

BROOK
TAVERNER

SINCE 1912

COMPLIANCE
& SUSTAINABILITY
REPORT

2023

CONTENTS

FOREWORD	3
ABOUT US	7
POLICIES AND PROCESSES	8
2023 GOALS	9, 10
PROGRESS AGAINST GOALS	11
STAKEHOLDER ENGAGEMENT	12
SUPPLY CHAIN	13
HEAD OFFICE, WAREHOUSE AND RETAIL STORES	14
LOGISTICS	15
PRODUCT	16
PACKAGING	16
FURTHER INFORMATION	17



Brook Taverner supports the Sustainable Development Goals.

Brook Taverner is delighted to publish our first annual Compliance & Sustainability Report. It is the culmination of months of work spent with internal and external stakeholders developing policies, processes and goals to support Compliance & Sustainability within our business. This report was first published in January 2024 and unless otherwise detailed covers our financial year from 1st January to 31st December 2023.

We are committed to running a responsible, environmentally respectful and sustainable business. We recognise that our supply chain, processes and products can have an impact on the environment both directly and indirectly and we are taking measures to understand, monitor and subsequently reduce our impact.

This report outlines our previous achievements, our current goals and an overview of what we aim to achieve in the future. It details how we will work with both internal and external stakeholders to continually improve our Compliance & Sustainability policies and processes required to help achieve our goals.

Signed: 

Name: Ben Jones

Position: Managing Director

Date: 1/1/2024





ABOUT US

Brook Taverner has been helping customers to make the right impression since 1912.

We are delighted to be both Europe's largest, most successful supplier of stock supported corporate clothing and a leading, highly respected menswear brand. Our privately owned business is founded on three core principles - quality, service and value.

WE BLEND OUR 100 YEAR HERITAGE WITH INNOVATION AND PROGRESS TO CONSISTENTLY BRING TO THE MARKET LEADING CORPORATE AND RETAIL CLOTHING.



During 2023 we introduced policies that detail our ethical trade expectations which we share with our suppliers during the onboarding process:

- CODE OF CONDUCT
- ETHICAL SOURCING POLICY
- MODERN SLAVERY POLICY

These documents are reviewed, republished and re-issued annually (or more frequently as required) and our suppliers are required to sign a declaration of conformity on receipt.



At Brook Taverner we are trying to be the most responsible version of ourselves.

In 2023 we detailed our first published environmental goals in our in our annual Sustainability & Environmental Statement, enabling us to track our Sustainability, Compliance and Ethical progress.

Goal 1:

Continue to map and monitor the compliance and environmental impacts of our Supply Chain, with the aim to map to tier 4 by the end of 2024:

- TIER 1: GARMENT OR FOOTWEAR MANUFACTURING SITE
- TIER 2: FABRIC MILL OR MATERIAL MANUFACTURING SITE
- TIER 3: DYE HOUSE OR OUTSOLE MANUFACTURING SITE
- TIER 4: PRINT HOUSE OR INSOLE MANUFACTURING SITE



Goal 2:

Provide complete transparency of Brook Taverner tier 1 manufacturing sites, ensuring all are uploaded onto The Open Apparel Registry by the end of 2024.

Goal 3:

Working in partnership with our local environmental consultancy, Beyondly, we aim to achieve Zero Waste to Landfill Certification for our UK head office and warehouse by the end of 2024.

BEYONDLY

Goal 4:

Support at least one local Social Project every year and scope Social Projects with partners at our main manufacturing sites.

Goal 5:

From the end of 2030 we aim not to onboard any new tier 1 manufacturing sites or tier 2 nominated fabric mills that generate their own energy or heat using unabated coal power.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION





Goal 1:

We have made great progress mapping, collecting addresses, contact information and ethical trade audit reports and environmental questionnaires for tier 1 and tier 2 manufacturing sites.

Goal 2:

Now we have our tier 1 garment manufacturing sites mapped we are able to disclose them via The Open Apparel Registry and our company websites.

