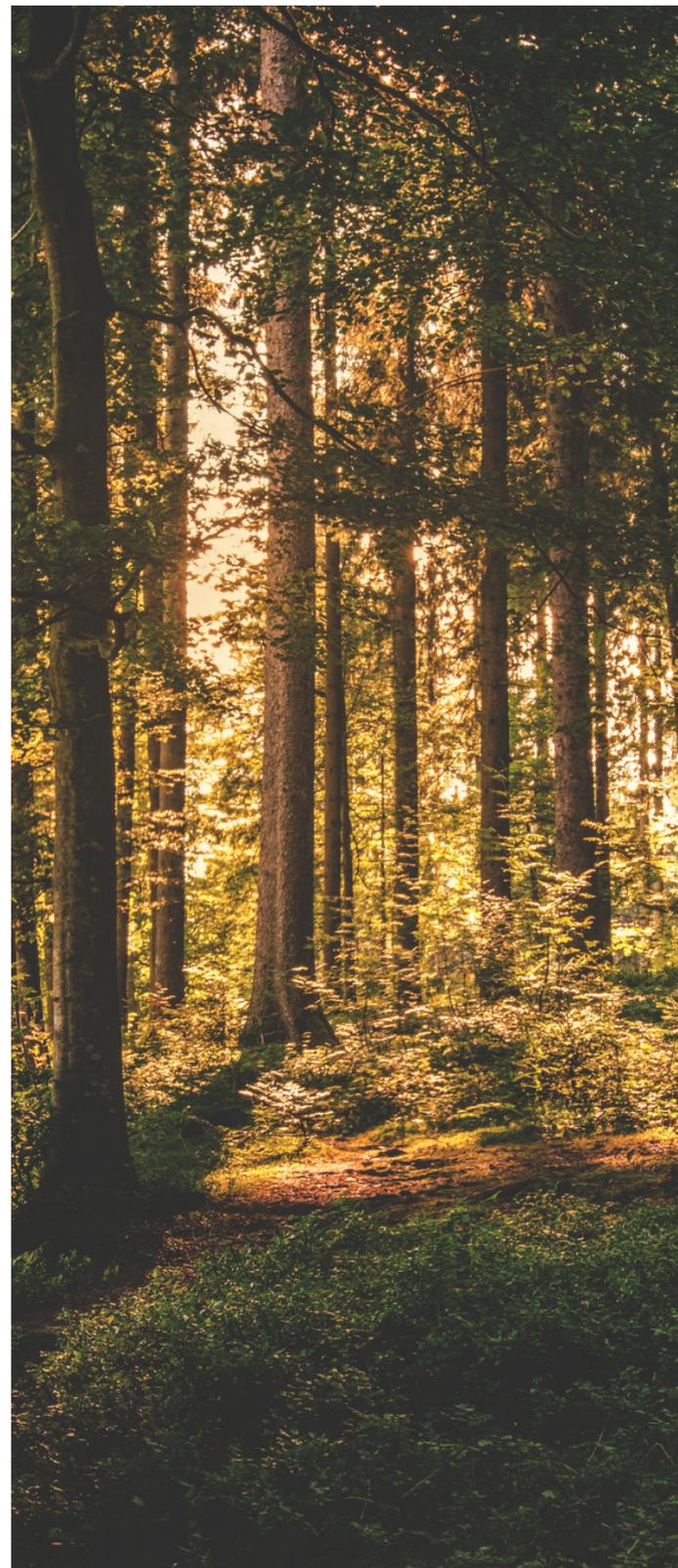


/// PULSAR[®]
High Performance Apparel

SUSTAINABILITY PROGRAMME



OUR RESPONSIBILITY

Over the past few years, we have developed our knowledge and skillset to enable us to evaluate areas within our business which can be improved, resulting in a lesser impact on the environment. Although we have already made some positive steps towards being a greener business, we are still at the beginning of our journey, a journey which will continue to adapt and evolve as the world around us does so.

As climate change impacts the world around us, as a market leading brand we want to be part of the solution, not the problem. Our mission is to make all areas within the business as sustainable as possible as the only future is a sustainable future. To help achieve this, we have partnered up with both Textiles 2030 and Positive Planet

