

ESG Plan for Future Garments Limited t/a Eurox Limited (2024/25)



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167



Executive Summary

At Future Garments Ltd, trading as Eurox, we are dedicated to advancing sustainability, ethical business practices, and social responsibility. As a leading provider of workwear and personal protective equipment (PPE), we understand the importance of embedding Environmental, Social, and Governance (ESG) principles into our operations, supply chains, and overall strategy. This commitment underpins our efforts to align with the UK's Net Zero goals and contribute positively to the communities we serve.

Purpose of the ESG Plan

This ESG Plan provides a clear framework for achieving our environmental, social, and governance objectives. It outlines our key priorities and commitments, serving as a roadmap for reducing carbon emissions, improving employee welfare, and maintaining robust ethical governance practices. By integrating ESG considerations into every facet of our operations, we aim to deliver value to stakeholders while driving positive environmental and social outcomes.

Key ESG Goals and Values

- **Environmental Stewardship:**
 - Achieve Net Zero carbon emissions for operational activities by 2040 and for the entire supply chain by 2050.
 - Reduce operational carbon emissions by 10% annually, supported by initiatives such as the installation of LED lighting, solar PV arrays, and energy-efficient practices.
 - Promote circular economy practices through packaging reuse, PPE recycling, and waste reduction initiatives.
- **Social Responsibility:**
 - Uphold ethical labour standards, fair wages, and safe working conditions across the supply chain.
 - Strengthen diversity, equity, and inclusion (DEI) policies to ensure an inclusive workplace.
 - Engage with local communities through partnerships, youth programmes, and charitable initiatives.
- **Governance Excellence:**
 - Maintain transparency and accountability through regular ESG reporting.
 - Strengthen supplier due diligence and compliance with ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety).
 - Create ethical decision-making through a strong code of conduct and robust whistleblowing policies.

Statement from Leadership

“As stewards of a sustainable future, we recognise that ESG principles are integral to our business success. Future Garments Ltd remains steadfast in its commitment to reducing our environmental impact, supporting social well-being, and upholding the highest standards of governance. Together, with our stakeholders, we are shaping a more sustainable and equitable future.” — Kuldip Palak, Managing Director.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Organisational Context

Purpose

This section provides our essential context for the ESG plan, detailing the industry, geographical footprint, market dynamics, stakeholders impacted by ESG initiatives, and the company's current sustainability-related policies and programmes.

Industry, Geography, and Market Context

- **Industry:**
Future Garments Limited t/a Eurox Limited operates within the personal protective equipment (PPE) and workwear sector, delivering high-quality, sustainable solutions designed to ensure workplace safety and protection. The company is recognised for integrating recycled materials into its products, minimising packaging waste, and adopting environmentally responsible manufacturing processes. These efforts position it as a leader in the sustainable PPE and workwear market.
- **Geography:**
Future Garments Limited t/a Eurox Limited operates across two key sites in the West Midlands:
 - **Smethwick Site:** This site serves as the operational hub, encompassing offices and warehousing. Sustainability initiatives include energy-saving measures such as LED lighting installations, waste reduction aligned with ISO 14001 standards, and renewable energy projects under development.
 - **Garretts Green Site:** A secondary warehouse focused on stockholding and logistics. While this site has minimal direct emissions, energy efficiency reviews are planned for 2024 to identify areas for improvement and align with broader ESG goals.
- **Market Context:**
The demand for sustainable PPE and workwear is growing due to stricter environmental regulations and increased awareness of corporate responsibility. Future Garments Limited t/a Eurox Limited operates within this evolving market, offering eco-conscious solutions such as uniforms made with recycled materials and reusable packaging. With certifications including ISO 14001 and a Silver EcoVadis rating, the company strengthens its reputation as a reliable and sustainable partner.

Stakeholders Impacted by ESG Initiatives

- **Internal Stakeholders:**
 - **Employees:** Benefit from robust health and safety policies, professional development opportunities, and a supportive workplace that prioritises diversity, equity, and inclusion.
 - **Leadership and ESG Committees:** Oversee the development and implementation of ESG strategies, ensuring alignment with regulatory frameworks and corporate objectives.
- **External Stakeholders:**
 - **Clients and Customers:** Depend on Future Garments Limited t/a Eurox Limited for sustainable, high-quality PPE and workwear. Initiatives such as uniform recycling programmes and reduced packaging waste directly benefit customers' sustainability goals.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Suppliers:** Held accountable to strict ethical and environmental standards, including compliance with the Modern Slavery Act and ISO certifications. The company collaborates with suppliers to improve transparency and reduce emissions across the value chain.
- **Local Communities:** Benefit from community-focused initiatives, such as educational programmes, recycling drives, and partnerships with local organisations to support social welfare and environmental awareness.

Current ESG-Related Policies and Programmes

- **Environmental Policies:**
 - Commitment to achieving Net Zero emissions for operations by 2040 and across the supply chain by 2050.
 - Implementation of renewable energy solutions, including solar panels and energy-efficient systems at the Smethwick site.
 - Recycling and waste reduction programmes, including reusable packaging from Suez and an annual 2% packaging waste reduction target.
- **Social Responsibility:**
 - Community initiatives such as the anti-knife crime campaign in partnership with Sandwell Council.
 - Contributions to local food banks, youth programmes, and safety education campaigns.
 - A commitment to promoting diversity and inclusion within the workplace, supported by policies aligned with the Equality Act 2010.
- **Governance Practices:**
 - Compliance with ISO 14001 and ISO 45001 standards to maintain robust environmental and health and safety systems.
 - Regular supplier audits to uphold ethical sourcing practices and eliminate risks such as modern slavery.
 - Strong internal policies, including whistleblowing and anti-corruption measures, ensuring transparency and accountability.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167



Environmental Strategy - Driving Sustainability Across Every Step of Our Journey

Purpose

Future Garments Limited t/a Eurox Limited is committed to implementing effective environmental initiatives that align with its Net Zero targets and broader sustainability objectives. This section outlines the company's efforts to improve energy efficiency, reduce carbon emissions, manage waste responsibly, conserve water, and adopt renewable energy solutions.

Scope 1 & 2 Energy Usage and Efficiency Plans 2023

Future Garments Limited t/a Eurox Limited has taken significant steps to reduce energy consumption across its operational sites.

- Smethwick Site:
 - Electricity usage for 2023 was 112,729 kWh, equating to 15.52 tonnes CO₂.
 - Gas consumption for 2023 was 25,835 kWh, resulting in 4.26 tonnes CO₂.
 - Implemented measures include:
 - LED Lighting Installation: Estimated annual savings of 16,200 kWh, reducing emissions by 3.64 tonnes CO₂.
 - Ceiling Insulation: Annual savings of 3,000 kWh, reducing emissions by 0.67 tonnes CO₂.
 - Plans for a 50kWp Solar PV Array capable of generating 25,420 kWh/year, projected to reduce emissions by 5.72 tonnes CO₂. annually.
 - Business miles in 2023 totalled 81,710 miles, contributing 17.46 tonnes CO₂.
- Garretts Green Site:
 - Electricity usage for 2023: 278,000 kWh, resulting in 38.38 tonnes CO₂.
 - Gas consumption for 2023: 21,000 kWh, resulting in 4.26 tonnes CO₂.
 - Business travel for 2023: Contributed an additional 0.16 tonnes CO₂.
 - Planned energy audit for 2025 to identify efficiency opportunities, ensuring alignment with Smethwick's energy-saving measures.
- Combined Baseline for 2023:
 - Total Electricity Consumption: 390,729 kWh.



- Total Gas Consumption: 46,835 kWh
- Total emissions: 80.04 tonnes CO₂.
- Targeted annual reduction: 10%, progressing towards Net Zero by 2040.

Carbon Footprint and Reduction Targets

2023 Carbon Footprint:

- Scope 1 (direct emissions from gas and business miles): 26.14 tonnes CO₂.
 - Smethwick Site: 4.26 tonnes CO₂ (gas) + 17.46 tonnes CO₂ (business travel) = 21.72 tonnes CO₂.
 - Garretts Green Site: 4.26 tonnes CO₂ (gas) + 0.16 tonnes CO₂ (business travel) = 4.42 tonnes CO₂.
- Scope 2 (indirect emissions from electricity): 53.90 tonnes CO₂.
 - Smethwick Site: 15.52 tonnes CO₂.
 - Garretts Green Site: 38.38 tonnes CO₂.

Reduction Targets:

- 2024: Achieve a 10% reduction in total emissions, targeting 72.04 tonnes CO₂.
- 2040: Reach Net Zero emissions for Scope 1 and Scope 2 operations.
- Scope 3 emissions (supply chain): Begin comprehensive data collection and establish a baseline by 2024 to assess and reduce indirect emissions throughout the value chain.

