

Corporate Social Responsibility (CSR) Policy

Future Garments Ltd t/a Eurox
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1. Introduction

Future Garments Ltd t/a Eurox recognises its responsibility towards society and the environment. As a socially responsible company, we are committed to conducting our business operations ethically and sustainably. Our CSR Policy aims to create a positive impact on the community and environment while ensuring the sustainable growth and development of our business.

2. Objectives

2.1. Promote **Sustainable** Business Practices

- Minimise our environmental impact by reducing our carbon footprint, conserving natural resources, and adopting energy-efficient practices.

2.2. Employee Well-being

- Provide a safe and healthy working environment for all employees.

2.3. Community Development

- Contribute to the social and economic development of the communities we operate in by supporting local initiatives and organisations.

2.4. Ethical Operations

- Operate with integrity and transparency, upholding the highest standards of honesty and ethical behaviour.
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3. Scope

This policy applies to all operations and activities of Future Garments Ltd t/a Eurox, including employees, contractors, suppliers, and other stakeholders.

4. Environmental Sustainability

4.1. Carbon Footprint Reduction

- We are committed to reducing our carbon footprint through various initiatives:



- Carbon Neutral Parcel Service: Partnering with UPS and FedEx to offset emissions through funding environmental projects such as reforestation and wildlife conservation.
- EUROX SERO Strategy: Committing to achieve Net Zero in Scope 1 and 2 emissions by 2040 and Scope 3 emissions by 2050.
- Travel and Remote Work: Reducing travel by 60% and encouraging remote work to further decrease emissions.

4.2. Use of Recycled Materials

- We incorporate recycled materials in our products to lower our carbon footprint:
 - Recycled Polyester: Using 100% recycled polyester Taslan jackets, resulting in a reduction of 6,090 kg CO₂e compared to conventional polyester jackets.
 - Plastic Bottles Recycled: Saving between 34,500 and 40,000 plastic bottles from landfills.

4.3. Waste Management

- We manage waste responsibly and promote eco-friendly materials:
 - Packaging Reduction: Reducing packaging by 50% for foldable garments and reusing packaging materials.
 - Waste Reduction Initiatives: Using paper recycling bins and reducing landfill waste through innovative waste management practices.

4.4. Energy Efficiency

- We adopt energy-efficient practices:
 - Renewable Energy: Using 100% renewable energy across our estate.
 - Fleet Electrification: Transitioning to electric hybrid vehicles.
 - Energy Conservation Measures: Implementing LED lighting and smart sensors to reduce energy consumption.

4.5. Compliance and Certification

- We comply with and exceed applicable environmental laws:
 - Certifications: ISO 14001 for Environmental Management and other relevant certifications.
 - Regular Audits: Conducting internal and external audits to ensure compliance and improvement.

5. Community Development

5.1. Support for Local Initiatives

- We actively support local initiatives and organisations:



- Charity Partnerships: Collaborating with Newlife and other local charities to support community needs and environmental initiatives.
- Community Events: Participating in and organising community events like beach clean-ups and charity runs.

5.2. Employee Engagement

- Encouraging employee involvement in community development:
 - Volunteering Opportunities: Providing opportunities for staff to participate in community service and charitable activities.

5.3. Local Sourcing and Employment

- Prioritising local suppliers and employment:
 - Local Suppliers: Supporting local suppliers to boost the local economy and reduce transportation emissions.
 - Job Creation: Creating job opportunities and investing in skill development programs for local employees.

6. Ethical and Transparent Operations

6.1. Integrity and Compliance

- Upholding the highest standards of integrity:
 - Legal and Ethical Practices: Ensuring compliance with all applicable laws and regulations, avoiding illegal or unethical practices.

6.2. Transparency

- Providing accurate and transparent information:
 - Record Keeping: Maintaining accurate records and providing timely information to stakeholders.
 - Supply Chain Transparency: Disclosing supply chain details and encouraging ethical practices among suppliers.

6.3. Supplier Expectations

- Ensuring responsible practices among suppliers:
 - Social Standards: Adhering to standards such as BSCI, SA8000, WRAP, and Sedex.
 - Ethical Treatment: Ensuring fair treatment of workers and adherence to anti-slavery and anti-trafficking laws.

7. Monitoring and Evaluation



- Performance Tracking: Regularly monitoring and evaluating CSR performance using relevant indicators and benchmarks.
- Reporting: Reporting CSR performance to stakeholders and implementing corrective actions as needed to enhance our practices.

8. Conclusion

Future Garments Ltd t/a Eurox is dedicated to conducting its business operations in a socially responsible and sustainable manner. We recognise that our success is linked to the well-being of society and the environment. By adhering to this CSR Policy, we aim to contribute positively to our stakeholders and create a meaningful impact on society and the environment.

9. Review and Updates

This policy will be reviewed annually or as required to ensure it remains relevant and effective in addressing our CSR goals and commitments.

10. Key Personnel

- Owners: Kuldip Palak and Hardip Palak
 - Vision and Leadership: Responsible for establishing the long-term vision and strategic goals, providing leadership, and setting the ethical tone for the company.
- CSR Coordinator: [Name]
 - Role: Oversees the implementation and monitoring of CSR initiatives and ensures compliance with the CSR policy.

Signed by:



Kuldip Palak
Managing Director
21/08/2024