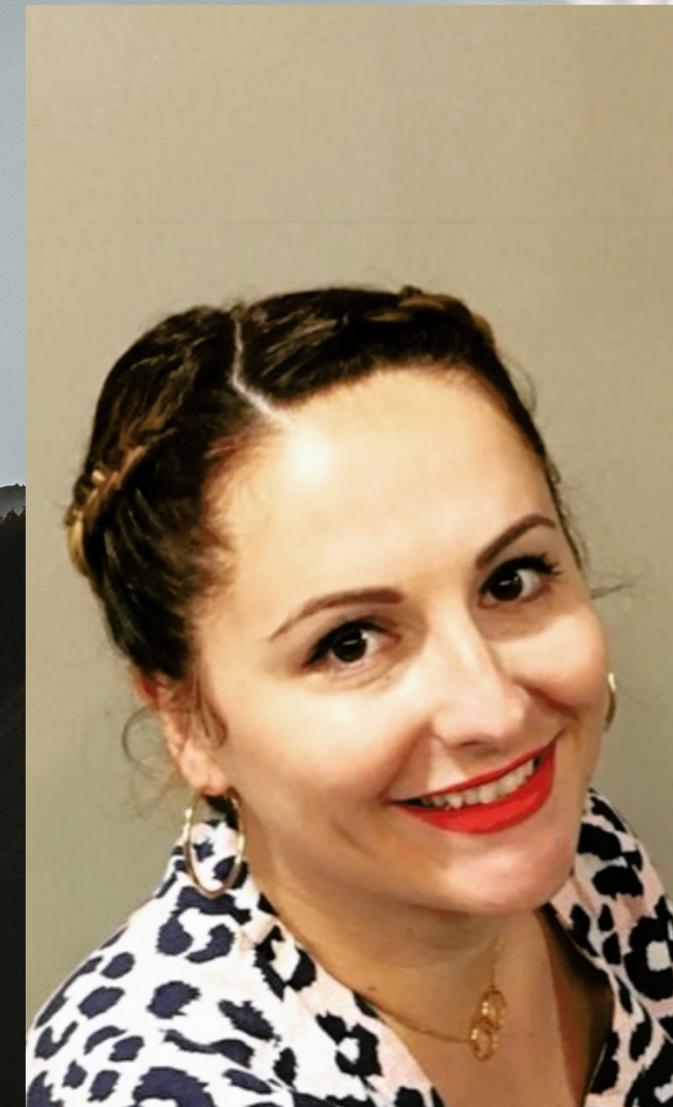
We believe in the 3 R's. Reduce. Reuse. Recycle

Message from Sustainability Manager

Sustainability has been driven to the forefront of our attention following the impact of COVID-19. It's enabled sectors which were slow on the uptake of changing habits to really address the issues at hand, whilst allowing us to take a look at our business practices to see where and how we can do better.

Here at PULSAR® we have been implementing changes where we can, whilst actioning a road map as to how we can approach our sustainability goals in full circular manner. We are changing the ways in which we not only work, but design PPE ensuring that it is not only the safety of the wearer in mind, but the safety of the environment also.

We need to protect them both.



"It's important to establish that sustainability is one large jigsaw, a journey in which we all need to collaborate together on."

- Debbie Huntley



**Let's take a look at what we
have already achieved in our
sustainability progress so far**

OUR PLANET

The Sustainable Development Goals (SDG's) also known as Global Goals, are a set of 17 integrated and interrelated goals set out by The United Nations to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Our ambition as a business is to implement strategies to align to as many of the SDG's as we can. Our biggest alignment is with SDG 12, Responsible Consumption and Production.

The 17 Sustainable Development Goals



THE GLOBAL GOALS



Priority SDG's

There are various SDG's we have been working towards as a business to improve our impact on the environment.

The next few pages are showing our alignment with the Responsible Consumption & Production SDG.



Priority SDG: Box Banding

In 2018 we removed all non recyclable plastic banding from our boxes when importing product from our partners worldwide



Priority SDG: Plastic Kimble

Since 2018 we have replaced over 5,000,000 single use plastic Kimble tags with a natural jute fibre which is fully compostable and made from a renewable source



Priority SDG: Plastic Bag

Since Q3 of 2021 we have replaced over 1,000,000 single use plastic bags with our new fully recyclable bag made from 100% recycled plastics



Priority SDG: Swing Tags

Since 2019 a total of 30+ tonnes of paper has been saved by removing all excessive swing tags from our products which could all be accessed digitally. All remaining swing tags are manufactured with FSC certified paper



Priority SDG: Silica Gel

In Q4 of 2021 we began the process of replacing our plastic silica gel sachet with a natural clay silica gel sourced by Micro-Pak Ltd which is non toxic and 100% natural

Carbon Offsetting

For the year of 2020, 2021 and 2022, PULSAR® offset it's annual carbon logistic emissions by investing in the below projects:

2020 765 UNITS BANKED OF FOREST CREATION
Rimba Raya is the world's largest privately-funded orangutan sanctuary. Rimba Raya develops livelihood programmes in surrounding villages to provide education, employment and hope for the future.

