

S U S T A I N A B I L I T Y
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AW HAINSWORTH

QUALITY IN TEXTILES SINCE 1783

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AN UPDATE FROM AMANDA

Welcome to our 2023 Sustainability Report.

Looking back on the past year, I am led to believe that sustainability is not always about making grand gestures – sometimes it can be about taking small steps, which lead us towards the larger objectives.

Our sustainability journey in 2023 has not been without its challenges. External factors – such as rising energy prices, high rates of inflation, the shift in UK living wages, global conflict, and unpredictable trading markets – have posed obstacles to our business, slowing some of the progress we had hoped to make.

That said, we have continued to invest in and improve our operational infrastructure, and I believe that as we come into 2024 we remain in a strong position and can continue with the same level of commitment.

Sustainability is not an afterthought for our business; it is firmly ingrained in everything we do. As part of our ongoing rebranding project, we ensured that our values, strategy, and structures continue to be built around the principles of sustainability, underscoring its importance to the Hainsworth business. You can read more about this on the next page.

After reviewing our sustainability strategy way back in 2021, we decided to focus on three key areas – people, planet, and profit – and subsequently prioritised investment in our employees. Nurturing the skills of our workforce and encouraging young talents to join the textile manufacturing industry was and remains of the utmost importance to us. Equally, we are dedicated to further enhancing our facilities, with several major improvement projects completed and further works planned for 2024 and beyond. These initiatives signify our commitment to creating a more sustainable, modern, and efficient operating environment.

By closely monitoring our supply chains, investing in our people, and continuously improving our facilities and practices, we can continue to pave the way for a more sustainable future for our company and the industry as a whole.

Amanda McLaren
Managing Director



VALUING SUSTAINABILITY

In 2023 we undertook a review of our Mission, Vision, and Values to ensure we are on the right track as we look to the future.

As a result of this process we have embedded Sustainability into our Values, as a commitment from the company, our leadership team, and our employees.

This is what we have agreed on:

SUSTAINABILITY

“We’re shaping the future of our industry. To make sure that future happens, we’ve made a firm commitment to building a sustainable, profitable business.

In everything we do, we aim to reduce our impact – in our processes, our practices, and our products – and contribute positively to the conversation around sustainability.”





Our responsibility to our employees

As a business, we are only as strong as our people. We want everyone at Hainsworth to feel happy, healthy, and secure. This is why we significantly focus on employee well-being, development, and engagement. By demonstrating appreciation for our people, we believe we can develop long, successful careers at Hainsworth.

We have invested in our people in numerous ways this year, including:

- Skills training and development courses
- Continued emphasis on mental health, including group sessions and bimonthly counselling appointments
- Menopause awareness training
- Introducing programmes to encourage physical activity, increasing staff camaraderie in the process
- Regular engagement events throughout the year
- Increased investment into facilities and Health & Safety

With ongoing focus and investment in our workforce, we ensure that everyone who comes to work at Hainsworth has the chance to thrive, grow, and feel pride in their role.

TRAINING

Our commitment to training at AW Hainsworth extends beyond our First Aiders and Mental Health First Aiders, investing in people at all levels of the business.

In 2023, our training included:

Apprenticeships

- Level 2 Textile Manufacturing Operative Apprenticeship
- Level 3 Maintenance Operations Engineering Technician Apprenticeship

Apprenticeships for Management & Leadership

- CMI Level 3 Diploma in Principles of Management & Leadership
- CMI Level 5 Diploma in Management & Leadership

Marketing Training Courses

- Search Engine Optimisation
- Copywriting

We have also created Personal Development Plans for all team members under 35 years old to help with their progress through the business.

MENTAL HEALTH INITIATIVES

Mental Health Training

In 2022 we formed a partnership with Unmasked Mental Health, a Halifax-based charity tackling stigma against mental illness, to support well-being initiatives at Hainsworth. Thanks to Unmasked we were able to train 10% of our workforce as Mental Health First Aiders – a fantastic result.

With Unmasked's help, this year we started running monthly group sessions on mental health and well-being, available for anyone to attend.

Once a month, experienced mental health professionals from Unmasked come to the mill and lead three different sessions across the day (including a session available for late shift workers). Topics have included Sleep, Money and Mental Health, Dealing with Stress and Anxiety, Nutrition and Hydration, Understanding Substance Abuse, and Meditation and Mindfulness. Each session is a safe space where employees from across the business can come and share without judgement.

Bimonthly Counselling

In 2023 we initiated regular counselling days at AW Hainsworth. Twice a month, a trained counsellor from Unmasked Mental Health comes to the mill to hold personal counselling sessions with anyone who needs them. These are available for anyone to confidentially book, and provide half an hour of one-on-one attention and care.

Over the course of 2023 approximately 80 hours of counselling sessions were dedicated to our team.

“The mental health sessions have really helped me to talk openly about difficult moments in my life. One of the Unmasked trainers shared a very personal story about his life, and the same thing had happened to me a few years before.

After the session I went home and finally started talking to my family about what I went through and how it had affected me. I feel like I now have the language to describe my emotions and find it a lot easier to share my feelings with others.”

Production Team Member



Employer of the Year

On 20th April 2023 we were thrilled to win Employer of the Year at the Leeds Manufacturing Festival Awards.

According to the judges, AW Hainsworth were selected as the winners because of our “remarkable commitment to [our] employees and continual investment in developing [our] people strategies.”

The category recognises the employer that has shown outstanding commitment to training and workforce development. Hainsworth’s support and dedication to learning and development were highlighted as the key reasons for our winning the award.

“With a strong emphasis on the next generation, it is clear that AW Hainsworth believes people are the key to long term sustainability for businesses,” said the judges. [1]

[1]<https://leedsmanufacturingfestival.co.uk/news/article/awards-celebrate-rising-stars>



Mindful Employer of the Quarter

Mind Leeds awarded AW Hainsworth Mindful Employer of the Quarter for Quarter 4 2023. The nomination said, “as an employer with a diverse workforce, undertaking a variety of roles, they’ve taken clear steps to ensure that the strategies and actions they are putting in place are inclusive and accessible and reflect the needs of all staff.”

