

Work In Style Ltd (CSR) Statement

The statements below are the Key points that P&R Fabrics Ltd affirm as core values in their (CSR) goals. These points are included and expanded in the companies HSS policy, Ethical Trading Policy and Sustainability Policy copies of which are embedded in this document. Together these documents encapsulate our companies approach to Corporate and Social Responsibility.

It covers three tiers of sustainability;

1. Safeguarding Employees and people
2. Safeguarding Environment
3. Safeguarding Reputation and ethical practices

Our commitment;

- That employment is freely chosen not forced bonded or any involuntary prison labour.
- The importance of the freedom of association and the individual's right to collective bargaining, to join or form trades unions without fear of discrimination or reprisals.
- That working conditions are safe and hygienic, where employees have access to health and safety training and that adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Those employees have access to clean toilet facilities and potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- That wages and benefits paid for a standard working week comply with national / industry standards and that wages should be enough to meet basic need. All workers should be provided with terms and conditions of employment and that all disciplinary measures should be recorded.
- That working hours are not excessive and that regular employment is provided. That overtime shall be voluntary, shall not be demanded on a regular basis and shall always be compensated at a premium rate.
- That child labour should not be used (in line with the relevant ILO standards).
- No form of forced Labour or bonded labour should be used.(In line with ETI and ILO standards)
- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Work in Style Ltd,
Hunter House, Unit 2 Holloway Drive
Wardley Industrial Estate, Worsley
Manchester, M28 2LA

Tel: 0161 4774438
E-mail: info@pandrgroup.com
www.workinstylepandr.co.uk

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- We will be responsible to ensure the environmental standards and legislation is fully respected and have measures such as suppliers with OEKO-TEX and SEDEX 4 pillar certification will be preferred for securing our supply chains on environmental responsibility.
- We will ensure to have an integrated system using ISO14001 framework to deliver fair practices under our environmental policy that include but is not limited to Waste management, biodiversity, cleanliness and hygiene, emissions and energy.
- We shall ensure our cabinet office returns are submitted for Net zero ,carbon emissions, Labour standards assurance, CESAR and Modern slavery returns .
- We shall ensure company comply with all the lawful requirements and deliver its services with integrity and ethically.

For & Behalf of Work in Style Ltd



Malcolm Macleod (Director) Dated 23/Nov/2022