

# OUR ECO JOURNEY

***Doing the right thing  
for the planet.***

 **banner**<sup>®</sup>  
eco

# Building a greener and fairer future together.

## WHO ARE WE?

Banner is UK's leading supplier of school uniform and sportswear for the schoolwear market.

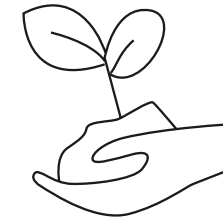
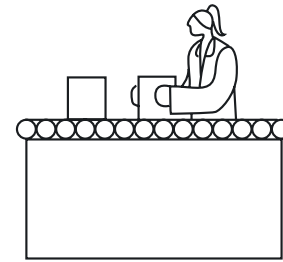
Our purpose is to give every child the chance to shine by creating school uniform and sportswear ranges that provide all children with an equal opportunity to develop, perform and feel good about themselves.

We are proud to offer customers the biggest and broadest range of schoolwear in the market backed up by an industry leading service. Our ambition is to be the market leaders in sustainability.

Our responsibility is to do the right thing, putting sustainability at the heart of our business and ensure we achieve a net positive impact on our planet and our people for every garment that Banner produces.

## Supply Chain

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



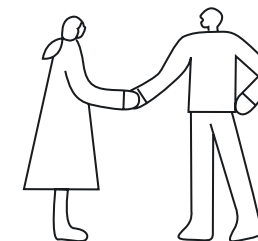
## Product

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



## Customer

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.

## Community

We are "Giving back" to local community projects and charities with fundraising and the "gift of time" for our employee volunteering programme.



## 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.

# OUR COMMITMENT

**We are committed to doing the right thing for the planet and our people to ensure we build a fairer and greener future together.**

“

We know we still have lots more to do on this journey but we will continue to challenge ourselves to improve our sustainability performance across all areas of the business and drive long-term systematic change in our industry.

For every garment that Banner produces we will ensure that our activities have a net positive impact on the environment, the natural world and the communities in which we operate for future generations to come.

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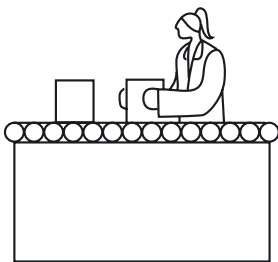


**Sarah Robins,  
Sustainability Manager**

# Supply Chain

Agree supplier standards beyond Sedex 4-Pillar.

Vision: Banner to have the best accredited and ethically sourced supply chain in the industry.



# Product

40% of all Banner garments to transition to sustainable fabrics ready for 2022 Back to School.

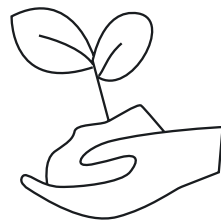
65% for 2023 Back to School.

100% for 2025 Back to School including all associated packaging.



# Customer

Actively engage with our customers (Retailers, Schools, Parents and Children) supporting them in their sustainability journey and delivering a faultless service.



# Environment

Maintain carbon neutrality for the Group's UK Operations in 2021 and beyond and achieve 10% target reduction in our gross carbon emissions.

Report annually to and support global action as a participant of the Climate Neutral Now Initiative.

Transition to sustainable packaging with 50% recycled content and commit to removing single use plastic from our supply chain by end of 2022.



# Community

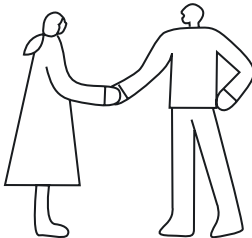
Implement a 100% inclusive, "Gift of Time" company-wide community volunteering programme, building closer community connections and long-term relationships. Delivering positive social impacts and transforming lives...

# People

Creating a fairer, healthier and sustainable workplace.

Delivering a structured programme of well-being, mental health support and engagement activities. We have trained 14 Mental Health First Aiders.

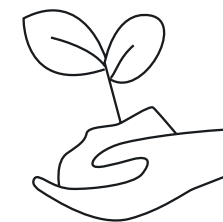
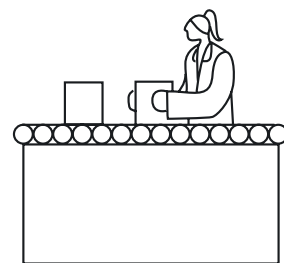
Become recognised nationally as a great place to work and a leading employer in our sector for engagement, well-being and H&S.



