

basics  
made  
better



# Doing The Basics Right



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**...but by evaluating and advancing our business operations, we're reducing our environmental impact, and improving worker welfare.**

# Good Design, Built To Last

We're committed to reducing our social and environmental impact.

Our ultimate goal is to produce quality fashion basics that last.

Why?...

Because greater inherent quality and durability means fewer garments manufactured and ultimately going to landfill.

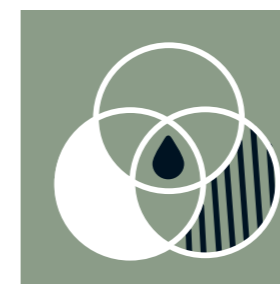


## Going Beyond Good Enough

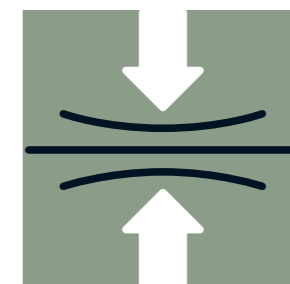
How many times have you been assured that something is 'good enough' only to be left disappointed?

At Vanilla we do things differently. Our designers take a holistic approach to design, considering each detail of a garment's construction to ensure optimum printability and durability without compromising style and comfort.

The result is a collection of garments that not only last longer but also fit, print and wash better too.



BETTER COLOUR-FASTNESS



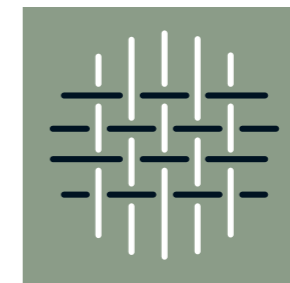
LESS SHRINKAGE



LESS PILING



OEKO-TEX CERTIFIED



FEWER MICROFIBRES



BUILT TO LAST



# Less... But Better

Every business has an impact. On people and planet. We do business right. Reducing waste, producing responsibly and contributing positively. Day in. Day out.



## Our Environmental Policy

- Comply with or exceed relevant legislative environmental requirements relating to our operations and products.
- Minimise waste by evaluating our operations and ensuring they are as efficient as possible, together with extending the lifespan of our products.
- Reduce our transport related environmental impacts by only shipping via sea or land, and never using air freight.
- Actively design garments to be long-lasting, durable and repairable, to reduce the need to replace them.
- Increase supplier awareness of sustainable manufacturing practices and support them in adopting any new practices.
- Require that every component in our products holds a valid OEKO-TEX STANDARD 100 certificate, guaranteeing chemical safety.
- Test all garments for colour fastness, dimensional stability, appearance, durability and strength to ensure garment longevity.

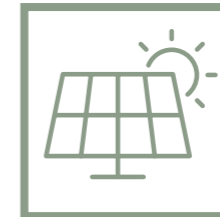
# Details Matter



## How we're reducing our impact



We never ship by air, only using sea freight. We only ever ship full cartons to make shipping more efficient.



We have installed solar panels at our UK headquarters to power the office and warehouse.



Sample garments are donated to local charities and fabric samples are offered to schools and craft groups.



Our brown craft cartons are made from card which is 70% recycled. We have also removed plastic strapping from our cartons.



The lighting in our UK headquarters is motion sensitive to reduce energy usage.



We reuse cartons. Any old or damaged cartons and cardboard are shredded to be reused as packaging in our UK warehouse.



Care labels are 100% recycled fabric.



Single use polybags are made from 100% recycled plastic.

# Buttons Threads Linings Fabrics Zips...

We test everything to  
**OEKO-TEX® STANDARD 100**

**Everything means everything.**

From our fabric to interfacing. Every button, zip and label, even the thread.

OEKO-TEX is an independent, globally standardised certification body.

The STANDARD 100 certification tests for harmful substances in garments. Compliance ensures our products contain no harmful chemicals for the people wearing it.

Every single Vanilla product is 100% compliant with OEKO-TEX STANDARD 100.



STeP

## Advancing environmental performance with OEKO-TEX® STeP

STeP certification guides us on our journey to long-term sustainability. We're supporting all manufacturing sites to move onto this auditing scheme. The STeP certification is a comprehensive assessment touching environmental and social conditions. It's only given to factories achieving the highest level of environmental and social standards.

