

His Excellency António Guterres
Secretary-General
United Nations,
New York,
NY 10017 USA

23rd May 2022

Dear Secretary-General,

I am pleased to confirm that Portwest reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Since its establishment in 1904, Portwest has always acted in a manner that supports its local communities and invests in its employees. We have a long history of sustainable practices, and through 4 generations, this family-owned business has continued to strive to be better year in year out. We pride ourselves in fulfilling the commitments we have made to our staff and stakeholders over the past century and continuing on from our commitment last year, we are delighted to continue and improve on this journey of sustainability.

We are working hard to ensure each of our 4 key pillars are embedded in all that we do, and our sustainability strategy, Portwest Planet, demonstrates our commitment to improving the communities we work in, bettering the quality of life for our employees, and working with our stakeholders to reduce the impact of our operations on the environment. Last year our key strategic focus was to review and recognise all the activities ongoing within Portwest and establish a benchmark.

At Portwest, we want to instil confidence in our stakeholders through transparency and improving our visibility of the Portwest supply chain year on year. We are continuously innovating and designing more sustainable products, operating in a more environmentally friendly manner and we endeavour to have a positive impact on global issues and the communities we operate in.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our external channels of communication.



Mr. Cathal Hughes - Portwest UC
Chairman



UN Sustainable Development Goals

When signing up to the UN Global Compact, Portwest prioritised four of the seventeen UN sustainable development goals to focus our attention and activities to have the best impact possible. Through our activities in 2021, we are delighted to have also addressed Goal 16. We continue to strive towards actions that will support each of the SDG's in future stages of our sustainability strategy.



In the following report, we outline our activities and the progress we have achieved in reaching these goals, along with a list of key goals and progress towards each at the end of this report.

Human Rights & Labour

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

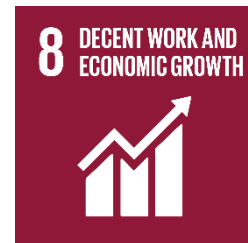
Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Our Human Rights and Labour activities, policies and procedures reflect the actions we are taking in relation to the UN Sustainable Development Goals 3 & 8.



Goal 3 - Ensure healthy lives and promote well-being for all at all ages.



Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Portwest operates 8 sites right across the world, 5 warehouses, 2 manufacturing facilities as well as our head office. We recognise the importance of protecting the rights and dignity of all our employees and are committed to conducting and growing our business in a sustainable and ethical manner.

Portwest has stringent policies in place to ensure the health, wellbeing and safety of all our employees worldwide. We are voluntary members of independent monitoring organisations such as WRAP and SEDEX, who oversee our global compliance with these policies. Actively engaging with third party monitoring demonstrates our contribution to *UN Targets 8.5 and 8.8**. Our policies seek to ensure minimum legal requirements are exceeded in every country we operate in for the following important issues:

- Child labour, Forced Labour and Human Trafficking
- Freedom of association and the right of collective bargaining
- Diversity, Discrimination and Harassment
- Career Management and Training
- Working Conditions
- Social Dialogue
- Employee Health and Safety

**Target 8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value*

**Target 8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment*

Each of our fully owned factories have up to date audits using Sedex Members Ethical Trade Audit (SMETA) and all our other sites have completed the SEDEX SAQ, again demonstrating our contribution to *UN Targets 8.5 and 8.8*. We have once again achieved a gold standard in WRAP for our Bangladesh factory and are currently in the process of finalizing the audit for Myanmar which has been delayed due to the pandemic.

In 2021, we achieved Level 3 STeP by Oeko Tex in our Bangladesh factory, the highest level there is. In recognition of the high standards we have in place, as well as the additional benefits we provide to the Portwest team, we were awarded an incredible 91% in social responsibility.



