

Sustainability & Corporate Social Responsibility 2024











04. THE ENVIRONMENTReducing our impact on the local and global environment.



06. OUR COLLEAGUESSafer workings conditions across our supply chain.



08. SUSTAINABILITYLeaving the world a better place for the next generation.

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12. COTTON SOURCINGSupporting responsible and sustainable farming practices.



16. RECYCLED MATERIALSGiving plastics a new lease of life.



22. THE COLLECTIONOur styles made from preferred materials.





COMMITTED TO BETTER

We are a leading manufacturer and brand in the apparel industry, so it is very important that we lead by example with our materials choices, manufacturing processes and social practices.

Sustainability and Corporate Social Responsibility are at the forefront of what we do and we look to offer complete transparency in everything we do, so customers can make an informed choice.

We are on a continuous journey and would like to share some of our successes with you.



BETTER FABRICS

Our clothing is designed to withstand the rigours of everyday wear and we encourage our customers to treat their clothing with respect and care to help extend their natural life cycle.

Fabrics are tested for:-







DURABILITY

WASH PERFORMANCE

COLOUR RETENTION

BETTER SOURCING

Where we can, we source organic and recycled materials to make our garments and these materials are certified by regulatory bodies.









BETTER PACKAGING

Our aim is to reduce the amount of waste from our packaging throughout our value chain. We have been working to increase the recycled material content within single unit plastic packaging.

BETTER TRANSPORT

We are striving to improve the way we import our goods into Europe and are working with key transportation partners to monitor and reduce the CO2 levels we produce. We will always choose sea freight as our preferred method of transportation.



We believe that all our employees and those in our supply chain deserve respect and are entitled to ethical working conditions, with fair wages, balanced working hours and no discrimination.

The people who make our garments work in factories that are audited to internationally recognised ethical standards which allows us to have transparency throughout our supply chain and ensure Premier's standards are met and maintained.



We are members of Sedex (SMETA). Being a member of Sedex provides us with an online platform to manage and improve working conditions in our supply chain.



Member of amfori, the leading global business association for open and sustainable trade. We participate in amfori BSCI. For more information vis www.amfori.org

We are members of Amfori BSCI, an association that provides comprehensive commercial, social and environmental services to improve the resilience and sustainability of our sourcing strategy.



Some of our factories are certified to the WRAP (Worldwide Responsible Accredited Production) Standard. WRAP is the world's largest factory-based certification programme for manufacturers of clothing, footwear and other sewn products.





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SUSTAINABILITY

We are taking every step possible to leave the world a better place for the next generation.



RESPONSIBLE COTTON SOURCING



Where we can, we source cotton that has been grown with more care for the environment, minimising the negative effects of fertilisers and caring for water, soil health and natural habitats.

The conventional method of growing cotton has a considerable impact on the environment and we are trying to do better.



We are proud members of Better CottonTM.

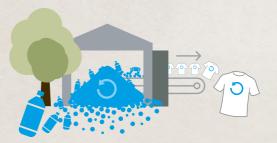


We support Fairtrade producers by purchasing their cotton.



The organic cotton we source is certified to the Organic Content Standard (OCS).





We are giving plastic a new lease of life, by reprocessing it into recycled polyester and nylon fibres for our clothing. This means less extraction of raw materials and diverts plastic waste from landfill.

The recycled polyester in our garments comes from pre-and post-consumer materials. We also use post-consumer recycled nylon.





The recycled polyester and nylon we use in our garments is certified to the Global Recycled Standard (GRS) and/or the Recycled Claim Standard (RCS).

SUSTAINABILITY

BETTERPACKAGING



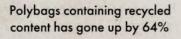
We are reducing the amount of packaging for our products and use recycled solutions where we can.

We are excited to see where we can make our reductions and have ambitious targets to:-

- Achieve 100% recycled content within plastic packaging
- Reduce all packaging by 50%
- Report on FSC and recycled paper packaging by 2025
- Report on all our packaging by 2025

Since 2021 we have been working to increase the recycled material content within single unit plastic packaging and here is our progress to date.*



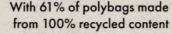




Meaning that 96% of polybags now contain recycled content



With 61% of polybags made





COMMUNITY **ENGAGEMENT**



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It's important to us to give back, which is why we donate and sponsor charities that benefit the communities where our products are made.