Hainsworth is a signatory of the national Mindful Employer Charter, which is a public declaration of an organisation’s commitment to supporting health and well-being. Among other values, the pledge obligates Hainsworth to provide non-judgemental and proactive support to staff with experience of mental illness, and to support line managers in managing mental health in the workplace.

The Mindful Employer Charter gives us an opportunity as a business to share best practice and learn from other companies in the area, allowing us all to work together to improve employee well-being across the region. As well as providing guidance, the Charter also requires that every signatory completes a review every two years to help reflect and improve on our current practices and policies.

HR Manager Charlotte Dudill said, “I’m very proud that AW Hainsworth has been awarded Mindful Employer of the Quarter. We’ve all worked really hard to create an honest and open culture around mental health.

“It’s especially fantastic to have received this nomination as a manufacturing company, as typically there’s been a real stigma around mental health in the industry. I’m excited to progress even further on our mental health and well-being journey in 2024.”



Disability Confident Employer

By working closely with the Department for Work and Pensions in Leeds, we are now a Disability Confident Committed Employer, which means we have committed to ensure our recruitment process is inclusive and accessible. We anticipate and provide reasonable adjustments where required and support any existing employee who acquires a disability or long term health condition, enabling them to stay in work.

A CULTURE OF RUNNING

Couch to 5k

Several members of our team completed the Couch to 5k program in June 2023, led by Warehouse Operative, Dean Smith. The programme was a success, so Dean led a second cohort in September.

Dean is the founder of Recovery Runners and has participated in numerous marathons, raising funds for various charities while helping individuals recover from life-changing events or addictive behaviours.

We extend our sincere gratitude to Dean for leading the programme, and as a token of appreciation, we made a donation to Recovery Runners to support Dean's outstanding work in the community.

The Hainsworth Harriers

Following the success of the Couch to 5K programme, a cohort of Hainsworth team members formed a company running group – the Hainsworth Harriers.

Every Wednesday, the Hainsworth Harriers meet in the mill car park to decide on a route and set out on the local roads. This is a 'run at your own pace' club, so some of our runners go full steam ahead while others take it easy and chat as they jog. The business has supported the group with personalised T-shirts.

The Hainsworth Fun Run

Several months after the Couch to 5k programme, the business organised a 5-kilometre Fun Run around Hainsworth Park. This was in aid of The Haworth Foundation, one of our chosen charities whose mission is to secure employment for people who have experienced homelessness.

Runners included representatives from the Hainsworth Harriers as well as their family members, and some of the wider team attended to cheer them on.



ENGAGEMENT EVENTS

Throughout the year we have taken every opportunity to express our gratitude and thanks to our team for their hard work. These include halal treats for Eid, free parkin for Bonfire Night, complementary ice creams in hot weather, and an end-of-year voucher and gift for all employees. We also give all employees an additional day's annual leave before Christmas as a further expression of thanks.

The Big Coronation Lunch

On 4th May we held a lunch for the entire Hainsworth team to mark the King's Coronation. As Royal Warrant Holders it was important to the business to mark this significant event, particularly as a reward to our people for working tirelessly to produce and ship the thousands of metres of cloth for the ceremony. Local restaurant Ozzy's supplied an amazing spread of food – including some spectacular cakes.

Pancake Day

On Shrove Tuesday the Directors and Senior Managers rolled up their sleeves and showed their appreciation by cooking pancakes in the canteen for the whole mill. Toppings included Nutella, maple syrup, and plenty of fresh fruit.

Snooker & Pool Room

In 2023 we converted an unused meeting room at the mill into a Snooker & Pool Room, in collaboration with Wiraka and Funky Chalk. The space gives the Hainsworth team somewhere to unwind and blow off some steam during the work day, as well as an opportunity to test out our cue sports fabrics.

Amanda McLaren said, "By encouraging our employees to play on prototype cloth, we not only ensure our snooker and pool fabric meets customer expectations, but we also provide our team with another way to decompress, have fun at work, and socialise with colleagues."

CONTINUING OUR MENOPAUSE EDUCATION

A UCL-led study found that 'more than 90% of post-menopausal women were never taught about the menopause at school and over 60% only started looking for information about it once their symptoms had started.' [1]. If awareness around the menopause is low for the women experiencing it, there is still a long way to go for partners, employers and work colleagues.

In 2022 we provided all managers with menopause training, and we have continued to build on this positive step by educating more of our workforce on this important topic. These sessions took place in October, around Menopause Awareness Day. We also introduced a Menopause at Work policy.

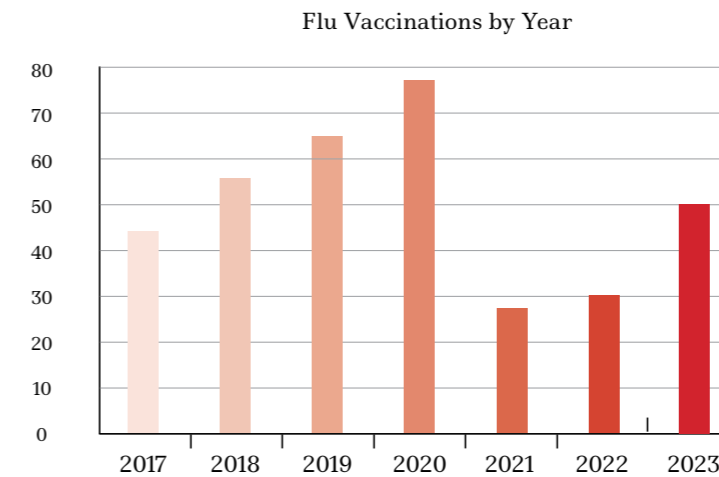
Our partners at Unmasked Mental Health delivered two well-being sessions:

Understanding Menopause - For Women
Understanding Menopause - A Partner's Perspective

We also welcomed Better Together Leeds, from the Leeds Community Health Team, to deliver a 'Pause 4 Menopause' session suitable for all employees.