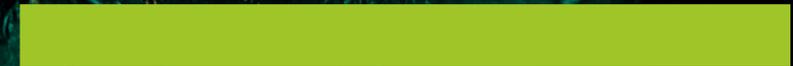
2021 467 UNITS BANKED OF FOREST CREATION
The Katingan Peatland project protects and restores over 140,000 hectares of Peatland ecosystems by helping local people build sustainable sources of income through agriculture, agro-forestry, eco-tourism and aquaculture.

2022 178 UNITS BANKED OF FOREST CREATION
The Conservation Coast Forest Conservation REDD+, Guatemala project protects a critical migratory corridor for biodiversity, including hundreds of bird species, connecting North and South America

**FOREST
CARBON**

1,410

The number of units banked of forest creation in the year of 2020, 2021 and 2022



POSITIVE PLANET

- As a responsible business in the work wear industry, PULSAR® acknowledges the environmental impact of its operations and has developed a plan with Positive Planet to align with global climate change initiatives and over the past few years we have been working hard behind the scenes to reduce our carbon footprint.
- In June 2023, we had our emissions calculated by Positive Planet in which a summary of our carbon footprint was produced with up-to-date insights on our business emissions to help us understand where to focus our actions to reduce our climate impact.
- Our first net zero report demonstrates our strong commitment to environmental stewardship, reflecting a comprehensive approach to mitigating climate impact and achieving net zero by 2035. By leveraging innovative solutions, engaging with key partners and aligning with global sustainability efforts, the company is poised to lead in the work wear industry's journey towards a net-zero future.
- Our break down:
 - Scope 1: 24,009kg CO₂e
 - Scope 2: 7,314kg CO₂e
 - Scope 3: 657,655kg CO₂e
 - = 688,979kg CO₂e

**positive
planet**™

We are taking the necessary steps to protect our planet by taking responsible steps to minimise our carbon emissions. To help us achieve this, we have partnered up with Positive Planet to help us Measure and Reduce our carbon footprint. By working with Positive Planet in 2023 we became a Carbon Neutral company.





TEXTILES 2030

We're delighted to announce that we are one of the pioneering signatories to Textiles 2030, the UK's most ambitious voluntary agreement designed to limit the impact clothes and home textiles have on climate change in line with the Paris Agreement and the UN Fashion Industry Charter for Climate Action.

By 2030, we will reduce our combined greenhouse gas emissions in line with a 1.5 o C UN trajectory to reduce climate change reducing carbon impact by 50%, reducing the water footprint of products sold by 30% and following a roadmap to a more circular fashion future.

As a Partner Signatory, we will pursue a joint circularity leadership agenda, following a circularity roadmap and collaborating with others across the textiles industry to transform the sector. The roadmap will ensure products are made to be recyclable, more products are acquired for re use, and more circular raw material than linear raw material is in new products.



This year sees the launch of the PULSAR® environmentally responsible collection called PULSAR® Life, taking a circular approach from the beginning and emphasis on research and development and select the most responsible solutions currently available to make a considered choice, including selecting sustainable fibres and switching out virgin polyester for recycled polyester (RPET). Working with branded partners such as THERMOLITE® and YKK® in using GRS (global recycled standard) certified materials, we can ensure traceability through the programme.

Throughout the development process we have carried out wearer trials to better understand performance requirements and investigate garment construction methods to ensure we create the most durable garments possible to extend the life even further.

/// PULSAR®
Life®





GLOBAL RECYCLED STANDARD (GRS)

The Global Recycled Standard (GRS) verifies the percentage of recycled content and tracks it from the source to the final product. Products certified to the Global Recycled Standard (GRS) contain recycled content that has been (independently) verified at each stage of the supply chain, from the source to the final product. In addition, facilities from the source to final supplier have met social, environmental, and chemical requirements.

The purchase of Global Recycled Standard (GRS) certified products demonstrates demand for recycled content and best processing practices in the supply chain.

(TE-301-V1.3-2023.06.01, Appendix D)

PULSAR® is Global Recycled Standard (GRS) certified, Control Union Certifications, CB-CUC- 1224147. Only the products which are covered by a valid transaction certificate are Global Recycled Standard (GRS) certified.

**We are certified to the GRS,
which certifies recycled
material from the source to
the final product.**



**Certified by Control Union (UK) Limited
CB-CUC-1224147**

Conclusion

As the journey to become more sustainable for the future of our planet evolves, so will our approach to how we do business with the use of eco friendly fabrics combined with long lasting durable designs.

We provide clothing for our wearers to be safe in, we want to the environment they work in to be protected also.

Thank you for supporting us on our sustainability journey through these first steps, this is just the beginning.





/// PULSAR[®]

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SUSTAINABILITY PROGRAMME