In partnership with the Jaago foundation, we sponsor a class of 40 children at the Jaago School Banani Branch in Bangladesh.

Jaago Foundation is a non-profit organisation that empowers underprivileged individuals and communities through education, youth development, women's rights, climate change, governance and poverty alleviation.

Our sponsorship provides the class with a teacher, uniform, school supplies, medical support, nutritious food and co-circular activities.

We began our sponsorship of this class in 2019; they are currently in the 3rd grade and we will support them until 12th grade so that they can complete their higher secondary certificate.

*March 2024

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Better CottonTM is a not-for-profit organisation, committed to improving cotton farming practices globally. Making it better for the environment and better for the people that grow the cotton in securing a future in the supply chain.

We are proud members of Better Cotton™ and committed to sourcing 15% of our cotton as Better Cotton™ by 2026. For every kilogram of Better Cotton™ we purchase, we are allocated a Better Cotton Claim Unit (BCCU).



We have been recording our BCCU's since 2022 and have purchased 180,003 tonnes of Better Cotton™ to date.*



Better CottonTM operates on a mass balance basis where Better CottonTM is mixed with other types of cotton on its journey through the supply chain. Styles may not contain Better CottonTM, but the Better CottonTM licensed farmers always know their cotton is in demand.

^{*}March 2024



ORGANIC COTTON

Organic cotton crop cultivation is better for the environment because it requires considerably less water than conventional cotton and is grown without the use of

CERTIFICATION STANDARDS

The organic cotton we use is certified to the Organic Content Standard 100 and/or the Organic Blended Content Standard. These are thirdparty certifications that verify the percentage of organically grown material and tracks it from source to final product.



From 2021-2023 we have sourced

34,859 tonnes of Organic Fairtrade Cotton

RECYCLED MATERIALS

When we develop new products, we look to use preferred materials for our fabrics such as recycled polyester, recycled nylon and recycled cotton.

This means less extraction of raw materials and diverts plastic waste from landfill.













The recycled materials in our garments come from pre-and post-consumer materials like PET plastic bottles and fabric scraps.

CERTIFICATION STANDARDS

These materials are certified to the Global Recycled Standard and/or the Recycled Claim Standard. These are third-party certifications that set the criteria for tracking and verifying recycled materials and the chain of custody.







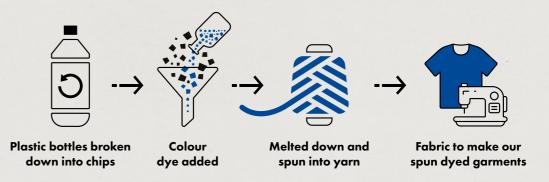
As part of our sustainability efforts, we are now manufacturing clothing that has been spun dyed. 18

SPUN DYEING

In order for the fabric in our clothing to have colour, there is a process of colour dyeing that takes place during production.

Spun dyeing reduces the environmental footprint when compared to traditional piece dyeing methods.

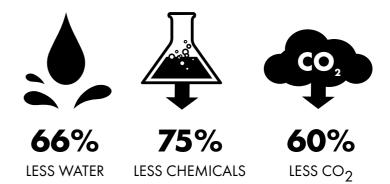
HOW DOES IT WORK?



PERFORMANCE BENEFITS

Spun-dyed garments benefit from excellent colour fastness, meaning that the colour won't fade in UV light and they can withstand washing up to 60°C without suffering any long-term colour degradation.