[1]<https://www.ucl.ac.uk/news/2023/apr/nine-ten-women-were-never-educated-about-menopause>

FLU VACCINATIONS



We have reflected on the uptake of flu vaccinations in 2023 and will take a different approach next year. Instead of hosting a clinic on-site, we will offer our team a voucher to pay for a vaccination at their health provider of choice.



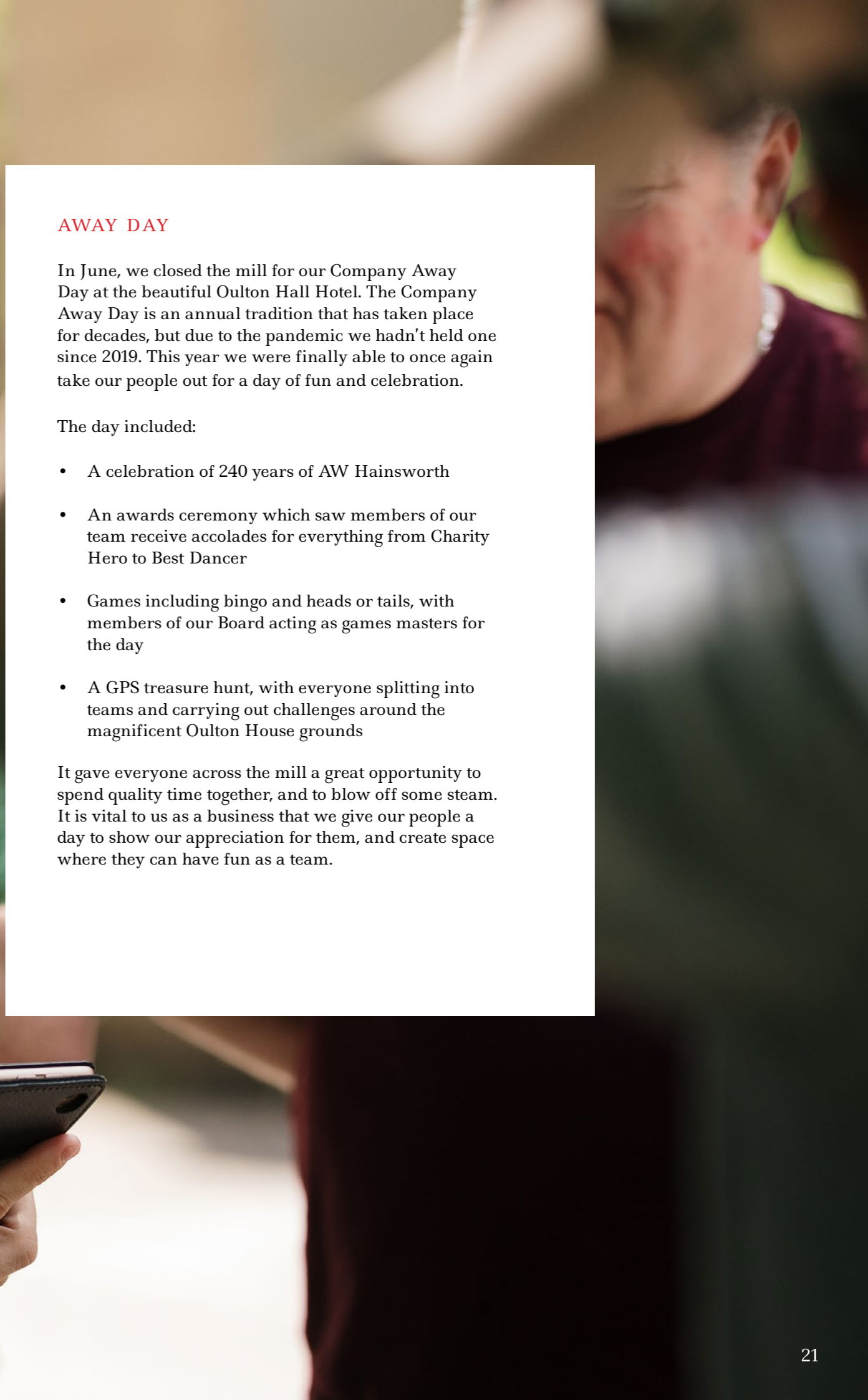
AWAY DAY

In June, we closed the mill for our Company Away Day at the beautiful Oulton Hall Hotel. The Company Away Day is an annual tradition that has taken place for decades, but due to the pandemic we hadn't held one since 2019. This year we were finally able to once again take our people out for a day of fun and celebration.

The day included:

- A celebration of 240 years of AW Hainsworth
- An awards ceremony which saw members of our team receive accolades for everything from Charity Hero to Best Dancer
- Games including bingo and heads or tails, with members of our Board acting as games masters for the day
- A GPS treasure hunt, with everyone splitting into teams and carrying out challenges around the magnificent Oulton House grounds

It gave everyone across the mill a great opportunity to spend quality time together, and to blow off some steam. It is vital to us as a business that we give our people a day to show our appreciation for them, and create space where they can have fun as a team.



MAKING THE WORKPLACE SAFER

Health & Safety Training

Eight new emergency First Aiders were trained in September, expanding coverage across the mill.

Forklift refresher and novice training sessions took place throughout the year, with 20 operatives receiving training in total.

Risk Management

A total of 124 COSHH Assessments were reviewed and updated throughout 2023. The HSE Team conducted risk assessments in every department of the mill and graded them in terms of risk (High / Medium / Low).

The team also reviewed the permit system and updated it to improve control over onsite contractors.

An asbestos survey was carried out and completed in October 2023, with no significant changes identified.