Goal 3:

Our Zero Waste to Landfill certification programme started in November 2023.

Goal 4:

We have donated over 16,000 first quality garments (around 6.5 tonnes) across 4 charities (Age UK, British Heart Foundation, Sue Ryder and Suited for Success), this equated to an estimated charity resale value of approximately £150,000. 40 garments were given to job interviewees who then went on to start new jobs after receiving Brook Taverner clothing given to them by Suited for Success.

Goal 5:

Around a third of our tier 1 garment manufacturing sites and nominated tier 2 fabric mills have reported that they don't use coal-derived energy, this moves us closer to having coal-free manufacturing.

Brook Taverner has a broad range of stakeholders, including corporate and retail customers, employees, charity partners, the communities in which we operate and manufacturer and our suppliers.

Responsibility for stakeholder engagement is shared across different functions within the business and we engage with stakeholders continuously to further understand their needs and expectations.

We share compliance and sustainability information with our stakeholders via our website and via specific information requests.

This report takes this a stage further by publishing information that we would normally only have provided on request.



Brook Taverner corporate clothing is manufactured at 11 audited and approved manufacturing sites located across Bangladesh and China.

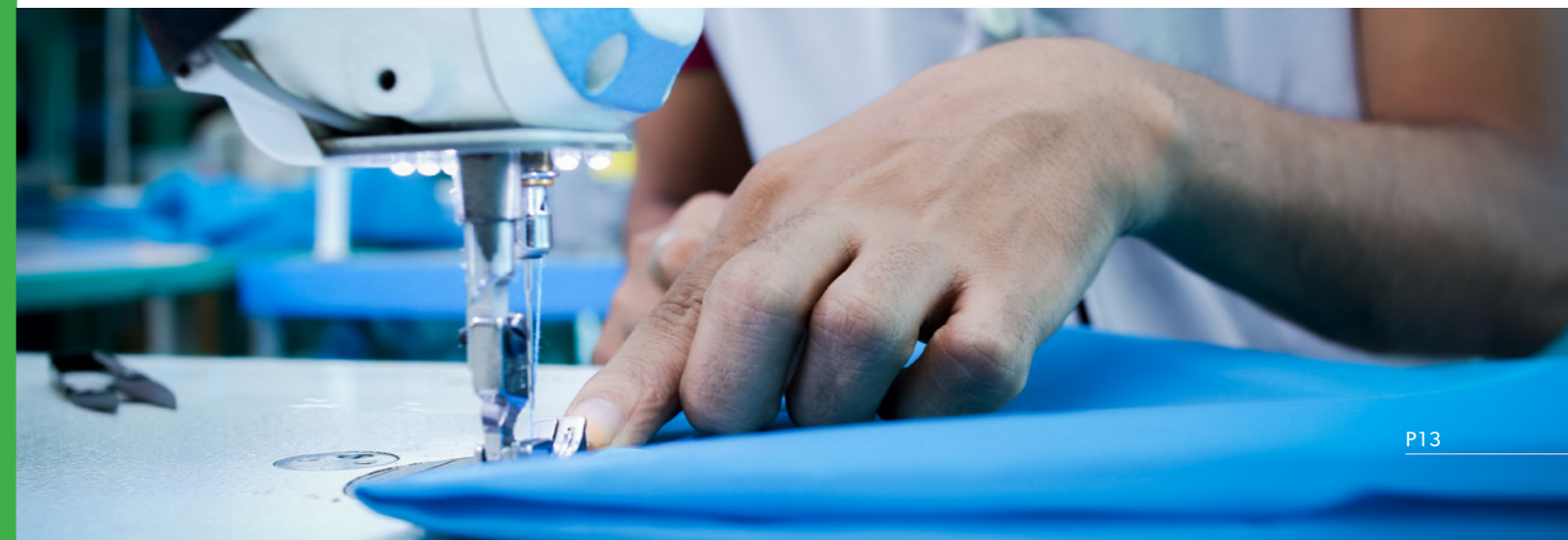
We work with nominated fabric mills who commission manufacture high quality fabrics to our specification.

