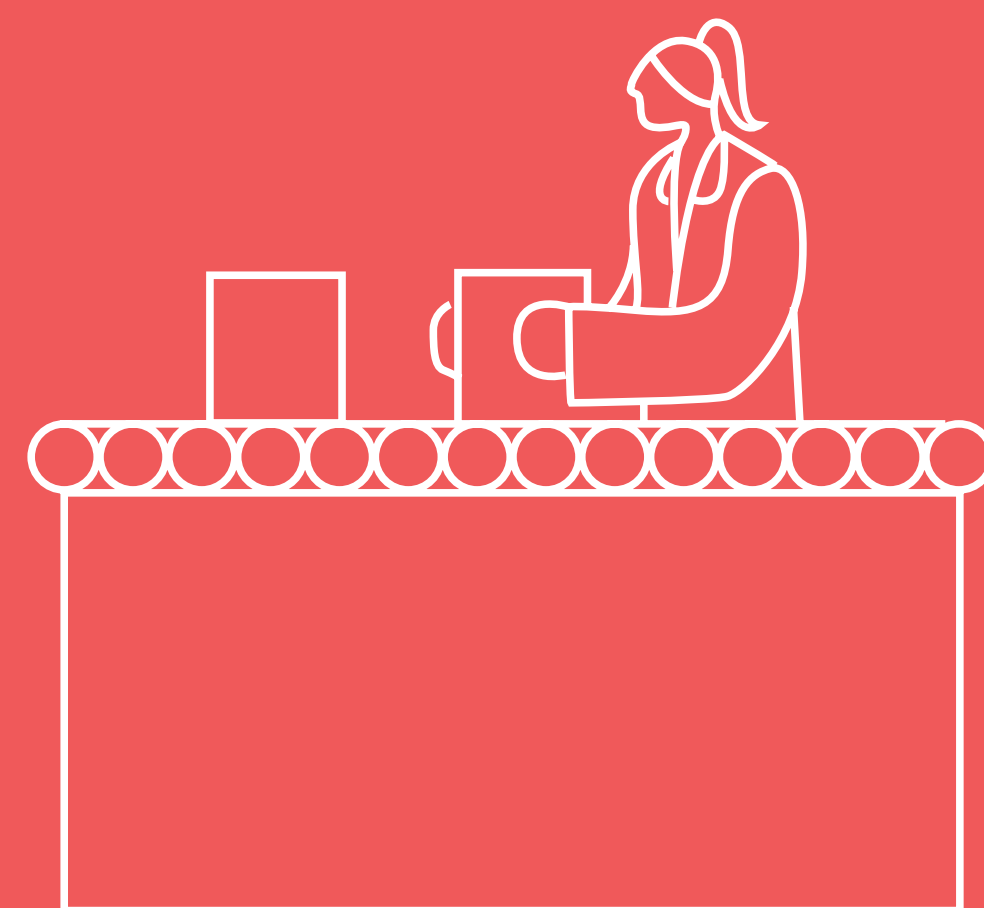
**A framework for change  
– making it happen.**

In 2019 Banner set up an internal sustainability team and developed a clear framework and long term strategy that focuses on 6 key areas, our sustainability pillars, and delivering net positive impacts through actions.

We have ambitious plans for the future, aiming to lead the market by offering a truly “head to toe” Eco uniform and innovative green initiatives.

## Supply Chain

Our supplier factories are all sedex members and audited to ensure compliance with Sedex 4 Pillar /SMETA AUDITS (which includes extended business ethics and environmental measures).



## Product

We design and source the best products sustainably and are launching a full range of innovative Eco products made from 100% recycled fabrics.



## Customers

We engage regularly with our customers to listen to their views on Eco issues, record and act on their feedback to shape future strategy and green initiatives.