Accident Reporting

Reported in 2023

Accidents	28
Lost Time Injuries	0
Near Miss Reports	360

Investments and Improvements

Substantial investment into necessary building improvements was made throughout the year. This included:

- A new more efficient loom was purchased and installed in the Weaving Shed
- Installed automated fire shutters and de-compartmentalised areas of the mill to mitigate fire risk
- £5k invested into a new automated strap-cutting machine to reduce manual handling requirements, lessening the risk of ergonomic strain
- £500k to re-roof the Weaving Shed and install an alternative sprinkler system (scheduled for completion in Summer 2024)

Environmental Management

In 2023 the HSE Team implemented an initiative to track general waste data from the mill. We process all our general waste via material recovery facilities where waste is segregated and sorted into recyclable waste streams. This greatly reduces our waste-to-landfill and waste-to-energy ratio. We continue to bale plastic and cardboard waste onsite for recycling.

We have undergone several procedural works in preparation for ISO14001, including revising and rewriting our Environmental Policy, establishing a SWOT analysis, and beginning works on a compliant ISO14001 Business Manual.

In September the HSE Team attended the UKFT Sustainability in UK Textiles Conference to further understand the measures we can take to ensure business continuity and greater sustainability.



Our responsibility to the environment

As manufacturers, we are aware that our processes can result in a high level of emissions. We continuously monitor our energy and water use and remain conscious of ways we can limit waste while continuing to operate efficiently and effectively. We also regularly review our manufacturing processes and their impact so that we can identify areas for improvement.

In 2023 we were disappointed to experience a setback in emissions reduction at the mill, the cause of which is explained further in the charts overleaf. The cause of the issue was identified and procedures to rectify it were implemented, but this setback unfortunately prevented us from achieving the reductions we had aimed for.

However, we have continued to make significant progress in other areas of the business. We have greatly improved our waste management processes and we were proud to achieve Zero to Landfill in 2023. We have also continued to make improvements at our Atkinson Dyeing site.

Having recognised that we still have work to do, there are several initiatives and projects underway to ensure we continue on the path towards reducing our environmental impact. Our sustainability journey has faced some bumps in the road, but we are confident that we are back on a steady course for 2024.

ENERGY & EMISSIONS

As a reminder to us that the road to sustainability isn't always straightforward, we had an issue with equipment this year which saw our gas, electricity, and effluent usage go up. We understand why this happened and what we need to do to bring it back down.

We identified a severe issue with a process and the related equipment in our Wet Finishing department at the start of 2023, and we have introduced a night shift as a temporary fix to meet customer demand.

This means that we have gone from running the boiler 12 hours a day to 24 hours, to produce the steam required for this part of the manufacturing process. Lights are left on longer, and areas of the mill are kept open throughout the night so that our night shift workers are comfortable and safe, which contributes to our increased use of electricity.

We have agreed on an investment for this area to fix the issue, but this will not be implemented until the third quarter of 2024. At this point, we will return to the original shift pattern and reduce the gas and electricity required.

Our water usage has remained stable. We would have seen bigger savings in this area but they have been offset by the longer shift patterns.

Before this year we were making progress in reducing energy per metre produced, after increases during the pandemic linked to inefficiency. It is disappointing not to continue with this downward trend but it is within our power to fix.

Table No.2
Gas Usage Per Finished M

We have seen a 23.56% increase from 2022 – 2023, due to longer shift patterns.

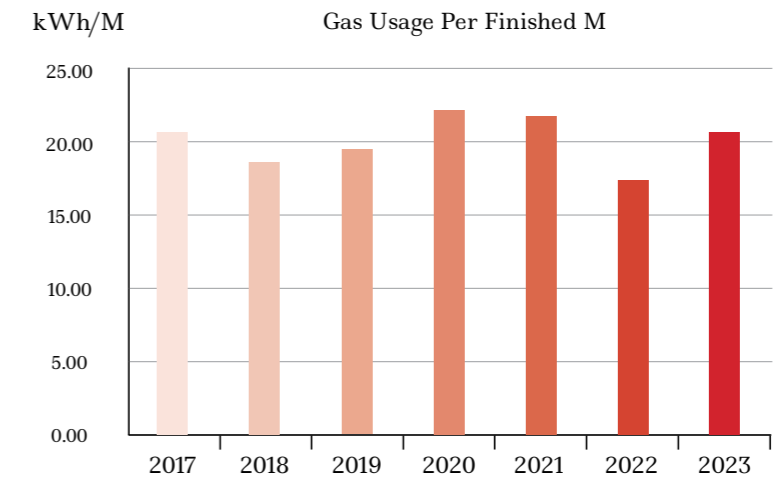


Table No.3
Water Usage Per Finished M

We have seen no variance from 2022 – 2023. Savings in other areas have been offset by longer shift patterns.

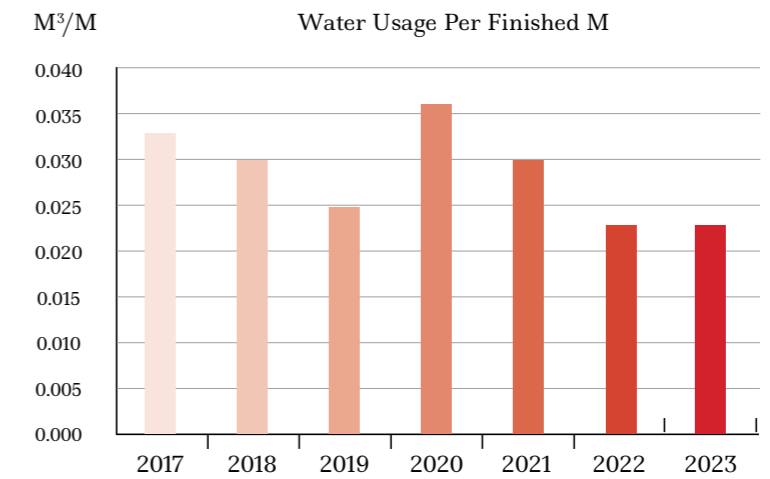


Table No.4
Effluent Usage Per Finished M

We have seen a 19.9% increase from 2022 – 2023, due to longer shift patterns.