Pathway to a Brighter, Sustainable Future Scope 1 & 2

In 2023, Future Garments Limited t/a Eurox Limited recorded a total carbon footprint of 80.04 tonnes of CO₂ across its Smethwick and Garretts Green (HRS) sites, primarily driven by electricity consumption (53.90 tonnes CO₂), business travel (17.62 tonnes CO₂), and gas usage (8.52 tonnes CO₂). Committed to achieving Net Zero emissions by 2040, the company is implementing energy efficiency measures such as the planned installation of a 50kWp Solar PV Array at the Smethwick site, LED lighting upgrades, and enhanced insulation. Further strategies include transitioning to hybrid and electric vehicles, reducing business travel through virtual meetings, and conducting a comprehensive energy audit at the Garretts Green site in 2025. With a targeted 10% emissions reduction by 2024 and ongoing improvements in tracking Scope 3 emissions, Future Garments Limited t/a Eurox Limited is driving meaningful change towards a more sustainable and environmentally responsible future.

Please see below tables for clarity.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

FG/EUROX Site Billing Month	FG/EUROX Site Tons CO2 Emissions from Electricity (kg to tons)	FG/EUROX Site Total CO2 Gas Emissions (tons)	FG/EUROX Site Business Travel (tons)	FG/EUROX Site Total Tons CO2
Jan-23	1.377864843	0.723993	1.4546775	3.556535343
Feb-23	1.53411934	0.9162372	1.4546775	3.90503404
Mar-23	1.764299717	0.7862094	1.4546775	4.005186617
Apr-23	1.336728544	0.5962032	1.4546775	3.387609244
May-23	1.249569046	0.4276818	1.4546775	3.131928346
Jun-23	1.30039422	0.0640068	1.4546775	2.81907852
Jul-23	0.977219707	0.0360318	1.4546775	2.467929007
Aug-23	1.09005947	0.0362556	1.4546775	2.58099257
Sep-23	0.848465621	0.043641	1.4546775	2.346784121
Oct-23	1.020176518	0.0642306	1.4546775	2.539084618
Nov-23	1.870527234	0.240585	1.4546775	3.565789734
Dec-23	1.153914552	0.3260766	1.4546775	2.934668652
Total	15.52333881	4.261152	17.45613	37.24062081
HRS Billing Month	HRS Tons CO2 Emissions from Electricity (kg to tons)	HRS Total CO2 Gas Emissions (tons)	HRS Business Travel (tons)	HRS Total Tons CO2
Jan-23	3.26233127	0.83134184	0.01315875	4.10683186
Feb-23	3.752610928	0.85069644	0.01315875	4.616466118
Mar-23	4.332877321	0.7451521	0.01315875	5.091188171
Apr-23	3.207120013	1.05270493	0.01315875	4.272983693
May-23	3.68180779	0.54001393	0.01315875	4.23498047
Jun-23	3.961884061	0.044046128	0.01315875	4.019088939
Jul-23	2.890755529	0.00920373	0.01315875	2.913118009
Aug-23	3.266031033	0.01155099	0.01315875	3.290740773
Sep-23	2.158006764	0.01385707	0.01315875	2.185022584
Oct-23	2.628033672	0.01389825	0.01315875	2.655090672
Nov-23	3.714385156	0.1494834	0.01315875	3.877027306
Dec-23	1.521985896	0	0.01315875	1.535144646
Total	38.37782943	4.261948808	0.157905	42.79768324



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167



Scope 1 & 2 CO₂ Emissions Reduction (2023-2050): Year-on-Year Progress and Future Targets

Scope 1 & 2 CO₂ Emissions Reduction Calculation (2023-2050). The Scope 1 & 2 CO₂ Emissions Reduction Table is based on the current emissions baseline and follows a structured year-on-year reduction model to align with Eurox Ltd.'s ESG Plan. The approach ensures that the company meets its sustainability targets while maintaining operational efficiency.

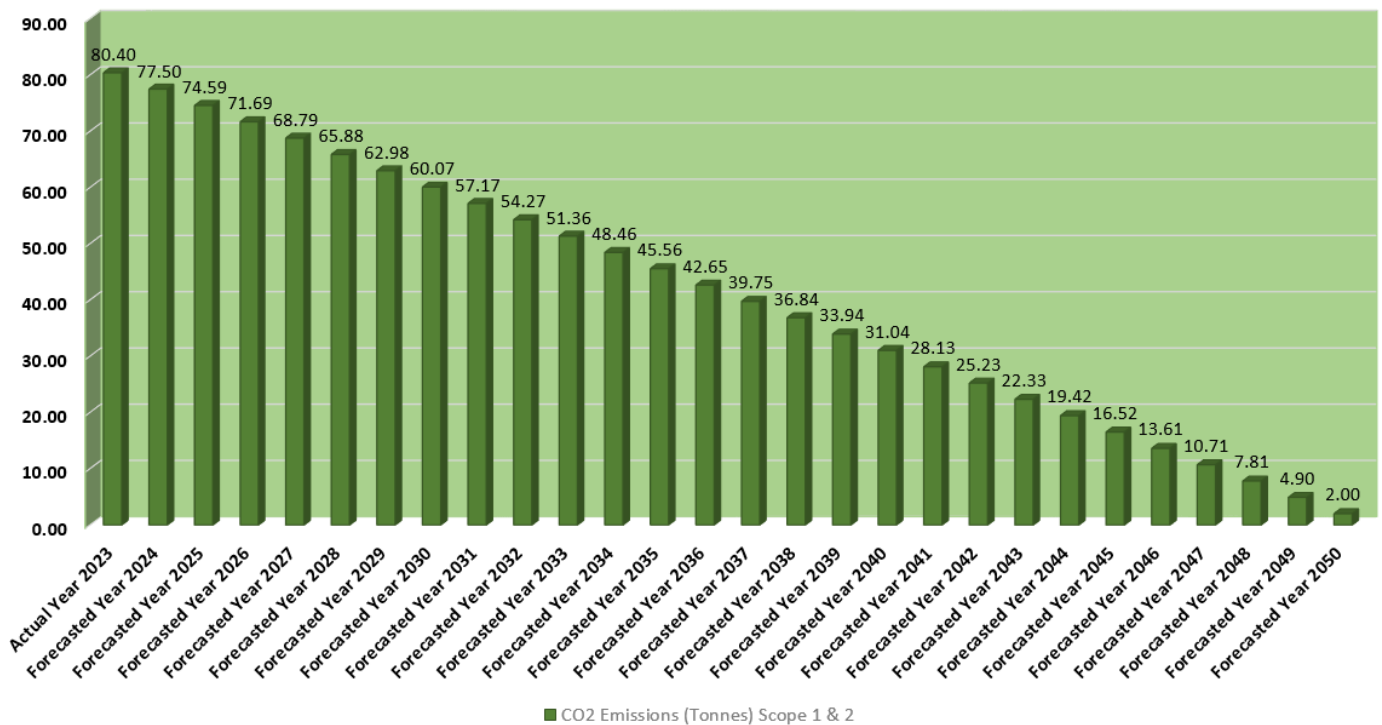
The emissions reduction follows a linear model, ensuring a steady, controlled decrease in CO₂ emissions over time rather than abrupt drops. The calculation is based on the starting emissions value for 2023 and applies a 10% reduction per year in line with the company's Net Zero strategy.

The formula used for each year's projected emissions is:

$$\text{CO}_2 \text{ Emissions for Year } n = \text{CO}_2 \text{ Emissions in Previous Year} - (\text{CO}_2 \text{ Emissions in Previous Year} \times \text{10\% Reduction})$$

This method ensures that emissions decrease gradually while accounting for the company's efforts to improve energy efficiency, renewable energy adoption, and operational optimisations. By 2050, emissions are projected to reach a minimal level rather than absolute zero. This accounts for unavoidable residual emissions that remain after implementing all feasible reduction strategies. The final emissions value is kept at a low threshold to reflect practical sustainability targets while ensuring compliance with ISO 14001 and Net Zero principles.

