



# RESPONSIBLE HAND PROTECTION

How Unigloves is putting purpose into practice



We develop relationships that make a positive difference in our stakeholders' lives. We act with integrity and honesty and focus on putting ourselves in the shoes of others. We don't always get it right first time, but we always make it right.





#### **Values**

Doing the right thing and taking responsibility for our actions are at the centre of our business, so much so that we have integrated them into our core values.

You can find out more about our values on our website:

unigloves.co.uk/about/values



### **CSR**

Through our **corporate social responsibility policy**, we aim to achieve clear and definitive standards of ethical behaviour throughout all areas of our business. We take responsibility for creating wider benefits both within and around our business, and endeavour to reduce harm and protect people.



## **Ethical trade**

But don't just take our word for it. In February 2022, independent auditors Intertek, who inspect and certify manufacturing operations, visited our group-owned manufacturing facilities in Malaysia to conduct a SMETA ethical trade audit, the most widely used social audit in the world. It's a way for businesses to assess their sites and suppliers, so that they know exactly what is going on in their supply chain.



However, the SMETA report runs to almost one hundred pages, so, to make the subject more digestible, we've put together a short summary, in our own words, of what we do to ensure we are running an ethical, safe and environmentally responsible business.



## **BUSINESS** CONDUCT & INTEGRATION INTO THE COMMUNITY

We believe in treating our customers as partners and working with sub-contractors, suppliers and our respective workforces fairly and ethically. We have built our reputation on offering high quality products and support, following robust ISO certified management systems and ensuring safe working environments for our team.

You can find out more about our individual certifications and policies on our website unigloves.co.uk/about/certification.



**Certificate Number 9738 ISO 9001, ISO 14001, ISO 45001** 



## **Our support**

In the UK, just some of the charities and community organisations Unigloves has supported during the pandemic include:





















We also collectively devoted more than 100 hours of our time to supporting End Users, distributors and the Department of Health & Social Care with advice on

how to avoid falling victim to fraud – a major issue in the PPE industry during the pandemic.

We are a proud member of the British Safety Industry Federation.

## ETHICAL STANDARDS

Unigloves is a foundation stage member of the **Ethical Trading Initiative (ETI)** and has signed up to the ETI's Principles of
Implementation. These set out the approaches to ethical trade
that member companies should follow and require companies to:





- Demonstrate a clear commitment to ethical trade
- Integrate ethical trade into their core business practices
- Drive year-on-year improvements to working conditions
- Support suppliers to improve working conditions
   for example, through advice and training
- Report openly and accurately about their activities

We only use suppliers and sub-contractors whose ethics and values are aligned with our own, and we adopt a supportive attitude to working with them to make improvements to their own business.

We work hard in the UK and in all of our group companies to ensure that the rights of all our colleagues are respected and that no-one suffers discrimination. For our colleagues in

our Malaysian manufacturing facilities, we ensure they are well paid, well housed, are not overworked, have the opportunity to develop their own careers, have access to healthcare, and of course receive full training in awareness of their own human and employment rights.





#### **An Accredited Living Wage Employer**

We are proud to offer all our employees a real Living Wage. The real Living Wage is a UK wage rate that is voluntarily paid by the business, as we believe all our staff deserve a wage that meets every day needs, taking into consideration the cost of household goods, services or even a surprise trip to the dentist. The real Living Wage is independently calculated and higher than the national minimum wage dictated by the government.



## We are responsible. We are good citizens in the communities and environments in which we live and work.

It may not, as the world's most famous frog once acknowledged, "be easy being green". But Kermit ultimately concluded that green is "beautiful, and it's what I want to be". And so do we.

Throughout our business, as standard practice, we integrate the consideration of environmental concerns and impact into all our decision-making and activities; and promote

environmental awareness among our employees and encourage them to work in an environmentally responsible manner.

We reduce waste through reusing and recycling where possible and purchase recycled, recyclable or refurbished products and materials, and promote efficient use of materials and resources, including water, electricity, and raw materials, particularly those that are non-renewable.



Unigloves' four glove manufacturing facilities in Malaysia place a strong emphasis on minimising our carbon footprint and are committed to reducing any potentially adverse impact of our operations on the environment. Over the last 18 months, we have:

Over 5% reduction of our total carbon-dioxide emission intensity Reduced our water consumption

in our wastewater treatment plants Reduced our scheduled waste







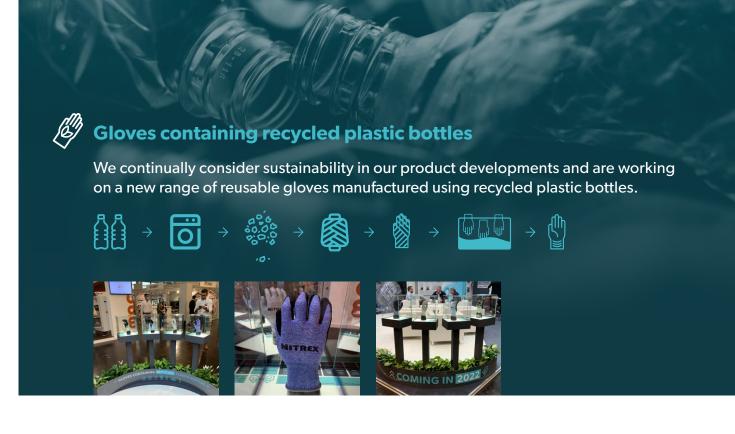


and we are committed to continue with positive reductions each year.

## **SUSTAINABILITY**& PRODUCT DEVELOPMENTS

Sustainability is also a key consideration in Unigloves' product development process and has resulted in **innovative sustainable products**.











Our vision is to be the leading and most responsible hand protection manufacturer in the world.

To save paper and protect our environment, please do not print this PDF. It is available, along with further information on sustainability, on the Unigloves website unigloves.co.uk

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