## Environment

We are focused on reducing our environmental footprint and becoming carbon neutral. We are also working with our supplier factories to reduce water consumption, waste and conserve energy. We are all acutely aware that the textile industry is the second biggest polluting industry in the world with 1.2 billion tons of greenhouse gases annually.



## Community

We are “Giving back” to local community projects and charities with fundraising efforts by Banner colleagues exceeding £2,000 and the “gift of time” for our employee volunteering programme in 2021.



## People

Our employees’ voices are heard through an annual engagement survey and “pulse” surveys to ensure that they feel “safe, supported and understood” and also through an annual well-being programme. We have consistently improved our engagement survey scores since 2017.



# Our Supply Chain

**At Banner we have taken a leading stance  
on ethical trading for many years.**

We work with our supply chain to ensure that all factories complete Sedex 4-Pillar SMETA or equivalent audits which include extended business ethics and environmental measures – a first in the industry!

“

**The first thing we discuss with our factories is their adherence to our ethical trading standards. There is nothing more important and we are continually raising the bar.**

”



**Julie Marshall, Buying Director**



# Our Supply Chain

We are members of Sedex (Supplier Ethical Data Exchange) a not-for-profit organisation that provides a globally recognised collaborative framework to help its members manage responsible practice and improve ethical standards in supply chains, using the Ethical Trade Initiative. (The ETI base code of labour practice standards, such as working conditions, human rights, working hours and health and safety within local laws).

We have zero tolerance to modern slavery, bribery and abuse of workers. View our modern slavery statement at **[banner.co.uk](https://www.banner.co.uk)**

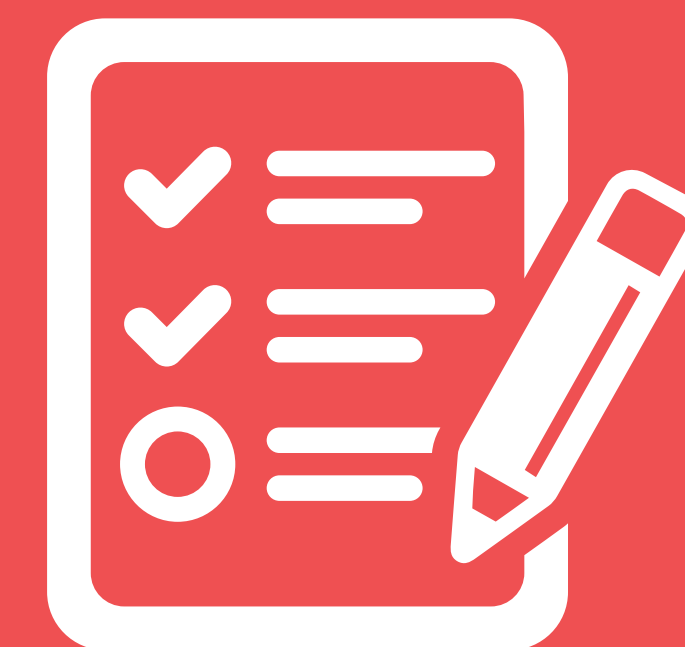
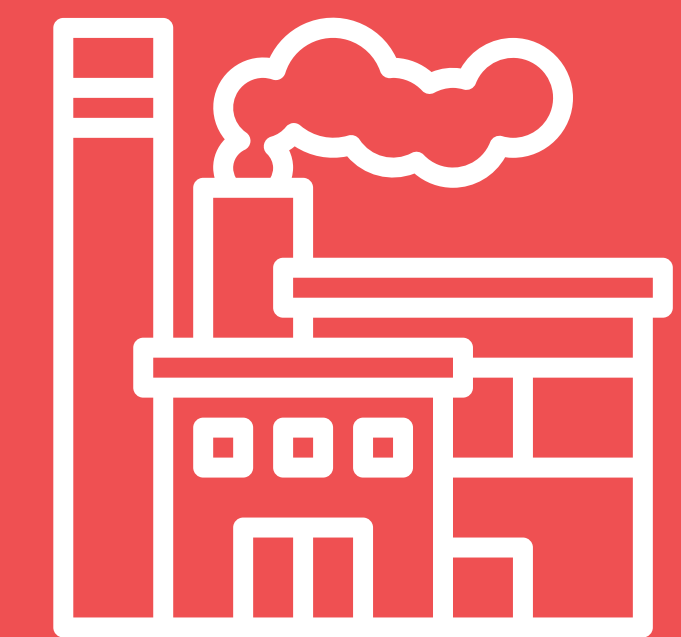
**Sedex**