As stated in Goal 1 we currently map tiers 1 to 4 of our supply chain.

As part of our Onboarding process and prior to the manufacturing sites being approved to receive orders, our compliance team collect manufacturing site details, licenses, permits and 3rd party ethical trade audit reports and all of the information is stored in our supply chain mapping database.

AS PART OF OUR DUE DILIGENCE PROCESS

- We grade ethical trade audits based on non conformities against the ETI base code and our Code of Conduct
- We actively work with our suppliers to close down any non conformities
- We require our manufacturing sites and fabric mills to complete an annual environmental questionnaire, in the future we will grade sites so that we can work with them on continuous improvement.



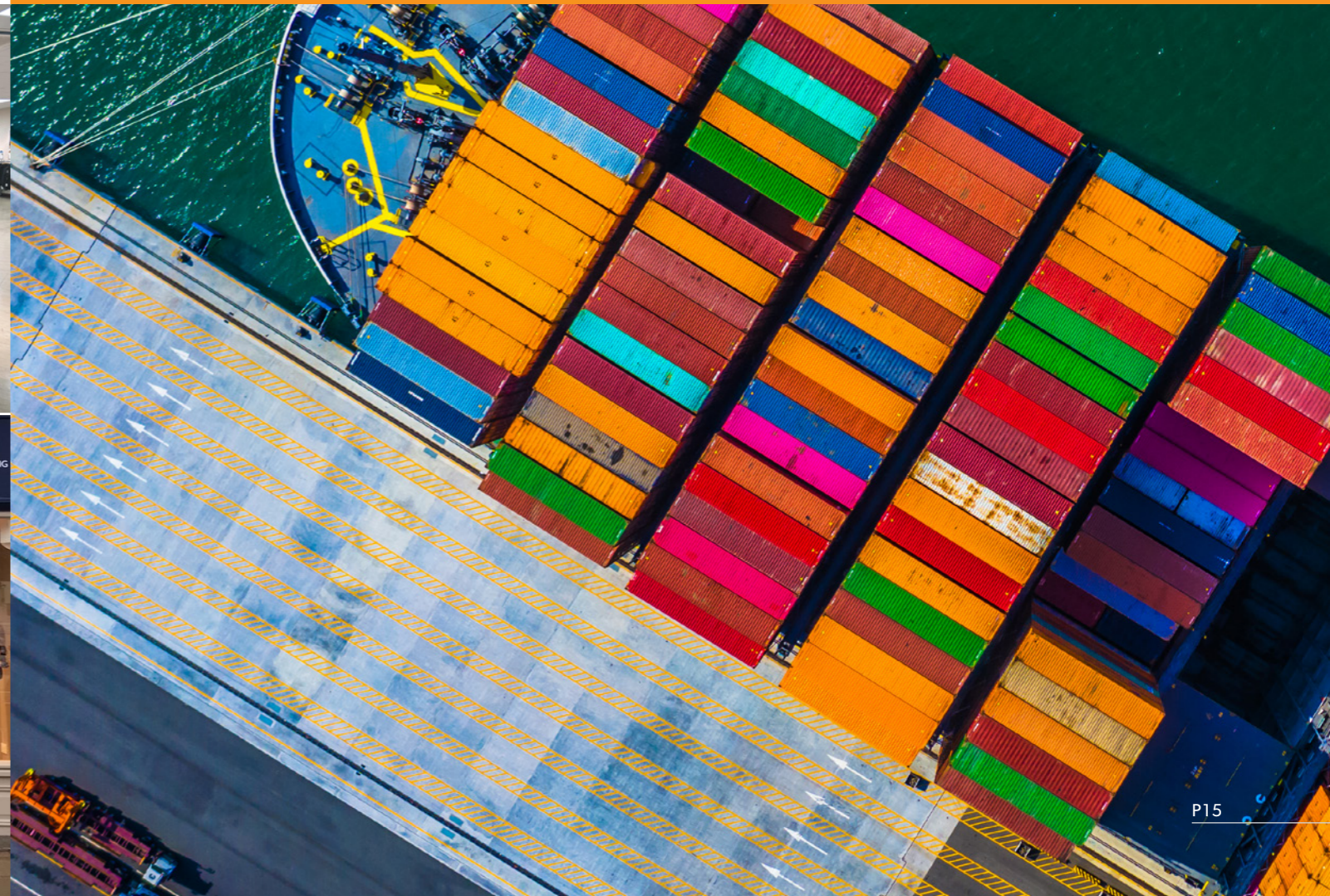


- In 2015 we installed a highly efficient Biomass wood chip boiler replacing our oil fuelled boiler saving an estimated 160 tonnes of CO2 emissions per year.
- In 2017 we started the upgrade of the lighting at our Head office/Warehouse site to low voltage LED bulbs, now almost all (over 99%) are LED bulbs. All of the lighting on the sales floor of our retail stores are LED.
- In 2023 we have calculated our scope 1 and 2 carbon emissions baseline (2022) for our Head office/Warehouse and retail stores, this will enable us to set GHG/ CO2 emissions reduction targets in line with the Science Based Targets (SBTi) methodology.
- We are researching solutions for calculating our Scope 3 carbon emissions, once we have emissions data for our full value chain, we will set Carbon Net Zero targets.



We use seafreight as our default mode of shipping and have implemented the following shipping optimisations to increase efficiency and to help reduce our Carbon Footprint:

- Utilising 40 ft hi-cube containers
- We have increased the number of strings (that product is hung from) within a container for trousers, skirts & waistcoats to give maximum load/space efficiency
- We have introduced a "drop loop" enabling us to effectively double the load/space efficiency of jacket shipments