## Supply Chain

100% of our overseas supplier factories are Sedex Members

70% have completed Sedex 4-Pillar SMETA or equivalent audits.



## Environment

We have achieved certified carbon neutral status for Banner Group's UK Operations in 2020.

## Community

Structure for "Gift of Time" for our employee volunteering programme in 2021 is in place. 'Giving Back' to local community projects is important to Banner colleagues. £2,000 donated in 2020.

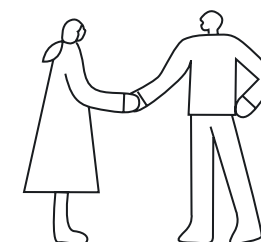


## People

Highly engaged workforce.

70% engagement score achieved in 2020 for sustainability.

Strong focus on wellbeing and mental health through 'Safe, Supported and Understood' campaign and external resources.



## Product

A plan is in place to move over 40% of all Banner's garments to sustainable fabric and begin their eco transition by the end of 2021.

## Customer

Huge increase in customer engagement and support with tenders.

500,000 single use plastic bags removed annually as a result of our customer led campaign.

## Sedex

Sedex is one of the world's leading ethical trade service providers working to improve the working conditions in global supply chains. As a Supplier/Buyer member of Sedex since 2006 we have been working closely with our global supply chain to manage their social and environmental performance and protect workers. All are required to complete a third party robust ethical audit process (Sedex SMETA) at 4-Pillar level, which is the highest level ethical, social and environmental audit standard available globally.



## The Better Cotton Initiative

Banner is a member of BCI, the largest cotton sustainability programme in the world. The BCI exists to make global cotton production better for the people who produce it, the environment it grows in and for the sector's future.

## ISO 9001

Banner has achieved certification to ISO 9001, an internationally recognised standard that specifies requirements for a robust quality management system. This accreditation demonstrates Banner's ability to consistently provide products and services that meet regulatory and the ever changing needs of our customers.



## Schoolwear Association

Banner has been an active member of The Schoolwear Association since its inception in 2006. The SA is an industry body made up of a network of schoolwear suppliers, wholesalers, manufacturers and retailers who believe in the creation and sustainability of a strong and ethical market place and who work together as a collective voice to help drive up standards and promote the benefits of school specific uniforms.



## The confederation of Business Industry

The Confederation of Business Industry is a UK business organisation that represents "the voice of business". Banner has been a member since 2020 and our CFO is a representative on the CBI's south west regional council.

## Climate Neutral Now

As a confirmed participant of The United Nations Climate Neutral Now initiative 2021, Banner has completed a report and pledged it's commitment to continue to strive to become climate neutral and join other stakeholders to support global efforts to keep global warming below 1.5 degrees and achieving climate neutrality.





# ETHICAL TRADING & HUMAN RIGHTS

**We're raising the bar and strengthening our commitment to ethical and responsible practice in our supply chain.**



It's really important to us that all suppliers we work with share the same sustainable vision and meet the highest ethical, social and environmental audit standards. We require all overseas suppliers to comply with Sedex 4-Pillar SMETA\* audit standard.

Sedex uses the ETI (Ethical Trade Initiative) as its base code and local laws as its monitoring standards in its SMETA audits and covers areas such as working conditions, human rights, working hours, health and safety with the addition of extended environment and business ethics for Sedex 4-Pillar audit. We are currently working with our suppliers to develop more stretching social and environmental targets that go above and beyond Sedex's SMETA 4-pillar audit in 2022.

We believe we are the first supplier in our industry to commit to move all of its overseas supply chain to the highest ethical, social and environmental standard audits- Sedex SMETA 4-Pillar.