## 100%

All our overseas supplier factories are Sedex members and are audited to ensure compliance with strict ethical sourcing regulations. We have long term relationships with suppliers, some spanning 30 years and the majority spanning over 15 years.

## Leaders in schoolwear

Our supplier factories all have to complete Sedex 4-Pillar SMETA or equivalent audits that include extended environmental standards and business ethics. Additional measures include getting suppliers to commit to reduction targets in areas such as water consumption, waste, energy, greenhouse gas emissions and recycling.

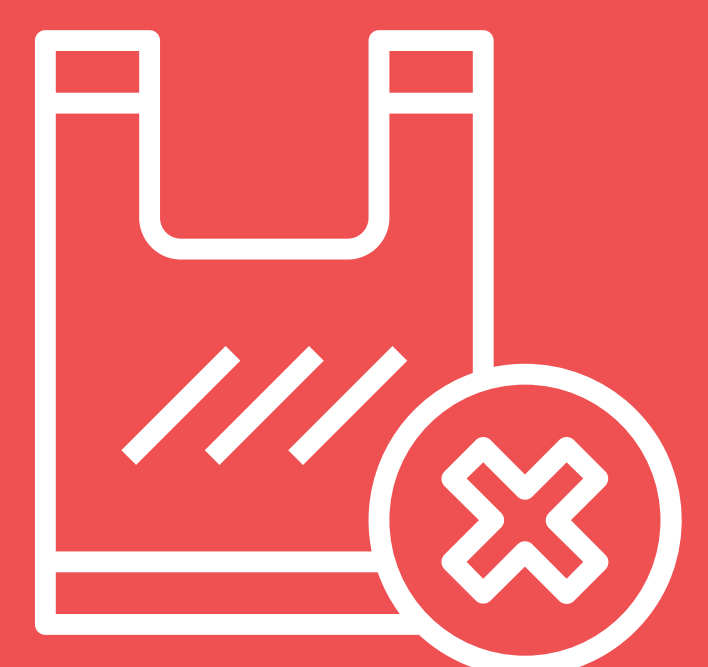


## 200 Audits completed

We have developed clear ethical approval and monitoring protocols managed by our buying and sustainability teams, who work closely with our suppliers to monitor compliance on an ongoing basis.

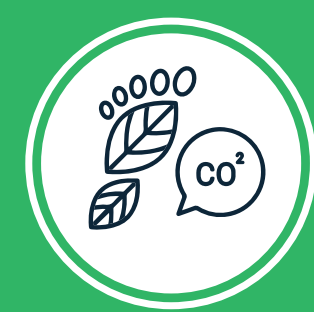
## Removing plastic

We are committed to removing single use plastic from our supply chain and introducing sustainable packaging. We have started this reduction process and by the end of 2020 we will have removed over 500,000 single use plastic bags.





# Our journey by numbers across our 6 Sustainability Pillars...



**20% ↓**

We will measure and reduce the carbon footprint of our UK Operations by at least 20% from 2019 to 2020 and we aim to become carbon neutral within 12 months.



**50,000+**

We have introduced over 50,000+ sustainable garments using recycled fabrics and trims that are responsibly sourced and plan to transition more garments to sustainable fabrics in the future.



**8.5 million**

Plastic bottles will have been prevented from going to landfill and recycled into yarn to make eco garments in 2021.