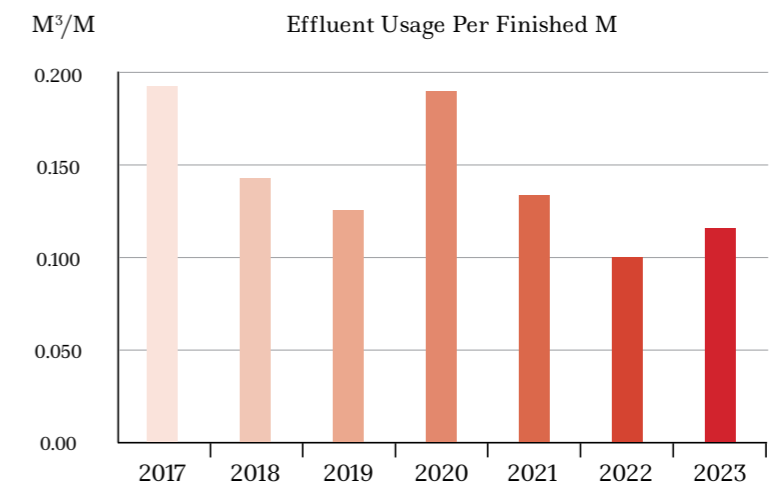
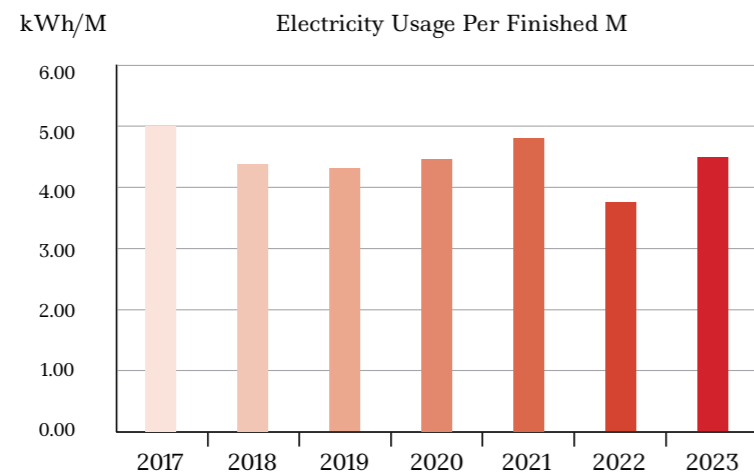


Table No.1
Electricity Usage Per Finished M

We have seen a 22.18% increase from 2022 – 2023, due to longer shift patterns.



DOING MORE TO REDUCE OUR FOOTPRINT

We understand the problems that need to be resolved (as discussed on the previous page), but we also aim to go a step further and proactively prevent issues like this from happening again.

One of the ways we will do this is by improving our ability to implement fixes and maintain machinery ourselves. We have started work on an Engineering Facility which will be completed in 2024.

The aims of our Engineering Facility are:

- Reduce the downtime of our machines
- Increase efficiency across the mill
- Reduce the carbon footprint from shipping parts across the world, as many will be made in our Facility
- Enable more Research and Development in this area, to improve our energy consumption and move more quickly on sustainability projects

Investing in People

For the first time in Hainsworth's history, we have appointed a Head of Sustainability to lead our efforts in the area. This person will have responsibility for our Engineering Team, as well as our Senior Process and Sustainability Engineer who is already in place.

Our Head of Sustainability will start in April 2024, and we look forward to reporting back on this appointment next year.



MEASURING OUR CARBON FOOTPRINT

The next step for us in measuring Energy & Emissions is to monitor our Carbon Footprint. This considers more factors than our direct energy and water consumption, including the freight we use, business travel, and employees commuting.

We aren't there yet, but we have put the right training in place to make this a possibility.

Our Senior Process and Sustainability Engineer Matt has completed a training course on 'Advanced Carbon Footprinting (GHC Accounting) Carbon Management and Carbon Reporting', and as a result has started this process. We expect to have made progress in this area over the next year, which we will share in our next annual report.

WASTE MANAGEMENT

Managing Waste Electrical and Electronic Equipment

We manage WEEE in two ways:

1. For equipment that still works but can no longer be used in the business, we offer it to Hainsworth employees in return for a charitable donation. Our team have purchased monitors, mobile phones, and laptops through this initiative in the past, lengthening the life of the electronic equipment.
2. For any remaining unwanted equipment, we use an external company to reuse or recycle our unwanted electronics. This company is Revive IT, an ISO14001-accredited company who also offer secure data destruction before recycling the equipment. Any equipment that cannot be reused is broken down for Zero to Landfill materials recycling.



ACHIEVING ZERO TO LANDFILL

Last year we set a goal to achieve Zero to Landfill, and we can proudly say we reached it in 2023.

When we initially started talking about Zero to Landfill we had made some progress with waste reduction and recycling across our site, but this was only for smaller projects in specific departments rather than as a strategy overall. We estimated we were recycling roughly 85% of all our waste, but acknowledged that the final 15% would be the hardest to overcome.

The team identified that to reach this goal in good time, we would need to carry out four main activities:

1. Source better partners for waste management, with better sustainability credentials and traceability for waste streams
2. Invest in better machinery for waste on-site – balers for plastic and cardboard were identified as necessary
3. Educate our team in waste management and make the process of recycling as easy as possible
4. Track and measure our waste for clarity over the process

For the first step, we identified Reconomy as an ideal partner with the ability to demonstrate how our waste would be sorted, recycled, or sent to energy recovery. Reconomy outsource management services to approved local providers to minimise transport costs and emissions and allow for quick and effective turnarounds when collecting. The recycling centre they use recovers 97% of all materials received and exceeds MRF Code of Practice requirements.

We invested in two energy-efficient balers for plastic and cardboard and sent every bale to recycling. We introduced additional bins to separate different waste streams, and improved signage about recycling around the mill.

We started tracking our waste streams to measure what was being re-used or recycled, and what was being sent to energy recovery. There is work to do to increase recycling and reduce energy recovery, and this will form part of our goals for waste management over the next three years.