	Level 1	Level 2	Level 3	Max. Score	Portwest Score	Level
Chemical management				88	70	2
Environmental performance				239	206	2
Environmental management				94	84	3
Social responsibility				331	320	3
Quality management				133	108	2
Safety				333	301	3
Scoring Result STeP				LEVEL 3		



Health and Safety

Portwest takes pride in providing a safe, ethical, and healthy workplace for all our staff globally. We have been recognised by many partner organisations as noted above and have achieved ISO 450001 in 25% of our sites globally, accrediting our high standards of health and safety at work. We aim to have 100% of sites certified by 2023.

Learning and Development

We are dedicated to helping colleagues grow and develop and invest in employee learning and development. We believe in continually developing our teams both professionally and personally, enabling our team to grow with the organization. We encourage learning opportunities at all levels and all locations within our global organization, fostering a culture of learning at an organisational, team and individual level, creating a positive learning environment for all.

We provide a structured career development framework that offers a clear route to professional and long-term growth within our organisation. We continue to commit to and provide development and progression opportunities across all our locations as we grow.

Portwest developed a Learning and Development Strategy to ensure Portwest's growth as a sustainable and successful organisation. In 2021, Portwest invested in a learning and development manager to give the area the focus and attention needed. Since this, L&D has been monitored closely and tailored to the specific needs of our teams.

General wellbeing

At Portwest, we provide every employee access to medical care, education, and nutrition regardless of the social benefits in place per country. In countries with less social benefits, some of our programmes include on site medical care, a year's supply of baby formula for all new mothers, as well as an education scholarship programme for all children of single parents, demonstrating our contribution towards *Targets 3.2, 3.4, 3.8 and 8.6**. Employees in countries with more social benefits receive various forms of employee assistance such as health insurance, pension and access to fresh fruit daily, contributing to *Targets 3.4 and 3.8**.

**Target 3.2 - By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births*

Target 3.4 - By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being

Target 3.8 - Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

Target 8.6 - By 2020, substantially reduce the proportion of youth not in employment, education or training

Portwest initiates a bi-annual employee surveys globally, continuously assessing and improving the wellbeing of employees. We manage, support, and develop our teams based on the outcome of these surveys, leading to the achievement of multiple awards including the Great Place to Work Certification, Best Workplaces, IBEC Keepwell Mark and IBEC Leading in Wellbeing - Top 100 Companies award and the Deloitte Best Managed award.



At Portwest, we know the good health and well-being of our employees is key to growing sustainably, and our global strategies will continually evolve to empower and support employees. We also recognise the value of providing meaningful employment and aspire to develop a culture of high performance.

Employee Communication

At Portwest we actively encourage two-way communication with our teams globally. We seek feedback from our teams on what improvements are needed and where our focus should go. In addition to regular surveys, we have several committees that work with management to agree improvements and strategy, as well as supporting on implementation of agreed measures.

Environment

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Our Environmental activities, policies and procedures reflect the actions we are taking in relation to the UN Sustainable Development Goal 12.



Goal 12 - Ensure sustainable consumption and production patterns.

At Portwest, we have implemented ISO 14001 which means that we have worked hard to set up fully integrated and proactive environmental management systems in 25% of our operational sites. This system enables us to reduce our carbon footprint and better manage the impact of operational activities on the environment. We aim to have 100% of sites certified by 2023, demonstrating our contribution towards **Targets 12.1, 12.2 and 12.a***.

**Target 12.1 - Implement the 10-year framework of programmes on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries*

Target 12.2 - By 2030, achieve the sustainable management and efficient use of natural resources

Target 12.a - Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production





Packaging

Portwest accept the challenges that plastics present and have created a sustainable plan of action to help tackle the issue. In 2021 we created a packaging database, enabling us to audit and analyse our current stock.

We also signed up to the UK Plastics Act in 2021 solidifying our commitment to reducing plastic in our supply chain by 2025. The ambitious targets include:

- Eliminate single use plastic
- 100% of plastic packaging is recyclable, reusable or compostable
- 70% of plastic packaging is recycled or composted
- 30% recycled content used in all packaging

We have adopted these targets at a manufacturing level, improving our packaging on a global scale. We are also trialing new materials such as organic cotton string to replace single use plastic lock pins and FSC certified swing cards on garments. This clearly demonstrates our contribution towards *Target 12.5**.