**Sedex**

Member

**100%**

All our supplier factories will complete Sedex 4-Pillar Audits by the end of 2021 that include extended environmental standards and business ethics. We believe this will be a first in the schoolwear industry.



**500,000+**

We are committed to removing single use plastic from our supply chain and introducing sustainable packaging. By the end of 2020 we will have removed over 500,000 single use plastic bags.



**100%**

We have moved to green/renewable electricity and have introduced LED lighting at our Trowbridge HQ sites.



**500+**

We are introducing a company-wide Community Volunteering programme in 2021, giving everyone one volunteering day per year.



**23**

We have a dedicated team of 15 volunteer sustainability STARS, 8 Governance team members, led by Sarah Robins helping us to innovate and drive change that benefits our people, our environment and bio-diversity of the planet.



# Our Product

**We aim to transition 20% of all garments by volume to sustainable fabrics by the end of 2021.**

Our ambition is to lead in designing a head to toe 100% eco product range, including all supporting packaging and environmentally friendly hangers.

Our eco product offer has started and will transition over time. The approach to our eco transition sits alongside our sustainable values, and to minimise waste.

Introducing Banner's first eco products, with many more to follow.





# Our Customers

## Banner to become the No.1 choice for all customers for sustainability.

We will continue to work closely with our customers to ensure we not only deliver a best in class next day service (99% on time delivery of plain stocked garments), but support them with exciting green initiatives to mitigate the environmental impacts.

### Our initiatives include...

- 1.** The "Green Monitor", our pro-active feedback tool to track, review and act on customer feedback relating to eco issues.
- 2.** Clear and open communication regarding our eco product transition that aligns with our sustainable values and minimises waste.
- 3.** A customer led campaign to remove 2 million single use plastic bags from our supply chain. Over 70% of customers were in favour of a reduction and we are actively seeking a an environmentally friendly solution to be able to offer customers choice. 500,000 bags have been removed so far.
- 4.** Providing content and supporting materials to help customers pitch Banner's sustainable and ethical sourcing credentials/products to schools.
- 5.** Providing customers with a copy of our Annual Sustainability Report, highlighting the progress and improvement plans which can be shared with schools if needed.
- 6.** 2021 Banner "Green Customer" programme will be launched in early 2021 - we will be inviting you to join us on an exciting journey to a greener and fairer future!





# Our Environment

**The world faces a critical moment in tackling environmental pollution, climate change, bio-diversity and the responsible use of resources.**

We will measure and reduce the carbon footprint of our UK Operations by at least 20% from 2019 to 2020 and we aim to become carbon neutral within 12 months.

We are actively working to improve environmental sustainability—including reducing our carbon footprint, using 100% green electricity, better waste stream management via our zero to landfill waste management company, sourcing sustainable fabrics, dyes and sustainable packaging through our vertically integrated supply chain and recycling.

We are also working closely with all suppliers to foster sustainable practices, reducing pollution and greenhouse gas emissions and conserving energy and water.





## Recycled waste

30 tonnes of Cardboard & 1.5 tonnes of plastic were recycled in 2019.



## FSC

All our marketing collateral is printed on sustainably sourced material and is FSC certified.



## 3PL

DPD our 3PL provider aim to be the UK's leader in sustainable delivery. Over 10% of DPD's delivery fleet is now electric (700).



## Consumables

We use 100% recycled printer paper in all our sites in the UK.



## Company Cars

100% of all new company cars will have moved to hybrid/electric.



# Our Community

**Giving back to our local communities and making a difference to people's lives.**

We take our social responsibility extremely seriously and believe in "giving back" to the local communities in which we operate. We are introducing a company-wide community volunteering programme in 2021 giving everyone at Banner the "gift of time" – one volunteering day per year.





## Community Volunteering

Volunteering and giving back to the community is important to all colleagues at Banner. So much so that many colleagues have volunteered their own time to support local charities and projects in their own communities.