Reducing Packaging From a Supplier

In our last report we told you about a trial to reduce the amount of packaging a yarn supplier was sending. There were two main aims for this trial:

1. Reduce the amount of packaging used for our weft yarns
2. Condense the amount of space required so freight can also be reduced. This supplier is based in Mauritius so any reductions would have an impact on carbon emissions

We are happy to report that after a few adjustments, this trial was a success and has been implemented. We have measured the full implementation for 2023 and can report the following:

- The packaging used for these yarns has been reduced in weight by **79.92%**
- By condensing the packaging, the freight space required has been reduced by **9.51%**

Recycling Dye Cones

We identified an issue with the packing used for the dyed yarn we purchased. The supplier was transferring the yarn onto disposable cones before shipping it to Hainsworth. Once the yarn was used, the empty disposable cone entered a waste stream.

We worked with the dyeing company to remove the re-winding step, so the yarn was supplied to us on reusable dye cones instead of disposable ones. The supplier collects the cones when they deliver new yarn, and re-enters them into the production process.

We estimate that to date we have saved **936kg of cones** from being sent to waste in 2022, and **948kg of cones** in 2023. In total nearly **45,000 cones** have been recycled.

REDUCING CONSUMPTION THROUGH THE USE OF UNDYED YARNS

In partnership with some of our aviation customers, we are experimenting with natural shades of wool, including sheep, alpaca, and hemp, to create sustainable seating and vertical surface fabrics.

This use of 100% undyed wool means the fabrics are luxurious and attractive with none of the waste created by the dyeing process.

Reducing Our Impact

As the fibres are undyed, we are reducing our usage of energy, water and waste effluent in the manufacturing process. Eliminating the dyeing process also means there is less transportation required.

A Luxurious Finish

Alpaca fleece is renowned for its luxurious finish that is even softer than sheep's wool, providing a comfortable travel experience. By using the natural shades of the fibre we can allow for a more varied colour range.

Circularity

Instead of sending to landfill, wool can be buried in soil to decompose at the end of its life. This process takes as little as 3-4 months, and the wool releases nutrients into the soil to help plants grow.

No Compromises

By focusing on making the manufacturing process itself more sustainable, we don't have to worry about compromising the safety of the finished cloth. We continue to meet the tight standards required by the aviation industry.





SUSTAINABILITY AT ATKINSON DYEING

In our 2022 Sustainability Report we outlined the many energy-saving initiatives carried out by Atkinson Dyeing to improve the facility. This work continued even further in 2023, with investments totalling over £80,000 made into enhancing sustainability, efficiency, and employee well-being.

Compressed Air System

The internal compressed air system at the Atkinson dyehouse was redesigned and rerouted, reducing the amount of energy used by 20%.

Upgraded Controls on Dyeing Vessels

In 2023 the process of upgrading the machine controls on all package dye vessels began. These upgrades allow for greater control over the operation and reduced processing times, meaning that the vessels use less unnecessary energy. So far 4 out of 15 vessels have been upgraded and the project is on track to be finished by the end of 2024.

Sustainable Chemicals

Atkinson Dyeing have reviewed and changed some of the chemicals used in its operations, replacing them with more environmentally friendly ones. For example, the reduction clearing agent used to remove excess dye has been replaced by a sugar-derived agent called REDULIT GIN, which is non-hazardous and just as effective. Atkinson Dyeing will continue to review its chemicals in 2024.

Improved Insulation

After installing new insulation in the roof in 2022, a review of heating systems throughout the Atkinson site was carried out in 2023, resulting in a more pleasant environment for employees. Gaps and repairs in the building were filled in and fixed, conserving heat and helping to reduce energy used.

Energy Tracking

A digital dashboard has been implemented that allows Atkinson Dyeing to live monitor its gas consumption, as well as track carbon use. This shows what the areas of peak usage are and allows for better planning around energy consumption. A similar dashboard that tracks electricity usage will be implemented in 2024.





Our responsibility to the local community

We recognise that it is our duty to respect and support the local area in which Hainsworth has operated for over 200 years. As a proudly Yorkshire-based business, maintaining strong relationships with our community is of the utmost importance to us.

We support our local community through activities such as:

- Partnering with and supporting local charities
- Careers development, including funding apprenticeships
- Working with local schools, colleges and universities
- Supporting textiles students with design projects
- Partnering with and supporting local businesses
- Monitoring our noise levels to avoid disruption
- Keeping the site looking attractive
- Ensuring facilities are maintained and in good condition

Over the past year we have strengthened our relationships with industry partners such as the University of Leeds, the University of Huddersfield, the Textile Centre of Excellence, and the Worshipful Company of Weavers.

By treating our community with respect and support, we can help ensure that it continues to thrive and develop for many more years to come.

OUR CHARITY INITIATIVES

The Howarth Foundation

In 2023 AW Hainsworth became a partner of The Howarth Foundation, a local charity dedicated to helping the homeless. Their Business Building Futures initiative supports the homeless (including the 'hidden homeless', such as those sofa surfing, in unsafe accommodation, or fleeing domestic violence) by securing them employment or training, helping them to access housing and a second chance at life.

Macmillan Coffee Morning

In October we hosted our own Macmillan World's Biggest Coffee Morning event to raise money for cancer support. Team members from across the business baked cakes, sweet treats, and savouries, raising over £300 in total.

British Firefighter Challenge

Last summer we sponsored the 2023 British Firefighter Challenge under our Hainsworth Protective Fabrics brand. The Challenge is an annual sporting event in which firefighters compete in full PPE, all in aid of the Firefighters Charity who support the needs of firefighters across the UK. Hainsworth are very proud to have supported this important event, which in 2023 raised over £7k.

Unmasked Mental Health Charity Golf Day

In September AW Hainsworth sponsored a Tee Board at a Charity Golf Day hosted by our partners Unmasked Mental Health. We also sent three members of the Hainsworth team to compete, who ended up in second place – a great result, made even better by the fact that Unmasked managed to raise over £5k for their cause.