**It assesses 6 key areas:**

- Chemical management
- Environmental performance
- Environmental management
- Social responsibility
- Quality management
- Health protection and safety at work



MADE IN GREEN

## Making responsibility traceable

MADE IN GREEN products are fully traceable. Following the garment, from farming to production. All MADE IN GREEN products are tested for harmful substances in line with OEKO-TEX STANDARD 100 certification and that the production facilities are STeP certified. Each MADE IN GREEN product comes with a label that customers can scan to see where the garment was made, reassuring your customers that the garment they're wearing is responsibly produced.





# What We're Made Of



57%  
COTTON



42.5%  
POLYESTER



0.5%  
VISCOSE

## Durability and Performance.

**Together they make a more sustainable garment you'll wear again and again.**

Over 50% of our yarn is from natural, renewable sources, like cotton. Polyester is also knitted into some fabrics, increasing the strength, improving print vibrancy and colour durability even when washed at higher temperatures.

**Good Design, Built to last.**





# Organic Collection

**Our Organic cotton makes up 5% of our range and is fully GOTS and GMO free**

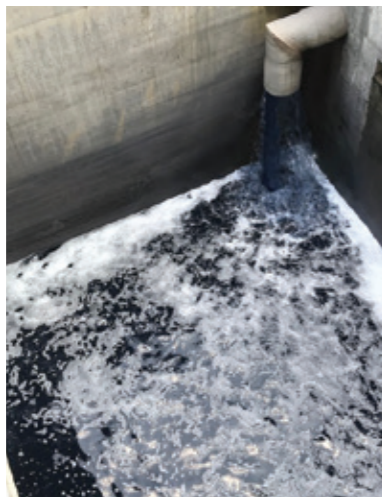
Organic cotton is grown without chemical pesticides, fertilizers and insecticides. Farmers use natural soil management methods like crop rotation to keep soil fertile. Organic farming is the gold standard of sustainable cotton production. Wherever possible we only use non-blended organic cotton in this collection.



# Saving Water

## Effluent Treatment Plant

We reduce the impact of dyeing fabric by processing waste water through an effluent treatment plant. Bio-organisms break down any contaminants from the dyestuffs, resulting in clean water, ready for re-use.



Water from the dye house enters the system.



The water is filtered to remove any solids.



Bio-organisms eat suspended and dissolved solids from the dye as it passes through the system.



Resulting in clean water, ready to be used again.



# Low Impact Dyeing

Dyeing and finishing fabrics traditionally uses a lot of water and energy. They can also be harmful to the environment if not disposed of properly.

We use high quality, branded dyes so we need less dye to achieve an amazing finish. Better still, it's easier to clean up waste water after the dyeing process.



Our main factory uses a low liquor ratio dyeing machine to reduce the amount of water and dyestuffs required.



We use dyes that react at lower temperatures to reduce energy usage.



All the chemicals used in dyeing, washing and finishing comply to our manufacturing restricted substances list. We use the REACH regulation as our guide.



# In This Together

**Our partners share our obsession for quality, and determination to make a positive impact on the planet.**

- They have planted over 10,000 trees, including providing saplings for employees to plant in their local communities.
- All our factories are exceeding their waste reduction targets. In fact, our Pakistani partner has reduced waste by 23% year-on-year.
- Modern boiler systems are installed in all our factories for increased energy efficiency.
- Solar panels, and LED motion sensors installed in three of our manufacturing sites.
- BCI cotton is now used as standard in our Pakistan factory.
- Several of our manufacturer partners run gardening projects to protect local biodiversity and provide recreational space for employees and local communities. These also provide food for a staff shop and canteen.

10K

trees planted

23%

year-on-year  
reduction in  
waste

LED

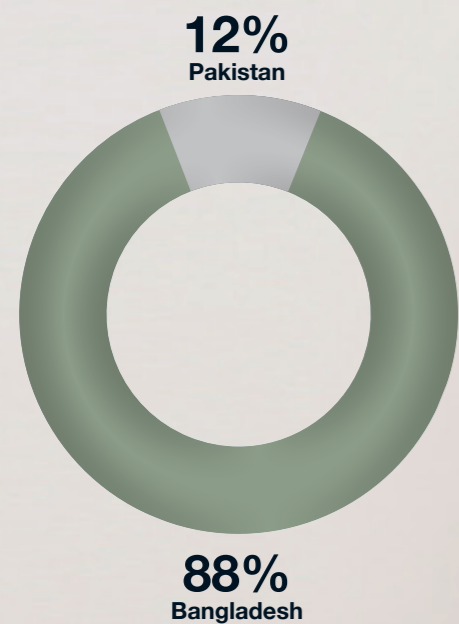
motion sensor  
lighting installed



# Social Responsibility

# Where Our Garments Are Made

We have strong relationships with our factories, ensuring enhanced worker welfare and high quality products. All our garments are sourced in two countries, Bangladesh and Pakistan. A simple supply chain means we can dedicate more time to building these relationships.