One of our stand-out employees, Alison Williams, used her free time during the pandemic to help make Scrub sets for the NHS!

"It was great to be a part of this and be able to contribute in some way to make a difference to those that were doing an amazing job on the front line. The appreciation that was shown by the doctors, nurses and carers was truly amazing. I loved every minute of it."



## Local Food Banks

We have been supporting a Food Bank charity, Storehouse who distribute food parcels and toiletries to local families and individuals who are in need.

Our employees were more than happy to donate what they could and support our local community in a time of great need. We really are 'In it together'!



## Australia Bush Fire Sustainable Raffle

We were all deeply saddened by the bushfires that swept across Australia. Although this was an event happening on the other side of the planet, we wanted to come together and do what we could to help.

We put together a Sustainable themed raffle which saw a massive 85 gifts generously donated. We successfully raised £492 which was split between donations to the NSW Volunteer Firefighters and the WWF.



## Coppafeel Boob Brunch

In 2019 we held a 'Boob Brunch' bake sale for the Coppafeel, raising awareness for the signs of breast cancer and the importance of breast health.

The bake sale was a huge success, raising awareness as well as having fun as a community. We successfully raised £167.50!



## Overseas Community Initiative Support

A number of our supplier factories are committed to supporting community projects and initiatives to benefit the workers and their families in the communities where they are based.

Initiatives cover areas such as education, health and workers' welfare. They include donating a school to the local community in Bangladesh and funds to build schools, providing free sports and recreational facilities and donating PPE and even fire engines to local fire departments to support the fight against the pandemic in China.



# Our People

Sustainability is engrained in our culture and supported by our company values to **“Make the right calls”** in relation to sustainability and ethical decisions.

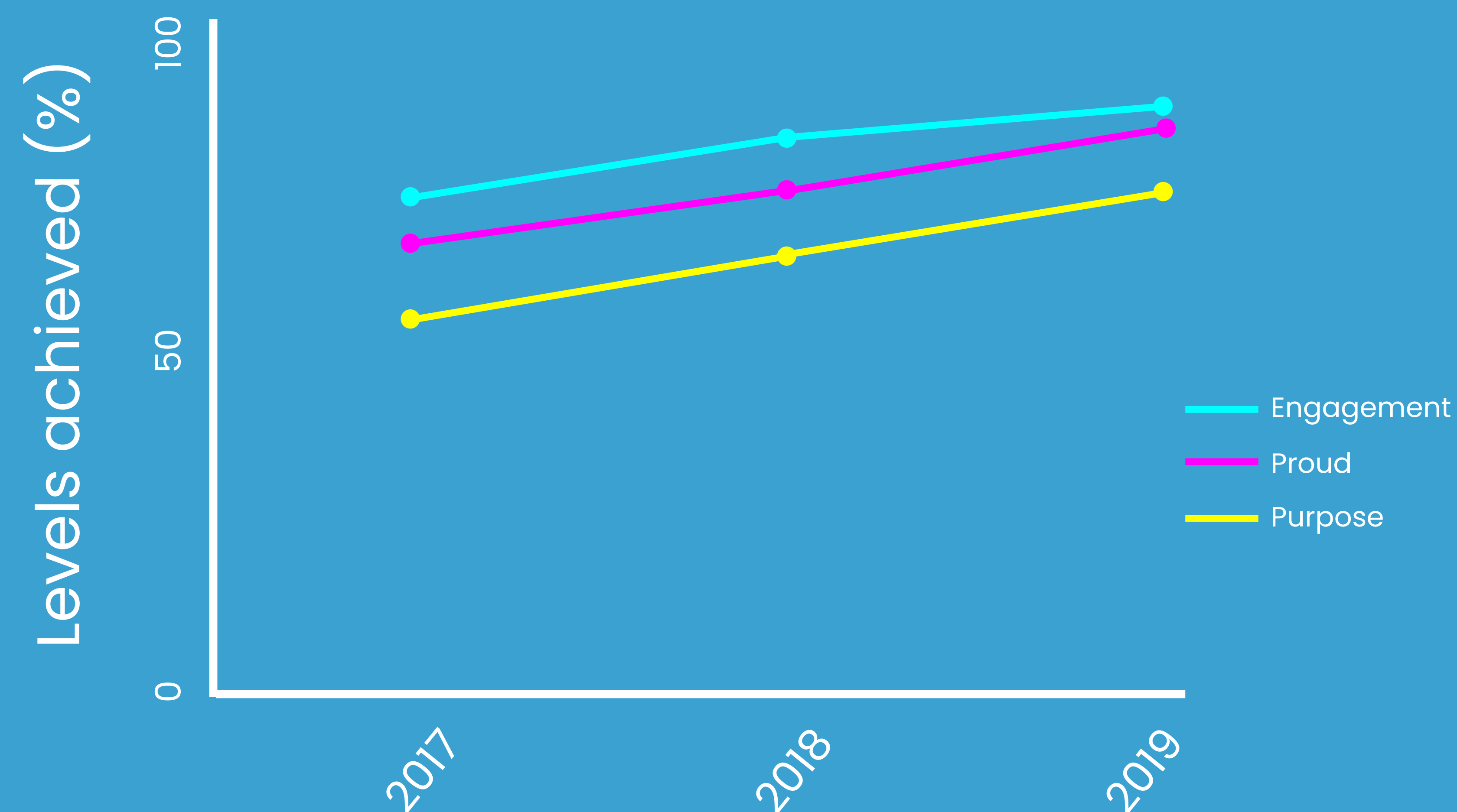
People are the bedrock of our business and they are what makes the culture at Banner so special. We ensure their voices are heard through an annual engagement survey and that they continue to feel “safe, supported and understood” during the pandemic and are also supported with an annual well-being programme and flexible working.