Barnardo's Easter Egg Appeal

Every year employees at AW Hainsworth hold an Easter Egg Appeal for the local Barnardo's in Horsforth. Team members, customers, and suppliers come together to donate Easter eggs to the charity, which are then distributed to underprivileged families in time for the holiday. In 2023 we collected a total of 538 eggs (including dairy free eggs) and were once again blown away by the generosity of the Hainsworth community.

Zarach

We continue to support our chosen charity Zarach, who aim to tackle bed poverty which can have an impact on a child's education. We make an annual monetary donation and also donate pyjamas in place of giving gifts to visitors to the mill.





APPRENTICESHIPS AT ALL LEVELS

We fund Apprenticeships at all levels of the business, from Engineering or Textile Courses for young people entering the industry, to Leadership and Management Courses for our Leadership Team.

Case Study: Nicole

Nicole started her Apprenticeship in October 2021 and is due to finish in summer 2024. In her time at Hainsworth she's learned key skills from different teams across the mill, allowing her to follow the full process from Blending through to the Warehouse

"From the very first day I started working here everyone I've encountered has been so friendly and eager to teach me new skills. I feel like I'm constantly learning, and I've been able to gain insight and skills from every different department in the mill.

I've only got a few months left of my Apprenticeship, and when I finish I want to continue applying what I've learned and work as a Carding Engineer."

CONNECTING WITH LOCAL SCHOOLS

January

London College of Fashion (LCF) Student Visit

In January 2023, the winners of our 2022/23 live brief project with LCF Bespoke Tailoring visited the mill. The three students got to see their designs being woven on our Jacquard looms.

February

Leeds Apprenticeship Recruitment Fair

We participated in the largest apprenticeship recruitment fair in the north of England, engaging with a wide range of talented students about career opportunities at AW Hainsworth, including Technician and Engineer roles.

March

University of Leeds CPD Student Visit

In March, we welcomed CPD students from the University of Leeds onsite. It was great to connect with students who were looking to maintain and improve their capabilities in a variety of professions, and show them around our mill.

Manchester Metropolitan University (MMU) Student Visit

We also welcomed Fashion Design and Technology (FDT) students from MMU to introduce the live brief project. They learned about our heritage, observed the fabric production process on a guided tour, and participated in a Q&A with our Fashion expert Ivana.

May

Hainsworth visit to Manchester Metropolitan University

We visited MMU to judge the final garments created by the students, and were highly impressed by their unique approaches to the brief we set them earlier in the year. We also got to see MMU's industry-standard equipment including 3D printing and digital pattern-cutting software.

June

TCoE Huddersfield

We hosted a group from the Textile Centre of Excellence in Huddersfield, who were completing an educational programme while gaining industry experience in textile support roles, and shared our expertise with those seeking career advancement.

June (continued)

Future Fashion Factory Annual Showcase

This event at the University of Leeds celebrated the Future Fashion Factory research programme. Amanda McLaren spoke on a panel about modern day textile mills, and Hainsworth garments were showcased throughout the event.

July

London College of Fashion Salon Show

In July, we visited the LCF live salon show in Shoreditch, London, featuring incredible garments made from bespoke Hainsworth cloth, designed by our live brief competition winners.

Secondary School Educational Visit

We hosted twenty-four secondary school students at Hainsworth to educate them about working in the textile industry. Employees shared their 'day in the life' at the mill and discussed career opportunities after school.

October

Worshipful Weavers 'Making it in Textiles' Student Visit

For the second year running we hosted students on a Making it in Textiles visit, organised by the Worshipful Company of Weavers. The visit provides a wonderful opportunity to make links between the industry and textiles students.

London College of Fashion 2023/24 Briefing

After completing the 2022/23 live brief with LCF Bespoke Tailoring students, we visited the new East Bank campus to launch the 2023/24 project with the next cohort of third year students.

December

London College of Fashion Project Presentations

We returned to LCF to see the Bespoke Tailoring students present their projects. As per the previous year, we once again saw an incredible standard of work from the talented next generation of tailors.



SUPPORTING THE FASHION DESIGNERS OF THE FUTURE

We are committed to supporting emerging fashion talent and promoting sustainable approaches to fashion design. Since 2014, we have collaborated closely with universities and higher education institutions across the UK, providing annual projects that enable students to gain real-life experience of working to a fashion industry client's brief and high standards.

By presenting their garments, working with a professional client, and receiving constructive feedback, fashion design students gain practical and valuable experience of working in the fashion industry. In 2023, we upheld this commitment by working with students from both London College of Fashion and Manchester Metropolitan University.

We were delighted to see the creative, skilled, and conscientious work of the next generation of fashion designers.

Case Study:

**London College of Fashion Bespoke Tailoring X
Hainsworth**

In 2023, we were thrilled to have partnered with the London College of Fashion for the second year in a row. We presented a unique opportunity to their third year Bespoke Tailoring students – a chance to design their very own bespoke fabric, showing evidence of originality, quality, and craftsmanship in their work while taking a sustainability-led approach.

“Each student who took part in our project brief brought a unique approach, showcasing their individual design ‘handwriting’ and identity through their submissions. Our winners, Tilda, Anastasia, and Anna, were selected for their use of original artwork, together with commercial tailored design concepts and a commitment to reducing fabric waste.”

– Andrea Noble, Design and Product Development Manager

Our three exceptional winning students – Tilda, Anastasia, and Anna – won the prize of eight metres of their own bespoke jacquard fabric. In January 2024 they were invited to the Hainsworth Mill to witness their fabrics being woven on our jacquard looms in person (see picture).

This year, the students will be using their custom fabric designs to form part of their final year collection. We’re excited to see their creations on the runway at their Graduate Showcase in June 2024.





Case Study:

Manchester Metropolitan University Fashion Design & Technology X Hainsworth

For several years, we have worked with the talented cohort at Manchester Metropolitan University. For the 2023 Live Brief competition with their Fashion Design and Technology students, we posed a challenge to create a garment that embodied slow fashion.