## Modern Slavery

We work closely with all our overseas supply base to ensure compliance with the Modern Slavery Act 2015. Banner does not tolerate any form of slavery, servitude, forced labour and this is outlined in our current Modern Slavery Transparency Statement which has been updated. It can be downloaded from our website at [banner.co.uk](https://www.banner.co.uk)



# PLASTIC PACKAGING ACTION

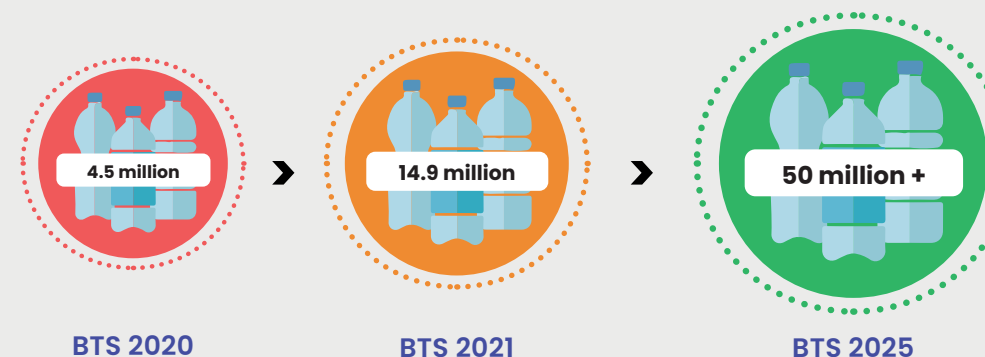
We are doing our very best  
to ensure all packaging is  
sustainably sourced by 2025.

## We are committed to:

1. Reducing plastic packaging wherever we can and are currently completing a group wide audit of all packaging.
2. Removing single use plastic by end of 2022 from our supply chain and transition to sustainably sourced packaging with 50% recycled content that can be recycled at local supermarkets
3. Recycling millions of plastic bottles to produce recycled polyester fabric used in our garments thus preventing the bottles from ending up in landfill or in our oceans.



## And this is how the numbers could look by Back to School 2025!



# BANNER INVEST IN

## BETTER COTTON

The Better Cotton Initiative (BCI) is the largest cotton sustainability programme in the world. Last year, BCI and their partners provided training on more sustainable agricultural practices to 2.3 million farmers around the globe.

Banner is proud to be supporting BCI in their effort towards driving the cotton sector towards sustainability.

**2.7 MILLION**

*2.7 Million cotton farmers are being trained through BCI on more sustainable agricultural practices.*

**23**

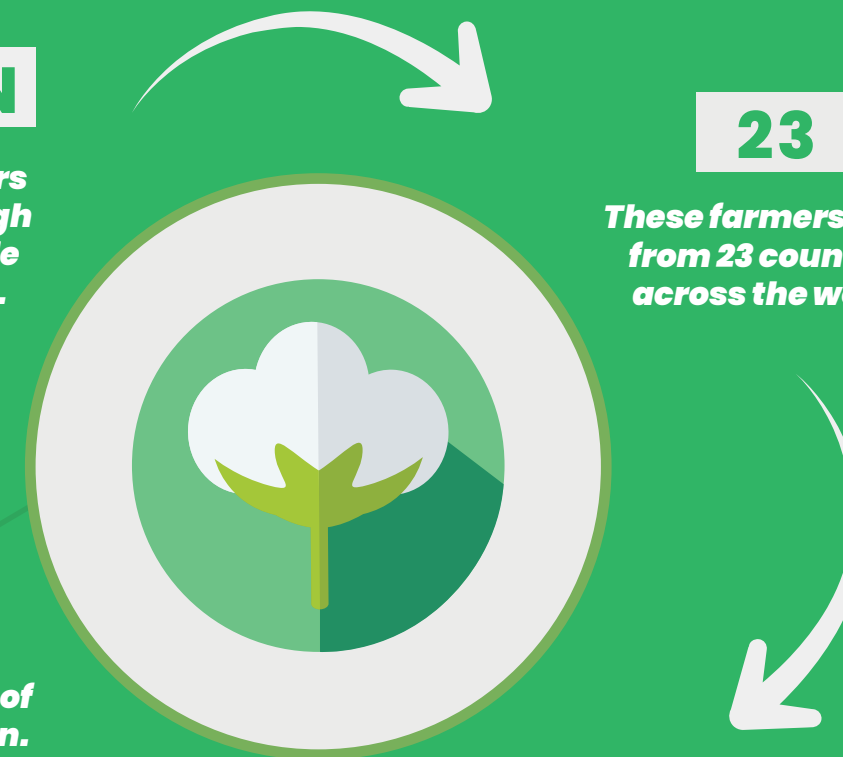
*These farmers come from 23 countries across the world.*