The method of spun dyeing uses:-

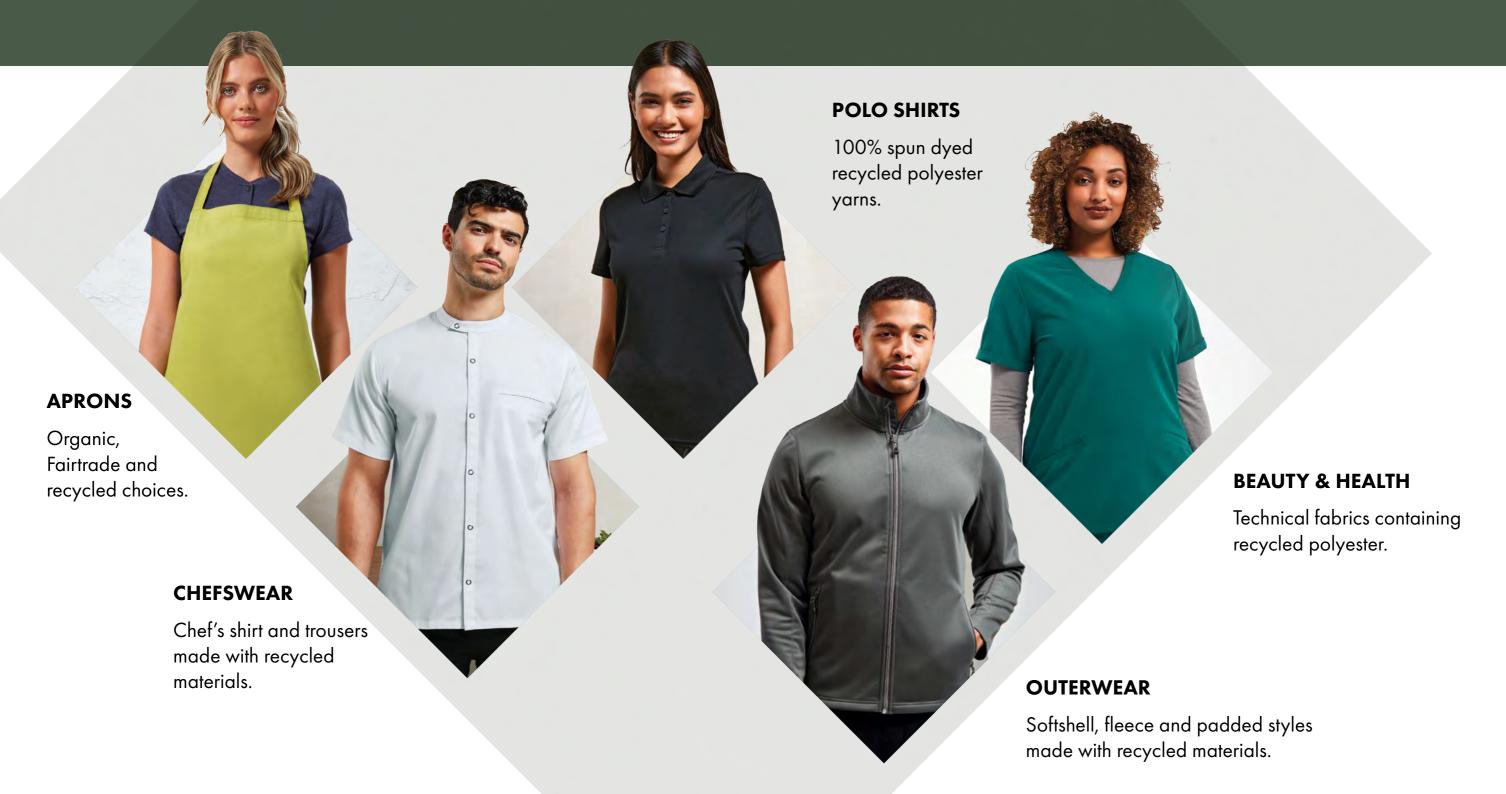




A COLLECTION WE ARE PROUD OF

Where we can we use preferred materials for our fabrics such as organic cotton, recycled polyester and recycled nylon. When we develop new product, we look to choose these preferred materials to help close the loop on the circular economy. The collection is developing as we move forward with our sustainability goals, and we are proud to offer customers a choice.

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■ Can be worn as a waist apron



■ Rounded edges create soft lines



'Artisan's Choice' **Double Pocket** Canvas Apron

PR181

- Heavyweight canvas bib apron with rounded edges
- Metal eyelets supports knotted neckband
- Double centre pocket
- Wear as a full bib or half waist apron
- Cotton-rich with recycled polyester

60% Cotton, 40% Recycled Polyester, 310gsm

COLOUR

4 colours







60° Wash





Customise your Apron with SWAP & POP



STEP ONE

Choose your PR 190 apron body

STEP TWO

Choose your set of PR 191 neckband and waist ties

Pop them all together

PR 190

'Swap & Pop' Customisable **Apron Body**

- Straps sold separately for dual colour branding (see PR 191)
- Fitted with snap-action press studs to secure straps in place
- Self fabric cloth holder