CO₂ Emissions (Tonnes) Scope 1 & 2



Projected CO₂ Emissions per £1M Turnover (2023-2050) with 10% Annual Reduction, Based on 2023 Turnover

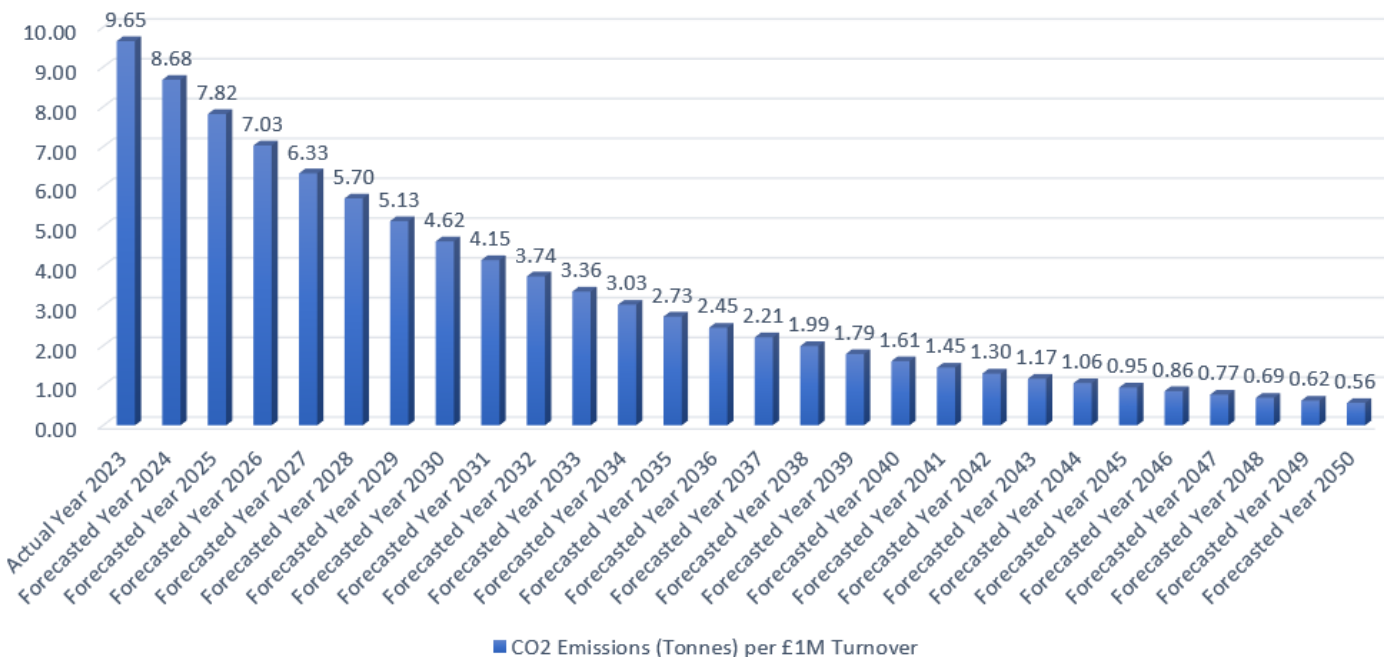
The Projected CO₂ Emissions per £1M Turnover (2023-2050) table illustrates the year-on-year reduction in carbon intensity relative to revenue, aligning with Eurox Ltd.'s 10% annual emissions reduction target. The calculation adjusts Scope 1 & 2 CO₂ emissions proportionally to turnover, ensuring that as the company reduces its operational carbon footprint, its emissions efficiency improves. This projection supports Eurox Ltd.'s Net Zero strategy by demonstrating a structured decline in emissions intensity, reflecting ongoing sustainability initiatives such as energy efficiency improvements, renewable energy integration, and operational optimisations.

The Projected CO₂ Emissions per £1M Turnover table is calculated by dividing total Scope 1 & 2 CO₂ emissions for each year by the company's annual turnover, which is assumed to remain constant at the 2023 level of £8.3M. The emissions reduction follows a structured 10% annual decline, ensuring that as Eurox Ltd reduces its operational carbon footprint, its emissions efficiency improves over time.

$$\text{CO}_2 \text{ Emissions for Year } n = \text{CO}_2 \text{ Emissions in Previous Year} \times (1 - 0.10)$$

$$\text{CO}_2 \text{ per } \pounds 1\text{M Turnover for Year } n = \frac{\text{Total CO}_2 \text{ Emissions for Year } n}{\text{Turnover } (\pounds\text{M})}$$

Projected CO₂ Emissions per £1M Turnover (2023-2050) with 10% Annual Reduction Target, Based on Turnover from 2023



Scope 1 & 2 Energy Usage and Efficiency Plans 2024

Future Garments Limited t/a Eurox Limited continues to implement strategic energy efficiency measures across its operational sites, further progressing towards its Net Zero goals.

- Smethwick Site:
 - Electricity usage for 2024: 82,686.90 kWh, resulting in 12.3051 tonnes CO₂.
 - Gas consumption for 2024: 15,143.80 kWh, resulting in 3.3889 tonnes CO₂.
 - Implemented and Planned Measures:
 - Next Stage of LED Lighting Installation: Estimated annual savings of 20,000 kWh, reducing emissions by 4.50 tonnes CO₂.
 - Expanded Ceiling Insulation: Annual savings of 5,000 kWh, reducing emissions by 1.12 tonnes CO₂.
 - 50kWp Solar PV Array (Operational/Planned): Projected to generate 42,000 kWh/year, reducing emissions by 10.5 tonnes CO₂ annually.
 - Business miles in 2024: Totalled 28.59398 tonnes CO₂.
- Garretts Green (HRS) Site:
 - Electricity usage for 2024: 82,300.20 kWh, resulting in 12.8218 tonnes CO₂.
 - Gas consumption for 2024: 28,045.03 kWh, resulting in 5.9867 tonnes CO₂.
 - Business travel for 2024: Contributed an additional 0.1982 tonnes CO₂.
 - A comprehensive energy audit is scheduled to identify further energy efficiency improvements and ensure alignment with Smethwick's sustainability initiatives.
- Combined Baseline for 2024:
 - Total Electricity Consumption: 164,987.10 kWh.
 - Total Gas Consumption: 43,188.83 kWh.
 - Total emissions: 63.2953 tonnes CO₂.
 - Targeted annual reduction: 10%, driving progress towards Net Zero by 2040.

Carbon Footprint and Reduction Targets 2024/2025

- 2024 Carbon Footprint:
 - Scope 1 (direct emissions from gas and business miles): 38.1678 tonnes CO₂.
 - Smethwick Site: 3.3889 tonnes CO₂ (gas) + 28.59398 tonnes CO₂ (business travel) = 31.98288 tonnes CO₂.
 - Garretts Green Site: 5.9867 tonnes CO₂ (gas) + 0.1982 tonnes CO₂ (business travel) = 6.1849 tonnes CO₂.
 - Scope 2 (indirect emissions from electricity): 25.1270 tonnes CO₂.
 - Smethwick Site: 12.3051 tonnes CO₂.
 - Garretts Green Site: 12.8218 tonnes CO₂.
- Reduction Targets:
 - 2025: Achieve a 10% reduction in total emissions, targeting 56.9658 tonnes CO₂.
 - 2040: Reach Net Zero emissions for Scope 1 and Scope 2 operations.



- Scope 3 emissions (supply chain): Continue data collection and establish reduction strategies to mitigate indirect emissions throughout the supply chain.

Pathway to a Brighter, Sustainable Future Scope 1 & 2

In 2024, Future Garments Limited t/a Eurox Limited recorded a total carbon footprint of 63.30 tonnes of CO₂ across its Smethwick and Garretts Green (HRS) sites. The primary contributors were:

- Electricity consumption: 25.13 tonnes CO₂
- Business travel: 28.79 tonnes CO₂
- Gas usage: 9.41 tonnes CO₂

Committed to achieving Net Zero emissions by 2040, the company is actively progressing with several energy efficiency measures, including:

- Planned installation of 50kWp Solar PV Arrays at both the Smethwick and Garretts Green sites.
- Ongoing LED lighting upgrades across both sites, projected to save 20,000 kWh annually, reducing emissions by 4.50 tonnes CO₂.
- Enhanced insulation projects scheduled for completion, estimated to save 5,000 kWh annually and reduce emissions by 1.12 tonnes CO₂.

Additional strategies include transitioning to a hybrid and electric vehicle fleet, further reducing business travel through increased use of virtual meetings, and preparing for a comprehensive energy audit at the Garretts Green site in 2025.

Future Garments Limited t/a Eurox Limited has successfully achieved its targeted 10% emissions reduction by 2024, with a total reduction of 16.74 tonnes CO₂ compared to 2023. This progress is largely due to a significant 28.77 tonnes CO₂ reduction in Scope 2 emissions, despite a 12.03 tonnes CO₂ increase in Scope 1 emissions, primarily from business travel.

These efforts highlight the company's commitment to a more sustainable and environmentally responsible future.

