At **RESULT** we see corporate & social responsibility as key in how we conduct our business. We enjoy developing healthy links with the communities in which we operate both within the UK and overseas by creating opportunity, skill development and support in emerging economies; and we believe it makes good sense by running our business in a responsible way by carrying out field based inspections every quarter.

RESULT requires that all authorised garments bearing its name be manufactured under conditions which adhere to strict standards on working hours and good working conditions including factory temperature. **RESULT** requires all suppliers to employ based on equal opportunity and non-racist policies. **RESULT** suppliers are obliged to maintain strict employment regulations to protect staff rights. **RESULT** does not permit any violation of personal liberty or fundamental human rights and does not condone or participate in, and polices against, slavery, servitude, forced or compulsory labour and human trafficking.

RESULT has been using many of its off-shore production operations for +20 years. These factories, together with all other areas of RESULT production and administration, fully subscribe to our company policy to ensure:

MINIMUM AGE LABOUR
RESULT does not permit the employ of workers under the minimum age established by local law or below the compulsory school-going age, whichever is greater. In no case shall RESULT permit the employ of individuals under the age of 16.

ENVIRONMENTAL PRACTICE
RESULT actively encourages all of its suppliers to pursue correct environmental practices, including the recycling of waste materials and the re-circulation of waste heat generated in the dyeing process. RESULT encourages the use of recycled poly bags, trims, fabrics and materials where possible.

GARMENT MANUFACTURE

NICKEL: All *RESULT* garments are nickel free; regular swab tests in factory ensure trimmings have no nickel content. Further tests carried out by our UK QC on arrival into our warehouse corroborate this.

EN473 testing: Garments that are classified waterproof or weatherproof with taped seams require an import recorded process. Testing on every consignment of these garments is carried out at random by our UK Quality Control with findings recorded to verify that the garments have passed Hydrostatic Head testing over 1600mm. Consignment reference and date is recorded in a QC file for self-certification.

AZO: RESULT garment fabrics are tested to ensure no AZO dyes have been used during the dying process.

ZIPS: RESULT zips undergo strength tests to ensure maximum life of zip use – records are kept at each factory.

REACH banned substances: RESULT actively encourages all suppliers to have full compliance with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and ensure no harmful chemicals - to any human or environment - are used in products bearing the Result brand.

RECYCLING: As innovations to fabric recycling evolve, we make running changes to any styles where recycling can enhance performance or lessen environmental impact.

We have a strict NEEDLE Policy at all sites, enforced by metal detection equipment for junior and youth garments.

PRO-ACTIVE APPROACH TO NEW LEGISLATION

RESULT is proactive in ensuring that we are up to date with all new EU regulations on Health/Safety/Environmental/Product labelling/Law practices by engaging independent advisors for advice on the requirements needed to assure clothing product integrity and compliance with National & International standards and legislation.

RESULT is a member of:

NCWA   - National Children's Wear Association monitors safety in the design of all aspects of children's wear.

SEDEX - Supplier Ethical Data Exchange is a membership organisation for businesses committed to continuous improvement of the ethical performance of their supply chains

REMA   - Retro-reflective Manufacturers Association is the association monitoring all retro-reflective items including Safety Clothing and footwear, especially in EN ISO 20471 categories.