# Engaging for good – creating a fairer and better workplace.

The results of our 2019 engagement survey speak for themselves:

1. 86% – consistently high levels of engagement achieved.
2. 87% – are proud to work at Banner.
3. 75% – told us that our Purpose (To give every child the chance to shine) makes them feel good about their work.
4. 13 point increase achieved in relation to being treated fairly.
5. 12% – lowest attrition rates achieved in 2019.
6. The introduction of our monthly SMILE recognition awards to reward and recognise our people for living by our values...



It's great that everyone at Banner from Board level to our frontline customer service and warehouse teams have sustainability front and centre in every decision they make on a daily basis.

Against the global backdrop and the challenges we all face from climate change and the race to net zero by 2050, there is a real sense of urgency to help do our bit with the green recovery and focus on transforming our sector now, and also applying the same change behaviours in our daily lives and make the right calls in terms of sustainability always.

I look forward to sharing updates with you on where we are on our journey and also hearing from you too.



**Sarah Robins, Sustainability Manager**



# Our 10 Year Vision

## Creating a circular economy – reduce, reuse recycle

We have already started on our journey to adopt a circular approach to product creation from design and sourcing to manufacturing and how products are used.

It involves working collaboratively across teams to find new and better product solutions to help reduce the environmental and social impacts of our products, with a focus on the continual use of resources, eliminating waste throughout the process and rethinking how we design –