Please see below tables for clarity.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

FG/EUROX SITE

FG/EUROX Smethwick Site Billing Month	FG/EUROX Site Tons CO2 Emissions from Electricity (kg to tons)	FG/EUROX Site Total CO2 Gas Emissions (tons)	FG/EUROX Site Business Travel (tons)	FG/EUROX Site Total Tons CO2
Jan-24	1.621798279	0.371192442	2.382831667	4.375822388
Feb-24	1.664492177	0.340569888	2.382831667	4.387893731
Mar-24	1.533542048	0.30337209	2.382831667	4.219745804
Apr-24	0.949853573	0.267080682	2.382831667	3.599765922
May-24	1.237010261	0.176137314	2.382831667	3.795979242
Jun-24	0.590750709	0.001917966	2.382831667	2.975500342
Jul-24	0.592078255	0.282431795	2.382831667	3.257341717
Aug-24	0.387900049	0.282431795	2.382831667	3.053163511
Sep-24	0.649089913	0.028787394	2.382831667	3.060708974
Oct-24	0.815212984	0.295212342	2.382831667	3.493256993
Nov-24	1.270208889	0.599625102	2.382831667	4.252665658
Dec-24	0.99320058	0.440422734	2.382831667	3.81645498
Total	12.30513772	3.389181545	28.59398	44.28829926

HRS SITE

HRS Garretts Green Billing Month	HRS Tons CO2 Emissions from Electricity (kg to tons)	HRS Total CO2 Gas Emissions (tons)	HRS Business Travel (tons)	HRS Total Tons CO2
Jan-24	2.45	1.898637269	0.0165165	4.366535882
Feb-24	2.26	1.903565955	0.0165165	4.176740511
Mar-24	0.92	0.876594877	0.0165165	1.813226921
Apr-24	0.89	0.617983941	0.0165165	1.523964949
May-24	1.13	0.257181857	0.0165165	1.399705254
Jun-24	0.56	0.046673066	0.0165165	0.627303856
Jul-24	0.63	0.009752646	0.0165165	0.660485149
Aug-24	0.35	0.012239898	0.0165165	0.381364996
Sep-24	0.76	0.01470315	0.0165165	0.789928384
Oct-24	0.83	0.014746786	0.0165165	0.864122617
Nov-24	1.41	0.158400862	0.0165165	1.582841918
Dec-24	0.63	0.176496711	0.0165165	0.820758939
Total	12.82180436	5.986977017	0.198198	19.00697938



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167



Scope 1 & 2 CO₂ Emissions Reduction (2024-2050): Year-on-Year Progress and Future Targets

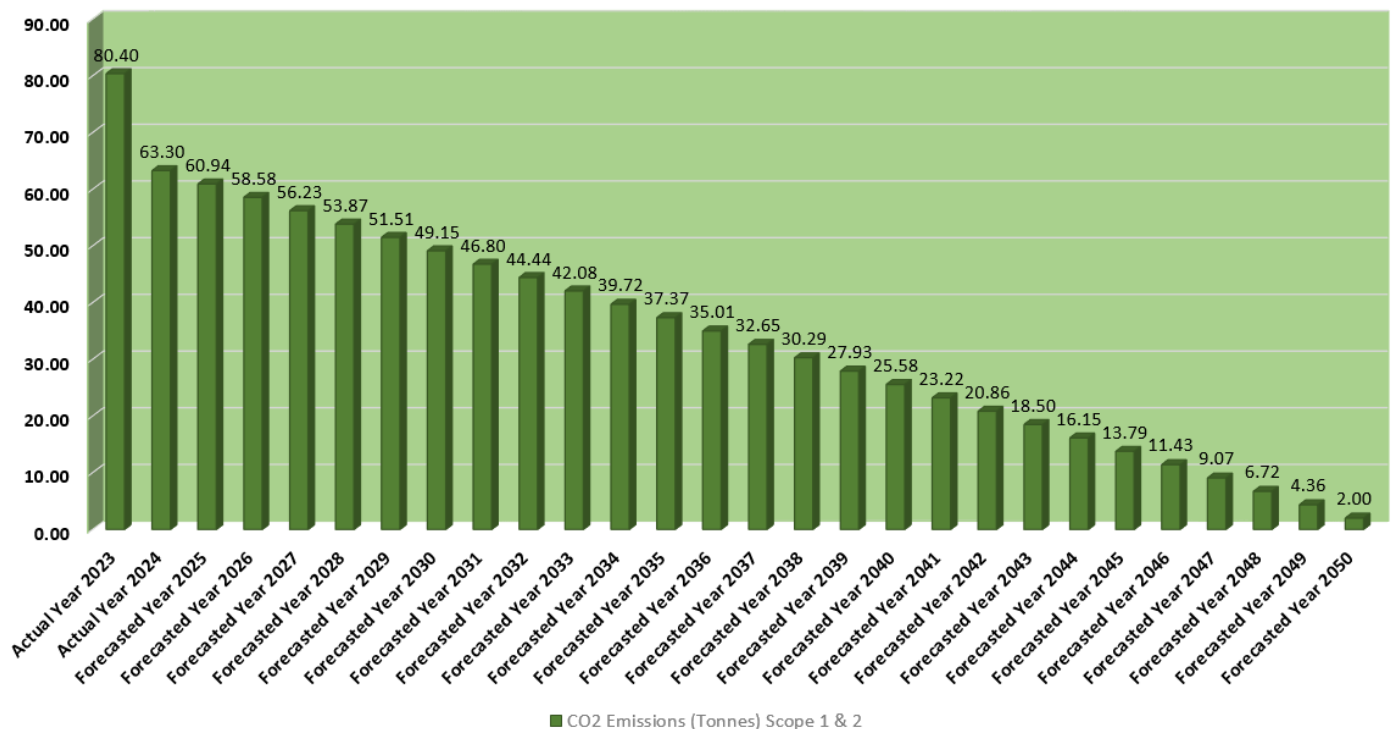
Summary of CO₂ Emissions for 2024

The 2024 CO₂ emissions projection reflects Eurox Ltd.'s commitment to reducing Scope 1 & 2 emissions in line with its 10% annual reduction target. Based on the actual emissions of 80.4 tonnes CO₂ in 2023, the projected emissions for 2024 are 63.3 tonnes CO₂, demonstrating a significant step toward Net Zero by 2050.

In 2024, Eurox Ltd reduced Scope 1 & 2 CO₂ emissions from 80.4 tonnes in 2023 to 63.3 tonnes, aligning with the 10% annual reduction target outlined in the ESG plan. This was achieved through a combination of energy efficiency improvements, including the installation of LED lighting, enhanced insulation, and increased reliance on solar PV systems to reduce electricity consumption.

Fleet optimisation was another key factor, with company vehicles transitioning to lower-emission hybrid and electric models to reduce fuel-based emissions. Eurox Ltd also partnered with UPS for deliveries, utilizing their carbon-efficient logistics network to minimise transport-related emissions. Additionally, the company introduced more sustainable packaging solutions, reducing plastic use and optimising materials to lower waste and carbon footprint. These initiatives reinforce Eurox Ltd.'s commitment to Net Zero by 2050, ensuring environmental sustainability while maintaining operational efficiency.

CO₂ Emissions (Tonnes) Scope 1 & 2



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167



Projected CO₂ Emissions per £1M Turnover (2024-2050) with 10% Annual Reduction, Based on 2024 Turnover

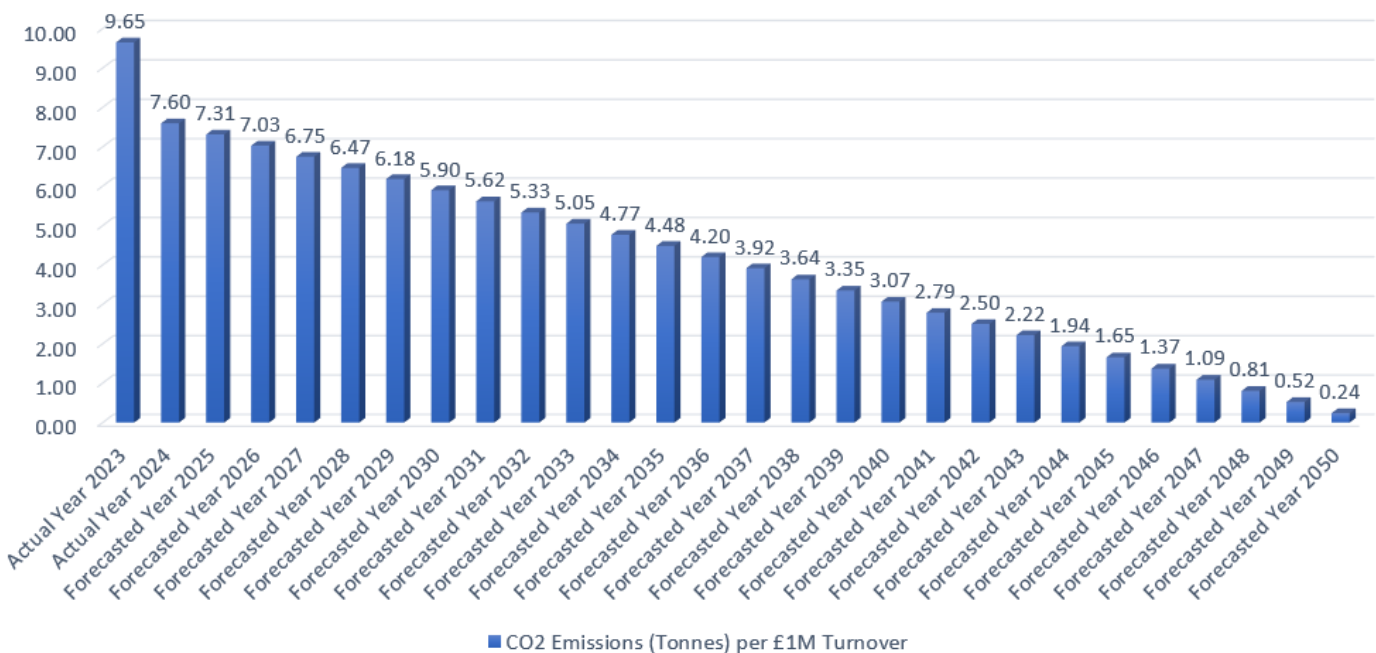
Updated CO₂ Emissions per £1M Turnover Summary (2024 Update)

