

PSW IS TAKING ACTION TO SHAPE A **MORE SUSTAINABLE FUTURE FOR OUR KIDS AND SCHOOLS.**

THE APPAREL INDUSTRY IS ONE OF THE LARGEST CONTRIBUTING INDUSTRIES TO CLIMATE CHANGE GLOBALLY PRODUCING MORE CARBON EMISSIONS THAN ALL INTERNATIONAL FLIGHTS AND MARITIME SHIPPING, BEING THE ANNUAL EMISSIONS OF FRANCE, GERMANY AND THE UK COMBINED. PSW IS ACTIVELY IMPROVING THE CARBON IMPACT OF OUR PRODUCTS FOR OUR PEOPLE, OUR CHILDREN AND THE PLANET.

The average Australian discards 23 kilograms of clothing into landfill each year – this is enough to fill Sydney harbour annually. A single cotton t-shirt and one pair of pants requires approximately 20,000 litres of water to produce with apparel being responsible for 20% of the worlds global wastewater. On top of its environmental impact 93% of brands are not paying their garment workers a living wage.

It is the responsibility of every business to take action for its impact on people, society and the environment. At PSW we take the social responsibility of our supply chain very seriously. We own and operate our own manufacturing facility giving us a unique advantage in the management and control of our suppliers who meet very stringent checks required to conform to our auditing process. However, we are on a continuous journey to ensure we maintain best practice and be ahead of the evolving demands of the industry. PSW is committed to making positive economic, social and environmental contributions to society, consistent with the principles of honesty, integrity, fairness and respect. We prohibit discrimination, forced, trafficked and child labour and are committed to a safe, healthy working conditions – including the right to freedom of association and collective bargaining. We will only work with suppliers who operate in line with our Code of Conduct and Ethical Sourcing Policy. Our objective is to not only make your school look great, but also feel great about the way in which your uniform is supplied and that no children are exploited in the process.

As we transition into this project, we will be focusing on many issues to support People and the Planet including:

PEOPLE

- ADDRESSING HUMAN RIGHTS IMPACTS
- ANTI-SLAVERY POLICY
- ETHICAL SOURCING PROGRAMS
- ETHICAL SOURCING TRAINING
- MODERN SLAVERY POLICY

PLANET

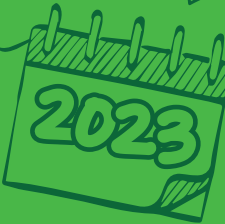
- SUSTAINABILITY PROGRAMS
- RECYCLING PROGRAMS

PSW IS APPLYING THE IDEA OF

RETHINK
REUSE
RECYCLE
REPEAT

PSW IS ACTIVELY IMPROVING THE CARBON IMPACT OF OUR PRODUCTS

BY 2023 ALL OF OUR POLYESTER WILL COME FROM RECYCLED SOURCES OR RECYCLED FIBRES WHEREVER POSSIBLE



HOW WE MAKE A PRODUCT FROM RECYCLED PLASTIC BOTTLES

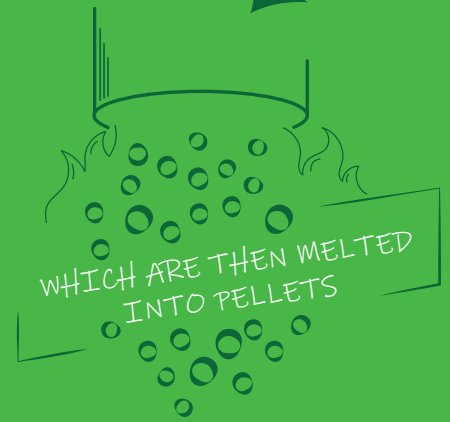
THIS GARMENT IS MADE
FROM PLASTIC BOTTLES.

THESE BOTTLES ARE WASHED
AND SHREDDED INTO FLAKES

WHICH ARE THEN MELTED
INTO PELLETS

THE PELLETS ARE
EXTRUDED INTO YARN

THE YARN IS THEN
MADE INTO FABRIC AND
SEWN INTO THE PRODUCT



PSW ETHICAL & **SUSTAINABLE CLAIMS**



WHAT WE ARE DOING FOR THE PLANET:

SUSTAINABLE PRODUCTS

PSW is applying the idea of Rethink, Reuse, Recycle, Repeat. We are actively improving the carbon impact of our products. By 2023 all of the polyester yarns we use will come from certified recycled sources, we aren't stopping there either, using other types of recycled fibres wherever possible. Our packaging is also 100% recyclable. Our manufacturing facility is ISO rated – quality assurance and environmental standards. We Adhere to standards for consumer health and safety, and we test for Azo Dyes and Formaldehyde and we also adhere to the European Coloration Standards.



WHAT WE ARE DOING FOR PEOPLE:

ETHICAL PRACTICES

It's all about the people who make our products. We Audit our Tier 1 partners according to internationally recognized standards and auditors. This ongoing program ensures a minimum standard & aims to improve the life of those working to produce our products. We abide by the International Labour Organisation Standards (ILO) and are signatory to the Australia Fairwear Program.



HOW WE MANAGE THIS:

QUALITY CONTROL

Our in-house Quality Assurance team ensures all of our products are manufactured according to our quality & compliance requirements. To ensure this we use a combination of internal and external quality inspection services. We inspect every production cycle.