



ASPINAL of LONDON

CORPORATE RESPONSIBILITY

Aspinal of London is committed to understanding our environmental and socio-economic impacts, and taking action to proactively improve these. We aim to manage down both our operational environmental impacts and those within our supply chain, as well as looking at our ability to influence consumer behaviour. We aim to make a positive difference to the lives of our direct employees and those employed by our manufacturers, as well as contributing to the communities in which we are located.

OUR OPERATIONAL FOOTPRINT

We will evaluate our operational environmental impacts and put systems in place to prevent or reduce negative impacts in our direct operations.

- Reducing energy usage in our operations, covering both our Head Office and stand alone stores, by looking at lighting, heating/cooling and using efficient technologies in any new or refurbishment fit outs.
- Monitoring our freight and transport usage globally and work to reduce this through best practice logistics models and sustainability requirements for freight agents with well-established sustainable transport solutions.
- Looking at waste production at every stage of our operations from transport packaging through to product packaging with a view to eradicating waste to landfill.

We will look to reduce overall waste through ensuring all materials used are fit for use and via strict technical and quality criteria. We will ensure recycling is readily available across our operations and that recycling rates are monitored and increasing. We will identify schemes that enable reuse of waste materials.

- Building sustainability requirements into our internal procurement processes, ensuring we use recycled, sustainably sourced and ecological materials where available i.e. paper for printers, cleaning products, tea and coffee.
- Designing out waste by continuously improving our design and manufacturing process, and innovating around materials, design templates and alternative use of waste leather.
- Ensuring strict adherence to REACH & Hazardous Waste requirements.

OUR SUPPLY CHAIN

We will map our supply chain and identify both social and environmental impacts present, putting in place supplier requirements and exploring new ways of working that will manage negative impacts and optimise any opportunities for positive impact.

- Committed to using leather that has been responsibly sourced through partnerships with Leather Working Group accredited tanneries and sourcing firstly from Europe where livestock is subject to EU standards of welfare.
- Treating our suppliers fairly and working in a collaborative manner to ensure they meet our supplier requirements.
- Actively working to increase visibility of raw material origin from all tanneries in our supply chain, using this traceability to shape our sourcing decisions and improve our overall supply chain impact.
- Setting and maintaining clear sustainability requirements for suppliers that include compliance with REACH and working in line with the ETI Base Code. We have committed to undertaking SMETA audits on suppliers to confirm conformity, and will work with supply partners to correct any non compliance.
- Aspinal of London are committed to a policy that if we use any exotic materials they will be sourced with CITES certification.

OUR COMMUNITIES

We will explore and implement community investment activity that responds to the needs of our communities, and focus both direct contributions and employee time on areas that align with our core business and where we believe we have the greatest opportunity for positive impact.

- Core community investment themes that help to shape our activity, enable us to utilise our core skill sets of design, craftsmanship and retail to provide valuable training, entrepreneurial and innovation opportunities for local people, whilst optimising the opportunities for employing local people.

- Committed to understanding our local communities needs and ensuring our community investment responds to these, and work closely with relevant local stakeholders to identify and deliver community investment.

OUR PEOPLE

We look to make a positive difference to the lives of our direct employees and those employed within our supply chain through ensuring we have a strong employee offering, investing in skills and development, outlining key requirements for our suppliers.

- Working in line with the Ethical Trading Initiative (ETI) base code for labour practices across our employee base and requiring this of our suppliers.
- Committed to providing our employees with a fair wage and are implementing Living and Minimal wage across our direct workforce, and looking at ways to influence this within our supply chain.
- Providing our employees with routes for personal development, including a Management Development Training programme for Retail and HQ employees that supports junior team members into management careers.
- Adhering to strict Health and Safety policies for the safety of all employees and encourage suppliers to do the same.
- Committed to representing the diversity of our communities within our workforce and promoting equal opportunities in the workplace.

OUR STAKEHOLDERS

We understand that sustainability will require partnership and collaboration with a range of stakeholders. We aim to actively engage both internal and external stakeholders, and to create partnerships that deliver on our sustainability strategy.

- Ensuring all employees are aware of our sustainability policy and their role in this.
- Undertaking annual progress reviews against our Sustainability Action Plan that are communicated to key internal change makers.
- Engaging local community groups who are relevant to our community aims and looking for ways to work together to meet our objectives.
- Exploring ways to communicate our sustainability ambitions and achievements to our customers, and how we can use our consumer facing platform to encourage sustainable behaviours amongst our customer base.

The delivery of this Sustainability Policy is the responsibility of Iain Burton and has been approved by the Aspinal of London board. Delivery Plans are outlined in the Aspinal of London Sustainability Action Plan. The Action Plan is to be reviewed annually.

Iain Burton
Chairman

Revised: July 2017