Following the reduction in Scope 1 & 2 CO₂ emissions from 80.4 tonnes in 2023 to 63.3 tonnes in 2024, the CO₂ emissions per £1M turnover have also decreased from 9.65 to 7.60 tonnes per £1M turnover.

This reflects Eurox Ltd.'s ongoing sustainability initiatives, including energy efficiency improvements, increased use of renewable energy, fleet optimisation, sustainable packaging, and carbon-efficient logistics partnerships such as UPS.

By maintaining a 10% annual CO₂ reduction target, this projection demonstrates a structured decline in emissions intensity, ensuring Eurox Ltd.'s operations become more carbon-efficient over time. These efforts align with the company's Net Zero strategy, reinforcing its commitment to reducing environmental impact while maintaining business performance.

Projected CO₂ Emissions per £1M Turnover (2023-2050) with 10% Annual Reduction Target, Based on Turnover from 2023



Comprehensive Scope 3 Emissions Strategy Plan (2025 and Beyond)

Future Garments Limited t/a Eurox Limited

Purpose

Future Garments Limited t/a Eurox Limited is dedicated to addressing all sources of indirect emissions across our operations and supply chain. Managing and reducing **Scope 3 emissions** is crucial to achieving our **Net Zero by 2050** goal. These emissions arise from various activities such as raw material sourcing, product manufacturing, supply chain logistics, product use, and end-of-life disposal.

Our strategy is designed to systematically measure, manage, and reduce Scope 3 emissions through innovative product design, sustainable sourcing, logistics optimisation, and circular economy initiatives. This strategy aligns with the **UK Net Zero Strategy** and global climate goals, positioning Future Garments Limited t/a Eurox Limited as a sustainability leader in the PPE and workwear industry.

Key Focus Areas for Scope 3 Emissions Reduction

Sustainable Procurement and Supplier Engagement

- **Supplier Partnerships**
 - Prioritise suppliers that align with globally recognised sustainability standards such as **EcoVadis**, **ISO 14001**, and similar frameworks.
 - Require suppliers to provide transparent reporting on their **Scope 1, 2, and 3 emissions** and demonstrate continuous improvement.
 - Incorporate sustainability clauses into supplier contracts to enforce compliance with ethical and environmental standards.
- **Material Sourcing**
 - Increase procurement of **recycled, sustainable, and biodegradable materials** for product manufacturing.
 - Collaborate with suppliers to transition to **renewable energy sources** in their production facilities.
- **Supplier Performance Monitoring**
 - Conduct regular supplier sustainability assessments and audits to ensure compliance.
 - Provide sustainability workshops and resources to suppliers to encourage ongoing improvement.

Expected Impact:

- Enhanced supply chain accountability and reduced upstream emissions.
- Stronger partnerships with environmentally responsible suppliers.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Expanded Product Lifecycle Management and Innovation

- **Lifecycle Assessments (LCA)**
 - Conduct comprehensive LCAs for all core product lines by Q4 2025, starting with the 100% Recycled Polyester Polo Shirt.
 - Identify carbon hotspots across product production, logistics, use-phase, and disposal.
- **Sustainable Design and Durability**
 - Apply eco-design principles to create garments that are long-lasting and easily recyclable.
 - Prioritise low-impact materials, such as 100% recycled polyester and biodegradable fibres.
- **Garment Care Awareness**
 - Educate customers on sustainable garment care, including:
 - Cold washing to reduce energy use.
 - Air drying to minimise carbon emissions.
 - Reduced washing frequency to extend product life.
- **Circular Economy Integration**
 - Launch a Garment Take-Back Programme by Q1 2026 to collect used products for recycling.
 - Introduce a Recycling Programme by Q2 2025 to recover materials and reduce waste.
 - Partner with textile recyclers and charity organisations for end-of-life product solutions.

Expected Impact:

- Reduced lifecycle emissions.
- Increased recyclability and product recovery.

Carbon emission calculation for PS020 made by Recycled Polyester

Total Carbon Footprint		
Stage	Non-Recycled Polyester's CO ₂ Emissions (kg CO ₂)	Recycled Polyester's CO ₂ Emissions (kg CO ₂)
Raw Material	1.58 kg CO ₂	0.4725 kg CO ₂
Fabric Manufacturing	1.603 kg CO ₂	1.5975 kg CO ₂
Garment Production	0.37 kg CO ₂	0.32 kg CO ₂
Transportation	0.101124 kg CO ₂	0.101124 kg CO ₂
End-of-Life	0.3375 kg CO ₂	0.3375 kg CO ₂

Please note that, in addition to the initial calculations, there is an additional carbon emission associated with garment washing. Each 40 Degree wash results in 0.28 kg of CO₂ emissions.

Total CO₂ Emissions:

Recycled PS020: 2.82 kg CO₂

Non-recycled PS020: 3.99 kg CO₂

Carbon Savings: 1.17 kg CO₂ per piece Recycled PS020



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Logistics and Transportation Optimisation

- **Transport Emissions Reduction**
 - Collaborate with logistics providers to:
 - Optimise delivery routes and reduce fuel consumption.
 - Consolidate shipments to maximise efficiency.
- **Low-Emission Logistics**
 - Transition logistics operations to:
 - Low-emission and carbon-neutral transport solutions by 2028.
 - Sea and rail freight over air freight for international shipping.
- **Sustainable Delivery Options**
 - Partner with logistics companies to:
 - Offer carbon-neutral delivery services.
 - Offset emissions through credible carbon offset schemes.

Expected Impact:

- Significant reduction in transport emissions.
- More efficient supply chain logistics.

Packaging Sustainability and Waste Management

- **Packaging Compliance and Reporting**
 - Continue bi-annual packaging compliance reporting through Valpak.
- **Sustainable Packaging Materials**
 - Transition to:
 - Biodegradable and recyclable materials by 2026.
 - Minimalist packaging designs to reduce waste.
- **Waste Reduction Initiatives**
 - Implement a zero waste-to-landfill policy by 2028 across all sites.
 - Source low-carbon materials to minimise environmental impact.

Expected Impact:

- Reduced packaging waste and emissions.
- Compliance with the UK Plastic Packaging Tax.

Employee Commuting and Business Travel Reduction



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Sustainable Commuting Options**
 - Launch a Cycle-to-Work Scheme by 2026 to incentivise cycling.
 - Provide public transport subsidies to reduce car usage.
- **Business Travel Efficiency**
 - Continue prioritising virtual meetings to minimise unnecessary travel.
 - Offset unavoidable business travel emissions through certified carbon offset programmes:
 - Gold Standard (high-impact global carbon reduction projects)
 - Verified Carbon Standard (VCS)
 - Carbon Footprint Ltd.

Expected Impact:

- Lower emissions from commuting and business travel.
 - Increased employee participation in sustainability efforts.
-

End-of-Life Product Management

- **Product Design for Circularity**
 - Develop garments designed for easy disassembly and recycling.
- **Garment Recovery**
 - Launch the Garment Take-Back Programme by Q1 2026 to collect used garments.
 - Partner with textile recyclers to convert waste into reusable materials.
- **Customer Engagement**
 - Educate customers on:
 - Sustainable disposal options.
 - How to participate in recycling initiatives.