**Target 12.5* - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Material

Portwest are continually assessing new sustainable fabric developments and making conscious changes wherever possible. In 2021, our product team researched and developed a whole range of eco garments, all made using GRS certified recycled polyester and bamboo fabric, with trims made from recycled material, again demonstrating our contribution towards *Target 12.5**. Portwest use Global Recycled Standard (GRS) certified polyester as this is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.

Portwest is currently working on responsible Cotton accreditation and hopes to launch this later in 2022, contributing towards *Target 12.2**

**Target 12.2* - By 2030, achieve the sustainable management and efficient use of natural resources

Portwest has also achieved the ISO 9001 certification in 25% of operational sites. which is the world's foremost Quality Management Standard. As a global provider of safety wear, Portwest has a dedicated team of expert fabric technologists ensuring materials are chosen that meet all of the performance standards. We rigorously test fabric both in-house and through 3rd party accredited laboratories to ensure the best fabrics are selected for each product, resulting in durable and hardwearing fabrics that do not break down easily, increasing the product life cycle contributing towards *Target 12.5**.

Circular Economy

As part of a circular solution trial, we have partnered with Avena, who provide sustainable and individually tailored solutions for the collection and secure recycling of end-of-life textiles, foot protection and PPE in the UK. We continue to research a global solution and work with Avena to ensure our products are produced in a manner that enables them to be recycled at end of life, another activity which contributes to *Target 12.5**.



Chemicals

Portwest never compromises on chemical compliance which is why all materials used with the range are REACH certified. Registration, Evaluation, Authorisation & Restriction of Chemicals (REACH) is a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals.

100% of the garments produced in our factories carry the Oeko Tex 100 standard, guaranteeing products have been tested for harmful substances and safe for human use in close contact with the skin. The above demonstrates our actions towards *Target 12.4**.

**Target 12.4* - By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

Sustainable Procurement

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 4: the elimination of all forms of forced and compulsory labour; and

Principle 5: the effective abolition of child labour;

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our Sustainable Procurement activities, policies and procedures reflect the actions we are taking in relation to the UN Sustainable Development Goals 8, 12 and 17.



Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 12 - Ensure sustainable consumption and production

Goal 17 - Strengthen the means of implementation and revitalize the global partnership for sustainable development.



At Portwest, we work with a large network of organisations right across the globe, demonstrating our contribution to *Target 17.11**. When working with these organisations, we have implemented stringent sourcing and partnership policies and procedures, to ensure we are making every effort to influence organisations external to Portwest to also act responsibly and with integrity, demonstrating our commitment to *Targets 12.7 & 17.16**. Sustainable procurement covers seven out of ten principles of the UN Global Compact, reaffirming the importance of these stringent policies and procedures.

**Target - 17.11* - Significantly increase the exports of developing countries, in particular with a view to doubling the least developed countries' share of global exports by 2020

**Target 12.7* - Promote public procurement practices that are sustainable, in accordance with national policies and priorities

Target - 17.16 - Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries

Portwest is committed to sustainable procurement and are currently working on increasing visibility of our supply chain at all levels. As part of this commitment, we are a member of Sedex, one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. Through this membership we strive to:

- Make our supply chains more transparent
- Protect people, the environment and business by proactively identifying and managing risk
- Enable sustainable and responsible business through technological solutions
- Source responsibly through collaboration and information gathering and sharing

Engaging with Sedex ensures long term, trustworthy partnerships with our suppliers and stakeholders, improves quality control systems and reduces risk overall.

Over the last year, we have invested in expert advice to upgrade our supplier policies and procedures, ensuring we are sourcing products that are produced in an ethical and responsible manner. Our Procurement & Supplier Management Policy outlines our procedure for onboarding new and managing existing suppliers. Our supplier assurance questionnaire is completed annually and forms the basis of announced and unannounced audits, which we conduct as part of our onboarding procedure as well throughout the duration of our partnerships. All of the above is our contribution towards *Targets 8.7 and 12.6**.

