

Corporate Social Responsibility – Supporting Document

PHILANTHROPY

Sharing Knowledge – Both our MD's James & Ed Taylor are heavily involved within local leadership groups with their peers where they discuss key business topics and brainstorm on any problems they have encountered.

Supporting Global Charities – Our MD Ed Taylor is a trustee of the Superyacht Foundation; a charity raising funds for causes within the marine sector. To date this year they have raised over £100,000 for Turn To Star Board and Sail4Cancer amongst others.

Charitable Giving To Local Schools – This year we have donated metal water bottles to local schools to promote the message 'Refill not Landfill'. We are also about to donate some pin badges promoting Olympic values as part of a reward scheme.

Promoting The Business We Work With – As with sharing knowledge we refer and introduce the companies we work with to appropriate third parties. We also support our clients charitable giving, donating significant amounts to their chosen charities.

ECONOMY

Recruiting Locally – We will always try and recruit from our local area and we all live within a 10 mile radius of the office, in fact 80% of our staff live within 3 miles, many of us cycle or walk to work reducing our carbon footprint.

Attainable Growth Plan – It is the responsibility of the senior management team to educate ourselves and our staff to build excellence across the board. In this way we will secure our future and the future of our business as we grow in knowledge. A large part of this education comes from attending seminars, networking events, conferences and award dinners such as the Park Awards in Paris.

Developing Strategies To Ensure Long Term Growth – We hold a senior management team meeting every week where we discuss departmental strategies to maximise profitability and operational efficiency.

ISO9001 - The ISO 9000 family of quality management systems (QMS) standards is designed to help organisations ensure that they meet the needs of customers and other stakeholders while meeting statutory and regulatory requirements related to a product or service. Third party bodies provide independent confirmation that we meet all the necessary requirements and our policies are updated on a regular basis or as required. The ISO 9001 standard is the backbone of our business, it gives us stability.

ENVIRONMENT

Researching Sustainable Fabric – Over the past two decades we have seen the development of sustainable fabrics within our industry. We keep up to date via seminars and fashion events on all new technologies and are market leaders in this field. We are always looking for suppliers that have a more sustainable approach to manufacture which we can then pass on to our customers. We also find social media is a very effective tool for research and we are in constant contact with many influencers within this media. Emily Penn, Ocean Advocate is a great example of this.

Encouraging Our Suppliers To Use Less Packaging – We will endeavour to contact all of our suppliers by the end of the year to inform them we will not require excess packaging.

Recycling/Reusing – We recycle all the cardboard that comes through our warehouse and all the paper that is no longer wanted in the office. In the future there is the possibility of offering our new clients a uniform re-

cycling service. If uniform is purchased from us we will be able to re-cycle their old/existing uniform, via a government recognised recycling facility.

Ethical Sourcing – We are taking the bold step of encouraging our clients away from fleeces and towards soft shell jackets as a more sustainable choice encouraging less impact on the environment. We look at the whole lifecycle of a product. From the start, no child labour is involved with any of the garments we source, we look at how it's made, worn and washed for example fleece sends micro fiber into the water supply each time it goes through a machine cycle, and will one day become obsolete because of this. Through educating ourselves we will future proof your uniform.

Local Supply Chain Where Possible – We will always look to our local area for smaller jobs like printing, cleaning and office supplies.

OUR PEOPLE

Training – We ensure each of our employees has the tools they require to do the job effectively and efficiently. When you join our team you are taken through a comprehensive induction which explains the TMD ethos, health and safety, self-care and care of others, a tour of the building and warehouse and introduction to all staff members. The induction is given by our MD's which is an effective reinforcement of their open door policy.

Apprenticeships – We currently have 3 staff employed on an apprenticeship basis. They are in regular contact with a specialist training company who monitor progress and report back to our MD's on how best to support and develop them.

Out Of Office Events – We hold a summer and Christmas party each year where we all get together and share a meal and a fun activity. In addition to this our staff often arrange events independent of work where everyone is invited. We attend many events, seminars, webinars like TED Talks and conferences.

Developing Skill Sets – In-line with ISO9001 each staff member, where appropriate, is multi-skilled to enable swift and efficient cross over of duties when necessary. We also encourage personal development outside of the office.

Encouraging Diversity & Labour Practices – We look for people with initiative, common sense and drive regardless of sex, race, gender & disability. We give everyone employed by us the same opportunity for development.

Empowerment – We do not micro manage people. If we have trained and communicated with our employees correctly we trust they are capable of making decisions for themselves within certain limits. This naturally builds self-confidence and enhances their knowledge

Self Care – We encourage all our staff to take breaks, holidays and fully verse themselves with our health and safety policies. We have a flexible working policy and a provision to work remotely, as far off as Melbourne, Australia in one case.

We have a fully equipped kitchen, places to relax away from workstations, a bicycle rack to encourage cycling and we always sponsor our team for charitable sporting events.