**23%**

*This volume equals 23% of global cotton production.*

**6.2 MILLION**

*BCI farmed produced 6.2 million metric tonnes of Better Cotton lint.*



# OUR RECYCLED POLYESTER

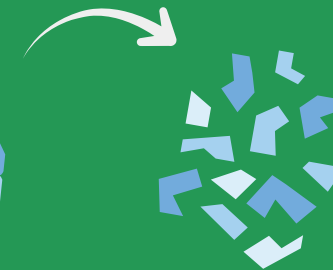
Recycled polyester is made by melting down existing plastic and re-spinning it into new polyester fiber. Our polyester is mainly sourced from plastic bottles, but we are also investigating other avenues, such as using recycled polyester from garments.

The recycled polyester we use is certified by the Global Recycled Standard which verifies the presence and amount of recycled material in fabrics and tracks the flow of raw materials from its source to the final product.

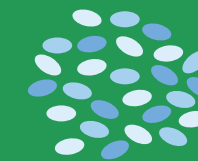
## THE PROCESS



Bottles



Bottles washed and shredded into flakes



Flakes melted into pellets



Pellets extruded into yarn



Yarn knitted, cut and sewn into garment

**BANNER'S**  
**ECO PRODUCT**  
**RANGE &**  
**INFORMATION**



# BLAZERS & JACKETS



*Designer Boys & Girls Zip Entry Jacket,  
Signature Boys & Girls Jacket &  
Ziggys Boys & Girls Zip Entry Blazer.*



# FLANNEL BLAZERS

*Flannel Boys Zip Entry Blazer  
& Flannel Girls Zip Entry Blazer.*

## KEY FACTS:



*100% Recycled  
Polyester outer and  
lining fabric.*



*Up to 48 plastic bottles are  
recycled to produce the  
polyester for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Gold Standard.*

## KEY FACTS:



*100% Wool outer and  
100% Recycled Polyester  
lining fabric.*



*Up to 20 plastic  
bottles are recycled to  
produce the polyester  
for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Gold Standard.*

# SIGNATURE TROUSERS

*Signature Boys Contemporary Trousers,  
Signature Boys Classic Trousers,  
Signature Girls Contemporary Trousers &  
Signature Girls Classic Trousers.*



## KEY FACTS:



*100% Recycled  
Polyester  
main fabric.*



*Up to 26 plastic bottles are  
recycled to produce the  
polyester for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Gold Standard.*



# BOYS TROUSERS & SHORTS

*Slimbridge Trousers, Falmouth Trousers,  
Pulborough Trousers, Putney Pleated Trousers,  
Fulham Trousers, Essex Shorts & Bermuda Shorts.*

## KEY FACTS:



*65% Recycled  
Polyester 35%  
Biodegradable  
Viscose main fabric.*



*Up to 9 plastic bottles  
are recycled to  
produce the polyester  
for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Bronze Standard.*

# SUMMER DRESSES

*Ayr Dress,  
Avon Dress &  
Kinsale Dress.*



## KEY FACTS:



*65% Recycled  
Polyester 35% Cotton  
main fabric.*



*Up to 7 plastic bottles  
are recycled to  
produce the polyester  
for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Bronze Standard.*

# SHIRTS & BLOUSES

*Girls Slimfit Blouse Twin Pack,  
Boys Slimfit Shirt Twin Pack,  
Girls Blouse Twin Pack, Boys Shirt Twin Pack,  
Girls Revere Blouse Twin Pack,  
Gloucester Girls Blouse Twin Pack,  
& Warwick Girls Blouse Twin Pack.*



## KEY FACTS:



*65% Recycled  
Polyester 35% Cotton  
main fabric.*



*Up to 3.5 plastic bottles are  
recycled to produce the  
polyester for these garments  
(7 per twin pack).*