# Supply Chain Code Of Conduct

We face the challenge of sourcing from developing countries head on. Our responsibility to protect the workforce making our garments is one we take seriously. This means: good working conditions, fair wages, regular employment and no discrimination or harsh treatment.

Each of our suppliers is required to comply with our Supply Chain Code of Conduct:

- Must hold a valid audit from one or more of the following bodies: WRAP, amfori BSCI, or SEDEX.
- Children must not be employed below the legal minimum age required by the law of the individual country.
- Employees are to be paid above the legal minimum wage, as required by the law of the individual country.
- Working hours must not exceed those set out by local legislation. Overtime must always be voluntary and remunerated at a premium rate.
- Maternity leave must be made available to all female employees.
- Employment is freely chosen and no discrimination is practised. There is no use of forced or involuntary labour and employees are free to leave their employment after reasonable notice.
- Good working conditions must prevail. The provision of adequate washroom facilities and a canteen are essential.
- Primary medical care must be provided on site.
- Correct procedure and policies should be in place to ensure employee health and safety.
- Workers' representatives are not discriminated against and are allowed access to the workplace to carry out their representative functions.
- Ensure that their own supply chain is compliant to this code of conduct.
- We do not accept outsourcing or the use of homeworkers. Failure to adhere to this condition will result in breach of contract.
- Agree to an independent audit as specified by us.





# No Modern Slavery

We're committed to eradicating modern slavery and forced labour. We audit each supplier to ensure no modern slavery is present.

Before we engage with a supplier, we ensure they've never been convicted of modern slavery offences and conduct on-site audits including reviewing their working conditions.

**Each of our suppliers must:**

1. Adhere to our Supply Chain Code of Conduct.
2. Hold current, valid certification from, at least, one of the following factory audits: WRAP, SEDEX or amfori BSCI.
3. Make audit reports available to us.
4. Have documentation proving they have taken steps to eradicate modern slavery within their business.
5. Hold their own suppliers to account over modern slavery.
6. Pay their employees, at least, the local minimum wage.
7. Allow UK employees to audit the factories when requested.
8. Accept that the contract will be terminated should any instance of modern slavery come to light.



The operations of the 2013 Accord agreement was transferred to the RMG Sustainability Council (RSC) in 2020. As such, certification is in a transition period, and we have a combination of both Accord and RSC certification. These are considered one and the same.



# Factories That Care

## Employee healthcare



All our factories offer doctors, nurses, free health care support and basic procedures.

One of our factories in Bangladesh, provides enhanced medical care on-site, to all of its employees.

**This site has:**

- Registered Doctors and experienced nurses
- An operation theatre for routine procedures, pathology lab, ECG & X-Ray facilities
- A pharmacy
- A company-owned ambulance
- Public health education





## Empowering Women

Our largest supplier in Bangladesh runs the HERproject™. A collaborative initiative empowering low-income women working in global supply chains. The initiative provides education and peer-to-peer support. Its overwhelming success has led to it being rolled out to another factory we work with.

Women are taught about health awareness, financial issues and how to handle family conflict. Women have access to trained councillors for domestic violence issues and funding available if needed. There are sanitary products freely available to all employees.

Free on-site childcare is available, with facilities for nursing mothers wishing to continue breastfeeding.

## Quality Education

Our factories know the value of quality education, and many provide financial support to local educational facilities.

Our primary Bangladesh factory is responsible for two schools and runs scholarship programmes for employees' children who excel academically. This encourages parents to keep their children in education and to see its importance.




## Generous Charity


Our partner in Pakistan is committed to providing clean drinking water to rural areas and have so far installed 12 facilities to benefit around 10,000 people. During the pandemic, the factories acted as essential resources, providing clean water and food to the most vulnerable. One of our partners in Bangladesh manufactured thousands of face masks and distributed them to those who could not afford them. Sample garments and fabric surplus is made up into garments and handed out to those in need in the winter months.









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