FABRIC

65% Recycled Polyester, 35% Cotton, 195gsm

COLOUR

10 colours

PR 190 Apron body and PR 191 Straps are sold separately

PR 191

'Swap & Pop' Customisable **Apron Strap**

- Fitted with strong snap-action press studs to secure to apron body
- Neckband with adjustable sliding buckle
- Self coloured caps on press studs for colour continuity

FABRIC

65% Recycled Polyester, 35% Cotton, 195gsm

COLOUR

20 colours

60° Wash





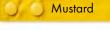






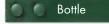






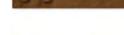


















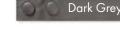
















'Barley' Contrast Stitch Bib Apron

PR 121

- Eyelet and rivet detail
- Adjustable antique brass buckle on neckband
- Side pockets and centre zipped pocket
- Contrast stitching

FABRIC

65% Recycled Polyester, 35% Cotton, 195gsm

COLOUR

4 colours







60° Wash

Brandable





■ Contrast stitching



Zip pocket that allows for embroidery

'Regenerate' Bib Apron

PR 122

- Slanted side pockets with contrast trim
- Adjustable knotted neckband
- Contrast stitching
- Recycled cotton from waste denim

FABRIC

Black Denim: 53% Recycled Cotton, 41% Recycled Polyester, 6% Recycled Viscose, 275gsm

Indigo Denim: 58% Recycled Cotton, 36% Recycled

Polyester, 6% Recycled Viscose, 275gsm

Grey Denim: 55% Recycled Cotton, 36% Recycled Polyester, 9% Recycled Viscose, 275gsm

Natural: 44% Recycled Cotton, 37% Recycled Polyester, 19% Recycled Viscose, 275gsm

COLOUR

4 colours

60° Wash

Cotton Rich

Brandable







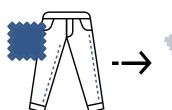




Black Denim

Grey

Natural



Pre and post consumer materials



Shredded up and broken down



Spun back into yarns



Fabric to make our aprons





100% Organic Cotton Bib Apron

PR102

- Self-fabric ties
- Self-fabric neckband
- Width 60cm, Length 87cm

FABRIC

100% Organic Cotton, 240gsm

COLOUR

20 colours

85° Wash

Brandable

OEKO TEX®

STANDARD 100 11-65675 Shirley





Cotton Aprons
Organic & Fairtrade
Certified

PR112 PR114

- Sliding adjustable buckle on neckband (PR 112)
- Centre pocket (PR112)
- Width 60cm, Length 84cm (PR112)
- Width 70cm, Length 50cm (PR114)
- 90cm self-fabric ties

FABRIC

100% Certified Fairtrade Cotton, 200gsm

COLOUR

Black

40° Wash

100% Cotton









Recycled Polyester & Organic Cotton Bib Apron

PR120

- Two slanted side pockets measuring 24cm depth by 18cm wide
- Adjustable buckle on neckband
- 90cm self fabric ties

FABRIC

65% Recycled Polyester, 35% Cotton, Organic & Fairtrade Certified, 280gsm

COLOUR

5 colours

60° Wash

Brandable

Easy Care





INCLUDES















Denim Organic Cotton Bib Apron

PR113

- Two mitred pockets measuring 20cm depth x 19.5cm wide
- Antique brass/gun metal buckle on neckband
- 80cm long x 72cm wide with 107cm long ties

FABRIC

100% Cotton, Organic & Fairtrade Certified, 235gsm

COLOUR

3 colours





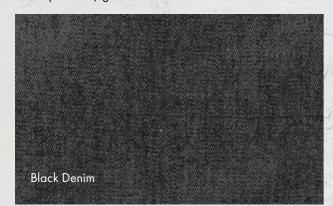
60° Wash

Contains 100% OCS Certified Organicall Grown Cotton Certified by Control Union





Antique brass/gun metal buckle









'Comis' Cotton-Rich Tee

PR219 PR319

- Narrow banded collar
- Single button placket
- Soft feel

FABRIC

60% Cotton, 40% Recycled Polyester, 160gsm Grey Marl: 90% Cotton, 10% Viscose, 160gsm

SIZES

Men's sizes: **S**/34" - **3XL**/54" Women's sizes: **XS**/8" - **2XL**/18"