Expected Impact:

- Increased garment recovery and landfill diversion.
 - Greater participation in circular economy initiatives.
-

Scope 3 Emission Reduction Targets

- **Baseline Measurement**
 - Complete a Scope 3 emissions baseline by 2025.
- **Short-Term Goals**
 - Reduce Scope 3 emissions by 10% by 2026.
 - Launch both the Garment Take-Back and Recycling Programme by 2026.
- **Mid-Term Goals**



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- Reduce Scope 3 emissions by 30% by 2030.
- Transition to low-emission logistics solutions.
- Fully implement sustainable packaging solutions.
- **Long-Term Goals**
 - Achieve Net Zero Scope 3 emissions by 2040.
 - Ensure all products are recyclable or made with sustainable materials by 2035.
 - Fully integrate circular economy principles into operations.

Our Commitment to Supply Chain Responsibility

Future Garments Limited t/a Eurox Limited is dedicated to reducing Scope 3 emissions through:

- Transparent supply chain management.
- Sustainable product innovation.
- Circular economy integration.

By aligning with global sustainability frameworks such as EcoVadis and ISO 14001, we are building a low-carbon, responsible supply chain.

Our focus on sustainable materials, logistics efficiency, and responsible product management will help us achieve our Net Zero by 2040 goal. Through collaboration, innovation, and accountability, we are leading the PPE and workwear industry towards a greener, more sustainable future.

Waste Management and Recycling Strategies

- Both operational sites actively engage in waste reduction and recycling efforts:
 - **Reused Packaging:** Boxes sourced from Suez are used across operations to minimise single-use waste.
 - **Recycling Programmes:**
 - PPE recycling initiatives in collaboration Race Recycling.
 - Annual packaging waste reduction targets set at 2% through optimised delivery processes and the use of biodegradable materials.
 - **Future Plans:**
 - Expand waste audits at Garretts Green to align with Smethwick's advanced recycling strategies.

Water Conservation Efforts



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- Water usage across sites is minimal due to the nature of operations, with approximately 50 employees at the Smethwick site.
- Conservation measures include:
 - Efficient flush systems that minimise water wastage.
 - Regular maintenance of plumbing systems to prevent leaks.
 - Employee awareness campaigns on responsible water use.

Renewable Energy Initiatives

- **Smethwick Site:**
 - Plans to install a 50kWp Solar PV Array to generate 25,420 kWh/year.
 - Explore additional renewable energy sources to reduce dependency on grid electricity.
- **Garretts Green Site:**
 - Renewable energy options to be assessed following the 2025 energy audit.
- **Long-Term Goals:**
 - Source 50% of electricity from renewable energy by 2030.
 - Transition logistics operations to electric vehicles by 2035.

Key Achievements and Future Goals

- **Achievements:**
 - LED lighting installation at Smethwick, reducing energy consumption by 16,200 kWh/year.
 - Integration of reused packaging and a comprehensive PPE recycling programme.
 - Reduction of business miles through optimised routes and operational efficiencies.
- **Future Goals:**
 - Complete an energy audit at Garretts Green by 2025 to identify new efficiency measures.
 - Begin tracking Scope 3 emissions across the supply chain.
 - Meet a 20% reduction in packaging waste by 2030 through expanded reuse and recycling initiatives.

Our Commitment to a Sustainable Future

Future Garments Limited t/a Eurox Limited recognises that sustainability is not just a responsibility but an essential part of our business ethos. Our commitment to safeguarding the planet drives every decision we make, from adopting innovative practices to reducing our carbon footprint. By integrating sustainability into our core operations, we strive to be at the forefront of environmental responsibility, setting an example for others in the industry. From energy-efficient infrastructure to renewable energy adoption and waste reduction programmes, every initiative underscores our dedication to a greener future.

As we continue to monitor and refine our environmental practices, we are actively investing in technologies and systems that optimise resource use and minimise waste. Our focus on measurable targets, such as achieving Net Zero emissions by 2040, ensures accountability while pushing us to continuously innovate.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Initiatives like the installation of solar PV arrays, the reduction of packaging waste, and the transition to circular economy principles highlight our proactive approach to addressing global environmental challenges.

Looking ahead, our commitment extends beyond compliance and targets—it reflects our determination to create a lasting legacy of sustainability. By collaborating with stakeholders, engaging our workforce, and aligning with international sustainability frameworks, we aim to make meaningful contributions to the planet. Together, we will continue to champion environmental stewardship, ensuring a healthier, more sustainable world for future generations.

Next Social Value below.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Social Responsibility - Investing in People, Communities, and a Sustainable Future

Purpose

Future Garments Limited t/a Eurox Limited is committed to promoting social well-being through initiatives that create diversity, equity, and inclusion (DEI), prioritise employee welfare, engage with local communities, and ensure health and safety for all. This plan outlines a comprehensive approach to creating a lasting positive social impact in 2025 and beyond.

Diversity, Equity, and Inclusion (DEI) Policies

Future Garments Limited t/a Eurox Limited strives to create a workplace where individuals from all backgrounds feel valued, respected, and empowered to contribute to their fullest potential.

1. **Inclusive Recruitment Practices:**

The company ensures all job advertisements are free from discriminatory language and are crafted to attract a diverse range of candidates. Recruitment processes include tailored support for neuro diverse individuals and those with physical disabilities, ensuring equal opportunities for everyone. Collaboration with community organisations to engage with underrepresented groups further enhances inclusivity.

2. **DEI Training:**

Regular workshops and training sessions focus on combating unconscious bias, creating cultural competence, and addressing systemic barriers to inclusion. These sessions empower employees and leaders to actively participate in building a more inclusive workplace.

3. **Employee Resource Groups (ERGs):**

ERGs are established to provide a supportive platform for employees from underrepresented groups. These groups encourage dialogue, advocate for improvements in workplace policies, and create opportunities for collaboration on DEI initiatives.

4. **Measurement and Accountability:**

The company tracks progress towards DEI goals using measurable KPIs, such as diversity in leadership and workforce representation. Annual reports are published to ensure transparency and to drive continuous improvement.

Expected Outcomes:

A workplace that thrives on diversity and inclusion, with improved employee satisfaction, higher retention rates, and a stronger organisational culture.

Employee Welfare Programmes



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Future Garments Limited t/a Eurox Limited is committed to supporting the physical, mental, and financial well-being of its employees through innovative programmes and policies.

- **Wellness Programmes:**
Wellness initiatives include access to mental health resources such as confidential counselling services, stress management workshops, and mindfulness sessions. Physical fitness is promoted through subsidised gym memberships, fitness challenges, and wellness campaigns.
- **Flexible Working Arrangements:**
Flexible work schedules are offered to accommodate employees' personal and professional needs. Options such as hybrid working and adaptable start and finish times create a better work-life balance.
- **Professional Development:**
Employees are encouraged to grow through access to job-related training programmes, certifications, and leadership development initiatives. Mentorship programmes are also in place to support career progression.
- **Recognition Initiatives:**
Employee recognition is prioritised through awards programmes, appreciation events, and incentives. These initiatives celebrate outstanding contributions and reinforce a positive workplace culture.

Expected Outcomes:

A healthier, happier, and more engaged workforce, leading to higher productivity, enhanced morale, and a stronger employer reputation.

Community Engagement and Philanthropy

Future Garments Limited t/a Eurox Limited actively engages with the communities it operates in, creating meaningful partnerships and driving impactful social change.

- **Anti-Knife Crime Initiatives:**
The company collaborates with Sandwell Council for the Anti-Knife Crime T-Shirt Design Competition, encouraging youth creativity while raising awareness about the dangers of knife crime. This programme will be bolstered by the establishment of an annual Anti-Knife Crime Angel Legacy Day, which includes educational workshops, community gatherings, and youth-led awareness campaigns. School outreach programmes further reinforce these efforts, using assemblies and workshops to educate students on the importance of safety and resilience.
- **Supporting Youth Clubs:**
Donations of essential supplies, such as bread, tea, coffee, arts and crafts materials, gaming equipment, and sports gear, are provided to Messenger Road Youth Club to ensure it remains a safe and welcoming space for young people. Employees volunteer their time to engage in mentorship and organise activities, building trust and offering valuable life skills.
- **Litter Watch Campaigns:**
Regular clean-up drives in areas like Buttress Way involve employees, local residents, and community groups. These campaigns not only improve local environments but also raise awareness



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

about responsible waste management. Recycling awareness days are organised to educate the community on reducing single-use plastics and improving recycling practices.

- **Allotment Days:**
Collaborations with local gardening initiatives promote sustainable practices through allotment days. Employees volunteer to plant, nurture, and maintain green spaces, creating a sense of community and contributing to local environmental improvements.
- **Sports and Fitness Support:**
The sponsorship of the Halas Hawks West U9 Football Team provides funding for essential equipment, winter kits, and tournament participation, encouraging teamwork and promoting physical activity among young players. Community Fitness Days include free yoga sessions, family-friendly walks, and sports tournaments to create health and wellness.
- **Educational Outreach:**
High-visibility vests are donated to local schools to enhance children's safety during outdoor activities. Additionally, STEM and sustainability/social value workshops are delivered to inspire young people to pursue innovative careers while embracing environmental responsibility.
- **Seasonal Giving Programmes:**
The "Gift-a-Wish" Campaign provides financial and material assistance to local families in need during the festive season, promoting a sense of togetherness and care.
- **Disaster and Crisis Support:**
A rapid-response fund is maintained to assist communities during emergencies, such as floods or extreme weather events, ensuring timely and meaningful support.