**MADE TO BE MADE AGAIN...**



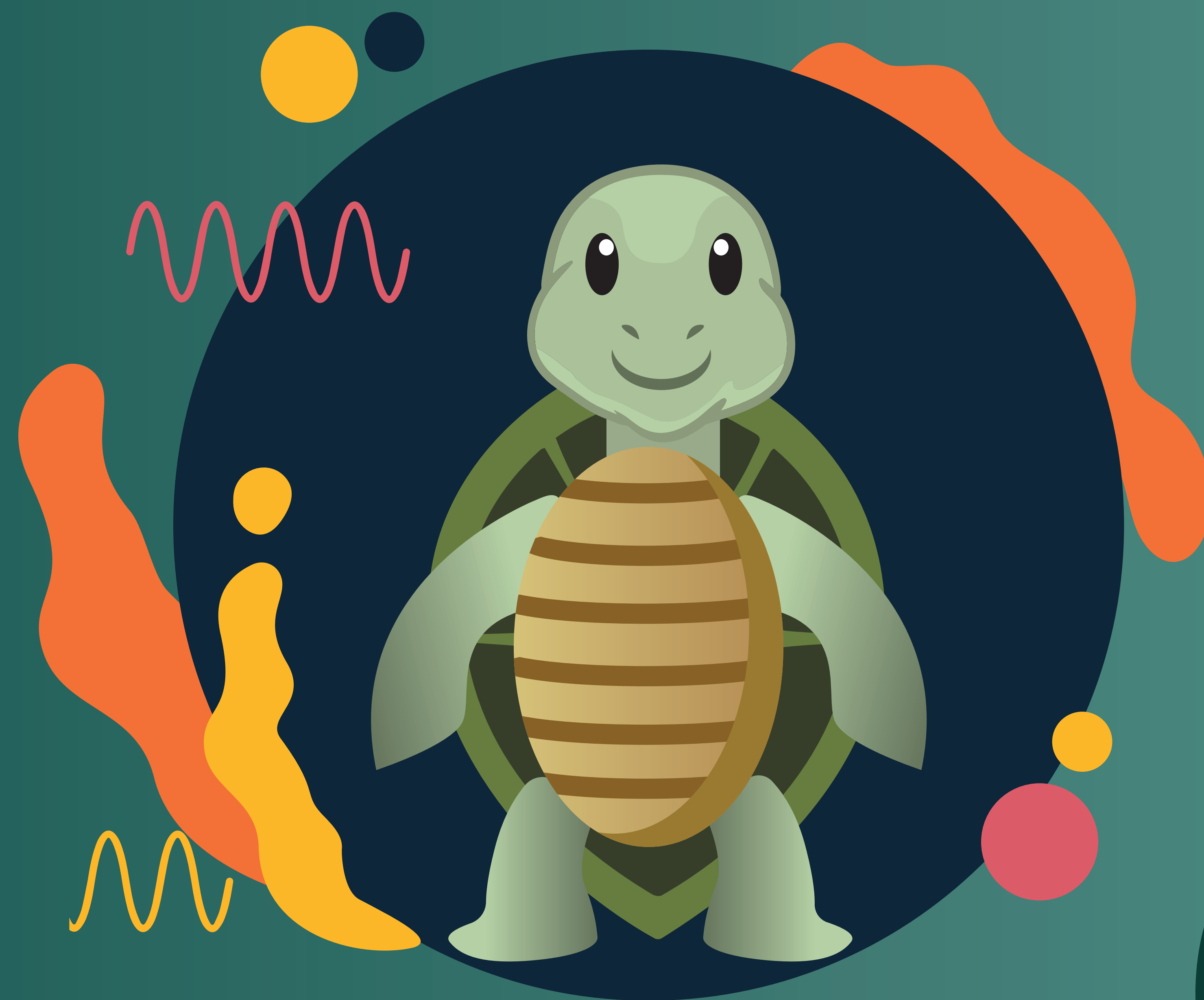


# Introducing Enzo

**Enzo is making big, bright and exciting eco changes to schoolwear.**

To help connect with students we will be launching Enzo. Enzo will be the face of Banner's new Eco range and used to project our dedication and commitment to a sustainable future.

He will help you build an association with students and encourage them to follow us on our journey to a greener planet.





**Join us on the journey**  
and together let's "make the right calls"  
on actions to improve our sustainability  
performance and build a greener and  
fairer future for all....