



# ETHICAL STATEMENT

Xpres believes that business should be conducted with total respect for people and the environment. We adopt a rigorous selection process for suppliers and manufacturers, ensuring only those that are totally committed to exceeding our high ethical standards become appointed suppliers. We will not purchase from a supplier that we that we have not personally approved.

We do not own our factories and choose instead to build strong working relationships with carefully selected suppliers. We ask that all suppliers submit social and ethical audits and can prove compliancy with local working laws.

In addition to our rigorous social and ethical supplier selection process, we also ensure that all products purchased comply with EU regulations, including REACH. Any products containing SCHC's on the banned substance list will not be sold by Xpres.

## SUPPLY CHAIN CODE OF CONDUCT COMPLIANCE

Our products are manufactured by different supplier organisations employing thousands of people in several countries. We recognise and honour our duty to protect the workforce employed to manufacture our products and work with our suppliers to ensure the provision of fair wages and working hours, safe and hygienic working conditions, regular employment and no discrimination, harsh or inhumane treatment of employees.

In order to manufacture Xpres products, each appointed supplier must comply with national and other applicable laws and conform to the following terms as a minimum requirement:

- Children must not be employed below the legal minimum age required by the law of the individual country.
- Employees are to be paid at least the legal minimum wage as required by the law of the individual country.
- Working hours must not exceed those set out by local legislation. Overtime must always be voluntary and remunerated at a premium rate.
- Maternity leave must be made available to all female employees.
- Employment is freely chosen and no discrimination is practiced. There is no use of forced or involuntary labour and employees are free to leave their employment after reasonable notice.
- Good working conditions must prevail. The provision of adequate wash room facilities and a canteen are essential.
- Correct procedure and policies should be in place to ensure employee health and safety.
- Workers' representatives are not discriminated against and are allowed access to the workplace to carry out their representative functions.
- Ensure that the suppliers own supply chain shares our ethics and is compliant to Xpres' code of conduct.
- Agree to an independent audit as specified by Xpres.

## FACTORY AUDITING

An ethical audit is a formal examination of the labour practices of a workplace or company. It is a verifiable process to understand, measure, report on and help improve an organisation's social and environmental performance.

We expect that all of our manufacturers hold, or are working towards a valid audit from SMETA, Sedex or BSCI and must agree to permit regular unannounced visits from our senior management team and independent auditors.

## MODERN SLAVERY STATEMENT

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our suppliers

Xpres operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our working agreement with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They adhere to our ethical policy.
- They hold, or are working towards at least one of the following factory audits; WRAP, SEDEX or BSCI.
- The factory makes audit reports available to Xpres.
- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- They pay their employees any prevailing minimum wage applicable within their country of operations.
- They will allow UK employees to audit the factories when requested.
- We may terminate the contract at any time should any instance of modern slavery come to light.

## OUR ENVIRONMENTAL POLICY

We recognise that our business activities affect the natural environment in a number of ways. We strive through continuing improvement to minimise the adverse effects on the environment and the earth's natural resources, whilst safeguarding the health & safety of our employees and the public. We purposely seek out suppliers who take positive action to minimise both waste and the impact of their manufacturing processes on the surrounding environment.

### We aim to always:

- Comply with or exceed relevant legislative requirements.
- Progressively reduce the environmental impact caused by our products and activities.
- Encourage manufacturing suppliers to recognise their environmental responsibilities and insist that practices are implemented within their supply chain.
- Ensure that no chemicals deemed harmful to humans or the environment are present in our products.

## European Regulation (EC 2006/1907-REACH regulation)

REACH is a European Regulation concerning chemicals and their safe usage. It aims to improve the protection of human health and the environment through a system of Registration, Evaluation, Authorisation and restriction of Chemicals. Chemicals deemed as harmful are added to the 'substance of very high concern list'. Xpres products do not contain any of the chemicals on this list in any quantity and we actively work with REACH Ready to ensure compliance. The restricted substance list is usually updated twice a year.

Xpres routinely checks all products against any new listing to ensure we maintain this standard.



## Oeko-Tex Standard 100

Oeko-Tex is an independent globally standardised certification especially developed for textiles. Its primary purpose is to ensure that the chemicals used in the manufacture of textile products are in no way damaging to health. At Xpres we understand what the modern wearer demands from their clothing and garment decoration. Oeko-Tex Standard 100 allows Xpres to deliver innovate textile transfer films with complete confidence that no harmful chemicals have been used in their manufacture. Xpres aims to ensure that all products achieve this certification where possible.

The following products hold Oeko-Tex Certificates:

- |                        |                      |                                  |
|------------------------|----------------------|----------------------------------|
| • Super Flex           | • Extra Flex         | • Solvent Dark Plus              |
| • Super Flex Evolution | • Flexi Cut          | • Easy Print                     |
| • Ultra Cut            | • Xtra Stretch       | • Subli Block                    |
| • Ultra Cut Turbo      | • Just Press Numbers | • Forever Laser Dark No Cut      |
| • Easy Flex            | • Brick              | • Forever Classic Plus Universal |
| • Multi Flex           | • Carbon Fibre       | • SubliTex                       |
| • Premium Reflective   | • Solvent Dark Turbo | • Xpres Subli+ Garments          |



## SUMMARY

Xpres confirms the following:

- Factories that manufacture Xpres products should hold or are working towards at least one of the following ethical audits – SMETA / Sedex / BSCI.
- That none of our products contain any of the current substances of very high concern in accordance to European Regulation (EC) 2006/1907 – Reach Regulatorio