*The recycled polyester  
in these garments are  
GRS certified and to  
Bronze Standard.*



# CHAMPION

## T

*Champion T.*



# CLASSIC

## POLO

*Classic Polo.*

### KEY FACTS:



*100% Cotton  
main fabric.*

**OEKO-TEX  
STANDARD 100  
CERTIFIED**

*This means that every  
component of this product  
has been tested for  
harmful substances.*



*Banner is proud to be  
investing in sustainable  
cotton farming.*

### KEY FACTS:



*65% Recycled Polyester  
35% Cotton.*



*Up to 15 plastic bottles  
are recycled to produce  
the polyester  
for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Bronze Standard.*

# CLASSIC SWEATS

*Classic Crew Neck Sweatshirt,  
Classic Crew V-Neck Sweatshirt,  
Classic Cardigan &  
Classic Jog Pants.*



## KEY FACTS:



*55% Recycled Polyester  
45% Cotton.*



*Up to 11 plastic bottles are recycled  
to produce the polyester  
for these garments.*



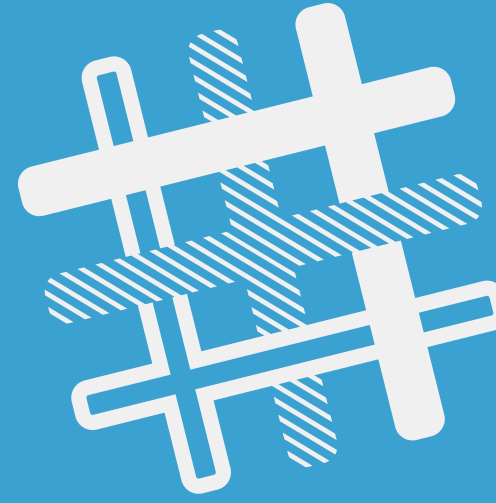
*This means that every component  
of this product has been tested for  
harmful substances.*



*The recycled polyester in these  
garments are GRS certified and to  
Bronze Standard.*

# DESIGNER SKIRTS

*Designer Straight Skirt  
& Designer Pleated Skirt.*



# TARTAN FABRIC

*Skye Tartan Skirt,  
Kelso Tartan Kilt,  
Prestwick Tartan Pinafore  
& Tartan Pleated Skirt.*

## KEY FACTS:



*100% Recycled  
Polyester main fabric.*



*Up to 24 plastic bottles are  
recycled to produce the  
polyester for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Gold Standard.*

## KEY FACTS:



*65% Recycled Polyester  
35% Biodegradable  
Viscose main fabric.*



*Up to 13 plastic bottles  
are recycled to  
produce the polyester  
for these garments.*



*The recycled polyester  
in these garments are  
GRS certified and to  
Bronze Standard.*

# ALL GIRLS SKIRTS & TROUSERS



## KEY FACTS:



100% of the polyester used is recycled, and we use biodegradable viscose.



Up to 17 plastic bottles are recycled to produce the polyester for these garments.



The recycled polyester in these garments are GRS certified and to Bronze (Carla & Q5635) and Gold (Polyester Bi-Stretch) Standard.

### POLYESTER, VISCOSE & ELASTANE FABRIC

**63% Recycled Polyester, 33% Biodegradable Viscose, 4% Elastane**

- *Charleston Pleated Skirt*
- *Junior Charleston Pleated Skirt*
- *Girls Trimley Trouser*

### POLYESTER BI-STRETCH FABRIC

**100% Recycled Polyester**

- *Banbury Pleated Skirt*
- *Henley Pleated Skirt*
- *Lynton Pleated Pinafore*

### POLYESTER & VISCOSE Twill FABRIC

**65% Recycled Polyester, 35% Biodegradable Viscose**

- *Medway Straight Skirt*
- *Davenport Knife Pleat Skirt*
- *Amber Skirt*
- *Thornton Front Pleat Skirt*