COLOUR

5 colours



STANDARD 100 11-55731





60° Wash Brandable

Cotton Rich





Recycled Spun Dyed Polo Shirts

PR631 PR633

- Made with spun dyed recycled polyester yarn
- Ribbed knit collar and cuffs
- Three button placket

FABRIC

100% Recycled Polyester, 160gsm

SIZES

Men's sizes: **\$**/35" - **4XL**/53" Women's sizes: **X\$**/8" - **2XL**/18"

COLOUR

3 colours

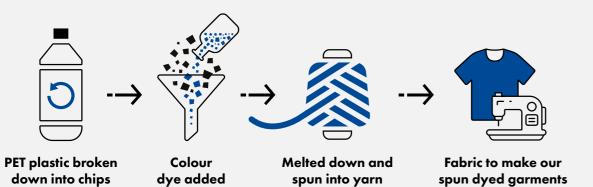


60° Wash













Chef's Recycled **Short Sleeve Shirt & Trouser**



PR904

Chef's Recycled Short Sleeve Shirt

- Mandarin collar with press stud fastening down the
- Contrast coloured inner neckband helps to conceal marks from day-to-day wear
- Chest pocket and double pen pocket on sleeve

65% Recycled Polyester, 35% Cotton, 170gsm

SIZES

XS/30" - 3XL/54"

COLOUR

2 colours

PR557

Chef's Recycled Cargo Trouser

- Tapered lower leg with optional turn-up hems
- Elasticated waistband
- Drawcord and mock fly

FABRIC

65% Recycled Polyester, 35% Cotton, 170gsm

SIZES

S/32-34" - **3XL**/44-46"

COLOUR

Black











Cargo Shorts

PR564

- Mobile friendly pockets with hook and loop sealed fastening
- Belt loops, metal button and YKK zip for fastening
- Single patch pocket to the reverse

FABRIC

65% Recycled Polyester, 35% Cotton, 195gsm

SIZES

XS/30" - **4XL**/44"

COLOUR

2 colours

60° Wash













Windchecker® PREMIER UNIFORMS THAT WORK FOR YOU Printable & Recycled Softshell Jacket

PR810 PR812

- Two layer zip through jacket with chin guard
- Zipped side pocket
- Drawcord to the hem
- Hook 'n' loop strip to the cuffs

FABRIC

100% Recycled Polyester, 280gsm

SIZES

Men's: **\$**/35" - **5XL**/56" Women's: **X\$**/8 - **3XL**/20

COLOUR

3 colours

Black



PrintabilityPerfect base for all types of print applications

Recycled fabric
Polyester made from
post-consumer plastics



STANDARD 100 11-72299





40° Wash

Brandable



Dark Grey



Fleece inner layer for warmth and softness

Windchecker® Printable & Recycled Softshell Gilet

PR814 PR816

- Two layer zip through gilet with chin guard
- Zipped side pockets
- Bonded fleece inner layer
- Drawcord to the hem

FABRIC

100% Recycled Polyester, 280gsm

SIZES

Men's: **\$**/35" - **5XL**/56" Women's: **X\$**/8 - **3XL**/20

COLOUR

3 colours





40° Wash

Brandable

 \neg

OEKO TEX®

STANDARD 100 11-72299







PREMIER Spun Dyed UNIFORMS THAT WORK FOR YOU Recycled Zip-Through Sweat

PR808 PR809

- Made with spun dyed recycled polyester yarn
- Contrast zip detail
- Two external zipped pockets
- High neck cadet collar

FABRIC

100% Recycled Polyester, 280gsm

SIZES

Men's sizes: **S**/35" - **4XL**/53" Women's sizes: **XS**/8 – **2XL**/18

COLOUR

3 colours



STANDARD 100

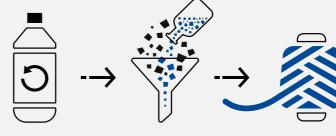
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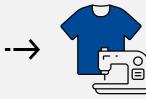






PET plastic broken down into chips

Colour dye added Melted down and spun into yarn



Fabric to make our spun dyed garments



'Recyclight'® Padded Jackets



PR817 PR819

- Zip-through padded jacket with horizontal baffle detail
- Two zipped side pockets
- Warm, lightweight and water-resistant
- Zip access in the lining for embroidery application