Expected Outcomes:

Stronger community relationships, improved youth development, heightened employee pride in community initiatives, and a well-earned reputation as a socially responsible organisation.

Health and Safety Measures

Maintaining a safe and healthy workplace is a core priority for Future Garments Limited t/a Eurox Limited, ensuring compliance with international standards and best practices.

- **Health and Safety Audits:**
Regular risk assessments are conducted to identify and mitigate potential workplace hazards. These audits ensure the environment remains safe and conducive to productivity.
- **Employee Safety Training:**
Comprehensive training programmes cover emergency preparedness, first aid, fire awareness and specific safety protocols related to employees' roles.
- **Emergency Response Plans:**
Robust emergency response plans are regularly updated and tested, ensuring the organisation is prepared to handle crises effectively.
- **Standards Compliance:**
The company adheres to its ISO 45001 standards and other relevant health and safety regulations, demonstrating its commitment to excellence in safety practices.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Expected Outcomes:

A safer workplace, increased employee confidence in safety measures, and improved organisational resilience and reputation.

Commitment to Social Responsibility

At Future Garments Limited t/a Eurox Limited, social value is at the heart of our operations. We believe that the success of our business is inherently tied to the well-being of the communities we serve, the people we employ, and the partners we collaborate with. Through targeted initiatives, such as supporting youth empowerment programmes, championing environmental stewardship, and ring inclusive workplace practices, we are actively shaping a better future for those around us. By leveraging our resources and expertise, we aim to address pressing social challenges, from reducing inequality to promoting educational opportunities and tackling environmental degradation.

Our unwavering commitment to social responsibility is reflected in the breadth of our initiatives. From partnering with Sandwell Council to combat knife crime and engaging with youth clubs to providing mentorship and support, we prioritise programmes that deliver measurable, meaningful outcomes. Furthermore, we work closely with organisations such as Litter Watch, local schools, and food banks to enhance community welfare while encouraging our employees to contribute their time and skills. These efforts not only build stronger communities but also promote a sense of pride and purpose within our workforce, reinforcing our belief in the shared value of collaboration.

Looking ahead, we remain dedicated to expanding our social impact by deepening our engagement with stakeholders and identifying new opportunities to create positive change. By aligning our business practices with the principles of equity, sustainability, and inclusivity, we will continue to invest in the people and communities that underline our success.

Next Governance Below.

Governance Framework - Transparency, Accountability, Compliance, and Integrity at Every Step

Purpose

Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

Future Garments Limited t/a Eurox Limited is committed to maintaining robust governance structures and ethical practices to support its Environmental, Social, and Governance (ESG) objectives. This framework outlines the leadership roles, ethical policies, compliance measures, and data security initiatives that ensure accountability, transparency, and resilience.

Leadership Roles and ESG Accountability

- **Leadership Structure:**

The company is guided by a clearly defined governance structure, with key roles ensuring oversight and accountability across all ESG initiatives:

- **Managing Director (Kuldip Palak):** Oversees the overall ESG strategy and ensures alignment with corporate objectives.
- **Commercial Director (Hardip Palak):** Monitors the commercial implications of ESG initiatives, ensuring they drive sustainable growth.
- **Business Development Director (Paul Sharkey):** Focuses on integrating ESG goals into client relationships and partnerships.
- **Operations Manager (Arjun Palak):** Implements operational changes to meet environmental and social targets.
- **Sustainability Team:** Leads the design, monitoring, and evaluation of ESG projects and ensures compliance with key performance indicators (KPIs).
- **Health and Safety Committee:** Ensures employee welfare and workplace safety, contributing directly to the company's social responsibility goals.

- **ESG Accountability:**

The leadership team meets quarterly to review ESG progress, update stakeholders, and ensure alignment with international frameworks, such as ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety). A dedicated ESG Committee reports on progress, identifies risks, and recommends improvements.

Ethical Policies

Future Garments Limited t/a Eurox Limited has implemented robust ethical policies to uphold transparency, integrity, and accountability across all operations.

- **Anti-Corruption and Anti-Bribery Policy:**

Strict measures are in place to prevent corruption and bribery within the organisation and throughout the supply chain. Regular training is provided to employees on recognising and addressing unethical practices.

- **Whistleblowing Policy:**

Employees are encouraged to report any unethical or illegal activities through a confidential reporting system, ensuring concerns are addressed without fear of retaliation.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Modern Slavery Policy:**
The company is committed to eradicating modern slavery and human trafficking from its supply chain, adhering to the Modern Slavery Act 2015 and conducting regular supplier audits.
- **Code of Conduct:**
A comprehensive Code of Conduct guides employee behaviour, emphasising professionalism, respect, and adherence to ESG principles.

ESG-Related Compliance and Risk Management

- **Certifications and Standards:**
 - ISO 14001: Ensures effective environmental management practices are in place.
 - ISO 45001: Demonstrates a commitment to maintaining high standards of workplace health and safety.
 - EcoVadis Silver Rating: Reflects the company's achievements in sustainability and social responsibility.
- **Supplier Accountability:**
Regular supplier audits and assessments ensure compliance with ESG requirements, including ethical sourcing, labour standards, and environmental practices. Self-assessment questionnaires and on-site inspections are conducted to maintain transparency.
- **Risk Management Framework:**
The company identifies, evaluates, and mitigates risks related to ESG compliance. This includes supply chain vulnerabilities, environmental risks, and regulatory changes. A dedicated risk management team collaborates with leadership to address emerging challenges.

Data Privacy and Security Measures

Future Garments Limited t/a Eurox Limited prioritises the protection of sensitive information for employees, clients, and stakeholders.

- **GDPR Compliance:**
The company complies with the General Data Protection Regulation (GDPR), ensuring personal data is processed lawfully, transparently, and securely.
- **Data Protection Policy:**
A detailed Data Protection Policy outlines how information is collected, stored, and used. Regular reviews are conducted to ensure ongoing compliance with regulatory standards.
- **Cybersecurity Measures:**



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- Implementation of advanced firewalls, encryption tools, and intrusion detection systems to protect against cyber threats.
- Regular training for employees on recognising phishing attempts and other cybersecurity risks.
- Periodic audits and penetration testing to identify and resolve vulnerabilities.
- **Business Continuity Plan:**
A robust plan is in place to ensure operations can continue in the event of data breaches, cyberattacks, or other disruptions, minimising risks to clients and stakeholders.

Commitment to Ethical Governance

Future Garments Limited t/a Eurox Limited recognises that effective governance is the foundation of its ESG success. By upholding the highest standards of transparency, ethical behaviour, and accountability, the company ensures it operates with integrity while driving meaningful progress towards its sustainability and social responsibility goals.

Metrics and Targets

Purpose

The Metrics and Targets section defines measurable ESG goals and tracks the company's performance against short-term and long-term objectives. It provides a framework for monitoring progress and ensuring accountability across all areas of Environmental, Social, and Governance (ESG) initiatives.

Current ESG Performance Metrics

- **Environmental Metrics:**
 - Carbon emissions for 2023/24:
 - Scope 1 (direct emissions from gas and transport).
 - Scope 2 (indirect emissions from electricity).
 - Energy efficiency improvements, including LED lighting and insulation projects.
 - Waste management initiatives, such as packaging reuse and PPE recycling.
- **Social Metrics:**
 - Participation in community engagement initiatives, such as the Anti-Knife Crime Campaign and Litter Watch.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- Employee welfare programme outcomes, including satisfaction survey results (where available).
- DEI representation and participation in training sessions.
- **Governance Metrics:**
 - Compliance with ISO standards (14001 and 45001).
 - Supplier adherence to ESG criteria and performance benchmarks.

Short-Term Goals (2025)

- Achieve a 10% annual reduction in Scope 1 and Scope 2 carbon emissions.
- Complete an energy audit at the Garretts Green site and implement energy-saving measures.
- Increase recycling rates and reduce packaging waste by 2% annually.
- Expand community programmes, with a focus on anti-knife crime education and youth development.
- Improve DEI representation and engagement across leadership and workforce demographics.

Long-Term Goals (2040)

- Reach Net Zero for Scope 1 and Scope 2 carbon emissions.
- Begin actively reducing Scope 3 emissions after establishing baseline measurements by 2024.
- Achieve ISO 50001 certification to strengthen energy management systems.
- Develop a comprehensive circular economy framework, focusing on product lifecycle sustainability.