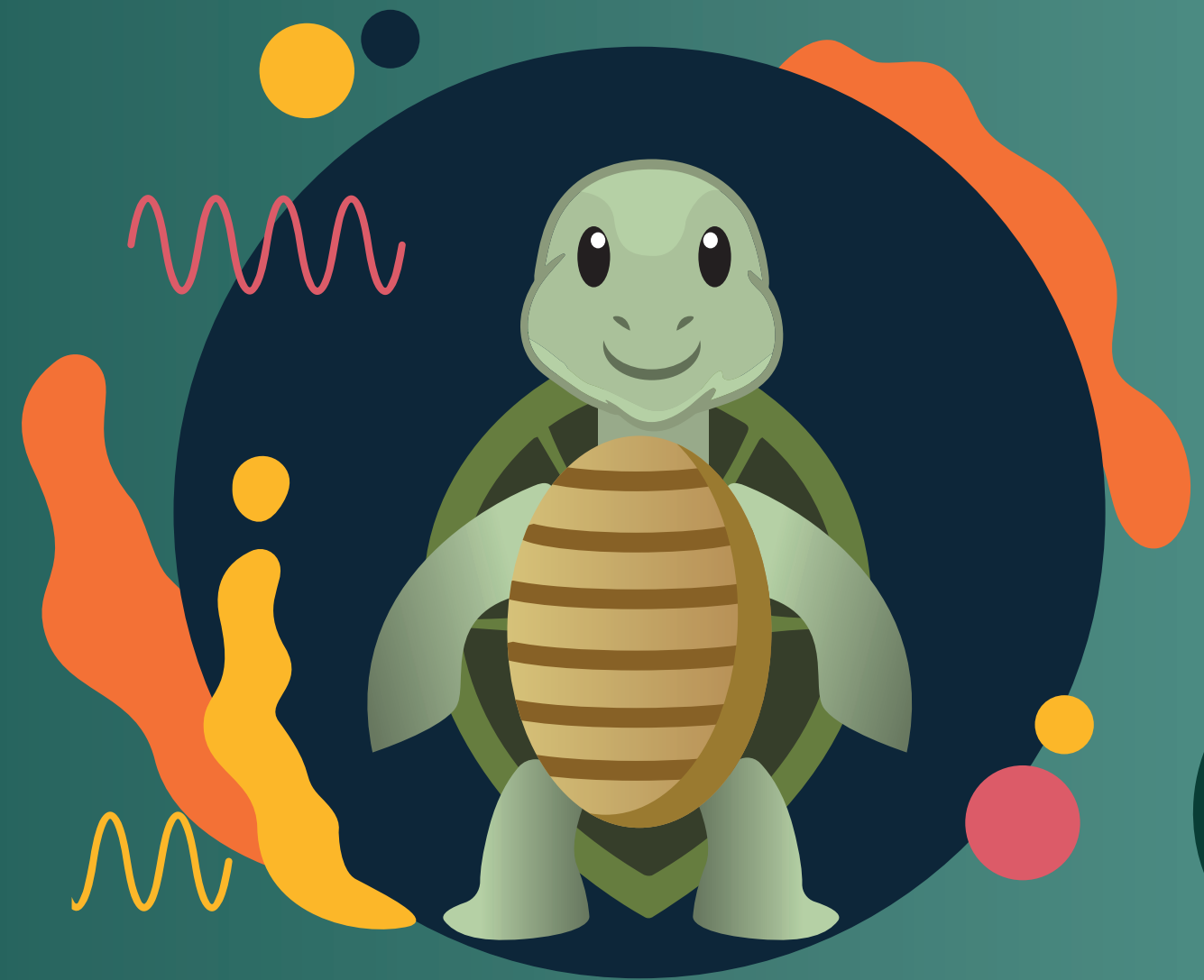
# As part of our sustainability journey, we're pleased to introduce our Eco mascot - Enzo!

Our friend Enzo appears on our Eco products to remind the wearer of the good they're doing for the planet by wearing their Eco uniform.

Part of our mission is to recycle plastic bottles to be made into recycled yarn used in our garments so that it doesn't end up in landfill or in the ocean, Enzo's natural habitat. That's why we felt that Enzo would be the perfect symbol for our Eco range.



While he appears as a simple symbol in our Eco product labelling, Enzo will start to appear more and more as we continue on our sustainability journey.





***Doing the right thing  
for the planet.***

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