FARRIC

100% Recycled Nylon, Inner: 100% Recycled Polyester, 38gsm

SIZES

Men's sizes: **\$**/35" - **4XL**/53" Women's sizes: **X\$**/8 - **2XL**/18

COLOUR

2 colours





40° Wash







Two zipped side pockets



Open pocket to the inner lining





Two zipped side pockets



Warm, lightweight and water-resistant



'Recyclight'® Padded Gilets

PR811 PR815

■ Zip-through padded gilet with horizontal baffle detail

■ Two zipped side pockets

■ Warm, lightweight and water-resistant

■ Zip access in the lining for embroidery applications

FABRIC

Outer: 100% Recycled Nylon

Inner: 100% Recycled Polyester, 38gsm

SIZES

Men's sizes: **\$**/35" - **4XL**/53" Women's sizes: **X\$**/8 - **2XL**/18

COLOUR

2 colours

40° Wash

Brandable









Comes with a handy stuff sack







SAY HELLO

TO A NEW GENERATION OF SCRUBS

Using recycled materials, we have designed an active carewear collection for today's health and beauty professionals.

Tunics & Trousers made from recycled polyester. Underscrub base layers made from recycled nylon.

We encourage customers to look after their uniform using on-garment messaging.

Because there is complete transparency in everything we do, there is a QR code printed on the care label of each Onna garment. This opens to a webpage that shows where the garment is made, the certifications it carries and a video of it being manufactured in the factory.











'Invincible' Women's Onna-Stretch Tunic

NN310 • V-neck style with two front pockets, Breathable 4-way stretch for easy movement and all day comfort, Durable crease resistant and easycare, Modern fit with back darts and side vents

Green

- 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm
- Sizes: XS 5XL = 6 colours

Black*













'Limitless' Women's Onna-Stretch Tunic

NN300 • V-neck style with left chest pocket and combined pen pocket, Breathable 4-way stretch for easy movement and all day comfort, Durable crease resistant and easycare, Modern fit with back darts and side vents • 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm • Sizes: XS - 5XL • 6 colours





60° Wash







'Relentless' Women's Onna-Stretch Cargo Pants

NN600 • Breathable 4-way stretch for easy movement and all-day comfort, Durable, crease resistant and easycare, Part elasticated waistband with drawcord and mock fly, Multiple mobile friendly coin and zip pockets, Hem vents for easy movement, Leg length 29"/74cm

• 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm • Sizes: XS - 5XL • 6 colours







'Energized' Women's Onna-Stretch Jogger Pants

NN610 • Breathable 4-way stretch for easy movement and all-day comfort, Durable, crease resistant and easycare, Elasticated waistband with drawcord and mock fly, Multiple mobile friendly coin and zip pockets, Ribbed knit cuffed ankles, Leg length 28.5"/72.5cm • 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm • Sizes: XS - 5XL • 6 colours





60° Wash

*4XL & 5XL only available in selected colours.









'Limitless' Men's Onna-Stretch Tunic



NN200 • V-neck style with 3 in 1 chest pocket and combined pen pocket, Breathable 4-way stretch for easy movement and all day comfort, Durable crease resistant and easycare, Modern fit with back darts and side vents • 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm • Sizes: S - 4XL • 5 colours



*4XL only available in selected colours.

'Relentless' Men's Onna-Stretch Cargo Pants

NN500 • Breathable 4-way stretch for easy movement and all day comfort, Durable crease resistant and easycare, Buttoned waistband, Drawcord and zip fly, Multiple mobile friendly coin and zip pockets, Hem vents for easy movement, Regular leg length 29.5"/75cm, Long leg length 34"/86cm
 42% Polyester, 33% Recycled Polyester, 19% Viscose, 6% Elastane, 210gsm
 Sizes: S - 3XL
 Colours



*Long leg only available in selected colours.



'Unstoppable' Fresh Underscrub Base Layers

NN270 • Peppermint extract gives a natural deodorising finish without a mint scent, Seamless body with unique jacquard pattern, Breathable 4-way stretch for easy movement and all day comfort, Durable crease resistant and easycare.

50% Recycled Nylon, 50% Nylon, 170gsm. *50% Recycled Nylon, 30% Nylon,
 20% Polyester, 170gsm • 4 colours • Men's sizes: S - 3XL. Women's sizes: XS - 3XL.



















STANDARD 100 11-72299 Shirley



40° Wash