- We ensure containers are as full as possible when leaving the factories
- Where possible we have increased the number of shirts per shipping carton to remove "dead space"





**STANDARD
100**

We work with some of the best fabric mills in the world and we strive to ensure that all fabrics used meet OekoTex Standard 100 environmental requirements.

5 of our 8 corporate clothing collections currently use GRS certified recycled polyester and we are working to add this into our other collections.

Since we started using recycled Polyester back in 2016, we have incorporated the equivalent of over 20 million bottles (see note 1) into our corporate clothing.

Note 1: Our calculations are based on a 500ml/13g bottle

Our garment swingtags are manufactured from a mix of material from FSC-certified forests and controlled wood and are recyclable.

Around 60% of our plastic packaging is made from GRS certified recycled plastics, although our polybags and garment hangers are not currently recyclable at home can be recycled at some out of home recycling points, the Recycle Now website has further information on how and where to recycle polybags (soft plastics) and garment hangers.

BROOK TAVERNER LINKS:

BROOK TAVERNER

[Corporatewear Website](#)

[Retail Website](#)

[Code of Conduct](#)

[Ethical Trade Policy Link](#)

[Modern Slavery Statement](#)

[Sustainability and Environmental Statement](#)

EXTERNAL - CHARITIES

[Age UK](#)

[British Heart Foundation](#)

[Sue Ryder](#)

[Suited For Success](#)

EXTERNAL - ENVIRONMENTAL

[Beyondly Zero Waste to Landfill](#)

[Recycle Now](#)

EXTERNAL - ETHICAL TRADE AND TRANSPARENCY

[BSCI](#)

[ETI Base Code](#)

[SEDEX](#)

[The Open Apparel Registry](#)

EXTERNAL - CERTIFICATIONS

[Forest Stewardship Council® \(FSC®\)](#)

[Global Recycled Standard \(GRS\)](#)

[OekoTex Standard 100](#)

[OekoTex STeP](#)

EXTERNAL - SUSTAINABILITY

[UN Sustainable Development Goals](#)

BROOK TAVERNER

SINCE 1912

For further information contact our Compliance and Sustainability Manager,
Kristian Lee k.lee@brooktaverner.com

Working, together.