Target 8.7 - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Target 12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Additional to the above, we encourage all of our suppliers to hold human rights and environmental certifications and good practices. Portwest teams in the relevant countries conduct onsite audits verifying these practices, which contributes towards *Targets 8.4, 12.8 and 17.7**.

Target 8.4 - Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead



Target 12.8 - By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

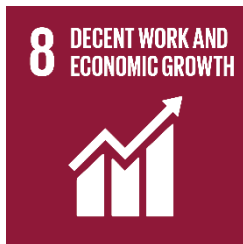
Target - 17.7 - Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed

Ethics

Anti-Corruption

Principle 10: *Businesses should work against corruption in all its forms, including extortion and bribery.*

Our Ethical activities, policies and procedures reflect the actions we are taking in relation to the UN Sustainable Development Goals 8 and 16.



Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 16 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

At Portwest, we believe that companies cannot fully guarantee ethical practices if they don't own their manufacturing facilities. As a global manufacturer of protective garments, we are incredibly proud to own 2 manufacturing facilities, which produce 85% of the protective garments we list. Owning these facilities gives us complete visibility and control ensuring safe working conditions and fair standards for our teams across the globe. These actions contribute to **Targets 16.6, 16.7, 16.8 and 16.b***. The following policies and govern ethics within Portwest:

- Ethical Code of Conduct
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Modern Slavery Statement
- Whistle Blowing Policy
- Labour and Human Rights Policy
- Diversity, Equality and Inclusion Policy

***Target - 16.6** - Develop effective, accountable and transparent institutions at all levels

Target - 16.7 - Ensure responsive, inclusive, participatory and representative decision-making at all levels

Target - 16.8 - Broaden and strengthen the participation of developing countries in the institutions of global governance

Target - 16.b - Promote and enforce non-discriminatory laws and policies for sustainable development





Portwest provides anti-corruption and antibribery training to ensure employees have full comprehension of unethical practices and how to identify them. We also have a whistleblowing policy to protect employees from victimisation, harassment, or disciplinary action as a result of any disclosure, where the disclosure is made in good faith and is not made maliciously or for personal gain. These actions are a direct contribution to *Targets 8.8 and 16.5**.

Target 8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Target - 16.5 - Substantially reduce corruption and bribery in all their forms

A compliance committee, consisting of in house legal representatives and board members oversee the maintenance of ethical practices in Portwest. All the directors receive periodical training including training on directors fiduciary duties under the companies acts and corporate governance training.

Information security is of utmost importance to Portwest, ensuring the sensitive and private data of our customers, suppliers and employees is not at risk. Over the last year, we have invested in new technology as well as additional resource in order to ensure we meet the relevant standards and we aim to reach a CIS rating of 4.5 out of 5 by 2025.

Actions and Goals

	List of key activities	Goals	Progress	UN SDG Target
Labour and Human Rights	LTIR & RIDDOR statistics	LTR and RIDDOR of 0 by 2025	Standardised reporting being implemented across the group	Target 3.8 & 8.8
Labour and Human Rights	ISO 45001	100% of manufacturing & warehousing sites covered by 2023	25% achieved	Target 3.8, 3.9 & 8.8
Labour and Human Rights	Medical Care	% of employees in receipt of onsite medical checks # covered by mental health awareness	100% of Employees have access to Medical Care Collecting Data for Mental Health Awareness	Target 3.8 & 3.9
Labour and Human Rights	Career Management & Training	- 80% of staff to attend training - 32 training hours per person	Learning & Development Department established as part of CPD Program. Global training assessment completed and training rolled out via LearnUpon in tandem with performance reviews	Target 8.5 & 8.6
Labour and Human Rights	WRAP / SMETA coverage	All Portwest manufacturing sites covered by WRAP or SMETA 2023	100% of all manufacturing sites received SMETA audits and CAPR reports being actioned 100% of all manufacturing sites to achieve WRAP	Target 8.7 & 8.8
Labour and Human Rights	Labour and Human Rights Reporting	Publish GRI non financial report by 2023	Currently collecting data	Target 12.6, 16.6 & 16.8
Environment	Introduce a range sustainable workwear	Increase use of certified materials and maintain all certificates for manufacturing facilities	WX3 Eco launched in 2021	Target 12.1, 12.2, & 12.4
Environment	Introduce a range recycled high visibility	Increase use of certified materials and maintain all certificates for manufacturing facilities	Eco Hi Visibility range introduced in 2021	Target 12.1, 12.2, & 12.4
Environment	Introduce a range of sustainable PPE	Increase use of certified materials and maintain all certificates for manufacturing facilities	Glove and shoe launched in 2021	Target 12.1, 12.2, & 12.4
Environment	Introduce a Responsible Cotton certification	Increase use of certified materials and maintain all certificates for manufacturing facilities	To be completed by end of 2022	Target 12.1, 12.2, & 12.4