Monitoring and Reporting Processes

- Annual tracking of carbon emissions and energy consumption using standardised reporting tools.
- Regular waste audits to measure progress in recycling and packaging reduction initiatives.
- DEI progress reviews, focusing on recruitment, employee satisfaction, and representation goals.
- Quarterly reviews of community engagement impact, including participation in volunteering and outreach programmes.
- Supplier performance evaluations to ensure compliance with ESG standards.

Next Steps

- Finalise baseline data collection for Scope 3 emissions by the end of 2025.
- Establish a centralised reporting platform to streamline the monitoring and evaluation of ESG metrics.



- Develop an employee engagement plan to enhance participation in sustainability and community initiatives.
- Strengthen partnerships with external organisations to support long-term goals, including renewable energy adoption and social impact programmes.
- Publish progress reports annually, ensuring transparency and accountability to stakeholders.

Stakeholder Engagement

Purpose

Future Garments Limited t/a Eurox Limited places a strong emphasis on stakeholder collaboration to drive its ESG objectives. By engaging with internal and external stakeholders, the company ensures that its sustainability efforts align with shared goals, create transparency, and deliver meaningful impact.

Engagement Process

The company works with diverse stakeholders to support its ESG strategy:

1. **Internal Stakeholders:** Employees and leadership teams drive ESG efforts through welfare programmes, DEI initiatives, and community engagement activities.
2. **External Stakeholders:** Clients, suppliers, and local communities contribute to sustainability through partnerships, feedback, and shared initiatives.

Collaborations and Feedback

- Partnerships with organisations like **Sandwell Council** and **Newlife Charity** enhance youth development and recycling efforts.
- Feedback mechanisms, including employee surveys and community outreach, ensure initiatives address stakeholder needs.

Commitment

Future Garments Limited t/a Eurox Limited is committed to creating collaboration and trust with stakeholders, strengthening its ESG impact and accountability.

Implementation Plan

Purpose



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

The Implementation Plan outlines the timeline, roles, responsibilities, and resource allocation required to execute Future Garments Limited t/a Eurox Limited's ESG strategy effectively. This structured approach ensures accountability and progress toward achieving short-term and long-term ESG goals.

Timeline and Milestones

- **2023-2025 (Short-Term Goals):**
 - Achieve a 10% reduction in Scope 1 and Scope 2 carbon emissions annually.
 - Complete energy audits at all operational sites and implement energy-saving measures, such as LED lighting and insulation.
 - Expand community engagement initiatives, including Litter Watch campaigns, youth empowerment programmes, and volunteering activities.
 - Strengthen DEI practices, including measurable representation goals and regular training.
- **2025-2040 (Long-Term Goals):**
 - Achieve Net Zero emissions for Scope 1 and Scope 2 by 2040.
 - Begin active reduction of Scope 3 emissions with supplier collaboration and baseline measurements in 2024.
 - Transition to 100% renewable energy at all operational sites.
 - Develop and implement a comprehensive circular economy framework, focusing on product lifecycle sustainability.

Roles and Responsibilities

- **Leadership and Governance Teams:**
 - Provide oversight and strategic direction for ESG initiatives.
 - Ensure compliance with international standards and local regulations.
- **Sustainability Team:**
 - Lead energy audits, waste management strategies, and carbon footprint tracking.
 - Manage supplier engagement and Scope 3 emissions reduction plans.
- **HR and DEI Teams:**
 - Implement DEI policies, coordinate employee welfare programmes, and monitor progress toward inclusion goals.
- **Community Engagement Team:**
 - Manage partnerships with local councils, charities, and NGOs.
 - Oversee community initiatives such as anti-knife crime campaigns and volunteering events.
- **Employees:**
 - Participate in training, community engagement activities, and workplace sustainability practices.

Budget and Resource Allocation



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Environmental Initiatives:**
 - Investments in renewable energy installations, energy audits, and efficiency upgrades (e.g., LED lighting and solar PV systems).
 - Annual budget allocation for waste management programmes, including recycling and packaging reuse systems.
- **Social Responsibility Programmes:**
 - Funding for community partnerships, youth programmes, and volunteering initiatives.
 - Dedicated resources for employee training, welfare programmes, and DEI initiatives.
- **Monitoring and Reporting Tools:**
 - Allocation of resources for tracking ESG metrics, producing annual reports, and maintaining compliance with ISO standards.

Commitment to Execution

Future Garments Limited t/a Eurox Limited is dedicated to ensuring the successful execution of its ESG strategy through structured planning, active collaboration, and continuous improvement. By allocating the necessary resources and creating accountability across all levels, the company aims to achieve its sustainability objectives while creating long-term value for stakeholders.

Risk Assessment and Management

Purpose

Risk assessment and management are essential to ensuring the success of Future Garments Limited t/a Eurox Limited's ESG strategy. This section consolidates potential risks identified in the Environmental, Social, and Governance (ESG) pillars and outlines proactive mitigation strategies, based on the information already provided.

Environmental Risks and Mitigation

- **Energy Reliance and Costs:**

Rising energy costs and reliance on non-renewable energy sources pose challenges to achieving sustainability goals.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Mitigation:** Transition to renewable energy through solar PV installations and efficiency upgrades like LED lighting and improved insulation. Regular energy audits will help identify further optimisation opportunities.
- **Regulatory Compliance:**
Failure to comply with emerging environmental laws, such as the UK Plastic Packaging Tax, could result in financial and reputational risks.
 - **Mitigation:** Adherence to ISO 14001 environmental management standards and proactive adaptation to changing regulations ensure compliance.
- **Supply Chain Challenges:**
Disruptions in the supply chain or non-compliance by suppliers may hinder Scope 3 emissions reductions.
 - **Mitigation:** Implement supplier ESG compliance frameworks, conduct regular audits, and diversify supplier partnerships to reduce risk exposure.

Social Risks and Mitigation

- **Workforce Morale and Retention:**
A lack of employee engagement, welfare support, or inclusion could lead to dissatisfaction and turnover.
 - **Mitigation:** Expand employee welfare programmes, including mental health support, flexible working, and career development. DEI policies and measurable progress reporting will strengthen inclusivity.
- **Community Perception:**
Insufficient social engagement or misaligned initiatives could harm relationships with local communities.
 - **Mitigation:** Continue impactful programmes like the Anti-Knife Crime Campaign, youth club support, and volunteering initiatives such as Litter Watch. Regular feedback from community stakeholders ensures alignment with their needs.
- **Reputational Risk from DEI Gaps:**
Ineffective implementation of DEI policies could damage the company's reputation.
 - **Mitigation:** Deliver ongoing DEI training, set measurable inclusion targets, and report progress transparently.

Governance Risks and Mitigation

- **Compliance Failures:**
Non-compliance with governance standards or data breaches could lead to regulatory penalties and loss of trust.
 - **Mitigation:** Adherence to ISO 45001 and GDPR standards ensures robust data security and operational compliance. Regular audits further strengthen governance practices.
- **Inconsistent ESG Implementation:**
A lack of uniformity in ESG practices across sites and teams may undermine strategic goals.



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167

- **Mitigation:** Assign clear roles and responsibilities to leadership and sustainability teams. Regular performance reviews and reporting mechanisms ensure consistent execution.
- **Supply Chain Violations:** Unethical labour practices or environmental breaches in the supply chain could harm the company's reputation.
 - **Mitigation:** Maintain supplier accountability through ethical codes of conduct, regular site audits, and ESG compliance assessments.

Commitment to Risk Management

Future Garments Limited t/a Eurox Limited is committed to integrating risk management into its ESG strategy, ensuring proactive identification, monitoring, and mitigation of potential challenges. By embedding risk assessment into decision-making processes and engaging stakeholders at all levels, the company aims to achieve its sustainability objectives while maintaining operational resilience.

Final Statement

At Future Garments Limited t/a Eurox Limited, we believe that sustainability, social responsibility, and strong governance are not just obligations but essential drivers of long-term success. Our ESG strategy reflects our unwavering commitment to addressing the environmental challenges of our industry, supporting the well-being of our employees and communities, and adhering to the highest standards of transparency and accountability. Through measurable goals, proactive initiatives, and ongoing stakeholder engagement, we are paving the way for a future that balances growth with responsibility. Whether through reducing carbon emissions, creating inclusivity, or empowering local communities, we are dedicated to creating a positive and lasting impact.

This ESG plan is more than a document—it is a reflection of who we are and what we stand for. By working collaboratively with our employees, partners, and stakeholders, we are confident that together, we can achieve a sustainable and equitable future.

We look forward to continuing this journey, sharing our progress, and remaining accountable to the commitments outlined in this plan.

Together, we build a future that works for everyone.

Kuldip Palak
Managing Director
Future Garments Limited t/a Eurox Limited



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



+44(0)1215557167