

# SEASALT

## CORNWALL

### Purchasing Policy

Seasalt Cornwall is a clothing brand and retailer based in Falmouth, Cornwall, where all our collections are designed. We have around 70 stores, over 400 wholesale partners in the UK, Europe, USA, Australia, and New Zealand. We sell our products online all over the world.

Since we began in 1981, our business has been committed to acting responsibly, minimising our environmental and human impact.

We recognise that clothing production has some adverse impacts on the environment and because of the globalisation of trade, the goods and services we buy are at risk of being produced by people who may be abused or exploited.

With this in mind, we will always strive to purchase goods and services responsibly which:

- Have the least detrimental impact on our environment.
- Are produced and delivered under conditions that do not involve the abuse or exploitation of people.

#### Our Commitments

- Promoting good environmental and labour standards to our suppliers.
- Giving preference to suppliers who share our commitment to ethical and legally compliant trading.
- Working with suppliers to implement ethical and legally compliant purchasing policies, adhering to our standards.
- Supporting ethical and environmentally sustainable trading by using eco-friendly and organic textiles in our products as much as possible.
- Communicating our policies clearly to customers and suppliers.

We have a stringent vetting process for all new suppliers where company profiles, business practice, and environmental, ethical, and legal compliance issues are all assessed before a potential supplier is approved to become one of our supply partners.

Once a supplier is approved, we ensure their continued commitment to ethical trading and compliant business practice with the support of our policies and procedures.

We have developed a Supplier Manual which clearly communicates our standards and offers guidance on how to comply with them. Our policy is to:

- Issue our Supplier Manual to all Seasalt brand suppliers.
- Obtain a Statement of Commitment to Ethical Trading and legally compliant business practices from all Seasalt brand suppliers.
- Ask all Seasalt brand suppliers to issue our Supplier Manual with their own suppliers and factories.
- Ask our Seasalt brand suppliers to manufacture products in compliance with the labour and environmental standards stated in our Supplier Manual.
- Require our Seasalt brand suppliers to share ethical trading and environmental reporting information upon request.
- Require our Seasalt brand suppliers to join Sedex, a non-profit organisation based in the UK, which gives suppliers the opportunity to demonstrate to all international customers that their business practices are responsible and share independent audits.
- Agree and sign our human rights policy and ensure the content is shared, understood, and agreed by the suppliers extended supply chain.
- Visit the factories where Seasalt products are made.
- Purchase goods and services that have been certified by the Soil Association, or other recognised ethical organisation wherever possible.

Where animal products are used, suppliers should implement industry-recognised best practices to ensure high standards of animal welfare during rearing, transportation, and slaughter. As such, our Supplier Manual also requires suppliers to commit to the highest standards of animal welfare. This includes (but is not restricted to):

- Sourcing only leather and suede that is a by-product of the food industry.
- Providing us with documentation for all garments made of wool to prove only non-mulesed wool is used or RWS certified yarn.
- Sourcing products that use synthetic down only, rather than natural feathers.
- Sourcing products that do not contain angora.
- Sourcing homeware and skincare products or their ingredients that are not tested on animals.

This policy must be shared with all employees and anyone whose actions may impact the environmental and ethical performance and standards of Seasalt.

We aim to work closely and transparently with our supply partners and frequently communicate our strategy and challenges.

We are committed to working collaboratively with our supply partners to find the best solutions and to pay a fair price and in line with suppliers agreed terms.

We will continue to review our buying practices and strengthen our supply – buyer relationships with the support of independent analysis by Better BuyingTM.

Signed by:

A handwritten signature in black ink, appearing to be 'A. Khan', written in a cursive style.

Date: 8<sup>th</sup> Aug 2022

Position:

Chief Executive Officer

Review Date: 1<sup>st</sup> January 2023