



As we all work toward a more ethical and sustainable world, PenCarrie is committed to ensuring that all trading is practiced in an ethical manner and expects equivalent standards of conduct from its business partners and suppliers.

In our industry, it is important to be aware of the ways in which garments are supplied and manufactured, and in turn, ensure that our suppliers comply with all laws and regulations in the countries in which they operate. PenCarrie will not knowingly trade with any supplier that does not comply with these laws and regulations.

In order for PenCarrie to ensure that trading is practised in an ethical manner, we require our suppliers to release information about their manufacturing processes and you will find statements, in part, from a number of our supplier's policies in our Brand Ethical Trading Policies brochure.

If you have any questions about our Ethical Trading Policy document, please contact our Marketing Team at marketing@pencarrie.com

Best wishes,

Team PenCarrie

Taking a more ethical approach



- Boxes from our suppliers are reused in the warehouse where possible.
- All waste cardboard and plastic is bailed on site for greener transportation and recycling.
- Cardboard, plastic, cans and paper are recycled.
- We endeavour to have a zero to landfill policy on waste.
- We have installed solar panels to the roof of our warehouse to offset as much usage of electricity as possible.
- Power sockets and unnecessary lighting is switched off when not in use.

Our employee Staff Forum Team arrange a number of charity events throughout the year and all monies raised are given to the annually selected employee charities, chosen each year through an employee majority vote. We also support large charity events including Children in Need and Red Nose Day – we love any excuse to wear fancy dress!

Modern Slavery and Human Trafficking



PenCarrie is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. The PenCarrie supply chains include the sourcing of high quality lines of clothing for distribution.

The organisation expects all those in the supply chain to comply with a zero tolerance approach to slavery and human trafficking.

Suppliers are required to demonstrate that they act ethically and within the law in their use of labour. Where suppliers are unable to demonstrate this standard, the organisation will look to terminate the business relationship.

For a full copy of the PenCarrie Modern Slavery and Human Trafficking Statement, please contact marketing@pencarrie.com

Our Printers



All of our print suppliers recognise the importance of environmental protection and are committed to reducing their impact on the environment.

PenCarrie ensures that any print supplier used meets the standards expected in the industry and takes a responsible approach to its environmental policy.

Some of these responsibilities include:

- Reduction of waste going to landfill
- Encouragement of clients to use environmentally friendly materials
- Increase in the usage of recycled and certified paper
- Increase in the recyclability of all production materials and packaging
- Compliance with the requirements of the FSC® and PEFC Chain of Custody Standards
- Control of noise emissions from machinery
- Planning of delivery routes to reduce emissions
- Training of all employees in environmental issues

Our Couriers



With the challenges of greenhouse gases affecting our environment, it is essential that PenCarrie works with delivery and courier services across the UK and Ireland that take their responsibilities towards the environment seriously.

Our couriers are committed to reducing transport related CO₂ emissions and providing carbon-neutral shipping for all packages where possible.

By minimising waste through careful and efficient use of materials and energy, as well as monitoring and identifying contributing factors, our couriers take continuous action to ensure that any environmental impact is reduced.

Our Packaging



At PenCarrie, we work closely with our packaging suppliers to ensure that the products that we use create as little impact on the environment as possible. By promoting the use of sustainable products and encouraging recycling, our packaging suppliers are providing environmentally sustainable packaging solutions and work hard to reduce their impact on the environment.