	List of key activities	Goals	Progress	UN SDG Target
Environment	Environmentally friendly production certified by Oeko-Tex STeP	All Portwest owned manufacturing facilities to be certified to Oeko-Tex STeP by 2025	50% achieved	Target 8.5, 12.1, 12.2, 12.4, 12.8 & 12.a
Environment	Sustainable Packaging	Reduce single use plastic and find sustainable alternatives for all Portwest packaging.	Signed up to UK Plastics Pact at Global Level Introduction of sugarcane polybag, FSC or bamboo swing tickets on new 2021 products. Currently phasing out old stock of packaging.	Target 12.5
Environment	Environmental Management ISO 14001	All Portwest owned sites by 2023. All tier one suppliers by 2030	25% achieved Collecting data on Tier 1 Suppliers	Target 12.1, 12.2, 12.5, 12.8 & 12.a
Environment	Circular workwear	Offer fully sustainable and recyclable workwear	Trialling a take back scheme in the UK and continue to research a global solution	Target 12.5
Environment	Chemical Compliance Oeko-Tex Standard 100	All Portwest owned manufacturing facilities to be certified to Oeko-Tex 100 by 2025	100% achieved	Target 12.4
Sustainable Procurement	3rd party management systems for H&S, Environment and Quality Code of Conduct and SAQ	% Suppliers in compliance with 3rd party accreditation All new suppliers to provide signed Code of Conduct and SAQ.	Collecting data on Tier 1 Suppliers	Target 8.4, 8.7 16.5 & 17.11
Sustainable Procurement	Visibility and transparency of supply chain through SEDEX	90% of Tier 1 Suppliers registered with SEDEX	Meeting with suppliers underway	Target 8.8, 17.7 & 17.16



	List of key activities	Goals	Progress	UN SDG Target
Sustainable Procurement	Quality Management System	<p>ISO 9001 accreditation being implemented at all Portwest's operational sites by end of 2023 (except HQ).</p> <p>All Tier 1 Suppliers required to provide relevant quality management system accreditation</p>	<p>25% of sites accredited to ISO 9001</p> <p>Collecting data on Tier 1 Suppliers</p>	Target 12.5 & 12.6
Ethics	Ergo information security audit	CIS 4.5 out of 5 rating by 2025	Audit to be initiated at end of 2022	Target 16.6
Ethics	Appointment of an information security officer	Appoint ISO	Engaging with Nostra to provide CISO	Target 8.8
Ethics	Financial and tax audits	Maintain financial and tax compliance	Performed annually by KPMG	Target 16.6 & 16.8
Ethics	Companywide knowledge on ethics	<p>Create and formalise ethics and anti-corruption policies and training by 2022</p> <p>100% of relevant staff trained on ethics by 2023</p>	<p>Training created and circulated</p> <p>65% completion rate</p>	Target 16.5 & 16.7
Ethics	Anti-Corruption Supplier Policy	Updated 2021/22	All suppliers to sign new policy by 2023	Target 16.b