The students were prompted to consider various elements of slow fashion such as waste reduction, use of natural materials, quality, craftsmanship, style over trend, functionality, and garment longevity. The entries were of an exceptionally high standard this year, and Stacy Chan emerged as the winner (see Stacy's garment pictured).

"What made Stacy's garment stand out was the beautiful final product, complemented by her research, which drew inspiration from her heritage. The sublimation print carried symbolic meaning, telling a story of longevity, while the Chinese knot buttons, made with care by hand, represented a rich cultural heritage and skilled craftsmanship."

– Charlotte Law, Marketing Manager

We thoroughly enjoyed working with the staff and students at Manchester Metropolitan University, and are excited to continue our partnership and kick off our 2024 project on 'Transeasonal Fashion'.

Our responsibility to our customers and supply partners

We know that we would struggle to make progress on sustainability without the support of our customers and supply partners, and in some cases we can play a role in bringing them along on our journey.

For our suppliers:

The choices we make when sourcing raw materials and services directly impact the environmental and social footprint of our products. By collaborating with suppliers who share our commitment to sustainable practices – and challenging those who don't – we ensure the integrity of our supply chain.

For our customers:

Through innovative product design, manufacturing responsibly, creating durable products, and minimising waste, we empower our customers to make an easy choice to be sustainable. We want to support our customers' desire to be more sustainable, and will continue to consult them as we develop and grow.



SUSTAINABILITY UP AND DOWN THE SUPPLY CHAIN

Our Supplier Approval Process is thorough, checking and challenging suppliers on issues such as:

- **Quality:** Traceability of materials, audits and Certificates of Conformity
- **Employment Practices:** Complying with regulations, reducing carbon emissions, and creating healthy working environments for their employees
- **Health & Safety:** Complying to REACH regulations and the handling of hazardous substances

This is important as we aim to bring our supply chain along with us in our journey of sustainability.

We want to take further action on this in 2024, and will improve our Supplier Approval Process to look at a wider range of issues.

ASKING FOR OPINIONS

In 2023, we financially supported two pieces of work to better understand our customers' views on sustainability in their organisations and our own.

1. We funded a Masters in Business Administration for our Commercial Director with a focus on Sustainability. The title of the project was "Research to Understand Customers' Perception of Sustainability and Recommendations for Improving Business-to-Business Engagement between the Organisation and the Customers."

As research for this project, 18 participants were interviewed and asked questions like "What would you say is the most important element of sustainability and why?", and "What do you perceive are the main difficulties/risks in the industry relating to sustainability and why?".

The findings indicated two clear themes regarding sustainability:

- a. There is a need to reduce resources and waste, and there is a general desire across our customer base to work towards replenishing natural resources
- b. There is a desire for individuals and organisations to take more ownership and be more transparent in the information they provide regarding sustainability

We have implemented findings from this research project around our energy consumption, though as noted we suffered a setback in this area in 2023. We are also using the findings on greater transparency to guide our new website development.

2. We undertook a complex brand project with two aims – to revitalise the brand and to redefine our Mission, Vision, and Values as a company. We spoke to customers and suppliers as part of this project and confirmed how important sustainability is to them and to us. We have incorporated sustainability in our company values and this will be rolled out in mid-2024.

We will continue to seek input and feedback on our sustainability initiatives from our supply chain.

USING OUR VOICE

We have continued to contribute to the conversation around sustainability, both with other textile businesses and businesses in the Yorkshire region.

By having these conversations, sharing ideas, and listening to what other businesses are doing, we are constantly learning and furthering our progress on sustainability.

Some examples of Sustainability Speaking Events:

SDC UK Conference Colouration and Finishing 2023
Panel discussion: Increasing efficiencies in textile manufacturing through modern automation methods
Speaker: Amanda McLaren, Managing Director

Clarion Solicitors Leeds
Seminar: Textiles - A circular economy perspective
Speaker: Amanda McLaren, Managing Director

UKFT Sustainability Conference 2023



EXTRACTS FROM SURVEY RESPONSES

“Always prompt and excellent service”

“Very happy with the useful advice and prompt service, especially for such a small order. On a side note, the historical information on your website was fascinating, and it was extremely satisfying to be able to order from a British company at a competitive price. Thank you.”

“Customer service from Ivana Noon fantastic. She answered all of my questions and was prompt in putting my order together. The shipping was excellent!”

“Great company to deal with. Very efficient.
Excellent product”

“I received very clear communication from the sales team and a friendly efficiency. The process of paying for and receiving the goods was smooth. Thank you!”

“Always a pleasure dealing with Gill
and your company.”

“Would have no issue recommending AW Hainsworth – Jill and Diane answered all our questions and the final product was excellent and on time.”

“Fast efficient service - great packaging - customer loved the product - keep on providing this super service, thank you.”



CAGR GOALS

The Sustainable Development Goals we will continue to work on in 2024 are:

SDG 3: Good Health & Well-being^[iii]

“Ensure healthy lives and promote well-being for everyone at all ages”

SDG 11: Sustainable Cities and Communities

“Make cities and human settlements inclusive, safe, resilient and sustainable”

SDG 12: Responsible Consumption and Production

“Ensure sustainable consumption and production patterns”

[iii] <https://sdgs.un.org/goals>

WHO IS RESPONSIBLE FOR SUSTAINABILITY AT AW HAINSWORTH?

Sustainability is the responsibility of everyone at AW Hainsworth, but must be led from the top. This includes:

Amanda McLaren, Managing Director

Phil Atherton, Commercial Director

Lee Martin, Finance Director

Jason Wetherill, Production Director

Robert Taylor, Commercial Director - Atkinson Dyeing

Mark Vose, Head of Health & Safety

Charlotte Dudill, Head of Human Resources

Nigel Birch, Head of Quality

Martin Haworth, Head of Technical & Innovation

Charlotte Law, Head of Marketing

Natalie Tasker, Planning and Purchasing Manager

Matthew Lambert, Senior Process & Sustainability Engineer

Anthony Pearson, Health, Safety, and Environment Advisor

